



**UCL**

**Report + Support**  
**Six-Month Insights**

## Introduction

UCL launched Report + Support and the Full Stop campaign in February 2019 to provide students and staff with one place to report anonymously, or contact an advisor, regarding issues of bullying, harassment or sexual misconduct.

Quarterly trend analysis reports are conducted and shared at Faculty level to ensure a proactive approach to intervention and prevention. Data shared has been fully anonymized to ensure there is no risk of identification. The Equality, Diversity and Inclusion team works with HR, Faculty and Departmental leaders to design and deliver targeted interventions where there are challenges or concerns as part of UCL's [Full Stop](#) campaign.

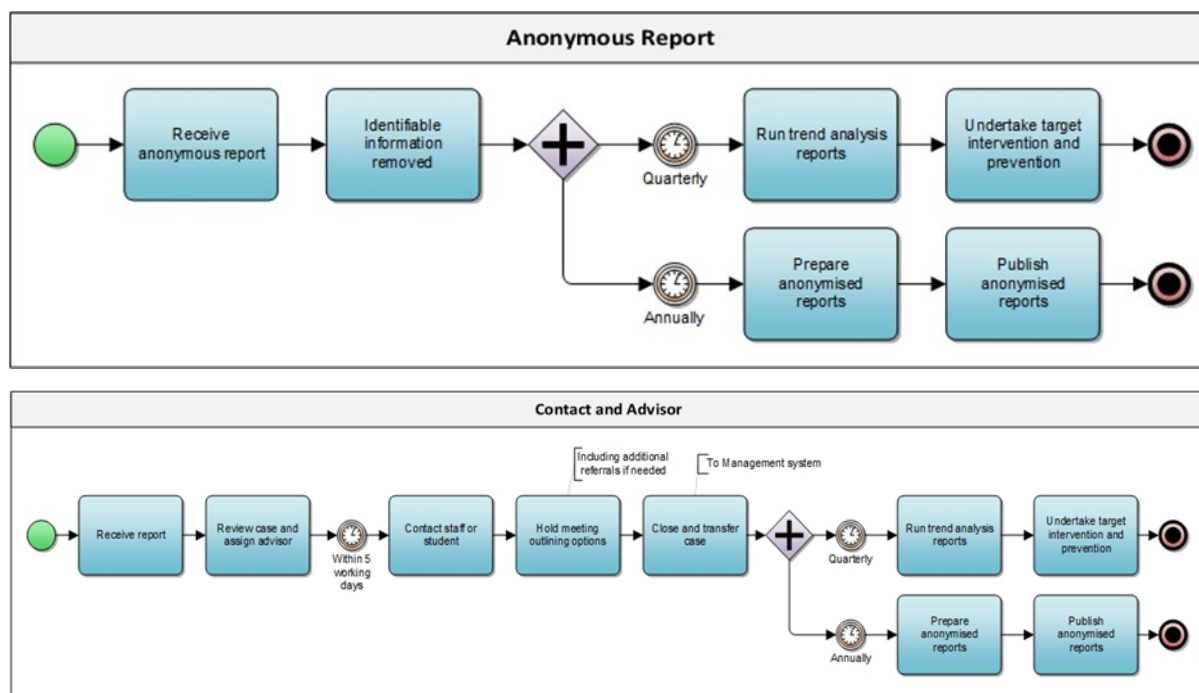
One of the key objectives of the campaign is to ensure UCL students and staff feel safe reporting issues of bullying, harassment and sexual misconduct. UCL recognises that increased reporting is essential to effective prevention. Therefore, UCL will view an initial increase in disclosures and reports as an indicator of trust and confidence in the reporting process and its importance in instigating an effective response.

## Data summary

The data provided below includes anonymous and advisor requests received through Report + Support from February 25<sup>th</sup> – August 30<sup>th</sup> 2019. It does not include data or intelligence obtained from other reporting pathways.

- 165 reports have been made within the first six months.
- Bullying remains the significant behaviour of concern for both students and staff (59%), followed by bullying and harassment.
- 42% of reports occurred within the last 3 months, and 31% within the past 12 months.
- Anonymous reporting is preferred by both students and staff (71%).
- The four key barriers to named reporting or contacting an advisor:
  - I was worried it would affect my career/future
  - I was worried the perpetrator would retaliate
  - I was worried about being called a trouble maker
  - Nothing would get done if I made a complaint

## How UCL processes reports



## Action taken from reports

- Conversations with individuals named in reports have occurred to notify them of the concerns and provide an opportunity to reflect on how their behavior may be being perceived or experienced by others.
- Targeted communications have been released drawing attention to concerns about behaviour, encouraging students and staff to continue to utilise Report + Support, with increased signposting to local support.
- Presentations on Report + Support, including demystifying the process, have been held in departments where there have been higher numbers of reports.
- An 'environmental investigation' has been launched into a department with a cluster of reports regarding poor behaviour and culture. This has entailed conducting interviews with a number of staff.
- 'Where do you draw the line?' and 'Taking the Lead' sessions have been scheduled and prioritised for areas who have not previously held a session, or with high reporting numbers.

## Progress of the Preventing Sexual Misconduct Strategy Group

The Preventing Sexual Misconduct Strategy Group was established in September 2017 to ensure UCL provides a welcoming and inclusive environment for all students and staff. The group includes a cross-section of student and staff representation, including academic expertise.

The group is pleased to have made significant progress on the following initiatives:

- Developed and recommended the Prevention of Bullying, Harassment and Sexual Misconduct Policy for students and staff, and revised the Personal Relationships Code.
- Launched [Report + Support](#) and the Full Stop campaign with key messages, resources and videos for students and staff.
- Revised the Student Union Active Bystander training.
- Delivered specialist Rape Crisis training to staff and students, including the Senior Management Team.
- Engaged staff and PhD students in 'Where do you draw the line?' training on preventing harassment and bullying. We have delivered training to over 2,000 staff and this is being rolled out to a further 3,000 staff this academic year.
- Delivered 'Taking the Lead' to 300 managers across, with more workshops available to all managers this academic year.
- Developed an institutional agreement with Rape Crisis South London for the provision of training, outreach support and grounding counselling to UCL students and staff.
- Established a dedicated bullying, harassment or sexual misconduct line through Care First for free, confidential, 24/7 counselling support.
- Working with the UCL Centre for Behaviour Change to apply their evidence-based behaviour and organisational change wheel to inform interventions at UCL.
- Employed Intersol Global to conduct investigations into sexual misconduct cases – this arrangement also included training internal managers to become investigators in their trauma-informed investigative processes.
- Developed a behaviour risk assessment framework to ensure a proactive approach to assessing behaviour risk for staff and student experiences of bullying, harassment or sexual misconduct.

## Next Steps

The inaugural annual report will be published in March 2020. This will include anonymised details about the number of informal and formal cases, outcomes and actions taken. This report will include a progress update from the Preventing Sexual Misconduct Strategy Group.

This level of transparency is intended to improve trust and confidence in UCL's support and response and to encourage all members of the UCL community to play an active role in a shaping a welcoming and inclusive environment.

## Data insights

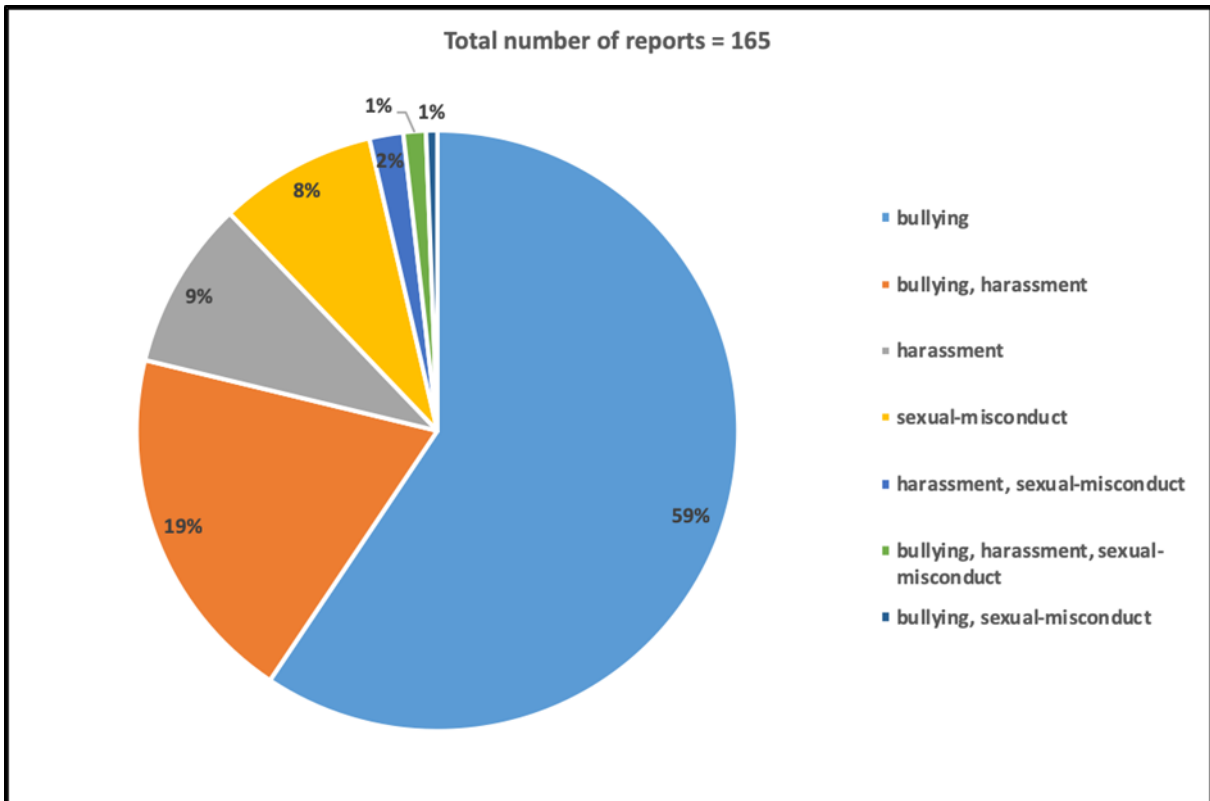


Figure 1: Behaviour reported

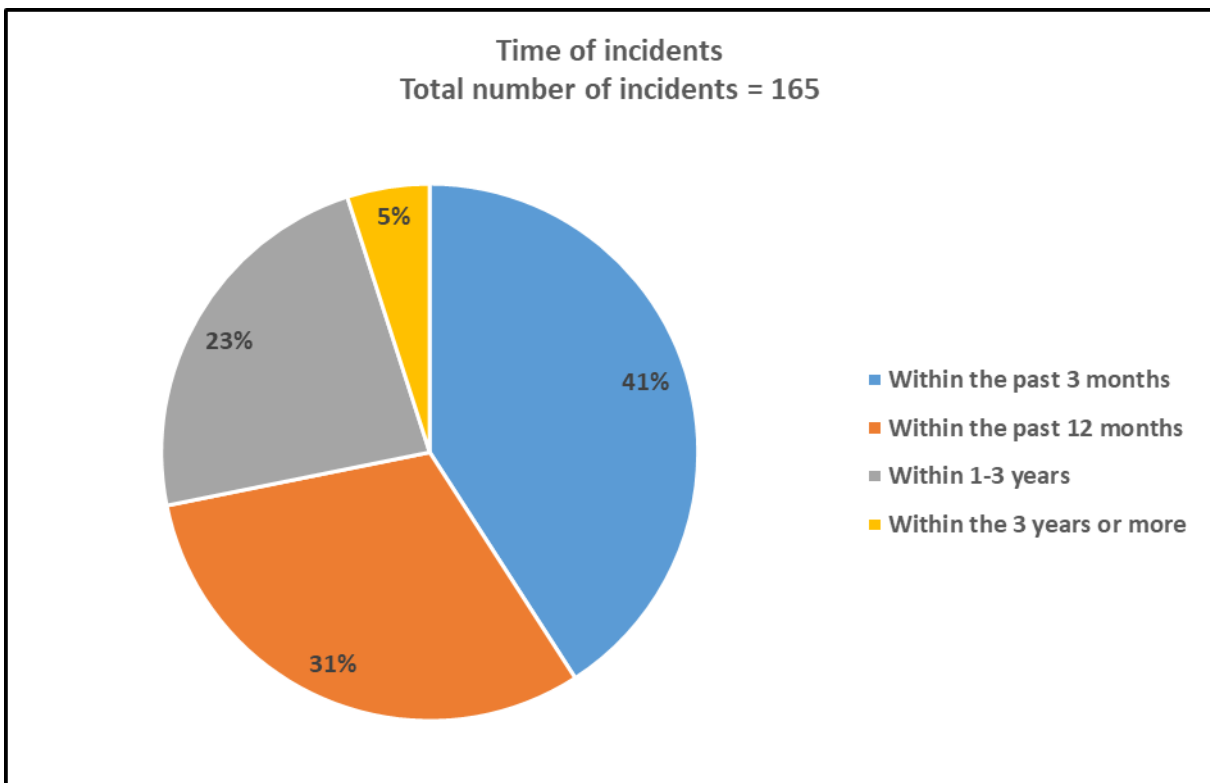


Figure 2: Time the incident(s) occurred

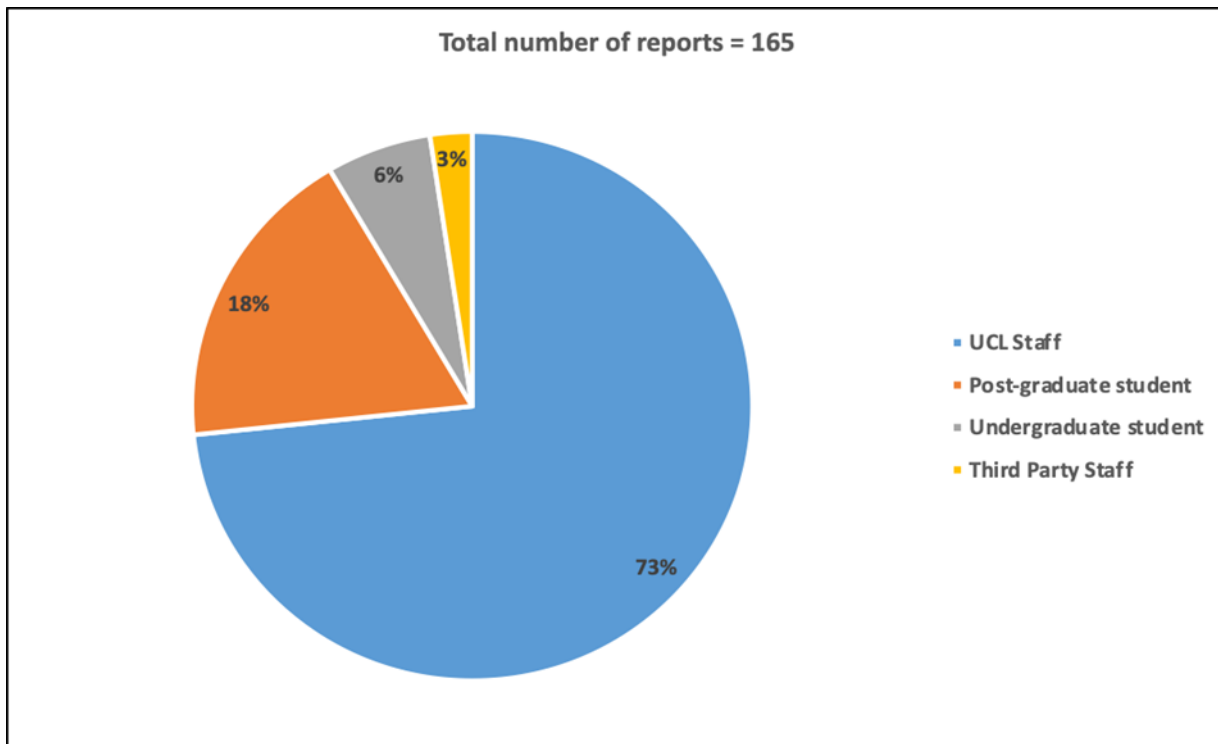


Figure 3: Staff and student reports

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