

## Dignity and Respect policy Student Consultation – Final Response

The team working on the review of the Dignity and Respect Policy would like to thank all the students who contributed to the consultation and for their thoughtful and considered comments.

The revised policy has now been submitted for its approval journey. The following sets out the changes in the policy informed by the consultation.

- The policy has been re-written to ensure that it is easy to understand, that the language used is not unintentionally alienating to students who have endured bullying and harassment, and, by removing any unintentional ambiguity, to make it more accessible for neurodiverse readers. This re-write has removed repetitions within the policy.
- We have removed the apparent requirement to try to resolve the matter informally through a meeting. The policy suggests that an informal resolution might be possible and will offer some advice on achieving this, but it is not a pre-requisite to continuing to a formal resolution.
- Although the policy is relevant to members of staff (because it sets out how allegations of bullying BY students will be handled), the information and advice given will be relevant to all – we have removed the sections specifically for members of staff as we agree these are inappropriate and confusing in a student policy.
- The definitions of the types of behaviour covered by the policy align with recognised definitions used in the Report and Support Tool. Examples of the types of inappropriate behaviour have been included as an appendix and the policy states that both one off incidents and patterns of behaviour may constitute bullying and harassment.
- The name Dignity and Respect has been retained for the policy, but the sub-title has been amended to Addressing Bullying and Harassment. In addition, the scope section includes a statement that the behaviour covered includes any behaviour that compromises an individual's dignity and respect.
- A flow chart of the process is being created to provide an easy, quick reference tool.
- The revised policy has information about the type of evidence / information that should be submitted with a formal complaint. It also makes clear that posts removed by the moderator can be retrieved by members of staff so information about these should also be included.
- Concern about the impact on freedom of speech was noted and a reference to the principles of Academic Freedom has been included together with a statement that the policy is not intended to stifle freedom of speech. This is coupled with a reminder though to think of how opinions are expressed.

As the revision process has come to an end a number of the members of the working group have started to think about how the policy can be publicised following approval – in addition to making it available on the policy website. This might include presentations to relevant staff and the inclusion of additional information about the policy and practical suggestions about informal resolution on the Bullying and Harassment pages of the StudentHome Help Centre.

We would like to once again thanks students for their valuable contributions.