

## Forum for Tackling Bullying and Harassment in Research and Innovation (FTBH) Summary and Attendees First Meeting (FTBH Min 01) Monday 25 January 2021

### Agreement of minutes

The minutes were agreed by the Forum on 28 April 2021.

### Brief Rationale of Forum

The Forum was a new group bringing together a wider membership – funders, regulators, policy makers and sector representatives- to drive system-level culture change. The group will meet quarterly but will also hold special sessions outside this. Its ways of working will include both committee work and exploring a range of discussion approaches including 'deep dive' interactive sessions to draw on expertise of the membership and beyond it to make a measurable difference in the sector.

### Summary points for publication/wider communication

**Item 2: Terms of reference and membership** Terms of reference were agreed. UKRI would chair and provide secretariat for the first year. Creative industries sector and research organisation professional services representation would be strengthened. The relationship of the forum to other groups would be mapped to avoid duplication.

**Item 3: Data and definitions** The Forum discussed an overview paper on current evidence on prevalence and trends, and on the use of different definitions across the sector. In considering ways it could contribute to improvements to build an evidence base to inform policies, capturing a breath of perspectives, measuring progress in tackling the problem and supporting transparency and accountability and driving change. It was agreed a working group would be set up to develop more detailed proposals.

**Item 4: Spotlight session** ARMA attended to present findings from their upcoming survey and report on research culture. It was noted that professional services staff report they lack a voice in the system and there is a 'them' versus 'us' culture in relation to academic staff. Findings of note included bullying and harassment relates to factors beyond protected characteristics, such as accent and domestic and personal life. The group agreed there was a need to build a picture of where added pressures from the pandemic are resulting in increased bullying and harassment.

**Item 5: Engagement Plan** The Forum agreed a set of principles to inform its working: to draw on leading practice, strive to be as porous as possible, empower, building mechanism to listen to voices who current are not heard and to be purposeful, recognizing our stakeholders are interested in how engagement can contribute to concrete actions. It noted the challenges of the pandemic and the need to identify key audiences and agree a realistic plan for the first year.

**Item 6: Future items** Good practice resources, including in supporting those on the front line of incidents, data and evidence, good governance models; relationship of the forum's work to the Research Integrity Committee; letter to THE August 2020 on principles and how forum members are responding.

**The next meeting** takes place on **28 April 2021**.

## Attendance

### Members

- Anne Taylor, Head of Grants Operations, Wellcome
- Bob Cosgrove (Observer), Equality Programme Manager, National Science Foundation
- Charlotte England, Head of Grants Operations, Royal Society
- Christina Guindy, Head of Research, Royal Academy of Engineering
- Emma Douthwaite, Safeguarding and Welfare Manager, Office for Students
- Esther Mukuka, Head of Equality, Diversity and Inclusion, National Institute for Health Research
- Fiona Waye, Senior Policy Lead, Equality, Diversity, and Inclusion, Universities UK
- Harriet Barnes (for Vanessa Cuthill), Head of Policy (Higher Education and Skills), British Academy
- Hazel McGraw, Senior Policy Analysis Officer, Scottish Funding Council
- Jean Feldman (Observer), Head, Policy Office, Division of Institution and Award Support, National Science Foundation
- Jenny Sherrard (Observer), Head of Equality, University and College Union (10-11 am only)
- Jo O'Leary, Head of Equality, Diversity, and Inclusion, UKRI - Strategy
- 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
- Peggy Hoyle (Observer), General Counsel, National Science Foundation
- Peter Thompson, Director of Programmes and Impact, National Institute for Health Research
- Rachel Persad, Policy Manager (Research and Innovation), GuildHE
- Rhonda Davis (Observer), Head of Office, Diversity and Inclusion, National Science Foundation
- Roshan Israni, Deputy Chief Executive, Universities and Colleges Employers Association
- Tracy Henshaw (Observer), Assistant Director, Leverhulme Trust
- Sue Russell, Senior Policy & Governance Manager, Cancer Research UK

### Guests

- Hilary Noone, University of Newcastle and Association of Research Managers and Administrators
- Neil Clarke, News and Media Executive, Royal Society of Chemistry (Communications Lead)
- Rachel Everington, Interim Theme Lead for Equality, Diversity, and Inclusion, UKRI - Communications

### Members Apologies

- Sarbani Banerjee (Secretariat), Senior Strategy Adviser, UKRI – Strategy
- Alison MacEwen, Global Health Research Manager, Department for Health and Social Care
- Ben Raynor, Senior Research Manager, Higher Education Funding Council for Wales
- Brigid Feeny (Observer), Assistant Director, Department for Business, Energy, and Industrial Strategy
- Paul Murphy, Policy Adviser, Department for the Economy Northern Ireland