

**Forum for
Tackling**

**Bullying &
Harassment**

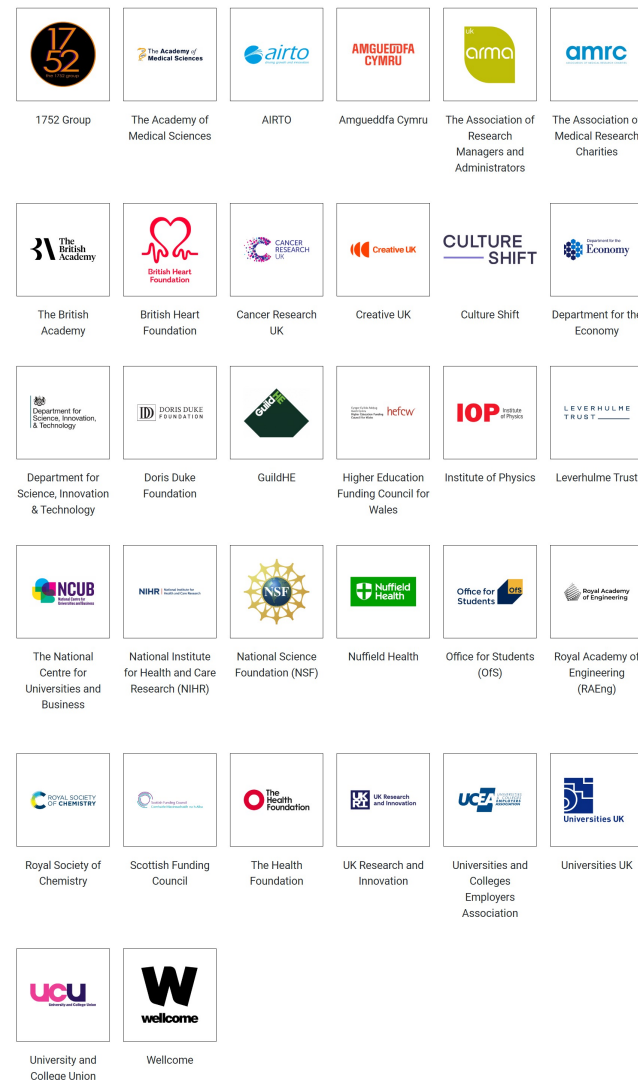
ftbh.org.uk

Making Change through Cross Sector Partnerships

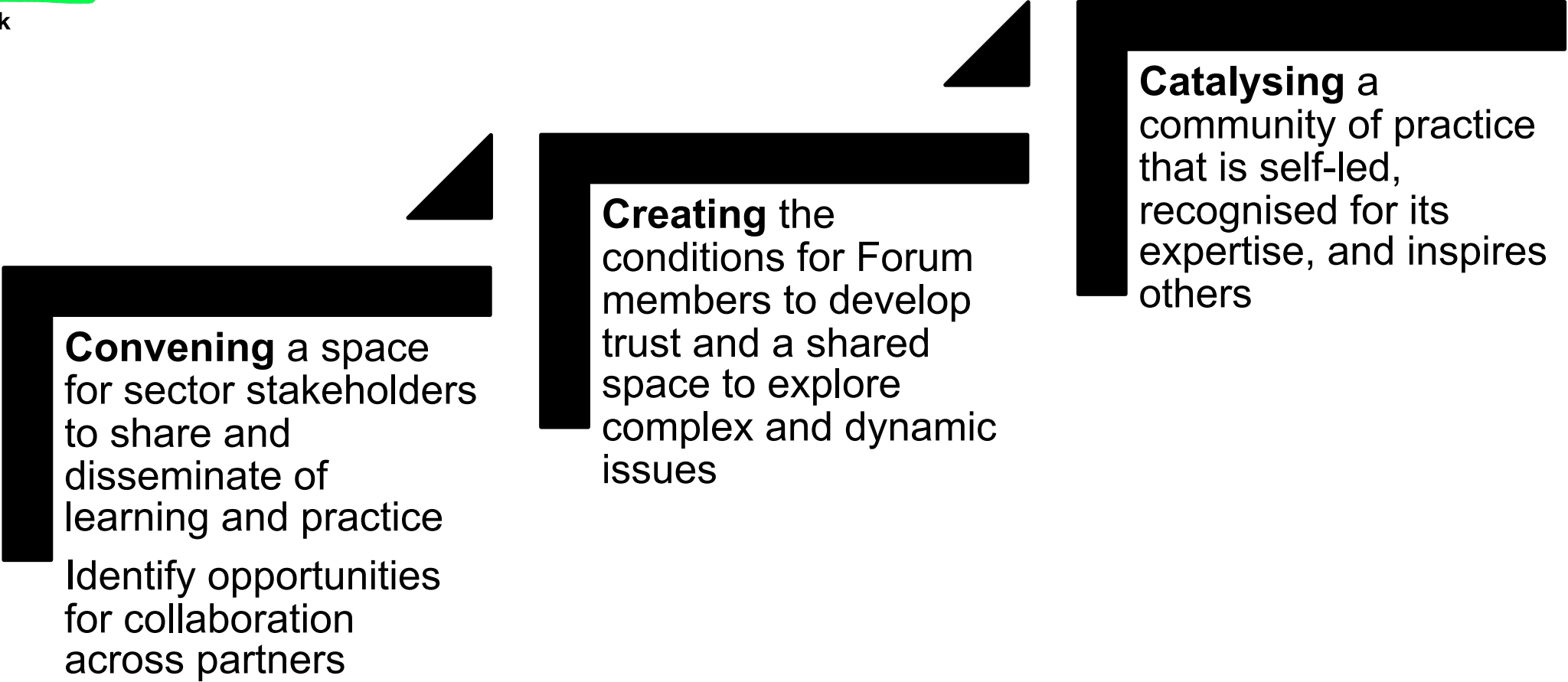
Professor Karen Salt
February 2024

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



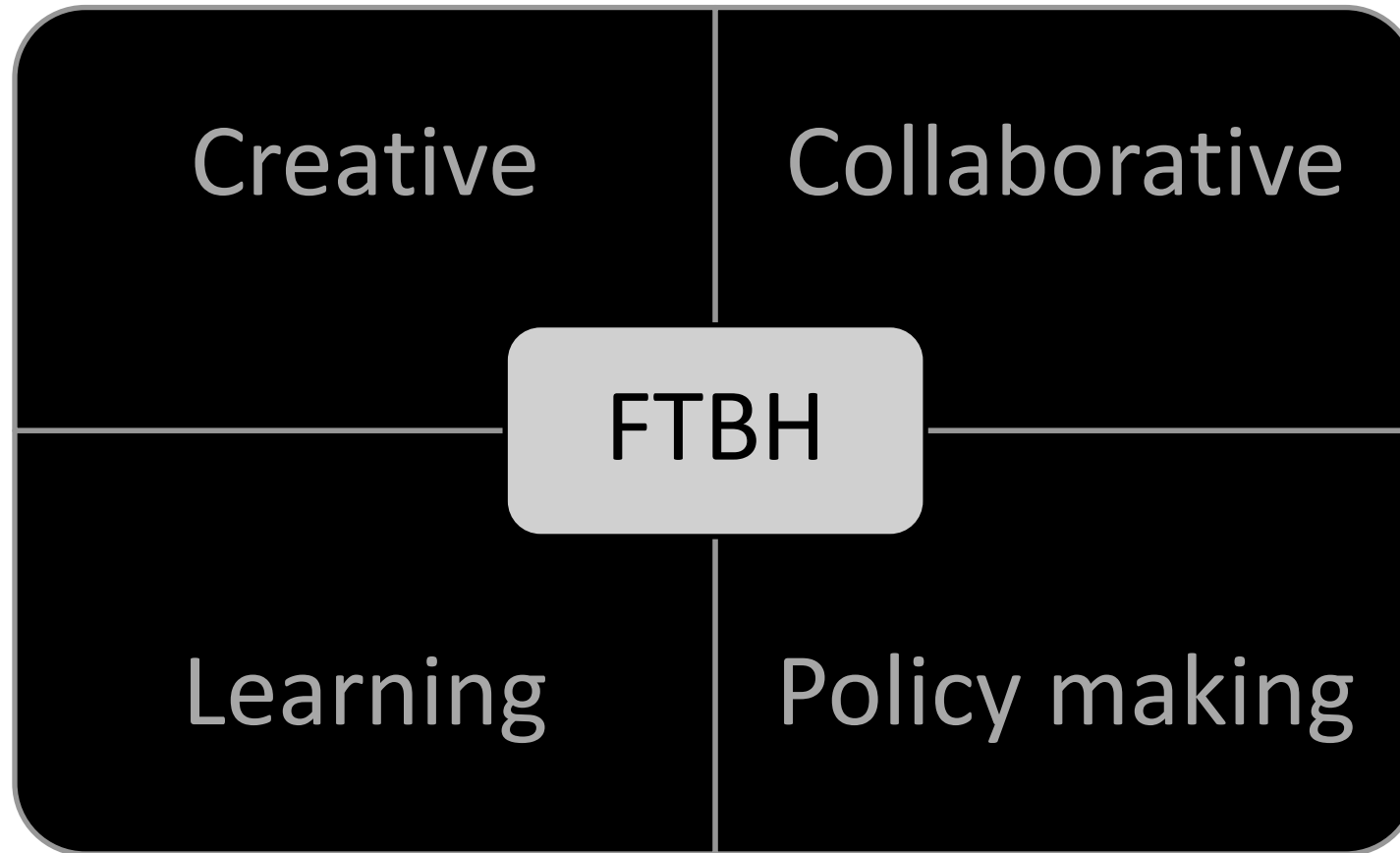
Convening a space
for sector stakeholders
to share and
disseminate of
learning and practice

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



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 champion transformative change and promising practice

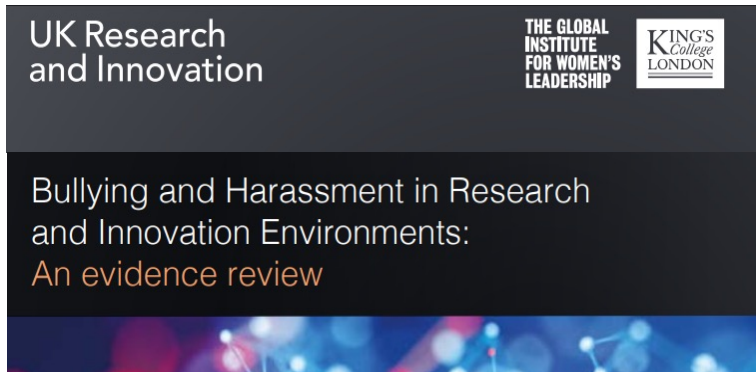
- We build upon the expertise and diversity of members to create promising practice.
- We champion transformative institution-wide cultural change, informed by data and lived experiences, and executed by focused resources.

We 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 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.



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