

Mandatory unconscious bias training for T & D's from 19/20

It is proposed that as of the 19/20 session, the School moves to ask all those undertaking a teaching support contract to have completed the unconscious bias training available by the University. This training takes 15 mins and not only is advantageous to the individual completing it as can be evidenced as training it also allows the School to take a strong position from an equality and diversity position.

We suggest that the following statement be made to those applying for those contracts:

Mandatory unconscious bias training for T & D's from 2019/2020

Our Tutor & Demonstrator (& Marker) support staff are expected to make judgements about students' performances as well as interact directly with the students. Our students are a diverse group and the T&Ds may come from countries where there are different expectations and practices in relation to diversity. We do not want the students to face conscious or unconscious discrimination.

To help enhance the likelihood of fair treatment, we propose that all T&D&Ms complete the 15 minute online Unconscious Bias course as part of their mandatory but paid T&D training.

As well as benefits for the students, T&Ds can also enhance their CVs with a record of this training.

Promoting this training for all T&Ds also sets a good practice standard in the University.

Individuals will be expected to indicate on applications for posts that they have completed this training and will be expected to evidence this when they have their right to work verified.