

## Forum for Tackling Bullying and Harassment in Research and Innovation (FTBH) Summary and Attendees First Meeting (FTBH Min 04) Wednesday 13 October 2021

### Agreement of minutes

The minutes were agreed by the Forum on 01 February 2022.

### Summary points for publication/wider communication

**Item 2: Minutes and matters arising** Minutes were agreed. Future items were proposed on (1) collating information on waiving information of past complaints and (2) comparing and addressing processes for reporting sexual harassment by each organisation on the Forum. Members agreed that a project and engagement/communications planner should be formalised in a future meeting.

**Item 5: Update on UUK's B&H data sharing work** UUK provided an update on a guidance framework for sharing and disclosing outcomes of investigations and sanctions relating to bullying and harassment to the reporting party. UUK aims to publish the framework by the end of 2021. The Forum noted the importance and pertinence of engagement on this area, citing the student disciplinary network in Scotland and accessibility for the reporting parties to facilitate closure and knowledge on their part. The Forum encouraged continued engagement with HR teams in universities to support this work. UUK stated that evaluation of the document will be completed after 12 months to review implementation, lessons learned and student impact of the guidance, and inform amendments to the framework. Forum members offered to use their networks to support UUK with communications and promoting the framework.

**Item 6: Anti-Bullying Week 2021** The Forum discussed opportunities to share activities, resources and have a united approach to 2021 anti-bullying week. UKRI shared insights into the rationale of anti-bullying week and proposed that the Forum could adopt a shared communications approach. The Forum recognised this as a great opportunity for raising the profile of the Forum with an opportunity to produce some high-level messaging and to update the Forum's current public facing information. The Forum agreed to develop a plan for 2021, using social media to share and signpost to resources.

**Item 7: Forward Look for the Forum** Members discussed Forum development and areas to explore in future meetings. Members valued the opportunity to work together to amplify messages and learn from each other. The Forum supported increasing engagement between meetings, sharing opportunities and resources, and signposting to the work of the Forum and that of the member organisations. The Forum identified topics for future meetings including the use of non-disclosure agreements and learning from anti-bullying campaigns to support the development of the Forum's work.

**Item 8: Update on Wellcome's B&H data sharing work** Wellcome provided an update on their data sharing work. Wellcome noted challenges with regards to GDPR and that engagement with UUK, funders and OfS has helped with clarity on data provision. Wellcome will work with the Charity Commission prior to engagement with the Information Commissioners Office.

## **The next meeting TBC for April 2022.**

### **Attendance**

#### **Members**

- Alex Mazzetta (*from 12 pm*), Joint Head of Research Funds, British Heart Foundation (BHF)
- Alison McGrand, Senior Employment Policy Adviser, Universities and Colleges Employers Association (UCEA)
- Anne Taylor (*from 11.25am*), Head of Grants Operations, Wellcome
- Ben Raynor, Senior Research Manager, Higher Education Funding Council for Wales (HEFCW)
- Beth Cooper (*deputy for Estelle Kane*), Senior Officer – Equality, Diversity and Inclusion, Office for Students (OfS)
- Bob Cosgrove (Observer), Equality Programme Manager, National Science Foundation (NSF)
- Brigid Feeny (Observer) (*to 3.30 pm*), Assistant Director, Department for Business, Energy and Industrial Strategy (BEIS)
- Charlotte England, Head of Grants Operations, Royal Society
- Charlotte Matheson, Policy Officer, Scottish Funding Council (SFC)
- Christina Guindy, Head of Research, Royal Academy of Engineering (RAEng)
- Craig Elmer-White (Observer), Head of Research Operations, University of Glasgow (nominated by ARMA)
- Esther Mukuka, Head of Equality, Diversity, and Inclusion, National Institute for Health Research (NIHR)
- Fiona Waye, Senior Policy Lead, Equality, Diversity, and Inclusion, Universities UK (UUK)
- Freda Tupou (Observer), Place, Impact and Research, Department for Business, Energy and Industrial Strategy
- Fritz Ka-Ho Ho, Student's Union Postgraduate Officer, University of Bath (nominated by NUS)
- Jo O'Leary, Head of EDI, UKRI - Strategy
- Kandis Boyd (Observer) (*from 11:30am*) Strategic Advisor, National Science Foundation
- Karen Salt (Chair), Deputy Director, UKRI – Strategy
- Laura Norton (*until 12:30pm*), Senior Programme Manager, Inclusion and Diversity, Royal Society of Chemistry (RSC)
- Natalie Harrison (*until 12pm*), Research Policy Manager, British Heart Foundation (BHF)
- Rachel Persad, Policy Manager (Research and Innovation), GuildHE
- Scott Carr, Office of Diversity and Inclusion, National Science Foundation (NSF)
- Vanessa Cuthill, Director of Research, British Academy

#### **Secretariat**

- Hayley Moulding, Strategy Adviser, UKRI - Strategy
- Maria Ogbourne (Minutes), Executive Assistant, UKRI – Strategy

#### **Guests**

- Gemma McCall, Chief Executive Officer, CultureShift
- Jenny Geroni, Head of Research, Amgueddfa Cymru
- Katie Wheat, Head of Engagement and Policy, Vitae
- Maxine Ficarra, Chief Executive Officer, PraxisAuril

- Mehwaesh Islam, Research Policy Manager, Association of Medical Research Charities
- Sarah Bakewell, Head quality, Diversity and Inclusion, Institute of Physics

### **Members Apologies**

- Alison MacEwen (Observer), Global Health Research Manager, Department for Health and Social Care (DHSC)
- Alyson Fox, Director of Grants, Wellcome
- Estelle Kane (for Emma Douthwaite), Safeguarding and Welfare Manager, Office for Students (OfS)
- Hazel McGraw, Senior Policy Analysis Officer, Scottish Funding Council (SFC)
- Jenny Christie, Joint Head of Research Funds, British Heart Foundation
- Jenny Sherrard (Observer), Head of Equality, University and College Union (UCU)
- Paul Murphy, Policy Adviser, Department for the Economy Northern Ireland
- Rhonda Davis (Observer), Head of Office, Diversity, and Inclusion, National Science Foundation (NSF)
- Sue Russell, Senior Policy & Governance Manager, Cancer Research UK (CRUK)
- Tracy Henshaw (Observer), Assistant Director, Leverhulme Trust