
24. [Student Complaints Procedure](#)
25. [Dignity in Student Life Policy](#)
26. [Student Discipline Regulations](#)
27. [Student Placements](#)
28. [Workplace Welfare](#)

Lancaster University is seeking to transform lives, communities, practices and thinking. Through our teaching, research and engagement, we aim to take a leading role on social and economic improvement regionally, nationally and internationally.

Central to this mission is respect for the safety, wellbeing and human rights of those with whom we interact. Respect means that we will not tolerate actions or omissions that expose these people – especially children, young people and vulnerable adults – to abuse, harm or neglect.

Lancaster University has and continues to ensure that robust safeguarding measures are in place, understood and enacted. Following the lead set by Office for Students and UKRI, we also commit to:

- ensure we have agreed standards of practice met by both ourselves and our partners;
- provide support to survivors, victims and whistle-blowers and accountability for perpetrators;
- strengthen organisational capacity and capability.

We seek to create cultural change. With strong leadership, we aim to reduce tolerance of wrongdoing, tackle impunity and improve lives.

Stemming from this commitment Lancaster University operates from the following principles in n s1 Tf1fegu8 (U)9s1 Tftuntg, mational capacity all support to survivors,

In addition to ensuring that Lancaster University is compliant with relevant UK legislation and regulation, we also endorse and support the principles of the Universal Declaration of Human Rights, (UN, 1948); the UN Convention on the Rights of The Child, (UNICEF, 1989); the Declaration on the Elimination of Violence Against Women, (UN, 1993) and the UN Global Compact, (UN, 1997).

Lancaster University operates and regularly reviews specific policies and procedures to safeguard children, young people and vulnerable adults, as well as a suite of related regulations, policies, procedures and guidelines for safeguarding in its broader sense.

Statement agreed by Senate on 22 April 2020.

(To be read in conjunction with the University's Commitment to Safeguarding Statement:
<https://www.lancaster.ac.uk/strategic-planning-and-governance/publication-scheme/policies-and-procedures/#policies-and-procedures-for-conducting-hei-business>)

- 1.1 Lancaster University promotes the safeguarding of all individuals, including those employed on, participating in or otherwise in contact with our research and innovation activities.
 - 1.2 We will work with others across the research and innovation sector, including UKRI, to ensure Lancaster continues to develop and maintain the highest standards in organisational culture, systems and practice as required preventing and tackling incidents of exploitation, abuse and harm, while continually building on good practice.
 - 1.3 This document sets out how Lancaster University will implement this through a framework of expectations, policies and procedures.
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- 2.1 This framework covers understanding, preventing, reporting and responding to exploitation, abuse, harm or neglect to any individual directly involved in a research and innovation activity carried out by the University. This includes research and innovation participants, staff, associated personnel and students.
 - 2.2 It also covers understanding, preventing, reporting and responding to exploitation, abuse or harm regarding any child, young person or adult, who is not directly involved in Lancaster University's research and innovation activity but who may be vulnerable to exploitation, abuse or harm by staff, associated personnel or students involved in Lancaster University research and innovation activity.
 - 2.3 This applies to all research and innovation activity irrespective of whether it takes place in the UK or overseas, including activities carried out through international teaching partnerships, and to all individuals and organisations involved in these activities either directly or indirectly. Lancaster will enter into all international partnerships in a spirit of mutual respect and equality, respecting and complying with local law and regulation. However, where ambiguity arises in relation to safeguarding, Lancaster will follow its legal requirements under the law in England and Wales.
 - 2.4 The following table sets out, in broad terms, those activities, individuals and organisations potentially affected by this framework.

- 4.1 Safeguarding is everyone's responsibility. All individuals have a role to play in understanding, preventing, reporting and responding to exploitation, abuse, harm and neglect. Lancaster University will enable individuals through the following means.
- 4.2 Lancaster will ensure that its documentation and process, as identified in the annex to the Commitment to Safeguarding statement, are fully compliant with relevant legislation, statutory and regulatory requirements. It will do this through the regular review and approval of all governance documents through its governance structures. Research Committee will take the leading role in the oversight of compliance in relation to the prevention of harm in research and innovation activities, ensuring other committees and officers with delegated authority demonstrate compliance in their areas of responsibility.
- 4.3 For individual research and innovation activities, assurance will be gained through the relevant procedures that the individuals, including collaborators, as well as the activities meet the principles and expectations as set out in this framework, as well as all legislative, statutory and regulatory requirements, particularly those relating to the safeguarding of children and vulnerable adults.
- 4.4 Where the activities, or parts thereof, take place internationally, the

4.15 Lancaster University will ensure that its recruitment procedures in relation to research and innovation activity are fully cognisant of the requirement to prevent harm and that those recruited are aware of expectations, responsibilities and support. In particular, new staff will be trained as part of the induction arrangements. Arrangements will also be agreed to ensure that others involved in research and innovation activities, such as volunteers or research subjects, are aware of expectations, responsibilities and support.

5.1 When someone sees that something might be wrong, the University hopes that the individual

5.6 Where matters involve or may involve criminal or similar proceedings the Deputy Chief Executive (Operations) (or nominee), as the legal officer of the University,

5.13 In addition to the normal sanctions available through discipline processes, for those cases involving harm within research and innovation activities the following additional sanctions are available:

- removing the individual from all or some aspects of research and innovation activity;
- restricting applications for specific grant types, for example, doctoral training programmes, overseas based research until a remedial action plan is agreed and implemented;
- suspending access to grant funds.

- a brief factual statement on those upheld in whole or in part about the nature of the allegation
- the findings of the investigation
- what, if any remedies were imposed
- what, if any, recommendations were made to change policy and/or practice and what actions were subsequently taken

7.3 Lancaster University will work with UKRI to minimise the impact on any UKRI grant applications, or UKRI funded activities that are affected.