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Executive Committee, 2016/17

Prof M Fowler VC’s Deputy; Master of Darwin
Dr M Gross Bursar, Emmanuel College
Dr J Bunbury Senior Tutor, St Edmund’s College
Mr Tim Ellis Counsellor, UCS
Prof L R Gelsthorpe Council Representative, Pembroke College
Ms G Dufour Head of Service
Dr J McClarty Senior Tutor, Wolfson College
Dr C Lea-Cox General Practitioner, Trumpington St Medical Practice
Dr A Devine General Practitioner, Bridge Street Medical Centre
Mr A Powell Bursar, Fitzwilliam College
Ms J Raine Bursar, Newnham College
Mr R Smith UCS Financial Administrator (in attendance)
Ms J Wing CUSU Disability Officer
Ms S Buck CUSU Welfare Officer
Miss K. Springthorpe Acting Secretary (in attendance)

Staff in the Student Counselling Service

Head of Service
Géraldine Dufour Registered member BACP Senior Accredited

Senior Counsellors
Hanya Czepkowski Registered member BACP Accredited
Sally Swain Registered member BACP Accredited
Polly Brown Registered member BACP Accredited

Counsellors & CBT Therapists
Jackie Alden (part-time) Registered member BACP Accredited
Margaret Bailey Registered member BACP Senior Accredited from 01/17
Amy Beddows (part-time) BACP Reg Practitioner until 09/16
Fliss Cadbury (part-time) UKCP Reg Psychotherapist from 11/16
Tim Ellis (part-time) UKCP Reg Psychotherapeutic Counsellor
Gudrun Haraldsdottir (part-time) Registered member BACP Accredited
Fran Patrick Registered member BACP Accredited
Deborah Powter Registered member BACP Accredited
Diana Ong HCPC registered Clinical and Counselling Psychologist, BPS Chartered Psychologist
Vanessa Skinner (part-time) BABCP Accred. CBT Psychotherapist
Barbara Steen (part-time) BABCP Accred. CBT Psychotherapist until 09.16
Anna Zaboronski (part-time) Registered member BACP Accredited from 12/16

Mental Health Advisor
Emily Farrar (part-time) RMN Nurse registered with the NMC
Ashleigh St Louis RMN Nurse registered with the NMC
Mindfulness practitioner

Elizabeth English (part-time)  Member of the British Focusing Association, The Focusing Institute, Centre for Non-violent Communication

Locums

Clare Colley, Emma Lockhart, Julia Cooke, Susan Norman

Associate Counsellors (training placements: half- to one day per week)
First year: Marita Morahan, Kirsty Clarken
Second year: Farasat Sadia

Psychiatric consultations

Dr Alison Jenaway (part-time)  Consultant Psychiatrist in Psychotherapy

Support Staff

Robert Smith (part-time)  Financial Administrator
Sue Geeson  Office Manager
Fiona Hey (part-time)  Administrator / Receptionist
Hazel Sanderson (part-time)  Administrator / Receptionist
Becky Wright  Administrator / Receptionist

Counselling can change people’s lives, and we were very touched to receive this feedback from an ex-client of the service:

“I’d like the counsellors to know what a profound effect they can have on students’ lives many years after their sessions end.
My sessions with one of your counsellors were at a time when I intended to end my life. Clearly I survived and went on to have a happy marriage and a fulfilling career.
This weekend visiting my son who is a student, I can’t help but relive that difficult period of my life. Your counsellor probably didn’t realise what she did for me but please encourage your counsellors to keep doing what they do.”

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Executive Summary

Service Evaluation

We conduct a follow-up survey of all users of the Service following the end of their counselling. Overall, 94.81% said that counselling had helped them deal with their difficulties (compared to 93.7% last year), with 83.12% saying counselling helped ‘some’ or ‘a great deal’ (last year: 80%).

This year our return rate was 12.4%. The comments are mostly very encouraging, and reveal high levels of satisfaction with students’ experience of the Service, with the main results shown below:

1. To what extent would you say that counselling has helped you to stay at university?
   71.43% indicated that this was an issue for them (compared to 70% last year), and of these 38.31% said counselling was ‘an important factor’ or ‘the most significant factor’ (last year: 30.3%).

2. To what extent would you say that counselling has helped you do better in your academic work?
   90.92% indicated that this was an issue for them (compared to 88% last year), and of these 35.07% said counselling was ‘an important factor’ or ‘the most significant factor’ (last year: 40%).

3. To what extent would you say that counselling has improved your overall experience of university?
   95.4% said that counselling had helped with this to some extent (identical results compared to last year); with 55.19% saying counselling was ‘an important factor’ or ‘the most significant factor’ (last year: 51.4%).

4. To what extent would you say counselling has helped you develop skills that might be useful in obtaining future employment (e.g. self-understanding, understanding of others, managing difficult feelings better, increased self-confidence, assertiveness)?
   89.61% said that counselling had helped with this to some extent (compared to 88.4% Last year), with 38.96% saying counselling was ‘an important factor’ or ‘the most significant factor’ (last year: 35.6%).

When asked to describe in more details the ways in which counselling helped them, recurring themes mentioned by students include:

- **Being listened to:** ‘Someone to talk to’
- **A valued space:** ‘A place where I could talk about myself without any worry’
- **Skills and techniques:** ‘Given me better coping mechanisms’
- **Developing understanding:** ‘Increasing self-awareness and understanding’
- **Feeling supported:** “It reassured me that university support was available, and that the university cared about my wellbeing. Speedy response too - thanks :)”

Most of the complaints received about the counselling service relate to students having to wait for their appointments, or having a limit to the number of sessions available:

- “Extending beyond 6 sessions if possible to do some longer term work.”
- “The waiting time was a little long.”

Information about the nature of counselling and current waiting times for counselling can be found on our website.

All the responses we receive, including any negative comments, are reviewed by one of our senior counsellors and, unless the response is anonymous, also given to the counsellor concerned. In this way these comments help to inform and modify our practice.

Our administrative team is dedicated to the students we support, and go the extra mile to help them and be welcoming, as is reflected in our survey where all but two students who answered were happy about the way in which there were dealt with by our receptionists.
KEY NUMBERS

For counselling:
- 1575 students accessed individual counselling, for an average of 4.4 sessions
- 8.6% of the student population accessed individual counselling at the UCS, a high proportion of the student body
- 50 - 70 new referrals were received per week during term time
- 5 - 10 counselling workshops and groups were offered per week during term time
- 180 - 240 individual counselling sessions were offered each week, and there were a further 30 - 60 group attendances per week during term

For Mental Health Advisors (MHAs):
- 208 students accessed individual sessions with the MHAs
- 189 mental health assessments and a further 576 ongoing sessions were offered throughout the year

Mindfulness
- 7 eight-week courses were delivered during the Michaelmas and Lent terms, offering 210 places to students each term
- A series of 4 differently-themed workshops targeting examination issues were offered during the Easter term
- Approximately 51 hours of Individual Mindfulness Support sessions were offered outside of the classes: during Michaelmas 2015 and Lent 2016

KEY FACTS:
- We also responded to numerous requests for support and guidance from tutors, nurses and welfare staff in colleges and departments, as well as from GPs and specialist staff in mental health services
- Students requiring urgent help were fast-tracked for counselling and/or seen very quickly by the MHAs
- The mindfulness practitioner advised welfare staff and students on suitability for mindfulness

WHO USES THE SERVICE?

For counselling:
We have information about 1544 students who accessed individual counselling, groups and workshops last year. University figures are included for information, in brackets. Of those who replied to these questions:
- 52.7% were undergraduates (UoC 58.7%) and 45.9% were post-graduates (UoC 41.3%)
- 34.8% were final year students and 36.1% were first year students (UoC 36.3%)
- 75.6% had not used the service before and 24.2% had returned to see us
- 64.4% describe themselves as female (UoC 46.6%), 34.1 % as male (UoC 53.4%), 0.9% as other or transgender
- 252 students told us that they had a disability they wanted us to know about, 10.6% of students attending the Service stated they had mental health difficulties (UoC 2.3%), 2.1% an unseen disability, 0.9% Asperger Syndrome/Autistic Spectrum Disorder (UoC 0.5%), 1.8% another disability (UoC 0.9%), 0.7% multiple disability (UoC 0.5%) adding up to a total of 16.3 % disabled students (UoC 9.8%).
- 73.2% described themselves as white (UoC 67%), 1.6% as black (UoC 1.4%), 8.8% as Asian (UoC 9.5%), 6.4% as Chinese (UoC 11.3%), 7.7% were from other ethnic backgrounds (UoC 10.1%).
- 60.2% came from the UK (UoC 58.8%), 16% from other EU countries (UoC 16.8%) and 23.6% were international students (UoC 24.4%).

For Mental Health Advisors:

We have information about 138 students who accessed face to face individual support with the MHAs. Of those who replied to these questions:
- 70% were undergraduate (UoC 58.7%) and 29.3% were post graduate (UoC 41.3%)
- 28% were final year students and 42% were first year students (UoC 36.3%)
- 66.7% had not used the service before and 30% had returned to see us
- 62.7% describe themselves as female (UoC 46.6%), 32% as male (UoC 53.4%), 4.7% as other or transgender
- 64 students told us that they had a disability they wanted us to know about: 32% of students attending MHA appointments stated they had mental health difficulties (UoC 2.3%), 1.3% an unseen disability, 2% Asperger Syndrome/Autistic Spectrum Disorder (UoC 0.5%), 3.3% another disability (UoC 0.9%), 3.3% multiple disabilities (UoC 0.5%) coming to a total of 42.6% disabled students (UoC 9.8%)
- 75.3% described themselves as white (UoC 67%), 2.7% as black (UoC 1.4%), 10% as Asian (UoC 9.5%), 4% as Chinese (UoC 11.3%), 4.7% were from other ethnic backgrounds (UoC 10.1%)
- 73.3 % came from the UK (UoC 58, 8%), 9.3% from other EU countries (UoC 16.8%) and 14% were international students (UoC 24.4%)

WHO COMES TO MINDFULNESS CLASSES?
We will be able to present information for this pilot scheme in due course.

WHO SIGNPOSTS STUDENTS TOWARDS OUR SERVICE?

Students are not able to refer themselves to the Mental Health Advisors. Referrals may be made by College tutors and nurses, University staff, GPs or mental health services.

Although all students self-refer to counselling, we ask students if anyone suggested that they attend the counselling service. In 2016-17, 21.2% were advised to come by a medical practitioner and 11.7% via their personal tutors, director of studies, or other academic, and 9.8% by their family and friends.

Last year, self-referral to the service increased by 8.40%. In the past four years, the service has experienced a 39.23 % increase in the number of students applying to access the service from 1565 in 2013/2014 to 2179 in 2016/2017.
Alerts – last year we received just over 90 alerts from staff concerned about students.

Key achievements for the UCS team in 2016/2017

Members of staff at the UCS contribute not only to the good work of the service, but also to that of the collegiate university as a whole, as well as developments in the field of counselling, mental health and mindfulness.

Environmental impact
For the past five years the Service has taken part in the NUS Green Impact scheme, a student-led environmental awards scheme. The Counselling Service won a Green Impact Excellence Award this year for their outstanding pen recycling initiative project involving the sustainable collection and recycling of spent writing implements across departments and Colleges in the University, putting Cambridge on the map as a ‘Terracycle’ public recycling collection point. To achieve this we worked with a dedicated student (Bianca Voicu), and with the Sociology Department. The project has also helped to publicise our chosen charity recipient - Centre 33 - and the important work they do within the local community.

We continued to take care of the previous Green Impact project, the Mindfulness Garden.

Since the spring of this year we have been working towards creating an outside space which can be used by UCS staff.

We have found that tending the garden has been therapeutic in itself. This is also true for those clients who, during counselling sessions, are able to sit by windows which open on the garden.

One of the most satisfying aspects of working on the Mindfulness Garden has been the collaborative effort of planting together and of knowing that the garden can be used by all of us: it is a daily reminder of the importance of community and joint efforts and of how valuable and sustaining ordinary human contact can be.

Presentations
Counselling team members delivered many presentations across the university: presenting at departmental and college inductions, as well as international students’ inductions.

Géraldine Dufour was invited to speak to a conference in China by the Shanghai Psychological Counselling Association of Higher Learning, delivering a session on Listening to the voice of the international student. She also spoke twice at national talks organised by Understanding ModernGov, delivering a session on Student Mental Wellbeing: Challenges and Guidance. Géraldine also spoke to Heads of House at the Colleges’ Committee in October.

Representing the University Counselling Service and the University:

Géraldine Dufour became chair of the BACP Universities and Colleges division in the Summer 2017. As well as representing the service on different committees and working groups she contributed to other university initiatives by sitting on the Gender Equality Group (GEG) and acting as the Senior Gender Equality Champion for the UAS.

Géraldine was also involved in wellbeing initiatives at the wider collegiate University level, advising and contributing to the development of interventions and policies to address sexual harassment and assault.
Staffing

There were a number of staffing changes at the start of the academic year. We were delighted to appoint a number of new counsellors: Jackie Alden, Margaret Bailey, Fliss Cadbury, Fran Patrick, Deborah Powter, Diana Ong, Anna Zaboronski to replace staff who had left and to fill a new post.

Placements for Associate Counsellors

Each year we offer placements to a number of Associate Counsellors, who are in the late stages of their professional training. Their work is carefully supervised and undertaken within the guidelines recommended for professional counselling placements. Clients allocated to Associates are carefully selected and they can request not to be seen by an Associate if they prefer.

First year: Marita Morahan, Kirsty Clarken
Second year: Farasat Sadia
All Associates worked between a half and a full day per week.

We recognise that this programme benefits both the Service and its clients, by bringing in fresh ideas and energy, and the trainees experience working in a highly professional service. Quite a number of trainees have returned to work for the service after gaining accreditation.

Counselling Work

Individual counselling

Although the Service offers a wide range of ways to support students, individual counselling remains the core of its work. Issues that students present to counselling are fairly static. Last year, the main problems that were bought to counselling were related to anxiety, depression, academic related issues and relationships.

While much of the work is fairly brief, the Service continues to offer some ongoing support to students. Care is taken to work efficiently and keep waiting times for counselling as low as possible, and judgements are made in the case of each client about how long to continue counselling. A total of 6505 individual counselling sessions were offered last year.

All referrals to counselling are triaged, with those requiring urgent appointments prioritised. All pre-counselling forms were read within 1 working day of receipt and students are prioritised accordingly and sign-posted to self-help resources and workshops if appropriate. We also direct some students to be seen urgently by the mental health advisors if we are concerned about their wellbeing.

Counselling Groups and Workshops

The Service has a national reputation for group work. During this year many workshops and group sessions were once again run for students, offering a total of 1228 group sessions.

As every year, we reviewed our group and workshop programme for students. Our workshops remained popular and we offered a varied programme including our well-attended groups for bereaved students, managing moods, perfectionism and workshops on self-compassion, and understanding & managing procrastination. We also ran workshops specially tailored for post-graduate students: (e.g. Surviving Cambridge) - A workshop for MPhil and PGCE students, some of which take place at the Graduate Union (Managing the relationship with your supervisor, and Becoming your Own Coach, which was introduced this year).
Returners - in the Michaelmas and Lent term we ran a series of 3 workshops (on managing anxiety, developing self-compassion and time management) for undergraduate students returning to study following intermission. A total of 118 sessions were attended by students.

For the first time this year, during the Easter term, the MHAs also ran some new No Panic workshops at the Graduate Union.

College-based counselling

There is already some well-established provision of counselling being delivered at College level; however a number of Colleges approached the UCS to provide a service managed by the University Counselling Service within Colleges. The Scheme is additional to the centrally provided Service, and is intended for those colleges who want to have their own dedicated counsellor working within the college but supervised and managed by the UCS, under the Service’s monitored professional standards. The new College-Based Counselling pilot started in October, when a Senior Counsellor was appointed to lead the project. As well as working with students in the colleges, she developed and initiated processes and procedures for this outreach activity. During the initial induction weeks of the pilot, an agreed referral pathway and model of counselling was agreed with each college. All four colleges adopted a brief model of counselling which allowed students to receive one to six sessions, as appropriate. Each college has embedded information and contact details on College-Based Counselling within their respective webpages. The UCS website also has a dedicated webpage explaining how College-based Counselling compliments the existing UCS provision.

Pending full reports, and reporting on the first months of the Pilot (October 16 - March17), of those students who accessed College-based Counselling 78.7% stated that they had not previously used the UCS or College-Based counselling, as compared with 75.6% of those who accessed the UCS last year.

Participating colleges in the academic year 2016/2017 were: Peterhouse, Girton, Lucy Cavendish and Wolfson. Additional colleges are joining the scheme at the start of the academic year 2017/2018: Downing and Magdalene.

Mental Health and Psychiatric Support

Mental Health Advisor (MHA) work

Last year was busy again for the MHAs, with a high number of students (208) to whom they were able to offer appointments (138 the previous year), and the number of sessions that they were able to offer - 818 (583 the previous year).

The MHAs offered consultations to welfare and academic staff working across the collegiate university and were in frequent contact with staff in the colleges, offering more support and guidance over the phone and by email.

Students were seen for individual mental health assessments and fitness to study assessments.

Most students were seen for 1 - 3 sessions (68.1%); however both MHAs carry a caseload of students that are seen for ongoing appointments. Many students considered to be in crisis were offered appointments on the day of referral.
Demand for this form of support remained high and the MHAs were in frequent contact with pastoral staff in Colleges and the University. They worked particularly closely with tutorial staff and college nurses.

The non-attendance rate was also very good for the mental health advisors’ sessions, just 7.8% of the total of the appointments offered, which is excellent when working with people who have mental health issues.

**Psychiatric Support**

Dr Alison Jenaway, an adult psychiatrist and consultant psychotherapist, continued to be available to the service for half a day per week during term-time, to offer consultations to students whose mental health was a concern. This was the final year that Dr Jenaway was able to work for the service as she has now retired. We are grateful for her work at the UCS over many years. She will be missed. In September 2017, a new consultant psychiatrist is starting to work for the service: Dr Damaris Koch.

The Service once again expresses its appreciation to the Distributors of Cranes’ Benefaction and to the Colleges, for supporting the mental health and psychiatric support work of the Service.

**Preventive & Outreach Work**

We work closely with colleagues across the university, individual colleges, local GP practices and the Student Union. We recognise that welfare staff in Colleges, as well as specialist student support staff are in the front line of supporting students. Consequently we work closely with these groups to ensure that co-ordinated support is available. In addition, counsellors attend individual colleges for college liaison work. Counsellors and the head of service delivered and contributed to many training and wellbeing events across the collegiate university: new tutors training, start of the year briefings about the service, and talks to students and colleagues working in the Colleges.

Counsellors working in collaboration with the Colleges delivered well-received outreach sessions in colleges to both students and staff. Sessions were also delivered centrally through PPD: Boundaries and Boomerangs and Supporting Postgraduate Students with Mental Health Difficulties, which were facilitated with Kirsty Wayland from the Disability Resource Centre.

To offer co-ordinated support to students with mental health issues, we work closely with colleagues at the DRC and attend a joint case conference group twice a term.

Counsellors delivered some well-received reflective practice sessions for staff such as the Disability Resource Advisors, the College Nurses and other welfare staff.

**Mindfulness**

In Michaelmas and Lent, seven eight-week ‘Mindfulness Skills for Students’ (MMS) courses were once again run concurrently across the University, with 30 places on each open to undergraduates and post-graduates.

Based on the previous success of the "hopping" system, we made more of the potential for students to informally swap to a different session if they could not make their registered course; and the system was well-used.

Colleges have continued to request that mindfulness courses take place at their college, or to offer premises for the delivery of courses. Following previous experience, we deliver two days in central
locations (Tuesdays and Thursdays) and a single course in an outlying college (Wednesdays). Courses were kindly hosted by Christ’s, Churchill and Jesus, Downing, St Catharine’s and St John’s Colleges.

Mindfulness for Exams and deadlines: Easter Term 2017
A series of one-off workshops ran between 20th April and 4th May having started before Full Term began. This early start has proved popular. With 20 places per workshop, most were almost full within one day, and all were fully booked within three days, with waiting lists. Workshops are spread across several colleges, whom we thank for their generosity: Darwin and Corpus Christi hosted six sessions with Emmanuel, Girton and Wolfson colleges hosting one or two each. Exams workshops can be taken as one-off sessions, or as a series in any sequence, as follows:

- Keeping Calm: Mindfulness to help with exam nerves
- Improving attention: Mindfulness for maintaining a healthy focus when you work
- Productive Decisions: Making mindful choices that support your goals and wellbeing
- Improving sleep: Mindfulness approaches to improving sleep and rest

Bookings and Website Improvements
The Mindfulness Website pages on the Student Gateway are under constant review and an archive of the termly project bulletin available as a sign up for those wanting to follow the progress of the study.

Mindfulness on Moodle
Thanks to the College’s generosity, funding has been secured to release Elizabeth from teaching the Easter term workshops, thus allowing her to dedicate time to setting up the course materials onto Moodle, and increasing the variety of course materials to support students during the eight-week MSS course, and beyond.

Mindfulness Support and student safety
Elizabeth continues to give one-to-one Mindfulness Support to students who request special attention with their meditation; affirming our commitment to teaching meditation safely within the large student population wishing to learn it. Questions included methods of deepening meditation, suitability of meditation for someone in trauma, struggles with life issues, difficult decisions over study plans, preparation for upcoming job interviews. We also continue to discuss topical issues with our research team, such as safety issues in teaching mindfulness to vulnerable students, to ensure we follow best practice with course participants. We have new systems in place for students, highlighting special requirements, now sent directly from the Researcher Development Programme (RDP) department electronically to the course teacher.

The Mindful Student Study
The study team completed data collection in January 2017. The main results research paper, describing post-intervention and Easter term outcome analyses, has been submitted to a high impact peer-reviewed academic journal. Researchers have been invited to present results at the following conferences:

- Mindfulness in Higher Education event for senior leaders, Universities UK, June 2017
Mindfulness in Health and Higher Education Conference, UK, June 2017
• 4th International Conference on Youth Mental Health, Ireland, September 2017
• 1st Mindfulness in Education Congress, Spain, November 2017
• VII Physical activity and Inclusive Sports International Congress: Health, Wellbeing and Personal Development, Spain, March 2018

Accountability

Clinical Responsibility

The service works within the British Association for Counselling and Psychotherapy’s ‘Ethical Framework’. This covers issues such as codes of ethics and confidentiality, and the levels of clinical supervision necessary for the counselling work undertaken.

All counselling staff are qualified and professionally accredited counsellors or therapists, working to the highest professional standards, registered with their professional bodies, and undertaking professional development and engaging in regular supervision of their practice.

Both Mental Health Advisors are RMN Nurses registered with the Nursing and Midwifery Council.

Our Mindfulness practitioner is also in the first cohort of participants registered for Bangor University’s Mindfulness Teaching Pathway; and a registered member of the British Focusing Association, The Focusing Institute and certified with the Centre for Non-Violent Communication.

Executive Committee

The service is accountable to an Executive Committee, chaired by Professor Mary Fowler, Master of Darwin and the Vice Chancellor’s representative. This committee contains representatives of the University Council, Senior Tutors’ Committee, Bursars’ Committee, Students Unions and two GPs, as well as a counsellor from the Student Counselling Service, Tim Ellis, and the Head of Service. In turn, the Executive reports through the University Health and Wellbeing Committee to the General Board. The full membership of the Committee is shown at the start of this report.

How the work is financed

Because responsibility for student welfare is vested in the Colleges, funding arrangements exist whereby they finance the direct costs of counselling, with the balance paid by the University Chest for service administration and facilities. The sum quoted also includes amounts from Crane’s Benefaction for a Mental Health Advisor and psychiatry.

Under these arrangements each College paid a per capita sum of £23.24 to the Service for each registered student in residence. This amount was proposed by the University Counselling Service Executive Committee and approved by the Bursars’ Committee.

Those Colleges whose student bodies have been higher users of the Service over a five-year period paid an additional ‘user-related charge’ in accordance with a formula agreed by the University Counselling Service Executive Committee and the Bursars’ Committee and at a level proposed by the former and approved by the latter.
Crane’s Benefaction
The Benefaction of John Crane has supported the Counselling Service for many years in its work with students who have mental health problems. We are grateful to the Distributors of the Benefaction for their continued funding of psychiatric consultations within the Service conducted by Dr Alison Jenaway, and also for continuing to fund a Mental Health Advisor position in the Service.

The Madeleine Davis Fund
The Madeleine Davis Fund is a bequest enabling the Service to see students, already engaged with the service, who have intermitted their course, and who would otherwise have been ineligible to use the Service when they are not in residence. Such students are thereby enabled to have access to counselling at the very time that problems cause them to degrade or intermit. We are very appreciative of this continuing support.

Development for 2017/2018
University Sexual Harassment and Assault Advisor
In October 2017, the University Counselling Service will appoint the University’s first Sexual Harassment & Assault Advisor to provide specialist support to those students who have experienced sexual harassment or assault. This advisor will be able to inform students of the internal and external support and reporting routes and provide advice and support to students.

Géraldine Dufour
Head of Service
October 2017

With thanks to the members of staff who contributed to this report.