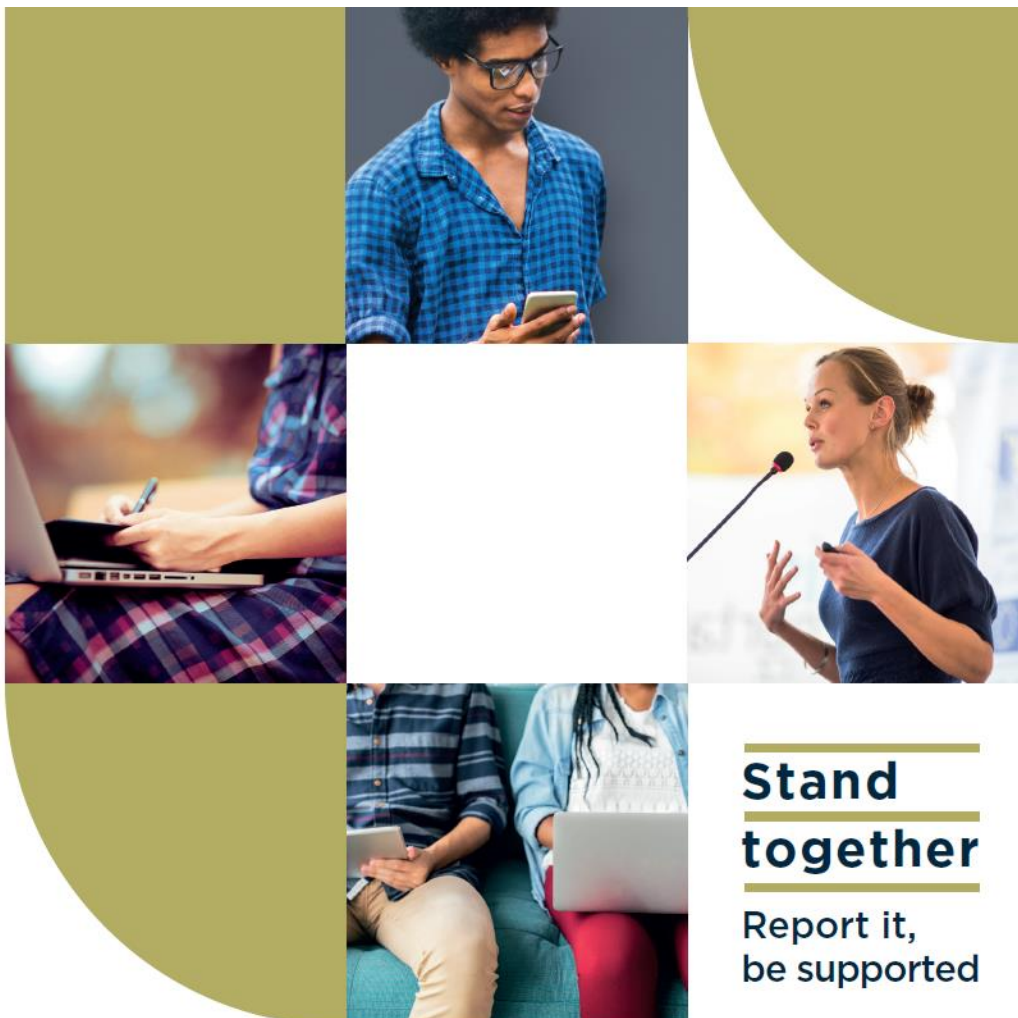


Report + Support Annual Report

October 2021 to September 2022



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Notes for the reader

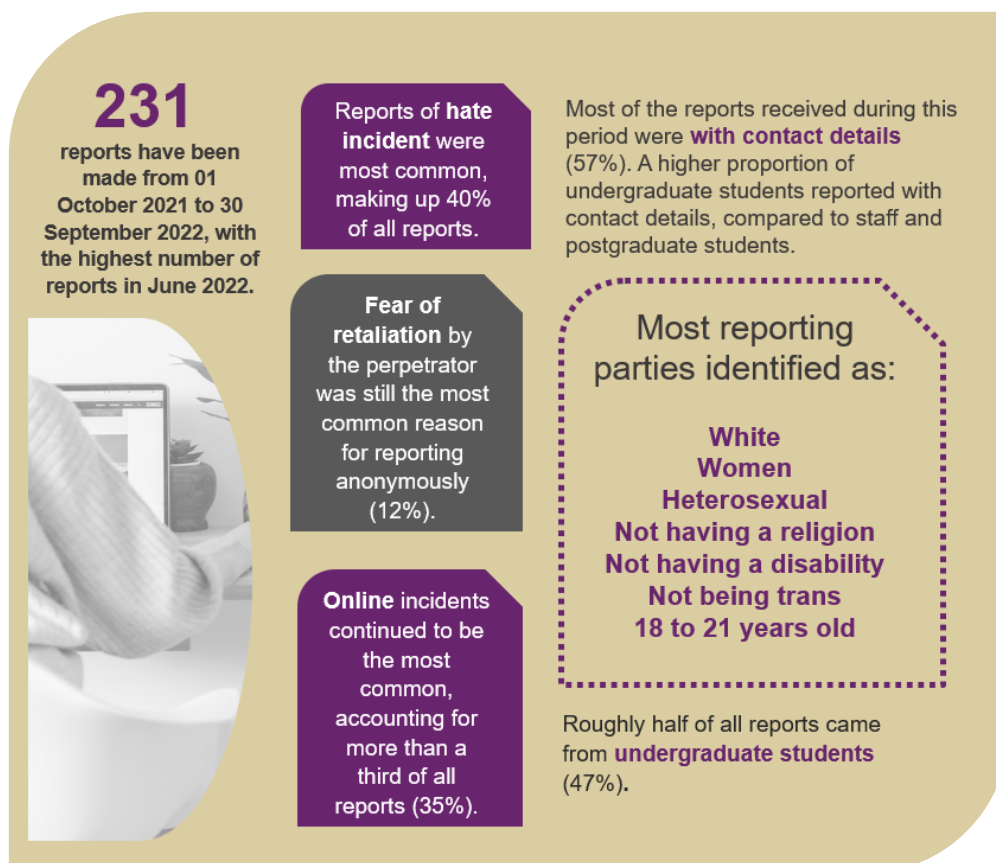
- This report only includes data that is reported through the Report+Support tool and does not include information captured through other reporting pathways; as such, it does not cover all reports made to Durham University. Data featured in this report has also been fully anonymised to ensure there is no risk of identification.
- While we have used the acronym BAME (Black, Asian and Minority Ethnic) in certain parts of our report, we do recognise the complexities of using a reductionist term to describe a population that is highly diverse and has varying experiences and outcomes within higher education and society in general. Where appropriate, we have disaggregated our ethnicity data to ensure a more nuanced approach.
- For queries regarding this report, please contact Durham University's Equality, Diversity and Inclusion Unit through report.support@durham.ac.uk.

Introduction

In October 2019, Durham University launched its [Report + Support](#) (R+S) online tool as part of the Office for Students funded project on [tackling religious and race-based hate crime](#). The R+S provides a centralised and accessible platform, where staff and students can report unwanted behaviour and find information on internal and external support.

It is managed by the University's Equality, Diversity and Inclusion Unit, who work closely with colleagues from the Student Conduct Office, Human Resources Department, colleges and the Concerns, Bullying and Harassment Advisors Network. As well as contributing to reducing barriers to reporting unwanted behaviour, the R+S tool enables the University to track the prevalence and form of unwanted behaviours across the institution, which in turn, informs the development of appropriate interventions and preventative measures. This is the University's third Report+Support annual report.

Data Snapshot: 01 Oct 2021 to 30 Sep 2022

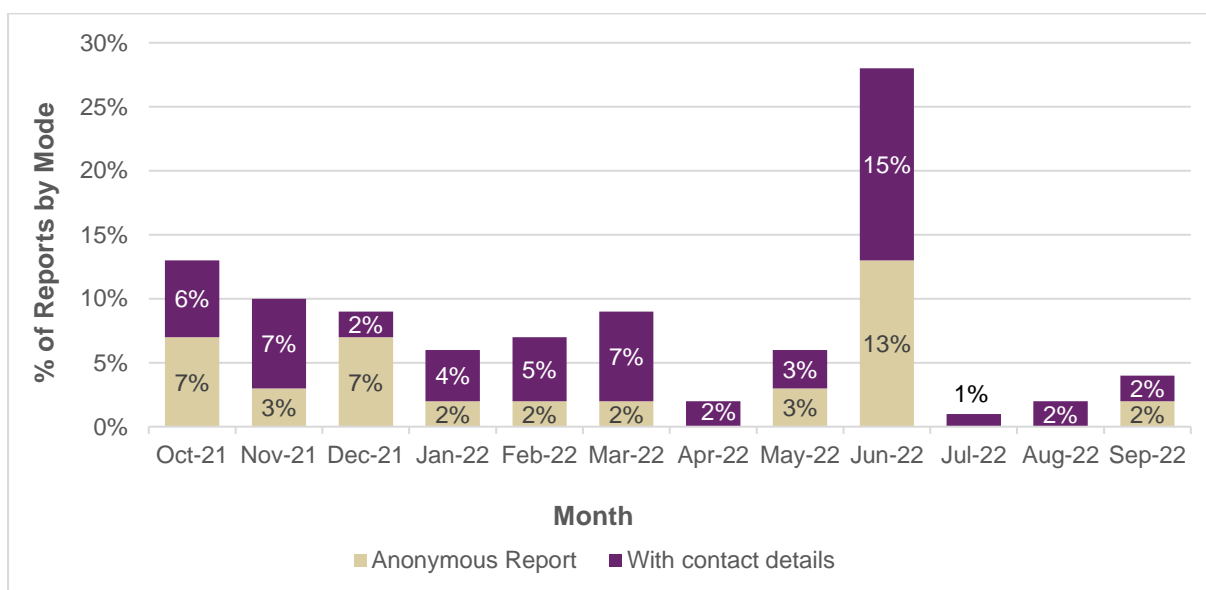


Data Insights

Reports over time

A total of **231** reports were received through R+S during the period 01 October 2021 to 30 September 2022 (having removed any duplicates), indicating a 37% increase from the previous year's total of 169 reports. The distribution of reports over the period in Figure 1 shows that the peak month for reporting was **June** (28% overall).

Figure 1. Percentage of total reports by month and by mode, October 2021 to September 2022



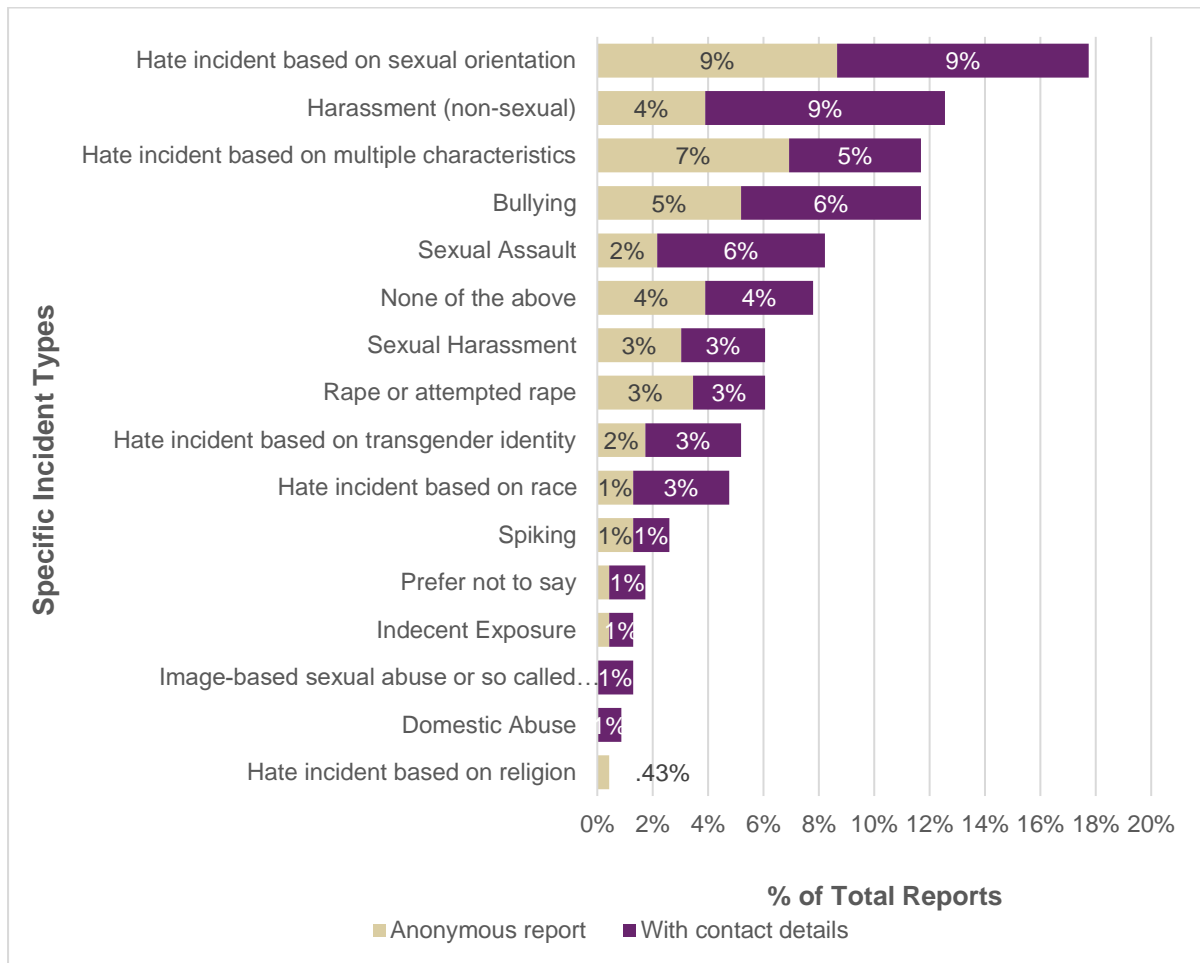
While it should not be assumed that an increase in reporting is synonymous with increased frequency of incidence, the rise in reports around June was mainly triggered by online hate incidents based on sexual orientation following Durham Pride in May. Previously we have seen how a particular event or incident can have an effect on reporting patterns (e.g. in June 2020, the sharp increase in reported hate incidents based on race demonstrated the impact of the Black Lives Matter Social Movement).

Meanwhile, for this period, September (induction period) and February were atypically lower compared to report rates for these months in the past two academic years.

Incident types

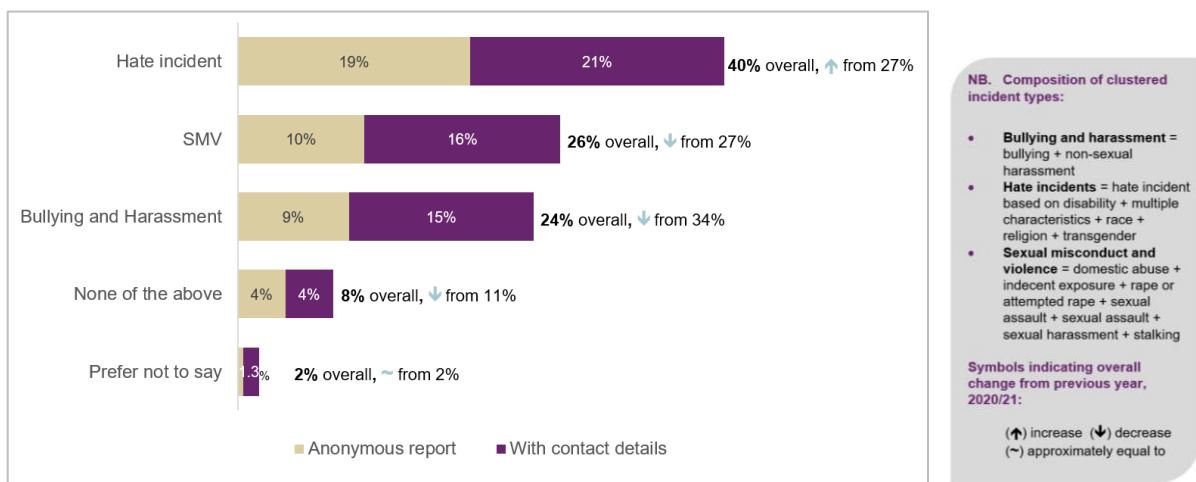
As Figure 2 shows, **hate incidents based on sexual orientation** were by far the most prevalent type of incident reported during this period, comprising 18% (9% anonymous, 9% with contact details) of all reports. This was followed by **non-sexual harassment** (13% overall) and **hate incident based on multiple characteristics** (12% overall).

Figure 2. Percentage of reports by specific incident type and report mode



Consequently, when incident types are clustered (see Figure 3), hate incidents (40% overall) account for two fifths of all reports received during this period.

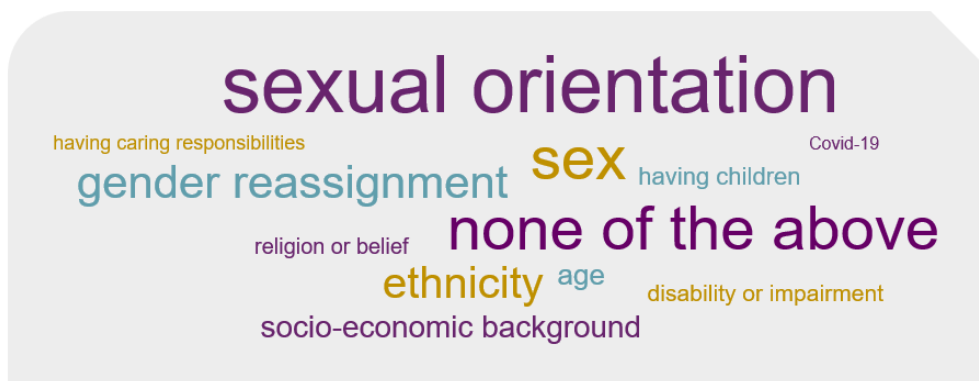
Figure 3. Clustered incident type broken down by report mode, 2021/22 (and change from previous year, 2020/21)



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 19% 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, 2021/22

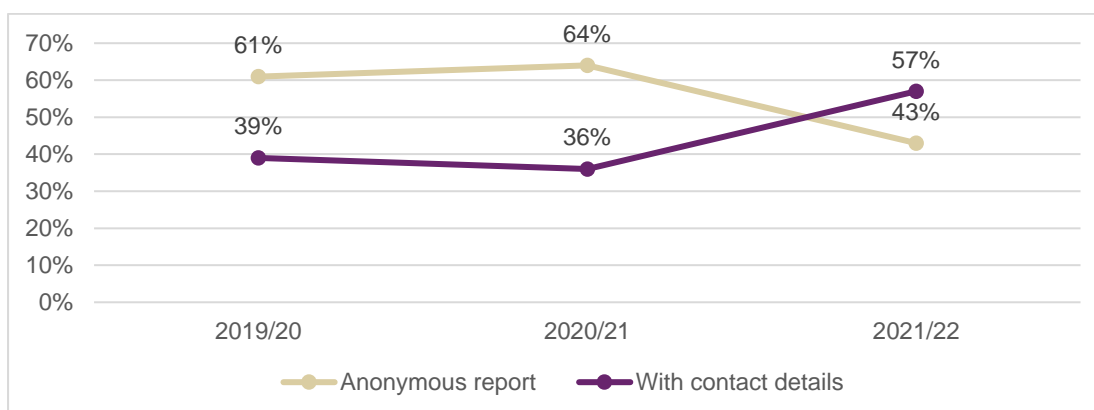


Sexual orientation (18%) and **sex** (13%) were most cited by reporting parties as factors perceived as relevant to the person (subjected to the unwanted behaviour) being targeted, across all incident types. **None of the above** was the selected option by 16% of the reporting parties in relation to factors relevant to their reported incident.

Report mode (anonymous or with contact details)

Compared to previous academic years, the majority of reports received during this period were **with contact details** (57%), accounting for nearly three fifths of the entire sample size. The increased percentage of reports with contact details can suggest various things. For instance, it can signify that the work being undertaken to strengthen staff and student confidence to report experiences with contact details, including our R+S awareness raising campaign, have been effective in improving reporting behaviour.

Figure 5. Report mode, 2019/20 to 2021/22



This change in reporting behaviour is also reflected across the various groups of reporting party, with a higher proportion of undergraduate students (26% of total reports), postgraduate students (8%) and staff members (10%) opting to report with contact details.

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**” (12.3%) remained the most prevalent reason for reporting anonymously, as indicated in Table 1.

Table 1. Reasons for anonymity, 2019/20 to 2020/21

Reasons for anonymous reporting	% of Total reasons		
	2021/22	2020/21	2019/20
I am worried the perpetrator would retaliate	12.3%	17.7%	14.6%
I am worried about being called a troublemaker	11.1%	12.0%	11.4%
Nothing would be done if I made a complaint	11.1%	10.1%	12.4%
I am worried that I won't be believed	9.5%	8.5%	8.6%
None of the above	7.9%	4.7%	4.6%
I cannot prove the behaviour took place	7.5%	10.1%	9.3%
Making a complaint would have a negative impact on my health	7.1%	6.6%	6.1%
I am worried that there would be repercussions in my social circle	6.7%	6.9%	5.0%
I have concerns it might affect my current/future career	5.9%	4.1%	8.6%
I reported it to someone at the University but they didn't take it seriously	5.1%	3.8%	6.1%
I don't have time to make a complaint	3.6%	2.8%	2.5%
It's not serious enough to warrant a complaint	3.6%	3.8%	2.5%
I feel partly to blame for what happened	3.2%	1.3%	0.7%
I feel too embarrassed or ashamed	2.8%	3.8%	3.2%
I don't want to get the other person/people into trouble	1.6%	2.5%	1.4%
I don't want anyone to know it took place	1.2%	1.3%	3.2%

Affiliations and locations

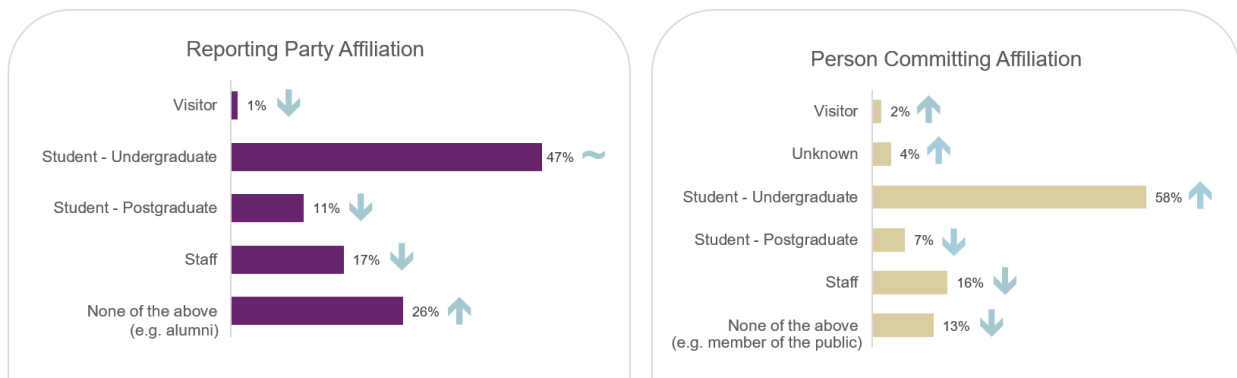
As with previous years, the highest number of reports received during this period came from **undergraduate students (47%)**, followed by **staff (17%)**, as shown in Figure 6.

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 62% of the population, postgraduate students 17%, and staff 21% in 2021/22.

Incidents of unwanted behaviour were mostly reported by undergraduate students as coming from fellow undergraduate students (31% of all reports). As for reporting parties who are staff, unwanted behaviour was reported to be mostly committed by fellow staff (9% of all reports).

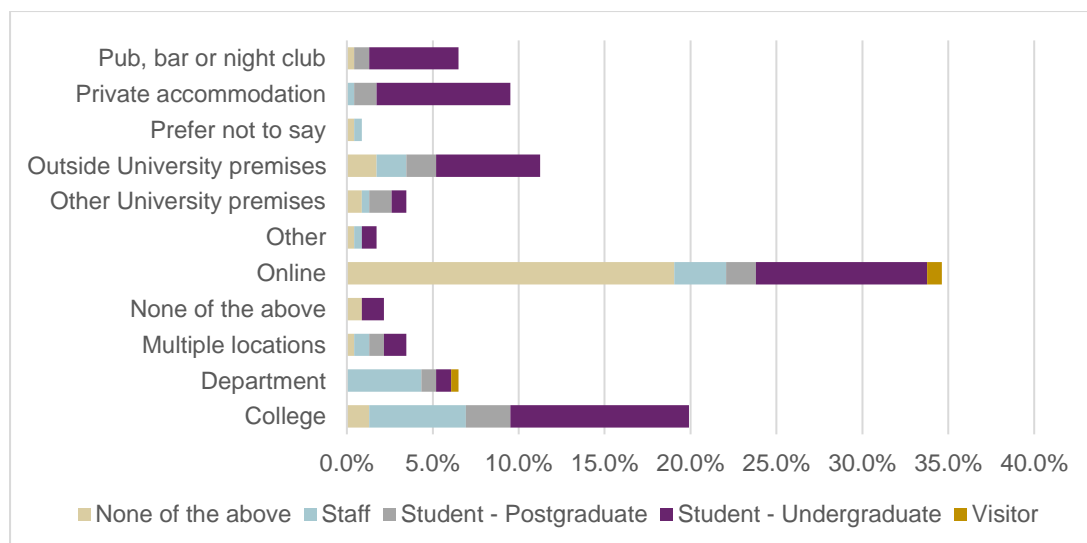
Reports from undergraduate students (18% of all reports) and postgraduate students (4% of all reports) were generally relating to sexual misconduct and violence. Staff members reported mainly about hate incidents (10% of all reports).

Figure 6. Affiliation of reporting party and person committing 2021/22 (and change from previous year, 2020/21)



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. Percentage of reports by location and reporting party affiliation, 2021/22



Consistent with previous years, a huge proportion of reported incidents took place **online (35%)**, most of these were via social media. This was followed by those that have taken place in a **DU college (20%)**, **outside the University premises (11%)** and in **private accommodation (10%)**.

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. 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

A high proportion of our Black, Asian and Minority Ethnic reporting parties identified as having a mixed ethnic background (8.2% of all reports). This was followed by reporting parties who identified as Chinese (7.4% of all reports), see Table 3.

Table 2. Demographic characteristics of reporting parties, 2021/22 and 2020/21

Ethnicity		
	2021/22	2020/21
White	64.5%	65.7%
Black, Asian and Minority Ethnic (BAME)	24.7%	20.1%
Prefer not to say	10.0%	13.0%
None of the above	0.9%	1.2%
Gender Identity		
	2021/22	2020/21
Woman	50.2%	55.6%
Man	30.3%	27.2%
Prefer not to say	12.1%	14.2%
Non Binary	7.4%	3.0%
Sexual Orientation		
	2021/22	2020/21
Heterosexual	36.8%	53.3%
Prefer not to say	17.7%	21.3%
Bisexual	19.9%	11.2%
Gay/lesbian (Homosexual)	14.7%	4.7%
Queer	6.1%	5.3%
Asexual	2.6%	1.8%
None of the above	2.2%	2.4%

Religion and Belief		
	2021/22	2020/21
No religion	26.0%	27.8%
Agnostic	19.9%	15.4%
Christian	16.0%	17.2%
None of the above	15.6%	8.3%
Prefer not to say	14.7%	19.5%
Muslim	2.6%	4.1%
Jewish	1.3%	4.7%
Spiritual	1.3%	1.8%
Hindu	1.3%	0.0%
Buddhist	0.9%	0.6%
Sikh	0.4%	0.6%
Disability		
	2021/22	2020/21
No	63.6%	72.2%
Yes	22.1%	14.2%
Prefer not to say	14.3%	13.6%

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

NB.

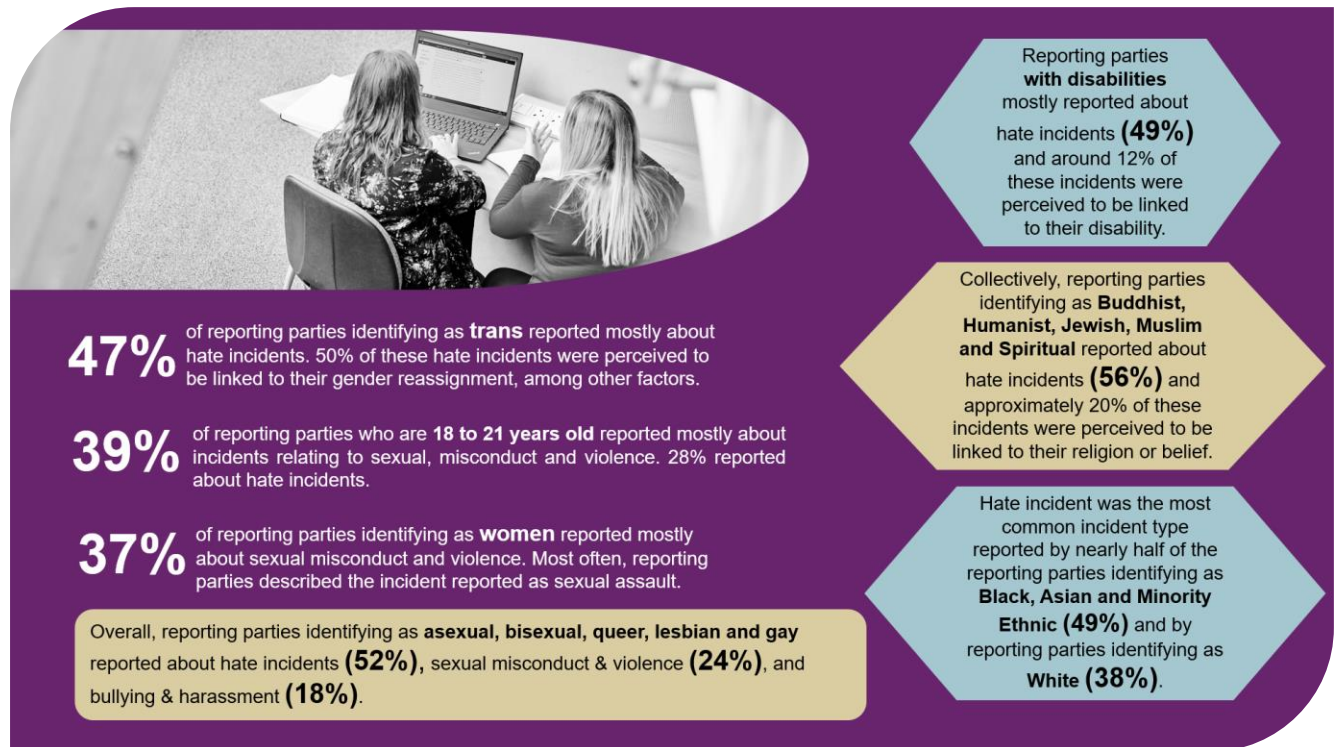
- Percentages for these tables are calculated over the entire sample, n=231.

Table 3. Ethnicity of reporting parties disaggregated, 2021/22

Ethnicity	% of Reporting Parties
Any other Asian background	0.9%
Any other White background	5.2%
Asian British	1.7%
Bangladeshi	0.4%
Black British	1.7%
Black Caribbean	0.4%
Chinese	7.4%
Indian	3.5%
Mixed background	8.2%
None of the above	0.9%
Pakistani	0.4%
Prefer not to say	10.0%
White British	55.4%
White Eastern European	0.4%
White Irish	1.3%
White Western European	2.2%

Key insights emerging from the cross-tabulation of demographic characteristics and incident types are depicted in Figure 8 below.

Figure 8. Headlines: Cross-tabulation of demographic characteristics and incident types, 2021/22



NB. Caution should be taken in interpreting the percentages featured in Figure 8, which are calculated based on a subset of the entire sample size of 231, and which are therefore smaller than the sample size (e.g. out of the 231 reporting parties, only 57 identified as Black, Asian and minority ethnic).

Updates and Next Steps

We continue to deliver and review agreed actions within 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

Over the past year, we have continued to consult our stakeholders, including student officers, to gain a stronger understanding of how we can better raise awareness of R+S as one of the pathways for reporting unwanted behaviour among students and staff.

Based on feedback received, we have increased visuals around campus by reintroducing R+S digital signages (see example on the right) as more members of the University community are back on-site. We also launched our second R+S campaign video, which provides examples of incidents that can be reported by staff and students through R+S (the video can be accessed [here](#)). Going forward, 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. In 2022, a workshop on LGBT+ allyship and awareness has been developed and piloted by our Learning and Development (EDI) team from HR. By taking part in this course, participants are expected to feel confident in their knowledge of gender identity and diversity, LGBT+ terminology, the rights of LGBT+ people under UK law, how to recognise and challenge negative LGBT+ behaviour in our community and think about inclusive LGBT+ practice.

Given the prevalence of online incidents of unwanted behaviour, we also recognise the need to undertake exploratory work on embedding positive online behaviour. As a starting point, we will map out how this is reflected in current training provision, policies and other existing resources for staff and students.

Theme 3: Response and Support

We continue to find ways to strengthen our support services and infrastructure for reporting parties. As part of this area of work, we are supporting our Concerns, Bullying and Harassment Advisors Network to ensure that they are well-informed of available internal services (e.g. accessing mediation service) and external reporting pathways (e.g. reporting

to police) to enable them to signpost appropriately. A series of lunch and learn sessions are being offered to our advisors to support this.

Theme 4: R+S online tool

A review of the tool's reporting forms is underway to ensure that the reporting forms remain fit for purpose for our community of staff and students. For instance, we are working with colleagues from Student Conduct Office in exploring the feasibility of incorporating into the R+S tool various reporting forms, which are currently Microsoft Forms-based, to better promote efficiency in reporting processes (based on relevant policies and procedures).