**OFFICE OF THE PRESIDENT AND PROVOST (EQUALITY, DIVERSITY & INCLUSION)**

Report + Support | Annual Report 2021/22 | **1**

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Image of the UCL dome set against the sky behind trees.

Report + Support

Annual Report 2022/23

# Introduction

Launched at UCL in 2019, Report + Support (R+S) is a way for staff and students to contact an advisor or make a report anonymously regarding issues of bullying, harassment or sexual misconduct. The R+S platform is a means of directing a complaint to the appropriate existing UCL procedures and support mechanisms.

Alongside other formal mechanisms, one of the key objectives of R+S and allied work is to ensure that UCL students and staff feel safe reporting issues of bullying, harassment and sexual misconduct as we continue to enhance the psychological and physical safety of members of our community.

While bullying, harassment and sexual misconduct are never acceptable, UCL recognises that reporting is essential to helping us investigate matters which do arise, and ultimately to achieve a positive work, study and whole community culture.

At this stage, we view an increase in reports and the sharing of information as an indicator of greater trust in the reporting process and confidence in instigating an effective response.

Anonymous reporting fell steadily in the last four years, with anonymous reports accounting for 44% (n419) of all cases in the period 25 February 2022 to 24 February 2023 as compared to 65% (n239) in the same 2019/20 period (please see Appendix 3, Table 11). We welcome this fall in anonymous reporting as a signal of greater trust and confidence in R+S, and as a means of ensuring that our responses are even more effective in terms of case resolution and outcome.

A key aim of our work during the academic year 2023-24 is to build trust and confidence in addressing harmful behaviour, including undertaking a further review of the R+S system, processes and experiences. This report outlines other strategies for change and continuous improvement informed by insights developed through analysis of data and evidence of the need to foster a thriving university community.

If incidents relating to bullying, harassment and sexual misconduct occur, we must all be assured that these will be dealt with resolutely and learnt from.

**About this report**

Whereas the R&S reporting period ran annually from 25 February to 24 February previously, this report presents and analyses data over a 19-month period from 25 February 2022 to 30 September 2023 inclusive. This is to align R+S reporting to the academic year (1 October to 30 September) alongside the reporting period for the Equality, Diversity and Inclusion (EDI) Annual Report and accompanying annual staff and student EDI data monitoring. While this extended timeframe underpins the report, year-on-year data are used whenever making like-for-like comparison over time.

# Overview (25 February 2022 – 30 September 2023)

* Launched at UCL in 2019, R+S is a way for staff and students to report incidents relating to bullying, harassment or sexual misconduct with their contact details or anonymously.
* This report covers the period from 25 February 2022 to 30 September 2023 inclusive to align with the academic year and other complementary reporting periods. Year-on-year data are used whenever making like-for-like comparison over time. Please see Appendix 1 for further information about the report.
* The take-up (369 in year one in 2019/20), fall (335 in year two in 2020/21), and subsequent increases (587 in year three in 2021/22 and 945 in year four in 2022/23) is consistent with patterns discerned elsewhere following the introduction of similar reporting mechanisms (please see Appendix 3, Tables 10 and 13). These reporting periods run from 25 February to 24 February.
* Anonymous reporting fell steadily in the last four years, with anonymous reports accounting for 44% (n419) of all cases in the period 25 February 2022 to 24 February 2023 as compared to 65% (n239) in the same 2019/20 period (please see Appendix 3, Table 11). This can indicate that people are building more trust in using the system and leads to more effective case resolution and outcomes.
* The top three reasons given for reporting anonymously (please see Appendix 2, Table 3) were:
	1. “I’m worried about retaliation” (15%, n301).
	2. “Nothing would be done if I made a complaint” (14%, n275).
	3. “I’ve concerns it might affect my current/future career” (13%, n261).
* Of the 1,382 R+S reports made in the period (please see Appendix 2, Tables 4 - 8):
	+ 39% (n545) were from current or former staff.
	+ 31% (n421) were from current or former postgraduate students.
	+ 28% (n386) were from current or former undergraduate students.
	+ 2% (n30) were from third party staff.
	+ 32% (n808) related to bullying.
	+ 21% (n514) related to harassment.
	+ 9% (n221) related to sexual misconduct.
	+ These have remained the top three issues since 2019/20.
	+ 43% (n349) of all reports about bullying were made by staff.
	+ 34% (n177) of all reports of harassment were made by staff.
	+ 48% (n106) of all reports about sexual misconduct were made by undergraduate students.
	+ 53% (n733) were against staff.
	+ 18% (n250) were against undergraduate students.
	+ 12% (n169) were against postgraduate students.
	+ 2.5% (n35) were against third party staff.
	+ Staff were more likely to make reports against other staff (n431).
	+ Postgraduate students were more likely to make reports against staff (n190).
	+ Undergraduate students were more likely to make reports against other undergraduate students (n184).
	+ Third party staff were more likely to make reports against other third party staff (n10).
* Year-on-year and like-for-like reporting by students increased steadily in the last four years. Student reports accounted for 35% of the total number of cases in 2019/20 rising to 58% in 2022/23. The most notable rise in reporting was from postgraduate students (please see Appendix 3, Table 12).
* Once reports were considered and dealt with in line with procedures, the top three outcomes at case closure (please see Appendix 2, Table 9) were to flag and/or log and:
	1. Not take further action (due principally to anonymous reporting that can limit lines of inquiry) (40%, n572).
	2. Informal resolution/Intervention (27%, n386).
	3. Refer to student support (9%).
* Of reporting parties sharing their diversity monitoring data from 25 February 2022 to 30 September 2023 inclusive:
	+ For ethnic groups in relation to the UCL profile, Black or Black British – Other background, Asian – Other background, Asian or Asian British – Bangladeshi, and Mixed/Multiple heritage staff accounted for reporting parties three or more times as much as White staff (please see Appendix 4, Table 17).
	+ Similarly, Black or Black British – Other background, Mixed/Multiple heritage, Asian or Asian British – Bangladeshi, Asian – Other background, and Arab students accounted for reporting parties twice or three times as much as White students (please see Appendix 4, Table 17).
	+ Women members of staff accounted for reporting parties three times as much as men members of staff. There was no such imbalance for students. Students who identified as Other were overrepresented in reporting (please see Appendix 4, Table 18).
	+ Disabled staff and students were underrepresented (12%). A high proportion of reporting parties chose not to share their disability status (31%) (please see Appendix 4, Table 20).
	+ LGBTQ+ students and staff were overrepresented as reporting parties (23%) (please see Appendix 4, Table 22).

# Strategies for change and continuous improvement

For the 2023-24 academic year and informed by insights developed through analysis of data and other evidence of need, the priorities of the central EDI team, working with other UCL colleagues in preventing and addressing harmful behaviour include:

* Building on foundational work completed in an initial review phase in 2022-23, learning from a comprehensive review of R+S system, processes and experiences by the end of the 2023-24 academic year. The review extends to reporting process, communication and trust, and data and reporting. An important focus of the review will be on how to ensure that our responses are even more effective by addressing the reasons given for anonymous reporting. We will also benchmark our performance, policy and practice, identifying trends, standards, and impactful solutions across higher education institutions and other sectors.
* As a triage function that fields reports to UCL support services (including Dignity Advisors, HR Business Partners, Student Casework, and Student Support and Wellbeing), these assigned parties will be involved in the review to develop the delivery of support.
* In the meantime, key performance indicators are being introduced to monitor service delivery and identify areas for improvement.
* Locating and sharing impactful practice in interventions made centrally and locally to challenge the causes of reporting, including preventing sexual misconduct and achieving equitable experiences and outcomes.
* Reviewing user cases to ensure that R+S and other UCL reporting systems are communicated effectively and the most suitable support is provided.

Drawing on overarching insights, the central EDI team also continues to invest in supporting those who respond to issues and in measures that prevent and address harmful behaviour, alongside other strategies for change for equity. For example:

* ‘Where Do You Draw The Line?’ training on preventing and responding to bullying, harassment and sexual misconduct delivered to over 3,200 staff since October 2018.
* ‘Taking The Lead’ prevention and response training for senior staff with over 700 staff participating since October 2018.
* ‘Supporting staff with reasonable adjustments – training for line managers’ to increase confidence in, and awareness of, supporting disabled and neurodivergent staff through reasonable adjustments as part of a core development programme.
* ‘Practical Approaches to Race Allyship’ training for UCL departments with impact for cultural change for equity in the wider higher education sector through its inclusion in the B-MEntor programme. B-MEntor brings together seven London higher education institutions to facilitate mentoring for staff from underrepresented Black, Asian and Minority Ethnic (BAME) backgrounds.
* Supporting the Students’ Union UCL ‘Active Bystander Programme’, engaging 35,000 students to help build a safer and more diverse community since its launch in 2015 with evidence of significant impact following evaluation.
* ‘Demystifying Report + Support’ presentations to a range of UCL staff and students routinely and on request.

In addition, staffing of the central EDI team has been configured to enhance provision for preventing and responding to harmful behaviour, including the appointment of a Head of EDI (Behaviour and Culture Change) and an Antisemitism Programme Manager.

A new Religion and Belief Equality Working Group has also been established to support developments relating to advancing equity for staff and students in the practice of religion and the expression of belief, which complements existing initiatives for other areas.

More broadly, a Strategic Review is being conducted ahead of the development of a new UCL EDI Strategy during 2024-25, which will position initiatives for preventing and addressing harmful behaviour as part of a wider strategic approach.

As with previous years, anonymised R+S data are shared with faculty leadership teams to inform a targeted approach to intervention and prevention. The central EDI team works with other HR colleagues and faculty and departmental partners to design and deliver measures in response to

the data and local knowledge to support improved outcomes.

UCL is keen to ensure that we remain transparent and accountable in responding to harmful behaviour. If you have any feedback on this report or on R+S in general, including to inform the review, please contact reportandsupport@ucl.ac.uk.

# Appendix 1: About this report

The data set out in this report extend to anonymous reports and advisor requests from R+S.

Whereas the R&S reporting period ran annually from 25 February to 24 February previously, this report presents and analyses data over a 19-month period from 25 February 2022 to 30 September 2023 inclusive. This is to align R+S reporting to the academic year (1 October to 30 September) alongside the reporting period for the EDI Annual Report and accompanying annual staff and student EDI data monitoring. While this extended timeframe underpins the report, year-on-year data are used whenever making like-for-like comparison over time.

## Questions asked in R+S

**Reporting parties answer a series of questions when completing the reporting form (\* indicates a mandatory question and (MC) indicates multiple choice):**

|  |  |  |
| --- | --- | --- |
|  | **Report anonymously** | **Report with contact details** |
| **1** | What is your connection with the University? \* | What is your connection with the University? \* |
| **2** | This happened to \* | This happened to \* |
| **3**  | Which of the following best describes the situation your report relates to? \* (MC) | Which of the following best describes the situation your report relates to? \* (MC) |
|  **4** | Is the harassment you have experienced related to any of the following protected characteristics under the Equality Act 2010? (MC) | Is the harassment you have experienced related to any of the following protected characteristics under the Equality Act 2010? (MC) |
| **5** | Please provide information on the report you would like to make: (optional) | Please provide information on the report you would like to make: (optional) |
| **6** | When did the incident/s start or take place? (optional) | When did the incident/s start or take place? (optional) |
| **7** | Where did the incident/s start or take place? (optional) (MC) | Where did the incident/s start or take place? (optional) (MC) |
| **8** | Which Faculty of UCL are you connected with? \* | Which Faculty of UCL are you connected with? \* |
| **9** | Is the reported party in the same area of UCL? \* | Is the reported party in the same area of UCL? \* |
| **10** | What is the connection of the reported party to the University? \* | What is the connection of the reported party to the University? \* |
| **11** | Why did you choose to report this incident anonymously? (MC) |  Who would you prefer to be contacted by? (MC) |
| **12** | N/A | Contact details \* |

# Appendix 2: Headline figures (25 February 2022 – 30 September 2023)

The data set out in this appendix provide further detail for corresponding points outlined in the overview. The data pertain to the 19-month reporting period from 25 February 2022 to 30 September 2023 inclusive. Year-on-year data are available to enable like-for-like comparison over time in Appendix 3.

**Table 1. Reports made in relation to the UCL profile**

|  |  |  |  |
| --- | --- | --- | --- |
| **UCL profile** | **Number**  | **Count** | **%** |
| **All staff** | 16,360 | 545 | 3.3% |
| **All students** | 51,058 | 807 | 1.6% |
| **Total** | **68,457** | **1,352** | **2%** |

 The total for this table excludes 30 reports made by third party staff.

**Table 2. Form of reporting**

|  |  |  |
| --- | --- | --- |
| **Form of reporting** | **Count** | **%** |
| **Contact an advisor** | 743 | 53.8% |
| **Report anonymously** | 639 | 46.2% |
| **Total** | **1,382** | **100%** |

**Table 3. Reason(s) given for reporting anonymously**

|  |  |  |
| --- | --- | --- |
| **Reason** | **Count** | **%** |
| **I’m worried about retaliation** | 301 | 15.2% |
| **Nothing would be done if I made a complaint** | 275 | 13.9% |
| **I’ve concerns it might affect my current/future career** | 261 | 13.1% |
| **I’m worried about being called a troublemaker** | 213 | 10.7% |
| **I’m worried that I** **won’t be believed** | 154 | 7.8% |
| **I’m worried that there would be repercussions in my social circle** | 147 | 7.4% |
| **I reported it to someone at the university, but they** **didn’t take it seriously** | 111 | 5.6% |
| **I** **can’t prove the behaviour took place** | 104 | 5.2% |
| **Other** | 73 | 3.7% |
| **I** **don’t want to get anyone into trouble** | 66 | 3.3% |
| **I** **don’t know how to make a complaint** | 60 | 3% |
| **I** **don’t have time to make a complaint** | 50 | 2.5% |
| **It’s not serious enough to warrant a complaint** | 46 | 2.3% |
| **I feel too embarrassed or ashamed** | 40 | 2% |
| **I feel partly to blame for what happened** | 29 | 1.5% |
| **I reported it to the Students'** **Union but they** **didn’t take it seriously** | 28 | 1.4% |
| **I** **don’t want anyone to know it took place** | 27 | 1.4% |
| **Total** | **1,985** | **100%** |

 Multiple options can be selected in a single report.

**Table 4. Reporting party role**

|  |  |  |
| --- | --- | --- |
| **Reporting party role** | **Count** | **%** |
| **Staff** | 545 | 39.4% |
| **Postgraduate student** | 421 | 30.5% |
| **Undergraduate student** | 386 |  27.9% |
| **Third party staff** | 30 | 2.2% |
| **Total** | **1,382** | **100%**  |

**Table 5. Reported issue(s)**

|  |  |  |
| --- | --- | --- |
| **Reported issues** | **Count** | **%** |
| **Bullying** | 808 | 32.2% |
| **Harassment** | 514 | 20.5% |
| **Sexual misconduct** | 221 | 8.8% |
| **Racism** | 183 | 7.3% |
| **Other** | 165 | 6.6% |
| **Sexism** | 127 | 5.1% |
| **Transphobia** | 120 | 4.8% |
| **I’m not sure** | 116 | 4.6% |
| **Ableism** | 71 | 2.8% |
| **Domestic abuse** | 47 | 1.9% |
| **Homophobia** | 40 | 1.6% |
| **Islamophobia** | 31 | 1.2% |
| **Antisemitism** | 26 | 1% |
| **Other religion or belief-based hate** | 22 | 0.9% |
| **Biphobia** | 16 | 0.6% |
| **Total** | **2,507** | **100%** |

 Multiple options can be selected in a single report.

**Table 6. Reporting party role by issue(s)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Reporting party role** | **Bullying** | **Harassment** | **Sexual misconduct** |
| **Count** | **%** | **Count** | **%** | **Count** | **%** |
| **Undergraduate student** | 166 | 20.5% | 156 | 30.3% | 106 | 47.9% |
| **Postgraduate student**  | 276 | 34.1% | 168 | 32.6% | 70 | 31.6% |
| **Staff** | 349 | 43.1% | 177 | 34.4% | 41 | 18.5% |
| **Third party staff** | 17 | 2.1% | 13 | 2.5% | 4 | 1.8% |
| **Total** | **808** | **100%** | **514** | **100%** | **221** | **100%** |

 Multiple options can be selected in a single report.

**Table 7. Reported party connection to UCL**

|  |  |  |
| --- | --- | --- |
| **Reported party** | **Count** | **%** |
| **Staff** | 733 | 53% |
| **Undergraduate student** | 250 | 18.1% |
| **Postgraduate student** | 169 | 12.2% |
| **I** **don't know** | 125 | 9% |
| **They’re not connected to** **UCL** | 70 | 5.1% |
| **Third party staff** | 35 | 2.5% |
| **Total** | **1,382** | **100%** |

**Table 8. Connection between reporting party and reported party**

|  |  |  |
| --- | --- | --- |
| **Reporting party role** | **Reported party connection** | **Count** |
| **Undergraduate student** | **Undergraduate student** | 184 |
| **Staff** | 107 |
| **I** **don’t know** | 45 |
| **They’re not connected to UCL**  | 25 |
| **Postgraduate student** | 18 |
| **Third party staff** | 7 |
| **Postgraduate student** | **Staff** | 190 |
| **Postgraduate student** | 117 |
| **I** **don’t know** | 39 |
| **They’re not connected to UCL**  | 34 |
| **Undergraduate student** | 32 |
| **Third party staff** | 9 |
| **Staff** | **Staff** | 431 |
| **I** **don’t know** | 35 |
| **Postgraduate student** | 31 |
| **Undergraduate student** | 30 |
| **Third party staff** | 9 |
| **They’re not connected to UCL** | 9 |
| **Third party staff** | **Third party staff** | 10 |
| **I** **don’t know** | 6 |
| **Staff** | 5 |
| **Postgraduate student** | <5 |
| **They’re not connected to UCL** | <5 |
| **Undergraduate student** | <5 |
| **Total** |  | **1,382** |

**Table 9. Outcome(s) at case closure once reports are considered and dealt with in line with procedures (No further action taken mostly due to anonymous reporting limiting lines of inquiry)**

|  |  |  |
| --- | --- | --- |
| **Outcome** | **Count** | **%** |
| **No further action taken**  | 572 | 39.7% |
| **Informal resolution/Intervention** | 386 | 26.8% |
| **Referred to student support** | 134 | 9.3% |
| **None** | 85 | 5.9% |
| **Processed as a formal complaint** | 82 | 5.7% |
| **No response** | 56 | 3.9% |
| **Outcome unknown** | 46 | 3.2% |
| **Sent to Students' Union UCL** | 28 | 1.9% |
| **Referred to external support** | 27 | 1.9% |
| **Reported to the police** | 13 | 0.9% |
| **Referred to staff support** | 12 | 0.8% |
| **Total** | **1,441** | **100%** |

Multiple options can be selected in a single report.

# Appendix 3: Headline figures year-on-year

The data set out in this appendix provide further detail for corresponding points outlined in the overview and Appendix 2. Year-on-year (25 February to 24 February) data are presented to enable like-for-like comparison over time.

The take-up (369 in year one in 2019/20), fall (335 in year two in 2020/21), and subsequent increases (587 in year three in 2021/22 and 945 in year four in 2022/23) is consistent with patterns discerned elsewhere following the introduction of similar reporting mechanisms.

**Table 10. Overall number of reports**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Reports** | **19/20**  | **20/21**  | **21/22**  | **22/23**  |
| 369 | 335 | 587 | 945 |

Anonymous reporting fell steadily in the last four years, with anonymous reports accounting for 44% of all cases in 2022/23 as compared to 65% in 2019/20.

**Table 11. Form of reporting by all reporting parties**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Form of reporting**  | **19/20 Count**  | **19/20**  **%**  | **20/21 Count**  | **20/21** **%**  | **21/22 Count**  | **21/22** **%**  | **22/23 Count**  | **22/23** **%**  |
| **Contact an advisor**  | 130  | 35.2%  | 157  | 46.9%  | 285  | 48.6%  | 526 | 55.7% |
| **Report anonymously**  | 239  | 64.8%  | 178  | 53.1%  | 302  | 51.4%  | 419 | 44.3% |
| **Total**  | **369**  | **100%**  | **335**  | **100%**  | **587**  | **100%**  | **945** | **100%** |

Reporting by students steadily increased in the last four years. Student reports accounted for 35% of the total number of cases in 2019/20 rising to 58% in 2022/23. The most notable rise in reporting was from postgraduate students (please see Appendix 3, Table 12).

**Table 12. Reporting party role**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Reporting party role**  | **19/20**  | **20/21**  | **21/22**  | **22/23**  |
| **Count**  | **%**  | **Count**  | **%**  | **Count**  | **%**  | **Count**  | **%**  |
| **Undergraduate student**  | 43  | 11.7%  | 82  | 24.5%  | 200  | 34.2%  | 279 | 29.5% |
| **Postgraduate student**  | 86  | 23.4%  | 84  | 25.1%  | 135  | 23.1%  | 268 | 28.4% |
| **Staff**  | 233  | 63.3%  | 158  | 47.2%  | 240  | 41%  | 375 | 39.7% |
| **Third party staff**  | 6  | 1.6%  | 11  | 3.3%  | 10  | 1.7%  | 23 | 2.4% |
| **Total**  | **368**  | **100%**  | **335**  | **100%**  | **585**  | **100%**  | **945**  | **100%**  |

While remaining stable in the first two years, reported issues for the top three case types have escalated in the past two.

**Table 13. Reported issue(s)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Reported issue** | **19/20**  | **20/21**  | **21/22**  | **22/23**  |
| **Bullying**  | 269  | 236  | 340  | 515 |
| **Harassment**  | 145  | 155  | 198  | 352 |
| **Sexual misconduct**  | 44  | 56  | 99  | 154 |
| **Total**  | **458**  | **447** | **637** | **1,021** |

Multiple options can be selected in a single report.

Reports made regarding bullying were highest amongst UCL staff over all four reporting years. However, there has been a notable increase in reports of bullying made by both undergraduate and postgraduate students in 2022/23, while reporting of harassment by staff has increased. The largest increase in reports of sexual misconduct is seen for postgraduates.

**Table 14. Reported party connection to UCL**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  **Reported party role**  | **19/20**  | **20/21**  | **21/22**  | **22/23**  |
| **Count**  | **%**  | **Count**  | **%**  | **Count**  | **%**  | **Count**  | **%**  |
| **Undergraduate student** |  | 0.0% | 14 | 4.2% | 132 | 22.5% | 155 | 16.4% |
| **Postgraduate student** |  | 0.0% | 8 | 2.4% | 56 | 9.6% | 105 | 11.1% |
| **Staff** |  | 0.0% | 91 | 27.6% | 293 | 50.0% | 522 | 55.2% |
| **Third party staff** |  | 0.0% | 4 | 1.2% | 11 | 1.9% | 22 | 2.3% |
| **They’re not connected to UCL** |   | 0.0% |   | 0.0% | 21 | 3.6% | 44 | 4.7% |
| **I** **don't know** |   | 0.0% | 10 | 3.0% | 71 | 12.1% | 97 | 10.3% |
| **Not answered** | 364 | 100.0% | 203 | 61.5% | 2 | 0.3% |   | 0.0% |
| **Total** | **364** | **100.0%** | **330** | **100.0%** | **586** | **100.0%** | **945** | **100.0%** |

**Table 15. Outcome(s) at case closure once reports are considered and dealt with in line with procedures**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  **Outcome**  | **19/20 Count**  | **19/20**  **%**  | **20/21 Count**  | **20/21** **%**  | **21/22 Count**  | **21/22** **%**  | **22/23 Count**  | **22/23** **%**  |
| **Informal resolution/ Intervention** | 44 | 11.7% | 100 | 27.6% | 191 | 26.7% | 282 | 28.5% |
| **No further action taken** | 277 | 73.5% | 171 | 47.2% | 251 | 35.1% | 369 | 37.2% |
| **No response** | 3 | 0.8% | 17 | 4.7% | 48 | 6.7% | 46 | 4.6% |
| **None** | 28 | 7.4% | 1 | 0.3% | 3 | 0.4% | 25 | 2.5% |
| **Outcome unknown** | 2 | 0.5% | 14 | 3.9% | 31 | 4.3% | 38 | 3.8% |
| **Processed as a formal complaint** | 11 | 2.9% | 25 | 6.9% | 29 | 4.1% | 72 | 7.3% |
| **Referred to external support** | 3 | 0.8% | 8 | 2.2% | 44 | 6.1% | 25 | 2.5% |
| **Referred to staff support** |   | 0.0% | 8 | 2.2% | 37 | 5.2% | 7 | 0.7% |
| **Referred to student support** | 5 | 1.3% | 14 | 3.9% | 71 | 9.9% | 95 | 9.6% |
| **Reported to the police** | 4 | 1.1% | 4 | 1.1% | 7 | 1.0% | 9 | 0.9% |
| **Sent to Students' Union UCL** |   | 0.0% |   | 0.0% | 4 | 0.6% | 23 | 2.3% |
| **Total** | **377** | **100.0%** | **362** | **100.0%** | **716** | **100.0%** | **991** | **100.0%** |

 Multiple options can be selected in a single report.

# Appendix 4: Diversity monitoring data of reporting parties (25 February 2022 – 30 September 2023)

Sharing diversity monitoring data when reporting through R+S is optional. These data help UCL to understand if certain groups of students or staff are experiencing patterns of behaviour differently to others.

The term BAME is widely recognised and used to help identify patterns of marginalisation and segregation caused by attitudes towards an individual’s ethnicity. We recognise the limitations of this term and have presented data disaggregated by more specific ethnic groups in addition to data consolidating Black, Asian and Minority Ethnic staff as a group where possible.

At aggregate level, BAME members of staff submit reports at a slightly higher rate than White members of staff, with 4% for the former and 3% for the latter. There is a slight difference in reporting between BAME and White students, both standing at 1% in relation to the UCL student profile.

**Table 16. Ethnicity (aggregated)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Ethnicity (group)** | **Reports from UCL****Staff** | **Staff Profile** | **Proportion of reports in relation to UCL staff profile** | **Reports from UCL Students** | **Student Profile** | **Proportion of reports in relation to UCL student profile** |
| **BAME** | 119 | 2,993 | 4.0% | 385 | 31,959 | 1.2% |
| **White** | 232 | 8,875 | 2.6% | 213 | 16,618 | 1.3% |
| **Withheld** | 194 | 4,492 | 4.3% | 209 | 2,481 | 8.4% |
| **Total** | **545** | **16,360** | **3.3%** | **807** | **51,058** | **1.6%** |

When disaggregated, differences between groups become more evident. Black or Black British - Other background, Asian – Other background, Asian or Asian British – Bangladeshi, and Mixed/Multiple heritage staff accounted for reporting parties three or more times as much as White staff. Similarly, Black or Black British – Other background, Mixed/Multiple heritage, Asian or Asian British – Bangladeshi, Asian – Other background, and Arab students accounted for reporting parties twice or three times as much as White students. 40% of Gipsy and Traveller students submitted a report but the overall number of both students and reports is five or less.

**Table 17. Ethnicity (disaggregated)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Ethnicity (group)** | **Reports from UCL****Staff** | **Staff Profile** | **Proportion of reports in relation to UCL staff profile** | **Reports from UCL Students** | **Student Profile** | **Proportion of reports in relation to UCL student profile** |
| **Arab** | <5 | 83 | 2.4% | 19 | 1,145 | 1.7% |
| **Asian - Other background** | 21 | 335 | 6.3% | 62 | 3,437 | 1.8% |
| **Asian or Asian British - Bangladeshi** | 9 | 150 | 6.0% | 17 | 907 | 1.9% |
| **Asian or Asian British - Indian** | 16 | 583 | 2.7% | 37 | 3,590 | 1.0% |
| **Asian or Asian British - Pakistani** | 5 | 114 | 4.4% | 12 | 1,145 | 1.0% |
| **Black or Black British - African** | 7 | 219 | 3.2% | 15 | 1,471 | 1.0% |
| **Black or Black British - Caribbean** | 6 | 168 | 3.6% | <5 | 247 | 0.4% |
| **Black or Black British – Other background** | <5 | 26 | 7.7% | <5 | 72 | 2.8% |
| **Chinese** | 14 | 548 | 2.6% | 139 | 16,647 | 0.8% |
| **Gipsy or Traveller** | 0 | 0 | n/a | <5 | 5 | 40.0% |
| **Jewish** | 11 | n/a | n/a | 12 | n/a | n/a |
| **Mixed/Multiple heritage** | 26 | 455 | 5.7% | 67 | 2,485 | 2.7% |
| **Other ethnic background** | n/a | 312 | n/a | n/a | 808 | n/a |
| **White** | 232 | 8875 | 2.6% | 213 | 16,618 | 1.3% |
| **Withheld/Unknown** | 194 | 4492 | 4.3% | 209 | 2,481 | 8.4% |
| **Total** | **545** | **16,360** | **3.3%** | **807** | **51,058** | **1.6%** |

UCL student and staff databases collect data about being Jewish as a religious category whereas R+S also collects such data as an ethnic category. Therefore, it is not possible to include the proportion of reports in relation to UCL for Jewish ethnicity.

Women members of staff accounted for reporting parties three times as much as men members of staff in relation to the UCL staff profile. There was no such imbalance for students. Students who identified as Other were overrepresented in reporting.

**Table 18. Gender**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Gender** | **Reports from UCL Staff** | **Number of Staff** | **Proportion vs UCL staff profile** | **Reports from UCL Students** | **Number of Students** | **Proportion vs student profile** |
| **Women** | [251](https://dashboard.reportandsupport.co.uk/reports/all?column=status&column=createdAt&column=question-f51596ca-8a99-40e3-9c55-120ccfc345b3&column=question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b&created-at=2022-02-25T00%3A00%3A00Z%2F2023-09-30T23%3A59%3A59%2B01%3A00&exclude-spam=true&question-f51596ca-8a99-40e3-9c55-120ccfc345b3=43bf4aab-599a-4868-bf73-91570550e811&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=5e566291-3eda-4b9a-b010-6957dcace3c6&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=9c6d1283-640f-4575-aaf2-b71019f83a0a&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=349839eb-c136-4dc4-a4a2-c5a7e264cccc&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=b55aaa5c-d9d4-4942-888f-e50325c0bbb8&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=55aa8f2c-8b85-4a15-a8ad-fc6991217756&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=31ea86b7-c44f-44db-8806-ba237e909588) | 8,769 | 3% | [404](https://dashboard.reportandsupport.co.uk/reports/all?column=status&column=createdAt&column=question-f51596ca-8a99-40e3-9c55-120ccfc345b3&column=question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b&created-at=2022-02-25T00%3A00%3A00Z%2F2023-09-30T23%3A59%3A59%2B01%3A00&exclude-spam=true&question-f51596ca-8a99-40e3-9c55-120ccfc345b3=43bf4aab-599a-4868-bf73-91570550e811&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=a8db93a9-c455-4d59-a68f-571f4bd34ef4&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=e5a15ea9-3e78-48a4-a934-4dd04c309f5d&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=beed1186-422d-4493-8551-f4a76bb6edfa&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=dac72a98-5e0c-4ea1-ba22-60ad29db43c8&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=c1ff9a64-a564-4709-940e-dbde55e92c08&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=494ba111-3a6a-4226-9260-7158f3926a32) | 31,377 | 1% |
| **Men** | [91](https://dashboard.reportandsupport.co.uk/reports/all?column=status&column=createdAt&column=question-f51596ca-8a99-40e3-9c55-120ccfc345b3&column=question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b&created-at=2022-02-25T00%3A00%3A00Z%2F2023-09-30T23%3A59%3A59%2B01%3A00&exclude-spam=true&question-f51596ca-8a99-40e3-9c55-120ccfc345b3=49d0422f-1eeb-4399-8029-4240b3466388&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=5e566291-3eda-4b9a-b010-6957dcace3c6&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=9c6d1283-640f-4575-aaf2-b71019f83a0a&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=349839eb-c136-4dc4-a4a2-c5a7e264cccc&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=b55aaa5c-d9d4-4942-888f-e50325c0bbb8&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=55aa8f2c-8b85-4a15-a8ad-fc6991217756&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=31ea86b7-c44f-44db-8806-ba237e909588) | 7,591 | 1% | [156](https://dashboard.reportandsupport.co.uk/reports/all?column=status&column=createdAt&column=question-f51596ca-8a99-40e3-9c55-120ccfc345b3&column=question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b&created-at=2022-02-25T00%3A00%3A00Z%2F2023-09-30T23%3A59%3A59%2B01%3A00&exclude-spam=true&question-f51596ca-8a99-40e3-9c55-120ccfc345b3=49d0422f-1eeb-4399-8029-4240b3466388&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=a8db93a9-c455-4d59-a68f-571f4bd34ef4&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=e5a15ea9-3e78-48a4-a934-4dd04c309f5d&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=beed1186-422d-4493-8551-f4a76bb6edfa&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=dac72a98-5e0c-4ea1-ba22-60ad29db43c8&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=c1ff9a64-a564-4709-940e-dbde55e92c08&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=494ba111-3a6a-4226-9260-7158f3926a32) | 19,641 | 1% |
| **Non-binary** | 16 | n/a | n/a | 43 | n/a | n/a |
| **Other** | [<5](https://dashboard.reportandsupport.co.uk/reports/all?column=status&column=createdAt&column=question-f51596ca-8a99-40e3-9c55-120ccfc345b3&column=question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b&created-at=2022-02-25T00%3A00%3A00Z%2F2023-09-30T23%3A59%3A59%2B01%3A00&exclude-spam=true&question-f51596ca-8a99-40e3-9c55-120ccfc345b3=68b1903b-bb36-4c76-98e7-88fd387a6d2e&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=5e566291-3eda-4b9a-b010-6957dcace3c6&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=9c6d1283-640f-4575-aaf2-b71019f83a0a&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=349839eb-c136-4dc4-a4a2-c5a7e264cccc&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=b55aaa5c-d9d4-4942-888f-e50325c0bbb8&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=55aa8f2c-8b85-4a15-a8ad-fc6991217756&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=31ea86b7-c44f-44db-8806-ba237e909588) | n/a | n/a | [6](https://dashboard.reportandsupport.co.uk/reports/all?column=status&column=createdAt&column=question-f51596ca-8a99-40e3-9c55-120ccfc345b3&column=question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b&created-at=2022-02-25T00%3A00%3A00Z%2F2023-09-30T23%3A59%3A59%2B01%3A00&exclude-spam=true&question-f51596ca-8a99-40e3-9c55-120ccfc345b3=68b1903b-bb36-4c76-98e7-88fd387a6d2e&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=a8db93a9-c455-4d59-a68f-571f4bd34ef4&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=e5a15ea9-3e78-48a4-a934-4dd04c309f5d&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=beed1186-422d-4493-8551-f4a76bb6edfa&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=dac72a98-5e0c-4ea1-ba22-60ad29db43c8&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=c1ff9a64-a564-4709-940e-dbde55e92c08&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=494ba111-3a6a-4226-9260-7158f3926a32) | 40 | 15% |
| **Withheld/Unknown** | 186 | n/a | n/a | 198 | n/a | n/a |
| **Total** | **545** | **16,360** | **3.3%** | **807** | **51,058** | **1.6%** |

UCL records legal sex and R+S collects gender.

**Table 19. Trans**

|  |  |  |
| --- | --- | --- |
| **Are** **you trans?** | **22/23 Count** | **22/23****%** |
| **Don’t Know** | 47 | 3.4% |
| **No** | 898 | 65.0% |
| **Yes** | 37 | 2.7% |
| **Withheld/Unknown** | 400 | 28.9% |
| **Total** | **1,382** | **100.0%** |

**Table 20. Disability**

|  |  |  |
| --- | --- | --- |
| **Disability** | **22/23 Count** | **22/23****%** |
| **Yes** | 170 | 12.3% |
| **No** | 779 | 56.4% |
| **Withheld/Unknown** | 433 | 31.3% |
| **Total** | **1,382** | **100.0%** |

**Table 21. Religion or belief**

|  |  |  |
| --- | --- | --- |
| **Religion or belief** | **22/23 Count** | **22/23****%** |
| **No religion** | 527 | 38.1% |
| **Buddhist** | 22 | 1.6% |
| **Christian** | 180 | 13.0% |
| **Hindu** | 29 | 2.1% |
| **Jewish** | 20 | 1.4% |
| **Muslim** | 72 | 5.2% |
| **Sikh** | 7 | 0.5% |
| **Spiritual** | 29 | 2.1% |
| **Any other religion or belief** | 18 | 1.3% |
| **Withheld/Unknown** | 478 | 34.6% |
| **Total** | **1,382** | **100.0%** |

**Table 22. Sexual Identity**

|  |  |  |
| --- | --- | --- |
| **Sexual Identity** | **22/23 Count** | **22/23****%** |
| **Heterosexual** | 571 | 41.3% |
| **Bisexual** | 131 | 9.5% |
| **Gay man** | 46 | 3.3% |
| **Gay woman/lesbian** | 48 | 3.5% |
| **In another way** | 88 | 6.4% |
| **Withheld/Unknown** | 498 | 36.0% |
| **Total** | **1,382** | **100.0%** |

**Table 23. Age**

|  |  |  |
| --- | --- | --- |
| **Age** | **22/23 Count** | **22/23****%** |
| **17 and under** | [<5](https://dashboard.reportandsupport.co.uk/reports/all?column=status&column=createdAt&column=question-f51596ca-8a99-40e3-9c55-120ccfc345b3&column=question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b&created-at=2022-02-25T00%3A00%3A00Z%2F2023-09-30T23%3A59%3A59%2B01%3A00&exclude-spam=true&question-f51596ca-8a99-40e3-9c55-120ccfc345b3=68b1903b-bb36-4c76-98e7-88fd387a6d2e&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=5e566291-3eda-4b9a-b010-6957dcace3c6&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=9c6d1283-640f-4575-aaf2-b71019f83a0a&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=349839eb-c136-4dc4-a4a2-c5a7e264cccc&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=b55aaa5c-d9d4-4942-888f-e50325c0bbb8&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=55aa8f2c-8b85-4a15-a8ad-fc6991217756&question-8da59c5f-2a40-493a-8d2a-9e2d21c14e5b=31ea86b7-c44f-44db-8806-ba237e909588) | 0.2% |
| **18 – 21 years** | [262](https://dashboard.reportandsupport.co.uk/reports/all?column=status&column=createdAt&column=question-bd0dd099-d2fd-4beb-86c7-3b2d94b5afd4&created-at=2022-02-25T00%3A00%3A00Z%2F2023-09-30T23%3A59%3A59%2B01%3A00&exclude-spam=true&question-bd0dd099-d2fd-4beb-86c7-3b2d94b5afd4=ea99ab14-d6c2-4293-8f52-854355bcb300) | 19.0% |
| **22 – 25 years** | 215 | 15.6% |
| **26 – 35 years** | [262](https://dashboard.reportandsupport.co.uk/reports/all?column=status&column=createdAt&column=question-bd0dd099-d2fd-4beb-86c7-3b2d94b5afd4&created-at=2022-02-25T00%3A00%3A00Z%2F2023-09-30T23%3A59%3A59%2B01%3A00&exclude-spam=true&question-bd0dd099-d2fd-4beb-86c7-3b2d94b5afd4=fd9dec07-7633-4ded-8243-5285856bf8bc) | 19.0% |
| **36 – 45 years** | [187](https://dashboard.reportandsupport.co.uk/reports/all?column=status&column=createdAt&column=question-bd0dd099-d2fd-4beb-86c7-3b2d94b5afd4&created-at=2022-02-25T00%3A00%3A00Z%2F2023-09-30T23%3A59%3A59%2B01%3A00&exclude-spam=true&question-bd0dd099-d2fd-4beb-86c7-3b2d94b5afd4=82c98e10-01fb-47f5-b7b2-71143d4ebe0b) | 13.5% |
| **46 – 55 years** | [97](https://dashboard.reportandsupport.co.uk/reports/all?column=status&column=createdAt&column=question-bd0dd099-d2fd-4beb-86c7-3b2d94b5afd4&created-at=2022-02-25T00%3A00%3A00Z%2F2023-09-30T23%3A59%3A59%2B01%3A00&exclude-spam=true&question-bd0dd099-d2fd-4beb-86c7-3b2d94b5afd4=663cd615-d191-498c-a250-5ab66d3c7264) | 7.0% |
| **56 - 65 years** | [40](https://dashboard.reportandsupport.co.uk/reports/all?column=status&column=createdAt&column=question-bd0dd099-d2fd-4beb-86c7-3b2d94b5afd4&created-at=2022-02-25T00%3A00%3A00Z%2F2023-09-30T23%3A59%3A59%2B01%3A00&exclude-spam=true&question-bd0dd099-d2fd-4beb-86c7-3b2d94b5afd4=d18d6a1f-e10f-4474-a2db-970d93a95316) | 2.9% |
| **66 and over** | [7](https://dashboard.reportandsupport.co.uk/reports/all?column=status&column=createdAt&column=question-bd0dd099-d2fd-4beb-86c7-3b2d94b5afd4&created-at=2022-02-25T00%3A00%3A00Z%2F2023-09-30T23%3A59%3A59%2B01%3A00&exclude-spam=true&question-bd0dd099-d2fd-4beb-86c7-3b2d94b5afd4=2e446844-565f-4b6f-97b3-0d4c70e31912) | 0.5% |
| **Withheld/Unknown** | 309 | 22.4% |
| **Total** | **1,382** | **100%** |