

# FACULTY NEWS BULLETIN

27 May 2021



## ANNOUNCEMENTS

### PhD Approvals

Many congratulations to the following student who has recently completed their PhD:

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Congratulations to Carola-Bibiane Schönlieb who has been awarded an EPSRC Established Career Fellowship for her work on '[Combining Knowledge And Data Driven Approaches to Inverse Imaging Problems](#)'.

Congratulations to the team of mathematicians, statisticians and image processing experts from Bath, Cambridge and UCL, including Carola-Bibiane Schönlieb and Richard Nickl, who have been awarded a large five year Programme Grant worth £3.5M by the EPSRC on '[The mathematics of deep learning](#)'. This Programme Grant aims to put deep learning onto a firm mathematical basis, and will combine theory, modelling, data, and computation to help unlock the next generation of deep learning.

### Change the Culture – a new University campaign to tackle inappropriate behaviour

Bullying, harassment, discrimination, sexual misconduct, and victimisation should have no place at the University. The University has launched Change the Culture campaign in response to feedback over the past few years that has identified that more needs to be done to make Cambridge a place where everyone can feel safe, access support, and thrive.

Change the Culture is a set of new policies, tools and resources that will:

- Clarify expectations around behaviour
- Simplify and speed up reporting
- Provide more support to those experiencing inappropriate behaviour and those alleged to have behaved inappropriately
- Improve the skills of managers and others involved in resolving issues

The launch includes a new Mutual Respect Policy (replacing Dignity at Work), a Code of Behaviour and a Grievance Policy, as well as training and development resources, and guidance. The policies, tools and resources can all be found on the [Change the Culture website](#) along with introductory webinars for staff and line managers.

### NRICH Update

The latest NRICH Newsletter is available to view [here](#) which lists a variety of resources and activities which will be on offer to teachers and students over the next few months.

## EVENTS

### Race Awareness : Whiteness and Being an Antiracist Ally

15 & 16 June, 11am-12pm

Come along to this session if you'd like to develop tools for becoming an antiracist ally and to build a strong antiracist identity. The training will be split into two 1 hour sessions. While the session may be most helpful to white colleagues, everyone is warmly invited to attend. Please note that you must be available to attend both sessions. Book your place [here](#).

### Know Moore About

1 June, 8 June, 15 June, 1pm-2pm

There are a further three sessions as part of the Easter Term research skills programme from the Moore! Sessions in June. These sessions cover copyright (1 June), presentations (8 June) and ask us anything (15 June). For more information about these sessions and to book, please visit [here](#).

If you have anything you would like to be included in the next News Bulletin please send details to [newsbulletin@maths.cam.ac.uk](mailto:newsbulletin@maths.cam.ac.uk) by Wednesday 2 June 2021. **The next issue will be published in W/C 7 June.**

## Postdoc Welcome Event

7 July, 10am-11.30am

This is a must-attend virtual session with information tailored to postdocs in Cambridge, whether University-based or employed by Colleges or Research Institutions. At this event, you will be given information about:

- Your contract
- Professional development and the Careers Service
- How to connect to the wider postdoc community at Cambridge

You will also meet representatives from various University services who may be helpful to you while you are working in Cambridge. Click [here](#) to book tickets.

## GENERAL INFORMATION

### CMS COVID Protocol

Please be aware following the easing of further restrictions on 17 May, the CMS COVID protocol has been updated. Please find the up to date protocol [here](#), with updates highlighted in red.

### Engagement of Individuals/Sole Traders for Services

HMRC have tightened regulations around the engagement of Individuals for Services, including those who present themselves as Limited Companies, Personal Services Companies, Partnerships & those engaged through Agencies or Umbrella companies.

The University when engaging these services is responsible for assessing the employment status relationship with the supplier & there are possible implications for the University if this isn't done correctly.

It is vital that these assessments are completed before the engagement for services, ie consultancy, training, website development etc.

When considering a new supplier for services or extending the services of an existing supplier, please complete & submit the FD3 form on the following link :-

<https://www.finance.admin.cam.ac.uk/finance-staff/tax/fd3-employment-status-referral-form>

or send full details of the supplier, along with copies of proposed contracts/service agreements, expected duration and costs to the finance office before they are engaged.

If the individuals providing the services meet new HMRC criteria – these will be known by the University as “Off Payroll Workers”. The University will need to deduct PAYE and National Insurance from invoiced payments. As a result, the Department may also have to pay the employer liability, approximately 15% of the cost of employing such individuals.

### Staff and students planning to travel on University-related business

In light of the UK government starting to reduce travel restrictions from 17 May 2021, and following an internal review, travel overseas for the purpose of carrying out research or studying away (including fieldwork) will now normally be regarded as sufficient reason to travel by the University, if evidence of necessity is included in the risk assessment and provided several criteria are met. These are set out on the [Safeguarding Work Away webpage](#).