





# **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

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).



#### 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,-3(o)-3(rti)3(n)6(g)-3(p)-5(a)-3(rti)13(e)-3(s)]TJETQq0.00000887n,

Figure 4. Word cloud representation of perceived contributing factors, 2022/23
<b>Ethnicity</b> (15%) and <b>sex</b> (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. <b>None of the above</b> was the selected option by 25% of the reporting parties in relation to factors relevant to their reported incident.
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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			
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%	

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#### Affiliations and incident locations

Similar to previous years, the highest number of reports received during this period came from undergraduate students (54%)

### 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 Not having a religion
Women Not having a disability
Heterosexual 18 to 21 years old

Not being trans

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

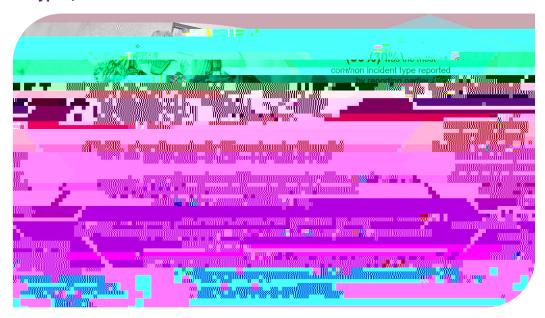
	2022/23	2021/22	2020/21
White	49.4%	64.5%	65.7%
Racially minoritised			

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

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