Autumn Term Insight Report 24/25

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Introduction

This insight report covers reports made in Autumn Term 2024/25. This is the first insight report generated from our new reporting platform 'Report + Support', previously 'Report it, Stop it'.

This insight report informs LSE leadership and management on the experiences of our community, and is an important tool in helping shape our strategic plans in relation the prevention and response to harassment, bullying, discrimination and sexual misconduct.

All forms of harassment, bullying, discrimination and sexual misconduct are wholly unacceptable and there is no place for this kind of behaviour in the LSE community. We understand that reporting your experience can be a significant and challenging step to take and the School acknowledges our responsibility to use this information in a meaningful way.

We are committed to increasing student and staff trust in our systems and processes. A key step in this is transparency about what is being reported to us and how the School is responding to these reports. Going forward we will be publishing termly insight reports from Report + Support, as well as an annual insight report that will include information on formal case outcomes and sanctions.

Overview

A total number of 57 reports were made using Report + Support in Autumn Term (AT) 2024. This is compared to 45 reports in AT 23/24, 26 in AT 22/23 and 38 in AT 21/22.

We know from national data that incidents of harassment and sexual misconduct are happening at a high rate in the context of Higher Education but reporting rates remain low. An increase in reporting can highlight student and staff awareness of the reporting system and trust in the institution's systems and processes. The School will likely see an increase in reporting as it implements various aspects of the new programme of work on harassment and sexual misconduct, including mandatory awareness-raising training for students and staff.

To view last year's 'Report it Stop it' annual report please see here: RISI-Annual-Report-2023-24.pdf

Key Insights

The data shows that:

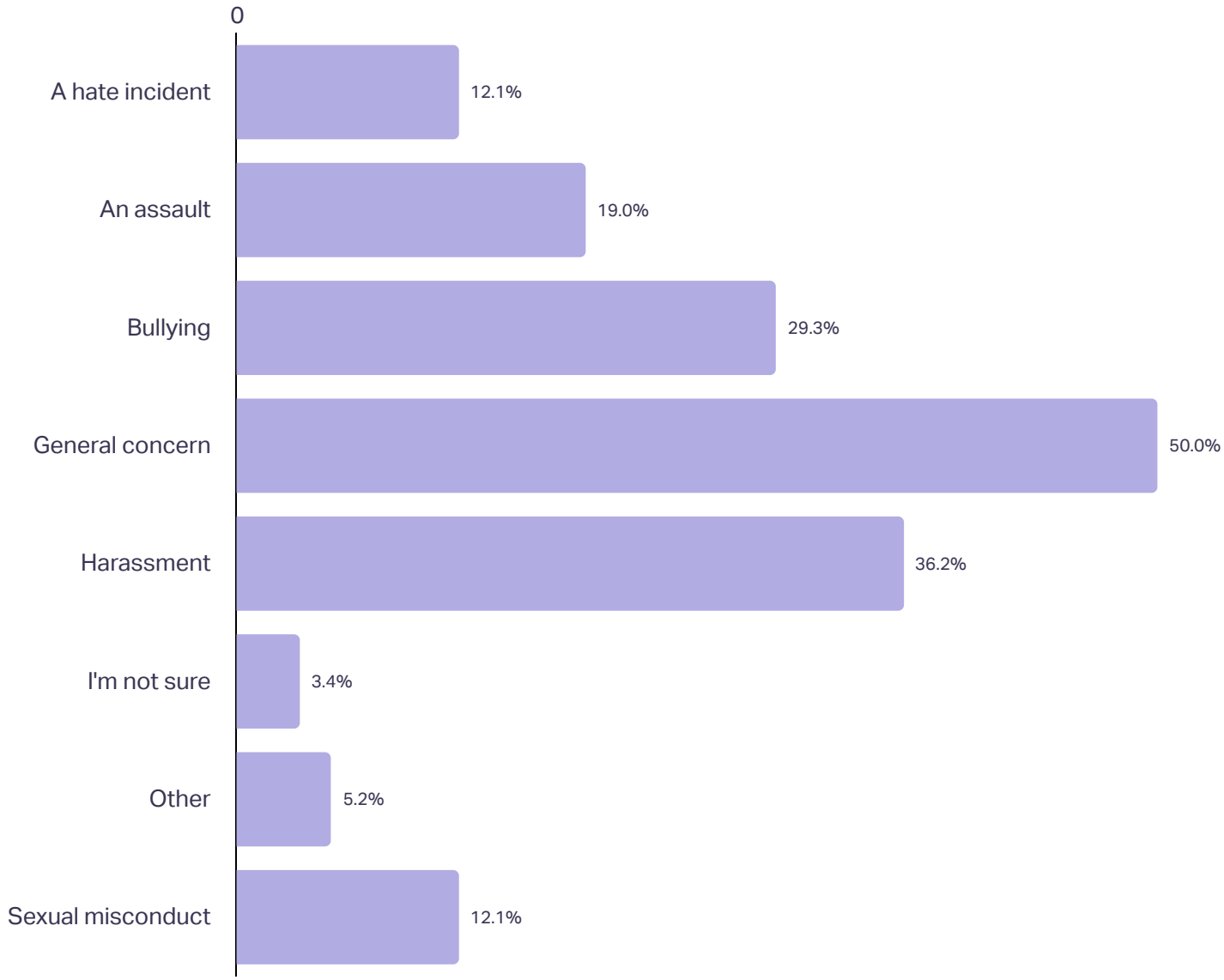
- Students are utilising Report + Support at a higher rate than staff.
- 'Bullying' is the most common incident type reported by staff, 'General Concern', followed by 'Harassment' is the most common incident type reported by students.
- We are receiving a higher rate of named reports compared to anonymous.
- The top reason for anonymous reporting is 'I want you to have this information but I don't want to be identified', followed by 'I am worried about the repercussion for myself or others'
- The top locations for incidents are 'Online' followed by 'An academic setting'.

- Gender and ethnicity were the top suspected factors believed to play a role in the experience.

Report Data

Incident types

Percentages of reports received per incident type.

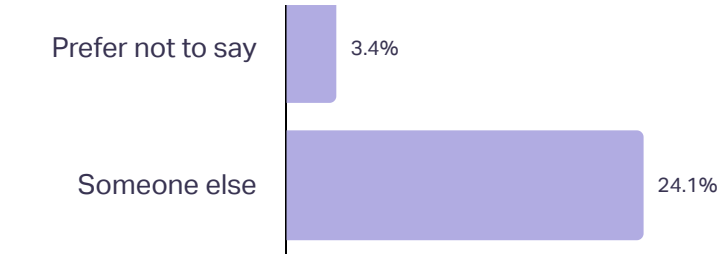


NB - Multiple options could be selected in a single report

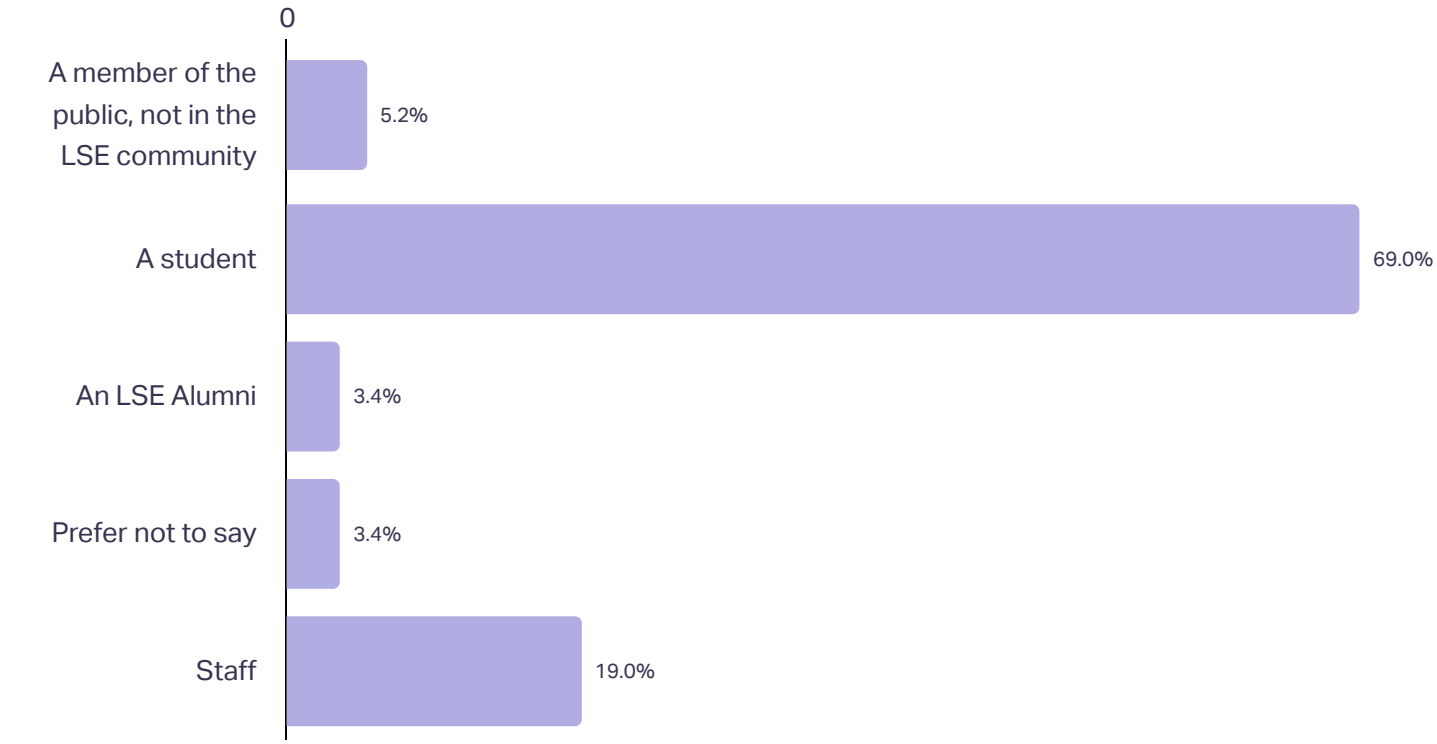
General concern covers things that don't feel right, or behaviour that you've noticed but doesn't quite fall into any of the other categories. We found that this tended to be ticked alongside another category or used when people reported for the purpose of exploring support options.

Who is reporting?

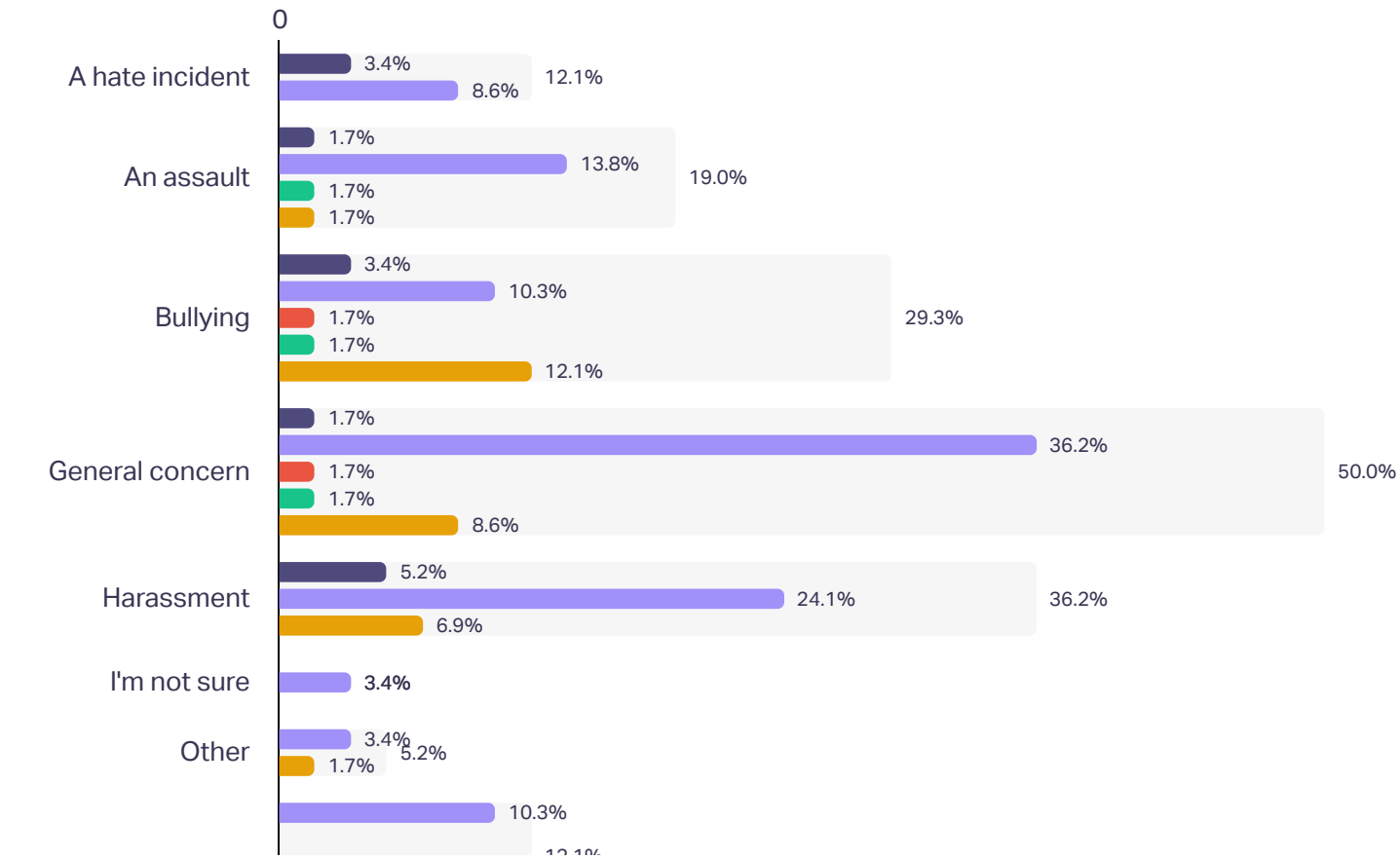
The majority of reports were made by those who had been directly impacted by the incident/s.

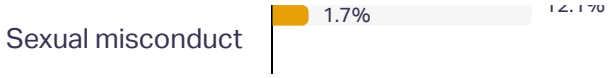


Who experienced this incident/s (I am/they are)?



Incident type reported split by relationship to organisation





Legend

- A member of the public, not in the LSE community
- A student
- An LSE Alumni
- Prefer not to say
- Staff

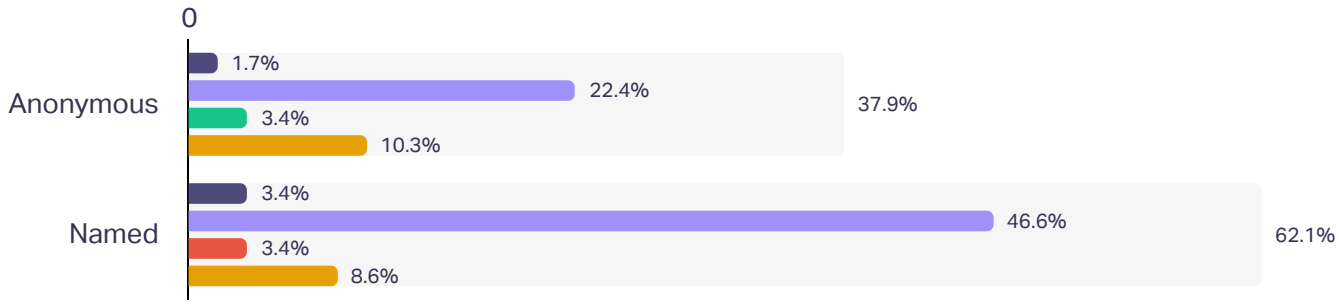
NB - Multiple options could be selected in a single report

Report type

% of anonymous v named reports

The percentage of anonymous reports is much the same as it was during the same period last academic year (36% in AT23/24).

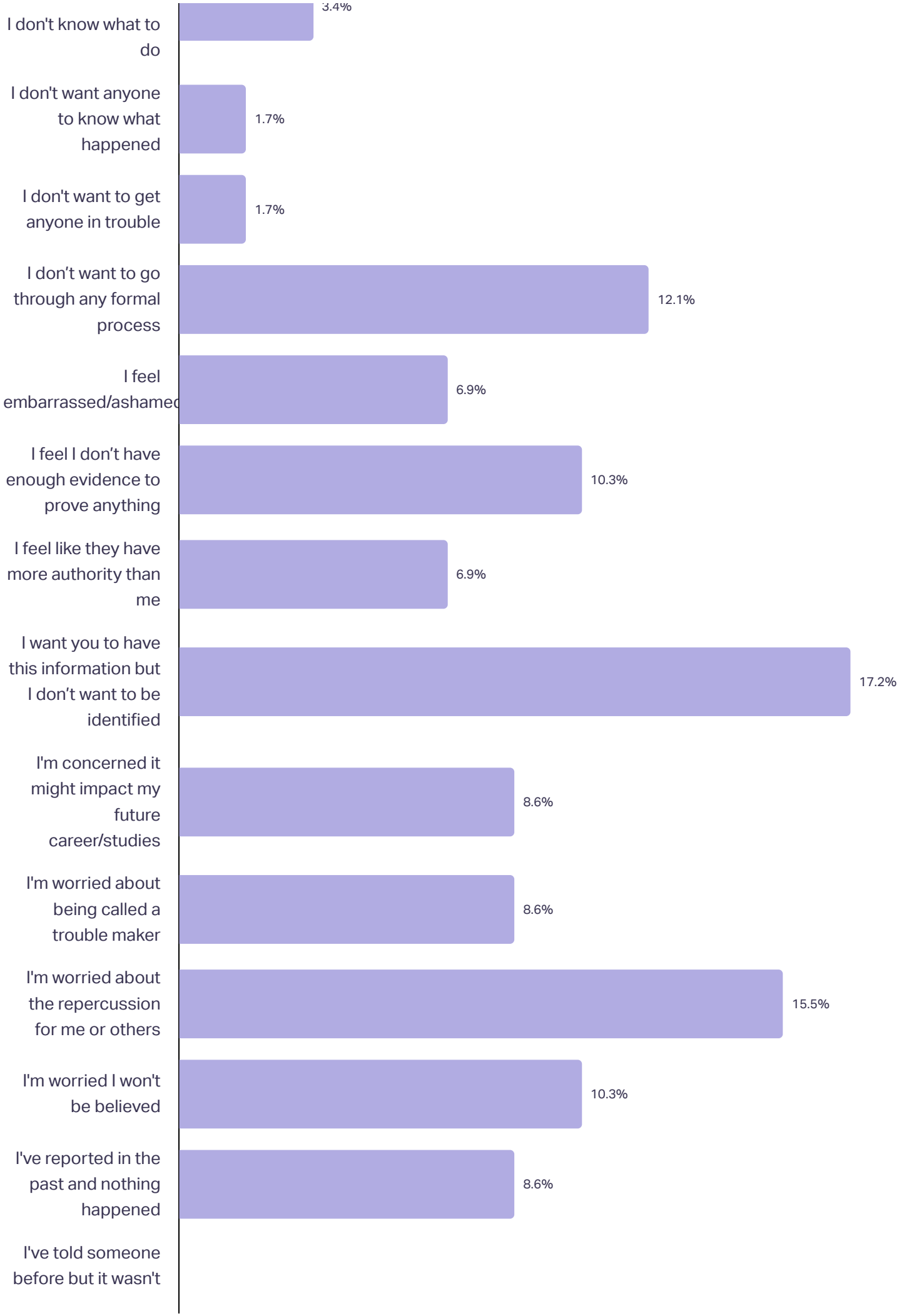
Number of anonymous v named reports split by relationship to organisation

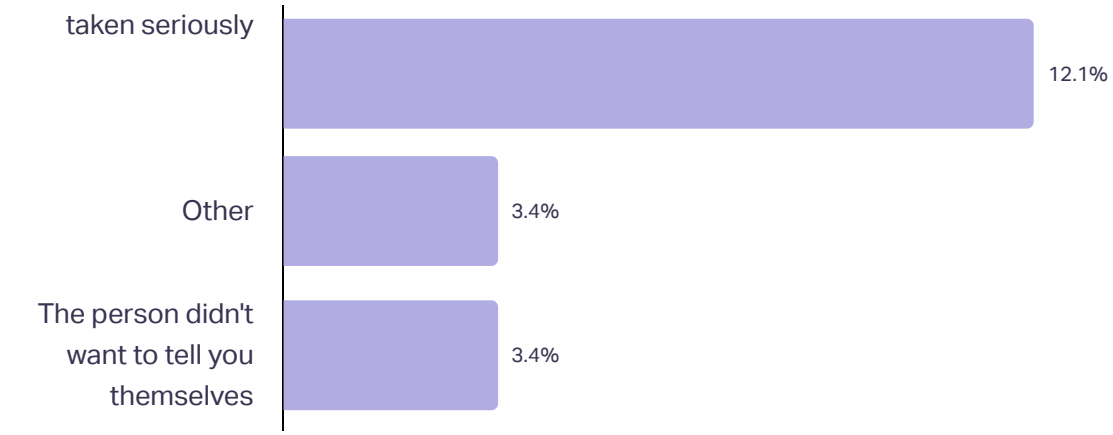


Legend

- A member of the public, not in the LSE community
- A student
- An LSE Alumni
- Prefer not to say
- Staff

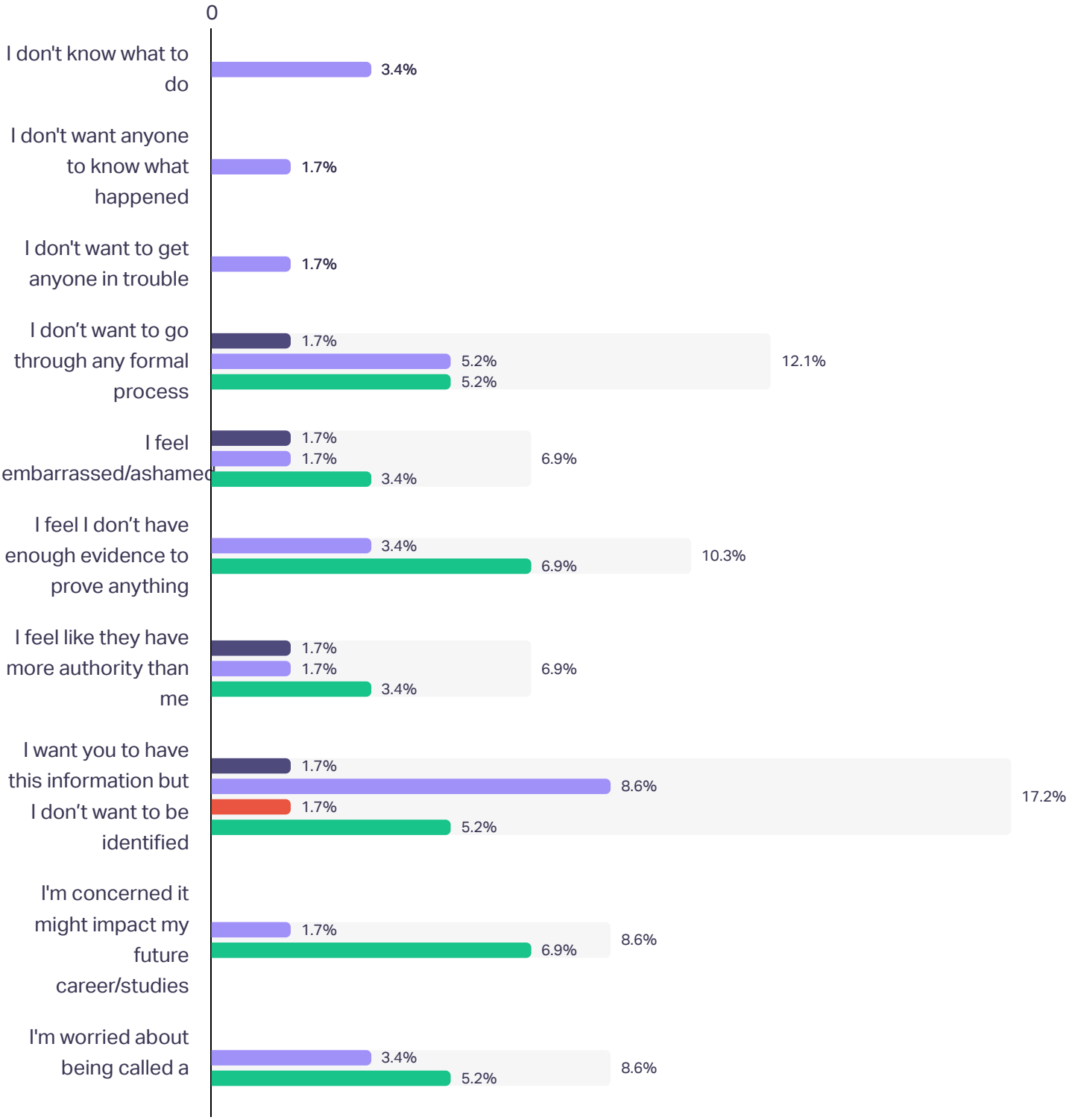
Reasons for reporting anonymously

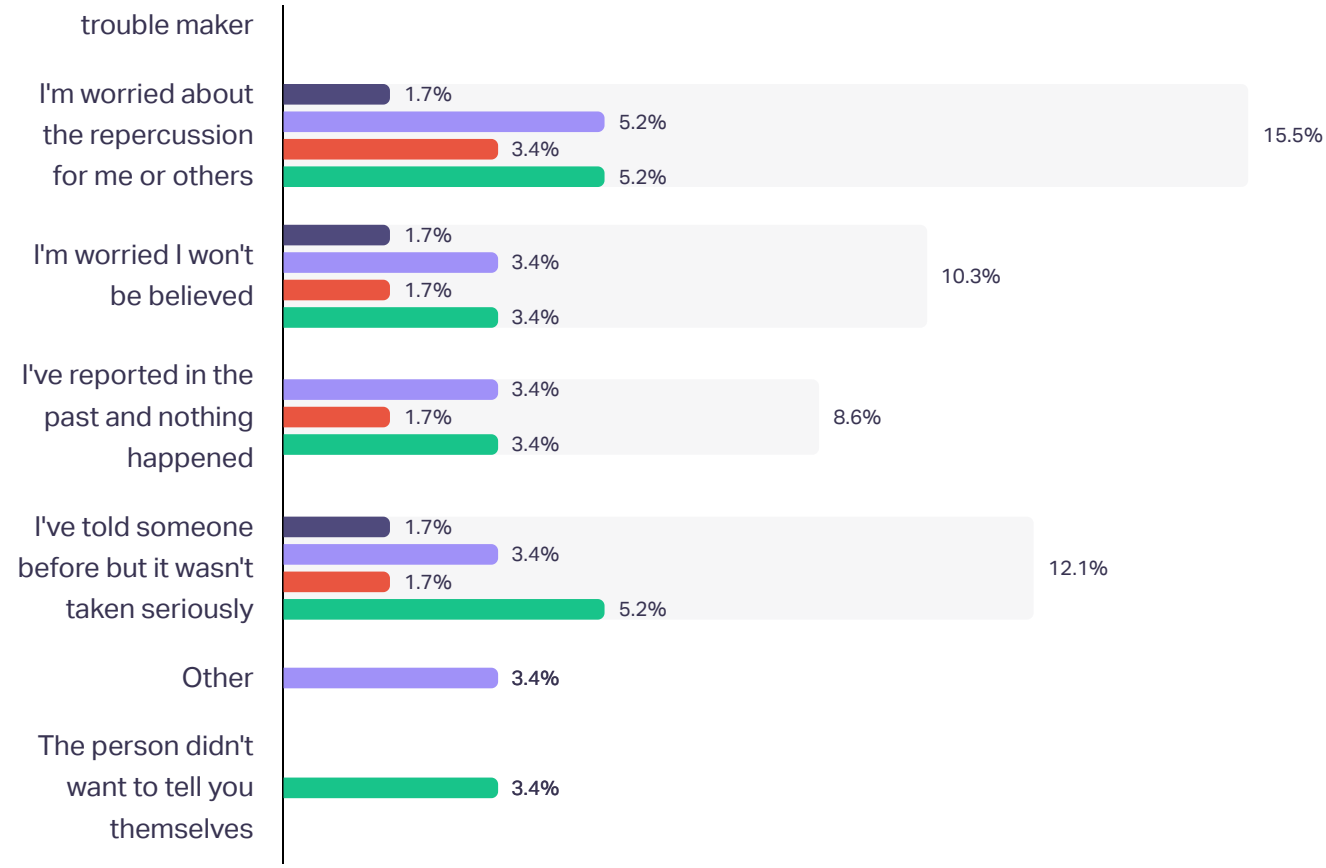

I don't know what to do
3.4%
I don't want anyone to know what happened
1.7%
I don't want to get anyone in trouble
1.7%
I don't want to go through any formal process
12.1%
I feel embarrassed/ashamed
6.9%
I feel I don't have enough evidence to prove anything
10.3%
I feel like they have more authority than me
6.9%
I want you to have this information but I don't want to be identified
17.2%
I'm concerned it might impact my future career/studies
8.6%
I'm worried about being called a trouble maker
8.6%
I'm worried about the repercussion for me or others
15.5%
I'm worried I won't be believed
10.3%
I've reported in the past and nothing happened
8.6%
I've told someone before but it wasn't



NB - Multiple options could be selected in a single report

Number of each reasons for reporting anonymously split by relationship to organisation



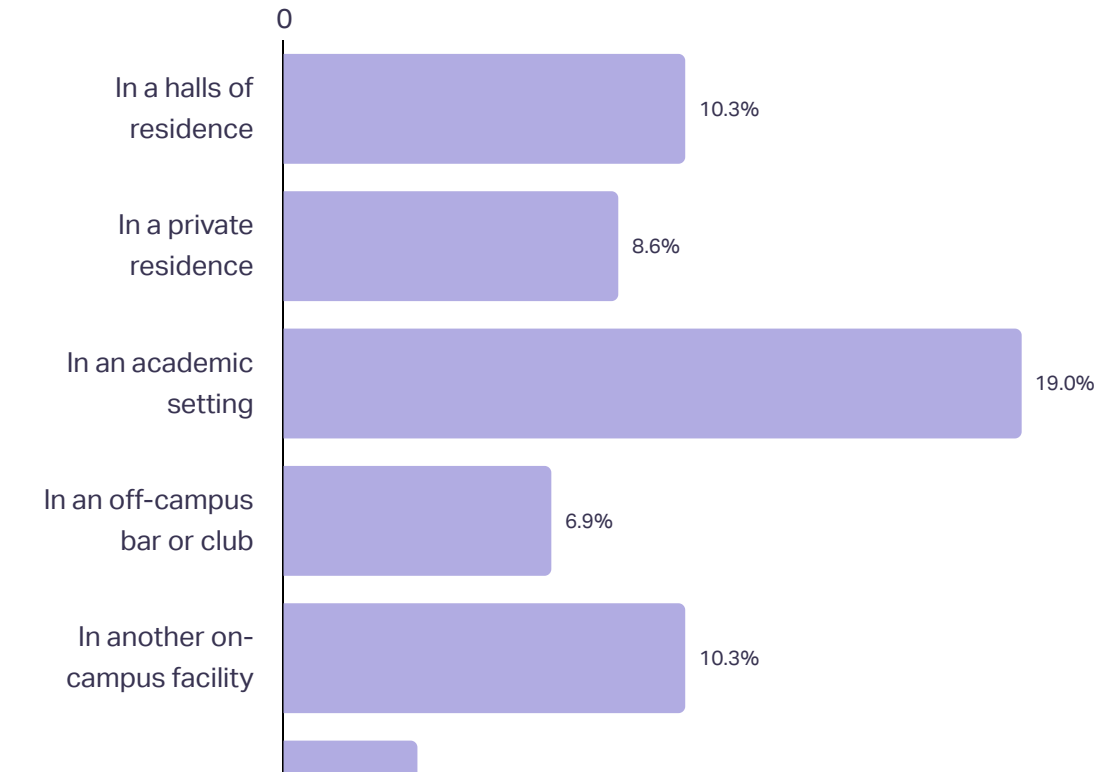


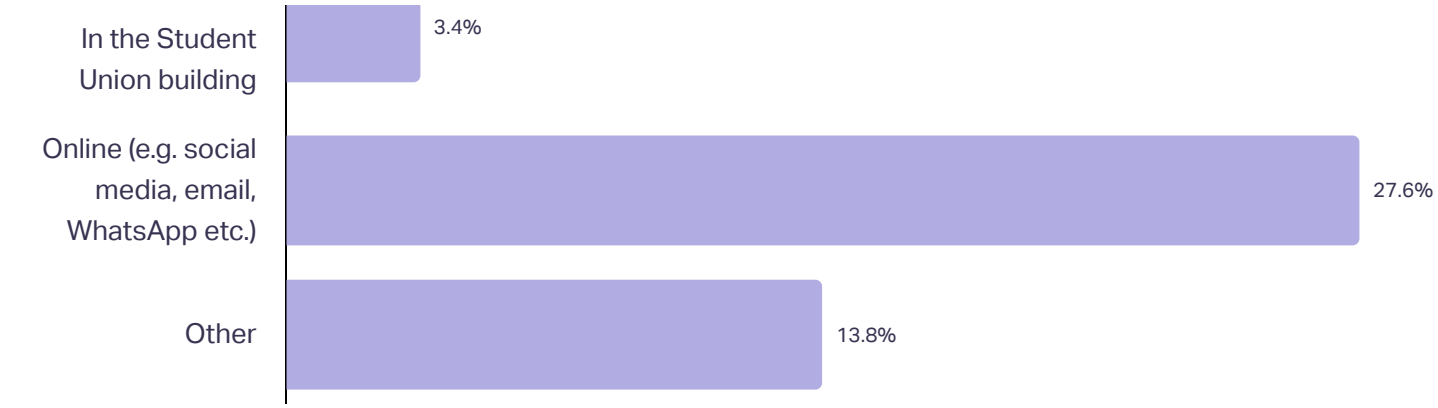
Legend

- A member of the public, not in the LSE community
- A student
- Prefer not to say
- Staff

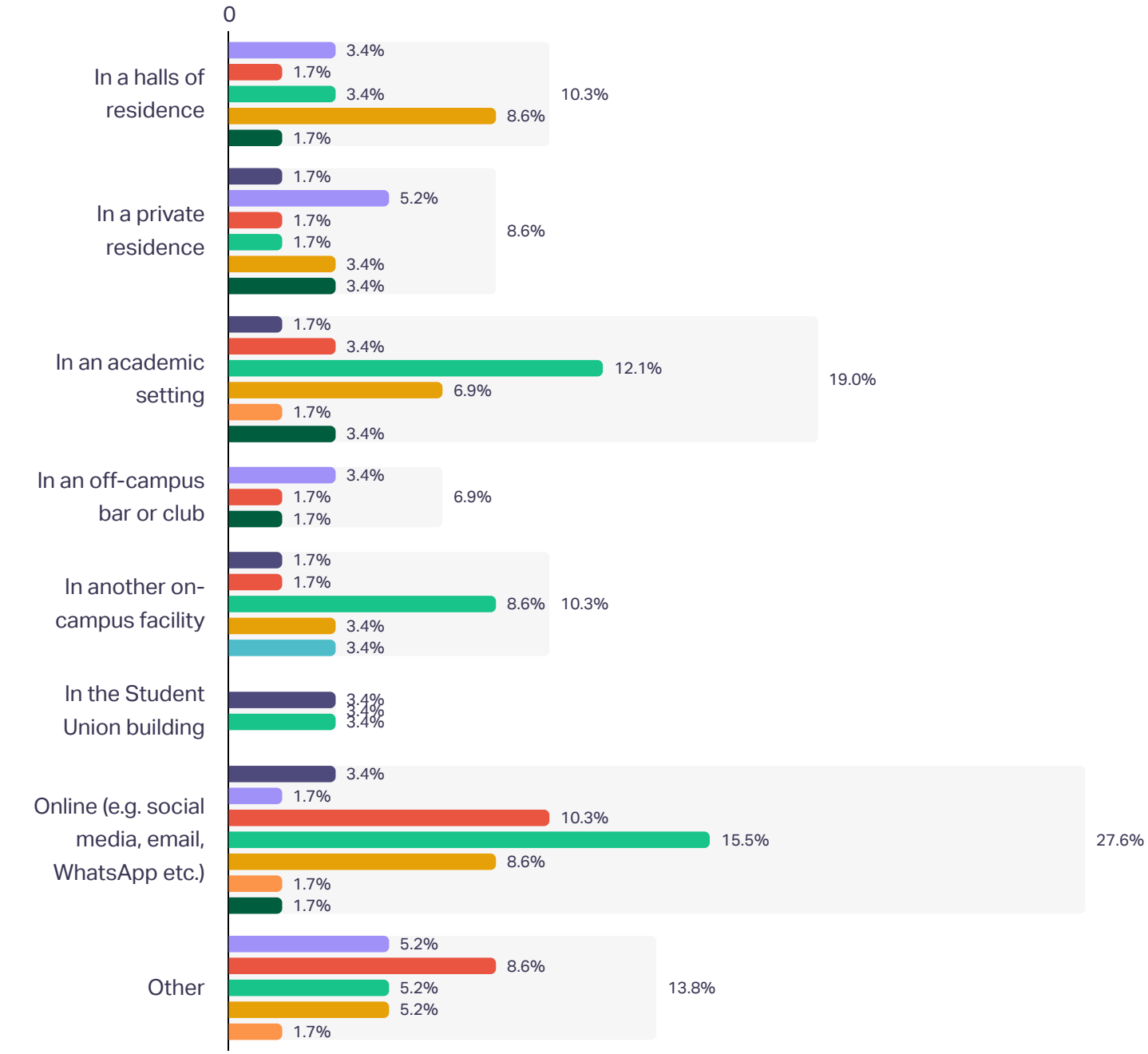
NB - Multiple options could be selected in a single report

Location of incident





Location of incident split by incident type



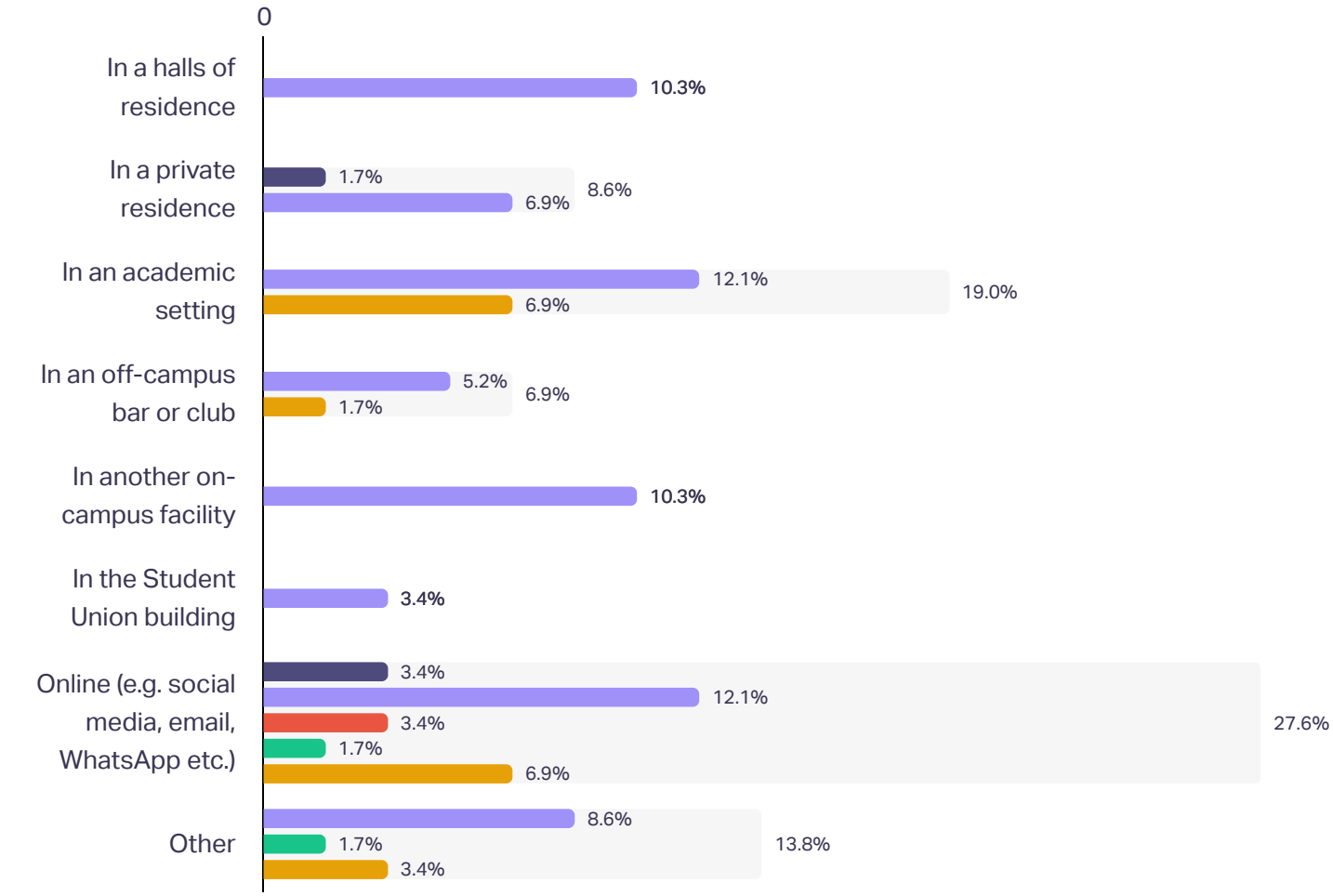
Legend

- A hate incident
- An assault
- Bullying

- General concern
- Harassment
- I'm not sure
- Other
- Sexual misconduct

NB - Multiple options could be selected in a single report

Location of incident split by relationship to organisation



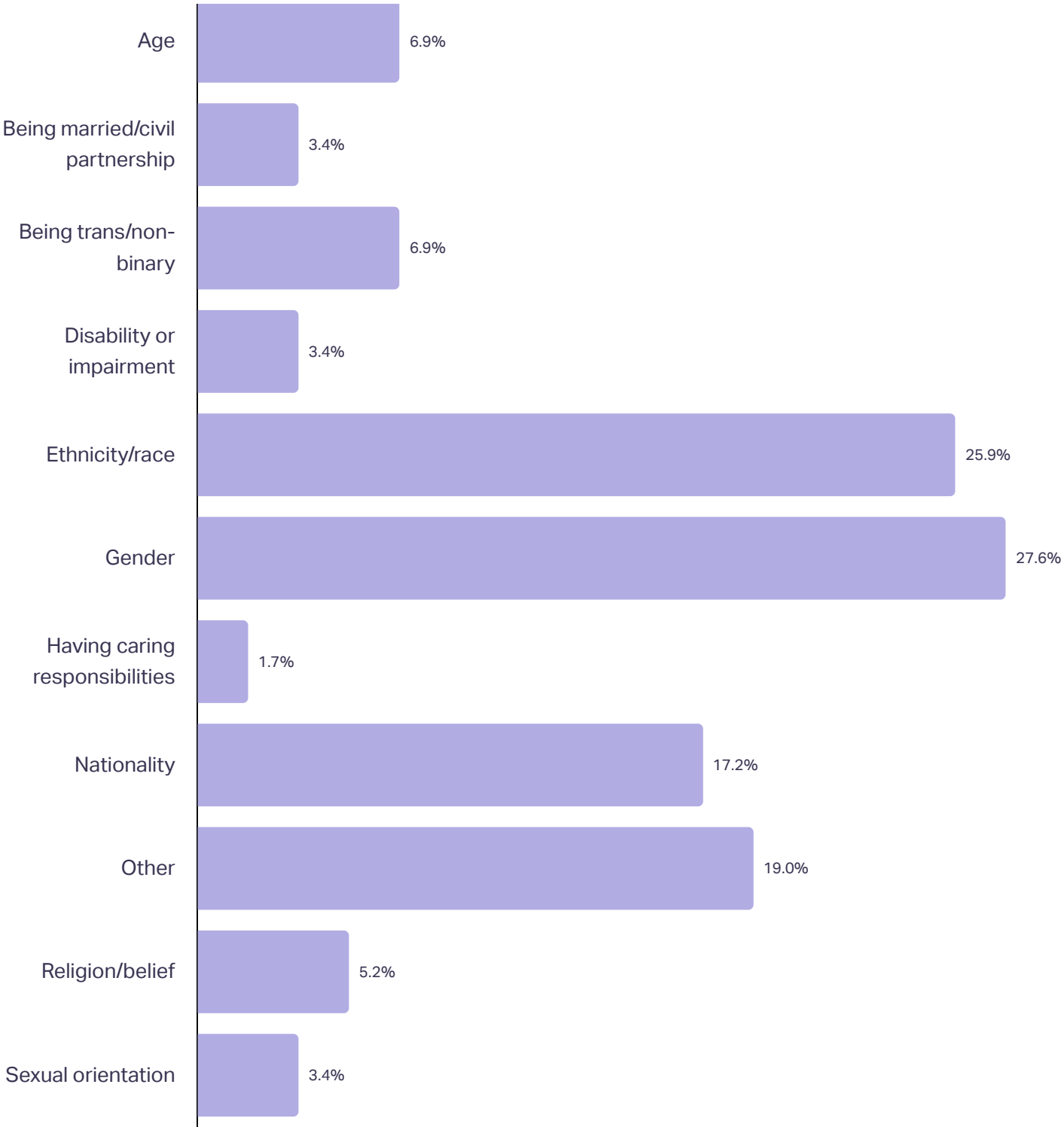
Legend

- A member of the public, not in the LSE community
- A student
- An LSE Alumni
- Prefer not to say
- Staff

NB - Multiple options could be selected in a single report

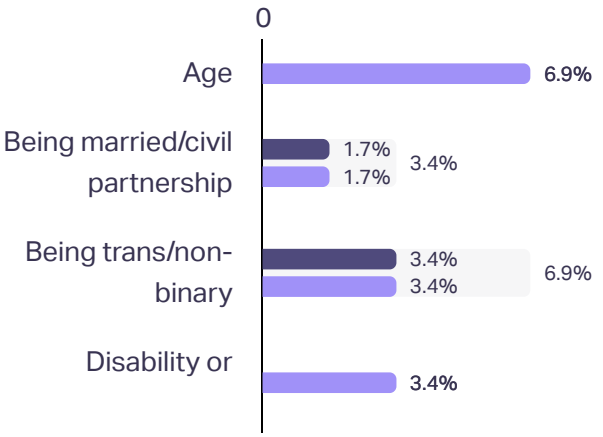
Suspected factor

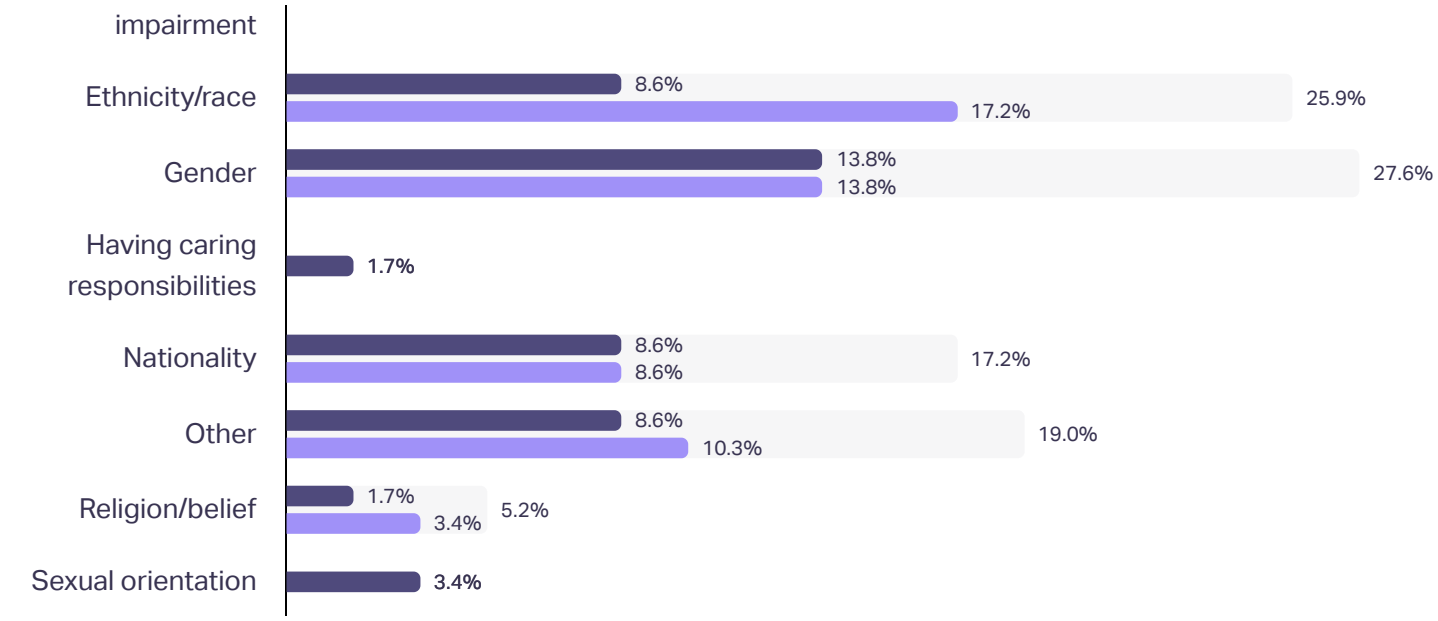
We ask those who report, 'Do you feel as though any of the following factors played a role in what you've experienced?'



NB - Multiple options could be selected in a single report

Suspected factor split with report form (anonymous or name supplied)



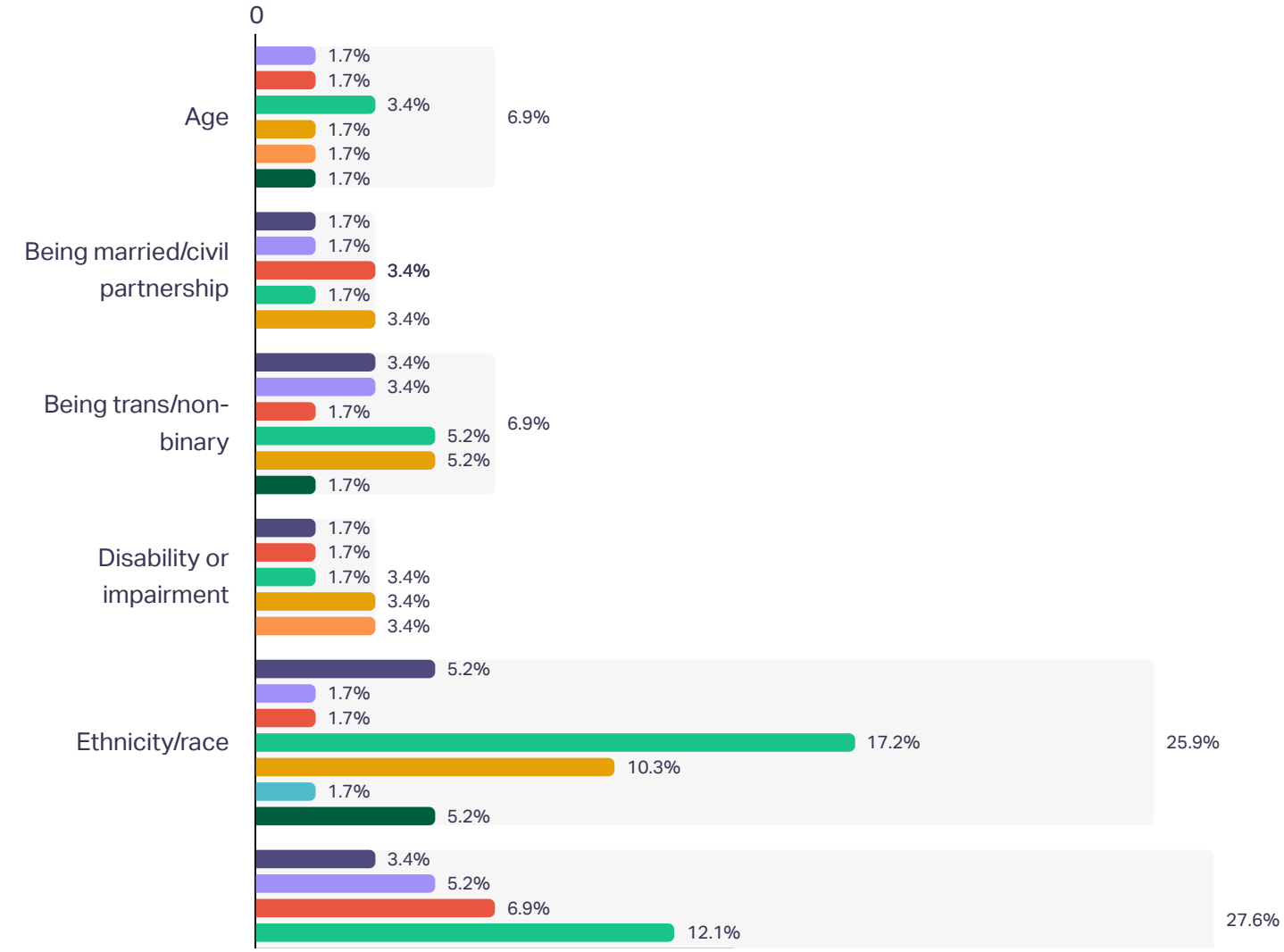


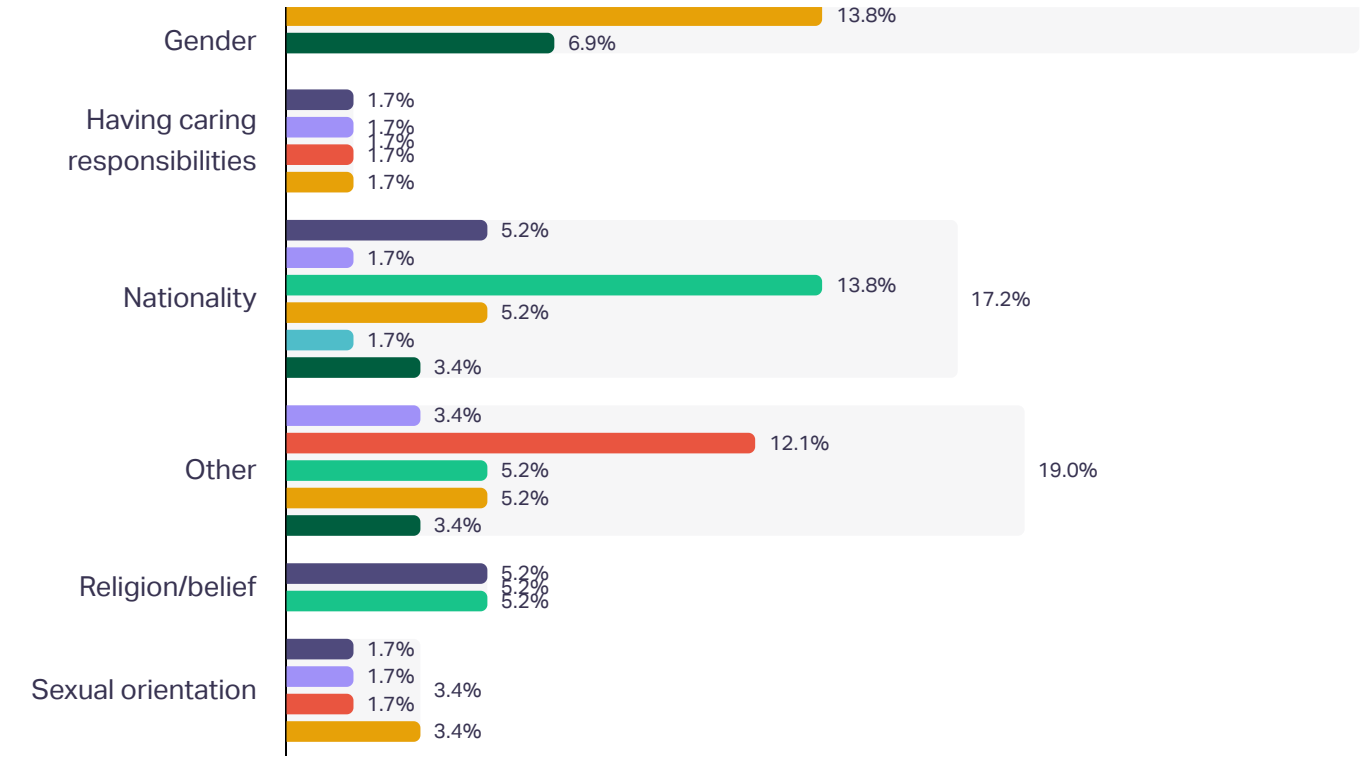
Legend

- Anonymous
- Named

NB - Multiple options could be selected in a single report

Suspected factor split with incident type





Legend

- A hate incident
- An assault
- Bullying
- General concern
- Harassment
- I'm not sure
- Other
- Sexual misconduct

NB - Multiple options could be selected in a single report

Case timelines and outcomes

When a named report is received, the reporting person will be contacted directly by an adviser either from Student Services or HR depending on whether it is staff or student related report. The School aims to make initial contact within 3 working days of receiving a report.

The reporting person will usually be contacted via email and offered an appointment to speak with an adviser 1-1. This is an opportunity for the reporting person to be made aware of their reporting and support options.

Time to Triage

Triage is the process used to assess the reports received on the Report + Support platform and assign to an appropriate adviser in either HR or Student Services. Generally reporting persons are contacted on the same day by the person assigned to the case. Time to triage is counted in calendar days, therefore including weekends. This accounts for some of the longer triage times.

Time to Triage	Number of cases
Less than 1 day	24
1 day	11
2 days	4
3 days	8
4 days	1
5 days	2
6 days	1
Unknown (not marked on system)	5

Time Open

Time Open	Number of cases
Up to 7 days	27
Up to 14 days	6
Up to 28 days	9
Up to 56 days	5
Up to 84 days	5
Between 100-105	4

How we handle anonymous reports

Along with other Higher Education institutions, LSE is trying to move away from previous practice that 'we can't take any action when it comes to anonymous reports.' As an institution it is easier when the community report with contact details as this allows the School to make direct contact and talk through options for next steps in relation to the report, as well as discussing various support options. However, there are many reasons why people may not want to provide contact details, some of which

are explored in the data insight section. Therefore, we want to offer some information about how we handle anonymous reports.

Firstly, all anonymous reports are viewed and triaged by the relevant team (HR or Student Services). There are sometimes tangible steps that can be taken to investigate the behaviour reported. For example, if a serious incident on campus was reported, the Security team may be able to view CCTV and identity those perpetrating the behaviour.

The Head of EDI and the Harassment and Sexual Misconduct Policy Adviser meet with both the Head of HR Partners and Deputy Head of Student Services twice termly. These meetings are used to discuss all the reports that have come through in that period, and whether there are any trends where targeted intervention is possible.

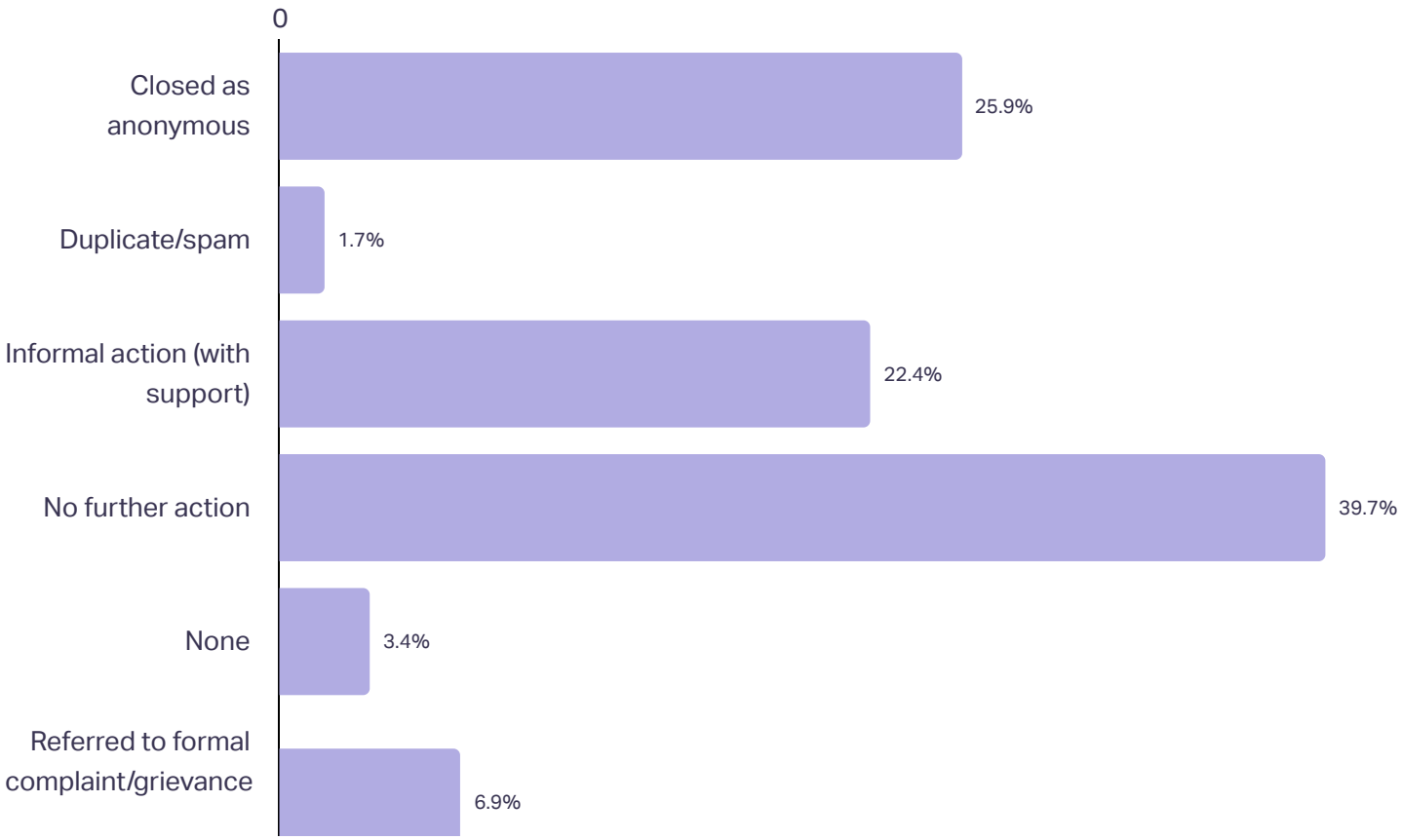
Some anonymous reports may relate to other anonymous or named reports and we can look at these reports in combination to provide a more detailed picture of the situation/ behaviour. The system has name matching abilities meaning reports that mention the same name will be flagged.

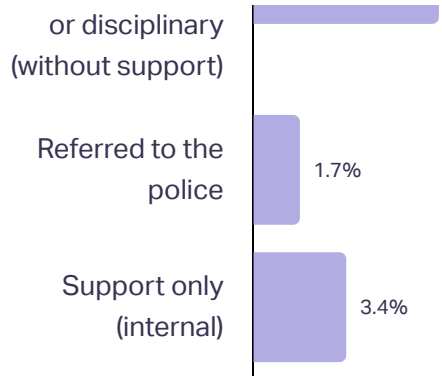
If a Department or Division has had a notable amount of reports regarding the same issue then it may be appropriate to speak with the Head of this Department or Division, or arrange some specific training intervention. If there was a specific location on campus reported, then we may want to flag to the Security team or speak with staff working there, for example the Student's Union building, to arrange extra patrols or oversight.

When handling anonymous reports, consideration will always be given to the risk of the reporting person becoming identifiable if action is to be taken.

Case Outcomes

Of the cases closed in AT 2024, the below were noted as case outcomes on the system.





NB - Multiple options could be selected in a single report

Closed as anonymous: This means the case was reviewed and assessed by a Student Services or HR adviser and then closed. The report remains on record and would still be considered in any name matching search. Anonymous reports are useful in providing the School with insight into what is happening on campus, and they allow for targeted interventions, resource allocation and strategic decision-making.

An example would be that in response to the most common location on reports being 'Online', the team who arrange Consent.Ed (student training) each year will be adapting content to incorporate an online scenario for students to consider. Furthermore, where there is an anonymous report that names a specific event, location or incident, there may still be direct action that can be taken. For example, Security can be made aware of concerns, or specific Halls of Residences, the Student's Union, or Departments/Divisions could be contacted where appropriate.

Informal action (with support): When a named report is received, the student or staff member will be contacted directly by an adviser. This is an opportunity for the reporting person to be made aware of their reporting and support options. It may be that the reporting person opts for an informal solution to the incident/s.

An example of this would be when the reporting person asks for someone to be spoken to by Student Services or HR, with the aim of indicating to the reported person/s the impact of their behaviour. Some people may also wish for a no-contact agreement to be arranged. Under informal action, the reported person must also agree to a no-contact agreement.

No further action: All those who report with contact details are directly contacted by an adviser, and will usually meet with the adviser 1-1 to explore report and support options.

No further action refers to various situations such as: the reporting person does not respond to the offer to meet, the reporting person withdraws their report, the reporting person doesn't wish to pursue a report right now but asks for the report to stay on record/be put on hold and will be back in touch if anything changes/escalates, there is no direct action that can be taken (e.g. the reported person/s are not members of the LSE community), the matter is resolved via proportionate actions that do not involve formal disciplinary. An example of this would be, management of a specific staff team were made aware of concerns and appropriate steps were taken, including recommendation for training.

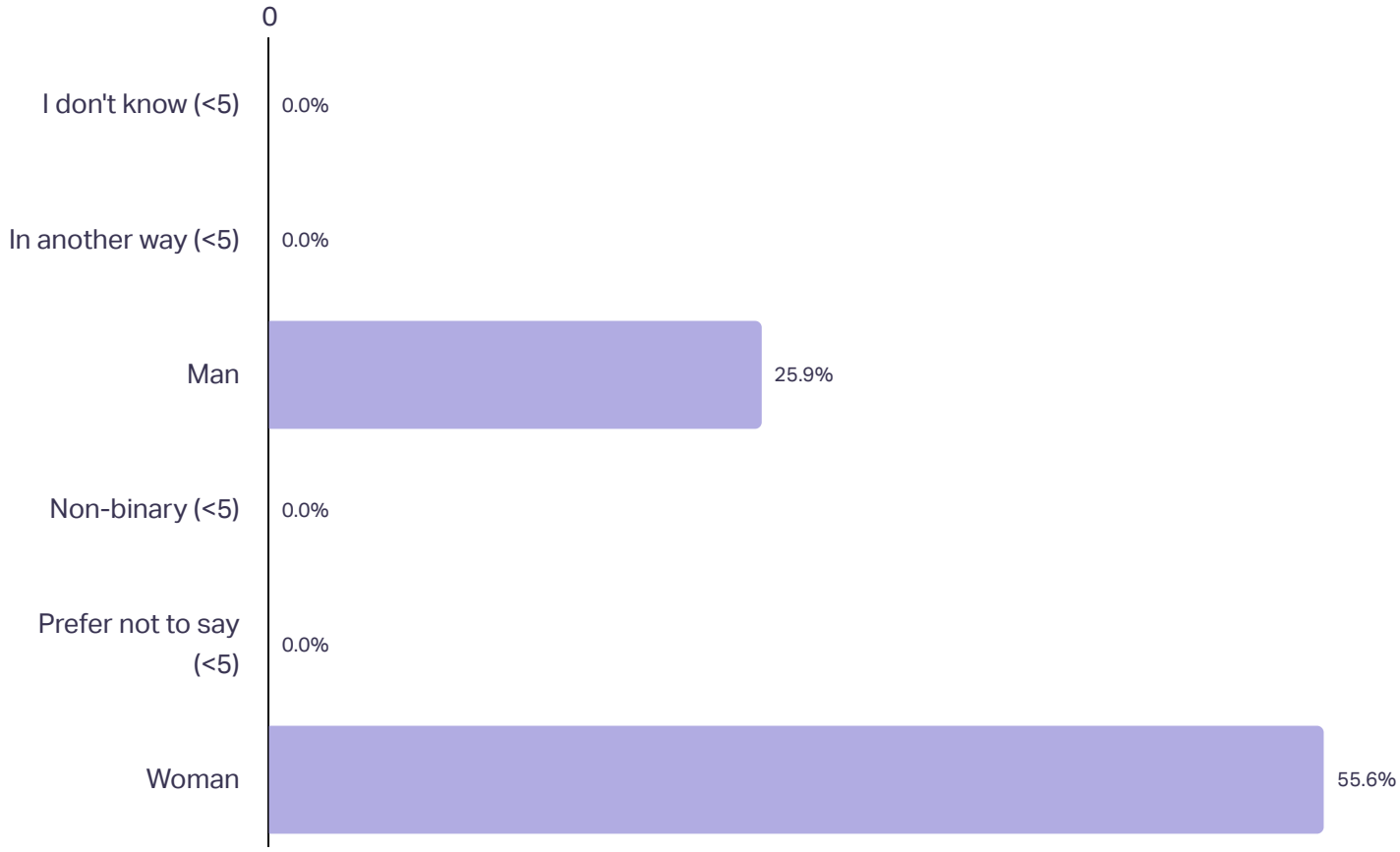
Referred to formal complaint/grievance or disciplinary (without support): In these cases, either informal resolution was attempted but unsuccessful and students were given the option to refer to a formal process, or they were given details of other formal reporting processes external to the school where the incident/s did not fall under the remit for an LSE investigation. 'Referred' does not mean that

a formal complaint/grievance or disciplinary was initiated, it means that the option to go down this route was provided. All staff and students are signposted to general support when making a report via Report + Support, 'without support' in this context only means a referral was not made to internal support as part of the case handling.

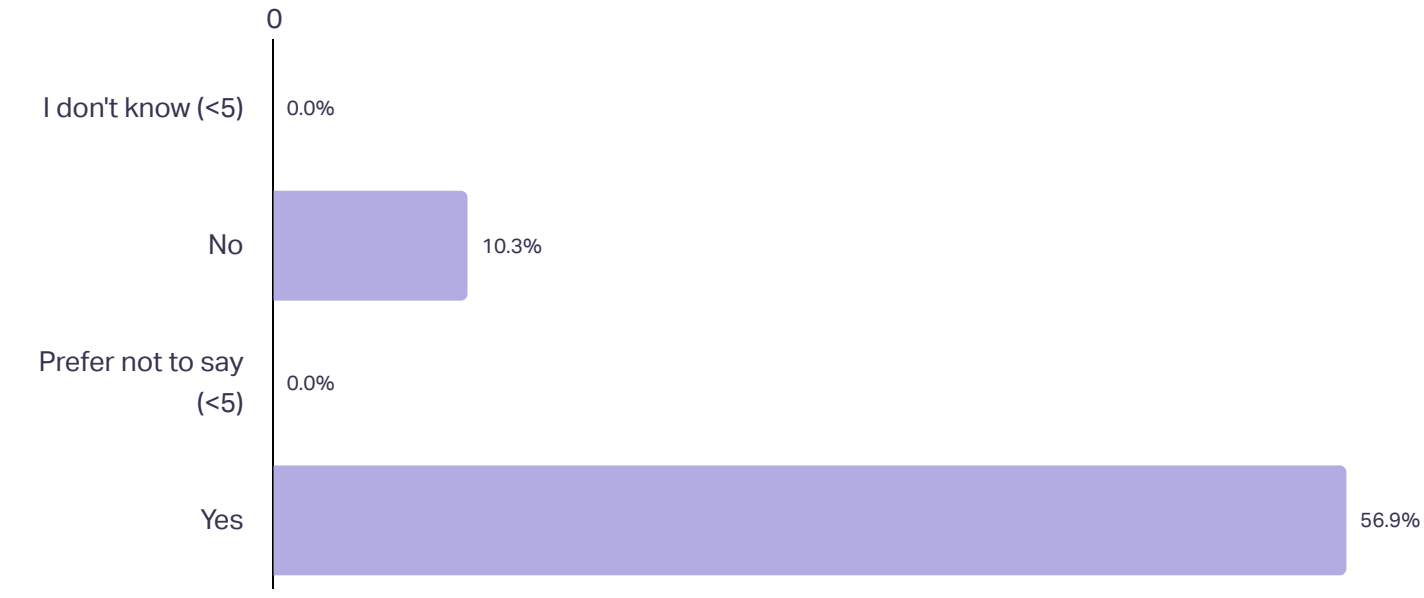
We intend to publish case timelines and anonymous outcomes from cases which do take a formal route (e.g. complaint/grievance or disciplinary) in our annual insight report.

Demographic data

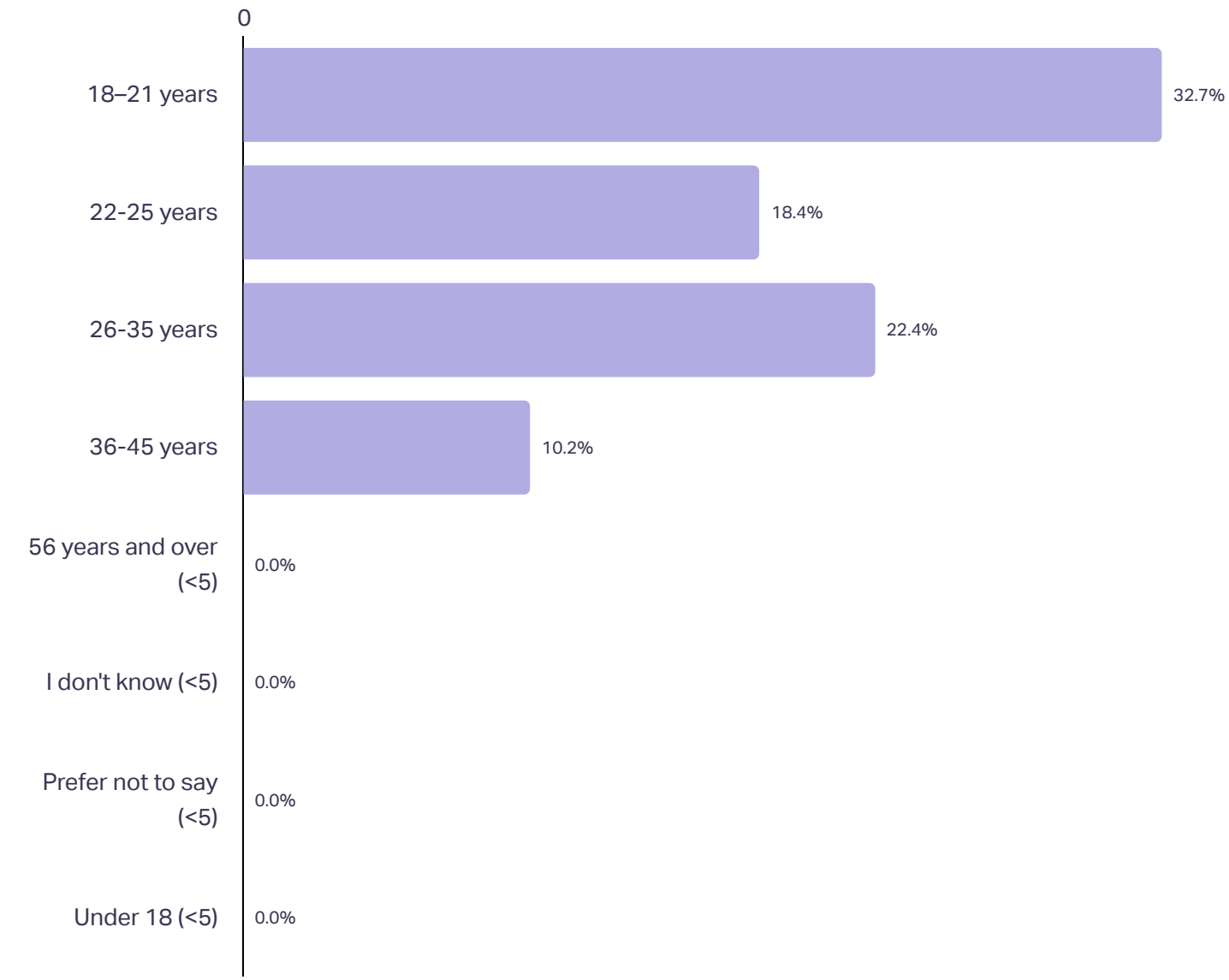
Gender



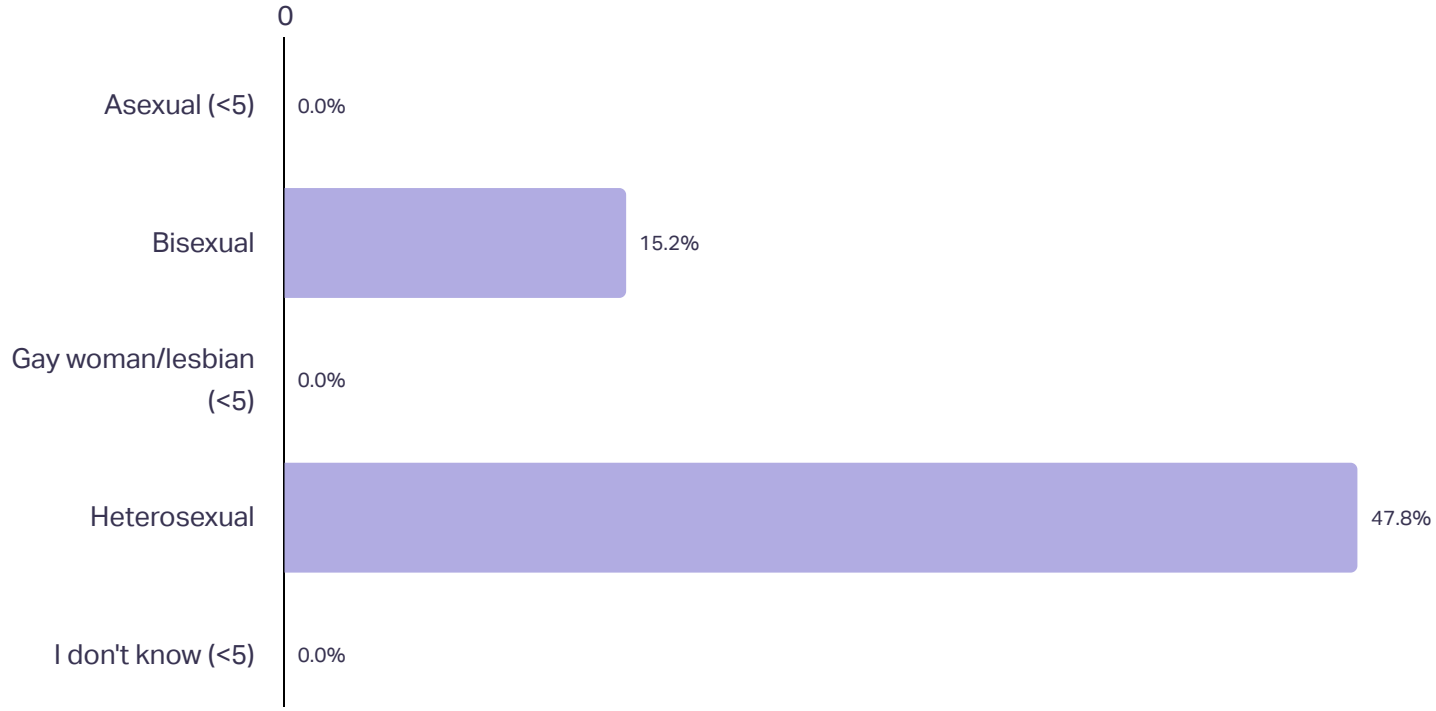
Is the gender you/they identify with the same as your/their sex assigned at birth?

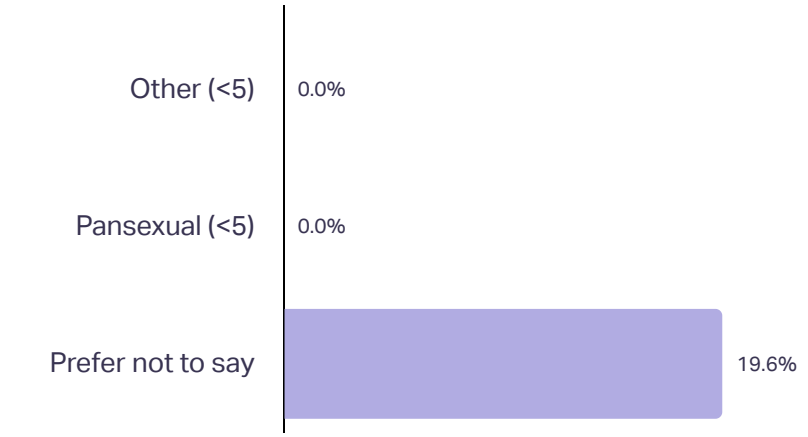


Age

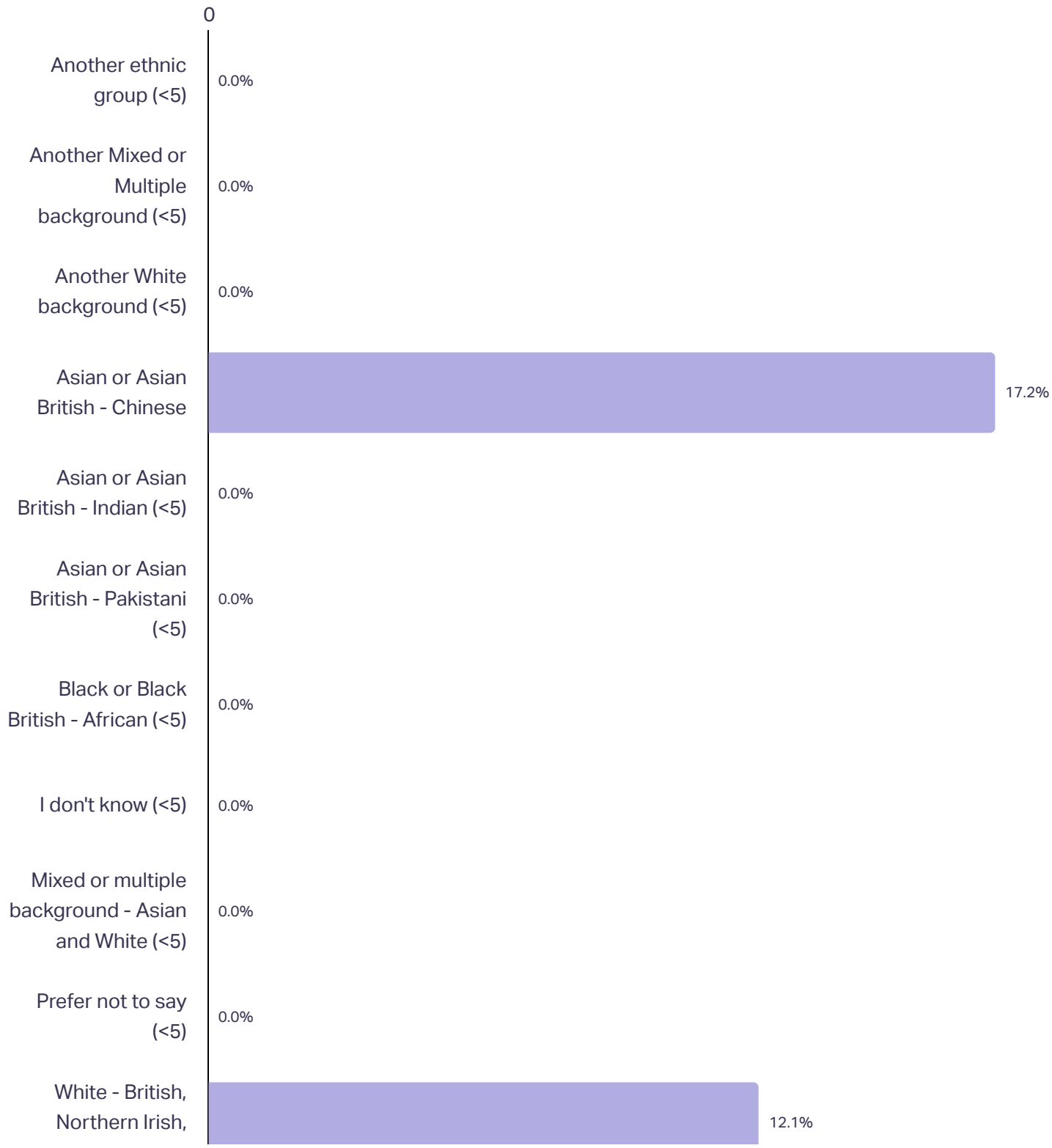


Sexual Orientation

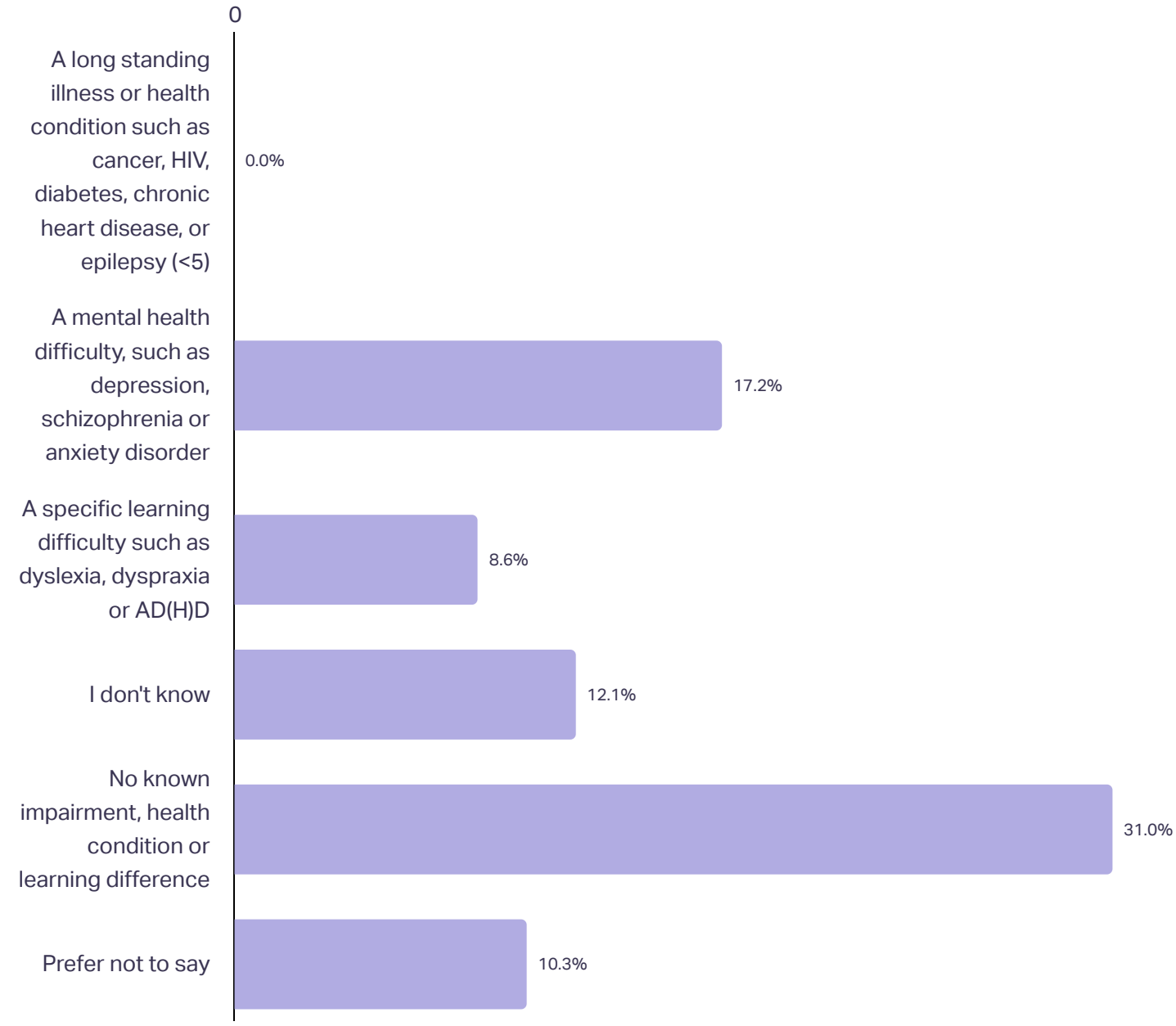



Other (<5)
0.0%
Pansexual (<5)
0.0%
Prefer not to say
19.6%

Ethnicity

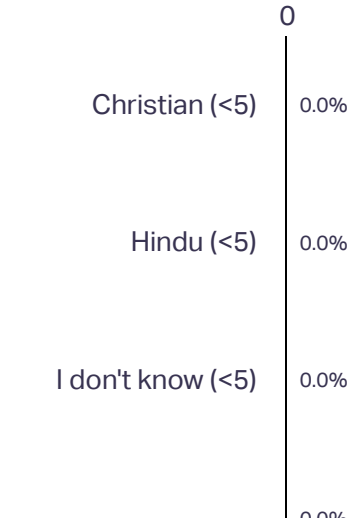

0
Another ethnic group (<5)
0.0%
Another Mixed or Multiple background (<5)
0.0%
Another White background (<5)
0.0%
Asian or Asian British - Chinese
17.2%
Asian or Asian British - Indian (<5)
0.0%
Asian or Asian British - Pakistani (<5)
0.0%
Black or Black British - African (<5)
0.0%
I don't know (<5)
0.0%
Mixed or multiple background - Asian and White (<5)
0.0%
Prefer not to say (<5)
0.0%
White - British, Northern Irish,
12.1%

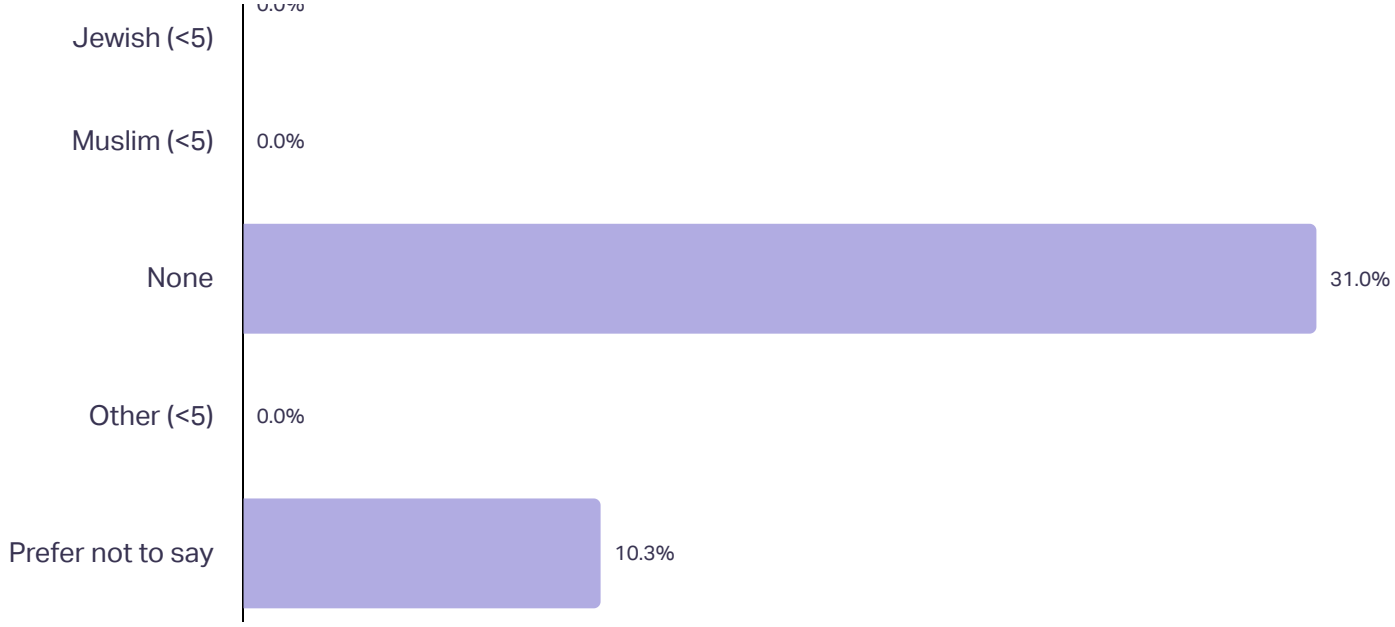
Disability



NB - Multiple options could be selected in a single report

Religion




0.0%
Jewish (<5)
Muslim (<5)
0.0%
None
31.0%
Other (<5)
0.0%
Prefer not to say
10.3%