



Report + Support Annual Report

October 2022 to September 2023



**Stand
together**

Report it,
be supported

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Introduction

Report + Support (R+S), Durham University's online tool for reporting bullying, harassment and sexual misconduct, launched in October 2019 as part of the Office for Students funded project on tackling religious and race-based hate crime.

R+S can be used to report and find information on support, allowing us to gain insight to the prevalence and form of unwanted behaviours across the institution, and to recommend and deliver appropriate interventions.

R+S is currently managed by the University's Equality, Diversity and Inclusion (EDI) Unit, who work closely with colleagues from the Student Conduct Office, Human Resources Department, Colleges and the Concerns, Bullying and Harassment Advisors Network. A review of the triaging process is currently being undertaken by the EDI Unit and the Student Conduct Office.

This is the University's fourth R+S annual report. It is important to note that this annual report only includes data reported through the R+S tool and does not include information captured through other reporting pathways, such as directly through HR, Student Conduct Office and Colleges, among others. Statistics from the tool also inform the wider sexual misconduct annual monitoring report that is provided to Senate.

Data featured in this report has been fully anonymised to ensure there is no risk of identification. For queries regarding this report, please contact the EDI Unit through edi.team@durham.ac.uk.

Data Snapshot: 01 Oct 2022 to 30 Sep 2023

239

reports have been made from 01 October 2022 to 30 September 2023.



- ▶ **Bullying and harassment** (36%) and **sexual misconduct and violence** (36%) were the most commonly reported incident types.
- ▶ More than half of all reports came from **undergraduate students** (54%).
- ▶ Most of the reported incidents (with an identified location) took place in a **DU college** (23%), followed by those that have taken place **outside the University premises** (20%).
- ▶ As with the previous academic year, the majority of reports received during this period were **with contact details**, accounting for 62% of all reports.
- ▶ **Fear of retaliation by the perpetrator** (15%) was still the most common reason for reporting anonymously.
- ▶ **Ethnicity** (15%) and **sex** (14%) were most cited by reporting parties as factors perceived as relevant to the report, across all incident types.

Most reporting parties identified as:

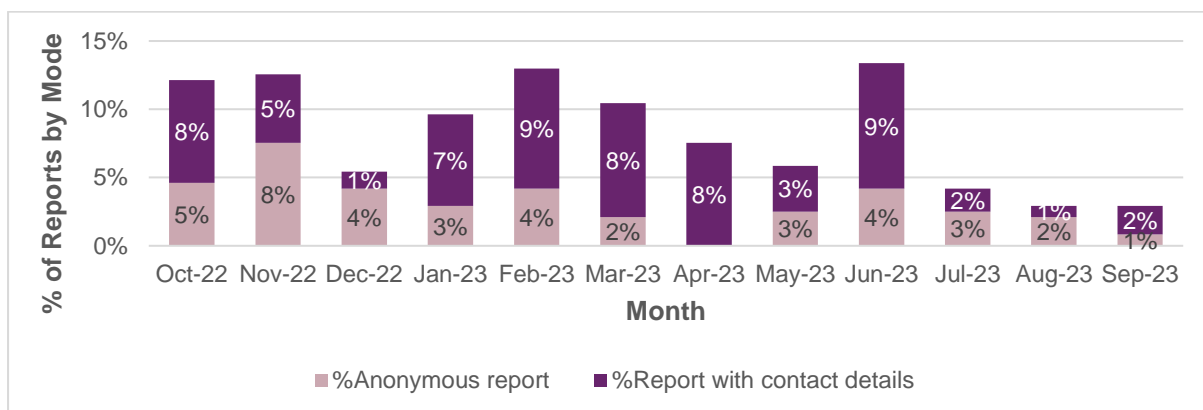
White
Women
Heterosexual
Not having a religion
Not having a disability
Not being trans
18 to 21 years old

Data Insights

Reports over time

A total of **239** reports were received through R+S during the period 01 October 2022 to 30 September 2023 (having removed any duplicates), indicating a marginal increase of 3% from the previous year's total of 231 reports. The distribution of reports over the period in Figure 1 shows that the peak months for reporting were **October, November, February and June**.

Figure 1. % of total reports by month and by mode, October 2022 to September 2023



Incident types

When incident types are clustered (see Figure 2), **bullying and harassment** (36% overall) and **sexual misconduct and violence** (36% overall) each respectively accounted for over a third of reports received during this period.

Figure 2. Clustered incident type broken down by report mode, 2022/23 (and change from previous year, 2022/22)

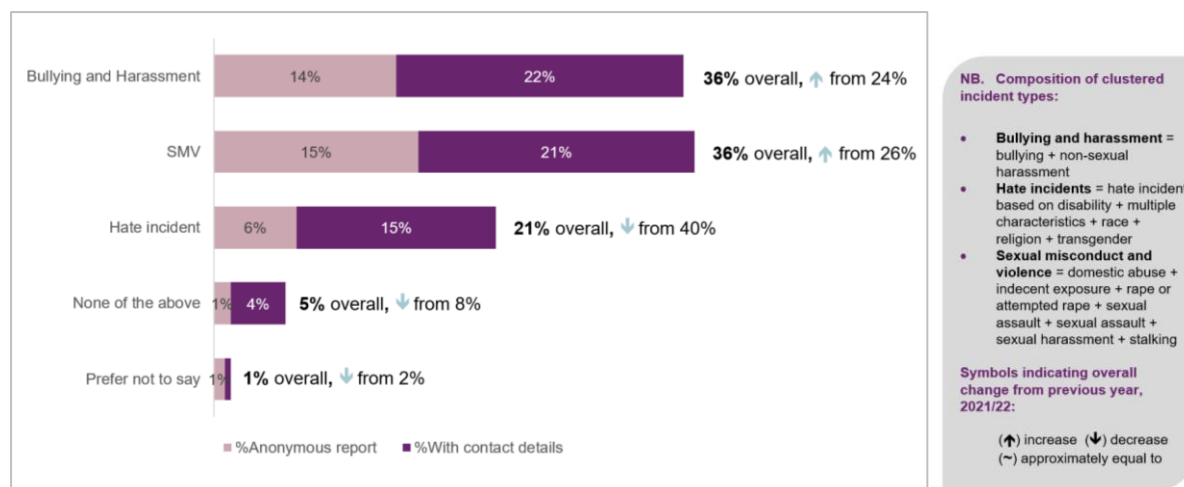
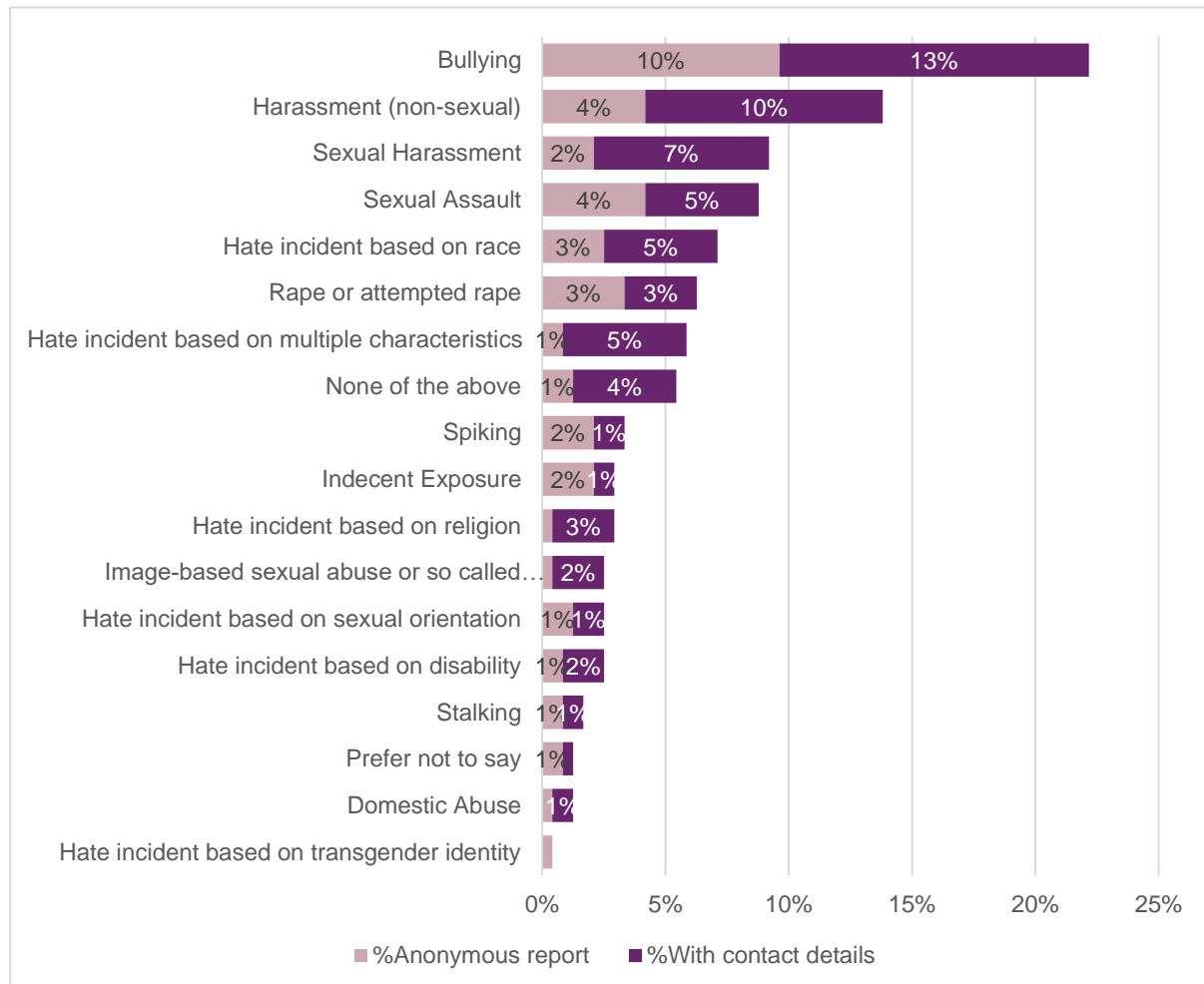


Figure 3 shows that when incident types are disaggregated, **bullying** was by far the most common type of incident reported during this period, comprising 23% (10% anonymous, 13% with contact details) of all reports. This was followed by **non-sexual harassment** (14% overall) and **sexual harassment** (9% overall).

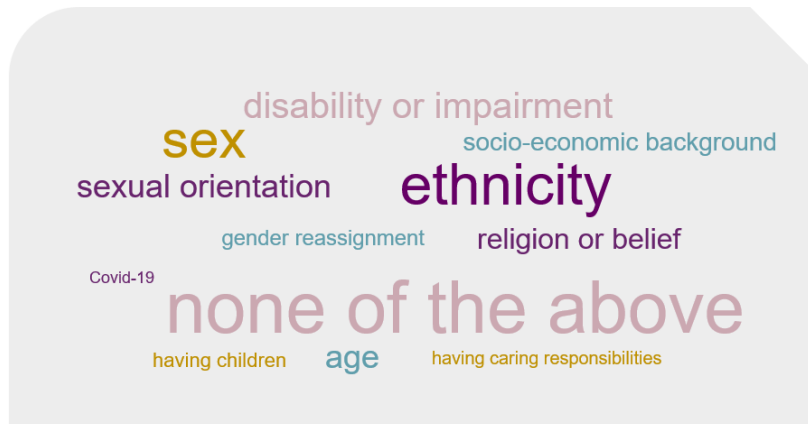
Figure 3. Percentage of reports by specific incident type and report mode



Perceived factors

Reporting parties can provide information on the perceived factors relevant to their reports (including protected characteristics), as depicted in Figure 4. It should be noted that a reporting party may not be the same as the person experiencing the unwanted behaviour. The R+S tool also allows reporting parties to select more than one factor, and **25%** of the reporting parties during this period identified **two or more perceived causes** of the incident they reported.

Figure 4. Word cloud representation of perceived contributing factors, 2022/23

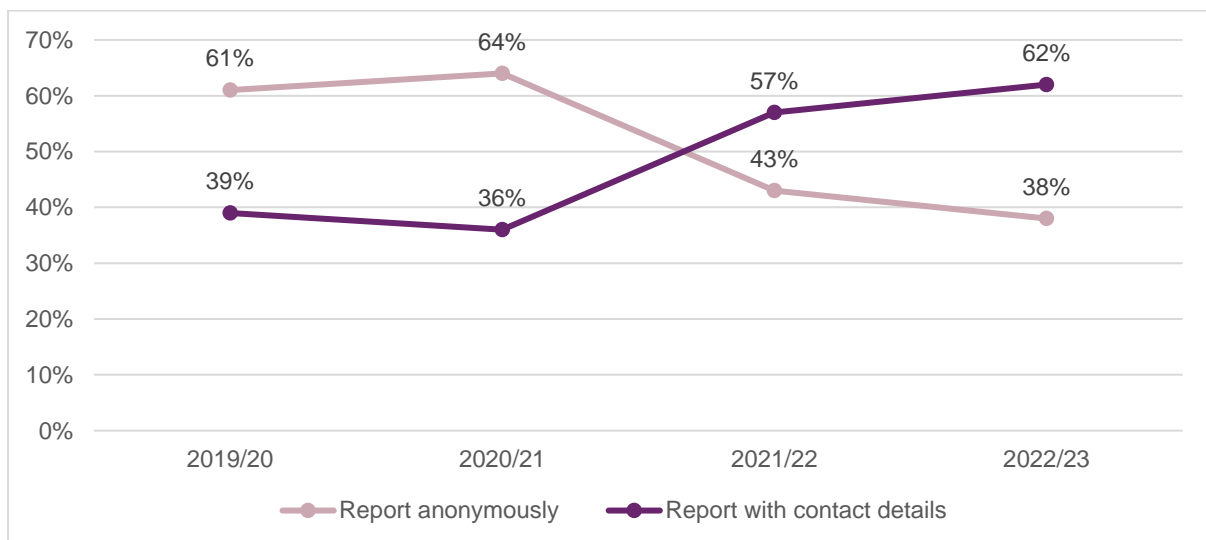


Ethnicity (15%) and **sex** (14%) were most cited by reporting parties as factors perceived as relevant to the person (subjected to the unwanted behaviour) being targeted, across all incident types. **None of the above** was the selected option by 25% of the reporting parties in relation to factors relevant to their reported incident.

Report mode (anonymous or with contact details)

As with the previous academic year, the majority of reports received during this period were **with contact details** (62%), accounting for three fifths of the entire sample size. This may indicate that the work being undertaken to strengthen staff and student confidence to report experiences with contact details continue to be effective in improving reporting behaviour.

Figure 5. Report mode, 2019/20 to 2022/23



For reporting parties who have chosen to report anonymously, the R+S tool enables them to provide reasons for anonymity, with the option of selecting multiple responses. This helps the University in identifying common barriers to named reporting. “**I am worried the perpetrator would retaliate**” (14.6%) was still the most common reason for reporting anonymously, as indicated in Table 1.

Table 1. Reasons for anonymity, 2020/21 to 2022/23

Reasons	% of Total reasons		
	2022/23	2021/22	2020/21
I am worried the perpetrator would retaliate	14.6%	12.3%	17.7%
I am worried about being called a trouble maker	11.3%	11.1%	12.0%
Nothing would be done if I made a complaint	9.2%	11.1%	10.1%
I have concerns it might affect my current/future career	8.8%	5.9%	4.1%
I cannot prove the behaviour took place	7.9%	7.5%	10.1%
Making a complaint would have a negative impact on my health	7.1%	7.1%	6.6%
I am worried that I won't be believed	6.7%	9.5%	8.5%
None of the above	6.3%	7.9%	4.7%
I feel too embarrassed or ashamed	5.8%	2.8%	3.8%
I reported it to someone at the University but they didn't take it seriously	5.8%	5.1%	3.8%
I am worried that there would be repercussions in my social circle	3.8%	6.7%	6.9%
It's not serious enough to warrant a complaint	3.8%	3.6%	3.8%
I don't want to get the other person/people into trouble	2.9%	1.6%	2.5%
I don't have time to make a complaint	2.5%	3.6%	2.8%
I don't want anyone to know it took place	2.5%	1.2%	1.3%
I feel partly to blame for what happened	1.3%	3.2%	1.3%

Affiliations and incident locations

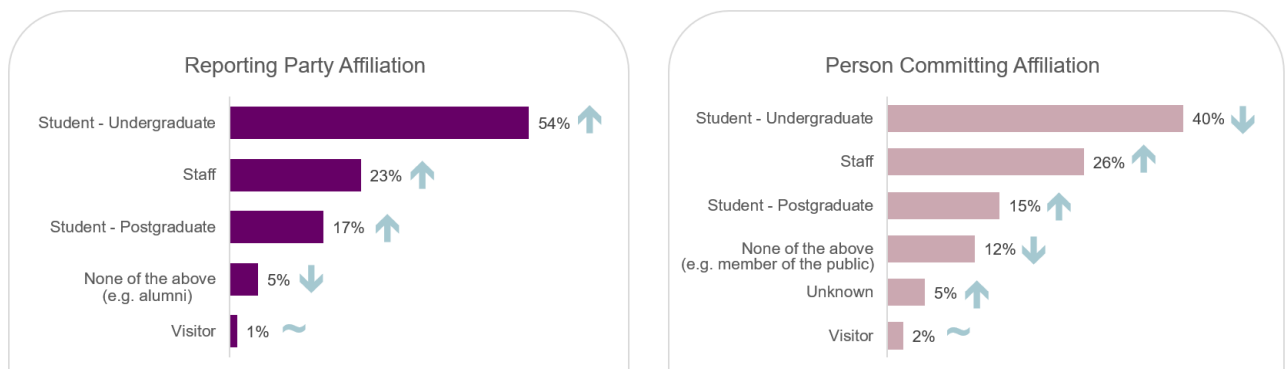
Similar to previous years, the highest number of reports received during this period came from **undergraduate students (54%)**, followed by **staff (23%)**, as shown in Figure 6.

The distribution of reporting parties remains roughly proportional to the composition of the staff and student community at Durham University, where undergraduate students made up approximately 63% of the population, postgraduate students 15%, and staff 22% in 2022/23.

Incidents of unwanted behaviour were mostly reported by undergraduate students as coming from fellow undergraduate students (32% of all reports). As for reporting parties who are staff, unwanted behaviour was reported to be mostly committed by fellow staff (15% of all reports).

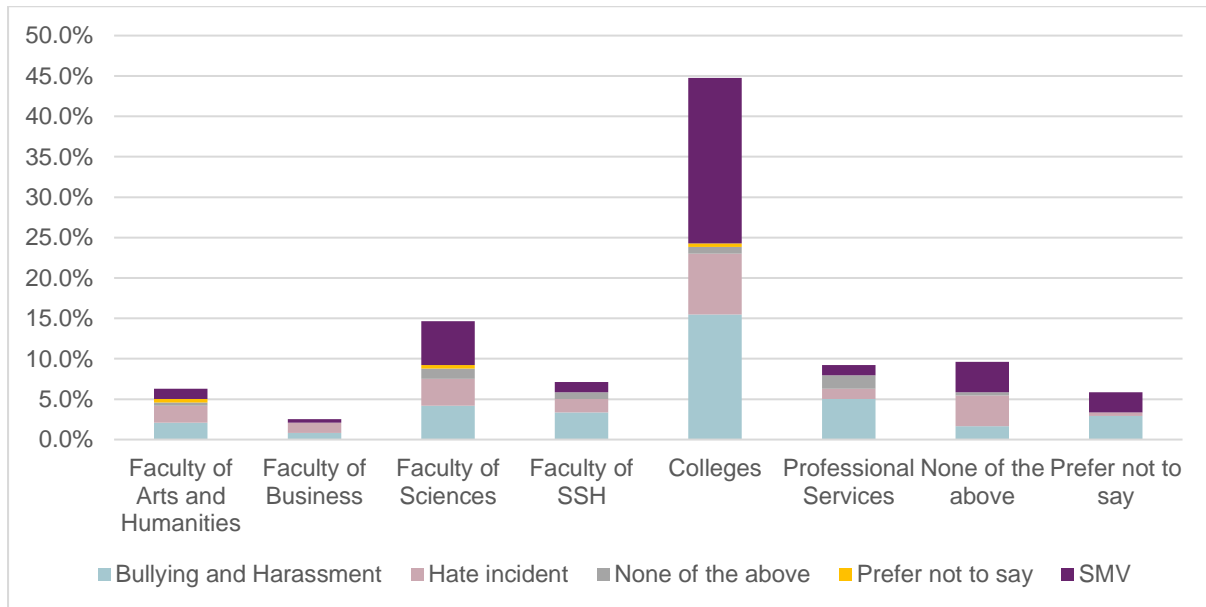
Reports from undergraduate students (15% of all reports) and staff members (14% of all reports) primarily related to bullying and harassment. Postgraduate students reported generally about hate incidents (5% of all reports) as well as bullying and harassment (5% of all reports).

Figure 6. Affiliation of reporting party and person committing 2022/23 (and change from previous year, 2021/22)



NB. We use the term “commit” for consistency with the terms used in the R+S tool to distinguish between people subjected to unwanted behaviour from those committing unwanted behaviour.

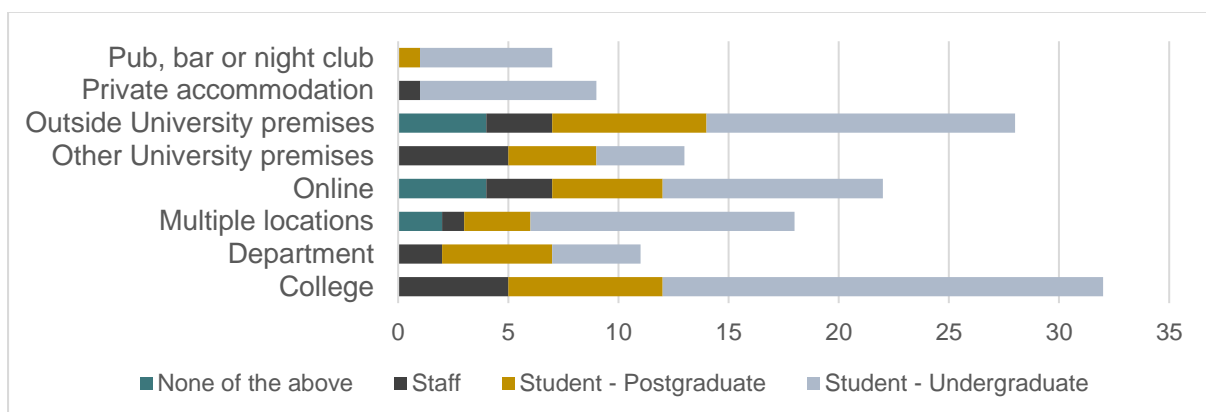
Figure 7. University area of reporting party cross-tabulated with clustered incident type, 2022/23



Reporting parties can also select which area in the University they are affiliated with – e.g., their department, college etc. **Figure 7** shows that when the declared University areas are aggregated, a large proportion of reporting parties have selected their **college** (45% of total reports) as the University area they are affiliated with; and 46% of these reports related to an SMV incident.

NB. Student reporting parties may prefer to select their college affiliation rather than their academic department when asked about their University affiliation (in the reporting form).

Figure 8. % of reports by incident location and reporting party affiliation, 2022/23



As shown in Figure 8, most of the reported incidents during this period (with an identified location) took place **in a DU college (32 out of 140 or 23%)**. This was followed by those that have taken place **outside the University premises (28 out of 140 or 20%)** and **online (22 out of 140 or 16%)**. There are various contributing factors associated with the location of reported incidents, including alcohol.

Demographic characteristics of reporting parties

Reporting parties (who may not necessarily be the person who experienced the unwanted behaviour) have the option to provide their demographic data when submitting a report. Consistent with the previous year, of the responses received during this period, most reporting parties identified as:

- White
- Women
- Heterosexual
- Not being trans
- Not having a religion
- Not having a disability
- 18 to 21 years old

Table 2. Demographic characteristics of reporting parties, 2021/22 to 2022/23

Ethnicity			
	2022/23	2021/22	2020/21
White	49.4%	64.5%	65.7%
Racially minoritised ethnic background	38.5%	24.7%	20.1%
Prefer not to say	11.7%	10.0%	13.0%
None of the above	0.4%	0.9%	1.2%
Gender Identity			
	2022/23	2021/22	2020/21
Woman	60.3%	50.2%	55.6%
Man	20.9%	30.3%	27.2%
Prefer not to say	13.0%	12.1%	14.2%
Non Binary	5.9%	7.4%	3.0%
Sexual Orientation			
	2022/23	2021/22	2020/21
Heterosexual	45.6%	36.8%	53.3%
Prefer not to say	23.4%	17.7%	21.3%
Bisexual	11.3%	19.9%	11.2%
Gay/lesbian (Homosexual)	11.3%	14.7%	4.7%
Queer	4.2%	6.1%	5.3%
Asexual	3.3%	2.6%	1.8%
None of the above	0.8%	2.2%	2.4%

Religion and Belief			
	2022/23	2021/22	2020/21
No religion	27.2%	26.0%	27.8%
Prefer not to say	20.5%	14.7%	19.5%
None of the above	14.6%	15.6%	8.3%
Christian	13.4%	16.0%	17.2%
Agnostic	8.8%	19.9%	15.4%
Spiritual	5.4%	1.3%	1.8%
Muslim	5.0%	2.6%	4.1%
Hindu	2.9%	1.3%	0.0%
Buddhist	1.3%	0.9%	0.6%
Jewish	0.8%	1.3%	4.7%
Sikh	0.0%	0.4%	0.6%
Disability			
	2022/23	2021/22	2020/21
No	61.1%	63.6%	72.2%
Yes	23.4%	22.1%	14.2%
Prefer not to say	15.5%	14.3%	13.6%

Trans Identity			
	2022/23	2021/22	2020/21
No	82.4%	80.1%	82.8%
Prefer not to say	12.6%	12.6%	13.6%
Yes	5.0%	7.4%	4.0%
Age			
	2022/23	2021/22	2020/21
18 to 21 years	45.6%	45.9%	34.3%
22 to 25 years	20.1%	12.6%	11.2%
26 to 35 years	10.9%	15.2%	7.7%
Prefer not to say	10.5%	7.4%	27.8%
Information Unknown	5.0%	5.6%	3.6%
36 to 45 years	4.2%	7.8%	10.1%
46 to 55 years	1.3%	3.0%	3.0%
56 years and over	1.3%	2.2%	0.6%
Under 18	1.3%	0.4%	1.8%

NB.

- Percentages for these tables are calculated over the entire sample, n=239.

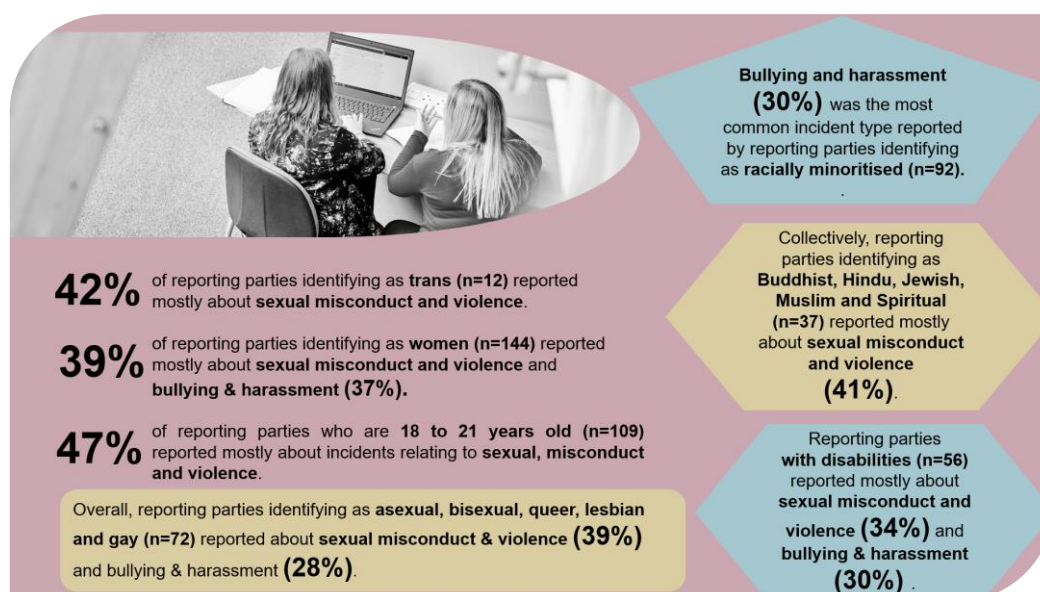
A high proportion of our racially minoritised reporting parties identified as Chinese (15.9% of all reports). This was followed by reporting parties who identified as Black British (4.6% of all reports), as shown in Table 3.

Table 3. Ethnicity of reporting parties (disaggregated), 2022/23

Ethnicity	% of Reporting Parties
White British	37.2%
Chinese	15.9%
Prefer not to say	11.7%
Any other White background	7.1%
Black British	4.6%
Mixed ethnic background	3.8%
White Western European	3.3%
Any other Asian background	2.9%
Black African	2.9%
Indian	2.9%
Asian British	1.3%
Pakistani	1.3%
White Eastern European	1.3%
Any other ethnic group	0.8%
Any other Middle Eastern background	0.8%
White Irish	0.8%
Afghani	0.4%
Any other Black background	0.4%
None of the above	0.4%

Key insights emerging from the cross-tabulation of demographic characteristics and incident types are depicted in Figure 9 below.

Figure 9. Insights from the cross-tabulation of demographic characteristics and incident types, 2022/23



Caution should be taken in interpreting the percentages featured in Figure 9, which are calculated based on a subset of the entire sample size of 239, and which are therefore smaller than the sample size (e.g. out of the 239 reporting parties, only 12 identified as being trans).

Updates and Next Steps

We continue to deliver our four thematic areas of work relating to Report+Support. Progress against each of the themes are outlined below, including our next steps. Please note that the examples mentioned are non-exhaustive – for instance, information on the University’s ongoing prevention and response work on SMV can be viewed [here](#).

Theme 1: Communication and education

Following on from discussions with our Junior Common Room (JCR) presidents, a poster competition was held among DU students in March 2023, with the aim of enhancing our R+S promotional materials and making them more engaging for our diverse University community. There was a good uptake from students and the winning entry (see Figure 10) has been used by colleges and various departments in their induction pack for academic year 2023/24.

We will continue to encourage colleges and academic departments to use our R+S promotional materials (available [here](#)).

Theme 2: Prevention

Work on advancing our training provision continues, as part of our preventative approach to tackling unwanted behaviour and embedding a more inclusive and respectful culture.

Following evaluation of the [Respect, Values and Behaviour \(RVB\) training](#) which highlighted the success and impact of the pilot, it has been agreed that the same approach will be adopted for academic year 2023/24 across all Colleges. In addition, a small pilot involving 3 Colleges will be taken forward whereby RVB training will be delivered to students through a ‘train the trainer’ model.

A pilot anti-racism workshop is also being co-developed by Durham People of Colour Association and the University’s EDI Learning and Development team, to be delivered among staff and students during academic year 2023/24. Allyship (race) will also be part of this workshop. Once piloted, the workshop will then be monitored, reviewed and evaluated for wider delivery.



Figure 10. R+S poster winning entry (see larger version [here](#))

Theme 3: Response and Support

We continue to find ways to strengthen our support services and infrastructure for reporting parties. In early September 2023, a new Student Support Model has been launched by the University's Student Support and Wellbeing Directorate. This includes the introduction of the [Student Support Hub](#).

The new model will allow staff members to work together across boundaries to support a student, resulting to students receiving a consistent level and quality of support regardless of their background, where they live or what they study.

Information relating to the Student Support Hub has been included in the Support Pages of the R+S tool. The R+S team will continue to liaise with colleagues from the Student Support and Wellbeing Directorate to ensure a joined-up approach. In line with this, there is an ongoing review of the R+S triaging process (by the EDI Unit and the Student Conduct Office).

Theme 4: R+S online tool

To facilitate continuous improvement of the tool, we have enhanced our approach to obtaining feedback from R+S users by embedding links to an [online feedback form](#) in both the actual website and in the confirmation message that reporting parties will see upon submission of a report. This will enable us to have a better understanding of R+S user experience and inform any improvements to ensure that the tool continue to be fit for purpose.