



Office for Students: Preventing and Addressing Harassment and Sexual Misconduct Provider survey questions

1. What is the name of your university, college or other provider of higher education?

* *Required*

2. How influential has the Office for Students' statement of expectations been on the development and implementation of your organisation's approach to prevent and respond to harassment and sexual misconduct over the past two years (that is, in the period following the consultation in January 2020 and launch in April 2021)?

* *Required*

<input type="checkbox"/>	Not at all influential
<input type="checkbox"/>	Slightly influential
<input type="checkbox"/>	Somewhat influential
<input type="checkbox"/>	Very influential
<input type="checkbox"/>	Extremely influential

2.a. If the statement of expectations has influenced your approach please tell us

in what ways, and if it has not done so please tell us why this is the case.

3. How important have the following factors been in how your organisation's approach to preventing and responding to harassment and sexual misconduct has developed over the past two years?

	Required						
	Not at all important	Low importance	Neutral	Moderately important	Extremely important	Don't know	N/A
Combat Misconduct resources							
Lessons from effective practice among other providers							
External specialist organisations							
GuildHE's Anti-Racism Programme							
Incidents of harassment and sexual misconduct affecting your students							
Increased political and societal pressure to take forward action in this area							
Input from victim-survivors of harassment and sexual misconduct							
Internal student							

	Required						
	Not at all important	Low importance	Neutral	Moderately important	Extremely important	Don't know	N/A
campaigns / activism							
Local place-based initiatives							
Office for Students Catalyst safeguarding project funding							
Office for Students statement of expectations							
Office of the Independent Adjudicator's Good Practice Framework							
Pledge to end use of Non-Disclosure Agreements (NDAs)							
ProtectEd's accreditation scheme							
Universities UK's Changing the Culture framework							
Universities UK's various other guidance on harassment and misconduct							
Other							

3.a. If other, please specify:

3.b. Please provide the reasons for your response.

4. Has the volume of reported incidents of harassment and sexual misconduct affecting students changed at your organisation over the past two academic years (since academic year 2019/20)?

	Required				
	Considerably decreased	Decreased	Stayed about the same	Increased	Considerably increased
Volume of reports of incidents relating to sexual misconduct affecting students (irrespective of whether these led to a formal complaint / disciplinary procedure)					
Volume of reports of other forms of harassment and incidents of hate, e.g., incidents related to race, religion or belief, disability, sex /gender or sexual orientation (irrespective of whether these led to a formal complaint / disciplinary procedure)					

	Required				
	Considerably decreased	Decreased	Stayed about the same	Increased	Considerably increased
Volume of disciplinary procedures relating to incidents of sexual misconduct affecting students					
Volume of disciplinary procedures relating to incidents of other forms of harassment and incidents of hate (e.g., incidents related to race, religion or belief, disability, sex /gender or sexual orientation)?					

4.a. Please provide reasons why any changes in the volume of reports or disciplinary procedures may have taken place.

5. Who was accountable for leading on this area at your organisation (as opposed to the day-to-day operational activity) two years ago (during academic year 2019/20)?*

Required

	Vice Chancellor, Principal or similar
	Pro Vice Chancellor, Deputy Principal or similar
	Chief Operating Officer or similar
	Registrar or similar
	Academic Registrar or similar
	Director of Student Services or similar

	Head or Manager of Student Support Services or similar
	Don't know
	Other

5.a. If you selected Other, please specify:

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6. Who is accountable for leading on this area at your organisation (as opposed to the day-to-day operational activity) now (during the current academic year 2021/22)?

Required

	Vice Chancellor, Principal or similar
	Pro Vice Chancellor, Deputy Principal or similar
	Chief Operating Officer or similar
	Registrar or similar
	Academic Registrar or similar
	Director of Student Services or similar
	Head or Manager of Student Support Services or similar
	Don't know
	Other

6.a. If you selected Other, please specify:

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7. In what ways did your Governing Body / Board ensure that your organisation's approach to addressing harassment and sexual misconduct affecting students was adequate and effective two years ago (during academic year 2019/20)?

* *Required*

	By seeking assurance from the executive that the right policies, processes and procedures are in place to effectively prevent and address harassment and sexual misconduct
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	By reviewing strategy on addressing harassment and sexual misconduct annually
	By monitoring reported incidents, cases and outcomes of cases
	By monitoring that risks in these areas are identified and managed
	Don't know
	Other

7.a. If you selected Other, please specify:

8. In what ways does your Governing Body / Board ensure that your organisation's approach to addressing harassment and sexual misconduct affecting students is adequate and effective now (during current academic year 2021/22)?

Required

	By seeking assurance from the executive that the right policies, processes and procedures are in place to effectively prevent and address harassment and sexual misconduct
	By reviewing strategy on addressing harassment and sexual misconduct annually
	By monitoring reported incidents, cases and outcomes of cases
	By monitoring that risks in these areas are identified and managed
	Don't know
	Other

8.a. If you selected Other, please specify:

8.b. Please use this space to provide any additional information about any of your responses in this section.

9. Which of the following activities has your organisation undertaken as part of your approach to addressing harassment and sexual misconduct affecting students? Please tick all which apply.

	Created a committee of the governing body (or academic governance body) to provide oversight of this area
	Set up an operational working group, interdisciplinary team or project
	Developed an organisation-wide approach to address this agenda
	Conducted awareness raising campaigns
	Committed resources to support activities
	Collaborated with students' unions or other student bodies and representatives
	Developed a statement of behavioural expectations / requirements / code of conduct with possible sanctions if not followed
	Recruited new or contracted specialist staff
	Collected prevalence data (e.g. through campus climate surveys)
	Collected data on reported incidents
	Published data on reported incidents
	Engaged with third sector and / or local specialist agencies to develop and evaluate approaches
	Engaged with students from diverse background to develop and evaluate approaches
	Engaged with reporting /responding students to develop and evaluate approaches
	Engaged with other providers or local organisations to ensure a joined-up community approach
	Conducted research to get a better understanding of where interventions should be targeted and what works
	Engaged with local schools and colleges through outreach activities to support a joined-up approach
	Engaged with victim-survivors to develop and evaluate approaches
	Implemented a trauma -informed / victim-centred approach to tackling sexual misconduct and harassment
	Established an approach for recognising and managing risk
	Collected data on outcomes of cases

	Published data on outcomes of cases
	None of the above
	Other

9.a. If you selected Other, please specify:

9.a.i. What effect if any has the statement of expectations had on your approach and activities designed to prevent and respond to harassment and sexual misconduct?

10. What staff and student training does your organisation provide to address harassment and sexual misconduct affecting students?

	Mandatory for all	Mandatory for some	Optional	Neither	N/A
Student consent training					
Bystander intervention training for students					
Staff awareness raising training about harassment and sexual misconduct					
Bystander intervention training for staff					
Staff training for handling disclosures of incidents of harassment and sexual misconduct					
Other					

10.a. If other, please specify:

10.a.i. Please provide further details about your organisation's student and staff training, including whether this has changed over the past two years.

11. Please state whether your organisation has begun implementing the following policies, processes and systems for reporting and disclosing incidents of harassment and misconduct.

	Required				
	Not yet started	Partially implemented	Fully implemented	Don't know	N/A
Clear information for students and staff on how to report, disclose or seek support or advice if they experience or witness an incident					
Ability and guidance for staff to signpost or refer students to other organisations where required and requested (e.g. the police, NHS and other local specialist services)					
Mechanism for students to make a report or disclosure of harassment or sexual misconduct in person					
Mechanism for students to make a report or disclosure of harassment or sexual misconduct via a reporting tool, app or website / online					
Mechanism for students to make an anonymised report of harassment or sexual misconduct					
Other					

11.a. If other, please specify:

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12. Please state whether your organisation has begun implementing the following approaches for taking action in response to reports and disclosures of harassment and sexual misconduct.

	Required				
	Not yet started	Partially implemented	Fully implemented	Don't know	N/A
Implemented the Pinsent Mason guidance on handling situations where a student disciplinary offence may also constitute a criminal offence (2016)					
A clear and accessible student disciplinary policy					
An approach where staff can respond appropriately and consistently to disclosures					
Clearly communicated information for staff and students about the student disciplinary process					
An investigatory process that is fair, independent and free from any perceptions of bias					
Disciplinary hearings for considering student complaints and appeals					
Clear information available on how confidential information will be used and shared, and the protections in place within investigatory and disciplinary processes					
Other					

12.a. If other, please specify:

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13. Please state whether your organisation provides the following support and information to students involved in reports and disclosures.

	Required				
	Not yet started	Partially implemented	Fully implemented	Don't know	N/A
Provision of support for students regardless of whether a formal report or complaint is made					
Support only to the reporting student in the event of a disclosure prior to the launch of a formal investigation					
Support to both the reporting and responding students in the event of a disclosure prior to the launch of a formal investigation					
A protocol for timely communications with reporting and responding parties					
Timely procedures for dealing with reports of incidents of harassment or sexual misconduct					
Communication of the outcome of the investigatory process and any actions the provider has taken to both the reporting and responding students					
Other					

13.a. If other, please specify:

14. Please provide any further details about your organisation's approach to responding to disclosures and reports of harassment and sexual misconduct, including whether this has changed over the past two years.

15. What are the main barriers or challenges your organisation faces in the effective prevention of harassment and sexual misconduct affecting students, and / or to responding effectively to incidents of harassment and sexual misconduct when they occur?

16. What further support, guidance or interventions would be helpful for your organisation both to prevent and respond to incidents of harassment and sexual misconduct more effectively in future?