Report and Support

Annual Report 2022-2023

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Introduction

At the University of Nottingham, we believe everyone in our community should feel safe from any form of harassment or misconduct. We educate our staff and students on the standards of behaviour we expect and we promote safety and awareness initiatives to protect our community. As well as ensuring that students receive appropriate support in response to their reports, Report and Support enables us to better understand risks our students can face and therefore work with our internal teams and external partners to help to reduce these risks. We have chosen to publish our second annual report as part of our drive to raise awareness of these issues within our community of staff and students, and our commitment to be increasingly transparent about both the nature of the issues and how we respond to these.

High-level Summary

- In the academic year for 2022-23, there has been a total of 789 reports to Report and Support from staff and students at the University (UoN), compared to 537 for this period in 2021-22. This is a 46% increase in reporting and demonstrates increasing levels of awareness and accessibility for the platform.
- 680 reports were from students (1.8% of the UK UoN student population), 48 were from staff members which was a significant increase from 25 the previous year and represented 1.4% of the staff population and 61 from other sources.
- For student reports the 5 most reported types of incidents were 207 reports of sexual assault, 152 reports of harassment, 149 reports of bullying, 145 reports of assault and 137 reports of domestic abuse (please note the total number of the type of incidents will be higher than the overall number of reports as one than one 'type' can be selected).
- For comparison last year student reports the 5 most reported types of incidents were 131 reports of sexual assault, 111 reports of an assault, 89 reports of bullying, 80 reports of harassment and 60 reports identifying 'other'. There had been 56 reports relating to domestic abuse.
- For national context to the number of sexual assaults reported, Rape Crisis report that 27% of all adult women aged 16 to 74 in England and Wales have experienced sexual assault at least once since the age of 16, and 5.7% of all adult men aged 16 to 74 in England and Wales have experienced sexual assault at least once since the age of 16 (Office for National

Statistics, 2023). 5 in 6 women who are raped don't report – and the same is true for 4 in 5 men (ONS 2021).

■ 142 or 17% reports in this period were anonymous. This is a lower percentage than the previous year which was 23%. The most common reasons given for reporting anonymously were worries about repercussions for themselves or others, followed by 'they did not know what to do', and 'I feel like they have more authority than me'.

Update on Areas for Development Identified for 2022/23

■ Continue to work with Culture Shift to development and deliver UoN data requirements including to link anonymous reports if the student subsequently identifies themselves.
This has been requested within the regular meetings held with Culture Shift and they are working on this becoming operational. UoN have now upgraded to the Report and Support Gold Package meaning access to additional resources and improved functionality such as with the search function helping to more easily identify repeat reports.

■ Agree a retention policy for Report and Support.
This has been agreed by the Safeguarding Steering Group.

■ Provide regular updates on Report and Support analytics at relevant forums such as Senior Tutor Network, EDI Team Meetings, Wellbeing Network, Safeguarding Leads Group, Safeguarding Working and Steering Groups.
Updates have been provided at all these forums and on a regular ongoing basis for the Safeguarding Leads Network, Wellbeing Network and Steering Group.

■ Monitor and review Student Feedback form pilot to consider wider rollout.
This has been rolled out and it sent to most students on closure of their report, although responses remain limited. This is being further considered within the Code of Conduct development work to identify the most effective ways to gather feedback.

■ Raise further awareness with students such as within Domestic Abuse Awareness week to further 'de-mystify' and increase confidence in Report and Support.
Significant awareness raising of the use of Report and Support took place in the Domestic Abuse Awareness Week and reports relating to domestic abuse have more than doubled compared to 2021-22. There has also been further awareness raising in subsequent campaigns and Consent training for new students, and Report + Support Team have based themselves on a rota basis in halls of residence to increase accessibility. Further work is being undertaken to promote the use of Report and Support for reporting Hate incidents.

- Ongoing delivery of the new Safeguarding training programme with UoN staff to further raise awareness of how and when to use Report and Support.
This is delivered monthly and 2125 student facing staff have now been trained, and clear training guidance for different staff groups for Safeguarding and Prevent has been disseminated.

Overview of management of Report and Support

Report and Support is a publicly available reporting platform and can be used to report issues about students and staff members across the University. People making a report can provide their contact details or report anonymously.

Student Reports

Incoming reports made by or about students are reviewed every working day by the Report and Support Team. All reports are responded to as soon as possible and they are triaged for response according to risk. Consideration is given to which teams or people (including external agencies where appropriate) should be involved to support the student and help manage risk, in line with our statutory safeguarding responsibilities.

The team will usually contact the reporting person in the first instance to discuss the report, any support required and ongoing reporting options and will then assign the report to an appropriate person or team. This could be one of the wellbeing teams and where the person reported is a student and has potentially contravened our Code of Discipline the report may also be referred to our Conduct and Resolutions Team for investigation.

More complex safeguarding issues where multi-agency involvement may be required will usually be assigned to one of the Report and Support Team members for on-going work and to coordinate/co-work with another team where appropriate.

Each week the Report and Support Team review open, assigned cases, and agree closure or on-going actions required. Students are asked for feedback on their experience when the report is closed The Human Resources department manage reports about staff members.

Staff Reports

If report is made regarding a staff member this is usually picked up through the HR Business Partnering team and triaged. The reports are picked up daily and professional support and guidance provided by the HR team to Leaders and Managers if it requires investigation, signposting, or wider intervention.

The HR Business Partnering Team analyse the trends and data and provide this to HR Leaders. The data analysis is considered not only from an Employee Relations perspective but in terms of driving forward changes to culture and behaviour and supporting our work with EDI.

The Organisational Development team have implemented ways to make the system more accessible to staff, including adding reference to the wellbeing resources and working with the Dignity Advisors and further work is underway led by Senior HR managers using a collaborative approach to ensure the effectiveness of Report and Support going forward.

Quantitative Data and commentary

Please note. For some data deport numbers less than 5 will be shown as <5.

Graph 1. All reports by month with comparison data from 2021-22.

All reports
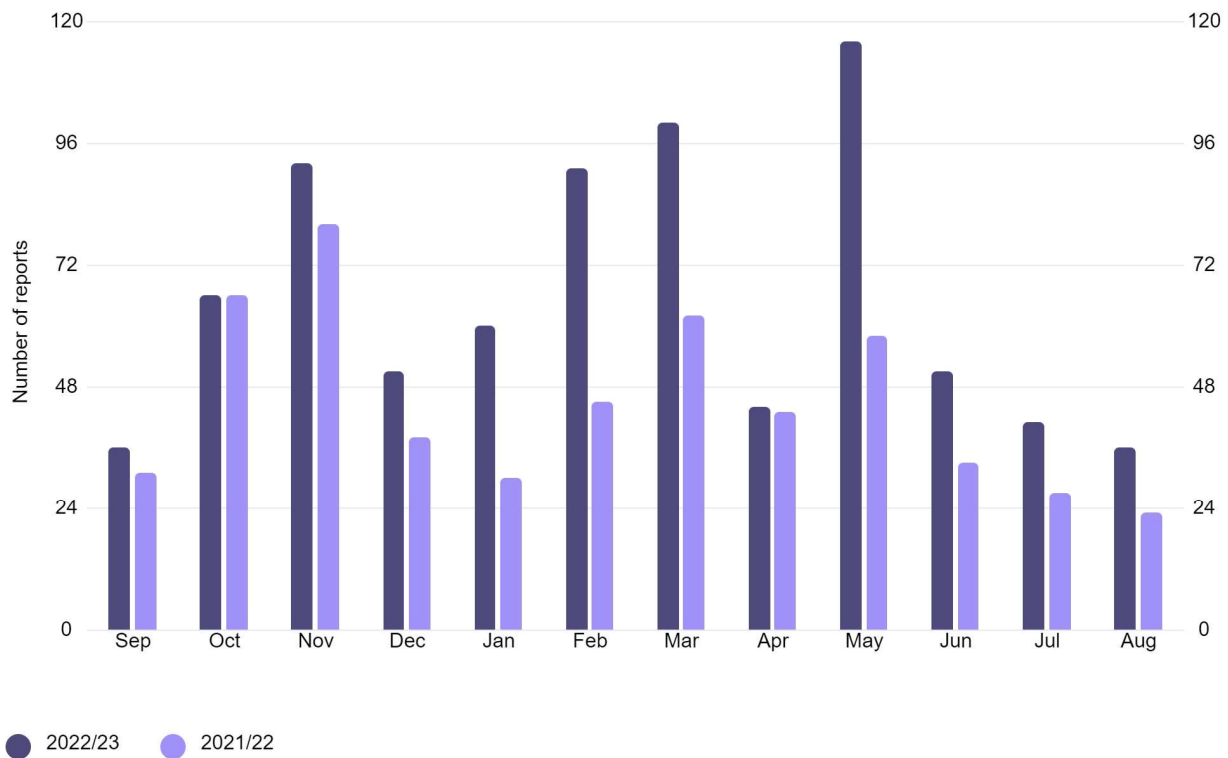
The highest number of reports received in the last year was in May, as opposed to November in the previous year. November is often a month when wellbeing campaigns are run such as No Place for Hate and 'Wobble Week' and it was anticipated that this pattern have been repeated in the next academic year due to the Domestic Abuse Awareness Week in November. It is unclear at this stage why May saw such an increase in reporting, although this may be linked to the launch of the 'A-Z of Consent' Night Time that month, developed by the multi-agency Consent Coalition of which the University of Nottingham as further analysis undertaken around reported incidents for this period found which the highest numbers of reports were for sexual assault, followed by assault and domestic abuse. This period will be monitored closely this year to see if there is a similar increase along with student feedback received to try and understand this better.

Table 1. What are people reporting?

	Students	Other	Staff	Total
Sexual Assault	193	6	8	207
Harassment	125	15	12	152
Bullying	119	13	17	149
An assault	123	8	14	145
Domestic Abuse	117	12	8	137
Other	114	17	5	136
Sexual harassment	81	5	10	96
I'm not sure	74	4	15	93
Discrimination	53	7	15	75
Stalking	53	5	8	66
Victimisation	41	2	12	55
Hate crime or incident	30	8	10	48
Microaggression	26	7	11	44
Fraud	>5	1	0	5

Sexual assaults remain the most common type of report with 193 student reports in the last year. For all reports of sexual violence where the student reports with contact details, students are offered an appointment with an Sexual Violence Liaison Officer. The SVLO will arrange to meet with them to discuss support, reporting options and make any onwards referrals required, for example to Topaz Sexual Assault Referral Centre or Notts SVSS or UoN Counselling Service.

There has been an increase in reports of harassment and bullying which are now the 2nd and 3rd most common type of report. This has been discussed in the Safeguarding Leads Network meeting and all leads now have access to Report and Support analytics and are meeting with the Senior Manager for Safeguarding to continue to review this to identify any patterns or themes. There have also been campaign materials identified to raise awareness that Report and Support can be used to report hate incidents and crimes and training planned for staff in the Wellbeing Team to ensure they feel confident to support students affected by this.

Table 2. Reporting person's perception of factors which may have played a role in the incident

	A Student	Staff	Other	Total
Being trans/non-binary	15	7	0	22
Nationality	30	11	5	46
Having children/being pregnant	6	6	2	14
Other	52	10	8	70
Socioeconomic background	40	6	4	50
Age	76	10	9	95
Gender	168	14	15	197
I don't know	255	17	16	288
Ethnicity/race	71	11	11	93
Religion/belief	38	2	4	44
Sexual identity	31	10	4	45
Having caring responsibilities	7	4	1	12
Disability or impairment	40	4	5	49

This chart relates to the student's perception of whether any of their protected characteristics were a factor in the incident which occurred. The highest number of reports is for 'I don't know', and within this it should be noted that this field is usually used when people are reporting on behalf of a student as they often do not want to make assumptions about this. The next highest number is for gender, which is likely to relate to the reports for sexual assaults. Age and race and ethnicity are the 2nd and 3rd highest report which was also the case in the previous year and the increase in numbers of reports identifying these issues is broadly in line with the overall increase of reports. However further work is being planned to undertake a 'deeper dive' audit focusing on the increase in reports relating to harassment and bullying to understand what factors the reporting students feel were associated with these incidents.

The anonymised analytics for the reports continue to be accessible to the EDI Team, so they can review these to identify patterns and agree how further understanding of these issues will be

established and addressed. In addition access to analytics this year has been extended to Faculty Safeguarding Leads and the Conduct and Investigation Team.

Table 3. What happened to submitted reports?

	An Student	Other	Staff	Total
Fitness to practice referral	4	0	0	4
SVLO referral	104	0	0	104
Emergency Accommodation Accepted	4	0	0	4
Community Engagement referral	13	2	0	15
DALO referral	30	2	0	32
Safeguarding: referral to Local Authority or relevant safeguarding lead due to child safeguarding concerns	7	4	0	11
Emergency Accommodation Offered	3	0	0	3
External support services	34	3	0	37
MHAS referral	69	1	0	70
Students' Union referral	45	3	1	49
Faculty Safeguarding Leads referral	26	1	0	27
Support offered but declined or no response	110	4	0	114
EDI team referral	1	1	0	2
Informal action	32	3	9	44
Conduct investigation	11	0	0	11
Advice given/signposting	53	5	3	61
Referral to students cases of concern meeting	2	0	0	2
UON Sports	1	0	0	1
Conduct review	5	4	0	9
No further action	25	9	5	39
HR referral	5	3	6	13
Safeguarding actions by Wellbeing Team (not requiring statutory intervention)	25	1	1	27
Closed as anonymous	81	10	18	109
Police referral	25	1	0	26
Security referral	36	5	0	41

UoN Wellbeing support services	204	9	2	215
ResX referral	58	2	0	60
None	43	4	6	53

There have been a number of outcomes which have been added during the year so some figures may appear lower this year. This includes separating Conduct and Resolutions Team reviews and investigations and referral to a new wellbeing forum. This process was developed this year and is a multi-team meeting where risk is identified in relation to a student and there are multiple teams involved to assess risk and ensure a coordinated response to supporting the student and others involved.

There have been previous developments within outcome reporting to ensure that UoN is able to report on Prevent and referrals in line with statutory safeguarding responsibilities for referrals. There has also been a change of process to ensure that all reports are closed by the Report and Support Team to ensure that risks have been managed and these outcomes are accurately reflected.

Last year the SVLO referral outcome was added within the year and so access to this support appeared relatively low, and so it is positive that with a full year of reporting the number of students accessing this support has been 104.

There also appears to be a relatively large number of reports closed as anonymous, which was also the case in the previous year (81 reports). However operationally it has been identified that an initial report is submitted anonymously, often a further report is made where the student will identify themselves. Therefore, whilst anonymous reports are closed, the closure comments will often link them to another report where on-going work with the student is recorded. The Report and Support Team have requested that Culture Shift (who provide the platform) investigate whether this can be reflected in a reporting data field going forwards and they are working on this becoming operational.

Areas of Development for 2023-2024

- Development of further safeguards and guidance around risks to students in regard to exploitation, with a focus on support for international students.
- Ongoing development of UoN's policy and guidance for supporting students who are under 18 years.
- Awareness raising to promote the use of Report and Support for reporting hate incidents.

- Deep dive audit with a focus on reports relating to bullying and harassment.