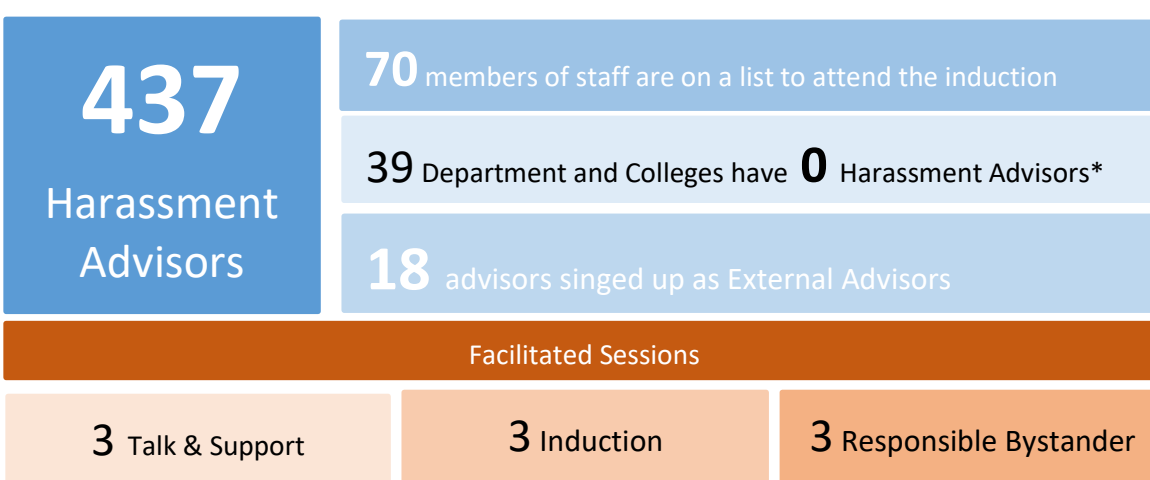# Harassment Advisory Service Report

Hilary Term 2023

This report provides an overview of the work of the Harassment Prevention team over the Hilary term. The main development in the Advisory Service Network was the launch of the SharePoint site that will enable smoother and more efficient collaboration and communication with the advisors. The members of the harassment prevention team continued to reach out, collaborate and build relationships with different teams and gather information needed to plan the harassment prevention work going forward.

Hilary Term in NUMBERS

437 Harassment Advisors

70 members of staff are on a list to attend the induction

39 Department and Colleges have **0** Harassment Advisors*

18 advisors singed up as External Advisors

Facilitated Sessions

3 Talk & Support | **3** Induction | **3** Responsible Bystander

* The breakdown by division and college will be shown in the next report. See What's Coming section below for details.

Hillary Term in ACTIONS

- Launch of the SharePoint site, including Talk & Support schedule for the upcoming months.
- Production of documents for advisors such as a Tick List for the meeting with service users, Training list to upskill advisors and a relaunch of the Reporting Form.
- Providing the support for advisors who are starting to reach out following the introduction of the new team.
- A list of actions to be considered when building the Bullying & Harassment Prevention Strategy had been created following various meetings with members of the university.
- The work on recruitment of the Harassment Advisor Coordinators has started with a few volunteers coming forward, the work will continue over the next few months.
- Starting the investigation work into the Online Report and Support tool.
- The Harassment Prevention team has linked with HR and divisions with a view to build collaboration networks around the Bullying and Harassment work.

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Reported Harassment Cases

The new Reporting Form has been launched at the end of the terms so the data is very limited at this point. Up to the point of releasing this report there have been 11 forms submitted by advisors. 9 females and 2 males have been supported as complainants, each from a different department. Majority were the university staff (6), 3 were graduate students, 1 intern and 1 TSS. All accused were from the same department/college as a complainant and all but 2 were the university staff.

This limited data shows that the nature of behaviour reported varies with patronising behaviour being the main issue.

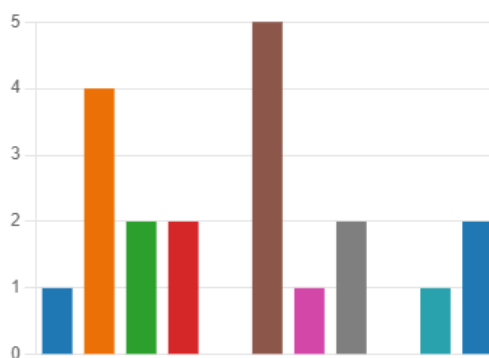| Behaviour	Count
Offensive comments or body la...	1
Bullying	4
Isolation from work or study	2
Hostility, verabal, or physical thr...	2
Malicious rumours	0
Embarrassing or patronising be...	5
Physical abuse / assault	1
Sexual harassment	2
Sexual assault / rape	0
Stalking	1
Other	2

Table 1. Answers to the question "Which best describes the nature of the behaviour/incident described?"

7 of the complainants believed that the behaviour they were subjected to was related to their protected characteristics.

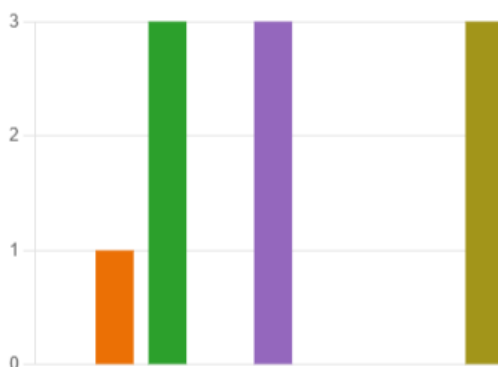| Characteristic	Count
Age	0
Disability	1
Gender	3
Pregnancy/maternity	0
Race	3
Religion or belief	0
Sexual orientation	0
Being transgender	0
Other	3

Table 2. Answers to the question "Did the behaviour explicitly, or in the eyes of the complainant, relate to any of the following? Tick all that apply?"

Following their meeting with an advisor, 6 of the complainants were planning to seek help from the department, 3 to file a formal complaint and 3 to reach out for help from external agencies.

Annual Survey results

71 Harassment Advisors have filled in the Annual Survey in January. The Average rating for the support they receive from the EDU was 3.88 (out of 5), the average rating for the confidence advisors feel in dealing with the cases was 3.14 (out of 5). 20 advisors felt that the advisory service meets the needs of its users, 6 felt it doesn't and 44 did not know. Advisors' answers about what works well and what needs improvement have fed and will continue feeding into the work on the strengthening of the service.

What's coming

Strengthening the Harassment Advisory Network:
  a. Producing guidance and documents around specific topics (e.g. GDPR compliance information, FAQ sheet, Agreement, Takeaway information for service users).
  b. Review and update the induction training.

Promoting the Harassment Advisory Network
  a. Understanding where there are shortages in the number of Harassment Advisors and identifying and liaising with relevant teams to encourage recruitment.
  b. Develop a communication plan to promote the Harassment Advisory Network amongst students and staff.

Other pieces of prevention work
  a. Review the bystander intervention model to enable a more efficient way of working and expanding the work within the university.

Support Needed

Please get in touch if:

- any work had been done within your department or college around the Bystander Interventions.
- you know who within your department / college could be a Harassment Advisor Coordinator.