

## **BAFTSS Inclusivity Statement:**

BAFTSS is committed to supporting its members regardless of age, race, nationality, socioeconomic status, gender identity, sex, sexuality, ability, body, or ethnic origin. We aim to build a culture in which fairness and inclusion are a fundamental part of everything that we do, and in which diversity is valued and celebrated. This statement reflects our approach to ensuring that our shared community is free from all forms of prejudice, discrimination, harassment, and bullying. We are diverse and inclusive, promoting a strong collegial community through openness, listening and co-operation.

In support of these values, BAFTSS takes a zero-tolerance approach to all forms of behaviour that violate the dignity of others. Zero-tolerance means that the Association will never tolerate, condone or ignore bullying, harassment or hate crime of any kind. We recognise that these behaviours can take many forms. They may be carried out face-to-face or through electronic media (cyber bullying); they may be subtle or overt abuses of power. BAFTSS does not tolerate abuses of power that are gendered, racialised or manipulative of the precarious work conditions of fixed term contract staff, independent, or affiliated researchers or lecturers.

All members of our Association have a collective responsibility to encourage a culture of dignity and respect; to treat others fairly, with courtesy and consideration; and to challenge inappropriate behaviour when it is safe to do so. Academics have a particular responsibility to lead by example, identifying inappropriate cultures and behaviours when these occur and taking prompt action to stop or prevent them.

We will treat any allegation of harassment, (racial or sexual), hate crime, bullying or victimisation seriously, regardless of the seniority of those involved. BAFTSS aims to ensure that it deals with grievances according to principles that are rigorous, fair, structured, sensitive, transparent, neutral and timely.

## **Representation, Feedback, Communication and Complaints.**

BAFTSS welcomes feedback on its processes and procedures and aims to ensure that the interests and concerns of all BAFTSS Members are adequately represented on Executive Committee. For issues encountered at events outside of BAFTSS, in the first instance, we encourage you to seek support and advice within your Higher Education Institution.

## **Resources that you may find at your University include:**

- Student counselling and wellbeing services.
- National Union of Students pages <https://www.nusconnect.org.uk/resources/i-heart-consent-facilitator-training-advert-template>
- Student Advice Centre.
- University College Union.
- PhD Supervisor.
- Postgraduate Research Tutor.
- Early Career Researcher Mentoring schemes organised by your University or BAFTSS.
- Human Resources (for contract and affiliated staff)
- Senior colleague (for contract and affiliated staff).
- Staff Mentoring scheme (some universities offer these).
- Another student or member of a member of staff.

**Disagreements do happen. Be assertive and remain objective. Differences of opinion can be productive.**

Communication and differences of opinion:

- Allow time for cooling down – if it's an email, do you need to reply to it straight away?
- Consult others – seek more information. Be professional.
- Stay focussed on the question in hand.
- Analyse the situation.
- State the problem to the other person and give them time to (re)consider their response.
- Be willing to listen.
- Assume the person you are working with is reasonable.
- Use a win-win approach – if possible, agree an outcome that works for both of you.
- End meetings and correspondence on a good note.
- Stay focussed on your end game.\*

There is a formal complaints mechanism in the BAFTSS Constitution. Please read BAFTSS constitution point 4.6 [https://29fa98f6-1809-488b-a9ec-9a5b9d0f4b6e.filesusr.com/ugd/27b2ad\\_62d3030b7b964a8e85c599dc2ddd8794.pdf](https://29fa98f6-1809-488b-a9ec-9a5b9d0f4b6e.filesusr.com/ugd/27b2ad_62d3030b7b964a8e85c599dc2ddd8794.pdf)

Although the guidance above might be useful to some members in relation to engaging with colleagues or peers in situations of professional conflict or disagreement, BAFTSS would like to reaffirm that gendered, racialised and manipulative abuses of power in academic settings cannot always be framed as disagreements to be solved, but may need to be escalated to the relevant support services available to the member/s involved at their respective HEIs.

BAFTSS is committed to supporting the interests of members working independently, in affiliated roles and on fixed-term contracts. Examples include a limited number of travel bursaries to support attendance at the BAFTSS conference, eligibility as applicants to BAFTSS funding schemes, and other research/networking events such as the New Connections visiting speaker series, as well as mentoring support, and representation at the Executive Committee meetings.

**BAFTSS Executive Committee, November 2020**

\* The information on communications and 'Disagreements do happen' is based on a professional development workshop taught at the University of Leeds.