

Forum for Tackling Bullying and Harassment in Research and Innovation (FTBH) Summary and Attendees First Meeting (FTBH Min 06) Thursday 28 April 2022

Agreement of minutes

The minutes were agreed by the Forum on 21 July 2022.

Summary points for publication / wider communication

Item 1: Chair's Welcome Members and guests were welcomed to the meeting by the Deputy Chair (standing in for Chair). The Deputy Chair outlined the aims of the session, stating that the Forum should continue to think about what the future looks like for the Forum and its position as a collective leadership group for the broader research and innovation system.

Item 2: Minutes and Matters Arising Minutes of the 5th meeting were agreed. There was one on-going action: Freedom of Speech in research and innovation discussion to be held at the seventh meeting.

Item 3: UCEA ask – B&H policies use by funders A discussion regarding the implementation and impact of bullying and harassment policies was held. The Forum shared their desire for continued alignment and development of joined-up guidance and sharing of best practise.

Item 4: Sector Leadership: Opportunity to support implementation of the UK government's People and Culture Strategy (Part 1) The Forum was presented with an ask from the [People and Culture R&D Ministerial Coordination Group](#) through UKRI to 'start the conversation on what collaborative, cross-sector action on *'Making bullying and harassment no longer an issue'*'. The Forum discussed its response under item 8.

Item 5: Review Working Group – Update and ways forward The Forum heard from the Working Group convened to review the Forum's Terms of Reference and develop proposals for future ways of working. Analysis by the group identified that a more formal structure and plan of action would help the Forum to be more impactful and show leadership in the sector. The group shared that they would work with the Engagement Task and Finish Group to ensure alignment and a common narrative for the Forum's objectives..

Item 6: Engagement Task & Finish Group – Update and future work The Engagement Task and Finish Group is developing a narrative for the Forum through engagement activities and communications. Forum members have been surveyed on how the Forum can position itself within the R&I community through its communications and engagement activities. The group will use the responses to present a proposed comms and engagement plan at the next meeting.

Item 7: Principles Working Group – Presenting findings and recommendations The Principles Working Group shared an update on developing a proposed set of guidance/principles on facilitating and enacting healthy research cultures to prevent bullying and harassment. The group will present its proposal at the next meeting for the Forum to review and adopt.

Item 8: Sector Leadership: Opportunity to support implementation of the UK government's People and Culture Strategy (Part 2) The discussion followed on from agenda item 4. The Forum discussed its

collective actions and forward engagement with the Ministerial Coordination Group. The Forum reiterated its systems level approach to tackling B&H, identifying that the Forum's ambition and its value were important to future ownership, direction and deliverables of the Forum. The Forum will share past and current work with the MCG and set-out future engagement opportunities as the Forum builds its future work plan.

The next meeting takes place on 21 July 2022.

Attendance

Members

- Alison McGrand, Senior Employment Policy Adviser, Universities and Colleges Employers Association
- Anne Taylor, Head of Research, Wellcome
- Charlotte England, Head of Grants Operations Royal Society
- Charlotte Matheson, Policy Analysis Officer, Scottish Funding Council
- Craig Elmer-White, Head of Research Operations, University of Glasgow (ARMA)
- Emma Douthwaite, Safeguarding and Welfare Manager, Office for Students
- Fiona Waye, Senior Policy Lead, Equality, Diversity, and Inclusion, Universities UK
- Freda Tupou (Observer), Place, Impact & Research (SRID), Department for Business, Energy, and Industrial Strategy
- Johanne McCullough, Higher Education and Knowledge Exchange Manager, Department for the Economy Northern Ireland
- Jo O'Leary (Deputy Chair), Head of Equality, Diversity, and Inclusion, UKRI - Strategy
- Jonathan Piotrowski, Senior Strategy Adviser Equality, Diversity, and Inclusion, UKRI - Strategy
- Josh Gill, External Affairs Lead – People, Culture and Talent, UKRI - Engagement
- Kandis Boyd (Observer), Strategy Adviser, National Science Foundation
- Karen Salt (Chair), Deputy Director, UKRI – Strategy, Performance and Engagement
- Kayla Adams (Observer), Program Analyst, International Affairs, National Science Foundation
- Lauren Crawford, Senior Programme Manager, Inclusion and Diversity, Royal Society of Chemistry
- Quinn Roache, Head of Equality and Policy, University and College Union
- Rachel Persad, Policy Manager (Research and Innovation), GuildHE
- Sue Russell, Senior Policy & Governance Manager, Cancer Research UK
- Tracy Henshaw (Observer), Assistant Director, Leverhulme Trust

Secretariat

- Hayley Moulding, Strategy Adviser, UKRI - Strategy
- Chantal Anwander, (Minutes), Executive Assistant, UKRI – Executive Group

Guests

- Adrija Dey (joined at 14:00), Future Leader Fellow and Director of International Knowledge Exchange (1752 Group), University of Westminster, The 1752 Group
- Anna Bull (left at 14:00), Lecturer in Education and Social Justice, and Co-Director (1752 Group) University of York, The 1752 Group
- Fariba Soetan, Policy Lead, Research, and Innovation, National Centre for Universities and Business
- Frances Morton (left at 14:30), Head of Workforce EDI, UKRI - HR

- Jane Smith, Equality, Diversity, and Inclusion Officer, Institute of Physics
- Katie Wheat, Head of Engagement and Policy, Vitae
- Mehwaesh Islam, Research Policy Manager, Association of Medical Research Charities
- Sarah Gregory, Head of Diversity and Inclusion, Creative UK

Members Apologies

- Ale Palermo, Senior Manager, External Relations, Royal Society of Chemistry
- Alex Mazzetta, Joint Head of Research Funds, British Heart Foundation
- Alyson Fox, Director of Grants, Wellcome
- Ben Raynor, Senior Research Manager, Higher Education Funding Council for Wales
- Bob Cosgrove (Observer), Equality Program Manager, National Science Foundation
- Brigid Feeny (Observer), Assistant Director, Department for Business, Energy, and Industrial Strategy
- Christina Guindy, Head of Research, Royal Academy of Engineering
- Esther Mukuka, Head of Equality, Diversity, and Inclusion, National Institute for Health Research
- Fiona Dorrington, Equality, Diversity, and Inclusion Manager, Institute of Physics
- Gemma McCall, Chief Executive Officer, CultureShift
- Hazel McGraw, Senior Policy Analysis Officer, Scottish Funding Council
- Jenny Christie, Joint Head of Research Funds, British Heart Foundation
- Jenny Geroni, Head of Research, Amgueddfa Cymru
- Jenny Sherrard (Observer), Head of Equality, University and College Union
- Maxine Ficarra, Chief Executive Officer, PraxisAuril
- Nadine Patel, Creative Consultant, Conservatoires UK
- Natalie Harrison, Research Policy Manager, British Heart Foundation
- Paul Murphy, Policy Adviser, Department for the Economy Northern Ireland
- Rhonda Davis (Observer), Head of Office, Diversity, and Inclusion, National Science Foundation
- Scott Carr (Observer), Equal Opportunity Specialist, National Science Foundation
- Vanessa Cuthill, Director of Research, British Academy