

Annual report: incidents submitted through Report + Support

2022-23



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Background and progress

The University of Kent officially launched Report + Support in September 2021 to provide students and staff with one place to find out about student-focused support and campaigns, to report incidents known or anonymously and/or contact a specialist adviser regarding issues of bullying, harassment, discrimination, physical harm and verbal abuse, spiking, hate incidents, and sexual misconduct.

This report and fully anonymised data from Report + Support is shared with the Education and Student Experience Board which is made up of Senior management and Executive Group members to ensure a proactive and strategic approach to intervention and prevention. The Specialist Wellbeing Team and the Equality, Diversity, and Inclusion (EDI) Team continue to design and delivery of targeted interventions with support from the Students Union in response to the data and local knowledge of incidents

One of the key objectives of the work and this report is to ensure Kent students have accessible reporting tools and that the University is transparent in its support provisions, prevention and handling of cases.

It is acknowledged that improving reporting mechanisms is as essential as effective education and prevention. Therefore, the university considers any initial increase in disclosures and reports as an indicator of greater trust and confidence in the reporting process and its importance in creating and strengthening a culture of inclusivity and respect in our university community.

Progress made in the year 2022-23

Restorative Justice and Mediation

- The Restorative Justice Clinical Program is an innovative suite of experiential learning activities, based at the University of Kent. Launched in January 2023, their mission is to enrich Kent students' education by providing unique opportunities to develop their vocational skills and to support local communities with free restorative justice services. All Student Conduct and Complaints Officers and Student Welfare Officers have been trained in house in Restorative Justice and Mediation skills to help students chose alternative routes for resolution to their complaints and concerns.

Safer Streets

- Many of the types of Violence Against Women and Girls (VAWG) cut across all social and demographic boundaries and the impact is often harmful. In August 2022, following a successful bid to the Home Office, a Safer Streets funding grant of £686,420.69 was awarded to Canterbury partners for 2022/24 to make the streets of its city safer for all members of the public and in particular for women and girls. The University worked with local partners to undertaken and support campaigns to reduce VAWG offences both in the daytime and night-time economy.

Training

- Training with the National Centre for Domestic Violence (NCDV) was undertaken with all current Student Conduct and Complaints Officers at the time and student facing colleagues within Student Support and Wellbeing, to support awareness in student cases and signposting. This was also in response to anecdotal increases in reports and disclosures of Domestic Abuse.
- The Specialist Wellbeing Team and Student Conduct and Complaints have provided specialist training to Student Disciplinary Panel members.
- The staff training module previously developed has been expanded and updated and now entitled 'Responding to student disclosures of sexual violence, domestic abuse and stalking'. The online learning module now contains expanded information and advice to staff and how to respond to student disclosures of sexual violence, domestic abuse and stalking.

Continued Progress

- Throughout the year the University has continued to place a strong emphasis on the promotion of the support available to students through our consent campaign, social media, posters around campus, podcast episodes, and blog articles.
- The University has included in Report+Support a specific area for reporting the location an incident took place. This has allowed reflection and anecdotal observations by the Specialist Wellbeing team that there had been an increase in the amount of online abuse taking place and structured training and campaigns around this.
- In January 2023, the Specialist Wellbeing Team was expanded following the recruitment of an additional Specialist Wellbeing Adviser. This member of staff brings specialism in supporting students who have experienced harassment, hate incidents and discrimination.
- In June 2023 the University added two new reporting categories into Report+Support in regard to capturing information on stalking and domestic abuse.
- Created an article that aims to demystify some of the reasons that people chose to report anonymous reporting. We aim to provide reassurance in the reporting process as a means of fostering a safe environment where people feel able to report and seek support.

Data insights

Data collection and reporting categories.

The data presented here includes anonymous reports received by Report+Support between **1 September 2022 to 31 August 2023**, which marks the first anniversary of the launch of the online reporting platform. In addition, we have included information from the Student Conduct and Complaints Office on formal cases and outcomes.

It should be noted that there are other reporting mechanisms at the University that students can report incidents to. All cases that students wish to be considered under Student Discipline Procedures are referred to the Student Conduct and Complaints Office for investigation. For the duration of the investigation and ongoing studies specialist is available to all student parties through Student Support and Wellbeing and Specialist Advisers.

Reporting categories

As of June 2023, the categories of incident can be selected on Report+Support:

- Sexual misconduct
- Discrimination
- Hate incident
- Physical Harm and/or Verbal Abuse
- Harassment
- Bullying
- Spiking
- Domestic Abuse
- Stalking

Summary of reports received in Report + Support

- Of a total of 120 reports 18.3% (22) by postgraduate students, 68.4% (82) by undergraduate students and 5.8% (7) by third parties, 7.5% (9), prefer not to say. This is an 11% decrease in reports from reports submitted during the academic year 2021-2022.
- 43 reports related to sexual misconduct, 44 related to harassment, 31 reports related to bullying, 25 physical harm or verbal abuse, 15 relating to discrimination, 14 other incidents, 14 not sure, 8 spiking, 7 hate incidents, 4 incidents of stalking and 1 incidents of domestic abuse. **NB multiple options can be selected on an individual report by the student themselves.**
- Harassment reporting is most significantly concentrated among undergraduate students, representing 39% (32) of all reports submitted by Undergraduate students. Sexual Misconduct is the most reported incident by Postgraduate students representing 22.7% (5) of all reports submitted by Postgraduate students.
- 38.3% (46) of reports were anonymous, and 61.7% (74) of students were named and therefore were contacted by specialist adviser. The submission of anonymous reports has reduced by 2.8% from academic year 2021-2022. Therefore, there has been an increase in the number of students that have been offered support by an adviser following a submission of an incident report.

FIGURE 1: Table of Data Comparisons between Academic Years 2021-2022 and 2022-2023.

	Academic Year 2021-2022	Academic Year 2022-2023
Total Number of Reports	135	120
Postgraduate Students	11.1%	18.3%
Undergraduate Students	85.2%	68.4%
Third Parties	3%	5.8%
Prefer not to Say	0.7%	7.5%
Anonymous Reports	35.5%	38.3%
Named Reports	64.4%	61.7%

Anonymous reporting

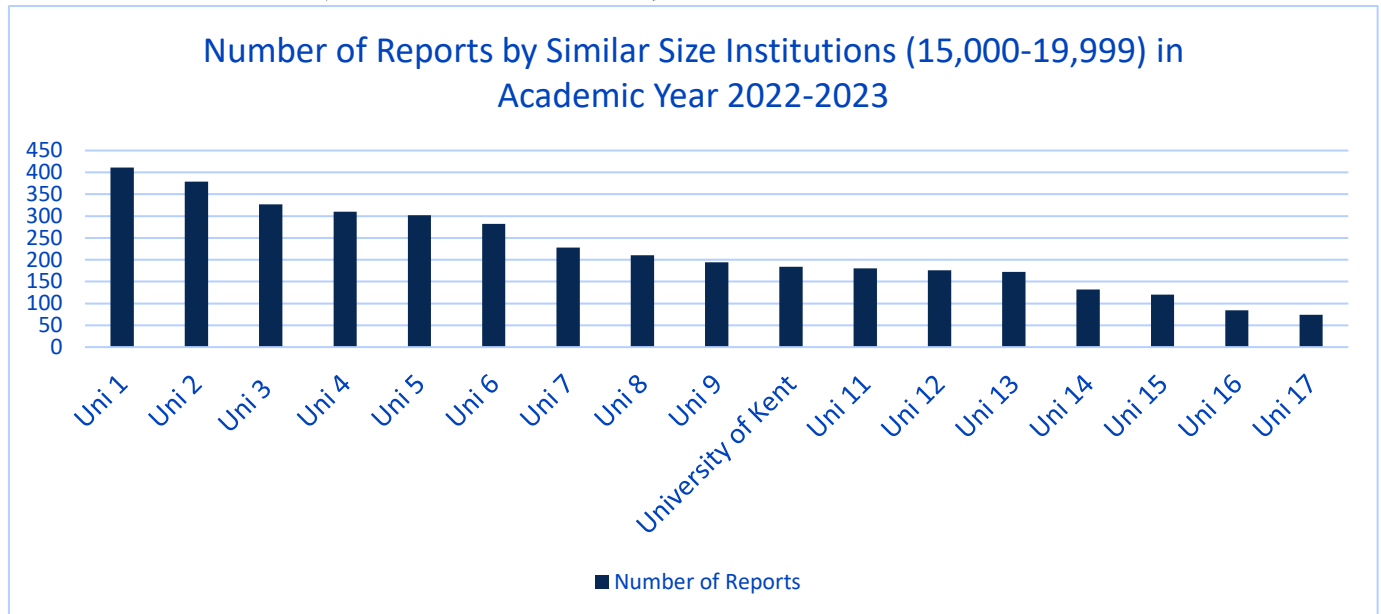
Individuals can choose to report anonymously for a variety of reasons and where possible to improve reporting mechanisms and services Report+Support tries to capture the reasons that individuals have chosen to be anonymous. For 2022-23 the following reasons for anonymous reporting was captured with numbers of reporters using the category.

- ‘I’m worried about the repercussions for me or others’ (19)
- ‘Reporting an incident that happened to someone else’ (16)
- ‘I feel embarrassed/ashamed’ (12)
- ‘I don’t know what to do’ (10)
- ‘I’ve told someone in the past and nothing happened’ (9)
- ‘I don’t want to get anyone in trouble’ (9)
- ‘The person didn’t want to tell you themselves’ (8)
- ‘I’m worried I won’t be believed’ (8)
- ‘I feel like they have more authority than me’ (7)
- ‘I’m concerned it may impact my studies/career’ (6)
- ‘I’m worried about being called a troublemaker’ (6)
- ‘I’ve told someone before, but it wasn’t taken seriously’ (4)
- ‘I don’t want anyone to know what happened’ (4)
- ‘It’s not serious’ (2)
- ‘other’ (6)

Benchmarking against other universities

Benchmarking data against other institutions is provided to us by Culture Shift, the owners of the Report+Support platform. This data enables the university to compare its own statistical data over the last 12 months, with all other Universities (of a similar size) who use Report+Support.

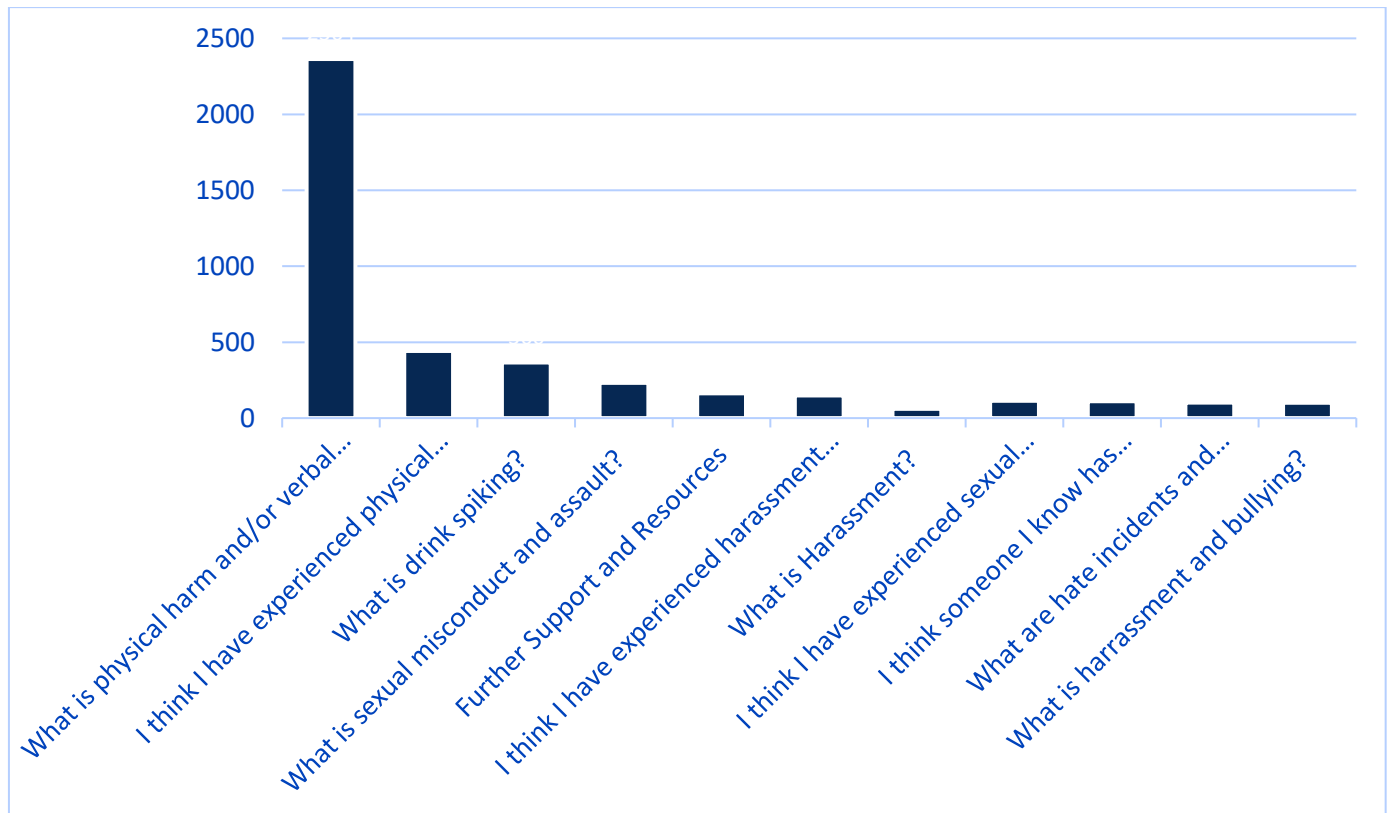
FIGURE 2: Benchmarking graph comparing other institutions of similar size and total number of reports submitted between 1 September 2022 and 31 August 2023



When benchmarking the number of reports the university has received against other institutions the university continues to sit at the higher end of the scale in comparison to other institutions with a similar student population. When we make compare Kent's position from academic year 2021-22, we remain in a similar position in comparison to other Universities of the same size. Kent reports a slight drop in report numbers this year, however, this is reflective of a sector wide drop in reports. It is predicted that there will be higher numbers of reports in the initial first few years but through campaigns, awareness and training as well as information to improve prevention, these numbers should stabilise or drop slightly in the following years.

Report + Support website traffic

5180 visited the support articles available on Report + Support. This is an increase of over 400% since last year when traffic to support pages was 994. The breakdown of the most accessed resources can be viewed below.

FIGURE 3: Website traffic of support articles on Report + Support

The resource most widely accessed is information pertaining to definitions of physical harm and/ or verbal abuse and getting support after experiencing physical harm and/or abuse. In addition, we also have seen people accessing information about drink spiking and understanding more about sexual misconduct and assault.

Breakdown of quantitative Report + Support data

TABLE 1: Total number of reports in relation to student numbers.

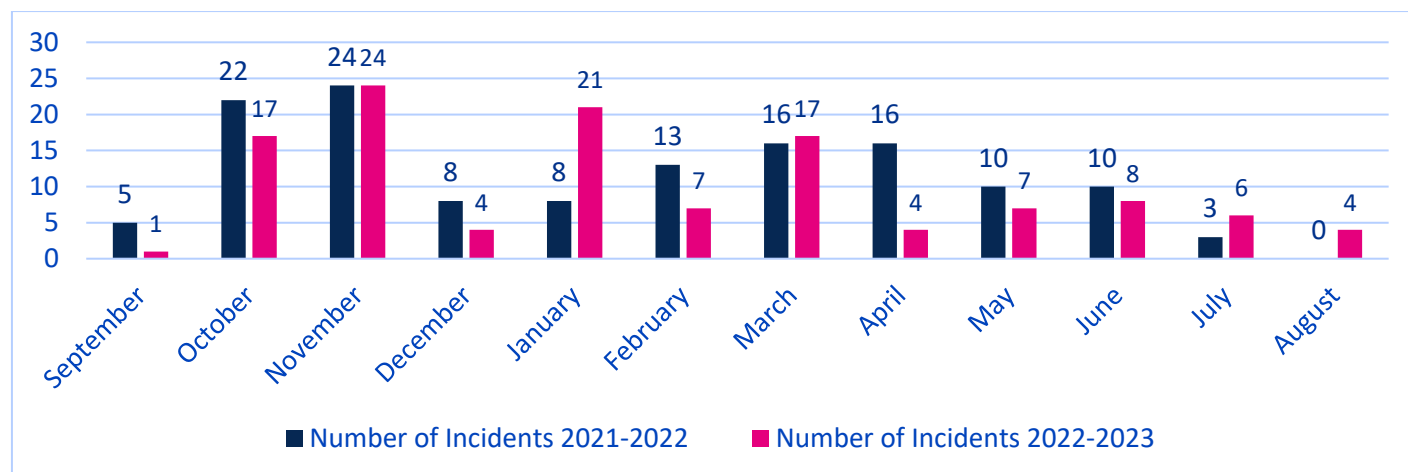
University of Kent Profile	Number of students ¹	Number of reports	%
2022-2023	18,902	120	0.6%
2021-2022	19,100	135	0.7%

The number of total reports submitted via Report + Support will differ from the overall number of incidents reported or experienced at the university. It is not possible to completely rule out duplications of report figures where multiple reports may have been submitted regarding the same incident. Similarly,

¹As reported at the end of the academic year

some students may have utilised the Report + Support platform as a way of seeking support for a historical incident that has taken place.

FIGURE 4: When incidents were reported

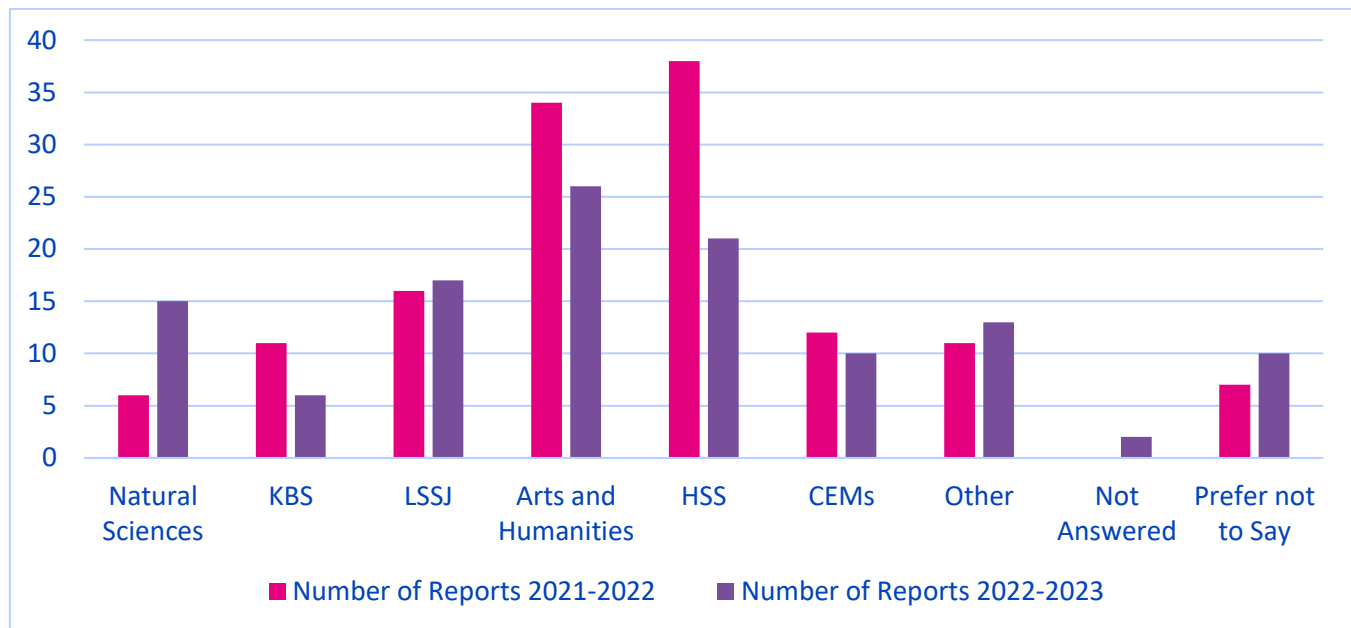


Most reports were made just after the start of academic year in the months of October (17 in number) and November (24 in number) in 2022, followed by higher numbers in January (21 in number) and March 2023 (17 in each). The least reports received were in September 2022 (1) possibly due to the term officially starting later in the month, and December 2022 and April 2023 likely because of the vacation periods. We have added comparison data from the previous academic year 2021-2022. Whilst numbers differ slightly, the trend remains the same that Incidents are most highly reported within the Autumn Term. A significantly higher number of Incidents were reported this January in comparison to the previous academic year.

Data by Division

Whilst it is important to have a whole institution approach to the prevention of and response to bullying, harassment, and sexual misconduct, it is also important to look at divisional breakdown. The aim of this is to highlight trends and where the Report+Support platform could be promoted more widely, or further training and awareness needs to take place.

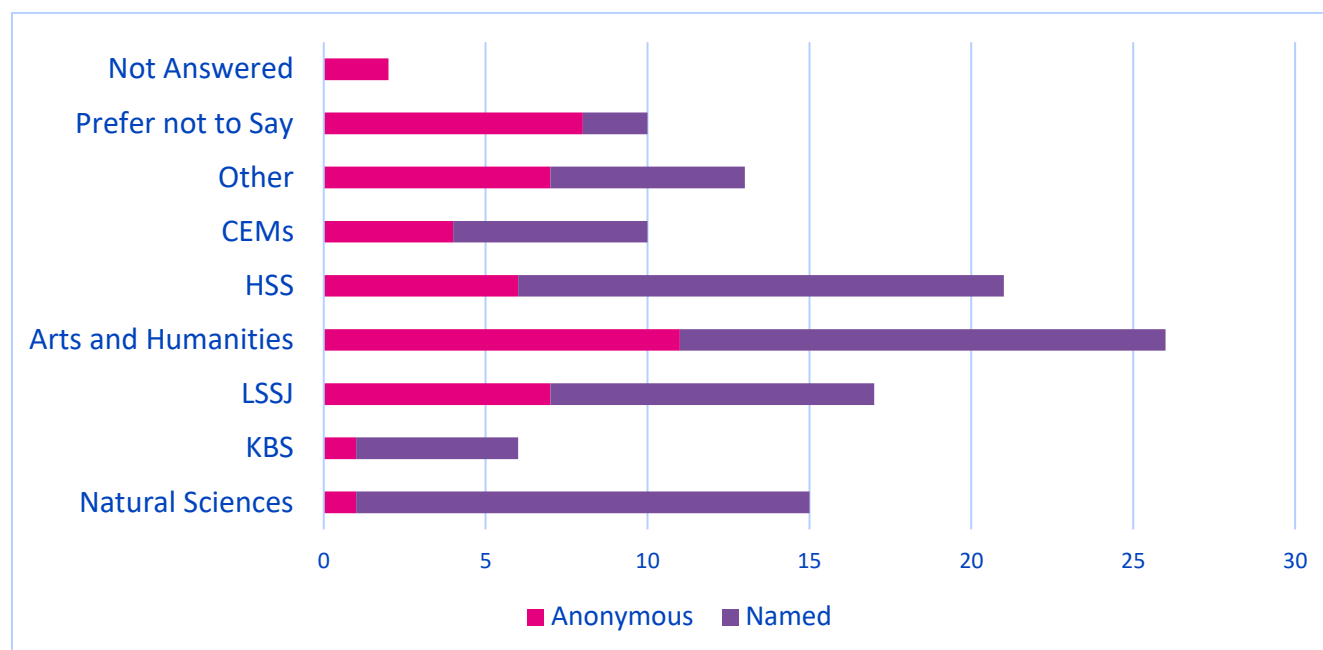
FIGURE 5: Proportion of Report + Support reported issues in Divisions



- In the **Division of Natural Sciences** out of the 15 reports submitted, 5 documented physical harm and/or verbal abuse, 5 reports documented harassment, < 5 reports documented sexual misconduct, < 5 reports of 'I'm not sure', < 5 reports documented bullying, < 5 were reported as 'other', < 5 report of spiking, and 1 report of discrimination.
- In the **Division of Arts and Humanities**, out of the 26 reports submitted < 5 report of physical harm and/or abuse, 5 reports documented harassment, 9 reports of sexual misconduct, 7 reports documented bullying, < 5 incidents documented discrimination, < 5 reports of 'other', < 5 reports were submitted as 'I'm not sure' and < 5 report of spiking.
- In the **Division of Computer, Engineering and Mathematical Sciences**, out of the 10 reports submitted 5 reports documented harassment, < 5 reports of sexual misconduct, < 5 reports were documented as 'other', < 5 reports of bullying, and < 5 report documented discrimination.
- In **Kent Business School**, out of the 6 reports submitted < 5 reports documented harassment, < 5 reports of sexual misconduct, < 5 reports of physical harm and/or verbal abuse and < 5 report documented 'other', < 5 report documented spiking, < 5 report of 'I'm not sure', and < 5 report of bullying.
- In the **Division of Human and Social Sciences**, out of the 21 reports submitted there were 11 reports of sexual misconduct, 8 reports of bullying, 5 reports documenting physical harm and/or verbal abuse, < 5 reports of harassment, < 5 reports of discrimination, < 5 report was documented as 'other', and < 5 report was submitted as 'I'm not sure', and < 5 report documented an incident of stalking.
- In the **Division of Law, Society, and Social Justice** out of the 17 reports submitted there were 6 reports of sexual misconduct, 6 reports of harassment, < 5 reports of physical harm and/or verbal abuse, < 5 reports of bullying, < 5 reports of hate incidents, < 5 reports of discrimination, < 5 report of spiking, and < 5 report was submitted as 'I'm not sure about what had happened'.

NB multiple options can be selected on an individual report.

FIGURE 6: The number and proportion of form of reporting in Divisions through Report + Support

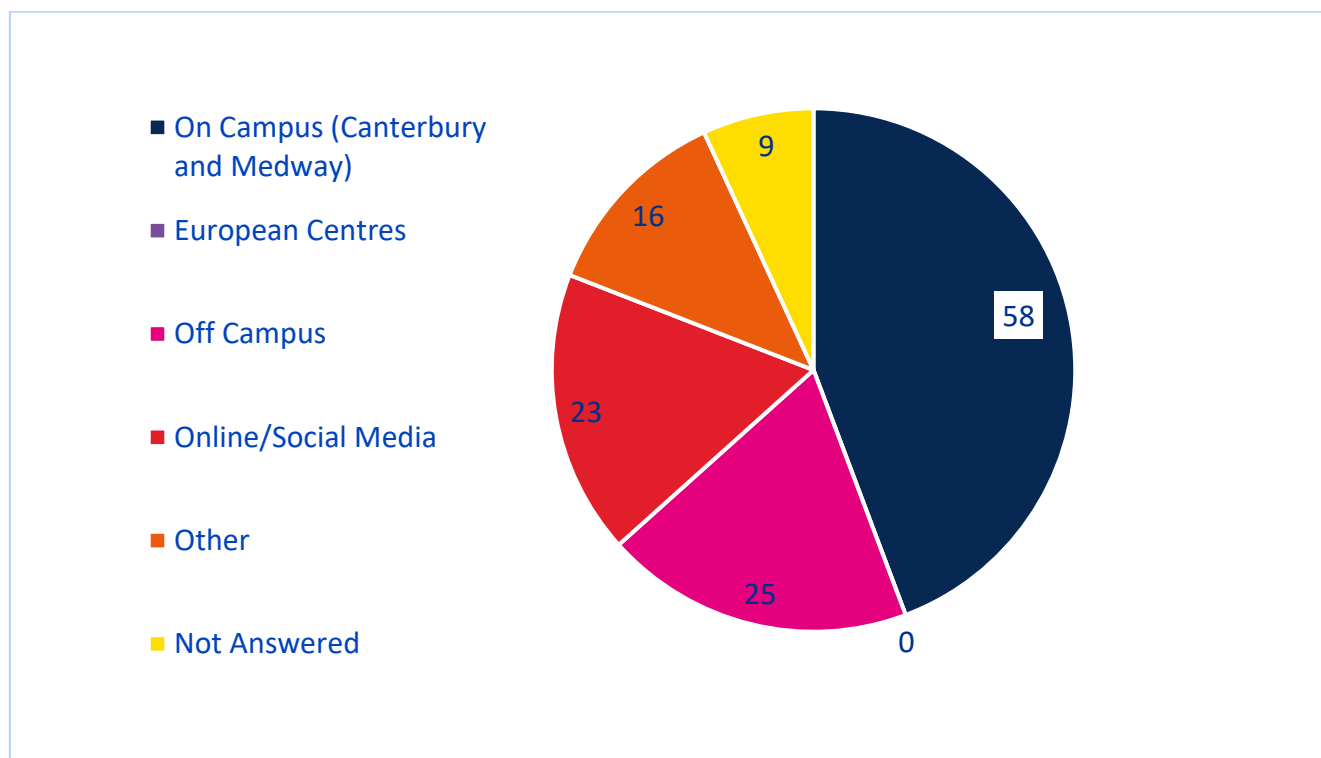


- The **Division of Natural Sciences** had 93% named reports and were contacted by an adviser for support and 7% of anonymous reports out of a total 15 reports.
- The **Division of Arts and Humanities** had 58% named reports and were contacted by an adviser for support and 42% of anonymous reports out of a total 26.
- The Division of **Computer, Engineering and Mathematical Sciences** had 60% named reports and were contacted by an adviser for support and 40% of anonymous reports out of a total 10 reports.
- **Kent Business School** had 83% named reports and were contacted by an adviser for support and 17% of anonymous reports out of a total 6 reports.
- The **Division of Human and Social Sciences** had 71.4% named reports and were contacted by an adviser for support and 28.6% of anonymous reports out of a total 21 reports.
- The **Division of Law, Society, and Social Justice** had 58.8% named reports and were contacted by an adviser for support and 41.2% of anonymous reports out of a total 17 reports.

For reports who responded 'prefer not to say' in response to being asked to provide a division, 80% were anonymously submitted, and 10% were contacted by an adviser for support. 100% of reports that did not provide division Information reported anonymously.

Location of where incidents happening

FIGURE 7: A chart highlighting the location of where reported incidents took place



People submitting incidents are able to record several locations that the incident took place, therefore it is noteworthy that the locations will total more than the number of incidents reported. The mostly widely reported location is on campus. A total of 58 incidents (44.3%) were reported to have taken place on Canterbury and Medway campuses. This includes incidents in on campus accommodation, food outlets, study spaces (i.e., Library), sports areas, The Venue, and shopping areas such as Locke Building. 25 incidents (19.1%) were reported to have taken place off campus. This included incidents in private off campus accommodation, and Canterbury and Medway City Centres. 23 incidents (17.6%) were recorded as having taken place online, via social media or through the format of online teaching. 16 incidents (12.2%) were reported as taking place in an 'Other' location not provided. In 9 of the incidents reported (6.8%), the reporter chose to not provide a location. Finally, 0 reports were submitted (0%) as being located at one of the European Centres.

Data Pertaining to Reported Party

Of the 120 reports submitted to Report + Support, 90 incidents documented that the reported party was a fellow Kent student. 10 reports documented that the incident was perpetrated by a member of staff. 9 reports submitted could not be described as perpetrated by either student, staff or visitor and were labelled as 'none of the above'. Within 5 of the reports made, the reporter preferred not to provide the role of the reported party. Less than 5 reports were made about an incident being perpetrated by a visitor to the university. Less than 5 reports were made about a person at someone's placement. Finally, less than 5 reports were submitted, and the reporter chose not to provide an answer to this question.

TABLE 2. A breakdown in the roles of reported parties

Role of Reported	Number of Reports
A student	90
A staff member	10
None of the Above	9
Prefer not to Say	< 5
Someone at Placement	< 5
A visitor	< 5
Not Answered	< 5

Equality monitoring data of the reporting party

Sharing equality monitoring data when reporting through Report + Support is optional. However, when shared it does help the university identify if certain groups of students are experiencing negative behaviours and help us understand how the university community is being impacted. Equality monitoring data is only requested from individuals that stated that they had been the one that the incident occurred to.

Data note: individuals may have withheld equality monitoring data in either or both internal systems, and Report + Support.

Ethnicity

TABLE 3: Proportion of reports by ethnicity

Ethnicity	Number of reports from students
Another Asian Background	8 (6.7%)
Another Ethnic Group	< 5
Another White Background	11 (9.2%)
Arab	< 5

Asian or Asian British Bangladeshi	< 5
Asian or Asian British Chinese	< 5
Asian or Asian British Indian	< 5
Asian or Asian British Pakistani	< 5
Black or Black British African	13 (10.8%)
Mixed or multiple background Asian and White	< 5
Not answered	25 (20.8%)
Prefer not to say	12 (10%)
White British, Northern Irish, Scottish, Welsh	35 (29.2%)
White Irish	< 5

Data note: University of Kent Report + Support only collects Jewish as a religious identity.

Gender

TABLE 4: Proportion of reports by gender

Gender	Number of reports from students
Man	24 (20%)
Non-Binary	6 (5%)
Not answered	21 (17.5%)
Other	< 5
Prefer not to say	< 5
Transgender Man	< 5
Transgender Woman	< 5
Woman	61 (50.9%)

Age

TABLE 5: Proportion of reports by age group

Age Group	Proportion of reports from students
18-21 years	55.8%
22-25 years	15%
26-35 years	10%
36-45 years	4%
Not answered	11.9%
Prefer not to say	15%

Religion

TABLE 6: Proportion of reports by faith/religion

Faith/Religion	Proportion of reports from students
Buddhist	1.7%
Christian	24.1%
Hindu	1.7%
Jewish	1.7%
None	29.1%
Not Answered	25.8%
Muslim	4.2%
Prefer not to say	9.2%
Other	2.5%

Sexual identity

TABLE 7: Proportion of reports by sexual identity

<i>Sexual identity</i>	Proportion of reports from students
Asexual	2.5%
Bisexual	15%
Gay man	2.5%
Gay Woman/Lesbian	1.7%
Heterosexual	40.8%
I don't know	2.5%
Not answered	22.5%
Other	0.8%
Pansexual	5%
Prefer not to say	6.7%

Disability

TABLE 8: Proportion of reports by disability

Disability	Proportion of reports from students
A long-standing illness	5.8%
A mental health difficulty	29.1%
A physical impairment or mobility issues	0.8%
A social/communication impairment/difference	10%
A specific learning difficulty/difference	2.5%
Blind or Visual impairment	0.8%
D/deaf or have a hearing impairment	0%

An impairment, health condition or learning difference that is not listed above	3.3%
No known impairment, health condition or learning difference	21.6%
Prefer not to say	10.8%
Not answered	28.3%

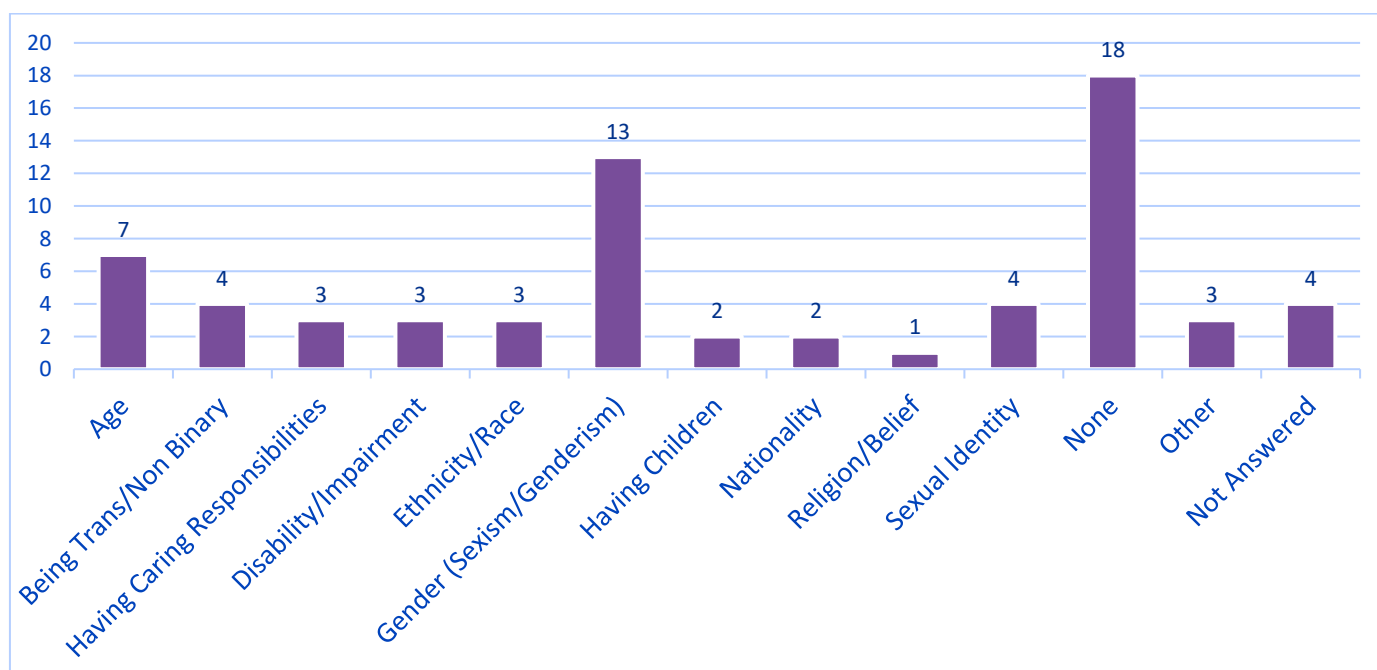
NB multiple options can be selected on an individual report by the student themselves.

Perceptions of factors influencing incident

Reporters are asked in their report whether they feel as though any protective factors play a role in what they have experienced. The following data will provide an insight into the factors that were discussed for each incident type.

Sexual misconduct

FIGURE 8: Perceived factors in sexual misconduct reports

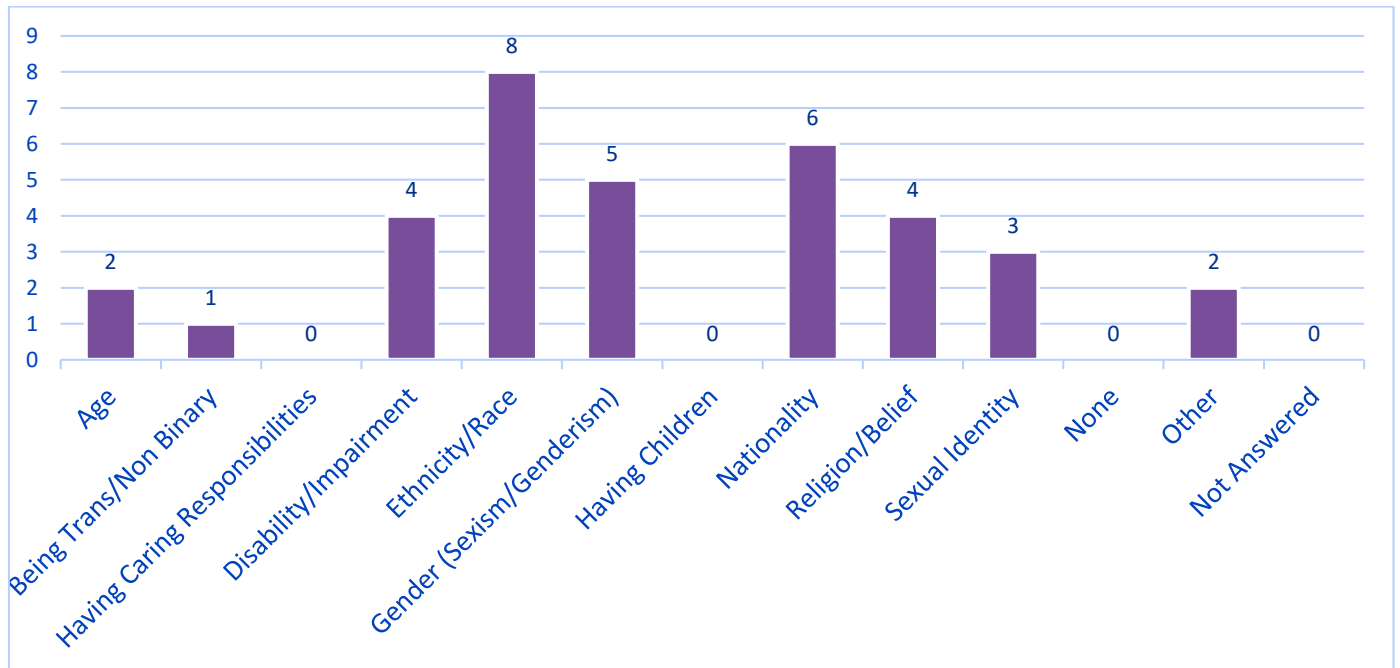


A total number of 43 sexual misconduct reports were submitted to Report + Support within the 12-month period. 18 times, reporters felt that there were no additional factors causing the incident of sexual misconduct. The second most reported factor was gender which was reported 13 times.

Data note: Multiple factors could be recorded for each individual incident reported.

Discrimination

FIGURE 9: Perceived factors in discrimination reports

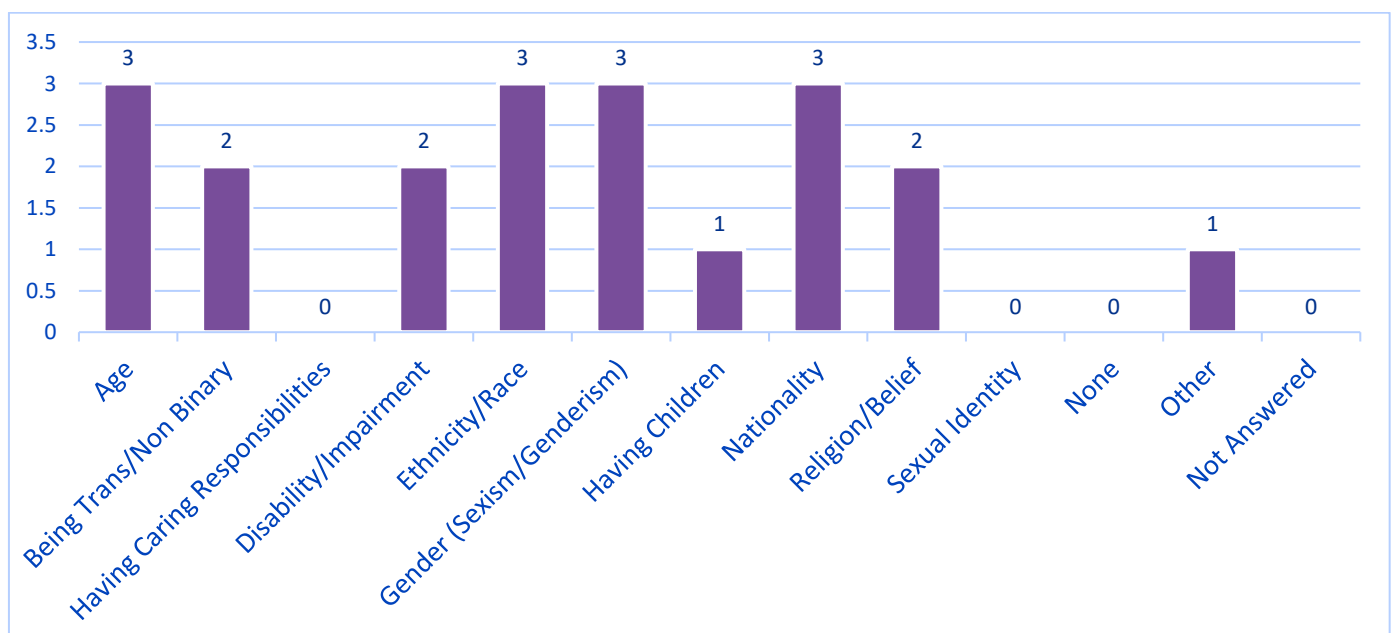


A total number of 15 discrimination reports were submitted to Report + Support within the 12-month period. Ethnicity/race was documented 8 times as being the factor that the reporter felt was influencing the incident that they reported. In addition, nationality was documented as the second highest factor in reported discrimination reports. 5 reports also documented gender as being a factor in discrimination.

Data note: Multiple factors could be recorded for each individual incident reported.

Hate incidents

FIGURE 10: Perceived factors in hate incident reports

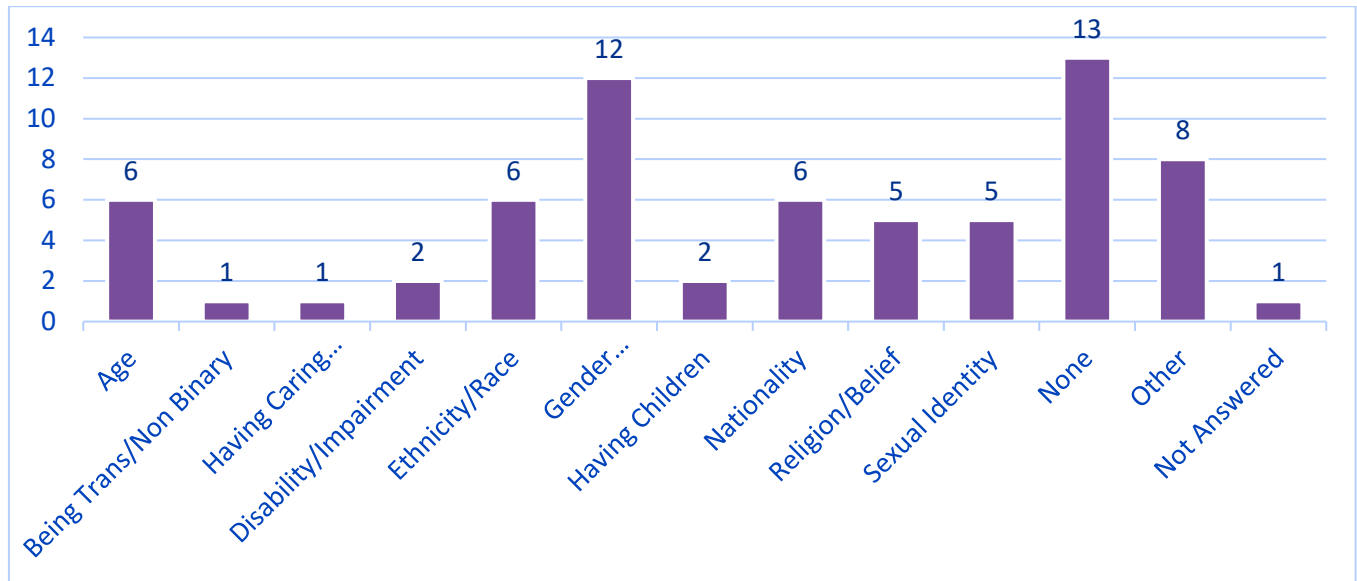


A total number of 7 hate incident reports were submitted to Report + Support within the 12-month period. Age, ethnicity/ race, gender and nationality were all cited 3 times as the factor most impacting a hate incident.

Data note: Multiple factors could be recorded for each individual incident reported.

Harassment

FIGURE 11: Perceived factors in harassment reports

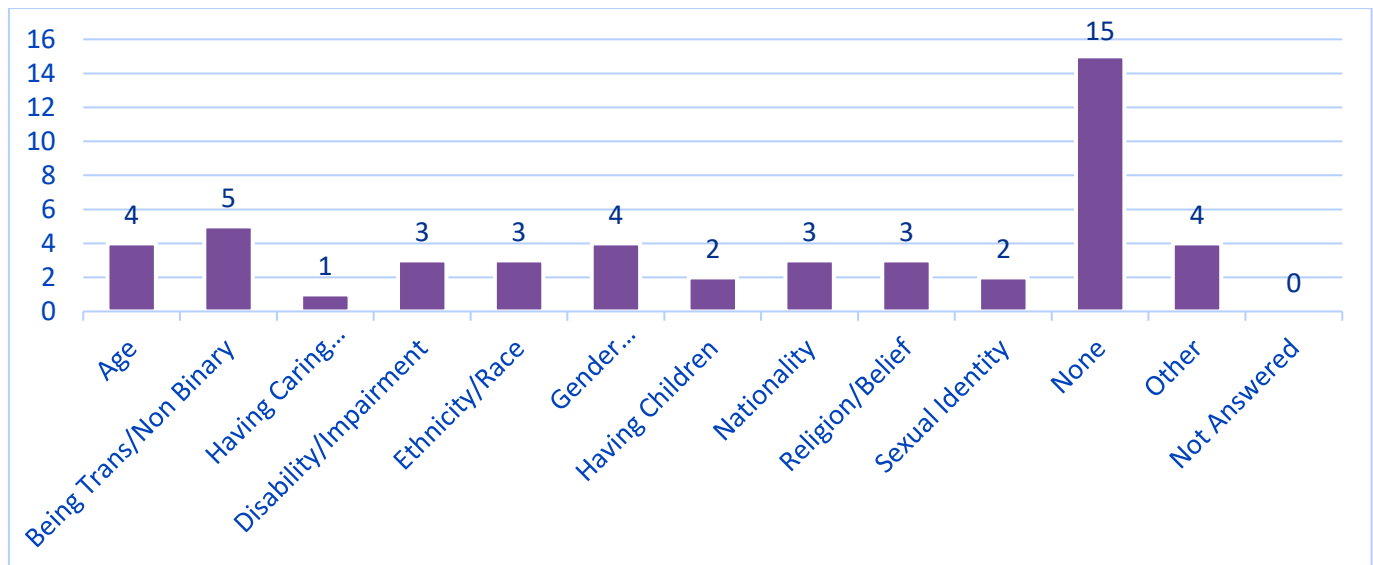


A total number of 44 harassment incidents were submitted to Report + Support. 13 times reporters felt that there were no influencing factors in an incident of harassment. Gender was documented 13 times as the factor most impacting the incident of harassment.

Data note: Multiple factors could be recorded for each individual incident reported.

Physical harm and/or verbal abuse

FIGURE 12: Perceived factors in physical harm and/or verbal abuse reports

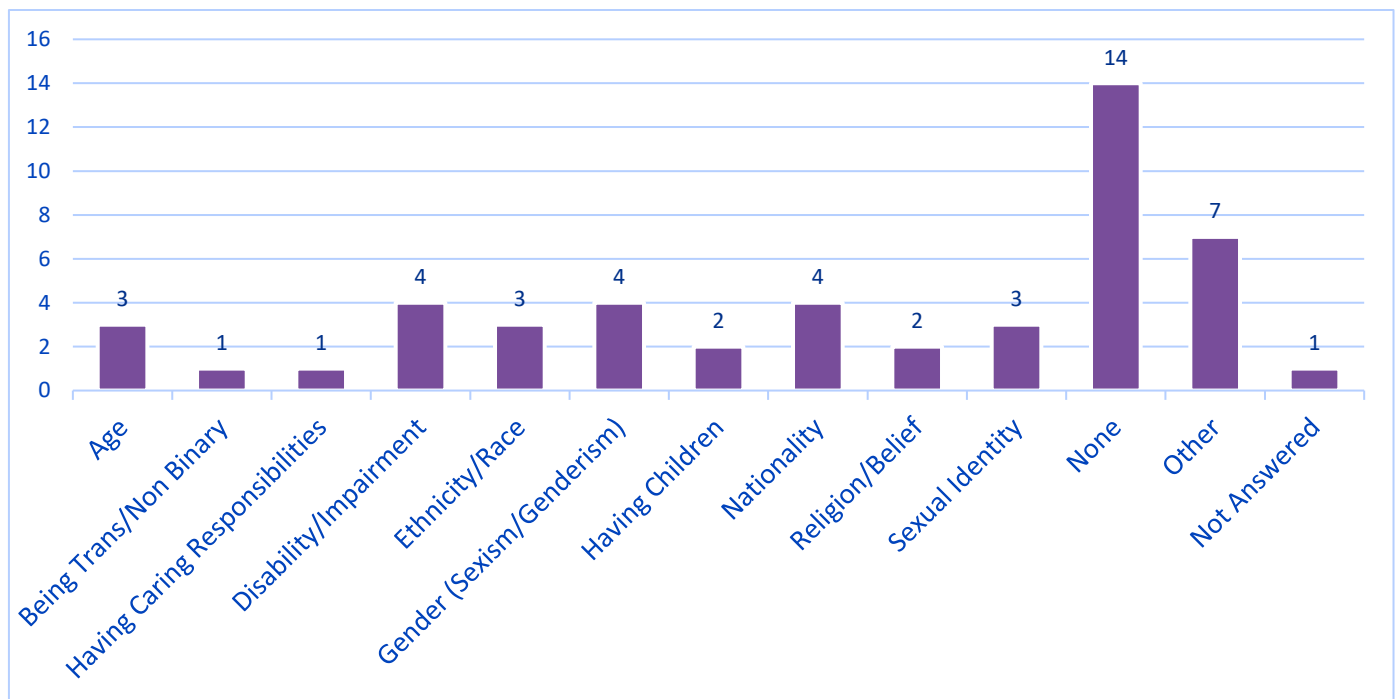


A total of 25 reports of physical harm and/or verbal abuse were submitted to Report + Support within the 12-month period. 15 times people felt that there was no contributing factor to the physical harm and/or verbal abuse that took place. Being trans and non-binary was reported 5 times as being the factor influencing the incident.

Data note: Multiple factors could be recorded for each individual incident reported.

Bullying

FIGURE 13: Perceived factors in bullying reports

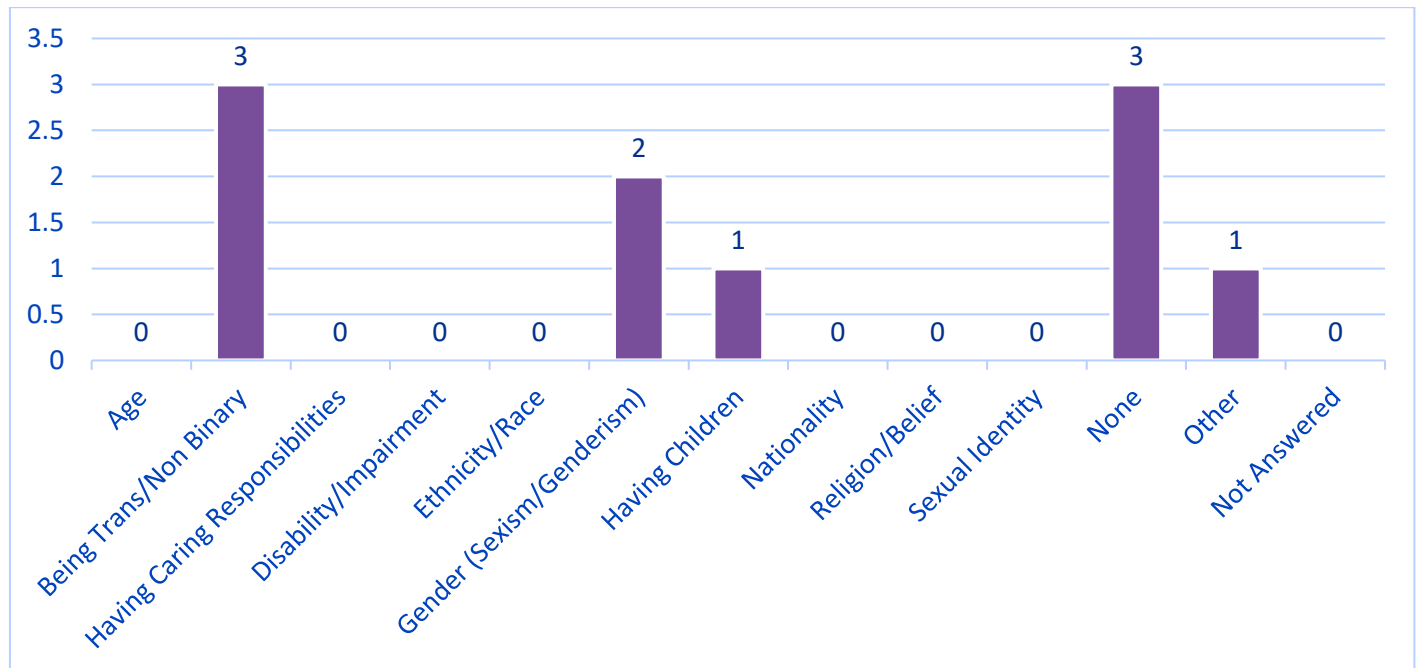


A total of 31 reports of bullying were submitted to Report + Support within the 12-month period. 14 People reporting incidents of bullying felt that there were no other factors influencing the incident of bullying that they were reporting. However, 7 people felt that there was another influencing factor which was not a protected characteristic that had contributed to the incident of bullying.

Data note: Multiple factors could be recorded for each individual incident reported.

Spiking

FIGURE 14: Perceived factors in spiking reports



A total of 8 reports of spiking were submitted to Report + Support within the 12-month period. 3 people reported that they felt that being trans/non binary had contributed to the incident. Interestingly three reporters felt that there were no factors that they felt had caused the Incident of spiking.

Data note: Multiple factors could be recorded for each individual incident reported.

Description of outcomes of disciplinary cases

The University of Kent is committed to improving transparency of processes and outcomes within the bounds of the law. Therefore, the data presented adhere to the General Data Protection Regulation.

The average time for a report to be triaged, opened and closed was 23 days (guidance recommends within 30 days). The average time for a report to be triaged was 1 day. We aim to respond to reports submitted within a maximum of 3 working days.

The following data provides an insight into the number of formal cases considered by the Student Conduct and Complaints Office regarding reported bullying, harassment, and sexual misconduct. This section of the report provides the figures in relation to the outcomes of these cases. It should be noted that anonymous reports, cannot be taken forward under university procedures, but are used to identify trends.

It should also be noted that there are some students who wish to access support only for a variety of reasons, such as historical cases and are included in no further outcome figures.

TABLE 9: Sexual misconduct cases against students by outcome

Outcome	Count
Closed as Anonymous	17
Complaint Referred to Kent Union	< 5
Formal Warning	5
Informal Action (with Support)	< 5
No further action	< 5
No response to Support Offer	7
Referred to the Student Welfare Team, (formerly College and Community Life) for Support	0
Referred to Fitness to Practise	0
Referred to Formal Complaint	< 5
Referred to HR	0
Referred to the Police	6
Restrictions/Conditions	< 5
Student chooses to only access support	6

Student Discipline Procedure	5
Temporary Exclusion	0
Remains Open	0

NB –Multiple Options can be selected in a single report

TABLE 10: Discrimination cases against students by outcome

Outcome	Count
Closed as Anonymous	6
Complaint Referred to Kent Union	0
Formal Warning	0
Informal Action (with Support)	0
No further action	< 5
No response to Support Offer	< 5
Referred to the Student Welfare Team, (formerly College and Community Life) for Support	0
Referred to Fitness to Practise	0
Referred to Formal Complaint	< 5
Referred to HR	0
Referred to the Police	0
Restrictions/Conditions	0
Student chooses to only access support	< 5
Student Discipline Procedure	0
Temporary Exclusion	0
Remains Open	0

NB –Multiple Options can be selected in a single report

TABLE 11: Hate Incidents cases against students by outcome

Outcome	Count
Closed as Anonymous	< 5
Complaint Referred to Kent Union	0
Formal Warning	0
Informal Action (with Support)	< 5
No further action	0
No response to Support Offer	< 5
Referred to the Student Welfare Team, (formerly College and Community Life) for Support	< 5
Referred to Fitness to Practise	0
Referred to Formal Complaint	0
Referred to HR	0
Referred to the Police	0
Restrictions/Conditions	< 5
Student chooses to only access support	< 5
Student Discipline Procedure	< 5
Temporary Exclusion	0
Remains Open	0

NB –Multiple Options can be selected in a single report

TABLE 12: Harassment cases against students by outcome

Outcome	Count
Closed as Anonymous	15
Complaint Referred to Kent Union	< 5
Formal Warning	< 5

Informal Action (with Support)	< 5
No further action	< 5
No response to Support Offer	12
Referred to the Student Welfare Team, (formerly College and Community Life) for Support	< 5
Referred to Fitness to Practise	0
Referred to Formal Complaint	< 5
Referred to HR	0
Referred to the Police	< 5
Restrictions/Conditions	< 5
Student chooses to only access support	5
Student Discipline Procedure	< 5
Temporary Exclusion	0
Remains Open	0

NB –Multiple Options can be selected in a single report

TABLE 13: Physical Harm and/or Verbal Abuse cases against students by outcome

Outcome	Count
Closed as Anonymous	9
Complaint Referred to Kent Union	0
Formal Warning	< 5
Informal Action (with Support)	< 5
No further action	< 5
No response to Support Offer	< 5
Referred to the Student Welfare Team, (formerly College and Community Life) for Support	< 5

Referred to Fitness to Practise	< 5
Referred to Formal Complaint	0
Referred to HR	0
Referred to the Police	< 5
Restrictions/Conditions	0
Student chooses to only access support	6
Student Discipline Procedure	0
Temporary Exclusion	0
Remains Open	0

NB –Multiple Options can be selected in a single report

TABLE 14: Bullying cases against students by outcome

Outcome	Count
Closed as anonymous	13
Complaint Referred to Kent Union	0
Formal Warning	0
Informal Action (with Support)	< 5
No further action	0
No response to Support Offer	7
Referred to the Student Welfare Team, (formerly College and Community Life) for Support	< 5
Referred to Fitness to Practise	0
Referred to Formal Complaint	< 5
Referred to HR	0
Referred to the Police	0
Restrictions/Conditions	0

Student chooses to only access support	5
Student Discipline Procedure	0
Temporary Exclusion	0
Remains Open	0

NB –Multiple Options can be selected in a single report

TABLE 15: Spiking cases against students by outcome

Outcome	Count
Closed as Anonymous	5
Complaint Referred to Kent Union	< 5
Formal Warning	0
Informal Action (with Support)	0
No further action	< 5
No response to Support Offer	< 5
Referred to the Student Welfare Team, (formerly College and Community Life) for Support	0
Referred to Fitness to Practise	0
Referred to Formal Complaint	0
Referred to HR	0
Referred to the Police	< 5
Restrictions/Conditions	0
Student chooses to only access support	0
Student Discipline Procedure	0
Temporary Exclusion	0
Remains Open	0

NB –Multiple Options can be selected in a single report

Staff Reporting

For the academic year 2023-2024 the Report + Support Tool has been available for staff to report incidents relating to other members of staff (Staff v Staff). Reporting of figures regarding staff versus staff cases will be reported on by Human Resources, separate to this report.

Next steps

Action plan for University of Kent

Over the coming year (2023-24), University of Kent will undertake the following new actions to address the concerns raised by this year's Report + Support data and to continue progress in shaping a safer and more inclusive environment:

- Further promotion and embedding of Report + Support platform into the University community. We plan to promote the guidance documents and videos which explain how to use Report + Support. We also aim to highlight the processes that the system sits within in order to promote visibility, accessibility and transparency.
- We actively await the outcome of the Office for Students Sexual Misconduct and Harassment Regulation Consultation. It is anticipated that there will be changes to the way that information is available to members of the University relating to support, process and prevention. As well as mandating training for both staff and students in areas of Consent and Bystander Awareness.
- We will continue to raise awareness of the Specialist Wellbeing Team, and the support provided in areas of sexual misconduct, domestic abuse, harassment, discrimination and hate incidents. We will do this through the promotion and support of national awareness campaigns including the International Day for the Elimination of Violence and Abuse against Women, Sexual Assault and Violence Awareness Week, Pride Month, and Hate Crime Week.
- Continued training for first responding staff including Sexual Assault Responders, Specialist Wellbeing Team, and Student Conduct and Complaints Office. In order to be reflective of the incidents that are being reported it would be useful to seek additional training in Domestic Abuse, Stalking, and online image-based abuse.
- Over the next year, we plan to gather additional data so that next year we will have comparison data that can further help us to identify areas to focus upon.

Ways to stay engaged with the topics highlighted in this report and get involved in campaigns

The university and Kent Union have developed many campaigns to enable all members of the University of Kent community to participate in changing the culture. Everyone has a role to play in shaping a welcoming

and inclusive working and learning environment. Below are some suggestions about how students and staff can get involved as individuals, or within Departments and Faculties.

As an individual

- Practice the four Ds of bystander intervention: direct, distract, delegate and delay
- If you're a member of staff, take the Staff e-learning Module available on Moodle.
- If you are a student, take the Expect Respect module.
- Speak with a peer or colleague about low level unacceptable behaviour. How do they identify it? What do they do to challenge it?
- Join our campaign and share your pledge #ConsentGetIt
- If you are a member of staff, think about becoming a Sexual Assault Responder (SAR)

As an Academic Division or Professional Services Department

- Promote the use of Report + Support throughout the year.
- Think about organising an event for all members of the University. This may be hosting a talk, or other type of event to further promote the ongoing campaigns.
- Discuss and distribute resources found on the EDI Resource Bank.
- Promote the different Equality, Diversity and Inclusion focused training opportunities to both staff and students including staff active bystander training, and unconscious bias awareness training and/or attending in house training/information sessions.
- Allow time in team or group meetings to reflect on behaviour, explore support options and consider how you can act. Discuss reporting options that are available.
- Have open discussions about Equality, Diversity and Inclusion between yourselves and your Divisional/Departmental teams. The more we talk, the more we can listen, the more we can improve. Those things can feed into the Race Equality Charter process and our EDI forum.
- Share the findings of the Report + Support trend analysis report and the next steps for your area.

Further information about how to get involved in supporting students and/or campaigns can be found on the student Consent. Get it. Full Stop. Website<https://www.kent.ac.uk/guides/consent-campaign-staff>. Additional information regarding reporting options, and support articles can be found on the Report + Support webpage.

The University of Kent are committed to being transparent and accountable in our prevention and response to incidents that take place within our community if you have any feedback on this report, please contact KentSSW@kent.ac.uk.

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