**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 2023/24

# Foreword

Dear all,

Report+Support is a crucial tool in our work at UCL to tackle bullying, harassment, sexual misconduct, racism, hate crimes and other misconduct. We know that reporting is essential to ensure students and staff have the best support, so that we can investigate matters which do arise, and to ensure we have a positive work, study and community culture.

Since launching Report+Support in 2019 at UCL, the number of students and staff making reports has steadily increased and the percentage of anonymous reports has steadily decreased, a trend that continues in this report’s data. While this level of reporting shows an increase in trust and confidence in the services we offer, we continue to work on improving our services so that we meet the needs of every person who seeks our help and support.

We are committed to upholding values of transparency and accountability, which is why we publish our reporting data in full each year and want to update you on the ways which we continuously review and strengthen our approaches to tackling harmful behaviour.

This report captures data from 2023-2024, and during May to November 2024, we also undertook an internal review of our Report+Support services. A key aim in the months since then has been to respond to insights from our community and implement the recommendations from the review.

We have invested significantly in building the capacity of our Student, Support and Wellbeing, Human Resources and Casework teams dealing with complex cases, and ensuring these dedicated staff are trained in trauma-informed approaches. We are making it easier to report and for that information to get triaged to the right specialist teams as quickly as possible. We have also introduced a new facility into our Report+Support tool to enable confidential messaging with anonymous complainants, which may help us in providing additional information that could enable follow up action.

We also welcome the sector’s introduction of the [E6](https://www.officeforstudents.org.uk/for-providers/student-protection-and-support/harassment-and-sexual-misconduct/condition-e6-harassment-and-sexual-misconduct/) condition for higher education providers coming in later this year relating to preventing and tackling harassment and sexual violence. As part of our preparation for this and our on-going commitments, we are reviewing and strengthening existing processes and policies that help us respond to incidents reported.

Alongside this, we continue to invest in a range of preventative education and training. An example of this is our Active Bystanders programme in partnership with the Student Union. Launched ten years ago, the programme has trained over 50,000 students and will become mandatory for all students from September 2025.

We continuously look to improve the services we offer and to listen to our community using these services to understand their experience and possible concerns. We welcome further feedback from students and staff on any of the contents of this report, how we can engage you more in our work moving forward or on any of our plans to improve the support, reporting and prevention services available for you here at UCL.

Best wishes,

Donna Dalrymple

UCL Chief People Officer

(Spring Term, 2025)

# Executive summary

**Overview**. Launched at UCL in 2019, Report + Support (R+S) is one 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.

While bullying, harassment and sexual misconduct are never acceptable, UCL recognises that reporting is essential in helping us to instigate an effective response when these incidents occur, fostering a positive work, study and community culture.

This report covers the period from 1 October 2023 to 30 September 2024 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.

This report underscores the university’s commitment to a transparent and responsive R+S system. A key aim of UCL’s work during the 2024-25 academic year and beyond is to respond to the insights provided by this report and other sources, including acting on the findings of the review of R+S; implementing campaigns to prevent and address harmful behaviour; and launching a new Equality, Diversity and Inclusion (EDI) strategic plan that encompasses behaviour and culture change.

These initiatives will also support UCL to meet new Office for Student (OfS) requirements to protect students from harassment and sexual misconduct; a new duty to prevent sexual harassment of staff; and our broader strategic priorities and ambitions.

**Volume of reports.** The number of reports nearly tripled from 330 in 2019-20 to 946 in 2023-24 (Appendix 2, Table 2), suggesting growing awareness and willingness to report incidents. The 49 additional reports in 2023-24 were more than accounted for by reports of antisemitism and Islamophobia in the context of international, national and local events.

**Issues reported.** Reporting parties could select multiple options for the issues related to their reports (see Table 3 and 4 in Appendix 2). Out of the 1,801 reported issues:

* + 24% (n438) related to bullying.
	+ 19% (n338) related to harassment.
	+ 12% (n215) related to racism.
	+ 7% (n117) related to sexual misconduct.

These most reported issues have changed since last year. While bullying and harassment remain the top two issues, racism rose from the fourth to the third most reported issue. Reports of racism increased from 7% (n177) of all reported issues in 2022-23 to 12% (n215) in 2023-24. The proportion of reports related to antisemitism increased tenfold in 2023-24 (11%, n204) compared to 2022-23 (1%, n19). The proportion of reports of Islamophobia almost doubled, from 1.4% (n23) in 2022-23 to 2.6% (n47) in 2023-24. This is attributed to a rise in reports of antisemitism and Islamophobia in the context of international, national and local events. Although reports of antisemitism and Islamophobia tended to also identify racism as an issue (multiple options can be selected in a single report), there was an increase of 35 reports of racism as a sole reported issue from 2022-23 to 2023-24, including cases related to the racist riots over the summer.

Please note users can select multiple issues when submitting a report

**Percentage change in reported issues between 2022/23 and 2023/24**

**Reporting parties and reported issues.** The rates of reporting varied by group depending on the issue reported:

* + 43% (n186) of all reports about bullying were made by staff.
	+ 36% (n123) of all reports of harassment were made by undergraduate students.
	+ 34% (n74) of all reports about racism were made by staff.
	+ 40% (n47) of all reports about sexual misconduct were made by undergraduate students.

**Anonymous reporting.** While anonymous reporting decreased overall from 57% in 2019-20 to 52% in 2023-24 (Appendix 2, Table 5), it did not follow a consistent year-on-year decline. For example, anonymous reporting was at its lowest in 2021-22 (44%) before increasing to 48% in 2022-23 and then surpassing half of all reports again in 2023-24. Reports about issues related to recent events in the Middle East were more likely to be anonymous.

The top three reasons given for reporting anonymously (Appendix 2, Table 6) remain:

* 1. “I’m worried about retaliation” (15%, n283).
	2. “Nothing would be done if I made a complaint” (10%, n189).
	3. “I’ve concerns it might affect my current/future career” (9%, n165).

**Who is reporting and who are they reporting** **against.** Of the 946 reports made (Appendix 2, Tables 7 - 9):

* + 37% (n347) were from current or former staff.
	+ 34% (n317) were from current or former undergraduate students (with reporting by undergraduates overtaking that for postgraduates compared to last year).
	+ 28% (n268) were from current or former postgraduate students.
	+ 1% (n14) were from third party staff.
	+ 43% (n409) were against staff.
	+ 24% (n222) were against undergraduate students.
	+ 13% (n120) were against postgraduate students.
	+ 2% (n17) were against third party staff.
	+ Undergraduate students were more likely to make reports against other undergraduate students (55% (n174) of total reports from undergraduate students).
	+ Postgraduate students were more likely to make reports against staff (37% (n98) of total reports from postgraduate students).
	+ Staff were more likely to make reports against other staff (71% (n246) of total reports from staff).
	+ Third party staff were more likely to make reports against other third party staff (43% (n6) of total reports by third party staff).

**Outcome(s) of reports**. The top outcomes were to flag and/or log and (Appendix 2, Table 10):

* 1. Not take further action (due principally to anonymous reporting limiting UCL’s ability to act) (48%, n469).
	2. Informal resolution/Intervention (15%, n145).
	3. None (reports that have not been closed) (14%, n136).
	4. Refer to student support (7%, n69).

**Sharing of diversity monitoring data by people making reports.** 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 (Appendix 2, Tables 11 – 14). Demographic data reveal disparities in reporting according to ethnicity, gender and sexual identity, with underrepresented staff groups disproportionately represented among those reporting incidents. A high proportion of reporting parties chose not to share their disability status or sexual identity.

* There were variations in reporting rates for ethnic groups for staff. When accounting for the number of staff of specific demographics at UCL, Black or Black British - Other background, Asian – Other background, and Asian or Asian British – Pakistani staff accounted for reporting parties five times as much as White staff, while Arab and Mixed/Multiple heritage staff submitted reports four times as much as White staff(Appendix 2, Table 11). The comparison took into account the overall representation of each ethnic group at UCL relative to the number of reports submitted. This higher reporting rate is noteworthy, especially given the smaller population size of these groups at UCL, ranging from 20 to fewer than 500, compared to over 8,000 White staff members.
* Looking at students, the differences in reporting rates between ethnic groups were significantly less stark, with all groups reporting at around 1% in relation to the UCL student profile (Appendix 2, Table 11). This suggests that no specific ethnic group is disproportionately represented in student reports compared to their representation in the overall UCL student population.
* Women members of staff accounted for reporting parties twice as much as men members of staff compared to the UCL staff profile (Appendix 2, Table 12). There was no such imbalance for students. Students who identified as Other were slightly overrepresented in reporting compared to the UCL student profile.
* Disabled staff and students were underrepresented (10%) (Appendix 2, Table 13). A high proportion of reporting parties chose not to share their disability status (36%).
* Lesbian, gay and bi students and staff were overrepresented as reporting parties (14%) compared to the overall proportion of LGB+ staff (7%) and students (10%) at UCL (Appendix 2, Table 14). A high proportion of reporting parties chose not to share their sexual identity (45%).

* Intersectional data are not presented here but will be in future if possible.

# Actions

For the 2024-25 academic year and beyond, UCL will respond to the insights afforded by this report and other evidence of need, including:

1. By the end of the 2024-25 academic year, developing a new EDI strategic plan with a clear portfolio of projects that will aim to drive behaviour and culture change that will support an open and inclusive environment where people feel safer to report and seek support, and in the longer-term reduces the number of reportable incidents that take place.
2. Implementing campaigns to prevent and address bullying, harassment, racism and sexual misconduct, including a campaign on sexual misconduct in response to new OfS requirements.
3. Acting on the findings of the review of the R+S system, processes and experiences, including communications and the collection of diversity monitoring data and understanding intersectionality.
4. Developing and delivering a Religion and Belief Action Plan, encompassing UCL’s approach to tackling antisemitism, Islamophobia and wider racial and religious discrimination. The Religion and Belief Working Group is exploring Islamophobia Awareness initiatives 2024-25, including piloting ‘Islamophobia Awareness’ training and establishing an Islamophobia Action Advisory Group.
5. Continuing to provide development programmes and interventions to prevent and address harmful behaviour, including:
	1. ‘Where Do You Draw The Line?’ training on preventing and responding to bullying, harassment and sexual misconduct delivered to over 6800 staff since October 2018. Developed collaboratively by UCL, University of Cambridge, University of Manchester and University of Oxford, the training offers departments the opportunity to undertake a collective analysis of the individual and contextual factors that might create and sustain a work environment in which harmful behaviour occurs and empowers participants to work together to address these factors.
	2. ‘Taking The Lead’ workshops bring senior managers within departments together to encourage a strategic and proactive approach to preventing and tackling bullying and harassment tack. Over 1500 staff have participated since October 2018.
	3. ‘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.
	4. ‘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 backgrounds.
	5. Supporting the Students’ Union UCL ‘Active Bystander Programme’. Workshops teach students how to recognise and safely intervene in situations of bullying, harassment and sexual misconduct. It aims to empower students to act and support their peers. Engaging over 40,000 students since its launch in 2015, evaluation in 2022-23 found evidence of significant impact.
	6. The Student’s Union is also piloting a new ‘Consent & Tackling Sexual Violence’ workshop due to demand and interest from students which go beyond typical consent training. This workshop enables students to engage critically with real world communication, sexual experiences and identities, interacting with the practice of consent, and interpersonal and systemic notions of power and privilege.
	7. ‘Consent at UCL’ online course available to all students, covering such topics as consent, communication and relationships.
	8. ‘Demystifying Report + Support’ presentations to a range of UCL staff and students routinely and on request.
	9. Delivering Year 3 of the Antisemitism action plan, delivering ‘Understanding Antisemitism in Higher Education’ workshops to key leadership groups over the course of 2024-25.

In addition, anonymised R+S data are shared with local leadership teams to inform a targeted approach to intervention and prevention. The central EDI team collaborates with other HR colleagues and local partners to develop measures in response to the data and local knowledge to support improved outcomes. This extends to locating and sharing impactful practice in interventions made centrally and locally.

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, 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.

The R+S reporting timeframes have changed to align reporting to the academic year (1 October to 30 September inclusive) alongside the reporting period for the EDI Annual Report and accompanying annual staff and student EDI data monitoring.

Whereas year-on-year data were previously presented from 25 February to 24 February, these are now presented from 1 October to 30 September to enable like-for-like comparison over time. This means that the results of year-on-year comparisons in this report differ from those set out in previous reports.

# Appendix 2: Data

The data set out in this appendix provide further detail on points outlined in the overview.

**Table 1. Reports made in relation to the UCL profile 2023-24**

|  |  |  |  |
| --- | --- | --- | --- |
| **UCL profile** | **Number**  | **Count of reports** | **%** |
| **All staff** | 17,399 | 347 | 2.0% |
| **All students** | 49,248 | 585 | 1.2% |

 The total for this table excludes 14 reports made by third party staff.

**Figure 1. Reports made in relation to the UCL profile 2023-24**

**Table 2. Overall number of reports over time**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Reports** | **19/20**  | **20/21**  | **21/22**  | **22/23**  | **23/24** |
| 330 | 496 | 757 | 897 | 946 |

**Figure 2. Overall number of reports over time**

**Table 3. Reported issue(s) over time**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Reported issue** | **19/20 Count**  | **19/20**  **%**  | **20/21 Count**  | **20/21** **%**  | **21/22 Count**  | **21/22** **%**  | **22/23 Count**  | **22/23** **%**  | **23/24 Count** | **23/24 %** |
| **Bullying** | 232 | 54.8% | 333 | 52.0% | 410 | 31.3% | 521 | 31.9% | 438 | 24.3% |
| **Harassment** | 147 | 34.8% | 211 | 33.0% | 258 | 19.7% | 331 | 20.3% | 338 | 18.8% |
| **Racism** |   |   |   |   | 122 | 9.3% | 117 | 7.2% | 215 | 11.9% |
| **Antisemitism** |   |   |   |   | 8 | 0.6% | 19 | 1.2% | 204 | 11.3% |
| **Sexual misconduct** | 43 | 10.2% | 84 | 13.1% | 120 | 9.2% | 150 | 9.2% | 117 | 6.5% |
| **Other** |   |   |   |   | 106 | 8.1% | 96 | 5.9% | 109 | 6.1% |
| **I'm not sure** |   |   |   |   | 90 | 6.9% | 61 | 3.7% | 79 | 4.4% |
| **Sexism** |   |   |   |   | 69 | 5.3% | 75 | 4.6% | 69 | 3.8% |
| **Other religion or belief-based hate** |   |   |   |   | 21 | 1.6% | 12 | 0.7% | 58 | 3.2% |
| **Islamophobia** |   |   |   |   | 13 | 1.0% | 23 | 1.4% | 47 | 2.6% |
| **Online harassment** |   |   |   |   |   |   |   |   | 47 | 2.6% |
| **Ableism** |   |   |   |   | 44 | 3.4% | 37 | 2.3% | 24 | 1.3% |
| **Transphobia** |   |   |   |   | 22 | 1.7% | 100 | 6.1% | 18 | 1.0% |
| **Homophobia** |   |   |   |   | 10 | 0.8% | 35 | 2.1% | 17 | 0.9% |
| **Domestic abuse** |   |   | 10 | 1.6% | 13 | 1.0% | 41 | 2.5% | 16 | 0.9% |
| **Biphobia** |   |   |   |   | 3 | 0.2% | 14 | 0.9% | 5 | 0.3% |
| **Unknown** | 1 | 0.2% | 2 | 0.3% | 1 | 0.1% |   |   |   |   |
| **Total** | **423** | **100.0%** | **640** | **100.0%** | **1,310** | **100.0%** | **1,632** | **100.0%** | **1,801** | **100.0%** |

Multiple options can be selected in a single report.

 **Figure 3. Reported issue(s) in 2023/24**

Please note users can select multiple issues when submitting a report

**Figure 4. Percentage change in reported issues between 2022/23 and 2023/24**

**Figure 5. Trends in type of issues reported from 2019/20 to 2023/24**

**Table 4. Reporting party role by issue(s) 2023-24**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Reporting party role** | **Bullying** | **Harassment** | **Racism** | **Sexual misconduct** |
| **Count** | **%** | **Count** | **%** | **Count** | **%** | **Count** | **%** |
| **Undergraduate student** | 112 | 25.6% | 123 | 36.4% | 67 | 31.2% | 47 | 40.2% |
| **Postgraduate student**  | 134 | 30.6% | 110 | 32.5% | 70 | 32.6% | 36 | 30.8% |
| **Staff** | 186 | 42.5% | 97 | 28.7% | 74 | 34.4% | 31 | 26.5% |
| **Third party staff** | 6 | 1.4% | 8 | 2.4% | 4 | 1.9% | 3 | 2.6% |
| **Total** | **438** | **100.0%** | **338** | **100.0%** | **215** | **100.0%** | **117** | **100.0%** |

 Multiple options can be selected in a single report.

**Figure 6. Reporting party role by issue(s) 2023-24** **– Sexual misconduct**

**Table 5. Form of reporting by all reporting parties over time**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Form of reporting** | **19/20 Count**  | **19/20**  **%**  | **20/21 Count**  | **20/21** **%**  | **21/22 Count**  | **21/22** **%**  | **22/23 Count**  | **22/23** **%**  | **23/24 Count** | **23/24 %** |
| **Contact an advisor** | 143 | 43.3% | 222 | 44.8% | 420 | 55.5% | 470 | 52.4% | 458 | 48.4% |
| **Report anonymously** | 187 | 56.7% | 274 | 55.2% | 337 | 44.5% | 427 | 47.6% | 488 | 51.6% |
| **Total** | 330 | 100% | 496 | 100% | 757 | 100% | 897 | 100% | **946** | **100.0%**  |

**Figure 7. Form of reporting by all reporting parties over time**

**Table 6. Reason(s) given for reporting anonymously 2023-24**

|  |  |  |
| --- | --- | --- |
| **Reason** | **Count** | **%** |
| **Not answered** | 468 | 24.2% |
| **I'm worried about retaliation** | 283 | 14.6% |
| **Nothing would be done if I made a complaint** | 189 | 9.8% |
| **I’ve concerns it might affect my current/future career** | 165 | 8.5% |
| **I’m worried about being called a troublemaker** | 157 | 8.1% |
| **I'm worried that** **there’d be repercussions in my social circle** | 128 | 6.6% |
| **I'm worried that I** **won’t be believed** | 115 | 6.0% |
| **I reported it to someone at the University but they** **didn’t take it seriously** | 76 | 3.9% |
| **Other** | 64 | 3.3% |
| **I** **can’t prove the behaviour took place** | 50 | 2.6% |
| **I** **don't want to get anyone into trouble** | 47 | 2.4% |
| **I** **don't know how to make a complaint** | 43 | 2.2% |
| **I feel too embarrassed or ashamed** | 40 | 2.1% |
| **It's not serious enough to warrant a complaint** | 28 | 1.4% |
| **I** **don’t want anyone to know it took place** | 27 | 1.4% |
| **I** **don't have time to make a complaint** | 19 | 1.0% |
| **I feel partly to blame for what happened** | 18 | 0.9% |
| **I reported it to the Students' Union but they** **didn’t take it seriously** | 15 | 0.8% |
| **Total** | **1,932** | **100.0%** |

 Multiple options can be selected in a single report.

**Table 7. Reporting party role 2023-24**

|  |  |  |
| --- | --- | --- |
| **Reporting party role** | **Count** | **%** |
| **Staff** | 347 | 36.7% |
| **Undergraduate student** |  317 |  33.5% |
| **Postgraduate student** | 268 | 28.3% |
| **Third party staff** | 14 | 1.5% |
| **Total** | **946** | **100.0%** |

**Figure 8. Reporting party role 2023-24**

**Table 8. Reported party role 2023-24**

|  |  |  |
| --- | --- | --- |
| **Reported party role** | **Count** | **%** |
| **Staff** | 409 | 43.2% |
| **Undergraduate student** | 222 | 23.5% |
| **I** **don't know** | 137 | 14.5% |
| **Postgraduate student** | 120 | 12.7% |
| **They’re not connected to UCL** | 41 | 4.3% |
| **Third party staff** | 17 | 1.8% |
| **Total** | **946** | **100.0%** |

**Table 9. Connection between reporting party role and reported party role 2023-24**

|  |  |  |  |
| --- | --- | --- | --- |
| **Reporting party role** | **Reported party role** | **Count** | **%** |
| **Undergraduate student** | Undergraduate student | 174 | 54.9% |
| Staff | 61 | 19.2% |
| I don't know | 56 | 17.7% |
| They are not connected | 15 | 4.7% |
| Postgraduate student | 10 | 3.2% |
| Third party staff | 1 | 0.3% |
| **Postgraduate student** | Staff | 98 | 36.6% |
| Postgraduate student | 89 | 33.2% |
| I don't know | 30 | 11.2% |
| Undergraduate student | 27 | 10.1% |
| They are not connected | 18 | 6.7% |
| Third party staff | 6 | 2.2% |
| **Staff** | Staff | 246 | 70.9% |
| I don't know | 49 | 14.1% |
| Postgraduate student | 21 | 6.1% |
| Undergraduate student | 20 | 5.8% |
| They are not connected | 7 | 2.0% |
| Third party staff | 4 | 1.2% |
| **Third party staff** | Third party staff | 6 | 42.9% |
| Staff | 4 | 28.6% |
| I don't know | 2 | 14.3% |
| Undergraduate student | 1 | 7.1% |
| They are not connected | 1 | 7.1% |
| **Total** |  | **946** | **100.0%** |

**Table 10. Outcome(s) at case closure once reports are considered and dealt with in line with procedures 2023-24 (‘No further action taken’ due principally to anonymous reporting limiting UCL’s ability to act)**

|  |  |  |
| --- | --- | --- |
| **Outcome** | **Count** | **%** |
| **No further action taken** | 469 | 47.6% |
| **Informal resolution/intervention** | 145 | 14.7% |
| **None** | 136 | 13.8% |
| **Referred to student support** | 69 | 7.0% |
| **Outcome unknown** | 56 | 5.7% |
| **No response** | 37 | 3.8% |
| **Processed as a formal complaint** | 29 | 2.9% |
| **Sent to Students' Union UCL** | 22 | 2.2% |
| **Referred to external support** | 11 | 1.1% |
| **Referred to staff support** | 7 | 0.7% |
| **Reported to the police** | 4 | 0.4% |
|  **Total** | **985** | **100.0%** |

Multiple options can be selected in a single report. ‘None’ refers to reports that have not been closed.

**Figure 9. Outcome(s) at case closure once reports are considered and dealt with in line with procedures 2023-24 (‘No further action taken’ due principally to anonymous reporting limiting UCL’s ability to act)**

**Table 11. Ethnicity (disaggregated) 2023-24**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Ethnicity (group)** | **Reports from staff** | **Staff profile** | **Proportion of staff reports vs staff profile** | **Reports from students** | **Student profile** | **Proportion of student reports vs student profile** |
| **Arab** | <5 | 74 | 4.1% | 14 | 1,134 | 1.2% |
| **Asian - Other background** | 17 | 348 | 4.9% | 33 | 3,589 | 0.9% |
| **Asian or Asian British - Bangladeshi** | <5 | 154 | 2.6% | <5 | 867 | 0.5% |
| **Asian or Asian British - Indian** | 7 | 576 | 1.2% | 28 | 3,583 | 0.8% |
| **Asian or Asian British - Pakistani** | 6 | 122 | 4.9% | 15 | 1,133 | 1.3% |
| **Black or Black British - African** | 5 | 239 | 2.1% | 11 | 1,502 | 0.7% |
| **Black or Black British - Caribbean** | <5 | 160 | 0.6% | <5 | 245 | 1.2% |
| **Black or Black British – Other background** | <5 | 20 | 5.0% | N/A | 69 | N/A |
| **Chinese** | 14 | 542 | 2.6% | 105 | 16,498 | 0.6% |
| **Gipsy or Traveller** | <5 | N/A | N/A | N/A | N/A | N/A |
| **Jewish** | 16 | N/A | N/A | 78 | N/A | N/A |
| **Mixed/Multiple heritage** | 19 | 454 | 4.2% | 33 | 2,555 | 1.3% |
| **Other ethnic background** | N/A | 314 | N/A | N/A | 785  | N/A |
| **White** | 94 | 8,425 | 1.1% | 81 | 15,572 | 0.5% |
| **Withheld/Unknown** | 159 | 5,971 | 2.7% | 180 | 1,716 | 10.5% |
| **Total** | **347** | **17,399** | **2.0%** | **585** | **49,248** | **1.2%** |

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.

**Table 12. Gender 2023-24**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Gender** | **Reports from staff** | **Staff profile** | **Proportion of staff reports vs staff profile** | **Reports from students** | **Student profile** | **Proportion of student reports vs student profile** |
| **Women** | 132 | 9,396 | 1.4% | 275 | 30,035 | 0.9% |
| **Men** | 59 | 8,003 | 0.7% | 121 | 19,081 | 0.6% |
| **Non-binary** | 7 | N/A | N/A | 10 | N/A | N/A |
| **Other** | <5 | N/A | N/A | <5 | 130 | 1.5% |
| **Withheld/Unknown** | 148 | N/A | N/A | 177 | N/A | N/A |
| **Total** | **347** | **17,399** | **2.0%** | **585** | **49,248** | **1.2%** |

UCL records sex and R+S records gender.

**Table 13. Disability 2023-24**

|  |  |  |
| --- | --- | --- |
| **Disability** | **23/24 Count** | **23/24****%** |
| **Yes** | 93 | 9.8% |
| **No** | 513 | 54.2% |
| **Withheld/Unknown** | 340 | 35.9% |
| **Total** | **946** | **100.0%** |

**Table 14. Sexual identity 2023-24**

|  |  |  |
| --- | --- | --- |
| **Sexual identity** | **23/24 Count** | **23/24****%** |
| **Heterosexual** | 387 | 40.9% |
| **Bi** | 80 | 8.5% |
| **Gay man** | 21 | 2.2% |
| **Gay woman/Lesbian** | 9 | 1.0% |
| **In another way** | 26 | 2.7% |
| **Withheld/Unknown** | 423 | 44.7% |
| **Total** | **946** | **100.0%** |