

Forum for Tackling Bullying and Harassment in Research and Innovation (FTBH) Summary and Attendees Third Meeting (FTBH Min 03) Wednesday 7 July 2021

Agreement of minutes

The minutes were agreed by the Forum on 13 October 2021.

Summary points for publication / wider communication

Item 2: Minutes and matters arising The minutes were agreed. It was stated that future agenda items would include areas of reflection for the Forum, including the role of the Forum in shaping and thinking about larger issues and responding as a collective. It was noted that development of a project plan for engagement activities would be covered at a future meeting.

Item 3: Spotlight on OfS Statement of Expectations Office for Students (OfS) shared the rationale for the Statement of Expectations, which sets out the process, policies and systems registered providers are required to implement to prevent and respond to harassment and sexual misconduct. The Statement outlines seven benchmark expectations for providers to adhere to. The OfS require expects providers to have infrastructure in place to implement and adhere to the statement of expectations by the start of the academic year, Sept 2021.

Item 4: PGR Student Perspectives Perspectives were shared by NUS PGR rep, regarding first-hand graduate experiences of bullying and harassment in higher education in the UK and internationally. The item drew on evidence from NUS, HEPI and the 1752 Group also. It was noted from this evidence that students in higher education feel unsupported and dissuaded from sharing allegations. UKRI shared insights from work undertaken to explore BBSRC-funded doctoral students wellbeing and mental health in which allegations of bullying and harassment were shared anonymously. The Forum noted the pertinence of the surveys in relation to UUK's work on staff to student sexual misconduct and how improving research culture was inherent to achieving an environment not conducive for bullying and/or sexual harassment.

Item 5: National Institutes of Health Removal of Grants Announcement National Science Foundation (NSF) provided an American-funder perspective of the NIH's approach to PI removal from grants where allegations and upheld cases of bullying and harassment occurred. The NSF representatives noted that they could only provide insights and differences in process approaches between the NSF and NIH, and not comment directly on NIH policy. It was noted that the NSF require notification of sexual harassment as a condition for funding and therefore it is legally enforceable; NIH notification is voluntary and is therefore not enforceable. The Chair (KS) requested the Forum continue to explore and understand the similarities and differences across the various funding bodies and their approaches.

Item 7: Sector Leadership The Forum explored their leadership role for tackling bullying and harassment in the wider research and innovation sector. Cross-sector working, and system level issues were raised as areas to address. The Forum discussed its role as a collective: influencing change such as, data and information sharing as business as usual; soft power influence over public organisations

including Government; leaders in encouraging culture shift and requesting change in management, handling and prevention of bullying and harassment including reporting and publishing toolkits. The Forum noted that data are important to support shifting culture. It agreed that the Forum should move beyond immediate issues and focus on creating a positive future for all through confidence and independence. The Forum noted the need for learning from industry, a range of academic careers, and continued genuine engagement.

The next meeting takes place on **13 October 2021**.

Attendance

Members

- Alex Mazzetta (*to 3 pm*), Joint Head of Research Funds, British Heart Foundation (BHF)
- Alison MacEwen (Observer), Global Health Research Manager, Department for Health and Social Care (DHSC)
- Alison McGrand, Senior Employment Policy Adviser, Universities and Colleges Employers Association (UCEA)
- Ben Raynor, Senior Research Manager, Higher Education Funding Council for Wales (HEFCW)
- 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)
- Estelle Kane (for Emma Douthwaite), Safeguarding and Welfare Manager, Office for Students (OfS)
- 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)
- Fritz Ka-Ho Ho, Student's Union Postgraduate Officer, University of Bath (nominated by NUS)
- Haleema Masud (for Rachel Persad), Policy Support Officer, GuildHE
- Hazel McGraw, Senior Policy Analysis Officer, Scottish Funding Council (SFC)
- Jenny Sherrard (Observer), Head of Equality, University and College Union (UCU)
- Karen Salt (Chair), Deputy Director, UKRI – Strategy
- Laura Norton, Senior Programme Manager, Inclusion and Diversity, Royal Society of Chemistry (RSC)
- Natalie Harrison, Research Policy Manager, British Heart Foundation (BHF)
- Paul Murphy, Policy Adviser, Department for the Economy Northern Ireland
- Rhonda Davis (Observer), Head of Office, Diversity, and Inclusion, National Science Foundation (NSF)
- Roger Blake (for Anne Taylor), Grant Policies & Reporting Manager, Wellcome
- Sue Russell (*to 3pm*), Senior Policy & Governance Manager, Cancer Research UK (CRUK)

Secretariat

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

Guests

- Hayley Moulding, Strategy Adviser, UKRI - Strategy
- Jo O'Leary, Head of EDI, UKRI - Strategy
- Sandy Scholar, Assistant General Council, National Science Foundation (NSF)
- Scott Carr, Office of Diversity and Inclusion, National Science Foundation (NSF)
- Stuart Pritchard, Head of External Affairs, UKRI

Members Apologies

- Anne Taylor, Head of Grants Operations, Wellcome
- Emma Douthwaite, Safeguarding and Welfare Manager, Office for Students (OfS)
- Rachel Persad, Policy Manager (Research and Innovation), GuildHE
- Tracy Henshaw (Observer), Assistant Director, Leverhulme Trust
- Vanessa Cuthill, Director of Research, British Academy