



Names and Naming Policy and Procedure

Document Type	Policy
Document owner	Council
Approved by	Council
Approval date	25 November 2025
Review date	Annual review: 1 year after approval date (November 2026) Periodic review: 3 years after approval date (November 2028)
Version	1.0
Amendments	N/A
Related Policies & Procedures	LSHTM Fundraising Policy

SCOPE

- 1.1 This policy and procedure applies to named entities at the London School of Hygiene & Tropical Medicine (LSHTM), including prizes, medals, rooms and lectures.
- 1.2 This policy and procedure does not apply to the exterior of the building, the name of the School of Hygiene & Tropical Medicine as a whole, or the MRC Units in their existing form.
- 1.3 This policy and procedure was established following the 2023 names and naming review. The review terms of reference applied to LSHTM London only and the review scope did not include the MRC Units. The Units were kept informed about the review process and outcomes, and may wish to consider how the review recommendations and this policy and procedure could be applied to the Units' contexts.

PURPOSE AND OVERVIEW

- 2.1 The Names and Naming Policy provides a framework for naming and de-naming entities (prizes, rooms, medals and lectures) at LSHTM.
- 2.2 The Names and Naming Procedure outlines how changes to named entities – either the introduction of names or their removal – will be made.
- 2.3 Naming is an act of commemoration that recognises individuals and their achievements. Naming can also be used to celebrate groups, themes, fields and ideas. Named entities can provide a way to thank people for other kinds of contributions, including financial donations.
- 2.4 Naming/de-naming/re-naming is a contemporary act and reflects what is known about an individual and the values of the people that decide to name an entity. Naming relates to the use of the past for purposes in the present.
- 2.5 Championing achievement through named entities can have a positive impact on those working and studying at LSHTM by recognising a range of contributions. Naming can be used



to promote values, build a sense of community and create a sense of social cohesion. Conversely, there is also potential to cause harm as naming may create a sense of exclusion. Named entities that relate to LSHTM's past may reinforce existing systemic, racial, gender and other inequities. The continued celebration of individuals who engaged in activities that do not align with LSHTM values undermines these values, and LSHTM's commitment to social justice.

POLICY

3. LSHTM values

3.1 Named entities should align with LSHTM's values in a meaningful way. This may include, but is not limited to:

- 3.1.1 **Act with integrity.** Naming and de-naming entities should be done with honesty and transparency and not as a result of undue influence.
- 3.1.2 **Embrace difference.** New names for entities could be proposed that tell different stories and celebrate overlooked individuals/groups/achievements.
- 3.1.3 **Work together.** Naming and discussions about naming should be a collaborative act.
- 3.1.4 **Create impact.** Named entities can be used in a positive way to promote inclusion and belonging for staff, students and the wider community.

3.2 Any change in LSHTM's values should also be reflected in the Names and Naming Policy and Procedure.

4. Principles to inform de-naming

4.1 Assessments about whether to de-name (remove a name from an entity) should:

- 4.1.1 Take into account an individual's 'prime legacies'.¹ The complexities and contradictions of individuals' lives and actions should be seen alongside their primary achievements. The case for de-naming is stronger when, after reviewing the available evidence, the relevant LSHTM Committees consider that there is genuine concern that an individual's prime legacies do not align with LSHTM's values, or their legacy undermines social justice.
- 4.1.2 Consider the capacity for 'moral injury' by retaining a name. Moral injury is defined as the distress caused by an act of betrayal of fundamental moral values.²
- 4.1.3 Assess the potential for negative consequences of removing a name. De-naming will be done only in the context of a clear rationale that accounts for advantages and disadvantages of removing a name, but this should not prevent removal if a case for de-naming can be made. Any decision to re/de-name should form part of the institutional record.
- 4.1.4 Make a case for change. This may draw on evidence, recognising that evidence may be partial, biased, and hard to reconcile with other arguments for or against that change. The case for change may centre overlooked types of sources, especially those from marginalised communities and non-Western methodologies. This may include, for example, the emotional and material weight of harms to minoritised and marginalised groups and individuals.
- 4.1.5 Be transparent about who is making recommendations and the final decision, and any dissenting voices (see Section 8).

¹ The concept of prime legacies is taken from Johns Hopkins University, *Committee to Establish Principles on Naming: Final Report*, (2021) <https://provost.jhu.edu/wp-content/uploads/2021/10/Final-CEPN-Report.pdf> p.6.

² See, for example, J. Shay, 'Moral injury', *Psychoanalytic Psychology* 31:1 (2014) pp. 182-191, and the Moral Injury Project, <https://moralinjuryproject.syr.edu/about-moral-injury/>



5. Principles to inform naming

5.1 Assessments about whether to name an entity should:

- 5.1.1 Take into account an individual's or group's 'prime legacies'. The complexities and contradictions in individuals' lives and actions should be seen alongside their primary achievements. The established 'prime legacies' of an individual or group should align with LSHTM's values and the principles of social justice.³
- 5.1.2 Consider the capacity for 'moral injury' by introducing a name. Moral injury is defined as the distress caused by an act of betrayal of fundamental moral values.
- 5.1.3 Make a case for introduction. This may draw on evidence, recognising that evidence may be partial, biased, and hard to reconcile with other arguments for or against that change. The case for change may centre other types of sources, especially those from marginalised communities and non-Western methodologies. This may include, for example, the emotional and material weight of harms to minoritised and marginalised groups and individuals.
- 5.1.4 Be transparent about who is making recommendations and the final decision, and any dissenting voices (see Section 8).
- 5.1.5 Be an opportunity to celebrate the achievements of those who have been excluded in the past.

PROCEDURE

Application for the introduction or removal of names

- 6.1 Any group or individual (including staff and students) within the LSHTM community may make an application to the Names and Naming Committee to propose the introduction or removal of a named entity.
- 6.2 Applications should be based on the principles outlined in Sections 4 and 5 of the Names and Naming Policy. Applications should be made by completing and submitting the application form to the Names and Naming Committee for consideration. The application should clearly state the case for the introduction or removal of a name and include relevant evidence and supporting documentation where appropriate.
- 6.3 Applications will be considered by the relevant committees and boards as outlined in the Names and Naming Committee Terms of Reference. The Names and Naming Committee will review all applications and make recommendations to the Executive Team. Recommendations will then be considered by the Executive Team, Senate (where appropriate), Nominations and Governance Committee, and Council, which will make the final decision.
- 6.4 Name changes proposed as a result of a financial donation will continue to follow the guidelines set out in the [LSHTM Fundraising Policy](#).

De-naming entities

- 6.5 When an entity is de-named, a 'remove and explain' approach should be adopted. Any decision to remove a name should be documented and communicated appropriately.

³ See, for example, Barbara Hudson, 'Beyond white man's justice: Race, gender and justice in late modernity', *Theoretical Criminology*, 10.1, (2006); Nancy Fraser, *Scales of Justice: Reimagining Political Space in a Globalizing World* (New York: Columbia University Press, 2008).



Explanatory information should be provided where possible, and communicated to the LSHTM community and externally where appropriate. Documentation may include:

- a statement outlining the reason/s for the decision;
- an action plan including the responsible owner/s and due date for each action;
- a communications plan including key stakeholders and due dates;
- updated guidelines and criteria for named awards, prizes and medals where the name is removed/changed;
- additional relevant information as required.

Re-naming entities

6.6 The removal of names from entities may present new naming opportunities, depending on the nature of the named entity and which groups/departments are connected to it. In the interim, a descriptive name may be used for awards and prizes. In such cases, the faculty most associated with the prize should be consulted about alternative names. In deciding alternative names, the Names and Naming Policy and Procedure should be followed as far as possible, with applications to be submitted to the Names and Naming Committee for consideration.

6.7 The removal of names from rooms may not require the immediate introduction of a replacement name as most rooms also have numbers.

Reviewing named entities

7.1 Any named entities approved after the Names and Naming Policy approval date should exist for a maximum of 20 years before review.

7.2 All current LSHTM named entities will be reviewed in accordance with this procedure with the review schedule to be determined by the Committee.

7.3 The Names and Naming Committee will review named entities approaching the end of their 20-year span. The Committee will also consider the list of all named entities at LSHTM on an annual basis. This need not involve extensive review of each name, but may lead to further investigation if the Committee believes this to be required.

7.4 The Names and Naming Policy and Procedure will be reviewed on the same basis as other LSHTM policies, with a light annual review and a full review every three years.

Communicating decisions relating to named entities

8.1 All decisions relating to naming, de-naming and re-naming will be transparent, clearly communicated and part of the official institutional record.

8.2 At a minimum, all recommendations and decisions will be recorded in the relevant committee and board meeting minutes.

8.3 The reasoning behind the decisions and the final outcome will be made available to the LSHTM community and externally where appropriate. Any dissenting opinions will also be noted and recorded (anonymously where appropriate) in the Committee minutes.

8.4 The Names and Naming Committee should consider and make recommendations regarding the appropriate mechanism/s for communicating decisions to the LSHTM community and externally where appropriate. Communications may include, but are not limited to:



- summary Committee reports available on the LSHTM intranet;
- updates in Chariot and/or Faculty newsletters;
- all staff/student forums;
- announcement/update on the corporate website;
- meeting with internal and/or external stakeholders.