

# Annual report: incidents submitted through Report + Support

2021-22



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# Background and progress

Kent officially launched [Report + Support](#) and the accompanying [Consent. Get it. Full Stop campaign](#) in September 2021 to provide students and staff with one place to find out about student-focused support and campaigns, to report anonymously or contact a specialist adviser regarding issues of bullying, harassment, discrimination, physical harm and/or verbal abuse, spiking, hate incidents, and sexual misconduct.

Fully anonymised data from Report + Support is shared with Student Services Senior management to ensure a proactive and strategic approach to intervention and prevention. The Equality, Diversity, and Inclusion (EDI) Officer and student intern post Project and Campaign Assistant also assist in the design and delivery of targeted interventions in response to the data and local knowledge of problematic cultures.

One of the key objectives of the work 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 is essential to effective prevention. Therefore, the University views 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 2021-22

- A focus group entitled ‘Safety on Campus’ has been created. This group exists as a collaboration between staff and students including representatives from Respect the No, Women’s Network, BAME Network, Disability Network, LGBTQIA+ Network, and UN Women UK Kent Society, to name a few, as well as individual students. In this forum, students can openly discuss concerns about safety on and off campus, providing a clear line of communication between students and the University. We have discussed all initiatives and campaigns relating to sexual misconduct within this forum, giving students the opportunity to provide feedback and shape our work in this area.
- We have created and circulated [new guidance documents](#) (in accessible formats) to students and staff on what to do if: 1. they have experienced sexual misconduct (students), 2. are a student accused of an incident and 3. if, as a member of staff, an incident is disclosed to them. A [staff-facing page](#) where staff can find more information about how to respond to disclosures, how to take part in the campaign and the training available to them as all so been created and can be found on [Staff Guide](#).
- A focus group entitled ‘Safety on Campus’ has been created. This group exists as a collaboration between staff and students including representatives from Respect the No, Women’s Network, BAME Network, Disability Network, LGBTQIA+ Network, and UN Women UK Kent Society, to name a few, as well as individual students. In this forum, students can openly discuss concerns about safety on and off campus, providing a clear line of communication between students and the University. We have discussed all initiatives and campaigns relating to sexual misconduct within this forum, giving students the opportunity to provide feedback and shape our work in this area.
- The University has recruited a student intern as a Campaign and Project Assistant which provided a stronger link to our student body, ensuring that student voice and collaboration with students are kept at the forefront of all our work in this area.

- The statement from the Office for Students became a regular agenda item of the Education and Student Experience Board to ensure that continued progress is regularly reviewed, at least annually.
- We have arranged multiple opportunities for staff training, including specific training to Sexual Assault Responders, a new e-learning module entitled 'Responding to Student Disclosures of Sexual Misconduct'.
- Front line staff have been provided with the opportunity to attend specialist training from Protection Against Stalking (PAS).
- All Student Conduct and Complaints Officers and Student Disciplinary Panel Chairs have been provided with training from Lime Culture in conducting trauma-informed investigations.
- The Student Discipline Procedure has been updated to include a specific appendix focused upon disclosures and investigation of Sexual Misconduct.
- Throughout the year we have placed strong emphasis on the promotion of the support available to students. We have done this through our consent campaign, social media, posters around campus, podcast episodes, and blog articles.

# Data insights

## Data collection and reporting categories

The data presented here includes anonymous reports from Report + Support during the period **1 September 2021 to 31 August 2022**, which marks the first anniversary of the launch of the online reporting platform. In addition, we have included information from Student Conduct and Complaints Office on formal cases and outcomes.

It should be noted that there are other reporting mechanisms at the University to support students in reporting such incidents. All formal cases are referred to the Student Conduct and Complaints Office for investigation and support is available to all parties through Student Support and Wellbeing and specialist Advisers.

## Reporting categories

Reporting parties can select any of the categories below, which are explained as follows:

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

## Summary of reports received in Report + Support

This is a first-year report from Report + Support and therefore the stats are not comparable. The University of Kent's previous reporting mechanisms did not capture all categories stated above.

- Of a total of 135 reports 11.1% (15) by postgraduate students, 85.2% (115) by undergraduate students and 3.0% (4) by third parties, 0.7% (1), prefer not to say.
- 28 reports related to bullying, 50 related to harassment, 39 reports related to sexual misconduct, 13 relating to discrimination, 14 hate incidents, 41 physical harm or verbal abuse, 6 spiking, 11 not sure, 18 other incidents. **NB multiple options can be selected on an individual report.**
- Sexual misconduct reporting is most significantly concentrated among undergraduate students, representing 89.7% (35) of all sexual misconduct reports.
- 35.5% (48) of reports were anonymous, and 64.4% (87) of students were named and therefore were contacted by specialist adviser.

## Anonymous reporting

The main reasons selected by reporters for reporting anonymously include:

- 'I don't know what to do' (15)
- 'Reporting an incident that happened to someone else' (12)

- ‘I’m concerned it may impact my studies/career’ (11)
- ‘I’m worried about being called a troublemaker’ (10)
- ‘I’m worried about the repercussions for me or others’ (10)
- ‘I feel embarrassed/ashamed’ (9)
- ‘I’m worried I won’t be believed’ (9)
- ‘The person didn’t want to tell you themselves’ (8)
- ‘I don’t want anyone to know what happened’ (7)
- ‘I don’t want to get anyone in trouble’ (7)
- ‘I’ve told someone in the past and nothing happened’ (6)
- ‘I’ve told someone before, but it wasn’t taken seriously’ (5)
- ‘I feel like I have more authority than me’ (4)
- ‘It’s not serious’ (1)
- ‘other’ (7)

### Benchmarking against other universities

While we have no comparison data this year because of the infancy of the reporting tool. We have been provided with benchmarking data by Culture Shift, the owners of Report + Support. This data enables us to compare the total number of reports submitted to the platform over the last 12 months, with all other Universities who use Report + Support.

**FIGURE 1: Benchmarking graph comparing other institutions of similar size and total number of reports submitted between 1<sup>st</sup> September 2021 and 31<sup>st</sup> August 2022**



The University of Kent appears to have received an average amount of reports in comparison to other institutions with a similar student population.

### Report + Support website traffic

Overall, there has been 1649 visits to the Report + Support webpage. Amongst visitors to the page, 994 were visits to the support articles available on Report + Support. The breakdown of the most accessed resources can be viewed below.

Figure 2: Website traffic of support articles on Report + Support



The resource most widely accessed is information pertaining to support available, and understanding what sexual misconduct and assault, and drink spiking.

## Breakdown of quantitative Report + Support data

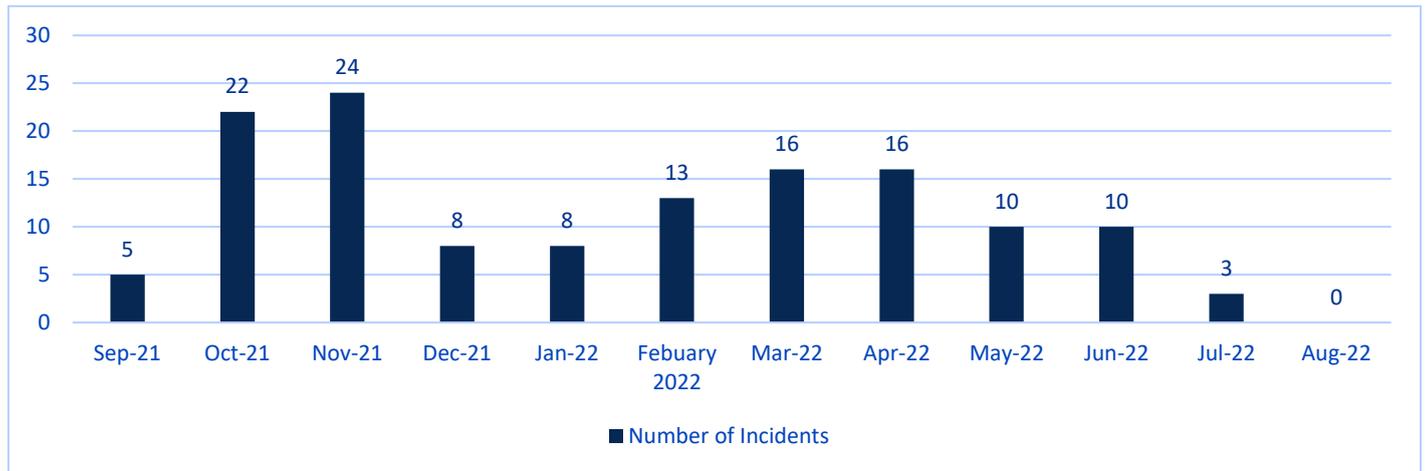
Table 1: Total number of reports in relation to student numbers.

University of Kent Profile	Number of students 2021/2022 <sup>1</sup>	Number of reports	%
All students	19,100	135	0.7%

The number of total reports submitted to Report + Support is different from the number of incidents experienced at the University. We are unable to rule out duplications of reports where reports may have been submitted by both victim and witnesses of the same incident. Similarly, some students may have utilised the Report + Support platform as a way of seeking support for a historical incident that has taken place.

<sup>1</sup> As reported by the end of the academic year

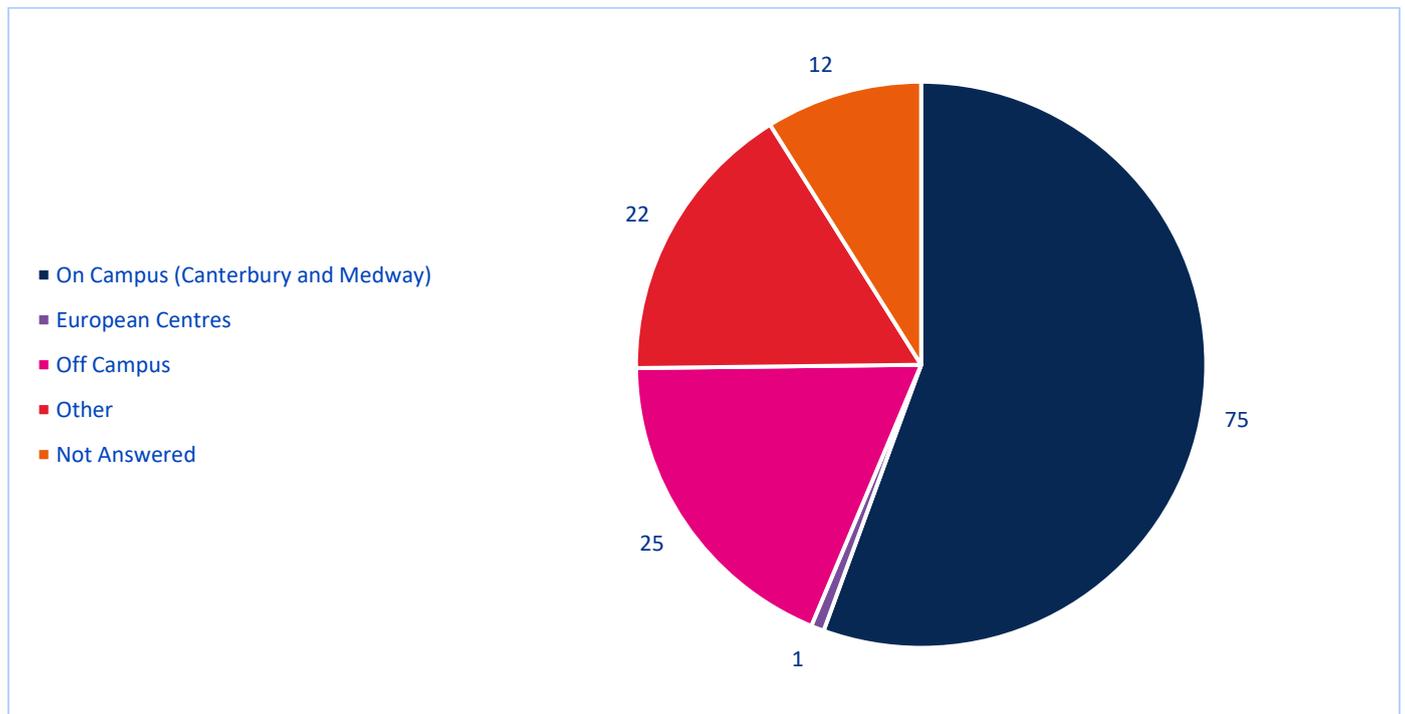
Figure 3: When incidents were reported



Most reports were made just after the start of academic year in the months of October (22 in number) and November (24 in number) in 2021, followed by higher numbers in March and April 2022 (16 in each). The least numbers of reports received were in September 2021 (5) possibly due to lack of awareness of tool by students, and August 2022 because of the summer vacation.

### Location of where incidents happening

Figure 6: A chart highlighting the location of where reported incidents took place



Of the 135 incidents reported 55.6% of the incidents were reported to have taken place on Canterbury and Medway campuses. This includes in on campus accommodation, food outlets, study spaces (i.e., Library), sports areas, The Venue, and shopping areas such as Locke Building. 18.5% of the incidents reported took place off campus. This included incidents in private off campus accommodation, and Canterbury and Medway City Centres. 16.3% of incidents reported were documented as taking place in an 'Other' location not provided. 8.9% of incidents reported, the reporter chose to not provide a location. Finally, 0.7% of reports submitted were located at one of the European Centres.

## Equality monitoring data of the reporting party

Sharing equality monitoring data when reporting through Report + Support is optional. However, it does help the University of Kent to understand if certain groups of students are experiencing patterns of behaviour. 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 2: Proportion of reports by ethnicity

<b>Ethnicity</b>	<b>Number of reports from students</b>
<b>Another Asian Background</b>	2 (1.5%)
<b>Another Ethnic Group</b>	4 (3%)
<b>Another mixed or multiple background</b>	3 (2.2%)
<b>Another White Background</b>	4 (3%)
<b>Arab</b>	2 (1.5%)
<b>Asian or Asian British Bangladeshi</b>	2 (1.5%)
<b>Asian or Asian British Indian</b>	3 (2.2%)
<b>Asian or Asian British Pakistani</b>	1 (0.7%)
<b>Black or Black British African</b>	22 (16.3%)
<b>Black or Black British Caribbean</b>	3 (2.2%)
<b><i>I don't know</i></b>	3 (2.2%)
<b><i>Mixed or multiple background Asian and White</i></b>	2 (1.5%)
<b><i>Mixed or multiple background Black Caribbean and White</i></b>	1 (0.7%)
<b><i>Not answered</i></b>	25 (18.5%)
<b><i>Prefer not to say</i></b>	4 (3%)
<b><i>White British, Northern Irish, Scottish, Welsh</i></b>	52 (38.5%)
<b><i>White Irish</i></b>	2 (1.5%)

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

## Gender

Table 3: Proportion of reports by gender

Gender	Number of reports from students
I don't know	4 (3%)
Man	27 (20%)
Non-Binary	3 (2.2%)
Not answered	22 (16.3%)
Prefer not to say	1 (0.7%)
Transgender Man	2 (1.5%)
Transgender Woman	1 (0.7%)
Woman	75 (55.6%)

## Age

Table 4: Proportion of reports by age group

Age Group	Proportion of reports from students
Under 18	0.7%
18-21 years	65.9%
22-25 years	13.3%
26-35 years	6.7%
36-45 years	0%
46-55 years	0.7%
Not answered	11.9%
Prefer not to say	0.7%

*Religion*

Table 5: Proportion of reports by faith/religion

<b>Faith/Religion</b>	<b>Proportion of reports from students</b>
<b>Buddhist</b>	0%
<b>Christian</b>	27%
<b>Hindu</b>	2%
<b>Jewish</b>	0%
<b>None</b>	37%
<b>Not Answered</b>	22%
<b>Muslim</b>	4%
<b>Prefer not to say</b>	7%
<b>Sikh</b>	0%

*Sexual identity*

Table 6: Proportion of reports by sexual identity

<b>Sexual identity</b>	<b>Proportion of reports from students</b>
<b>Asexual</b>	0.7%
<b>Bisexual</b>	11.1%
<b>Gay man</b>	1.5%
<b>Gay Woman/Lesbian</b>	2.2%
<b>Heterosexual</b>	56.3%
<b>I don't know</b>	4.4%
<b>Not answered</b>	17.8%
<b>Other</b>	0.7%

<b>Pansexual</b>	2.2%
<b>Prefer not to say</b>	3%

### *Disability*

Table 7: Proportion of reports by disability

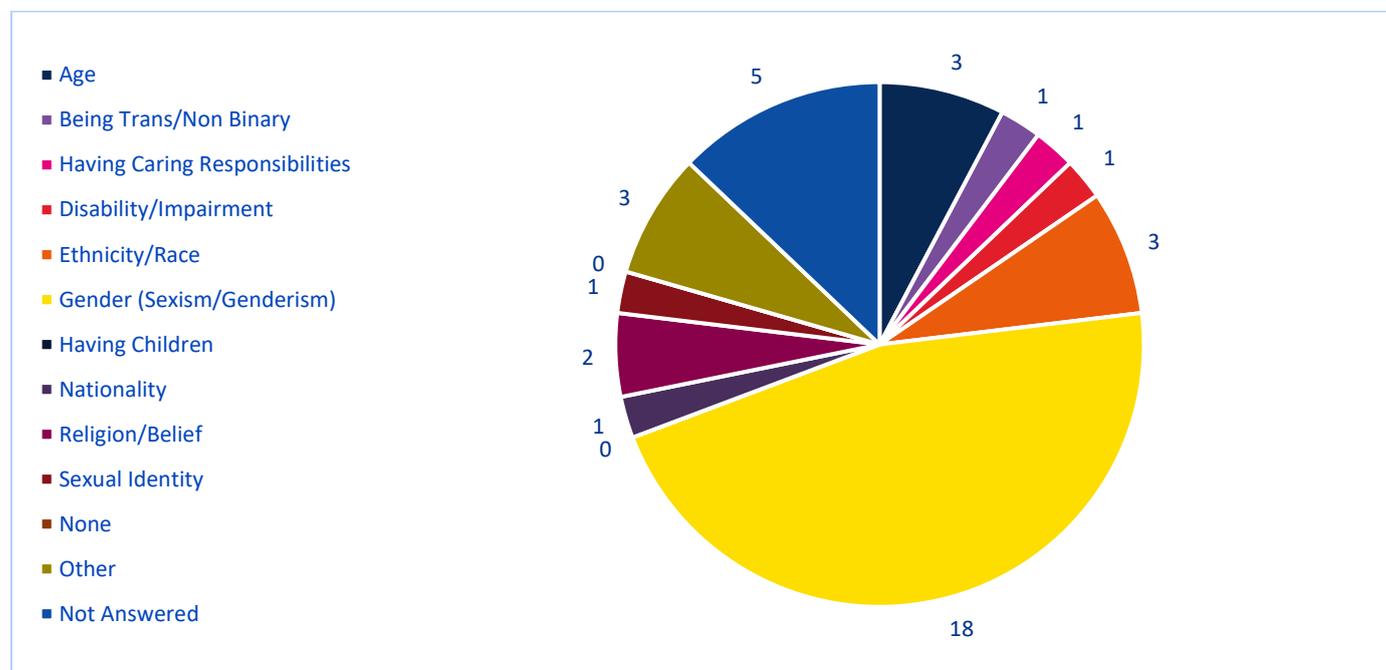
<b>Disability</b>	<b>Proportion of reports from students</b>
<b>A long-standing illness</b>	2.2%
<b>A mental health difficulty</b>	31.9%
<b>A physical impairment or mobility issues</b>	2.2%
<b>A social/communication impairment/difference</b>	8.1%
<b>A specific learning difficulty/difference</b>	12.6%
<b>Blind or Visual impairment</b>	0%
<b>D/deaf or have a hearing impairment</b>	0%
<b>An impairment, health condition or learning difference that is not listed above</b>	0%
<b>No known impairment, health condition or learning difference</b>	24.4%
<b>Prefer not to say</b>	7.4%
<b>Not answered</b>	27.4%

## 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 6: Perceived factors in sexual misconduct reports

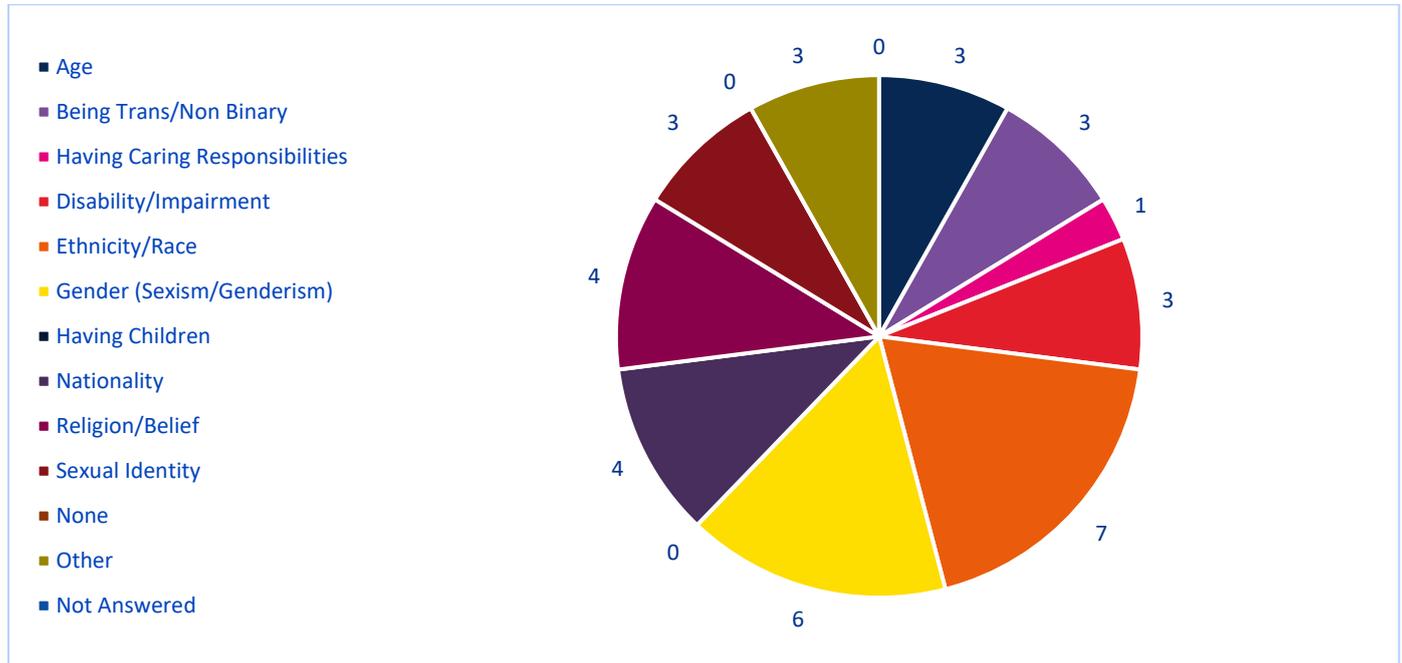


A total number of 39 sexual misconduct reports were submitted to Report + Support within the 12-month period. Gender was documented 18 times as being the factor that the reporter felt was influencing the incident that they reported. However, 11 times, no additional factors were perceived to have been an attributing factor to the incident that happened.

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

### Discrimination

Figure 7: Perceived factors in discrimination reports

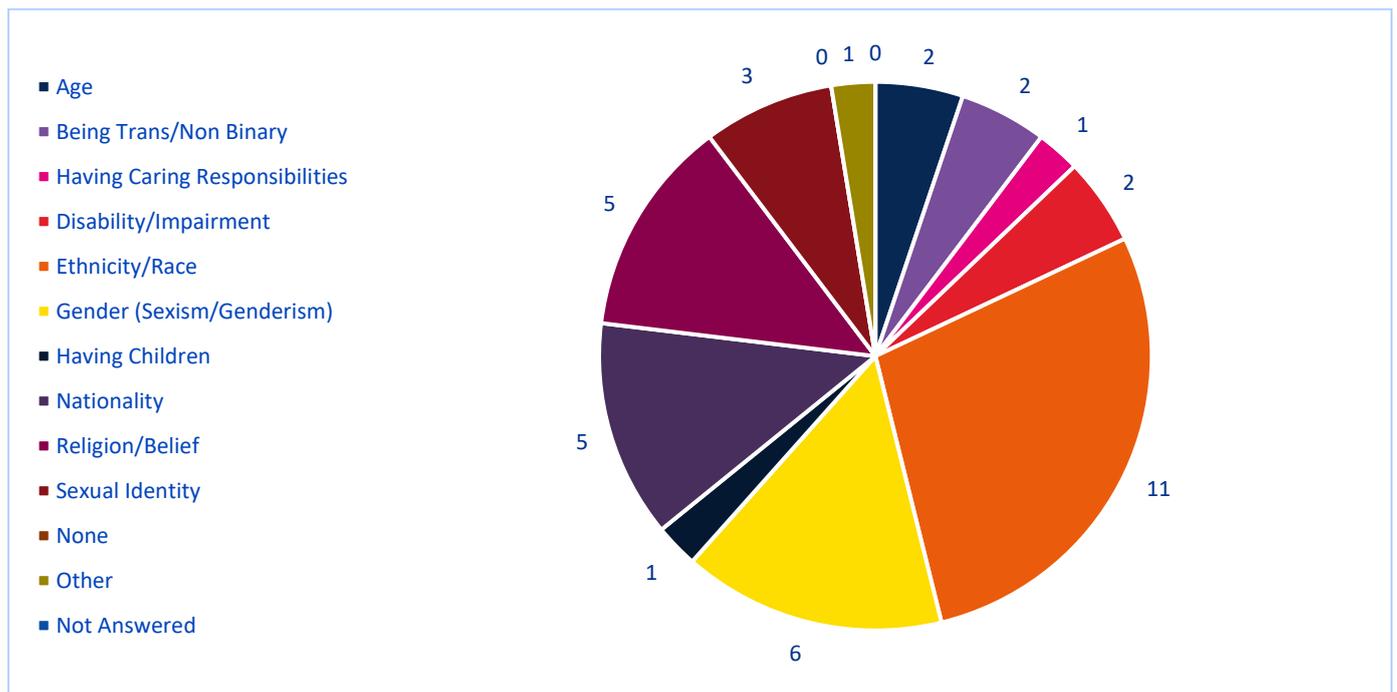


A total number of 13 discrimination reports were submitted to Report + Support within the 12-month period. Ethnicity/race was documented 17 times as being the factor that the reporter felt was influencing the incident that they reported. In addition, gender was documented as the second highest factor in reported discrimination reports. 4 reports also documented nationality and religion/belief as being a factor in discrimination.

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

### Hate incidents

Figure 8: Perceived factors in hate incident reports

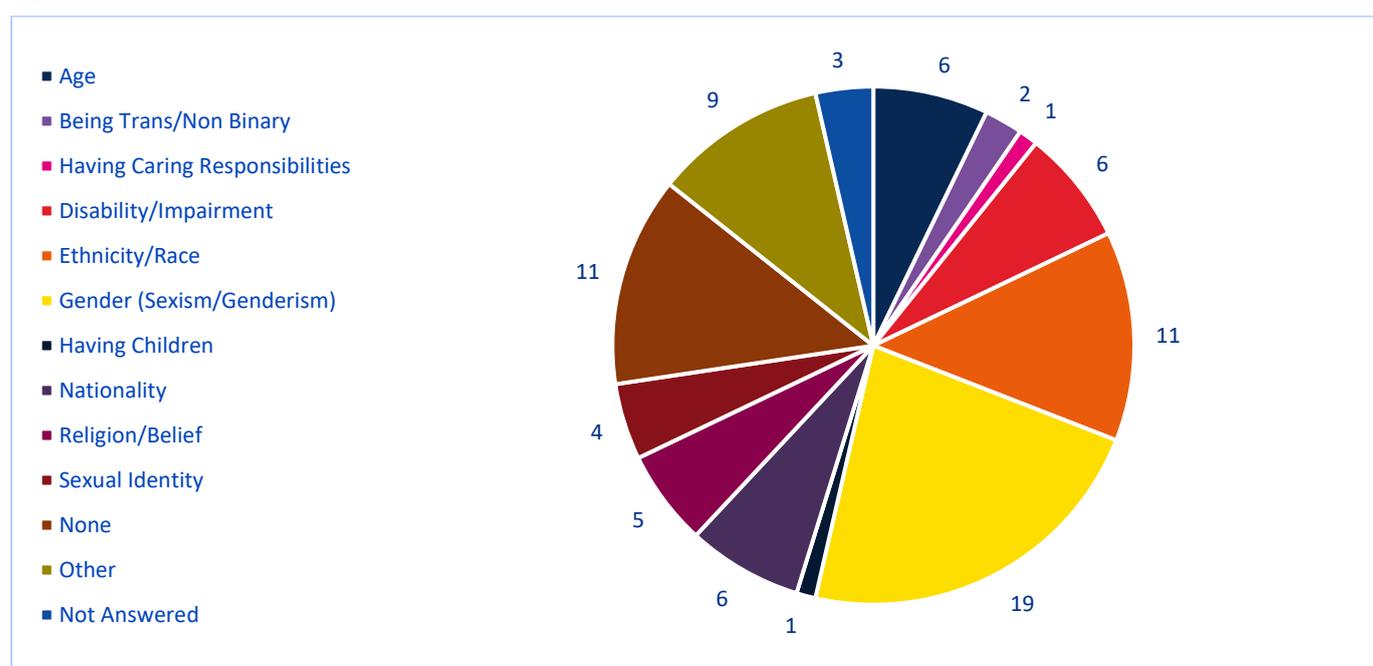


A total number of 14 hate incident reports were submitted to Report + Support within the 12-month period. Ethnicity/race was documented 11 times as the factor most impacting the incident that is being reported. Gender was recorded 6 times as being an important factor.

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

### Harassment

Figure 9: Perceived factors in harassment reports

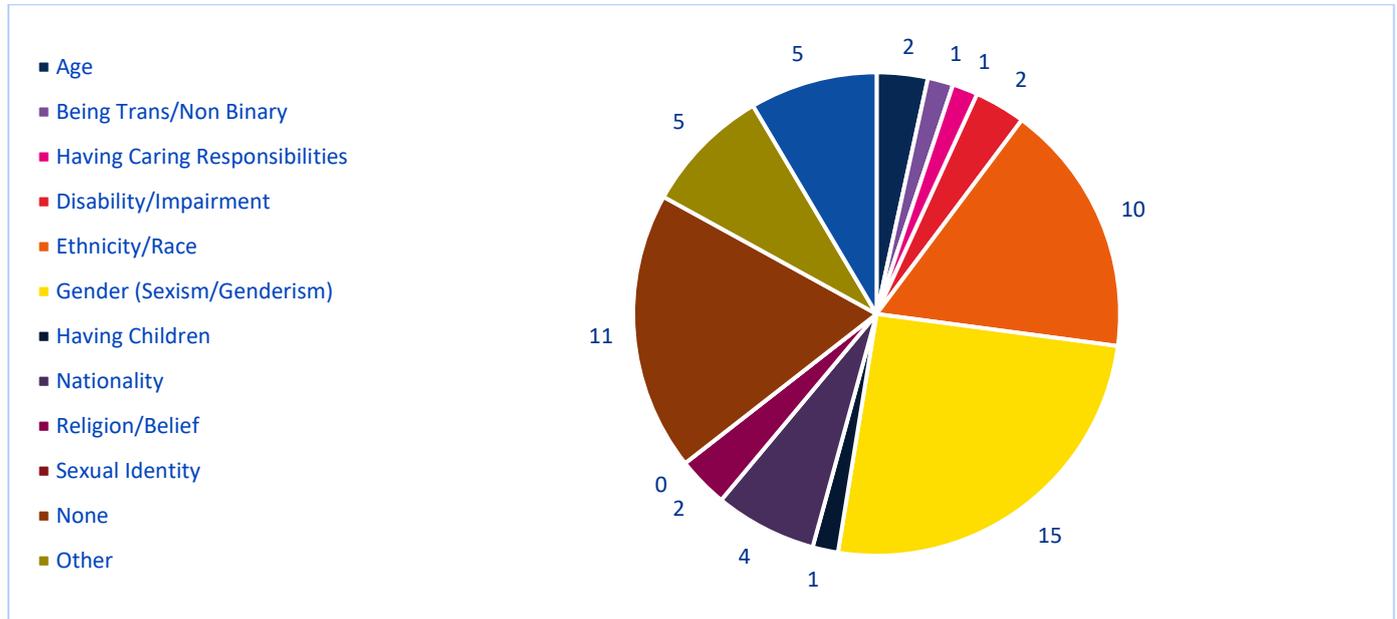


A total number of 50 harassment incidents were submitted to Report + Support. Gender was documented 19 times as the factor most impacting the incident of harassment. 11 times Ethnicity/race was the second most recorded factor recorded. Interestingly, 11 times, people felt that there were no additional factors that may have influenced the incident of harassment that they were reporting.

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

### Physical harm and/or verbal abuse

Figure 10: Perceived factors in physical harm and/or verbal abuse reports

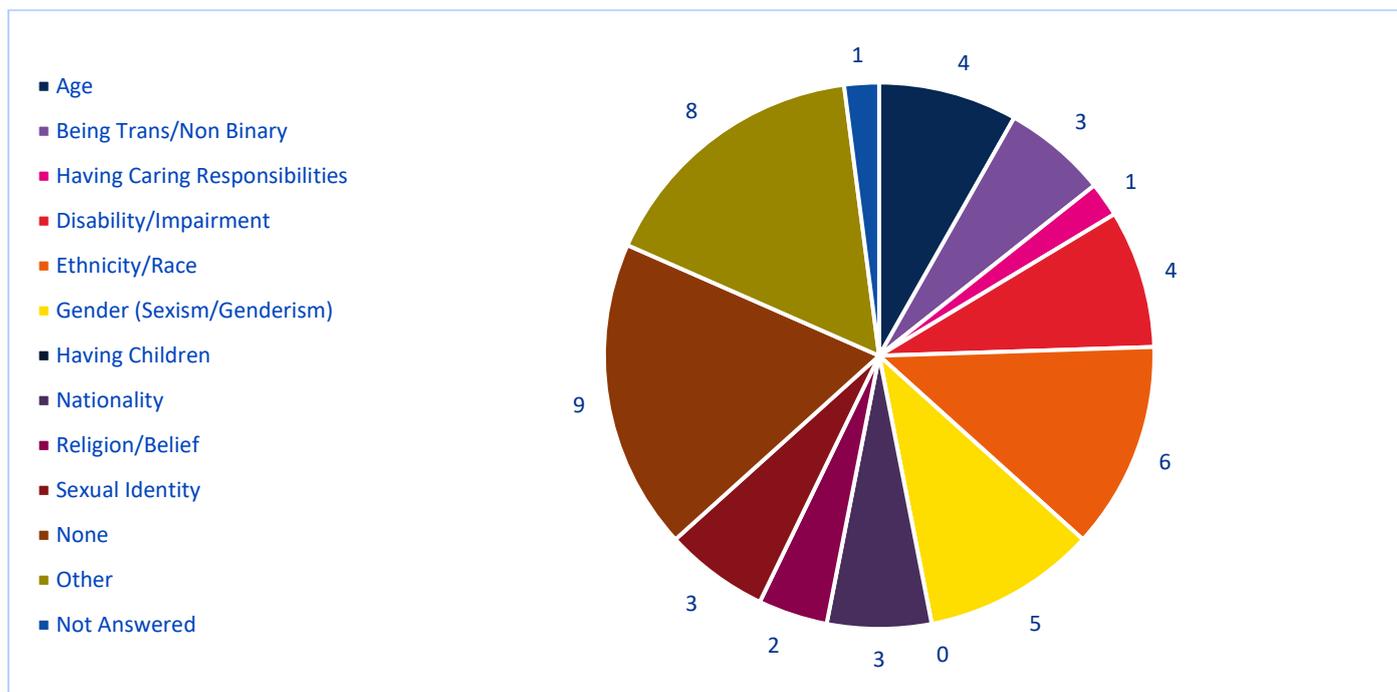


A total of 41 reports of physical harm and/or verbal abuse were submitted to Report + Support within the 12-month period. Gender was reported 15 times as being the biggest factor contributing to the incident of physical harm and/or verbal abuse. 11 times, no factor was deemed to have been involved in the incident. Finally, 10 times ethnicity/race was deemed to have been an important influencing factor in the incident reported.

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

### Bullying

Figure 11: Perceived factors in bullying reports



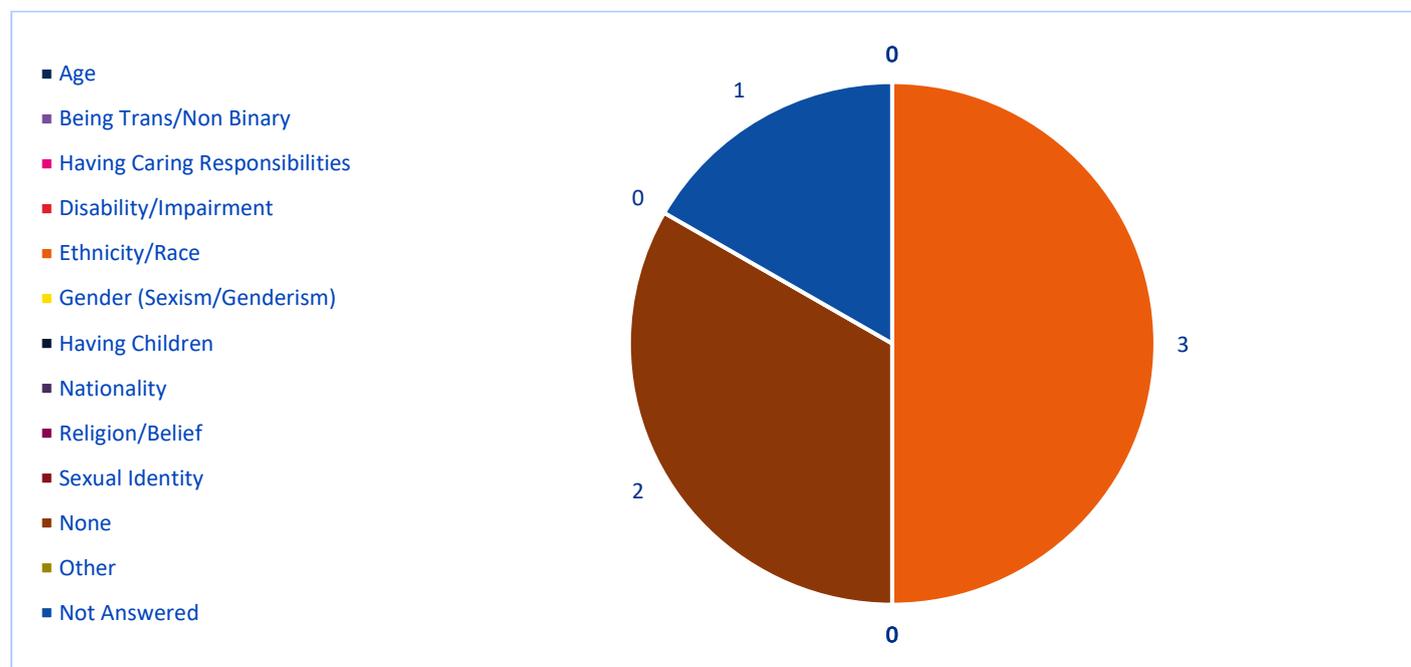
A total of 28 reports of bullying were submitted to Report + Support within the 12-month period. 9 People reporting incidents of bullying felt that there were no other factors influencing the incident of bullying that they

were reporting. However, 8 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 12: Perceived factors in spiking reports



A total of 6 reports of spiking were submitted to Report + Support within the 12-month period. 3 people reported that they felt that gender had contributed to the incident.

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

# Description of outcomes of disciplinary cases

The following data provide insight into the number of formal cases and outcomes for issues of reported bullying, harassment, and sexual misconduct.

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 24 days (guidance recommends within 30 days). The average time for a report to be triaged is 1 day. Within Report + Support we state that we aim to respond to reports submitted within 3 working days.

This section of the report provides the figures in relation to the outcome of these cases. It should be noted that many those reporting were anonymous reports, which the University is unable to action, but uses 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.

Table 8: Sexual misconduct cases against students by outcome

Outcome	Count
Closed as Anonymous	17
Complaint Referred to Kent Union	0
Formal Warning	0
Informal Action (with Support)	1
No further action	5
No response to Support Offer	6
Referred to 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	2
Restrictions/Conditions	1
Student chooses to only access support	6

Student Discipline Procedure	2
Temporary Exclusion	1
Remains Open	1

**NB –Multiple Options can be selected in a single report**

Table 9: Discrimination cases against students by outcome

Outcome	Count
Closed as Anonymous	4
Complaint Referred to Kent Union	1
Formal Warning	0
Informal Action (with Support)	3
No further action	3
No response to Support Offer	1
Referred to College and Community Life for Support	0
Referred to Fitness to Practise	0
Referred to Formal Complaint	1
Referred to HR	0
Referred to the Police	0
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**

Table 10: Hate Incidents cases against students by outcome

Outcome	Count
Closed as Anonymous	3
Complaint Referred to Kent Union	0
Formal Warning	0

Informal Action (with Support)	4
No further action	2
No response to Support Offer	1
Referred to College and Community Life for Support	0
Referred to Fitness to Practise	0
Referred to Formal Complaint	1
Referred to HR	0
Referred to the Police	2
Restrictions/Conditions	0
Student chooses to only access support	2
Student Discipline Procedure	0
Temporary Exclusion	0
Remains Open	0

**NB –Multiple Options can be selected in a single report**

Table 11: Harassment cases against students by outcome

Outcome	Count
Closed as Anonymous	16
Complaint Referred to Kent Union	0
Formal Warning	0
Informal Action (with Support)	7
No further action	3
No response to Support Offer	12
Referred to College and Community Life for Support	1
Referred to Fitness to Practise	0
Referred to Formal Complaint	1
Referred to HR	1
Referred to the Police	2

Restrictions/Conditions	3
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 12: Physical Harm and/or Verbal Abuse cases against students by outcome

Outcome	Count
Closed as Anonymous	11
Complaint Referred to Kent Union	0
Formal Warning	2
Informal Action (with Support)	5
No further action	1
No response to Support Offer	5
Referred to College and Community Life for Support	0
Referred to Fitness to Practise	1
Referred to Formal Complaint	0
Referred to HR	0
Referred to the Police	6
Restrictions/Conditions	2
Student chooses to only access support	7
Student Discipline Procedure	1
Temporary Exclusion	1
Remains Open	1

**NB –Multiple Options can be selected in a single report**

Table 13: Bullying cases against students by outcome

<b>Outcome</b>	<b>Count</b>
Complaint Referred to Kent Union	9
Formal Warning	0
Informal Action (with Support)	5
No further action	3
No response to Support Offer	5
Referred to College and Community Life for Support	2
Referred to Fitness to Practise	0
Referred to Formal Complaint	0
Referred to HR	1
Referred to the Police	1
Restrictions/Conditions	0
Student chooses to only access support	2
Student Discipline Procedure	1
Temporary Exclusion	0
Remains Open	0

**NB –Multiple Options can be selected in a single report**

Table 14: Spiking cases against students by outcome

<b>Outcome</b>	<b>Count</b>
Closed as Anonymous	3
Complaint Referred to Kent Union	1
Formal Warning	0
Informal Action (with Support)	0
No further action	0
No response to Support Offer	2
Referred to 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	0
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**

## Reporting against staff

The University of Kent Report + Support Tool is currently not available for staff to report staff v student, or staff v staff cases through. However, this remains under review and separate reporting routes and support remain available to staff experiencing any of these categories. Staff members are encouraged to access the [reporting tool for staff](#).

# Next steps

## Action plan for University of Kent

Over the coming year (2022-23), 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:

- Create 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.
- Implement the Challenging Racism programme and action plan.
- We have expanded the locations on Report + Support to include online incidents that occur.
- We have now recruited an additional Specialist Wellbeing Adviser who can aid in supporting the students that choose to report through Report + Support. With additional resource we aim to increase the visibility of the support available to students who experience incidents including harassment, hate incidents and discrimination.
- 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 and get involved

The 'Consent. Get it. Full Stop.' campaign has been developed to enable all members of the University of Kent community to participate. 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 a Division or 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.
- Allow time in team or group meetings to reflect on behaviour, explore support options and consider how you can take action. 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 can be found on the student [Consent. Get it. Full Stop. Website](#), and the [staff webpage](#). Additional information regarding reporting options, and support articles can be found on the [Report + Support webpage](#).

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

Student Support and Wellbeing, Keynes College,  
University of Kent, Canterbury, Kent CT2 7NP

[kent.ac.uk](http://kent.ac.uk)

