Report + Support Annual Report

October 2023 to September 2024

Stand together
Report it,
be supported

Contents

Introduction

Launched in October 2019 as part of the Office for Students funded project on [tackling religious and race-based hate crime](), Report + Support (R+S) is Durham University's online platform for reporting bullying, harassment, hate incidents, and sexual misconduct. Previously subscribed to the Silver package with Culture Shift, Durham upgraded to the Gold package as of October 2024, with increased functionality outlined at the end of this report.

R+S is accessible to all current students and staff, visitors, and to external users. It can be used to report incidents and unwanted behaviours, and to find information on key points of internal and external support. Through its analytics functionality, it also allows us to gain insight into prevalence and trends, and to recommend and deliver on tailored interventions.

Reporting parties can choose to report with their contact details via the platform, in which case they will be contacted by appropriate colleagues in the Equality, Diversity, and Inclusion (EDI) Department or Student Conduct Office (SCO); or anonymously. If the latter, reports will be used for trend monitoring purposes.

Financial resource for the platform is provided by the EDI Department, with triaging of reports now managed (as of October 2024) by the SCO. The EDI team continues to work closely with colleagues from the SCO, Human Resources Department, Colleges, academic departments, and the Concerns, Bullying and Harassment Advisors Network (CBHAN) to ensure that reports are addressed appropriately and within reasonable timescales.

This is the fifth Durham University R+S Annual Report, presenting analysis of reports received through the platform between 1 October 2023 and 30 September 2024 (2023/24 academic year). Data from the platform directly informs the Sexual Misconduct and Violence Annual Trend Monitoring report, which is provided to Senate and is publicly accessible via the University webpages. It does not include data captured via other reporting routes, such as disclosures made directly to College and department student support teams; disclosures and reports made directly to the SCO and HR; or incidents and concerns raised with specialist support services.
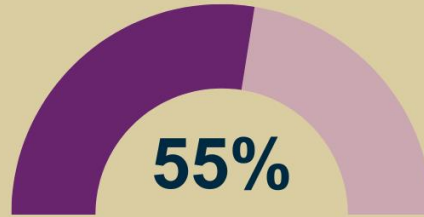
All data presented in this report has been fully anonymised to ensure that there is no risk of any individuals being identified.

If you have any queries about this report, please direct these to the EDI Department at [edi.team@durham.ac.uk]().

Data Snapshot: 01 Oct 2023 to 30 Sep 2024

267
reports have been made from 1 October 2023 to 30 September 2024.

55%
of reports received during this period were with contact details.

Fear of retaliation by the perpetrator was still the most common reason for reporting anonymously (40%).

Ethnicity (15%) and Sex (14%) were most cited by reporting parties as factors perceived as relevant to the report.

Affiliation

- None of the above 8.3%
- Visitor 0.8%
- Staff 27.8%
- PG 13.9%
- UG 49.2%

Most reporting parties identified as:

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

For religion and belief the highest proportion chose not to disclose, more details in demographics section
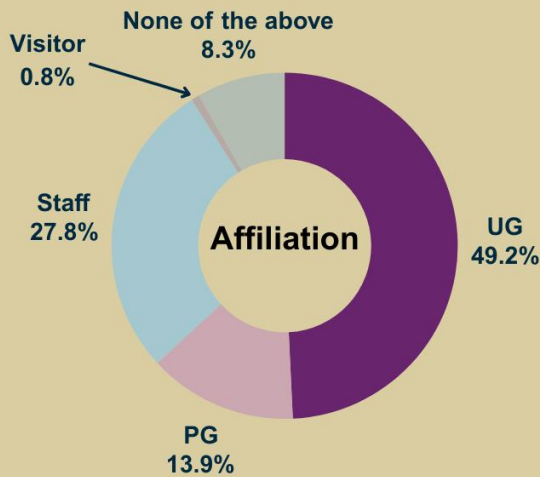
Most of the reported incidents took place in a department (18%) or a college (17%).

Incident Type

- None of the above 8.3%
- SMV 22.9%
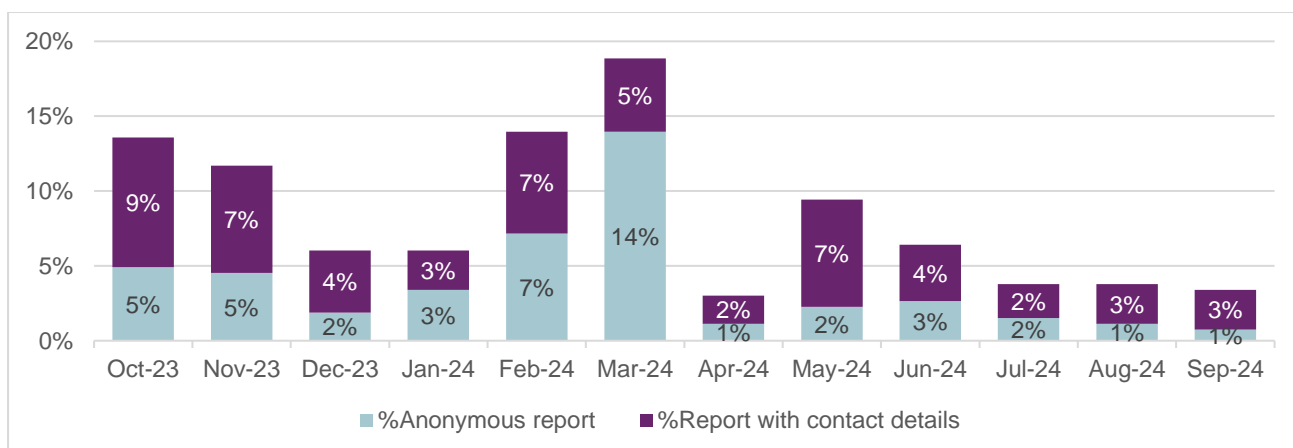- Hate Incident 19.5%
- B & H 49.2%
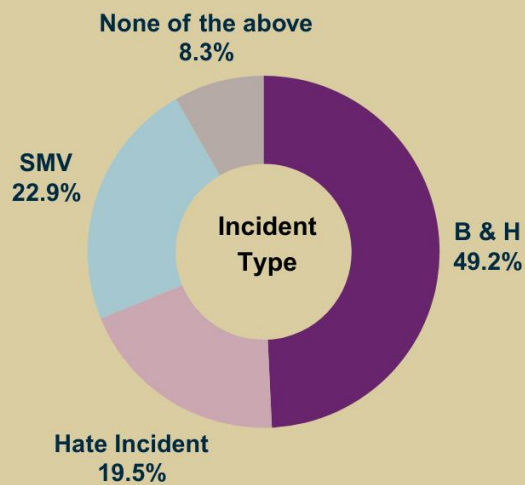
Data Insights

Reports over time

Once spam reports were removed, **267** reports were received through Report + Support during the period 1 October 2023 to 30 September 2024. 147 reports (55.1%) included contact details; 120 reports (44.9%) were anonymous. The total number of reports constitutes a 11.7% increase over the previous reporting period (1 October 2022 to 30 September 2023), during which 239 reports were received, and the peak months for reporting were **October, November, February, and March**. Reporting rates in June 2024 were lower than in previous years, which is typically a month which sees a high number of reports.

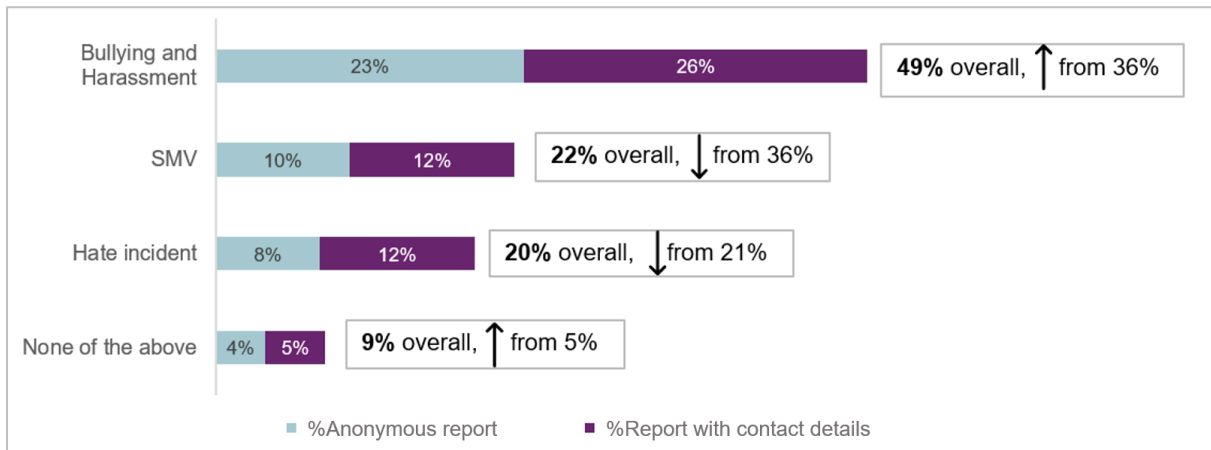*Figure 1. % of total reports by month and by mode, October 2023 to September 2024*

Incident types

When aggregated **(Figure 2)**, **Bullying and Harassment (non-sexual)** (49%) and behaviours constituting **Sexual Misconduct and Violence (SMV)** (22.7%) accounted for most reports. **Hate Incidents** in which the reporting party's protected characteristics were identified as a factor constituted 19.7% of total reports.

Figure 2. Clustered incident type broken down by report mode, 2023/24 (and change from previous year, 2022/23)

Bullying and Harassment: 23% %Anonymous report, 26% %Report with contact details — **49%** overall, ↑ from 36%

SMV: 10% %Anonymous report, 12% %Report with contact details — **22%** overall, ↓ from 36%

Hate incident: 8% %Anonymous report, 12% %Report with contact details — **20%** overall, ↓ from 21%

None of the above: 4% %Anonymous report, 5% %Report with contact details — **9%** overall, ↑ from 5%

■ %Anonymous report   ■ %Report with contact details

NB.   Composition of clustered incident types:
- **Bullying and harassment** = bullying + non-sexual harassment
- **Hate incidents** = hate incident based on disability + multiple characteristics + race + religion/belief + transgender identity
- **Sexual misconduct and violence** = domestic abuse + indecent exposure + rape or attempted rape + sexual assault + sexual assault + sexual harassment + stalking

Symbols indicating overall change from previous year, 2022/23:
(↑) increase (↓) decrease (~) approximately equal to

Figure 3. Percentage of reports by specific incident type and report mode, 2023/24

Bullying: 15%, 13%
Harassment (non-sexual): 8%, 13%
None of the above: 4%, 5%
Hate incident based on race: 3%, 5%
Sexual Harassment: 3%, 5%
Rape or attempted rape: 3%, 2%
Sexual Assault: 2%, 3%
Hate incident based on multiple characteristics: 2%, 3%
Hate incident based on religion: 2%, 2%
Spiking: 1%, 2%
Hate incident based on sexual orientation: 1%, 1%
Image-based sexual abuse: 1%
Hate incident based on disability: 1%, 0.4%
Stalking: 1%
Indecent Exposure: 1%
Hate incident based on transgender identity: 0.4%
Domestic Abuse: 0.4%

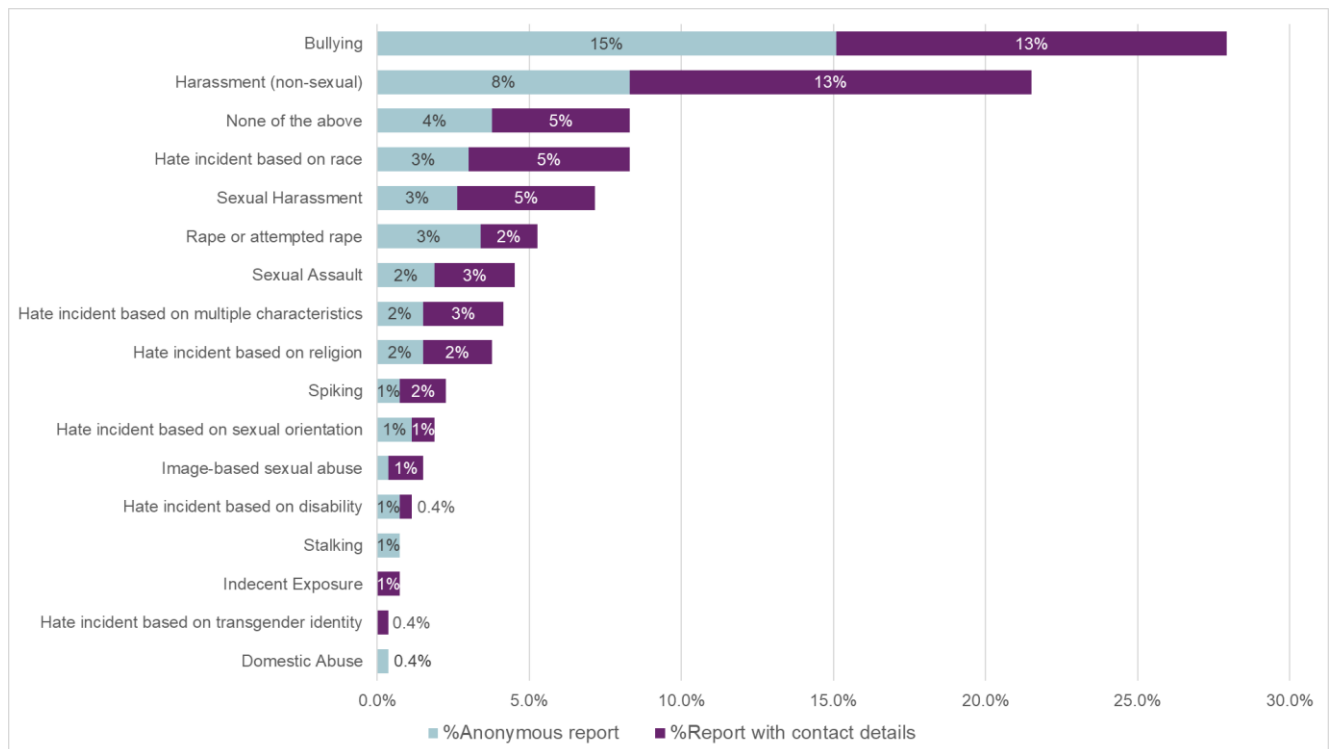■ %Anonymous report   ■ %Report with contact details

Figure 3 shows that when incident types are disaggregated, **bullying** continue to be the most common type of incident reported during this period, comprising 28% (15% anonymous, 13% with contact details) of all reports. This was followed by **non-sexual harassment** (21% of all reports), **none of the above** (9% of all reports) and **hate incident based on race** (8% of all reports) with the same proportion as **sexual harassment** (8% of all reports).

Perceived factors

The Report + Support form allows reporting parties to include information on the factors (such as protected characteristics) which they perceive to be relevant to their report and what they have experienced/witnessed. This information is optional, and reporting parties may choose multiple factors depending on the nature of their report.

Ethnicity (17.6%) and **sex** (16.5%) were the most frequently cited perceived factors relevant to the reporting party's report, across all incident types. **None of the above** was cited by (36.3%) of reporting parties, followed by **Not Applicable** (18%) as the most frequently chosen options available.

For reports of **Bullying**, the most frequently reported incident type, **Age** and **Socio-economic background** were the most commonly cited factors perceived by the reporting party as impacting their report.

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** (55%). However, compared with the last reporting period we have seen a 7% reduction in reports with contact details, and an increase in anonymous reporting. This is likely the result of increases in anonymous reporting during this period, particularly in relation to: Non-sexual harassment (+4%), Bullying (+5%) and Sexual Harassment (+1%).

Figure 4. Report mode, 2019/20 to 2023/24
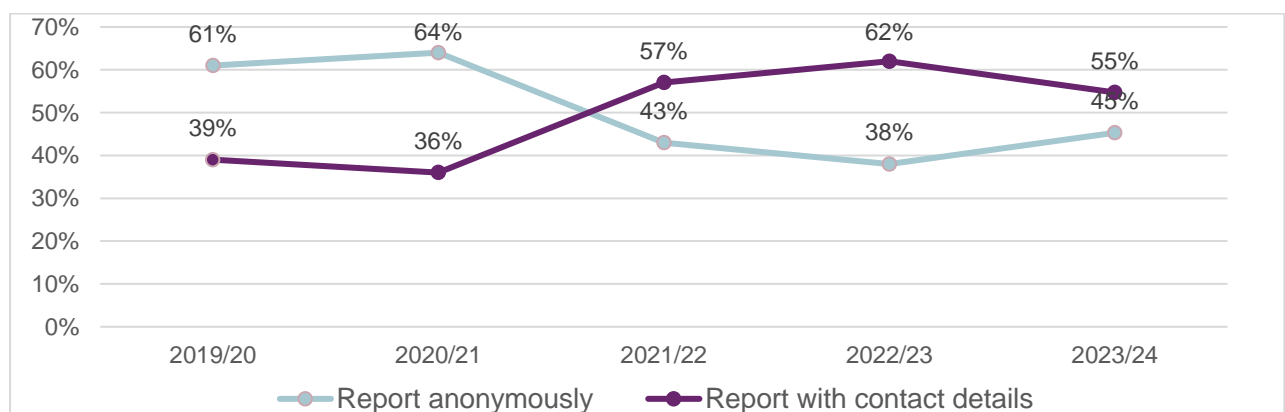
For reporting parties who have chosen to report anonymously, the R+S tool enables them to provide reasons for anonymity, with the option of selecting multiple responses. This helps the University in identifying common barriers to named reporting. **"I am worried the perpetrator would retaliate"** (19.6%) was still the most common reason for reporting anonymously, as indicated in Table 1. This barrier to reporting has seen a 5% increase since the last reporting period.

Table 1. Reasons for anonymity, 2020/21 to 2023/24

Reasons	% of Total reasons			
	2023/24	2022/23	2021/22	2021/20
I am worried the perpetrator would retaliate	**19.6%**	14.6%	12.3%	17.7%
I am worried about being called a troublemaker	**9.2%**	11.3%	11.1%	12.0%
Nothing would be done if I made a complaint	**12.6%**	9.2%	11.1%	10.1%
I have concerns it might affect my current/future career	**8.7%**	8.8%	5.9%	4.1%
I cannot prove the behaviour took place	**7.8%**	7.9%	7.5%	10.1%
Making a complaint would have a negative impact on my health	**5.9%**	7.1%	7.1%	6.6%
I am worried that I won't be believed	**9.8%**	6.7%	9.5%	8.5%
None of the above	**2.0%**	6.3%	7.9%	4.7%
I feel too embarrassed or ashamed	**4.5%**	5.8%	2.8%	3.8%
I reported it to someone at the University but they didn't take it seriously	**5.3%**	5.8%	5.1%	3.8%
I am worried that there would be repercussions in my social circle	**4.5%**	3.8%	6.7%	6.9%
It's not serious enough to warrant a complaint	**3.1%**	3.8%	3.6%	3.8%
I don't want to get the other person/people into trouble	**2.5%**	2.9%	1.6%	2.5%

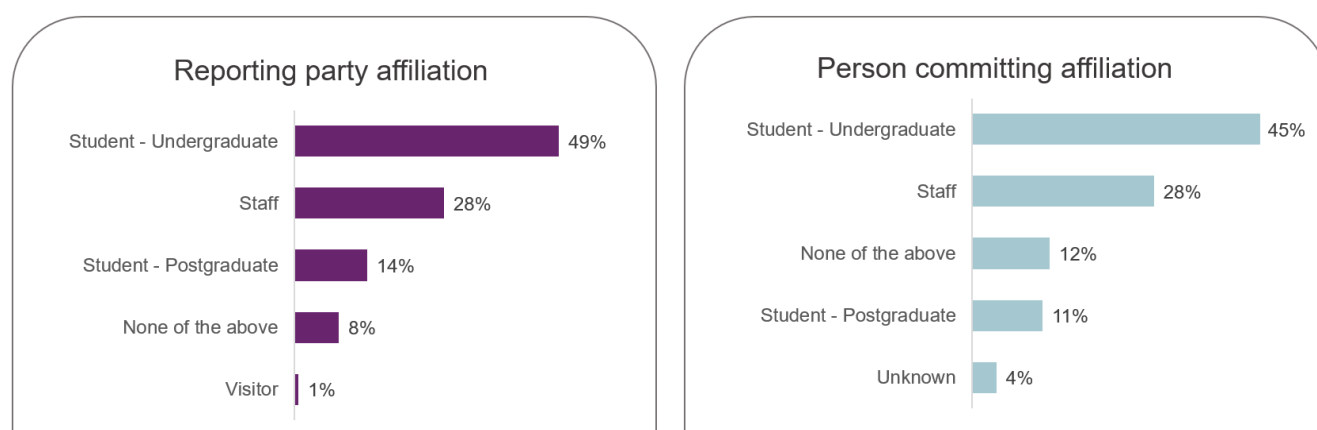|				
I don't have time to make a complaint	**2.5%**	2.5%	3.6%	2.8%
I don't want anyone to know it took place	**1.1%**	2.5%	1.2%	1.3%
I feel partly to blame for what happened	**1.1%**	1.3%	3.2%	1.3%

Affiliations and incident locations

As depicted in **Figure 5**, the greatest number of reports received during this period came from **undergraduate students (49%)**, which was slightly lower than the previous academic year (54% in 2022/23).

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 16%, and staff 20% in 2023/24.

Undergraduate students mostly reported about fellow undergraduate students. For reporting parties who are staff, incidents of unwanted behaviour were most commonly reported to be committed by other staff.

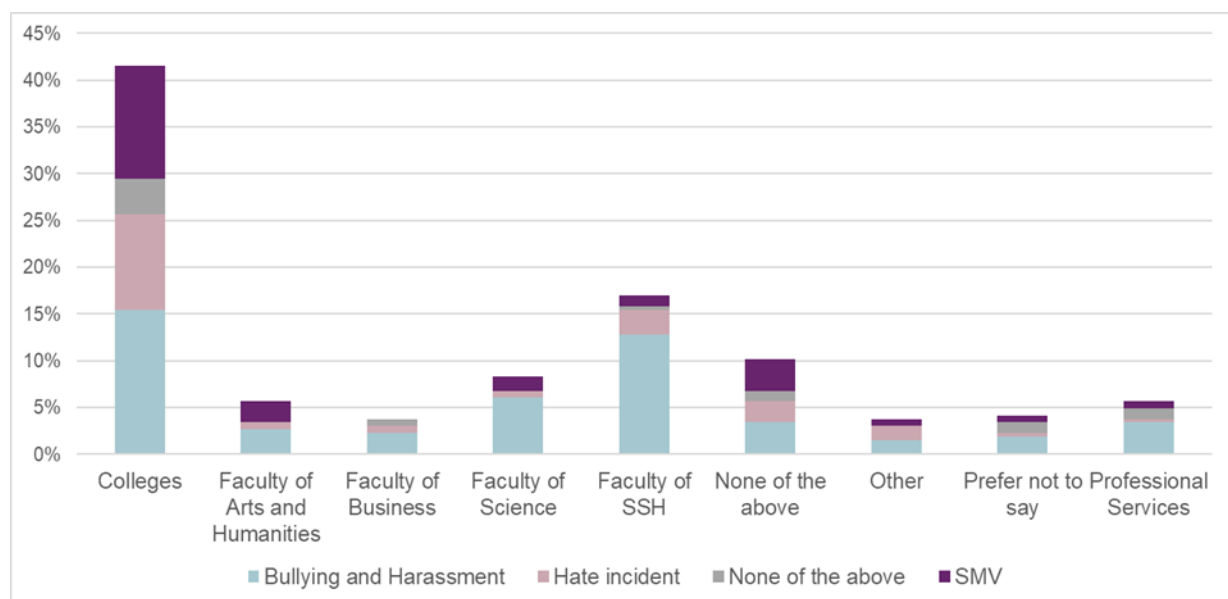*Figure 5. Affiliation of reporting party and person committing 2023/24*

Reporting party affiliation

- Student - Undergraduate: 49%
- Staff: 28%
- Student - Postgraduate: 14%
- None of the above: 8%
- Visitor: 1%

Person committing affiliation

- Student - Undergraduate: 45%
- Staff: 28%
- None of the above: 12%
- Student - Postgraduate: 11%
- Unknown: 4%

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.

A cross-tabulation of reporting party affiliation and incident type reveals that reports from undergraduate students generally related to bullying and harassment (44 out of

131) as well as SMV (42 out of 131). Bullying and harassment was the main incident type reported by postgraduate students (18 out of 36) and staff (59 out of 74).

A reporting party can also select which area in the University they are affiliated with – e.g., their department, college etc. **Figure 6** shows that when the declared University areas are aggregated, a large proportion of reporting parties have selected their **college** (42% of total reports) as the University area they are affiliated with, with 15% relating to bullying and harassment and 12% to SMV.

Figure 6. University area of reporting party cross-tabulated with clustered incident type, 2023/24

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).

With regard to the location of reported incidents (**Figure 7**), **department** (47 out of 265 or 17%) and **DU college** (46 out of 265 or 18%) were the most common during this period. Staff members predominantly reported incidents that took place in their department, whilst DU college was mainly selected by undergraduate students as the incident location. It is worth noting that there are various contributing factors associated with the location of reported incidents, which can include alcohol consumption.

Figure 7. % of reports by incident location and reporting party affiliation, 2023/24
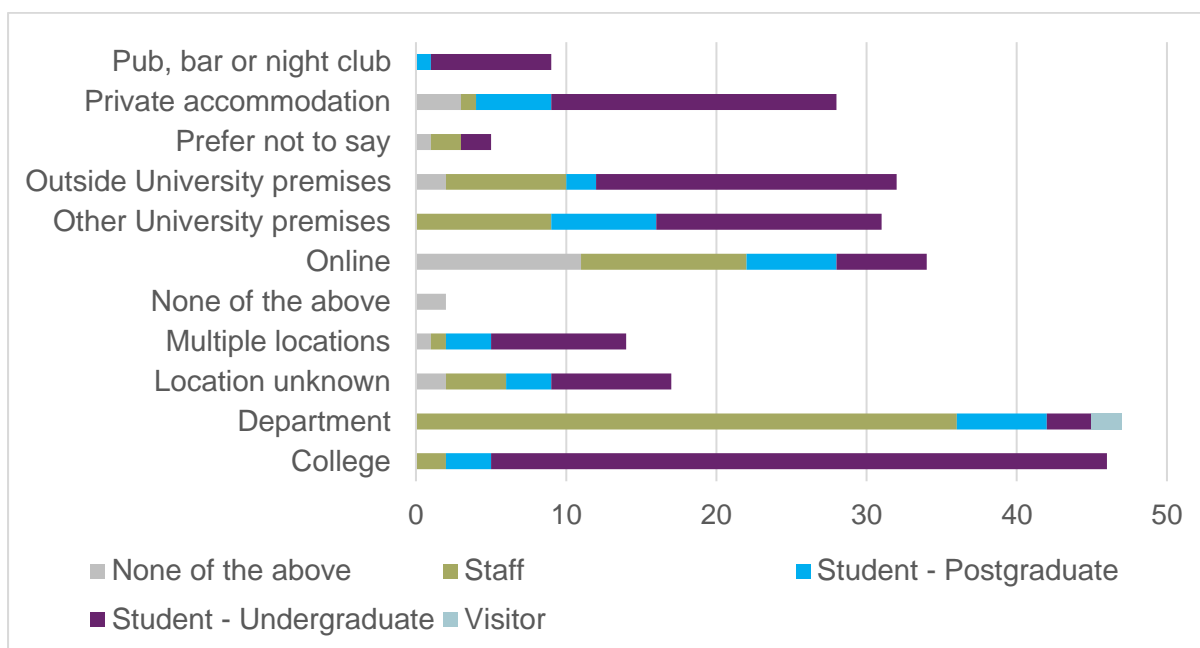
Demographic characteristics of reporting parties

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

For the religion and belief question the largest proportion of people chose not to disclose (29.8%). Of those who did disclose, most still identified as having no religion (23.8%).

Table 2. Demographic characteristics of reporting parties, 2020/21 to 2023/24

Ethnicity				
	2023/24	**2022/23**	**2021/22**	**2020/21**
White	51.3%	49.4%	64.5%	65.7%
Racially minoritised ethnic background	31.3%	38.5%	24.7%	20.1%
Prefer not to say	16.6%	11.7%	10.0%	13.0%
None of the above	0.8%	0.4%	0.9%	1.2%

Gender Identity				
	2023/24	**2022/23**	**2021/22**	**2020/21**
Woman	53.2%	60.3%	50.2%	55.6%
Man	23.4%	20.9%	30.3%	27.2%
Prefer not to say	17.7%	13.0%	12.1%	14.2%
Non Binary	4.9%	5.9%	7.4%	3.0%
In another way	0.8%	0%	0%	0%

Sexual Orientation				
	2023/24	**2022/23**	**2021/22**	**2020/21**
Heterosexual	46.4%	45.6%	36.8%	53.3%
Prefer not to say	29.1%	23.4%	17.7%	21.3%
Bisexual	7.5%	11.3%	19.9%	11.2%
Gay/lesbian (Homosexual)	7.2%	11.3%	14.7%	4.7%
Queer	4.2%	4.2%	6.1%	5.3%
None of the above	3.0%	0.8%	2.2%	2.4%
Asexual	2.6%	3.3%	2.6%	1.8%

Trans Identity				
	2023/24	**2022/23**	**2021/22**	**2020/21**
No	78.1%	82.4%	80.1%	82.8%
Prefer not to say	15.1%	12.6%	12.6%	13.6%
Yes	6.8%	5.0%	7.4%	4.0%

Disability				
	2023/24	**2022/23**	**2021/22**	**2020/21**
No	63.4%	61.1%	63.6%	72.2%
Yes	20.8%	23.4%	22.1%	14.2%
Prefer not to say	15.8%	15.5%	14.3%	13.6%

Age				
	2023/24	**2022/23**	**2021/22**	**2020/21**
18 - 21 years	44.5%	45.6%	45.9%	34.3%
Prefer not to say	17.7%	10.5%	7.4%	27.8%
22 – 25 years	15.8%	20.1%	12.6%	11.2%
26 – 35 years	8.7%	10.9%	15.2%	7.7%
36 – 45 years	6.8%	4.2%	7.8%	10.1%
Information Unknown	1.9%	5.0%	5.6%	3.6%
Under 18	1.9%	1.3%	0.4%	1.8%
46 – 55 years	1.5%	1.3%	3.0%	3.0%
56 years and over	1.1%	1.3%	2.2%	0.6%

Religion and Belief				
	2023/24	**2022/23**	**2021/22**	**2020/21**
Prefer not to say	29.8%	20.5%	14.7%	19.5%
No religion	23.8%	27.2%	26.0%	27.8%
Christian	12.1%	13.4%	16.0%	17.2%
None of the above	10.9%	14.6%	15.6%	8.3%
Agnostic	6.8%	8.8%	19.9%	15.4%
Hindu	5.3%	2.9%	1.3%	0.0%
Muslim	4.2%	5.0%	2.6%	4.1%
Jewish	2.6%	0.8%	1.3%	4.7%
Spiritual	2.3%	5.4%	1.3%	1.8%
Buddhist	1.5%	1.3%	0.9%	0.6%
Humanist	0.8%	0.0%	0.0%	0.0%

NB: Percentages for these tables are calculated over the entire sample, n=267.

When the ethnicity of reporting parties is disaggregated (**Table 3**), 9.1% of the 267 reports were from Chinese reporting parties, followed by Indian reporting parties (6.0% of all reports). This is reflective of the University's wider population, as our Chinese communities make up a large part of the racially minoritised student and staff population.

Table 3. Ethnicity of reporting parties (disaggregated), 2023/24

Ethnicity	% of Reporting
White British	40.4%
Prefer not to say	16.6%
Chinese	9.1%
Indian	6.0%
Any other White background	4.9%
Mixed background	4.2%
Any other Asian background	3.8%
White Western European	3.4%
Asian British	1.9%
Iranian	1.9%
Any other Middle Eastern background	1.5%
White Irish	1.5%
White Eastern European	1.1%
Bangladeshi	0.8%
Black African	0.8%
None of the above	0.8%
Any other ethnic group	0.8%
Black British	0.4%
Pakistani	0.4%

Key insights emerging from the cross-tabulation of demographic characteristics and incident types are outlined below.

► Reporting parties from **racially minoritised ethnic backgrounds** were **more likely** to report a **hate incident**, 28.6% vs 16.2% of white people. They were also **less likely** to report incidents relating to **sexual misconduct and violence**, 15.5% vs 31.6% white people.

► **Women more likely** to report an incident relating to **sexual misconduct and violence,** 36.4% of women vs 9.5% of men.

► There was only a **marginal** difference in the reporting of LGBTQ+ and Heterosexual people. The largest being that **heterosexual** people are **more likely** to report incidents of **bullying and harassment** (43.4% vs 37.3% of LGBTQ+ people).

► People with **no religion** were **most likely** to report incidents relating to **sexual misconduct and violence** (44.4% vs 25.0% of Christians and 13.9% of those of a minority religion (Buddhist, Hindu, Jewish or Muslim). People with a **minority religion** (Buddhist, Hindu, Jewish or Muslim) were **most likely** to report a **hate incident** (52.8% vs 15.9% of those with no religion and 6.3% of Christians.

► There was only a **marginal difference** in the reporting of disabled and non-disabled people. The largest being that **non-disabled people** are **more likely** to report **hate incidents** (23.8% vs 12.7% of disabled people).

► **Trans people more likely** to report a **hate incident** (31.6% vs 19.3% of cis people).

► Reporting parties aged **22 and over** were **more likely** to report incidents relating to **bullying and harassment** (59.3% vs 33.1% of reporting parties aged 21 and under). They were also **less likely** to report **hate incidents** (13.2% vs 24.2%), and incidents relating to **sexual misconduct and violence** (13.2% vs 37.1%).

Caution should be taken in interpreting the percentages featured above, which are calculated based on a subset of the entire sample size of 267, and which are therefore smaller than the sample size (e.g. out of the 267 reporting parties, only 18 identified as being trans).

Updates and Next Steps

We continue to deliver our four thematic areas of work relating to R+S. 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

Communication and profile-raising around R+S continue to be a principal theme. Information about R+S is included in College induction materials for new undergraduate and postgraduate students; and incoming JCR and MCR Presidents are made aware of the tool and its functionality during their training towards the end of the summer vacation period, e.g., in the SMV: Disclosure and Awareness (Level 1) in-person workshop.

R+S promotional materials were renewed during the 2022-23 academic year via a poster competition for DU students, which further promoted engagement with the platform. We recognise that a whole-university approach is required for comprehensive communication of R+S across all parts of the University (and reaching both students and staff). Departments will be encouraged to flag R+S via digital screens, posters, and in slides incorporated into lecture materials.

Theme 2: Prevention

As part of the work towards the Inclusive Durham Framework and developing action plan 2025-2030, SMV and gender-based prevention and education has been identified as Inclusive Durham Priority Theme 2, under which prevention activity may be co-ordinated. A broader Priority Theme 1, which aims to further develop a respectful culture for staff and students by celebrating best practice, will group together preventative and education actions across the University community.

Following evaluation of the Respect, Values and Behaviour (RVB), and a final pilot programme undertaken with the Colleges Division at the start of the 2024/25 academic year, RVB is due to be rolled out institution-wide for the beginning of the 2025/26 academic year.

The EDI required online staff training module has been redeveloped following consultation and feedback from key stakeholders and will be launched later in the 2024/25 academic year as 'Creating an Inclusive Durham'. This module aims to raise awareness and understanding of the concepts of equity, diversity and inclusion; the

importance of creating a respectful and inclusive community; and understanding of reporting mechanisms and support systems within the University.

Theme 3: Response and Support

We continue to develop our support services for both staff and students, with the new Student Support Model now in its second full academic year of operation, and further development of the [Student Support Hub.](#) The Student Support Information Management System (SSIMS) has also continued to develop and become embedded across all University student support functions (including College, department, and specialist support services). As of November 2024, cases in SSIMS for active, currently registered students include over 15,000 in Colleges, ~7800 in Academic Departments, ~8000 in Disability Support, and ~3800 in Counselling and Mental Health.

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.

Within the Student Conduct Office, support for reporting parties is available from the SMV case management team. Outside the processes of university-level investigations, this team is also available to student and staff reporting parties to provide guidance about internal and external reporting options, and to signpost to specialist support.

Theme 4: R+S online tool

Within the terms of our current contract with Culture Shift, Durham upgraded its R+S membership subscription to Gold, with effect from October 2024 and to October 2027. The upgrade to Gold brings increased functionality, including full analytics access; use of campaign assets including Active Bystander, Allyship, etc; risk assessment tools for use by specialist case managers; and automated name matching, which tracks names across reports to identify multiple incidents involving the same reported perpetrator. The impact of this is already being felt, both through increased access to detailed data on reporting trends, and access and use to materials for pan-University promotion and campaigns.