Forum for Tackling Bullying & Harassment
ftbh.org.uk

Making Change through Cross Sector Partnerships

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The Forum for Tackling Bullying and Harassment - Working in partnership to change research culture

• The Forum for Tackling Bullying and Harassment is a shared endeavour, convened by the sector, for the sector

• The Forum convenes over 30 funding, policy, and regulatory organisations, both in the UK and internationally

• Its goal is to galvanise cultural change and create healthy and safe world-class research and innovation environments
The Forum’s journey

**Convening** a space for sector stakeholders to share and disseminate learning and practice. Identify opportunities for collaboration across partners.

**Creating** the conditions for Forum members to develop trust and a shared space to explore complex and dynamic issues.

**Catalysing** a community of practice that is self-led, recognised for its expertise, and inspires others.
A dynamic partnership with different functions

- Creative
- Collaborative
- Learning
- Policy making

FTBH
Working in partnership to change research culture

• Building the evidence base

• Developing principles that guide how the Forum delivers its mission and can be used by a diverse range of organisations to reflect on and improve what we do to prevent and tackle bullying and harassment

FTBH Principles

We are committed and transparent
- We will champion tackling and preventing bullying and harassment.
- Everyone, individually and collectively, has an important role.
- We must create a culture of responsibility and accountability, where we learn from experience.
- We must take action when witness to any forms of bullying and harassment.

We encourage people to be good citizens
- We respect and model good behaviours always being mindful and accepting of those from different functions and backgrounds.
- We encourage people to be ‘good citizens’, taking responsibility for the impact of their own actions and for calling out inappropriate behaviour of others.

We champion transformative change and promising practice
- We build upon the expertise and diversity of members to create promising practice.
- We champion transformative institution-wide cultural change, informed by data and lived experiences, and executed by focused resources.

We use our experiences to influence positive change
- We, as individuals or groups, use our experiences to positively influence networks, cultures, institutes, and entities around the world.
- We use our existing collaborations to proactively engage on tackling bullying and harassment.
- We partner with other Charters, quality frameworks and industries.

UK Research and Innovation

Bullying and Harassment in Research and Innovation Environments: An evidence review
Sharing our learning

• Make time and space to listen, reflect, share, create, and learn from each other

• Model the values of the partnership in all interactions

• Be open, inclusive and diverse in the membership and value different ideas and perspectives.

• Be dynamic and prepared to operate in different modes - and create the conditions for these different modes in how meetings are convened

• Recognise and respect that people and organisations may participate in different ways and use this as a strength when working in a diverse sector