

## Independent Review 6-month progress and Plan of Action for 2022

February 2022

### Progress in 6 months since September 2021:

AUT addressed aspects of all 36 recommendations in 2021, though there is room to build on these efforts in 2022. Some work was delayed due to Covid lockdowns, such as training all staff in preventing bullying and harassment. These trainings are sensitive in nature and best delivered in person, so the facilitator can monitor reactions and ensure staff feel safe.

Some key achievements over the past 6 months include:

- EARS has opened 79 cases and of these, 37 are closed.
- Respect in Action contacts have been recruited and trained.
- The Office of Māori Advancement worked with P&C and CCTG to devise an approach to build cultural capability and train staff across the University in AUT values, values-led behaviours, and Te Tiriti principles. (Proposal now with SLT.)
- CCTG progressed a range of work related to AUT policies, values, and an approach to culture change at AUT.
- Engagement around the Chnnl wellbeing tracker app has grown interest ahead of its upcoming cross-AUT launch.

### Plan of Action for 2022:

While AUT progressed portions of all 36 Recommendations last year, we determined that value can be added by focusing on aspects of the Recommendations noted below, which are sorted by theme.

Theme	Recommendation	Done in 2021	Plan for 2022
Improve reporting	3. VC Report to Council/ AUT on progress against the Review's recommendations 6-monthly and then annually	The VC exceeded this requirement, reporting to Council five times in 2021.	The VC will submit this progress report to Council (and on to AUT staff) in March 2022, with the next report due March 2023. The incoming VC may review reporting frequency.
	8. Ensure leave is properly recorded and taken	P&C tracks leave balances and managers are responsible for ensuring leave is taken.	In Q3/Q4 P&C will investigate this issue further and address any inconsistencies found
	30. Track HR data, identify and act on trends	Began to track and act on data in key areas of concern	In Q3/Q4 the scope of this work will be widened to identify and act on trends across AUT
	31. P&C to follow up with all complainants and report to Group Director P&C	A process was devised for following up on complaints	The process will be implemented and regular reports will be made to the Group Director

	32. Invest in Chnnl, P&C to investigate issues raised	The Chnnl trial was a success, with managers reporting it helped them support staff during lockdown	P&C to lead and EARS to sponsor the launch of Chnnl across AUT in Q2. Progress will be reviewed mid-year. Issues raised will be investigated and dealt with as appropriate.
Code of Conduct/ Culture change	4. Redraft Code of Conduct and Sexual Harassment (SH) Policy	SH policy was drafted and widely consulted	CCTG to provide their feedback on SH policy, which P&C will incorporate and publish. Code of Conduct will be redrafted and circulated in 2022.
	21. Extend Values pin to recognise excellent behaviour	A review, led by OMA, began on AUT's Values in Action. Values were linked to Goals in the eMAP template.	The incoming VC has requested a paper on this issue, which will be provided in March/ April. P&C will follow the VC's advice in terms of implementation of this initiative.
	24. CCTG to lead culture change and address harassment	CCTG began work on key areas including Accountability, Action planning, Policy review, Surveys and Data, and Values	CCTG to share its journey map for culture change at AUT, based on the AUT values. Then work will occur to socialise and embed the recommended changes.
	35. Address sexism at AUT, if it is an issue	Thinking began in this space but the lockdown paused progress on this initiative.	Prepare summary on relevant activities and initiatives (including Gender Tick). Monitor if more is required. Participate in the Mind the Gap initiative, informed by the Public Service Commission's new Te Orowaru Pay Equity Assessment.
	36. Hui with Māori and Pasifika staff and embed Te Tiriti at AUT	Office of Māori Advancement led work to determine how we build cultural capability and improve training around living our values and Te Tiriti.	OMA will continue to lead this work with support from P&C and CCTG. A funding proposal has gone to SLT, to train all staff in AUT values, values-behaviours, and Te Tiriti. P&C is poised to support training development and delivery if funding is approved.
Management, Leadership and Training	19. Student Consent training	SSA developed but had not rolled out the programme	Student Support team to roll out Student Consent training in S1 2022, starting with students in AUT accommodation
	20. Leadership & Management Training; set up Leadership & Excellence programme	Course delivery began, but was interrupted by Covid-19	P&C intend to deliver in-person training to Leaders when alert levels allow. P&C will look to build on in-house training capability, and set up a Leadership & Excellence programme.
	27. Bullying and harassment/ conduct training for all staff	Course delivery began, but was interrupted by Covid-19	P&C intend to deliver in-person training to all staff when alert levels allow
	28. All managers to take Managing@AUT training	Course delivery began, but was interrupted by Covid-19	P&C intend to deliver in-person training to all managers who are due, when alert levels allow. A session with the Head of RiA/ EARS will be added to the training.