

Forum for Tackling Bullying and Harassment in Research and Innovation (FTBH) Summary and Attendees Fifth Meeting (FTBH Min 05) Tuesday 1 February 2022

Agreement of minutes

The minutes were agreed by the Forum on 28 April 2022.

Summary points for publication / wider communication

Item 1: Chair's Welcome Members and guests were welcomed to the meeting and the Chair reiterates the collective vision for the Forum, to ensure that bullying and harassment does not happen in the research and innovation sector.

Item 2: Minutes and Matters Arising Minutes of the 4th meeting were agreed. There was one on-going action: Forum members were invited to contact UUK if they could support its work on information sharing in investigations of alleged bullying and harassment (B&H).

Item 3: Update on the Principles Working Group Co-Chairs shared an update on the Principles Working Group. This group is developing draft principles for the Forum regarding its approach to facilitating and enacting healthy research cultures. This group was formed in response to the "[Seven Principles of Research Culture](#)". Members of the working group were surveyed to inform the development of the principles. The co-Chairs aim to share collated feedback with the Forum at the April meeting.

Item 4: One year review of the Forum The Forum agreed to create a sub-group to lead a review of the Forum and its terms of reference. The sub-group will consider the effectiveness, efficacy, objectives, and membership of the Forum, and consult with the wider Forum on the development of its proposals. Work by the subgroup would be fed back into the wider Forum for consultation.

Item 5: Communicating about the Forum The Forum discussed developing a more proactive approach to communications, using its levers as a powerful cross-sector voice that can galvanise messaging as a collective to different audiences to tackle bullying and harassment. The Forum agreed to develop lines for members to share when working across the community. *Please see Item 6.*

Item 6: Building the Engagement Plan Proactivity and direction for Forum communications and engagement was proposed by UKRI External Affairs. The Forum agreed a Task and Finish group would develop and deliver an engagement plan considering objectives, audiences and evaluation of the Forum's activities, communications, and engagements, presenting back to the Forum.

Item 7: Non-disclosure agreements Noting [the pledge regarding non-disclosure agreements](#) (NDAs), the Forum discussed the use of NDAs. The Forum was asked to consider their organisational position regarding the pledge. The Forum noted the [Universities Scotland statement on NDAs](#).

Item 8: Freedom of Speech The discussion brought to the Forum by UUK on Freedom of Speech across the R&I sector was postponed to the next meeting in April.

The next meeting takes place on 28 April 2022.

Attendance

Members

- Ale Palermo, Senior Manager, External Relations, Royal Society of Chemistry
- Alex Mazzetta, Joint Head of Research Funds, British Heart Foundation (BHF)
- Alison McGrand, Senior Employment Policy Adviser, Universities and Colleges Employers Association (UCEA)
- Alyson Fox, Director of Grants, Wellcome
- Anne Taylor, Head of Research, Wellcome
- Ayane Hida, PGR Representative (NUS Nominated), University of East Anglia
- Ben Raynor, Senior Research Manager, Higher Education Funding Council for Wales (HEFCW)
- Bob Cosgrove (Observer), Equality Programme Manager, National Science Foundation (NSF)
- 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)
- Freda Tupou (Observer), Place, Impact and Research, Department for Business, Energy, and Industrial Strategy
- Jenny Sherrard (Observer), Head of Equality, University and College Union (UCU)
- Jo O'Leary, Head of EDI, UKRI - Strategy
- Karen Salt (Chair), Deputy Director, UKRI – Strategy
- Kayla Adams (Observer), Strategy Adviser, National Science Foundation
- Lauren Crawford, Senior Programme Manager, Inclusion and Diversity, Royal Society of Chemistry (RSC)
- Paul Murphy, Policy Adviser, Department for the Economy Northern Ireland
- Rachel Persad, Policy Manager (Research and Innovation), GuildHE
- Tracy Henshaw (Observer), Assistant Director, Leverhulme Trust
- Vanessa Cuthill, Director of Research, British Academy

Secretariat

- Hayley Moulding, Strategy Adviser, UKRI - Strategy
- Sophie Robson (Minutes), Research Integrity Operations Manager, UKRI – Strategy

Guests

- Fariba Soetan, Policy Lead, Research and Innovation, National Centre for Universities and Business
- Fiona Dorrington, Equality, Diversity, and Inclusion Manager, Institute of Physics
- Graham Hopper, HR Partner, Nuffield Foundation
- Jane Smith, Equality, Diversity and Inclusion Officer, Institute of Physics
- Jonathan Piotrowski, Senior Strategy Adviser, Equality, Diversity and Inclusion, UKRI
- Josh Gill, Externals Affairs Lead – People, Culture and Talent, UKRI
- Katie Wheat, Head of Engagement and Policy, UKRI
- Maxine Ficarra, Chief Executive Officer, PraxisAuril
- Nadine Patel, Creative Consultant, Conservatoires UK
- Sarah Bevan, Policy Adviser, Equality, Diversity and Inclusion, Universities UK

Members Apologies

- Alison MacEwen (Observer), Global Health Research Manager, Department for Health and Social Care
- Brigid Feeny (Observer), Assistant Director, Department for Business, Energy, and Industrial Strategy
- Hazel McGraw, Senior Policy Analysis Officer, Scottish Funding Council
- Jenny Christie, Joint Head of Research Funds, British Heart Foundation
- Natalie Harrison, Research Policy Manager, British Heart Foundation
- Rhonda Davis (Observer), Head of Office, Diversity, and Inclusion, National Science Foundation
- Sue Russell, Senior Policy & Governance Manager, Cancer Research UK