

Report + Support and Dignity & Respect Champions' Network

Six monthly summary of reports by staff
August 2021 to February 2022



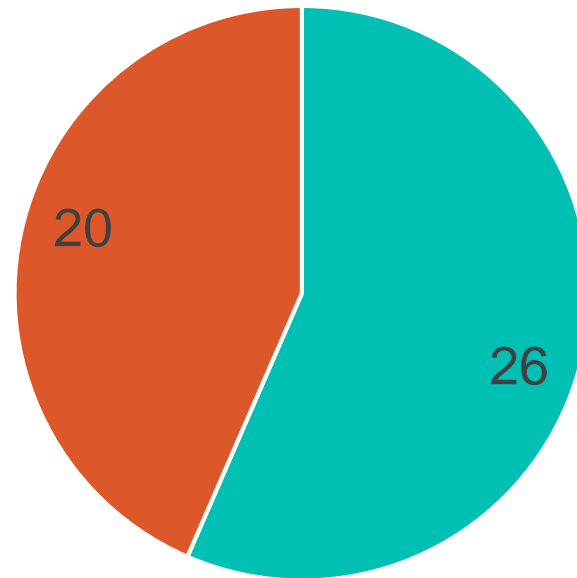
Introduction to Report + Support

- The Report + Support (R+S) tool is used by many universities in the UK
- Staff and students can use the tool to report incidents that they experience or witness, or on behalf of others
- Reports can be made anonymously or with contact details
- Reporters who share contact details and wish to talk are contacted, using the channel of their choice, by a trained responder, within 5 working days
- Responders are trained to listen with empathy and to create an environment in which reporters can consider what they want to do next
- Responders will not pressure a reporter to take a particular course of action
- All personal and sensitive data are managed in line with data protection policy and legislation



R+S Number of reports received from staff

Anonymous/with contact details

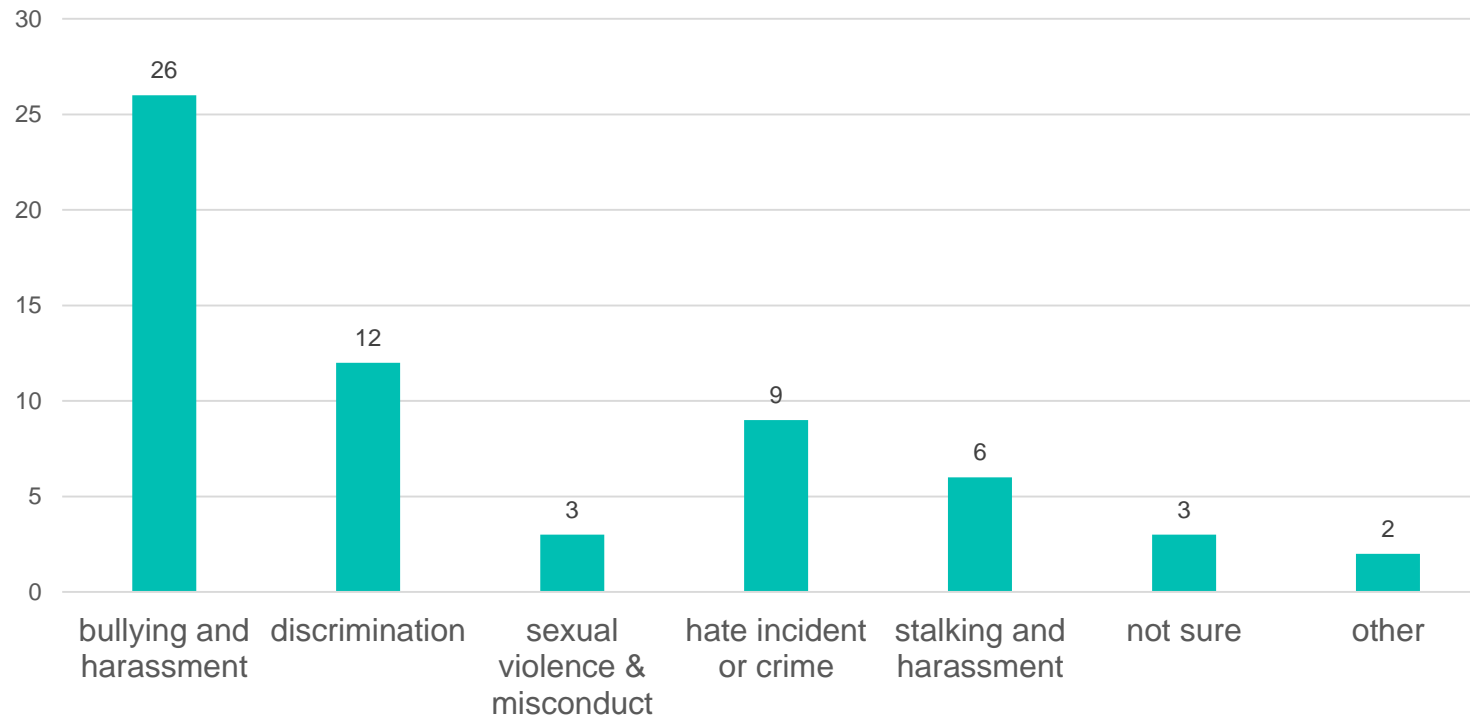


■ anonymous ■ contact details

All reporters who shared their contact details were contacted by a trained responder within our service standard of 5 working days

R+S How staff who reported defined the experience

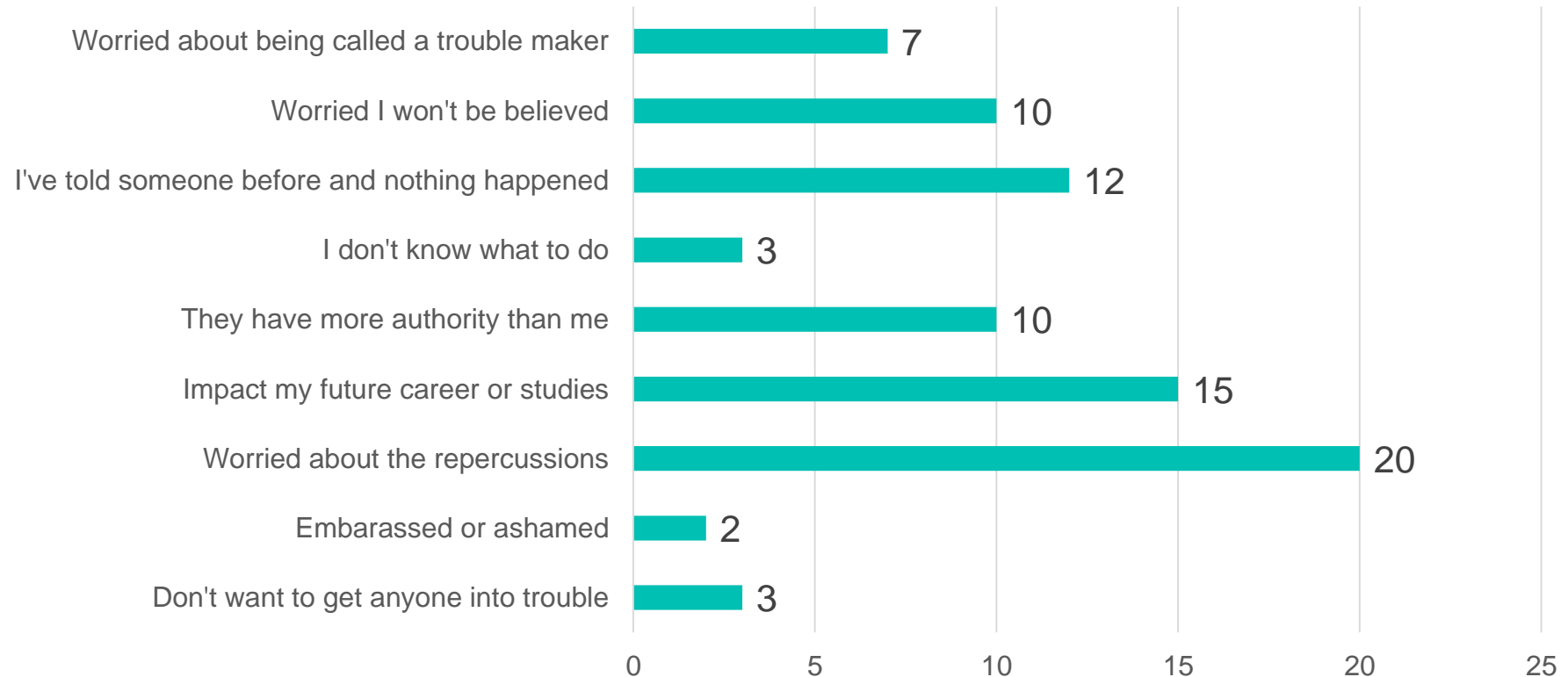
Experience defined by reporter as:



Reporters may choose multiple descriptors

R+S Why staff who reported chose to report anonymously

Why I reported anonymously



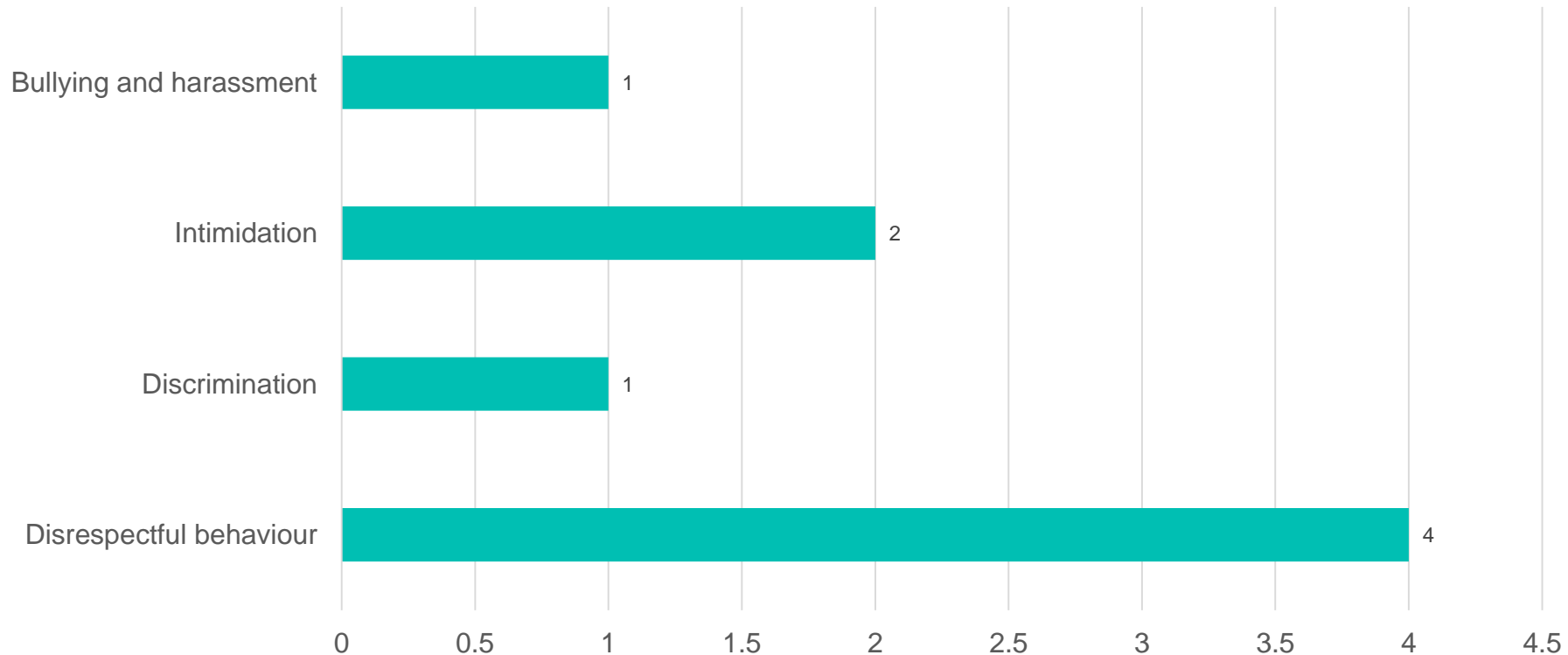
*Reporters
may choose
multiple
descriptors*

Dignity and Respect Champions' Network

- Eight volunteer D&R Champions
- All trained to meet any member of staff, in person or remotely, to hear their experience of witnessing or receiving disrespectful behaviour
- Champions create an environment in which enquirers can consider how they feel and what they wish to do next
- Enquirers may choose to ask for a follow up conversation
- Champions do not pressure or persuade enquirers to take a particular course of action and they do not act as advocates to enquirers
- Champions can signpost enquirers to specific sources of information or help

Dignity and Respect Champions data

D&R Champions' Cases by category



Next steps

These data have been shared with the People Culture and Inclusion Committee and UEG. In response to these data, we will;

1. Develop and implement learning for managers on dealing with reported or witnessed disrespectful behaviour to increase their confidence in handling incidents effectively (Organisational Development)
2. Develop and implement learning opportunities for all staff on being an active bystander to increase confidence in speaking up (Organisational Development)
3. Ask the Assistant Director, Culture, Equality and Inclusion to review a sample of cases to ensure that responses meet the needs of those who identify with protected characteristics
4. Continue to review data alongside staff survey responses (next staff survey April 2022) in order to deepen our understanding of experience
5. Prepare a review at the end of the first twelve months of Report +Support and produce a full action plan