



Human Resources Policy Committee

Held on Wednesday 9 October 2019 from 10.00 a.m. to 10.30 a.m.
In the Londinium Rooms, 1 St Martin's Le Grand, London EC1A 4AS

Minutes

Present Members:

Professor David Price (Chair)
Ms Wendy Appleby
Mr Simon Cane
Dr Celia Caulcott
Dr James McCafferty
Professor Piet Eeckhout
Professor Becky Francis
Ms Francesca Fryer
Mr Phil Harding
Professor Graham Hart
Professor Christoph Lindner
Dr James McCafferty
Professor Ivan Parkin
Professor Sasha Roseneil
Mr Tom Rowson
Ms Fiona Ryland
Professor Anthony Smith
Mr Dean Stokes
Professor Nigel Titchener-Hooker

Attendees:

Dr Clare Goudy, Chief of Staff to the President & Provost
Ms Lorren Rea, Head of Employment Policy

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Ms Kelsey Paske, Preventing Sexual Misconduct Manager

Ms Fiona McClement, Head of Equality, Diversity & Inclusion

Apologies:

Professor Michael Arthur

Dr Paul Ayris

Dr Matthew Blain

Dame Nicola Brewer

Professor Stella Bruzzi

Professor Mark Emberton

Mrs Lori Houlihan

Professor David Lomas

Ms Collette Lux

Professor Geraint Rees

Professor Alan Thompson

Officer:

Dr Marguerite Nolan, Governance Officer and Committee Secretary

Item for Discussion

1. Preventing Sexual Misconduct Policies for review (Paper HRPC 1-1, 2019-20)

1.1 Considered: The Committee considered the Preventing Sexual Misconduct Policies for review. The Committee was being asked to approve:

- a) The Revised Prevention of Bullying, Harassment and Sexual Misconduct Policy (to replace the Dignity at Work Policy);
- b) A revised Personal Relationships Policy.

1.2 The policies had been developed by the Preventing Sexual Misconduct Strategy Group. They addressed two key enablers of the UCL 2034 Strategy: best student support; and valuing our staff. The Director of the IOE introduced the revised policies and advised the Committee of the key points relating to each of them as set out in the paper. The Committee noted the following:

a) Summary of Prevention of Bullying, Harassment and Sexual Misconduct Policy

Key issues/points of interest/challenges:

1. Change of policy title from Dignity at Work.
2. Applies to staff and students.
3. Introduces the concept of sexual misconduct (Dignity at work did not address this).
4. Strengthens and introduces new definitions of Abuse of Power; Consent; Grooming; Sexual Misconduct; Stalking.
5. Introduces the concept of the Interim Measures Panel who will put in place emergency measures to contain risk when serious allegations are made.
6. Introduces Environmental Investigations into departments where there may be repeated reports of unacceptable behavior in order to work on solutions.
7. Introduces how police reports and investigations will be handled.
8. Expands on examples of bullying and harassment.

b) Summary of Personal Relationships Policy

Key issues/points of interest/challenges:

1. Applies to staff and students.
2. Introduces a reporting period of two weeks to declare a new relationship where one has a direct supervisory relationship with an employee or a student.

3. Introduces definitions of Abuse of Power; Adult at Risk; Consent; Grooming.
4. It now prohibits relationships with students under the age of 18 and students who are known to be an adult at risk.
5. It gives guidance on appropriate behavior and inappropriate behavior towards students and colleagues.
6. It now advises on inappropriate behavior from students to staff.
7. It introduces a form to be completed by students and staff for declaring a relationship (form yet to be developed).

1.3 The Chair invited feedback from the Committee on the revised policies. Members welcomed the policies and were very supportive of the work of the Preventing Sexual Misconduct Strategy Group. Members of the HRPC provided a number of comments and suggestions which included the following:

Revised Prevention of Bullying, Harassment and Sexual Misconduct Policy (to replace the Dignity at Work Policy)

- a) It was recommended that the Interim Measures Panel should be a standing panel.
- b) It was suggested that the communication and feedback process with the individual making the complaint should be handled with the utmost sensitivity and appropriately, i.e. not delivering important information by email.
- c) It was recommended that early intervention from health and wellbeing should be offered to staff and students who make formal complaints.
- d) With regard to the last sentence in paragraph 1.2, it was suggested that this should be reviewed and amended to state that staff and students who disclose experiences of unacceptable behaviour experienced while studying or working should be listened to.

e) It was suggested that the description of racism in Appendix 1 should include anti-Semitism.

Revised Personal Relationships Policy

a) Members raised the issue of postgraduate students who teach other students and mark work and the potential for abuse of power. It was suggested to put a footnote in the policy to cover this area.

b) It was proposed that the wording 'cultural family relationship' in paragraph 3.3 be reviewed as this was not a familiar term.

1.4 It was noted that the two policies would be considered by Academic Board at its meeting on 23 October 2019.

1.5 **Resolved:** The Committee endorsed the Preventing Sexual Misconduct Policies as set out in Paper HRPC 1-1, 2019-20. The policies would be updated to take account of the feedback from members of the HRPC.

Dr Marguerite Nolan

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