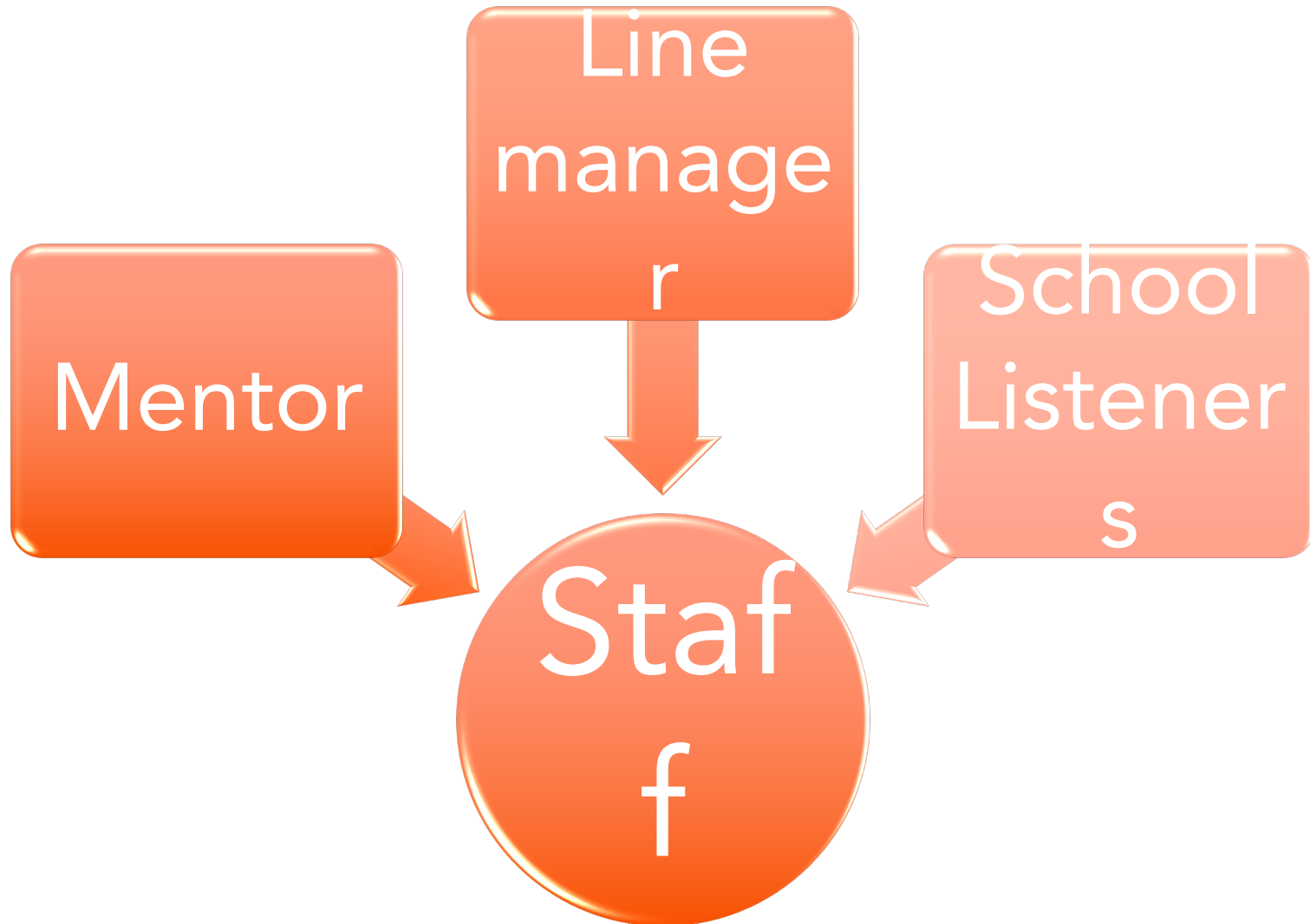


# Staff & Postgrad Support in the OU School of Physical Sciences

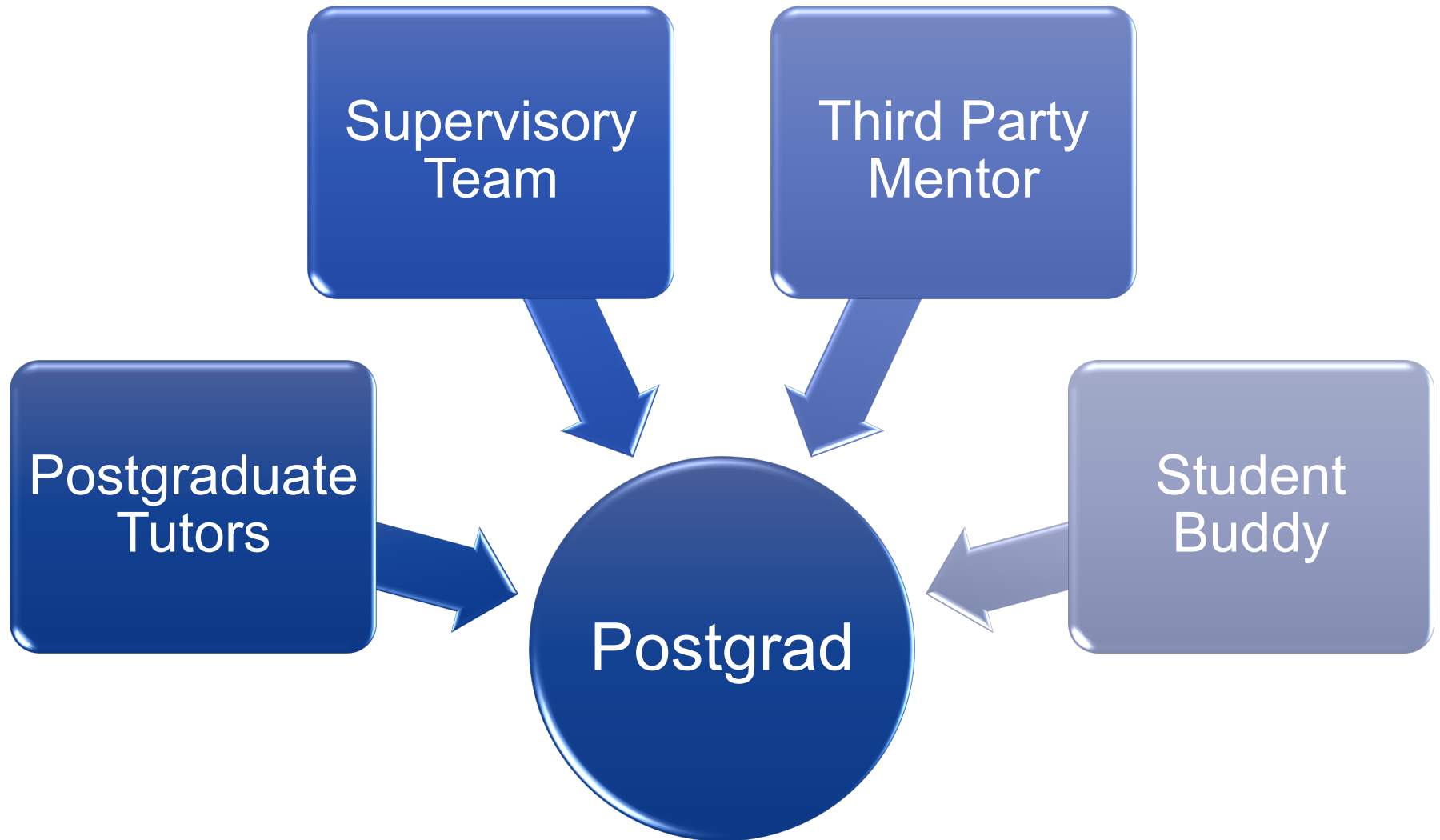
Andrew Norton  
Deputy Head of School (Internal Affairs)

- 100+ staff & 60+ postgraduate students (FT / PT)  
Academic Staff (~30), Research Staff (~40),  
Support (curriculum, admin, lab) Staff (~30)  
(+60 PT Associate Lecturers / Tutors)
- 5 research disciplines:  
Astronomy, Planetary Science, Physics,  
Space Instrumentation, Physics Education
- Undergraduate Curriculum:  
Physics, Astronomy & Planetary Science  
Masters Curriculum:  
Space Science

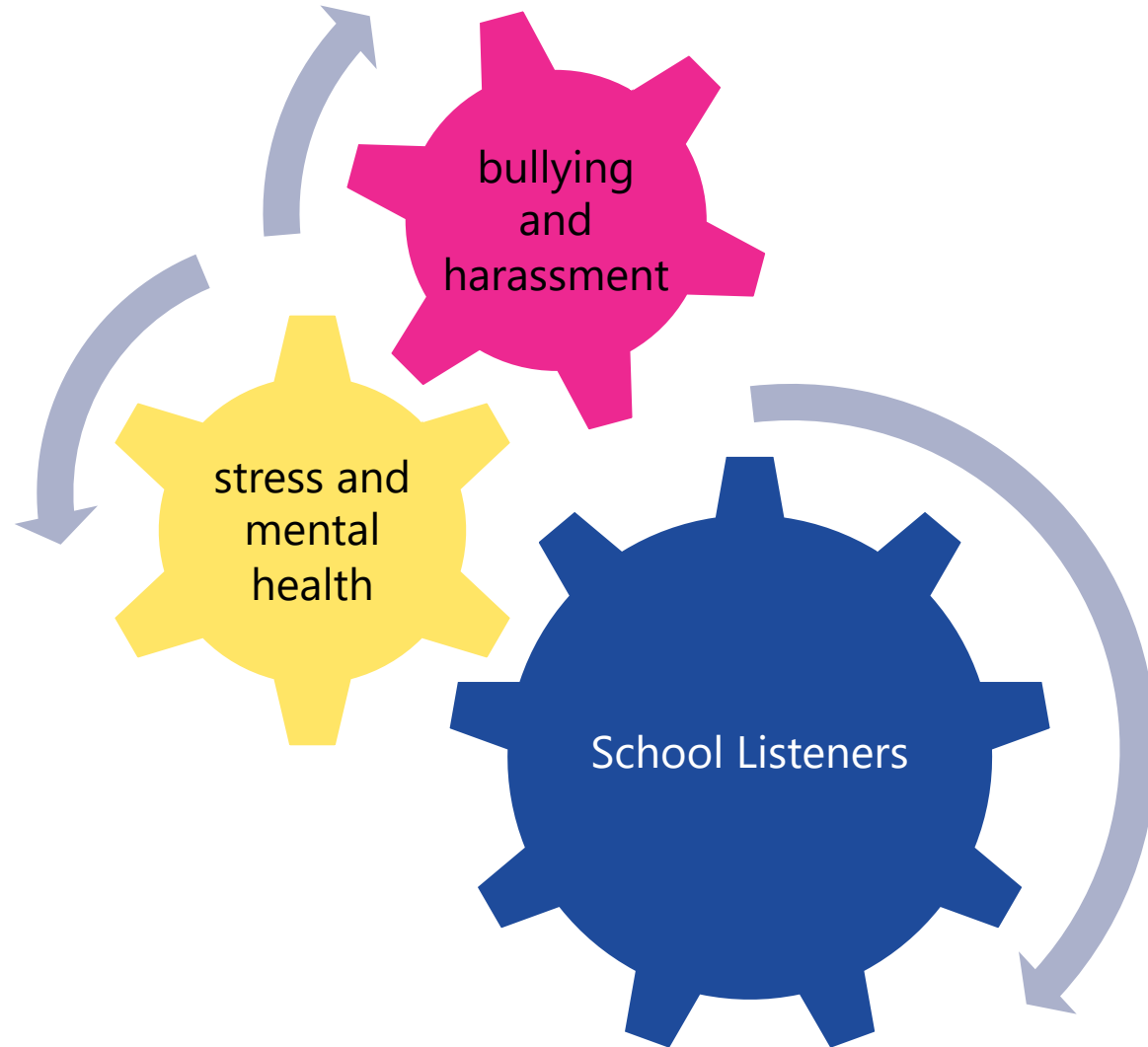
# Support for Staff in the OU SPS



# Support for Postgrads in the OU SPS



# School Listeners



- School Listeners are for members of the School who want to talk to someone **independent**, without invoking informal or formal University procedure.
- All discussions with School Listeners will take place in a **safe, confidential environment** without the need or expectation that this will lead to direct action.
- A School Listener does **not replace** the existing support structures, or formal routes to complaint, within the University. Receiving support in this way will not preclude any person from bringing an informal or formal complaint.
- Soon to be rolled out to our **School of Environment, Earth and Ecosystem Sciences (EEES)**

## A School Listener will:

- maintain **confidentiality** at all times in line with GDPR;
- make themselves **available** to staff/students who wish to discuss issues relating to, for example, bullying and harassment, stress and mental health;
- be **contactable** by staff/students during working hours, but they are not expected to be responsive immediately;
- provide a **friendly, supportive, independent and safe** environment to individuals, listening to concerns in good faith;
- provide **information** on University and external resources for coping with stress, mental health and other issues.

## A School Listener will not:

- make **judgement** or convey opinion on the situation as presented;
- investigate **allegations** or encourage a particular course of action;
- undertake the **duties** of a line manager, mentor or counsellor;
- make **findings** nor decide on the validity of a complaint;
- refer** the issues upwards without express permission or unless an individual is considered at risk;
- represent** members of staff in any formal proceedings.



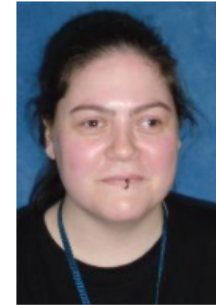
# Who are the School Listeners?



Cameron Crook  
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Stephen Lewis  
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Jack Wright  
[jack.wright@open.ac.uk](mailto:jack.wright@open.ac.uk)

## Roles:

Curriculum Assistant  
Academic  
Project Officer  
Administrator  
Laboratory Manager  
Research Fellow

# Staff & Postgrad Support in the OU School of Physical Sciences

Andrew Norton  
Deputy Head of School (Internal Affairs)