

**NOTES OF THE CAMPUS UNION WORKING GROUP MEETING HELD ON 31 MAY 2019**

**Draft v 1.0**

**Present**: Prof Claire Annesley (CA); John Hallam (JH); Prof Chris Chatwin - UCU (CC); Andrew Chitty - UCU (AC); Paula Burr – UNITE (PB); Elaine Stephen - UNISON (ES).

**Apologies**: Jackie Rymell; Sheila Gupta

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| Introductions and welcome / terms of reference / membership | This was the first meeting of the Campus Union Working Group – a sub-committee of the JNC / CJNC. Introductions were made and the terms of reference and membership were agreed.  It was agreed that the terms of reference should be modified to reflect that meetings would ‘normally’ take place on a monthly basis. | JH |
| Draft D&R Policy | CA noted that the policy was currently out for consultation across the University. Consultation – including listening sessions - would close at the end of June / early part of July. The intention was to launch the new Policy by September 2019.  CA noted key points about the draft Policy:   1. It will replace the current B&H Policy; 2. The new Policy will cover both staff and students; 3. The Policy is ‘aspirational’ and focused on behaviours and values that tie in with the University strategy / values. 4. The Policy proposes a network of D&R ‘Champions’ to act as guides / signposts – they will not be advocates or caseworkers.   UNISON said they would send a collective union response on the draft Policy.  UCU referred to ‘structural / institutional bullying’ and challenging targets (e.g. 10% surplus) ‘imposed’ on staff via decisions made by senior managers or at Council. UCU argued there should be consideration of the mental health / well-being issues of such significant targets.  3.2 There was a repetition of ‘in the workplace’ in the text that needed correcting. There was discussion and agreement around the need for new managers to be supported with appropriate forms of training and development. There might also be a place for assessing the EQ of managers. Neuro-diversity was also an aspect that needed consideration.  3.3 It was suggested this paragraph might be amended to reflect that individual (and where possible institutional) decisions should be made in a transparent manner with an assessment of consequences.  4.3 AC suggested this should be amended as it should be about ‘expected’ behaviours rather than ‘acceptable’ behaviours.  5.1, 5.2, 5.3: It was suggested this section might cross reference to the University’s approach to mediation / conflict resolution.  5.6 AC questioned if the words ‘hate crime’ should be simplified to ‘crime.’  D&R Champions: CA said the primary role was one of ‘signposting.’ It was noted that the Student Life Centre can act on behalf of students but it was not intended that D&R Champions would operate in this way.  There was some discussion around anonymised reporting of B&H. CA argued against this: i) this would represent a data driven approach – we already have a lot of data and know what the issues are; ii) we need to build trust within the organisation – anonymised reporting will not assist with this; iii) D&R champions can help to build trust.  PB said that in terms of building trust it would be helpful if the unions could meet the company that administered the staff survey so that they could then reassure staff about confidentiality.  UCU referred to the letter sent to the Director of HR on 6 July 2018. JH said the University would not be able to a respond meaningfully to a request for data going back to 2002. Following discussion it was agreed UCU would review and decide if they wished to resend the letter or re-draft it. This could also be discussed again on 20/6. (Since the meeting Sheila Gupta has also offered UCU a date to meet to discuss the letter).  It was agreed the revised D&R Policy would be re-examined again at the CUWG meeting on 20/6 along with the HSE stress management standards. | ES  CA  CA  CA  CA  CA  CA |
| Draft exit survey | The draft exit survey was supported. JH asked for any further comments by 14/6. |  |
| Future meetings | JH would prepare a draft priorities / agenda of issues for the meeting to consider and to aid future planning of activities. | JH |
| Any other business | There was no other business. |  |
| Date of next meeting | 20 June 2019 10.00 – 12.00 Arundel Seminar room 1A |  |

jh/05/06/19