

Forum for Tackling Bullying and Harassment in Research and Innovation (FTBH) Summary and Attendees Second Meeting (FTBH Min 02) Wednesday 28 April 2021

Agreement of minutes

The minutes were agreed by the Forum on 7 July 2021.

Summary points for publication / wider communication

Item 2: Minutes and matters arising The minutes were agreed. It was noted that representation from the creative industries and from the professional services was in the process of being agreed.

Item 4: Universities UK Sector Guidance on Sharing Personal Sensitive Data in Harassment Cases

Universities UK shared with the Forum progress on developing guidance for the university sector, which had been requested by the Equalities and Human Rights Commission (EHRC) following its investigation into racial harassment in 2019. Overall, in line with EHRC and advice from the ICO the guidance, looked to encourage a survivor/target-centered approach, including in having access to information about cases. It was noted that it would remain challenging for information about sanctions of individuals to be shared as this constituted sensitive personal data.

Item 5: Letter on seven principles for research culture The Forum welcomed the letter, noting that the principles broadly aligned with some of the key aims of the group and its focus on system and organisation wide change, such as improving data collection and definitions; working to clarify and align policies and sanctions; and identifying and sharing good practice. As the principles did not apply to all members, the Forum could not sign up to the principles as a body. However, the group was keen to respond positively, and to engage with the authors. A working group would be set up to identify the proposals including principles the Forum could commit to work towards and associated communication activity.

Item 6: Engagement Plan Members endorsed proposals for year one activities including engaging with influencers and also those who traditionally have not participated in policy development. A project plan will be developed to identify short term and longer-term priorities.

Item 7: Online harassment self-review tool The Forum heard from Emma Bond and Andy Phippen who had published a tool – funded by Office for Students – to support universities and colleges to review their practice (<https://www.uos.ac.uk/sites/www.uos.ac.uk/files/Higher-Education-Online-Safeguarding-Self-Review-Tool%202019.pdf>). It was noted that the tool had been published just at the start of the pandemic and would need to be updated. The Forum strongly welcomed the tool, noting the rise in interest in and importance of online safeguarding and the tool's wider applicability to staff as well as students. The group was keen to provide feedback on how the tool might be updated and shared.

The next meeting takes place on **7 July 2021**.

Attendance

Members

- Alison MacEwen (Observer), Global Health Research Manager, Department for Health and Social Care
- Alison McGrand, Senior Employment Policy Adviser, Universities and Colleges Employers Association
- Anne Taylor, Head of Grants Operations, Wellcome
- Ben Raynor, Senior Research Manager, Higher Education Funding Council for Wales
- Bob Cosgrove (Observer), Equality Programme Manager, National Science Foundation
- Brigid Feeny (Observer) (*to 3.30 pm*), Assistant Director, Department for Business, Energy, and Industrial Strategy
- Charlotte England, Head of Grants Operations, Royal Society
- Charlotte Matheson, Policy Officer, Scottish Funding Council
- Christina Guindy, Head of Research, Royal Academy of Engineering
- Esther Mukuka, Head of Equality, Diversity, and Inclusion, National Institute for Health Research
- Fiona Waye, Senior Policy Lead, Equality, Diversity, and Inclusion, Universities UK
- Fritz Ka-Ho Ho, Student's Union Postgraduate Officer, University of Bath (nominated by NUS)
- Hazel McGraw, Senior Policy Analysis Officer, Scottish Funding Council
- Jenny Sherrard (Observer), Head of Equality, University and College Union
- Karen Salt (Chair), Deputy Director, UKRI – Strategy
- Laura Norton, Senior Programme Manager, Inclusion and Diversity, Royal Society of Chemistry
- Natalie Harrison, Research Policy Manager, British Heart Foundation
- Rachel Persad, Policy Manager (Research and Innovation), GuildHE
- Rhonda Davis (Observer), Head of Office, Diversity and Inclusion, National Science Foundation
- Sue Russell, Senior Policy & Governance Manager, Cancer Research UK
- Tracy Henshaw (Observer), Assistant Director, Leverhulme Trust
- Vanessa Cuthill, Director of Research, British Academy

Secretariat

- Maria Ogbourne (Minutes), Executive Assistant, UKRI – Strategy
- Sarbani Banerjee, Senior Strategy Adviser, UKRI – Strategy

Guests

- Andy Phippen, Professor of Digital Rights, University of Bournemouth
- Emma Bond, Professor of Socio-technical Research and Director of Research and Head of Graduate School, University of Suffolk
- Hayley Moulding, Strategy Adviser, UKRI - Strategy
- Hilary Noone, University of Newcastle and Association of Research Managers and Administrators
- Jo O'Leary, Head of EDI, UKRI – Strategy

Members Apologies

- Emma Douthwaite, Safeguarding and Welfare manager, Office for Students
- Paul Murphy, Policy Adviser, Department for the Economy Northern Ireland