



University of  
**Nottingham**  
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# Report

# Report and Support

Annual report 2024-2025

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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 fourth 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 2024-25, there has been a total of 959 reports to Report and Support from staff and students at the University (UoN), which is an increase of 69 reports compared to this period in 2023-24. This demonstrates ongoing and increasing student and staff accessibility and confidence in the system.
- For 779 reports the reporting person was a student (this represents 2.1% of our UK student population), for 87 a staff member and 93 from other sources.
- The most reported incident types were harassment (255), bullying (158), sexual assault (152), domestic abuse (119), and discrimination (127). (please note the total number of the type of incidents will be higher than the overall number of reports as more than one 'type' can be selected).
- For comparison the most reported incident types by for the previous year were harassment (212), bullying (125), sexual assault (137), domestic abuse (92), and discrimination (91).
- For national context to the number of sexual assaults reported, Rape Crisis report that 1 in 4 women and 1 in 18 men have been sexually assaulted since the age of 16. They also state that 5 in 6 women who are raped don't report – and the same is true for 7 in 8 men.
- 188 or 19.6% reports in this period were anonymous. This is a reasonably consistent figure with the previous year of 20%. The most common reasons given for reporting anonymously were worries about repercussions for themselves or others, followed by 'I did not know what to do', and 'I'm worried about being seen as a trouble maker'.

## Update on Areas for Development Identified for 2023/24

- 1. Continuation of work to respond to further increase of reports of harassment, including delivery of staff and student training around this. Also to further understand the increased percentage of female students reporting this.**

This has been an area of significant focus within this university, and our single comprehensive source of information, as required by the University's regulator, the Office for Students, was published in August 2025. This sets out details of the university's policies and procedures on, and relating to, bullying, harassment, discrimination, victimisation and sexual misconduct, including details of the University's policy on intimate personal relationships between staff members and students.

Our staff safeguarding training has been reviewed and updated to include further details around recognising and responding to concerns from students about harassment. In addition new mandatory training is being delivered to all new students called 'Respect, Consent and Community: Creating Safe Spaces at Nottingham' which includes information around what harassment is and support available.

- 2. Further work to understand the decrease in reports of sexual violence and access to support around this, as we know nationally people experiencing sexual violence is increasing (Crime Survey for England and Wales).**

The University is part of the Nottingham Sexual Violence Action Network which is a multi-agency forum and we have discussed this issue with partner agencies. As a result we are undertaking some joint workshops with Nottingham Trent University and Police leads for Operation Soteria to better understand barriers for students reporting sexual violence and how we can work collaboratively to improve confidence around this.

In addition, we have delivered training for our Wellbeing and Investigations teams around trauma aware approaches to ensure staff confidence and effective student support in this area.

- 3. Completion of measures to ensure consistent safeguarding measures are in place to support students on placements and field trips.**

This work has been completed, engaging the knowledge and expertise of placement and safeguarding leads across the university. Process guidance is being published in our Safeguarding Procedures and student information session have also been developed and are now being delivered prior to students beginning their placements, to ensure they know how to seek support if they have any concerns.

## Overview of the management of Report and Support

### Student Reports

All student reports 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. Regular triage meetings are held with key partner teams such as the Investigation and Resolution Team (where it appears that a student may have breached the Code of Conduct) Residential Experience Team, Community Engagement Team as well as safeguarding leads in our Student Union, to ensure that support and risk management is co-ordinated effectively.

The reporting person will usually be contacted in the first instance to discuss the report and agree next steps. If the affected student has not made the report themselves, they will also be contacted as soon as possible, either by the Report and Support Team or assigned team or person to discuss the report and establish their views and wishes about any support they may need. Each week the Report and Support Team review open, assigned cases, and agree closure or on-going actions required. Student feedback is requested when a report is closed to ensure we can continue to improve our support to students.

More complex safeguarding issues where multi-agency involvement may be required will usually be managed within the Report and Support Team which is overseen by the Senior Safeguarding Manager.

At the University of Nottingham, 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 promote safety and awareness initiatives to protect our community. Where we receive

reports which indicate a student has not complied with our Code of Conduct, following investigation they could receive sanctions from the University, which range from training and education to expulsion. The University will also work with the Police where there are criminal investigations.

## Staff Reports

Report and Support is utilised by both the student and staff population across the University. Reports can be provided from named individuals but also on an anonymised basis. If a report is made about a staff member this is picked up by the HR Business Partnering team. Where a student has made a report they will also be supported by the student facing Report and Support Team. The reports are reviewed 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.

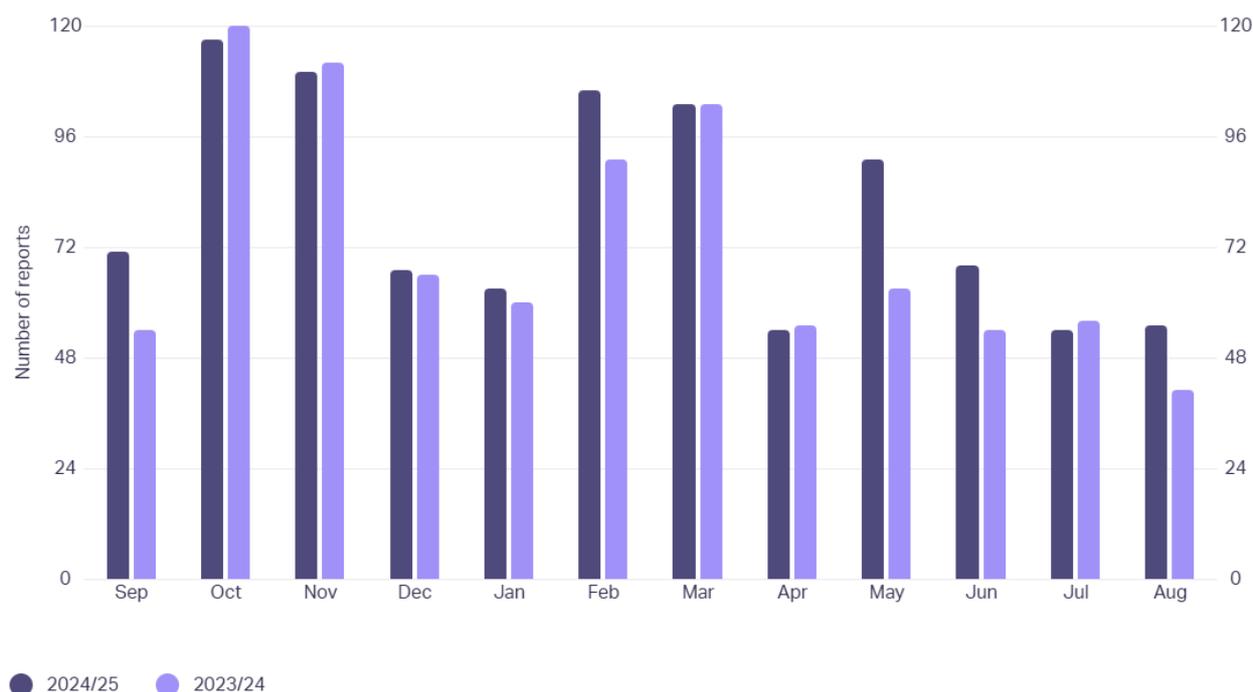
The Organisational Development team have implemented ways to make the system more accessible to staff, including adding reference to the wellbeing resources and working with the Dignity Advisors and HR Policy Manager to embed the approach within their responses. The Associate Director of Organisational Development and the Associate Director of People and Change are working together on a collaborative approach to ensure the effectiveness of Report and Support going forward.

## Quantitative Data and commentary

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

Graph 1. All reports by month with comparison data from 2023-24.

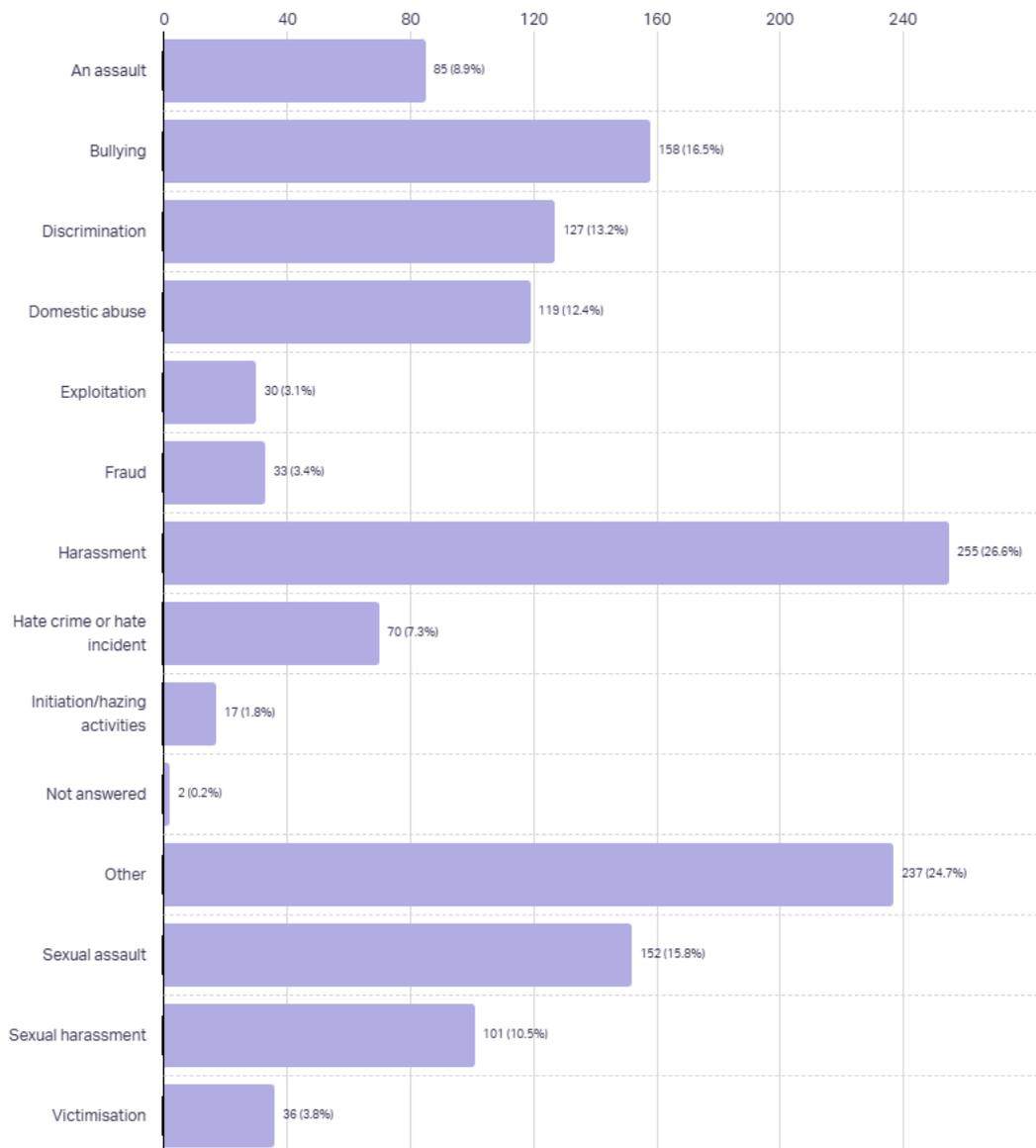
### All reports



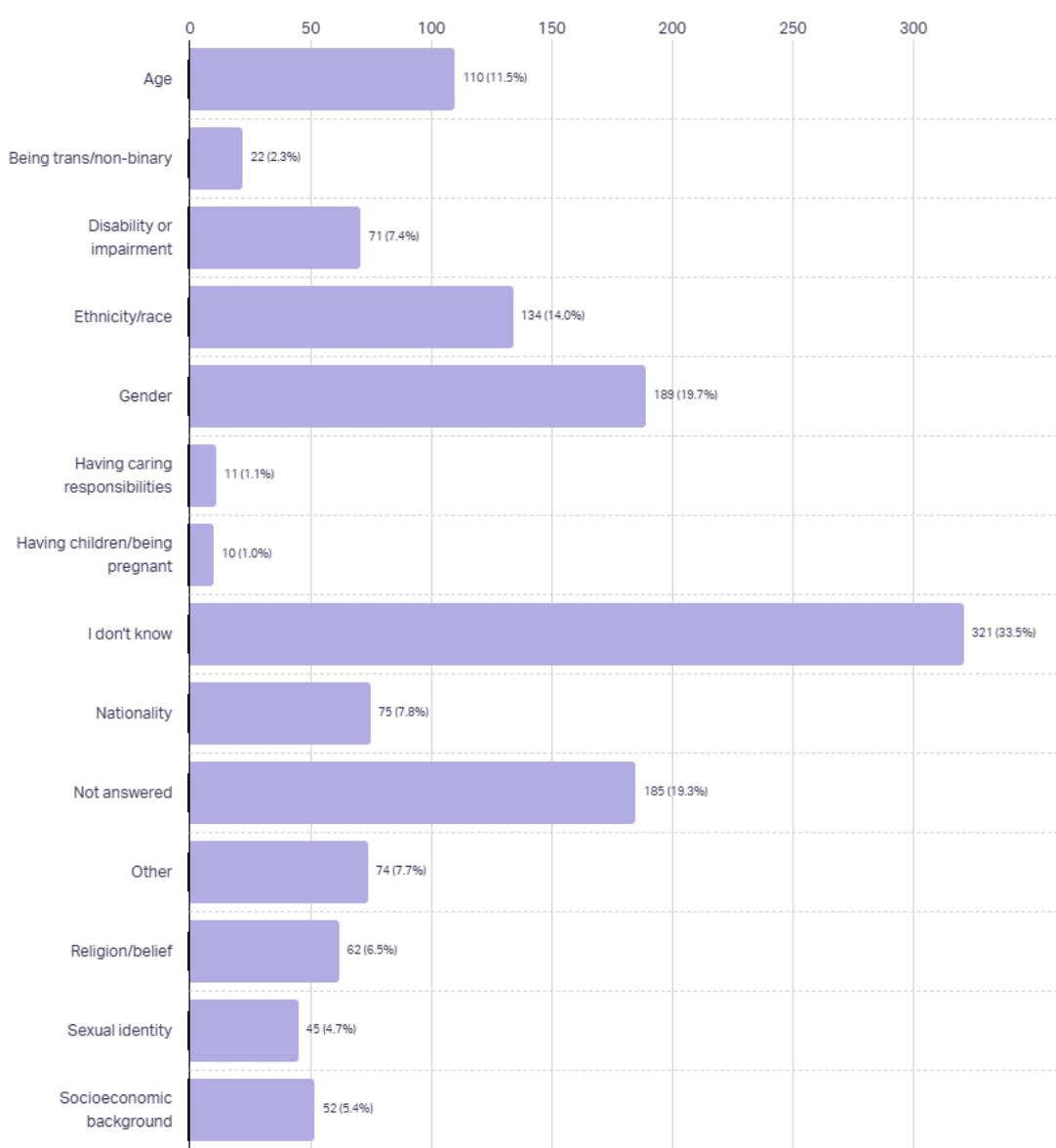
The highest number of reports received in the last year was in October, followed by November which was the same in the previous year. There is significant awareness raising about Report and Support at the start of the new academic year, particularly with our new students to ensure they know how to access support should they need it, and the timing of this increase would indicate this was effective. New training called Respect, Consent and Community: Creating Safe Spaces at Nottingham is also now delivered to new undergraduate students, which includes how to report concerns to Report and Support. It is also discussed in introductory talks to all students in our halls of residence.

## Graph 2. What are people reporting?

*NB - Multiple options could be selected in a single report*

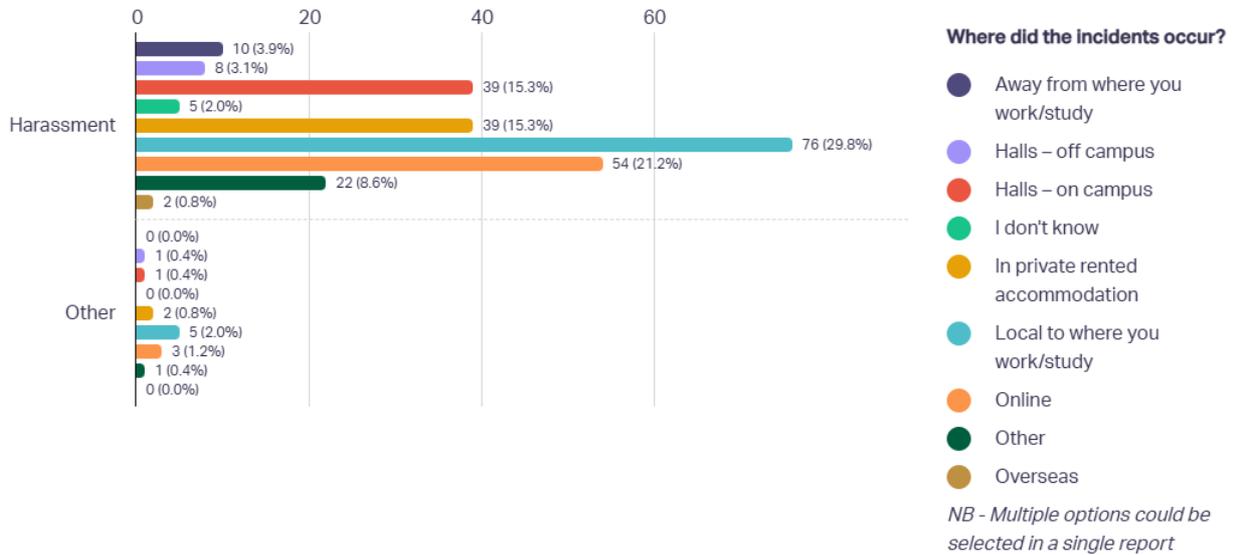


Graph 3: Reporting person's perception of factors involved



Reports of harassment continue to be the most commonly reported incidents over the last year, which was also the case for the previous year, with reports slightly increasing from 212 to 255. 63% of these reports were from people identifying as female. Some further analysis has been undertaken of these reports and provided to the Harassment Working Group, including in regard to location of incidents (please see graph 4). We are undertaking further work in terms of manual audit to further understand the types of incidents students are reporting as incidents, and whether the reported person has a connection to the university.

Graph 4-Location of incident for reports of harassment



Reports of sexual assault have increased slightly to 152 reports from 137 the previous year. This would indicate that some of the actions outlined about in response to reduced reporting have been effective, however clearly work in this area is ongoing. This remains a sector wide concern and focus. In the Office for Students Sexual Misconduct Survey 2025, final year undergraduate students reported that 13.3% of them experienced sexual harassment within the last 12 months (and 24.5% per cent since becoming a student), while 5.4% of respondents had been subjected to unwanted sexual contact or sexual violence within the last 12 months (since becoming a student, 14.1%). rates of reporting to higher education institutions remain relatively low at 13.2 per cent of those experiencing sexual harassment, and 12.7 per cent of those subjected to sexual violence.

There was a high prevalence of the term ‘other’ being used for the type of incident. This could indicate that the current ‘categories’ are not adequate to describe student experiences and also potentially risks obscuring new/developing risks and responses to these. This is therefore an area of development for the coming year.

In terms of students’ perception of factors involved in the incident, aside from “I don’t know” (often used when a report is made on behalf of a student) the most commonly reported factors were gender, ethnicity, age, nationality and religion. 70 hate crimes or incidents were also reported, which was actually a decrease from the previous year of 83. This would suggest that these incidents are likely to be under reported, given the Home Office reported a 2% increase nationally in these reports in March 2025. In terms of a further area for development, further analysis will be

undertaken in factors identified in hate incidents, and the reporting of protected characteristics being factors in wider reported to understand themes and patterns within this.

Table 1. What happened to submitted reports?

Advice and Signposting	259
Referral to other Wellbeing Teams	144
Referral for review or investigation under the Code of Conduct	106
Support offered but declined	157
Referral to Residential Experience Team	79
Referral to the Student Union	40
Referral to Sexual Violence Liaison Officer	79
Referral to Security Team	41
Safety Planning	106
Informal Action new	95
Referral to Academic Staff new	68

The table above shows the most common initial outcomes for reports received. In terms of referrals to statutory agencies, 75 referrals were made to the Police, and this year we have also split this category to better reflect whether the report to the Police was made before or as a result of the report to Report and Support. This has established that 32 reports were made prior to the report and 43 following the report. This is a significant increase on Police reports the previous year of 38 which reflects effectiveness of some of the joint work we are doing with the Police to improve student confidence in Police reporting. We are also asking student who don't choose to report to the Police their reasons for this, to help the Police to better understand where they may need to target work.

4 safeguarding adults and 10 child safeguarding referrals were made to local authorities, the majority of these being in response to risks around domestic abuse. 1 Prevent referral was made in the last year, and advice was sought from Prevent officers for 3 other reports. We have continued to strengthen safeguarding work with statutory agencies this year, with membership on the Nottingham City Safeguarding Adults Board, continued active membership of the Sexual Violence Action Network and the ongoing work with the Police outlined above.

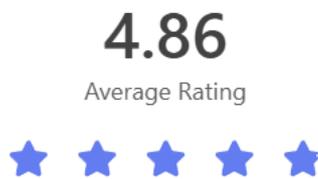
## Student Feedback

The OfS survey referenced above also indicated rates of reporting to higher education institutions remain relatively low at 13.2 per cent of those experiencing sexual harassment, and 12.7 per cent of those subjected to sexual violence. Of students who reported to their HEI, only around half of rated their experience as “good”.

At the University of Nottingham we have been developing better ways to gather student feedback about using the Report and Support service, to continuously review and improve our responses, and improve student confidence in using the service. We ask students who make a report (with their contact details) for feedback on their experience.

Responses to some of the questions asked are included below, these have been received in the period since November 2024:

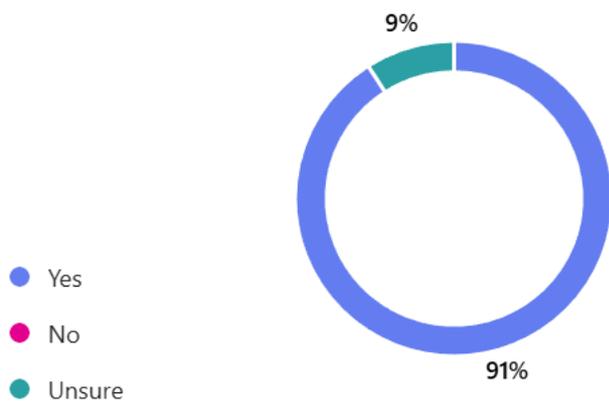
1. Please could you rate the response from the team (score out of 5).



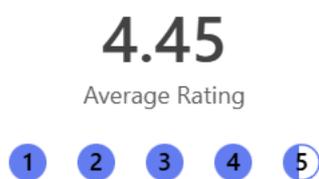
2. Please could you rate the timeliness of response (score out of 5).



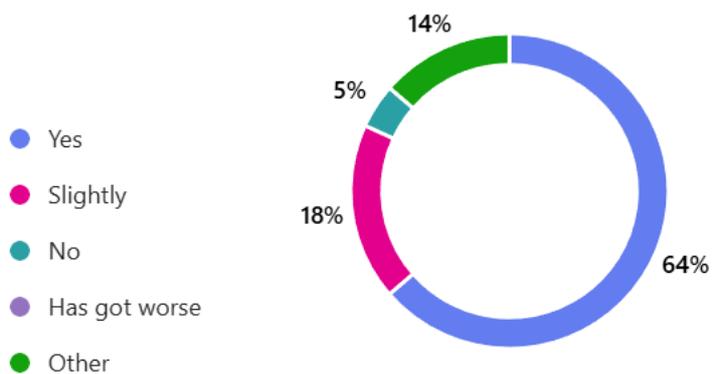
3. Were you put in touch with the right teams where needed?



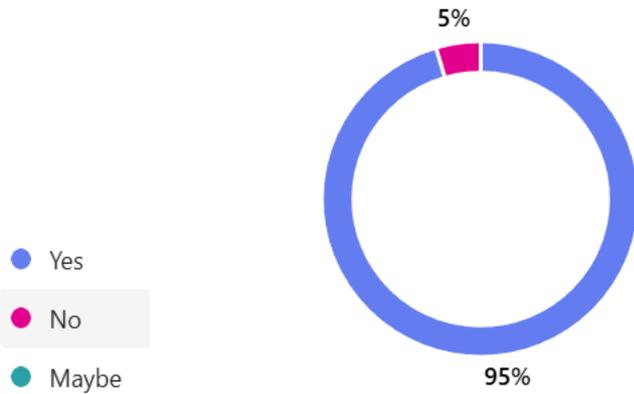
4. Did you feel in control and informed throughout the process (score out of 5)?



5. Has your situation improved since using Report and Support?



6. Would you use Report and Support again?



**Student comments about using the service (the students' words are shared with their permission, some details have been removed to avoid any identification).**

*“The team member was extremely understanding of my situation and it was great to get to chat with her - I felt as though, even though my situation was confusing, she made me feel more like my feelings were very valid.”*

*“They met with me really quickly and took my concerns really seriously and acted on it in a manner that made me feel like it was being dealt with appropriately.”*

*“Massively helped in giving me better methods to cope with stress and difficulties and open myself up more to people that care and want to help”.*

*“It was a really positive, understanding and non judgemental environment for what was a very difficult time. The way initial meeting and other meetings after were conducted were extremely beneficial”.*

*“We have been kept updated at each step of the process and have been reassured that support will always be there for whenever we need. So, now we have a support system set in place for potential future incidents.”*

*“I received a response in a matter of hours so it was excellent to know that the incident was taken seriously. Attempts to resolve the matter were prompt , efficient and effective. Couldn't have asked for better support.”*

*“The team member helped me reach out to the right people from my school for further support, which was reassuring. The situation now is about the same, as I don't speak to any of the people who caused me issues at the time.”*

*“I feel the problem was addressed, No further comment”.*

*“I just wanted to say a big thank you the whole team. I was in a tough place, and I honestly didn't know what to expect. But the support the team member gave me made such a difference. What really stuck with me was how she didn't just talk, walking with me to an appointment and helping me take those first steps toward looking after myself that meant more than I can put into words. It made me feel like I wasn't alone and I was not scared to make that decision that day, because of her presence in that moment it gave me courage and confidence to make a change in that moment on that day, and that I actually had a say in what happens next. Thanks to you, I've started getting the help I need, and I feel way more confident navigating things on my own now. The team member reminded me that it's okay to reach out, and that doing so is actually a strength, looking after my own health is also a strength. So yeah, thank you. For listening, for understanding, and for helping me get to a better place in life.”*

*“Feel very supported- I will definitely contact Report and Support in future if necessary.”*

*“The team member was very lovely and professional. Still complicated but I got a lot of help to do with university which has eased tensions.”*

*“I felt supported in leaving the situation I was in safely and the team member was fantastic at checking in with me and making sure I had all the information and guidance I needed*

*“Although my situation has not necessarily improved, as it is out of my control, my resilience to it has after speaking with Report and Support.”*

*“The team member has been so proactive and supportive, and helped me to feel more reassured and safe regarding my circumstances. She held all the time and space I needed to talk things through and the speed of her response felt immediate and was incredibly thorough, ensuring all of my concerns and our action plans were directly addressed. I especially appreciate her non-judgemental approach and her assuring me that I can continue to reach out to her as/when needed. Thank you so much! :)”*

*“Due to personal reasons, although I did not engage with the University Police Officer or Support and Wellbeing Service, I feel grateful to the team member for providing them with information on my issue so that they are aware and I do not have to revisit it in too much detail if I do decide to engage in future.”*

*“They helped me get the support I needed from the police and I will be forever grateful for that”.*

*“The team member was so supportive she made me feel better and really helped me to know what my options were.”*

We also ask for feedback on what we can do better. Below are responses we have received.

*“Offering the service on more than just the University Park campus to make the support more accessible.”*

*“The first ever email I had at the very bottom it signs like what the persons role is, in my case I saw the email and at the very bottom it was signed sexual violence liaison officer, I would suggest in the future maybe when you do send out an email to the student for the first ever time then maybe make sure that all you mention is your title of being a report and support practitioner because if that’s the only title I saw in my email I I would have definitely felt more comfortable before my first ever meeting”.*

*“Possibly just make this more well known.”*

*“Super helpful and really quick response. to flag, however - I made an anonymous report about someone I knew, but there was no option to name the student! this made it a bit trickier for the team to locate her, so I wanted to flag it in case it hasn’t been mentioned before.”*

*“Initially there was some trouble with the system for my specific problem. I am not a victim or a witness to anything but a concerned party about someone. This led to confusion about the appropriateness on my concern and contact details. If there were better options for this kind of concern it could be better”.*

We have continued to respond to feedback, in particular trying to make Report and Support more accessible, basing the team in different campuses and venues, such as our sports centres, holding drop-in sessions and sharing information about what to expect when [meeting with the team](#), and a

[Monthly Focus](#) for students, giving information about what students are reporting and support available, as well as how to access the team.

## Areas of Development for 2025-2026

1. Tracking of the high usage of the category of 'other' being used for the type of incident. This could indicate that the current 'categories' are not adequate to describe student experiences and also potentially risks obscuring new/developing risks and therefore responses to these.
2. Further analysis will be undertaken in factors identified in hate incidents, and the reporting of protected characteristics being factors in wider reports to understand themes and patterns within this.
3. We are undertaking analysis by manual audit to further understand the types of incidents students are reporting as incidents of harassment, and whether the reported person has a connection to the university. This will be reported to the Harassment and Sexual Misconduct Steering Group to agree responses required.
4. Further work to obtain higher levels of student feedback to continue to improve confidence in contacting Report and Support.

**Report Compiled by Laura Sanderson, Senior Manager for Safeguarding, January 2026**