UUK advisory group on tackling racial harassment in higher education

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Strategic framework – 5 pillars

1. Senior leadership commitment & resourcing
2. Adopting a holistic institution-wide approach
3. Development of prevention strategies
4. Development of response strategies
5. Sharing and learning from good practice

Framework targeted at addressing **all forms** of harassment but a specific focus was placed on addressing Gender-Based Violence

Catalyst Funding

» **Aim of OfS Catalyst funding** to identify and support good practice in student safeguarding

» Matched funding for **119 projects** tackling sexual misconduct, hate crime and online harassment:

- o Round One: 63 projects on sexual misconduct

- o Round Two: 45 on hate crime and online harassment

- o Round Three: 11 on hate crimes on grounds of religion or belief - March 20

» **Evaluation** to help establish *'what works'* in safeguarding students:

- o Evaluation of Round One completed, Thematic Report (Sept 2018)

- o Thematic Report from Round Two projects in progress (March 2019)

- o Final Summative Report on Rounds One and Two (April 2019)

- o Round Three Final Report (Spring 2020)

![ueasu | students transforming]

CHANGING THE CULTURE

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

Universities UK

- All university leaders should afford tackling violence against women, harassment and hate crime priority status and dedicate appropriate resources to tackling it.

- Involve their students' union in developing, maintaining and reviewing all elements of a cross-institution response to tackling violence against women, harassment and hate crime.

- Provide governing bodies with regular progress reports summarising what progress has been made towards adopting a cross-institution approach.

- Develop a clear, accessible and representative disclosure response for incidents of sexual violence and rape, and taking reasonable steps to implement a centralised reporting system
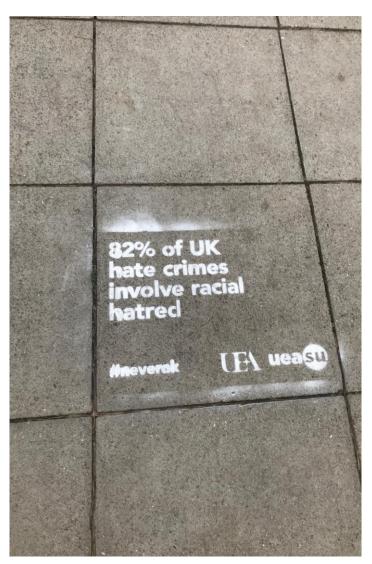
NEVER ØK

Changing the culture.

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82% of UK
hate crimes
involve racial
hatred

#neverok   UEA ueasu

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15% of male
students encounter
sexual harassment
on nights out

#neverok UEA uea[su]

82% of UK
hate crimes
involve racial
hatred

#neverok   UEA ueasu

David Richardson @UEA_VC · Sep 25
Together we can all make a positive difference to maintain a safe campus and
safe city for all #neverok @UnionUEA

Norwich university and students' union promote zero tolerance cam...
A Norwich university and its students' union have joined forces to promote a
zero tolerance attitude towards sexual violence, harassment and hate c...
edp24.co.uk

♡ 1   ↻ 16   ♡ 30   ⥮

Damian Watson
@radiodamian

Following

Replying to @UEA_VC @UnionUEA

My daughter started at UEA yesterday. It's
good to see that you're raising awareness of
this issue. Bravo.

5:40 AM - 25 Sep 2017

3 Retweets 4 Likes

CHANGING THE CULTURE

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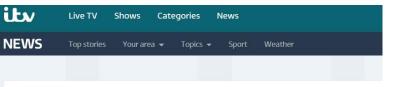
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The University of East Anglia has the highest number of reports. Credit: ITV News

Universities with the highest rates of reported rape, sexual assault and harassment over the last five years:

- **135** - University of East Anglia
- **40** - University of Surrey
- **38** - Swansea University
- **34** - Middlesex University, London*
- **29** - Kingston University*
- **28** - Keele University, Staffordshire
- **27** - University of Kent*
- **27** - Nottingham Trent University
- **26** - Durham University, Durham and Stockton-on-Tees
- **26** - University of Liverpool
- **25+** - University of Bristol*
- **24-36** - Lancaster University
- **21** - University of Essex*
- **20+** - Northumbria University, Newcastle upon Tyne
- **20** - University of Edinburgh
- **20** - University of Bath
- **20** - Loughborough University
- **20** - University of York*
- **19** - University of Chester, Chester and Warrington*
- **18** - University of Bedfordshire, Luton and Bedford

ITV REPORT   1 March 2018 at 2:21pm

Shocking scale of sexual violence at universities exposed

itv NEWS

>> 135 reports in the last 5 years

>> Students march to reclaim the night

Is there a sexual assault epidemic at UEA?

Emily Hawkins & Sophie Bunce
Editor-in-Chief and Deputy Editor

The highest number of reported incidents of rape, assault and harassment at a university took place at UEA over the past five years.

135 incidents were reported at UEA, an ITV News investigation found.

UEA said the higher number signifies a positive reaction to their assault and harassment awareness campaigns.

However, the accuracy of these statistics has been thrown into question, with claims there is not a clear reporting procedure.

University of Surrey had the second highest number of reported instances, with 40.

In response to the disparity between reported incidents at other universities, a UEA spokesperson said they are confident the much higher level of reports is an indication students feel confident to report such incidents.

"An increased rate of reporting is a positive sign that people feel more confident about reporting improper sexual conduct.

"It is generally recognised that when organisations take steps to raise awareness of improper sexual conduct and encourage individuals to make reports that this leads to a significant spike in the number of complaints," they said.

UEA expresses a zero tolerance approach to sexual harassment on campus with a Never OK scheme,

through partnering with the students' union.

In the three years prior to the scheme the university received 38 complaints of sexual improper sexual conduct. Since the implementation of Never OK, the level of complaints rose by 97.

The university said "It is therefore possible to see a connection between the complaint volume and the impact of our activities around Changing the Culture.

The University of Cambridge

received 173 complaints in the nine months following the introduction of its Breaking the Silence campaign, similar to UEA's Never OK campaign.

The university said, due to the nature of anonymous complaints, a single incident can result in multiple reports.

"It would therefore not be accurate to regard the total number of complaints as being equivalent

concrete

The official student newspaper of the University of East Anglia | concrete-online.co.uk

19th March 2018
Issue 350

in FREEDO
CANNO
REST!

#TIMES UP

>> 135 reports in the last 5 years

>> Students march to reclaim the night

SU Welfare Community and Diversity Officer India Edwards said: '....generally we should never be afraid of high reporting rates given what we know about the true scale of sexual harassment and assault, any increase in recorded incidents is far more likely to mean better confidence in reporting than it is more incidents."

Never OK Promotes:

- enabling frank, open and honest discussion
- providing clear signposting, training and support for all
- creating a clear, robust system for disclosure, centralised reporting and seeking support
- Building relationships based on trust and respect
- fostering a culture where there is zero tolerance for sexual harassment, violence or hate crime against anyone
- taking every disclosure seriously
- establishing and follow fair and transparent processes
- reflecting and review, to promote positive change

Do you think the 'Never OK' Campaign addresses the types of harassment that exist on campus?

BAME trainee doctors in 'climate of fear' over racism

British Medical Association has criticised the response by medical schools

▲ Half of the medical schools that responded to an FoI said they did not specifically record complaints of racism. Photograph: Hero Images Inc./Alamy

Many black, Asian and minority ethnic trainee doctors are experiencing a "climate of fear" at medical schools amid a failure to address widespread

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

Universities UK

Tackling racial harassment: Universities challenged

equalityhumanrights.com

Office for
Students

OfS consultation on harassment and sexual misconduct in higher education

This consultation runs from
9 January to **27 March 2020**.

What are we doing about tackling racial harassment?

Universities UK

UUK advisory group on:

'Tackling racial harassment in HE experienced by staff & students'

- The aim is to develop practical guidance by June 2020

- Overall panel

- Staff panel, chaired by Advance HE

- Student panel, chaired by the NUS

- External, independent advisors

UUK advisory group on tackling racial harassment in higher education

Professor David Richardson	(CHAIR) Vice-Chancellor	University of East Anglia
Dr Jason Arday	Assistant Professor in Sociology	Durham University
Professor Nick Braisby	Vice-Chancellor	Buckinghamshire New University
Professor Nishan Canagarajah	Vice-Chancellor	University of Leicester
Kirsteen Coupar	Dir Student Support (rep. AMOSSHE)	London South Bank University
Professor Frances Corner OBE	Warden	Goldsmiths, University of London
Professor Lynn Dobbs	Vice-Chancellor	London Metropolitan University
Gavin Douglas	Deputy Secretary, Student Experience	University of Edinburgh
Dr Stevie Hardy	Dep. Director, Centre for Hate Studies	University of Leicester
Roshan Israni	Deputy Chief Executive	UCEA
Dr Dom Jackson-Cole	Equality and Diversity Trainer	SOAS
Jenny Jenkin	Secretary & Registrar (rep. AHUA)	London Sch. Hyg. & Trop. Med.
Ammara Khan	Head of Race Equality Charter	AdvanceHE
Jenny Lennox	Bargaining and Negotiations Official	UCU
Ruth Levin	Head of Higher Education	Unison
Nona McDuff OBE	PVC, Students and Teaching	Solent University
Fope Olaleye	Black Students' Officer	NUS
Naina Patel	Human Resources Director (rep. UHR)	University of the Arts London
Linda Peka	Chief College Operations Officer	University of Exeter
Dr Kennetta Hammond Perry	Director, Stephen Lawrence Research	De Montfort University
Ben Rogers	Director of Registry Services (rep. ARC)	Cardiff Metropolitan University
Professor Iyiola Solanke	Chair in EU law and Social Justice,	University of Leeds
Professor Wendy Thomson CBE	Vice-Chancellor	University of London
Paulette Williams	Head of Student Success Projects	UCL
Professor Marcia Wilson	Dean, Office of Institutional Equity	University of East London

The group has the following objectives:

1. bring together stakeholders to explore what more can be done to drive cultural change in UK universities to prevent and respond to all forms of racial harassment experienced by staff and students.

2. review existing policy approaches and research into preventing and responding to all forms of racial harassment (e.g. verbal, non-verbal, physical) that are experienced by staff and students in HE.

3. review effective practice within and outside the HE sector (incl, international) & explore opportunities for working in partnership.

4. develop UK-wide practical guidance with recommendations to support universities to address racial harassment

5. incorporate student and staff engagement to understand how the protected characteristics of race (along with age, disability, gender reassignment, religion or belief, sex, sexual orientation) play out in different HE environments

Strategic framework – 5 pillars

1. Senior leadership commitment & resourcing

2. Adopting a holistic institution-wide approach

3. Development of prevention strategies

4. Development of response strategies

5. Sharing and learning from good practice

Our approach

Format:

- Key challenge / barrier / issue

- Evidence for challenge / barrier / issue

- Mechanisms / interventions for resolving this

- Recommendation

- Case study / vignette

Learning points from Catalyst Projects

➢ Good engagement with students' unions

➢ Greater of involvement of students - but this requires time & often where this was mandatory

➢ Positive outcomes from peer-to-peer interaction

➢ Increased awareness among BOTH staff & students of support

➢ Good embedding of safeguarding in existing governance structures

➢ More staff training including use of specialist support

➢ More student training – especially bystander training

➢ More reporting mechanisms in place, including Third Party Reporting Centres in place or prospect

➢ Increase in reporting of hate crime and harassment

➢Lack of clarity of what constitutes hate incidents/crime across HE – especially 'everyday harassment' –can lead to under reporting

➢Better understanding of the forms it can take, & how to respond by frontline staff/academic/pastoral & support staff

➢Not enough known about/understood about the intersectional nature of hate crime & what can be done to prevent this

➢Senior leaders to afford greater prioritisation to addressing hate incidents affecting students

➢Positive senior leadership support but few examples of accountability sitting at executive level

➢Some concerns that re impact on HEP reputation

➢Importance of the location and context of HEP

We will:

1. take account of the EHR frameworks under which HEIs have legal responsibilities

2. draw on the strategic framework developed by the UUK taskforce and include the development of a whole institutional approach

3. draw on outcomes of EHRC enquiry into racial harassment in HE and lessons learned from the OfS Catalyst projects

4. take account of the UK-wide context recognising differences in terminology, approaches, and legislation across the UK

5. take account of the blurring of boundaries between staff and students whereby students may also be staff and vice versa

6. take account of diverse learning environments of students beyond 'campus and classroom' e.g. placements and internships in industry

7. reflect needs of the diverse cohort of students in HE e.g. UGs, PGs, distance & PT those studying in a professional setting or internationally

8. reflect needs of the diverse experiences of staff, including ECRs and those who may work remotely or on international campuses

9. develop a common approach to terminology and language to prevent misunderstanding (e.g. what constitutes 'everyday' racial harassment)

10. improve the experience of staff and students by:

    a. improving institutional policies, processes, procedures & systems

    b. establishing guiding principles on how to understand the effects of an intervention

    c. tailoring interventions and support to reflect diverse needs of staffs & students and in different study, living and working environments

Timetable

Jan/Feb 2020

- Call for case-studies of interventions & identify examples of emerging practice
- Student and Staff panels meet
- Develop draft guidance based on the Changing the Culture strategic framework

March 2020

- Write-up of the guidance
- UUK Changing the Culture conference 11 March 2020 (opportunity to sense check recommendations with the sector)

April/May 2020

- Feedback on guidance
- Finalise guidance

June 2020

- Endorsement by UUK board June 2020
- Launch

CORONAVIRUS

How can we work together in partnership to Tackle Racial Harrassment?

 @UEA_VC

Our approach

Format:

- Key challenge / barrier / issue

- Evidence for challenge / barrier / issue

- Mechanisms / interventions for resolving this

- Recommendation

- Case study / vignette

Key Challenges

- **Greater buy-in required by senior leaders and governing bodies**
- **Institutions are perceived to prioritise reputation above tackling the issue of racial harassment**
- **Adopting a joined-up approach to tackling racial harassment**
- **Under-reporting by students and staff**
- **Lack of understanding of the term racial harassment and microaggressions and the need for a shared approach to language and terminology**
- **Racial harassment and microaggressions can occur off campus and online**
- **Initiatives to prevent racial harassment are not always adequate**
- **Lack of understanding of the impact of racial harassment**
- **Institutions have an inaccurate profile of racial harassment (due to issues with reporting)**
- **Lack of understanding around data sharing to supportive**
- **Concerns relating to the complaints, investigations and disciplinary processes**
- **Poor monitoring and evaluating of interventions**