Report

Report and Support

Annual report, 2021-2022

Contents

High-level Summary

- In the period 2021-22, there has been a total of 527 reports to Report and Support from staff and students at the University, demonstrating high levels of awareness and accessibility for the platform, alongside campaigns such as No Place for Hate and Let's be Clear on Consent which help students understand how they can seek support.

- 466 reports were from students (1.3% of the student population), 25 were from staff members (<1% of the staff population) and 36 from other sources.

- For 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' (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 context to the number of sexual assaults reported, Rape Crisis report that nationally 1 in 4 women and 1 in 20 men have experienced sexual assaults and that in the year ending March 2022, 70,330 rapes were reported which is the highest recorded number nationally.

- There have been 56 reports relating to domestic abuse. The reporting of this type of incident has increased from the least common type of incident in the first term of 2021/22 to the 4th most common in the last term. Over the summer period the majority of reports have been students reporting domestic abuse within their families whilst away from University.

- The increase in reports relating to domestic abuse is reflective of the increase in domestic abuse reports nationally and particularly during Covid lockdowns, for example between April and June 2020, there was a 65% increase in calls to the National Domestic Abuse Helpline, when compared to the first three months of that year (House of Commons Library, May 2021). The developments in practice to support students at risk of domestic abuse are detailed later in the report.

- 123 (23%) reports in this period were anonymous. 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', 'other', 'feeling embarrassed/ashamed' and 'feeling worried about being believed'.

Developments in this period

- Developments in how Report and Support is managed, including new Report and Support processes and guidance.
- A Senior Manager for Safeguarding and Critical Incidents has been recruited and this role oversees Report and Support.
- There has been agreement at Senate that Report and Support will now be the primary reporting tool for UoN for safeguarding and Prevent concerns.
- Safeguarding training has been delivered to nearly 800 student-facing UoN staff so far where the message about use of Report and Support is communicated.
- A new safeguarding policy is in place and procedures have been developed which will further strengthen staff understanding of using Report and Support for safeguarding concerns.
- Development work has been completed to ensure outcome reporting can reflect reporting in line with statutory safeguarding responsibilities and Prevent concerns.
- Training and development of specialist Domestic Abuse Liaison Officers within Wellbeing Teams to support students regarding the increasing reported relating to domestic abuse. This also supports the already established Sexual Violence Liaison Officer (SVLO) network.
- A Domestic Abuse Awareness Week was held in November 2022.
- A student feedback form to capture the experience of using Report and Support has been developed and piloted to try to ensure capture of qualitative as well as quantitative data.

Overview of management of Report and Support

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. Those who do not comply with the Code of Conduct could face criminal charges in combination with sanctions under our Disciplinary Code, including expulsion from the University.

Incoming 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 prioritised 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.

The team will usually contact the reporting person in the first instance to discuss the report and agree next steps and will then assign the report to an appropriate person or team (for example the Support and Wellbeing Team or Residential Experience Team) with details in the report 'activity'

section about what action has been agreed or requested. If the 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.

More complex safeguarding issues where multi-agency involvement may be required will usually be assigned to the Senior Manager for Safeguarding & Critical Incidents 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 ongoing actions required. The Human Resources department manage reports about staff members.

Quantitative Data and commentary

Please note. Report numbers less than 5 will be shown as <5.

Graph 1. All reports by month
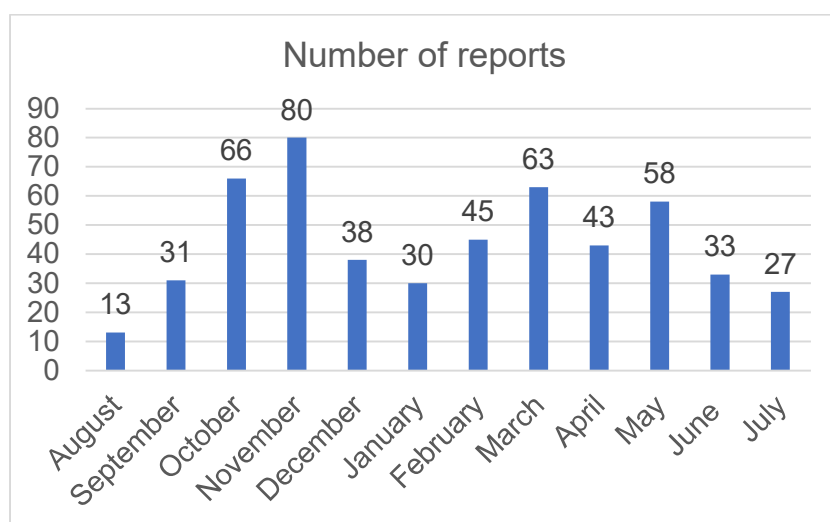
The most reports in the last year were received in November. This is often a month when wellbeing campaigns are run such as No Place for Hate, and it is anticipated that this pattern may be repeated in the next academic year due to the planned Domestic Abuse Awareness Week in November.

Table 1. What are people reporting?

	A student	Other	Staff
A hate crime or hate incident	21	5	<5
An assault	111	8	<5

Bullying	89	5	9
Discrimination	40	7	8
Domestic abuse	54	<5	
Harassment	80	8	7
Unsure	41	4	<5
Microaggression	32	<5	11
Other	60	6	<5
Sexual assault	131	9	
Sexual harassment	45	5	
Stalking	29	<5	<5
Victimisation	30	<5	<5

Sexual assaults remain the most common type of report with 131 student reports in the last year. For all named reports of sexual assault, students are offered an appointment with an SVLO. The SVLO will arrange to meet with them to discuss support, reporting options and make any onwards referrals required, for example to the Mental Health Advisory Service or to Topaz.

Table 3. Why did the incidents occur?

	A student	Other	Staff
Age	52	7	<5
Being trans/non-binary	<5	<5	<5
Disability or impairment	26		<5
Ethnicity/race	54	<5	<5
Gender	143	11	7
Having caring responsibilities	<5		
Having children/being pregnant	<5	<5	
I do not know	180	6	7
Nationality	21	<5	<5
Other	26	<5	<5
Religion/belief	17	5	<5
Sexual identity	21	5	<5
Socioeconomic background	10	<5	<5

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. Race and ethnicity are the third highest report with 54 reports and age with 52 reports. The anonymised analytics for the reports are 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.

Table 4. What happened to submitted reports?

	A student	Other	Staff
Closed as anonymous	86	9	11
Conduct and investigation referral	24	<5	
DALO referral	6		
External support services	37	<5	
Fitness to practice referral	<5	<5	
Formal complaint/grievance referral	54	7	
HR investigation conducted		<5	<5
HR referral	<5		
Informal action (with support)	28		8
MHAS referral	20		
No further action	61	5	<5
Off Campus Student Affairs referral	<5		
Referred to police (Conduct and Investigations informed)	31	<5	<5
ResX referral	4		
Safeguarding actions by Wellbeing Team (not requiring statutory intervention)	31	<5	
Safeguarding: referral to Local Authority due to s42 adult safeguarding concerns	<5		
Safeguarding: referral to Local Authority or relevant safeguarding lead due to child safeguarding concerns	7	<5	
Safeguarding: referral to the Police	8		
Security referral	43	<5	
Students' Union referral	6		
Support offered but declined or no response	14		
SVLO referral	15		
UoN Wellbeing support services	169	<5	<5

There has been recent development 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.

Given the number of sexual assaults reported, from this data SVLO take up may appear low, however, to put this into context SVLO support as a specific outcome was only created in May 2023 as part of the wider review of outcome options to reflect statutory safeguarding reporting.

There also appears a large number of reports closed as anonymous 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.

Areas for Development for 2022/23

- Continue to work with Culture Shift to develop and deliver UoN data requirements including to link anonymous reports if the student subsequently identifies themselves.
- Agree a retention policy for Report and Support.
- 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.
- Monitor and review student feedback form pilot, to consider wider rollout.
- Raise further awareness with students such as within Domestic Abuse Awareness week to further 'de-mystify' and increase confidence in Report and Support.
- Ongoing delivery of the new Safeguarding training programme with UoN staff to further raise awareness of how and when to use Report and Support.

Appendix: Equality monitoring data of the reporting party

Table 5. Proportion of reports by gender in relation to staff and student profile

	Number of student reports	Proportion of reports in relation to UoN student profile	Number of staff reports	Proportion of reports in relation to UoN staff profile
Man	81	0.5%	7	0.2%
Woman	309	1.6%	10	0.2%
Gender fluid	<5	n/a	n/a	n/a
Non-binary	<5	n/a	n/a	n/a
Prefer to self-identify	5	n/a	n/a	n/a
Prefer not to say	23	n/a	<5	n/a
Unknown	29	n/a	<5	n/a

Table 6. Proportion of reports by trans identity

Please note, this question was added in the middle of the academic year.

Is this person's gender identity different from the gender they were assigned at birth?	A student	Staff
No	155	8
Prefer not to say	19	
Yes	27	<5

Table 7. Proportion of reports by age group

	Student reports	Staff reports
18 - 21 years	70%	4%
22-25 years	12%	13%
26-35 years	7%	22%
36-45 years	1%	9%
46-55 years	<1%	17%
Unknown	6%	22%
Prefer not to say	1%	13%
under 18	<1%	n/a

Table 8. Proportion of reports by sexual orientation

	Student reports	Staff reports
Asexual	1%	n/a
Bisexual	11%	4%
Gay man	<1%	4%
Gay woman/lesbian	2%	n/a
Heterosexual/straight	48%	50%
Unknown	26%	33%
Other	<1%	n/a
Pansexual	1%	n/a
Prefer not to say	7%	8%

Table 9. Proportion of reports by religion or belief

	Student reports	Staff reports
Buddhist	2%	4%
Christian	16%	4%

Hindu	2%	4%
Humanist	n/a	4%
Unknown	32%	39%
Jewish	1%	n/a
Muslim	5%	n/a
No religion/belief	29%	26%
Other	2%	n/a
Prefer not to say	9%	17%
Sikh	2%	n/a

Table 10. Proportion of reports by disability

	Number of student reports	Proportion of reports in relation to UoN student profile	Number of staff reports	Proportion of reports in relation to UoN staff profile
Yes	125	3%	6	1%
No	191	0.6%	11	0.1%
Prefer not to say	24	n/a	<5	n/a
Unsure	98	n/a	6	n/a

Table 11. Proportion of reports by ethnicity

	Student Reports	Staff
Arab	2%	n/a
Asian or Asian British - Chinese	7%	8%
Asian or Asian British - Indian	5%	4%
Asian or Asian British - Other background	3%	n/a
Asian or Asian British - Pakistani	2%	n/a
Black or Black British - African	5%	4%
Black or Black British - Caribbean	<1%	n/a
Black or Black British - Other background	<1%	n/a
Unknown	20%	13%
Mixed - Black African and White	1%	n/a
Mixed - Black Caribbean and White	1%	n/a
Mixed - Asian and White	1%	n/a
Mixed - Other background	1%	n/a
Other	<1%	n/a
Other ethnic group	<1%	4%

Prefer not to say	4%	13%
White - British, Northern Irish, Scottish, Welsh, English	39%	50%
White - Irish	<1%	n/a
White - Other background	4%	4%