

### Key insights your institution can learn



Whether the prevalence of bullying and harassment reported is an accurate reflection of what takes place within the institution

The impact of bullying and harassment within the institution on staff (eg staff development, retention) and the institution's workplace culture



Staff confidence in reporting bullying and harassment and whether current reporting mechanisms are effective/sufficient

The avenues that the institution can investigate to reduce bullying and harassment and improve staff perceptions and experiences



### How your institution can benefit

**#1**

Understand bullying and harassment within your institution



**#2**

Clarity on how to address the issues identified



**#3**

Receive tailored data collection and advice



**#4**

Raise your profile and further engage your staff



**#5**

Identify your strengths and pinpoint areas for improvement



### How it works

**#1**

Needs assessment and project planning

- Preliminary meeting to discuss your specific needs
- Relevant research questions established
- Research proposal, timeline and budget

Develop resources and conduct research

**#2**

- Recruitment materials provided (eg consent forms)
- Interviews and focus groups scheduled anonymously

**#3**

Data analysis and synthesis into a final report

- Inductive, thematic analysis of focus group and interview data
- Cohesive, detailed report produced
- Areas of success and for improvement identified
- If desired, findings can be presented in a staff workshop

*"Initially I had reservations about working with external researchers but these were unfounded. I particularly welcomed working in partnership with researchers who were familiar with the issues we face. The ease of contacting them was fantastic and I really was delighted that the final report was delivered ahead of schedule."*  
**Equality, Diversity and Inclusion Manager, UK HEI**

Want to find out more about working with Advance HE?

+44 (0) 3332 005 124

solutions@advance-he.ac.uk

www.advance-he.ac.uk/bullying-harassment