

UCL Judicial Institute

Dealing with Grievances

Module 2 – Grievance Panels

28 February 2017

Course Evaluation

For each of the **learning outcomes** set out below (1-6), please indicate whether you thought it had been achieved fully, substantially, in part or not at all. (Please tick your chosen word or phrase.)

By the end of the course participants will:

1. Have identified the role of the panel members and have confidence in participating in a grievance panel

Did we achieve this?

| Fully | Substantially | In part | Not at all |
|-------|---------------|---------|------------|
| 15 | 8 | | |

- Confidence will follow once I have participated on a panel.

2. Be able to recognise the nature and relevance of a range of evidence.

Did we achieve this?

| Fully | Substantially | In part | Not at all |
|-------|---------------|---------|------------|
| 11 | 10 | 1 | |

3. Have formulated appropriate questions for a panel hearing

Did we achieve this?

| Fully | Substantially | In part | Not at all |
|-------|---------------|---------|------------|
| 8 | 11 | 3 | |

4. Have identified the characteristics of a structured panel decision

Did we achieve this?

| Fully | Substantially | In part | Not at all |
|-------|---------------|---------|------------|
| 5 | 16 | 1 | |

5. Have made a written (in outline) structured panel decision

Did we achieve this?

| Fully | Substantially | In part | Not at all |
|-------|---------------|---------|------------|
| 7 | 9 | 6 | |

6. Be able to identify good practice skills for grievance panel hearings

Did we achieve this?

| Fully | Substantially | In part | Not at all |
|-------|---------------|---------|------------|
| 10 | 12 | | |

7. Is there any element of the course that worked particularly well?

Comments:

- Questioning exercise but more time required without restriction to questions.
- The interactive and reflective elements worked really well with the talks.
- Questioning the respondent and acting as a panel.
- The presenters were excellent.
- Group work.
- The practical/discussion sessions.
- Asking questions – allowing drill down would have been more useful
- Good to have to write a report and experience this directly.
- Like the interaction and real time scenarios.
- The case study is very useful indeed.
- Group discussions.
- The worked example, having materials in advance.
- Team working as panel. Panel decision exercise although clearly this has time constraints, was still incredibly useful.
- The group discussion.
- The Q to GC.
- I enjoyed the pace and structure of the course.
- All
- Format, facilitation by Stuart.
- N/A
- The question session was very effective.

8. Is there any aspect of the course that needs changing?

Comments:

- More time for pulling together questions and possibility to be able to question and probe more without too many restrictions to one question per person.
- More time to write the decision as it was difficult to write effectively within the time constraint. No time to reflect on report due to time pressure.
- High ceilings meant I couldn't hear the hearing fully. Mics would have helped.
- No.
- Not enough time to do decision – homework to perfect.
- No.
- but if possible it would be good to have a bit more small group discussion time for some of the issues that crop up in the case study.
- More time for in depth question.
- Panel question, this element while inclusive didn't give a realistic experience. Some additional recap on questioning prior to the start would have been useful.
- No.
- too little time for me to think/write surely that I feel I have fully understood.
- Some more examples would be helpful.
- N/A
- Great to put skills into practice
- No.
- N/A

9. Are there issues that you think should have been covered? If so, please identify them.

Comments:

- No.
- Procedure for challenging panels.
- No.
- The role of panel chair.
- Check the UCL policy on bullying etc more carefully.
- N/A
- N/A
- No.

Thank you for completing this questionnaire.