



University of Strathclyde's Report & Support Annual Publication 2023/24

Introduction

Strathclyde's approach to tackling Gender-Based Violence

At Strathclyde, as a socially progressive institution, our first priority is the safety, health and wellbeing of our community. Unacceptable behaviour has no place, and we will not tolerate any form of discrimination, harassment, victimisation or bullying. Our dedicated Gender-based violence (GBV) [webpages](#) provide an accessible introduction to GBV. It notes the impact of GBV making clear that, whilst women and girls comprise most survivors, anyone can be affected. It details reporting processes and the support available to staff and students.

GBV is common across the UK, and the Strathclyde community is not immune. Aligning with the [Scottish Government](#) and UN definitions, the University understands GBV as a form and function of gender inequality, one that covers a spectrum of behaviours including domestic abuse, coercive control, online abuse and harassment.

As part of our commitment to transparency, we will publish data related to reports of GBV and other behaviours on an annual basis. This report represents the first publication and details incidents and behaviours submitted to our [Report and Support](#) reporting tool.

Equally Safe at Strathclyde Group

Emerging as an outcome of the Scottish Government-funded [Equally Safe in Higher Education](#) research project (2017-2019) the Equally Safe at Strathclyde Group was established in 2019 to lead institutional strategy and activity to tackle gender-based violence. It currently reports to the Equality, Diversity and Inclusion Committee (EDIC) and Safeguarding Committee, both of which report to Executive Team. Membership is drawn from across the institution involving staff from a cross-section of grades, faculties, and professional services to ensure diversity, representation, and a student-centred approach.

It has been chaired by the Deputy Director Student Experience (Access, Admissions and Progression) since 2021 and includes student representation. The Strath Union President, Vice President Inclusion and Women's Representative are all members and there is a standing item for Strath Union at each meeting.

Safe360°

Our work to tackle gender-based violence is situated within our broader safeguarding approach, [Safe360°](#). This underpins the University's duty of care and enhances support mechanisms for students and staff, integrating national guidance and University policies and procedures.

Alongside the suite of relevant policies and structures, Strathclyde's person-centred approach to behaviours and expectations is clearly communicated in a brief, accessible manner within the Strathclyde Community Commitment, first published in 2021 (see [Community Commitment](#)) For example, it notes:

As Strathclyders, we will treat everyone with openness, consideration, kindness and respect regardless of their programme of study, grade, job type, race, religion, disability, culture, gender and sexual orientation. We expect to be treated with similar kindness and respect.

When others don't treat me or other members of the community with kindness and respect, I have the right to appropriately tell them this and ask them to change their behaviour or raise my concerns through other appropriate means such as Report & Support.

Report & Support

History

Initially created in 2017 to capture experiences of discrimination and harm, and to ensure that individuals or groups impacted by such behaviours have access to immediate support, Report & Support has evolved at Strathclyde to include all aspects of harm and safety experienced by the wider Strathclyde community.

The Report & Support platform was created to capture behaviours and actions that are seen as being underreported. It allows the Strathclyde community a facility to disclose behaviours that could put the safety and wellbeing of the community at risk.

The purpose of Report & Support is to make everyone feel safer and to challenge behaviours that are seen to be detrimental to society.

Some of the behaviours that we encourage people to report include:

- Harassment,
- Stalking,
- Discrimination,
- GBV,
- Racism,
- To raise concerns about someone's safety or wellbeing,
- Other issues that are seen to undermine an inclusive University.

Since 2023 we have actively promoted Safe360° and Report & Support through departmental meetings, wellbeing events, promotional materials at most Faculty and Department offices, as well as collaborative drop-in sessions with Strath Union.



How Report & Support operates

When a Report is received, the information is viewed by a small group of senior University staff from Student Experience, Security & Safeguarding.

The Report is initially managed by the Student Conduct & Support Team who will assess the report and decide on how best to respond. Once they have discussed the report with the reporter (where contact information is provided) they may then escalate to other appropriate teams within Strathclyde or to the Police (where appropriate).

Every report is given the focus and time it deserves. In most circumstances no action is taken without the consent of the person reporting or on whose behalf the report is made. Full consideration is given to confidentiality and privacy. In matters where there is a perceived immediate risk to the safety of the reporter or other staff or students, or that could affect the safeguarding of other staff or students, or where a child might be at risk, an urgent Report & Support Management Group meeting is convened, and appropriate action is agreed.

Should a report be received out of hours, and be deemed as requiring immediate action, the On-Call Student Experience Head of Department will implement support (or police involvement) depending on the issue raised. Each issue is risk-assessed and decisions are made on what is best for the reporter/person being reported.

The tool is free text-based, enabling reporters to submit the level of detail with which they feel comfortable; all non-anonymised reports are followed up on irrespective of level of information submitted and every endeavour is made to follow up on anonymised reports. Reports are monitored daily and the Student Conduct & Support Team generally respond to reporters within 24 hours of the report being submitted on working days and have a published target response time of 48 hours. The reporting tool uses language and terminology that is aligned with wider institutional policies and initiatives e.g. our [Gender-Based Violence Policy](#) and our on-campus [Rape Crisis Service](#).

Our Safety and Security Team offers contextualised advice to individual reporters on personal safety including personal safety awareness when on and off campus, the arrangement of taxis for off-campus activity/movement where there is an escalated concern for the reporter's safety.

Activity to address GBV, harassment and poor behaviour in 2023/24

Mandatory modules for students

In Academic Year 22/23, two new online modules for students were developed and made available on MyPlace. 'Tackling GBV' utilised assets developed by Rape Crisis Scotland with book-ended content specific to Strathclyde's policies and support. #StrathEqual was developed by the Access, Equality and Inclusion Service and covers allyship and active bystander approaches as well as details about Safe360°, Report & Support, on-campus Rape Crisis provision and the Safe Taxi scheme. Both were

made available to all students and promoted on social media and within the Strathclyde App. 438 students had completed Tackling GBV and 518 had completed #StrathEquals by the end of the academic year.

With approval and endorsement from the Executive Team in March 2023, Strathclyde took the decision to transition the modules onto a mandatory basis for all new undergraduate students registering in 23/24. By the end of October 2023, 4458 students had completed the modules as part of their registration process. Feedback was positive, with 86% agreeing that the Tackling GBV course was interesting, for example. Rollout will be expanded to new postgraduate students in 24/25.

Partnership with Glasgow and Clyde Rape Crisis

In September 2017, the University engaged in an innovative strategic partnership with Glasgow and Clyde Rape Crisis (GCRC) to deliver [specialist on-campus support](#) for student who have experienced GBV. Offered throughout the year and running 3 days per week, the service is open to all students. The provision enables a rapid, expert response to be offered to the vulnerable clients accessing the service. Located in the Disability & Wellbeing Service, the service allows the University to respond more effectively to our students and allows them to fit their support around their timetable in an easily accessible on-campus location. The on-campus service also enables the students to be easily linked to other support they may require to help them overcome the impact that their difficulties may be having on their academic work e.g. adjustments, extensions, submitting personal circumstances. The service has proven successful with clients reporting that they have found it highly beneficial and effective at retaining their engagement.

A new [partnership agreement](#) has been put in place this year to enable GCRC to deliver a rolling programme of in-person and remote training sessions for students and staff as well as consultative expertise related to policies and case management. Training includes GBV First Responder, Consent and Healthy Relationships, Gender Socialisation and Culture.

Participation in the Emily Test Charter

In 2021/22, the University was selected as one of four universities and colleges to pilot the [EmilyTest](#) charter with the aim of improving gender-based violence prevention, intervention and support among students. Led by the Equally Safe Group and Student Experience, Strathclyde has now completed its submission for the full Charter. The result is due in summer 2024.

Launch of GBV First Responder Network

In 2023/24, a pool of [GBV First Responders](#) were created; a network of staff volunteers who are trained to respond sensitively to disclosures of harm or abuse and to listen without judgement. They provide short-term support and a friendly point of contact for those who may need to disclose gender-based violence.

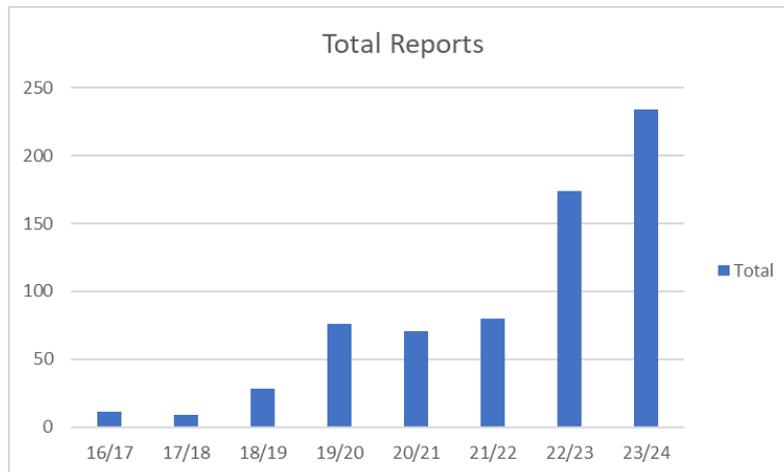
GBV First Responders are trained and familiar with support services in the University and externally. They can signpost information on options and next steps for anyone who has been subjected to any type of harm or abuse, sexual assault, or sexual harassment. This could be at a time of crisis or more historically, after an incident.

GBV First Responders can advocate on behalf of a reporting person when accessing University services, or in relation to their studies e.g., student extension requests or personal circumstances and voluntary suspension applications where a safeguarding incident might impact on a student's university participation.

Report & Support data

All Reports

The table and graph below detail the number of total reports received via the Report & Support platform each academic year since its inception.



Academic Year	Number of Reports
16/17	11
17/18	9
18/19	28
19/20	76
20/21	71
21/22	80
22/23	174
23/24	234
Total	683

The sharp increase in reports directly correlates to the creation of the Student Conduct & Support Team in August 2022 and the active promotion of the facility from that point on.

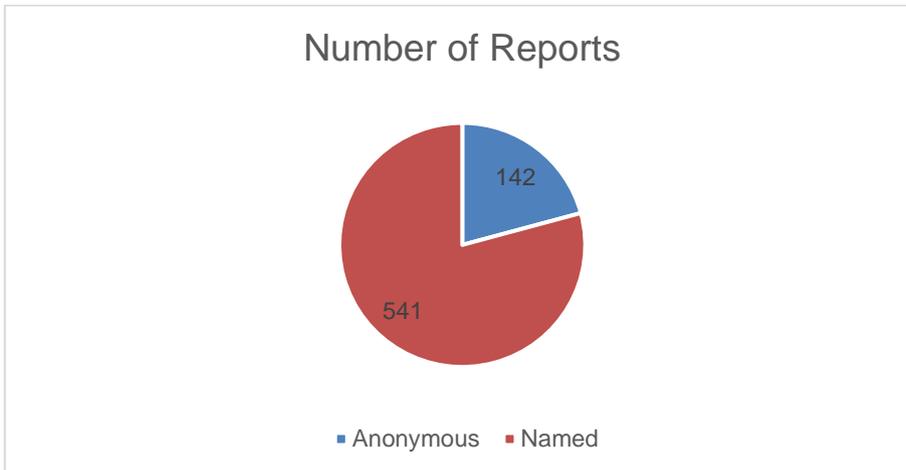
Who reported?

Reporter	Number of Reports
Anonymous	45
Applicant	*5 or fewer
D&R Advisor	*5 or fewer
External staff	*5 or fewer
Former staff	*5 or fewer
Former student	12
Other HE provider staff	*5 or fewer
Parent/Carer	*5 or fewer
Prospective student	*5 or fewer
Member of public	*5 or fewer
Student	293
Union staff	15
University staff	280
Unknown	21

Most reports are submitted by current students. Increasingly, however, the Report & Support system is being used by staff to report concerns about their colleagues and, more regularly, about students. Our internal promotional work has encouraged staff to use Report & Support in this way.

Anonymous versus named reporters

Reporter	Number of Reports
Anonymous	142
Named	541
Total	683



Most reporters provide contact details so that we can follow up with them.

All Reports by Category

Reports have been categorised by the Student Conduct & Support Team based on the information provided by the reporter as well as follow-up conversations and actions. For each report, the Team note the main issue or concern identified by the reporter. For some reports, there may also be a secondary category. For example, a report may have the main issue categorised as gender-based violence, with an additional category of physical assault.

The figures reflect incidents that were perceived by the reporter as a particular issue or subsequently categorised as such by the Student Conduct & Support Team. They do not indicate whether this was found to be the case by the University following an investigation.

Low reporting of particular issues may indicate that there have been few or no incidents, however it may also represent under-reporting. A higher number of reports of a particular issue may represent an increase in incidents, however it may also indicate that reporters feel more comfortable reporting to the University and have an awareness of the channels by which to do so. Year on Year reporting should allow for greater understanding of trends.

Category	Number of Reports
Academic	27
Accommodation	38
Complaints	144
Dignity and Respect Adviser report	*5 or fewer
Estates/Security/Health & Safety	30
Financial concern	21
Gender-based violence	92
Harassment	59

LGBTQ+	23
Race, Culture, Belief	74
Unknown	18
Violence	24
Welfare	129

All Reports by Subcategory

Subcategory	Number of Reports
Welfare concern	88
Complaint about staff	81
Racism	47
Online harassment	34
Sexual assault	33
Concerning behaviours	27
In-person harassment	26
Covid issue	21
Complaint about student	21
Fraud/scam/blackmail	17
Sexual harassment	13
Physical assault	12
Mental health concern	12
Stalking	11
Inappropriate comments	10
Inappropriate behaviours	10
Transphobia	9
Homophobia	9
Accommodation issues	8
Domestic abuse	8
Bullying	8
Drugs/alcohol	6
War/conflict concerns	6
Sectarianism	6
Antisemitism	6
Theft	*5 or fewer
Estates	*5 or fewer
Threatening behaviour	*5 or fewer
Strath Union	*5 or fewer
Security	*5 or fewer
Political issue	*5 or fewer
Fallout with classmates	*5 or fewer
Criminal convictions	*5 or fewer
Unattended children	*5 or fewer
Injury	*5 or fewer
Graffiti	*5 or fewer
Financial issues	*5 or fewer
Spiking	*5 or fewer

Police concern	*5 or fewer
Honour-based violence	*5 or fewer
Abuse	*5 or fewer
Xenophobia	*5 or fewer
Islamophobia	*5 or fewer
Concerns about suicide	*5 or fewer
Disability	*5 or fewer

2023/24 Reports by Outcome

From the 2023/24 academic year we started noting outcomes for each report. This does not necessarily report the final outcome of a submission; there may be an internal investigation or disciplinary process, for example. It provides details on next steps from the perspective of the Report and Support process.

Outcomes	Number of Reports
No action required (e.g., noted for recording purposes)	35
Referred to HR	28
Welfare check	24
Advice and support provided	23
Referred to Department for student disciplinary investigation	22
Advice provided and no further action required	18
Referred to Disability and Wellbeing	15
Referred to Department	12
Advice provided and referred to Department	10
Student provided/offered emergency or alternative accommodation	10
Referred to Estates, Health & Safety	7
Referred to Security	7
Support provided in reporting to Police	6
Referred to Strath Union	*5 or fewer
Unable to take forward (anonymous, no response from reporter)	*5 or fewer
Referred to Rosie Project	*5 or fewer
Referred to Accommodation Team	*5 or fewer
Referred to Staff Wellbeing	*5 or fewer
Referred to University Communications Team	*5 or fewer
Advice provided and referred to Student Finance	*5 or fewer
Referred to Strath Sports	*5 or fewer
Referred to Police for welfare check	*5 or fewer

Plans for 2024/25

Led by the Student Experience Directorate, Equally Safe Group and Safeguarding Committee, the University's strategic focus on tackling GBV will continue in academic year 2024/25. Priorities will include:

- Determining terminology and definitions for behaviours in order to streamline language and categories within the University processes such as Complaints, Non-Academic Student Disciplinary and Staff Grievance cases, and Report & Support.
- Incorporating incidents related to GBV and harassment reported through complaints, disciplinary and grievance investigations into our public reporting processes.
- Expansion of mandatory courses to postgraduate population and launch of refresher course for continuing students.