

# This week

<b>Mond</b>	<b>Data Day Concerns</b>
<b>Tue</b>	<b>Harassment and sexual misconduct</b>
<b>Wed</b>	<b>Extenuating circumstances, safety nets, academic regs and assessment</b>
<b>Thu</b>	<b>Social capital, community and student activities and opportunities</b>
<b>Fri</b>	<b>Race, racism and closing the awarding gaps in HE</b>



**WONKHE**  
SUs



# Harassment and Sexual Misconduct



**WONKHE**  
SUs



# Deep history...

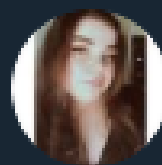
- Student resistance to discipline at all
- 70's demos almost all about resisting conduct procedures
- Major fight on to be part of panels to “go easy” on students – focus on education





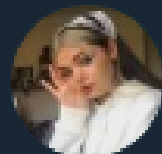
**abae**  
@abilarvs

I was groped during nights out at Warwick uni on so many occasions that I didn't even realise that it wasn't normal to be non-consensually groped in nightclubs until after I graduated



**lara** 🇬🇧 @laraj\_t · 20h

I honestly think if you've been clubbing (especially if you go to uni) you have probably been sexually **assaulted**, I know I have. You don't always realise what's happening when it's happening, and men r trash for making us feel unsafe.



**eve** @evemonaghan\_ · Jun 20

& when the men act like they didn't even touch your arse 🤢🤢 i remember at uni i kept getting **groped** by the same man in a spoons and i turned around to say something after many dirty looks at him and he acted like he was just chatting to his friends 🤢🤢 lemme shout at u tf



**lachin** ✨ @lachinxr · Jun 19

I've always noticed there's a lot of predatory behaviour towards girls at my uni and it's usually dismissed. It's become accepted as a norm, or joked about etc. But we all see it & it's time to actively call people out on it. It's unacceptable

**WONKHE**  
SUs

# Twelve years ago

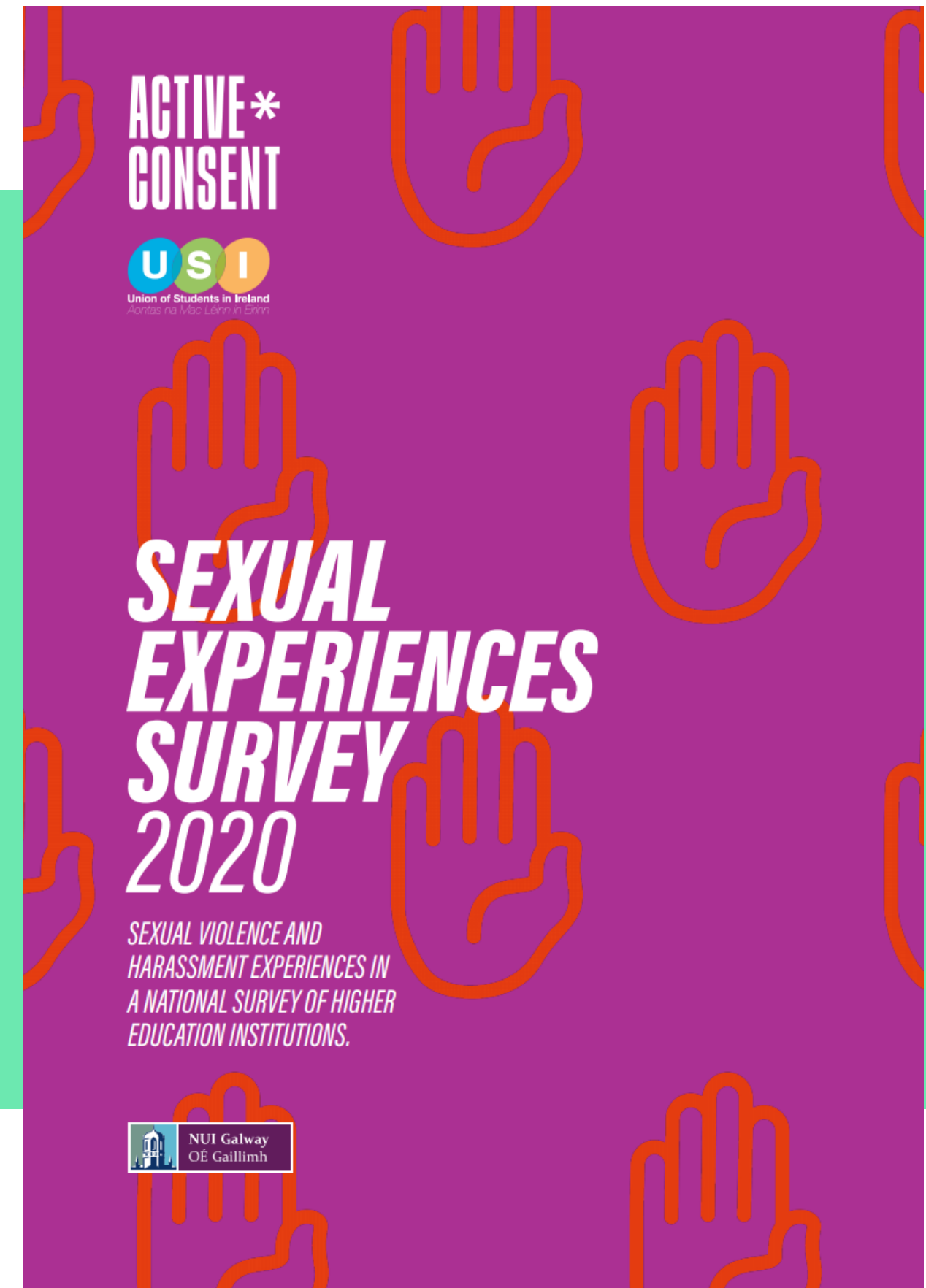
- 1 in 7 women students (14%) has been the victim of serious sexual assault or serious physical violence
- 12% have been stalked while at university or college;
- In 60% of these cases of sexual assault or stalking, the perpetrator was also a student;
- Only 4% of women students who have been seriously sexually assaulted have reported it to their institution;
- Only 10% of women students who have been seriously sexually assaulted have reported it to the police;
- Of those who did not report serious sexual assault to the police, 50% said it was because they felt ashamed or embarrassed, and 43% because thought they would be blamed for what happened.

## Hidden Marks

A study of women students' experiences of harassment, stalking, violence and sexual assault

# ROI 2020

- 29% of females, 10% of males, and 28% of non-binary students reported non-consensual penetration by incapacitation, force, or threat of force during their time in college.
- Of the students who reported experiencing non-consensual penetration through force or threat of force, or while incapacitated and unable to give consent, 49% of males, 35% of females, and 25% of non-binary students said they had not disclosed the incident to anyone prior to taking part in the survey.
- Among this group of students who did not disclose, 54% of females, 37% of males, and 33% of non-binary students said they did not disclose the incident because they thought it was not serious enough.





# Ten years ago

- ‘Lad culture’ was defined by our participants as a group or ‘pack’ mentality residing in activities such as sport and heavy alcohol consumption, and ‘banter’ which was often sexist, misogynist and homophobic.
- Nights out were described as key spaces in which ‘lad culture’ was in evidence. Participants highlighted that nightclub promoters (external to the students’ union) engaged in ‘lad culture’ as part of their business model.
- Sexual harassment and violence were also very much related to ‘lad culture’. This included verbal harassment and ‘catcalling’, as well as physical harassment and sexual molestation. Groping in nightclubs was viewed by some as part of a ‘normal’ night out.



## ***That's what she said***

Women students' experiences of 'lad culture' in higher education



# Government orders investigation into violence against women at universities

Research has shown that sexual assault is common within universities, with many students being unaware of how to report attacks

Siobhan Fenton | @SiobhanFenton | Sunday 6 September 2015 11:40 |



2015

Press release

# Business Secretary calls on universities to tackle violence against women on campus

A taskforce to help reduce violence against women and girls on university campuses has been announced by Business Secretary Sajid Javid.

Published 6 September 2015

From: [Department for Business, Innovation & Skills](#), [The Rt Hon Sajid Javid MP](#), and [The Rt Hon Jo Johnson](#)

# CHANGING THE CULTURE

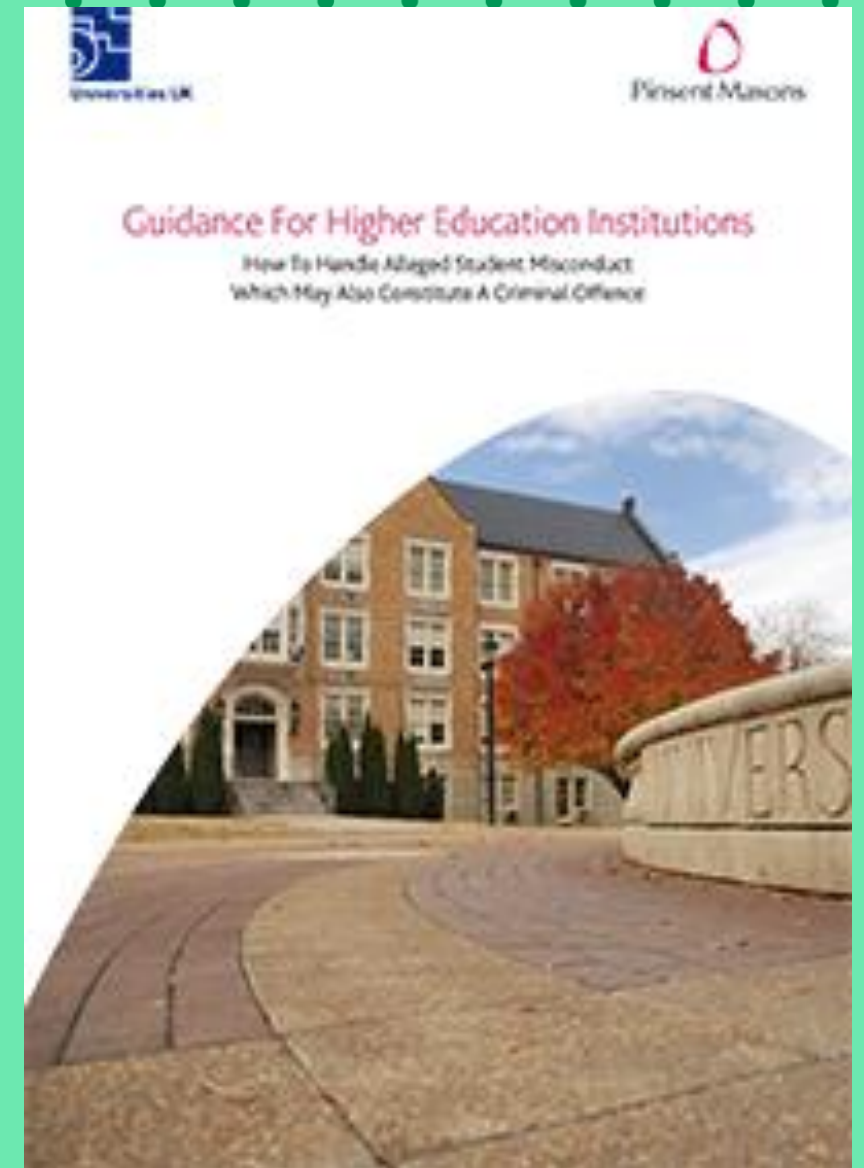
Report of the Universities UK Taskforce examining violence against women, harassment and hate crime affecting university students



## CHANGING THE CULTURE

TACKLING GENDER-BASED VIOLENCE, HARASSMENT AND HATE CRIME: TWO YEARS ON

Results of a sector-wide survey to review progress on tackling sexual misconduct and gender-based violence, harassment and hate crime





## ABOUT #NEVEROK

The University of Exeter and the Students' Guild believe that sexual harassment is Never OK. Staff and students have the right to live and study in a safe and supportive environment.

Sexual harassment can include:

- unwanted groping
- pinching or smacking of your body
- uninvited kisses or bodily contact

However, sexual harassment isn't just physical. Other examples of sexual harassment include:

- wolf whistling
- catcalling
- inappropriate sexual comments
- sexually based insults, jokes, songs or taunts

It can be anything that leaves another person feeling uncomfortable.





# A little history

- Hidden Marks 2010
- UUK Changing the Culture
- UUK evaluation reports
- Formation of OfS
- #MeToo (on campus)
- Commitments to take action
- Re-evaluation of role of regulator

Incidents

Press

Cases

Reports

Public  
Concern

Safeguarding

# everyone's invited



## Research and analysis **Review of sexual abuse in schools and colleges**

Published 10 June 2021

### Contents

[Introduction](#)

[Executive summary and recommendations](#)

[Definitions](#)

[What did we find out about the scale and nature of sexual abuse in schools?](#)

[How does the current system of safeguarding listen to the voices of children and young people?](#)

[To what extent do schools know about sexual abuse? When they do know, how do they respond?](#)

[Is the existing safeguarding framework and guidance for inspectors strong enough to properly assess how schools and colleges safeguard and promote the welfare of](#)

## Introduction

Ofsted was asked by the government to carry out a rapid review of sexual abuse in schools and colleges. This report summarises our findings and recommendations.

We were asked to report on the following:

### Safeguarding and curriculum

- Is the existing safeguarding framework and guidance for inspectors strong enough to properly assess how schools and colleges safeguard and promote the welfare of children?
- How can schools and colleges be supported further to successfully deliver the new RSHE (relationships, sex and health education) curriculum, including in teaching about sexual abuse, cyber bullying and pornography as well as healthy relationships and consent?

**WONKHE**  
SUs



# Government orders investigation into violence against women at universities

Research has shown that sexual assault is common within universities, with many students being unaware of how to report attacks

Siobhan Fenton | @SiobhanFenton | Sunday 6 September 2015 11:40 |



Press release

## Business Secretary calls on universities to tackle violence against women on campus

A taskforce to help reduce violence against women and girls on university campuses has been announced by Business Secretary Sajid Javid.

Published 6 September 2015  
From: [Department for Business, Innovation & Skills](#), [The Rt Hon Sajid Javid MP](#), and [The Rt Hon Jo Johnson](#)

## Students trained as anti-creep police to combat surge in sexual assaults

Universities are teaching undergraduates how to stop attacks



Hundreds of women have joined #MeToo-style support groups in universities  
GETTY

A “lad culture” of sex and violence is not being tackled on campuses around the UK, the universities watchdog has warned.

Nicola Dandridge, chief executive of the regulatory body the Office for Students, describes sexual misconduct as “a very serious issue” facing universities and says they must step up their efforts to stamp it out.

# Robust complaints procedures required for students reporting harassment and sexual assault

Today the Office for Students has published its proposed set of expectations on how universities and colleges should deal with reports of harassment and all forms of sexual misconduct.

## OfS threatens fines over handling of sexual misconduct cases

Regulator proposes rules that, if breached, could lead to fines for institutions

January 9, 2020

[Simon Baker](#)

Twitter: [@HigherBaker](#)

Universities in England could face fines if they do not ensure that complaints about harassment and sexual misconduct are handled fairly.

A proposed new “statement of expectations” on how institutions should deal with such cases has been published by the country’s regulator, the Office for Students, for consultation with the sector.



Source: iStock



We are a movement committed to eradicating rape culture.

Trigger warning for the survivor testimonies: Rape and sexual assault, abuse (physical, mental, emotional, verbal, sexual), eating disorders, self harm, suicide or suicidal ideation, violence, child abuse, pedophilia.

15,643

Testimonies

44,151

In our community

# Review sexual misconduct and harassment policies by this summer, OfS urges universities

The Office for Students (OfS) today called for urgent action to tackle harassment and sexual misconduct in universities and colleges. OfS chief executive, Nicola Dandridge, urges all higher education providers to review their policies, systems and procedures before the next academic year.



# ASSAULTS PROBE Gavin Williamson backs crackdown into university 'rape culture'

EXCLUSIVE

Kate Ferguson

16 Apr 2021, 0:32 | Updated: 16 Apr 2021, 11:44



A NEW crackdown on 'rape culture' at universities is to be ordered, The Sun can reveal.

It comes amid fears that some of Britain's most hallowed institutions are failing to protect their students.



# Universities could face fines if they fail to crack down on sexual harassment

By Camilla Turner, EDUCATION EDITOR

19 April 2021 • 5:41pm





# U turn if you want to

- OfS has published a set of expectations on how universities and colleges in England should deal with reports of harassment and all forms of sexual misconduct.
- Directly addresses an issue that students and their representative organisations have been campaigning on for years.
- Previous “protect institutional autonomy” and “sector level” regulation but now pressure = “provider” level regulation
- OfS wrote to English providers, guidance from ministers is to now turn that into hard regulation
- Expect similar expectations when welfare clause of new Tertiary Bill in Wales comes into force.

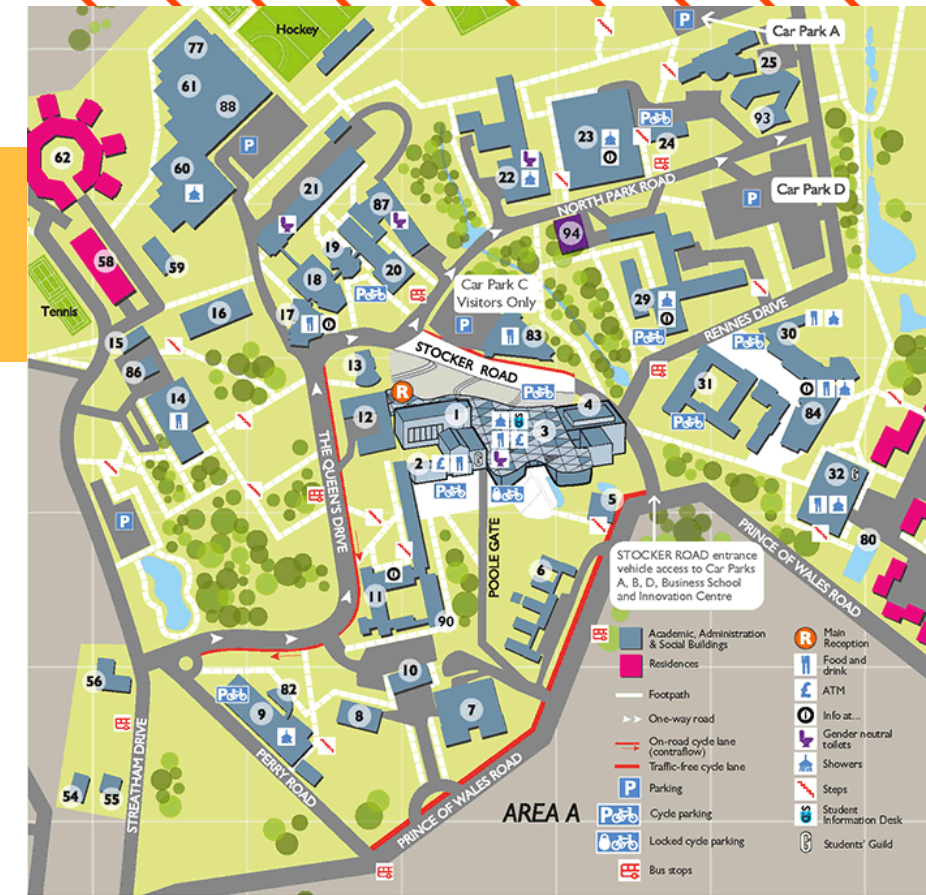
# OfS statement

“We have not seen evidence that this [lack of consistency] is because of principled differences between providers, or that it reflects diverse preferences from students on how these issues are managed: this suggests it is likely to be either a lack of clarity over expectation, or a lack of prioritisation.

- Implications for SUs as well as universities

# Who and what?

- Policies often depend on scope – who, context as well as definitions
- Off-campus activity? Online?
- Related orgs (SUs?)
- All students registered at a provider -franchise students, and those on years abroad, and on placement, and doing distance learning
- Covers harassment from other students, staff and visitors of a provider





# 1. Expectations

## Communication

- “visible and **ongoing** commitment from senior leaders”
- “clear **governance** accountability lines”,
- working with SUs to deliver a “clear and consistent message” to students
- ensuring that expectations are “made clear to new students and staff as part of **induction** activities” and sanctions if not followed





## 2. Adequate and Effective

Risks relating to these issues being identified and effectively mitigated through the Governance

- **Governing body** “routinely being given information on the provider’s approach”,
- “periodic **reporting** on the types of cases and incidents, trends and outcomes of cases”, and
- “steps taken to ensure that those with a governance role have a clear understanding of the issues”
- Pockets?

# 3. Engagement

- “proactive and meaningful **engagement**” with students and student representatives in the “development, implementation and **evaluation** of systems, policies and processes”,
- “engagement with a **diverse** range of students”
- “learning from the experience of students who have been involved in investigations”
- “engagement conducted in a sensitive manner to support student wellbeing”

# 4. Training

- “adequate and effective” staff and student **training** to raise awareness of, and prevent, harassment and sexual misconduct.
- clear “training strategy” which supports staff to respond effectively to different types of harassment and sexual misconduct incidents and an assessment of the training needs of all staff.
- Will academics recoil at what they might view as an additional expectation on them?

# 5. Disclosure

Providers have adequate and effective policies and processes in place for students to report and disclose incidents of harassment and sexual misconduct.

- easy to understand information
- support for students regardless of whether a formal report or complaint is made
- If required and requested, signposting or referring students to the police, NHS, sexual assault referral centres or hate crime reporting centres, or to local specialist services such as Rape Crisis, if specialist support is needed.



# 6. Complaints

- adequate and effective policies and processes in place for all students to report and disclose incidents of harassment and sexual misconduct
- easy to understand information for all students and staff on how they can report, disclose or seek support and advice
- provision of support for students not being dependent on a formal report or complaint being made; policies and processes for reporting communicated to all students in an accessible way
- good signposting and an “understanding and removal of any barriers to reporting” that may exist for particular groups of students.

# 7. Investigations

- “Fair, clear and accessible approach” to taking action in response to reports and disclosures
- “visible and easy to understand” policy
- how the provider’s process addresses issues that may also constitute a criminal offence (noting that it expects providers to investigate complaints made in relation to any of its registered students)
- “visible and easy to understand information” about the provider’s investigatory process, decision-making process and associated timescales.

# 7. Investigations

- process “that is demonstrably fair, independent, and free from any reasonable perception of bias”
- disciplinary hearings that consider student complaints and appeals are “conducted by a panel that is free from any reasonable perception of bias, is diverse and includes student representatives where appropriate”,
- panel members should be “appropriately trained in handling complaints of this nature” and be “independent from the investigatory process and specific case being considered”.



# 7. Investigations

- An approach “which ensures that staff respond appropriately and consistently to a disclosure about harassment and sexual misconduct”
- “a clear explanation of how confidential information will be used and the protections in place for individuals, within investigatory and disciplinary processes”.

# Issues

- Climate and #metoo (Bartlett)
- Climate, baselines, progress (prevalence)
- Incident data and standardisation
- Policy/strategy publication
- Aware? Report up
- Risk pockets
- Jurisdiction
- Staff/Student – roamers
- NDAs (also why only sexual)
- Cultural competence
- Small providers / trust

# SU procedures?

- Whether it is viable to retain them
- If you do, what the triggers are for referral to the university
- If a university handles a complaint about an SU officer, event or group how its punishments might affect participation in the SU
- How data sharing could/should work between you and the university



# Staff - student misconduct

- Much less focus on issues here
- New guidelines from UUK – good enough?
- 1752 group
- Issue of allowable relationships
- Tortoise investigation and trust in university investigations
- “Romantic advances” research
- Ramp on, ramp off issues

18 February 2020

CAMPUS JUSTICE

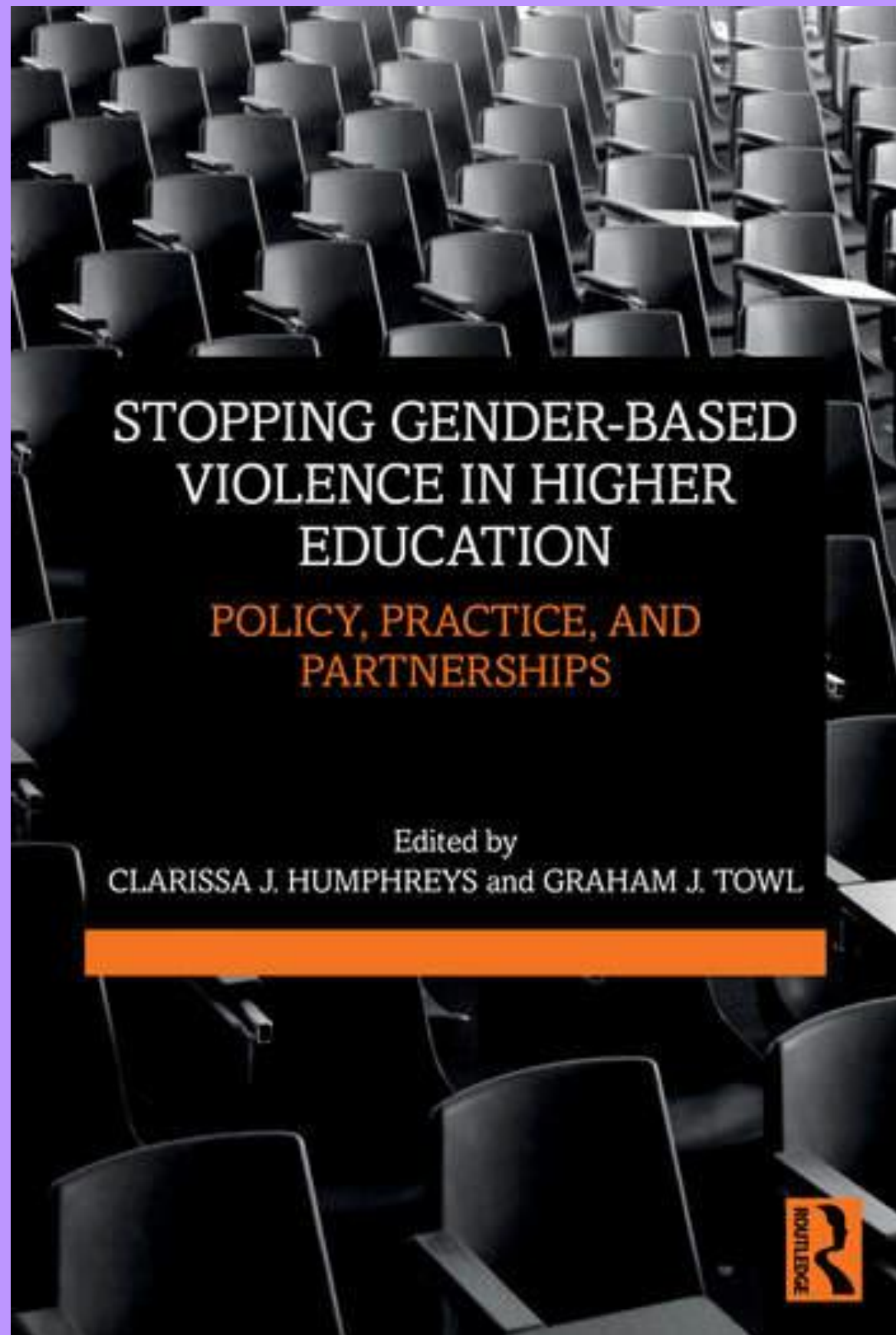
## A college with secrets

Sexual assault allegations from three different women against the same man. A grave allegation of sexual assault by a senior academic on a male student. And an historic allegation of sexual assault against another academic.

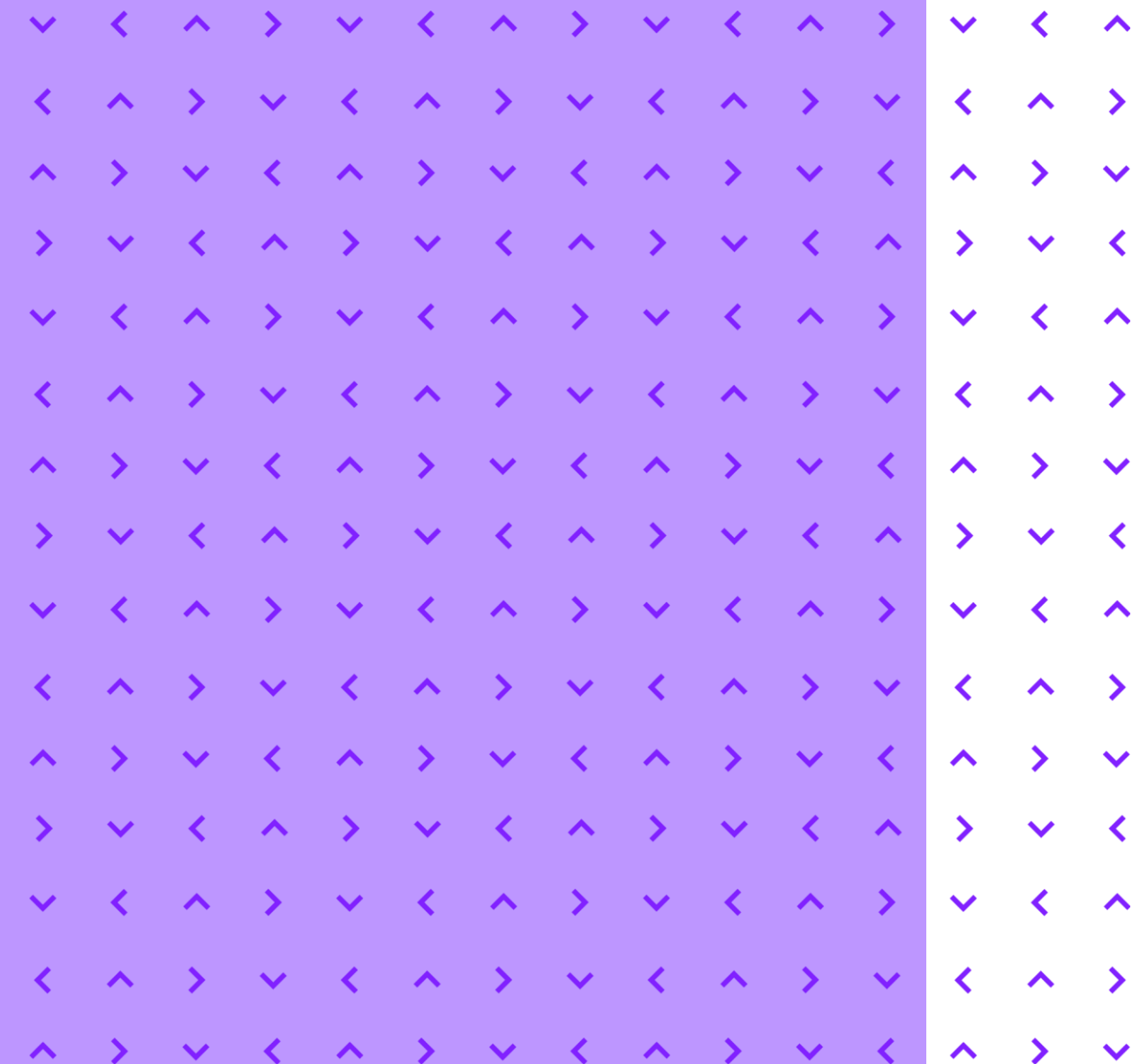
These three cases all crashed into a Cambridge college within a few months of one another, early in 2018, each more complex than the last.

This investigation asks: does the reputation of an institution and its close-knit group of tutors count for more than the welfare of students in their care?

BY CHRIS COOK AND ELLA HILL



- Hidden marks: The contribution of student leaders to tackling gender-based violence on campus
- How to involve students in work on gender-based violence



# Harassment and Sexual Misconduct



**WONKHE**  
SUs



# Harassment and Sexual Misconduct



**WONKHE**  
SUs