



Listeners Scheme

DR STACEY HABERGHAM-MAWSON

Large astrophysics department:

~50 staff, ~15 PDRAs, ~30 PhD students

- Joint undergraduate degree with the University of Liverpool (~100 students)

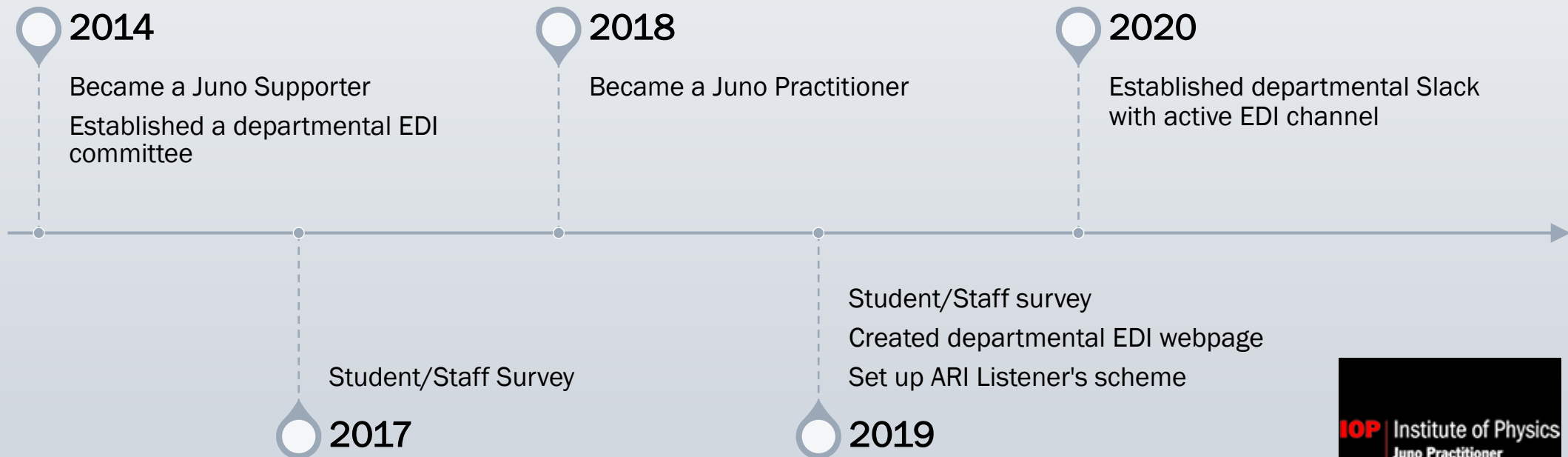
- Taught MScs ~ 90 students



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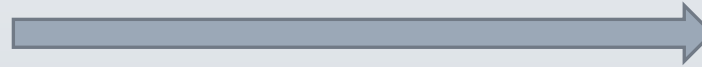
Our EDI journey



EDI Webpage

Website: <https://www.astro.ljmu.ac.uk/index.php/eandd>

- EDI Committee
- Bullying and Harassment information
- Information on related University policies for staff
- Information on related University policies for students
- Wellbeing information
- Useful links

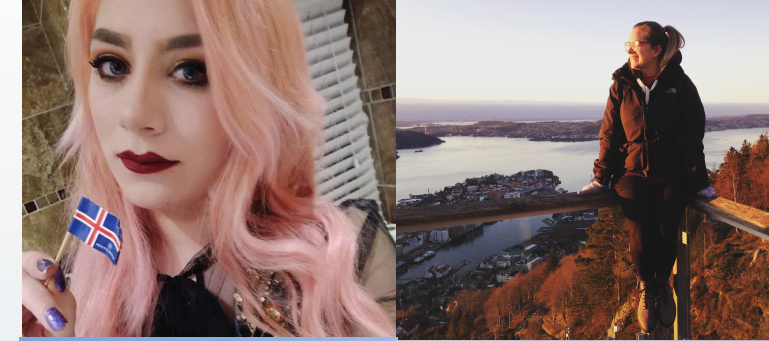


Listener's Scheme

Listener's Scheme

Webpage: <https://www.astro.ljmu.ac.uk/eandd/listeners>

- Early intervention to try and prevent bullying and harassment
- Range of (hopefully approachable) people within the department who are there for advice/support/an ear
- Currently 8 voluntary 'Listeners' which are split across:
 - genders
 - seniority
 - groups (e.g. admin, technical, teaching, outreach, research)



Dos and Don'ts

Do	Don't
- provide advice and information	- decide on the validity of a complaint
- provide a friendly, supportive environment for conversation with those who are distressed	- encourage a particular course of action
- provide advice, information and a friendly supportive environment to individuals whose behaviour has been challenged	- represent members of staff in any formal proceedings
- identify allegations which may be beyond remit of the role and refer these cases as appropriate	- investigate allegations
- receive concerns in good faith	- make findings
- respect confidentiality	

What we've learnt so far...

Training: there's a desire for the listeners to receive training in e.g. conflict resolution

Information: it's often a nightmare to sift through university policies and we're keen to have a 'summary' from HR about appropriate policies and support structures within the university more widely

Confidentiality: due to the nature of this scheme it's hard to tell how much it's being used – or whether that means it's actually successful or not!

We have had several of the Listeners report that conversations have taken place – so far these have been successful...

