

# NOTES

## Chapter 1: A Scandal Concealed

1. *Guardian*, 25 June 2019 by Richard J Evans.
2. Introduction to *Lucky Jim*, Kingsley Amis, Penguin, 2000 edition.
3. *Hidden Marks: A study of women students' experiences of harassment, stalking and sexual assault*, NUS, 2010.
4. *Telegraph*, 29 July 2015.
5. *Telegraph*, 14 January 2015.
6. Professor Kevin Fenton, Director of Health and Wellbeing at Public Health England, January 2015.
7. *Telegraph*, 14 January 2015.
8. Particularly in the *Independent*.
9. *Guardian*, 7 October 2016.
10. Research by BROOK and their arm DigIn Published: 25 February 2019.
11. *SUN*, 30 January 2017.
12. *Hidden Marks*, NUS, 2010.
13. NUS/1752 report.
14. 14 March 2018, *The gryphon* Web Editor.
15. *Hidden Marks*, NUS, 2010.
16. *Power in the Academy, Staff sexual misconduct in higher education*, NUS and 1752 Group, 2018.
17. *Changing the Culture: Report of the universities UK taskforce examining violence against women, harassment and hate crime affecting university students*, UUK, 2016.

18. ACAS *guidance on sexual harassment in the Workplace*, 2017.
19. *Tackling gender-based violence, harassment and hate crime: Two years on*, Universities UK, 2019.
20. Commissioner Kate Jenkins at launch of Australian human rights commission report into sexual abuse in universities, 1 August 2017.
21. *Changing the culture: Report of the universities UK Taskforce examining violence against women, harassment and hate crime affecting university students*, Universities UK, 2016.
22. *Times HES*, 4 August 2017.
23. This happens quite often. For instance, a report on sexual abuse at Lloyd's of London was said to have left the chief executive, 'devastated' by the extent of the problem. *Guardian*, 19 September 2019.
24. Reports in *The Telegraph*, *Times*, *Guardian* and *Financial Times* and on BBC News throughout Spring and Summer of 2018.
25. *Physics Today* 71, 2018.
26. BBC News, 17 April 2019.
27. Speech at LSE, May 2019.

## Chapter 2: Stories of Distress

1. BBC Radio 4, 3 October 2019.
2. *Changing the Culture: Report of the universities UK taskforce examining violence against women, harassment and hate crime affecting university students*, UUK, 2016.
3. *Changing the Culture*, UUK, 2016.
4. *Changing the Culture*, UUK, 2016.
5. *That's What She Said*, NUS, 2013.
6. *Hidden Marks: A study of women students' experiences of harassment, stalking and sexual assault*, NUS, 2010.
7. *Changing the Culture*, UUK, 2016.
8. *Changing the Culture*, UUK, 2016.
9. BBC News, 31 January 2019, quoting the Warwick University student newspaper, *The Boar*.

10. *Neoliberalisation and 'Lad cultures'* in Higher Education, Alison Phipps and Isobel Young, Sociology, 2015.
11. *Why are so many well intentioned people still quiet on the ethics of porn?* *Guardian*, 15 August 2019.
12. *Slow Motion: Changing masculinities, changing men*. Lynn Segal, Virago, 1990.
13. *Posh Boys: How the English Public Schools Run Britain*, Robert Verkaik, Oneworld, 2018.
14. *Posh Boys: How the English Public Schools Run Britain*, Robert Verkaik, Oneworld, 2018.
15. *Posh Boys: How the English Public Schools Run Britain*, Robert Verkaik, Oneworld, 2018.
16. *The Beer Talking: four lads, a carry out and the reproduction of masculinities*. Brendan Gough and Gareth, 1 August 1998.
17. *The Beer Talking: four lads, a carry out and the reproduction of masculinities*. Brendan Gough and Gareth, 1 August 1998.
18. *Sexism at the Centre: Locating the problem of sexual harassment*. Leila Whitley and Tiffany Page, New Formations, 2015.
19. *A very private affair*, Pam Carter and Tony Jeffs, Education New Books, 1995.
20. *A very private affair*, Pam Carter and Tony Jeffs, Education New Books, 1995.
21. *Hidden Marks*, NUS, 2010.
22. *Sexism at the Centre*, New Formations, 2015.
23. Quoted from authors' interview with Elish Angiolini.
24. *A Woman's Work*, Harriet Harman, Allen Lane, 2017.
25. 21 October 2018.
26. *The Stalled Revolution*, Eva Tutchell and John Edmonds, Emerald, 2018.
27. *The Times*, 6 July 2019.
28. *Sexual Assault: What happens after students speak out?* BBC podcast, August 2019.

29. *Hidden Marks*, NUS, 2010.
30. BBC News, 16 September 2019.
31. *Today Programme*, Radio 4, 2 August 2019.

### Chapter 3: Doubts and Discontent

1. *Independent*, 20 October 1993.
2. *Final Report of the Taskforce on Student Disciplinary Procedures*, Council of Vice-Chancellors and Principals, 1994.
3. *Final Report of the Taskforce on Student Disciplinary Procedures*, Council of Vice-Chancellors and Principals, 1994.
4. *Final Report of the Taskforce on Student Disciplinary Procedures*, Council of Vice-Chancellors and Principals, 1994.
5. *Final Report of the Taskforce on Student Disciplinary Procedures*, Council of Vice-Chancellors and Principals, 1994.
6. UUK Conference, 8 November 2017.
7. *Guidance for Higher Education Institutions. How to handle alleged student misconduct which may also constitute a criminal offence*, Pinsent Masons and Universities UK, 2016.
8. BBC News, October 2016.
9. *The Guardian*, 5 March 2017.
10. Jennifer J. Freyd, Professor of Psychology, University of Oregon, 11 January 2018.
11. *Huck Magazine*, posted 22 March 2017.
12. *Power in the Academy: Staff Sexual Misconduct in UK Higher Education*, NUS and 1752, 2018.

### Chapter 4: Evidence from the Media

1. *Telegraph*, 14 January 2015.
2. *Independent*, 15 August 2016.
3. *Independent Review into Sussex's Response to Domestic Violence*, Professor Nicole Westmarland, 2017.

4. Independent Review into Sussex's Response to Domestic Violence, Professor Nicole Westmarland, 2017.
5. Independent Review into Sussex's Response to Domestic Violence, Professor Nicole Westmarland, 2017.
6. *Independent*, 18 January 2017 and *Argus*, 17 January amongst others.
7. *Telegraph*, 9 June 2016.
8. *The Times*, 28 July 2018 and *Guardian*, 22 January 2019.
9. *Sun*, 27 January 2017.
10. *Mirror*, 20 January 2017.
11. The Snapchat report was organised by #RevoltAgainstSexualAssault led by Hannah Price, at that time a final year mathematics student.
12. *Daily Mail*, 18 May 2017.
13. *Guardian*, 5 February 2018.
14. *The Times*, 2 June 2019.
15. *Evening Standard*, 3 July 2018.
16. *BBC News*, 29 May 2019.
17. *The Times*, 6 July 2019.
18. *Guardian*, 11 August 2019.
19. BBC; File on 4, 22 September 2019.
20. BBC, 3 October 2019.
21. *Guardian*, 7 November 2019.
22. *Observer*, 22 February 2020.
23. *Guardian*, 18 November 2019.
24. *Telegraph*, 23 February 2020.
25. *Telegraph*, 23 February 2020.
26. *Church Times*, 4 March 2020.
27. *Guardian*, 19 April 2020.
28. BBC report, 3 October 2019.

## Chapter: 5: A Failing Process

1. We also wrote to 10 colleges in Cambridge and Oxford to establish whether colleges are following procedures which are different from the procedures which operate at university level.
2. For instance, the Labour Party's *Sexual Harassment Policy and Procedure*, adopted January 2019.
3. Clause A23 of this university's Student Complaints Procedure.
4. *Hidden Marks*, NUS, 2010.
5. The law prohibits teachers in schools, colleges and universities from having sex with one of their students if the student is under the age of 18 years.
6. We found that the Principal of St Hugh's College, Oxford warns students in her welcome speech against such behaviour. See Chapter 2, page 38.

## Chapter 6: Living with the Market

1. *ManMade: Why so few women are in positions of power*, Eva Tutchell and John Edmonds, Gower, 2015.
2. ITN figures for 2017/2018 published in March 2018.
3. The Arts Council of England diversity report, 2017–2018.
4. Universities need to promote more women to professor, *Guardian*, 8 March 2019.
5. Interview for '*The Life Scientific*', Radio 4, 25 October 2011.
6. *Quoted in Ninette de Valois's theories of dance*, by Genne, Beth. Article appears in Ninette de Valois; *Adventurous traditionalist*, Cave R. and Worth L., Dance books, 2012.
7. *ManMade*, Eva Tutchell and John Edmonds, Gower, 2015.
8. Higher education staff statistics, UK 2017/2018. HESA, 24 January 2019.

9. Hinds, Damian, Secretary the State for Education, interview with i newspaper, 23 May 2019.
10. *Inside Higher Education*, 14 March 2018.
11. Neoliberalism and 'Lad Cultures' in Higher Education by Alison Phipps and Isobel Young in *Sociology*, Vol 49, Issue 2, 2015.
12. NUS.
13. *Hidden Marks: A study of women students' experiences of harassment, stalking and sexual assault*, NUS, 2010.
14. [www.empoweredcampus.co.uk](http://www.empoweredcampus.co.uk).
15. Neoliberalism, op. cit.
16. *Quoted in Mask Off*, JJ Bola, Pluto Press, 2019.
17. *The Telegraph*, 8 October 2014.
18. *BBC News*, October 2014.
19. Re-theorising laddish masculinities in higher education, Alison Phipps, *Gender and Education* 29, 2017.
20. *The Beer Talking: four lads, a carry out and the reproduction of masculinities*, Brendan Gough and Gareth, 1 August 1998.
21. *The Beer Talking*, Brendan Gough and Gareth, 1 August 1998.
22. Queer decisions? Gay male students' university choices in *Studies in Higher Education volume 35* May 2010 and assertion, regulations, consent: gay students, straight flatmates, and the (hetero) sexualisation of university accommodation space, Richard Taulke-Johnson, *Gender in Education Vol. 22*, February 2010.
23. *Pimp State: Sex, money and the future of equality*, Kat Banyard, Faber and Faber, 2016.
24. *Irish Times*, 25 June 2018.
25. *Porn is everywhere*, Children's Commissioner, 30 June 2010.
26. The effects of porn on adolescent boys, Alexandra Katehatis, *Psychology Today*, 28 July, 2011.
27. *Pimp State*, Kat Banyard, Faber and Faber, 2016.
28. *Sexism at the Centre: Locating the problem of sexual harassment*, Leila Whitley and Tiffany Page, New Formations, 2015.

29. *Guardian*, 5 March 2017.
30. *Guardian*, 5 March 2017.
31. *ManMade*, Eva Tutchell and John Edmonds, Gower, 2015.
32. *ManMade*, Eva Tutchell and John Edmonds, Gower, 2015.
33. *Independent*, 11 August 2017.
34. *Bloomberg*, 7 August 2019.
35. *Guardian*, 11 June 2017.
36. *Independent*, 11 August 2017.
37. *Guardian*, 31 July 2019.

## Chapter 7: Seeking a Better Culture

1. Website of Women and Gender Advocacy Centre.
2. *Slow motion: changing masculinities, changing men*, Lynn Segal, Virago, 1990.
3. Evidence gained from buying cards congratulating new parents.
4. *Slow motion*, Lynn Segal, 1990.
5. *The Sexuality of Men*, edited by Andy Metcalfe and Martin Humphries, Pluto Press, 1985.
6. *Male sexuality: How men feel about sex and love*, Shere Hite, reprinted by various publishers, 1981.
7. *What is to be done about violence against women*, Elizabeth Wilson, Penguin Books, 1983.
8. *Slow motion: changing masculinities*, Lynn Segal, 1990.
9. *Men and Masculinity*, Pleck and Sawyer, Prentice Hall, 1975.
10. *The Sexuality of men*, edited by Andy Metcalfe and Martin Humphries, Pluto Press, 1985.
11. *Mask Off – masculinity redefined*, JJ Bola, Pluto Press, 2019.
12. *The Telegraph*, 25 September 2019.
13. *Pimp State: Sex, Money and the Future of Equality*. Kat Banyard, Faber and Faber, 2016.

14. Tony Eardley, writing in *The Sexuality of Men*, edited by Andy Metcalfe and Martin Humphries, Pluto Press, 1985.
15. *The Sexuality of Men*, Andy Metcalfe and Martin Humphries, 1985.
16. *ManMade: Why so few women are in positions of power*, Eva Tutchell and John Edmonds, Gower, 2015.
17. All national newspapers, 21 June 2019.
18. *Male pastors read Sexist comments people made to their female colleagues*, Huffpost, 19 June 2019.
19. *Boris Johnson: A tale of blond ambition*, Sonia Purnell, Autumn Press 2012.
20. *Misogyny, feminism and sexual harassment*, Kalpana Srivastava et al., *Industrial Psychiatry Journal*, Vol 26, Issue 2, 2017.
21. *Hidden Marks: A Study of Women Students' Experiences of Harassment, Stalking and Sexual Assault*, NUS, 2010.
22. *Changing the culture: Report of the Universities UK Taskforce examining violence against women, harassment and hate crime affecting university students*. Universities UK, 2016.
23. *Being a Boy, Julius Lester from Heart of a Man: Men's Stories for Women*, edited by Bill Amatneek, Vineyards Press, 2019.
24. Tony Eardley in *The Sexuality of Men*, op.cit.
25. *Modern Masculinity*, Imam Amrani, Guardian, 14 August 2019.
26. *The Conversation*, 27 March 2019.
27. *Slow motion: changing masculinities*, Lynn Segal, 1990.
28. *Mask off*, JJ Bola, Pluto Press, 2019.
29. <https://trainingcentre.unwomen.org>.
30. Report by American College of Obstetricians, 28 March 2019.
31. Bustle: Planned Parenthood website, 11 August 2016.
32. Let's talk about consent, UCL news, 20 June 2019.
33. 10 July 2018.
34. RSE (Relationship and sex education) is compulsory for all schools from September 2020.

35. *The Money's Good, the Fame's good, the girls are good'*, John Swain, British Journal of Sociology Vol 21 Issue 1 2000.
36. *Bill's New Frock*, Anne Fine, Methuen, 1989.
37. *The Turbulent Term of Tyke Tiler*, Gene Kemp, Faber 1977.
38. *Mindset: The new psychology of success*, Carol Dweck, Ballantine Books 2006.
39. *You and me: the neuroscience of identity*, Susan Greenfield, Notting Hill Editions, 2011.
40. *Mindset: The new psychology of success*, Carol Dweck, Ballantine Books 2006.
41. *A Theory of Personality: the psychology of personal constructs.*, George Kelly, WW Norton and Company, 1955.
42. *The Language of hypothesis*, George Kelly, New York Wiley, 1964.

## Chapter 8: Ending the Abuse

1. The other major organisations which represent universities are MillionPlus and Guild of Higher Education (GuildHE).
2. *File on 4*, BBC Radio, 22 September 2019.
3. Tom Wilson of Goldsmiths University.
4. *Neoliberalisation and 'Lad Cultures' in Higher Education*, Alison Phipps and Isobel Young, Sociology, 2015.
5. The Appendix to this chapter gives the full list of suggested reforms.

## Chapter 9: Regulation and Pressure

1. *Today Programme*, Radio 4, 2 August 2019.
2. *File on 4*, BBC Radio, 3 October 2019.
3. BBC News, October 2016.
4. OfS was established in January 2018.
5. Office for Students Website. Mission statement.
6. Blog by Nicola Dandridge, OfS website, 23 October 2019.

7. Blog by Nicola Dandridge, OfS website, 23 October 2019.
8. Office for Students, website, 9 January 2020.
9. See Chapter 1.
10. *A review of evidence for bystander intervention to prevent sexual and domestic violence in universities*, Public Health England, 2016
11. *Changing the Culture: Tackling gender based violence, harassment and hate crime*, Universities UK, October 2019.
12. *Tackling racial harassment: universities challenged: Report by EHRC*, October 2019.
13. Professor Julia Buckingham, comment on Racial Harassment report by EHRC, UUK website, 23 October 2019.
14. Wellcome Foundation website, 27 June 2019.
15. Wellcome Foundation website, 27 June 2019.
16. Wellcome Foundation website, 27 June 2019.
17. Wellcome Foundation website, 27 June 2019.
18. GenPol website.
19. 1752 website.
20. *Recommendations for Disciplinary Processes into Staff Sexual Misconduct in UK Higher Education*, The 1752 Group and McAllister Olivarius, September 2018.
21. TUC website, announcement of formation of the Coalition, 26 June 2019.

## Chapter 10: Starting Afresh

1. UCU website.