

Human Resources Policy Committee

Held on Wednesday 18 December 2019 from 11.15 a.m. to 11.30 a.m.

In the South Wing G12 Council Room

Minutes

Members Present:

Professor Michael Arthur (Chair)

Ms Wendy Appleby

Dr Matthew Blain

Dame Nicola Brewer

Dr Celia Caulcott

Professor Piet Eeckhout

Professor Mark Emberton

Professor Becky Francis

Ms Francesca Fryer

Mr Phil Harding

Professor Graham Hart

Professor Christoph Lindner

Ms Collette Lux

Professor Ivan Parkin

Professor David Price

Professor Geraint Rees

Professor Sue Rogers

Professor Sasha Roseneil

Ms Fiona Ryland

Professor Anthony Smith

Professor Nigel Titchener-Hooker

Professor Alan Thompson

Attendees:

Dr Clare Goudy, Chief of Staff to the President & Provost
Ms Fiona McClement, Director of Equality, Diversity and Inclusion
Mr Peter Warwick, Director of Employee Relations

Apologies:

Dr Paul Ayris
Professor Stella Bruzzi
Mr Simon Cane
Mrs Lori Houlihan
Professor David Lomas
Dr James McCafferty
Mr Tom Rowson
Mr Dean Stokes

Officer:

Dr Marguerite Nolan, Governance Officer and Committee Secretary

Item for Discussion**1. Preventing Sexual Misconduct Policies (Paper 3-1)**

1.1 **Considered:** The Committee considered the following revised Preventing Sexual Misconduct Policies:

a) Prevention of Bullying, Harassment and Sexual Misconduct Policy

This was an amalgamation of the Student Bullying and Harassment Policy and Dignity at Work statement and would apply to staff and students.

b) Personal Relationships Policy

This had been amended to provide stricter guidance on relationships.

- 1.2 It was noted that the policies had been updated following feedback from the Human Resources Policy Committee (HRPC) at its meeting on 9 October 2019 and Academic Board at its meeting on 23 October 2019. Academic Board had suggested changes, some of which had been incorporated.
- 1.3 The Committee discussed the revisions that had been made to the policies and the reasons for not incorporating some of the suggested amendments from Academic Board as set out in the paper. The Committee proposed that one further amendment be made to paragraph 8.1 of the Personal Relationships Policy. It was agreed to give a more specific timescale of 'always within one month' for the declaration of intimate or close personal relationships.
- 1.4 The Committee thanked Professor Becky Francis for the work she had done as Chair of the Preventing Sexual Misconduct Strategy Group to develop the updated policies.
- 1.5 **Resolved:** The following was agreed:
- a) The Committee approved the revised Prevention of Bullying, Harassment and Sexual Misconduct Policy (to replace the Dignity at Work Policy and the Student Harassment and Bullying Policy).
 - b) The Committee approved the revised Personal Relationships Policy, subject to paragraph 8.1 being amended to read 'All declarations are to be made as soon as reasonably practicable and always within one month'.