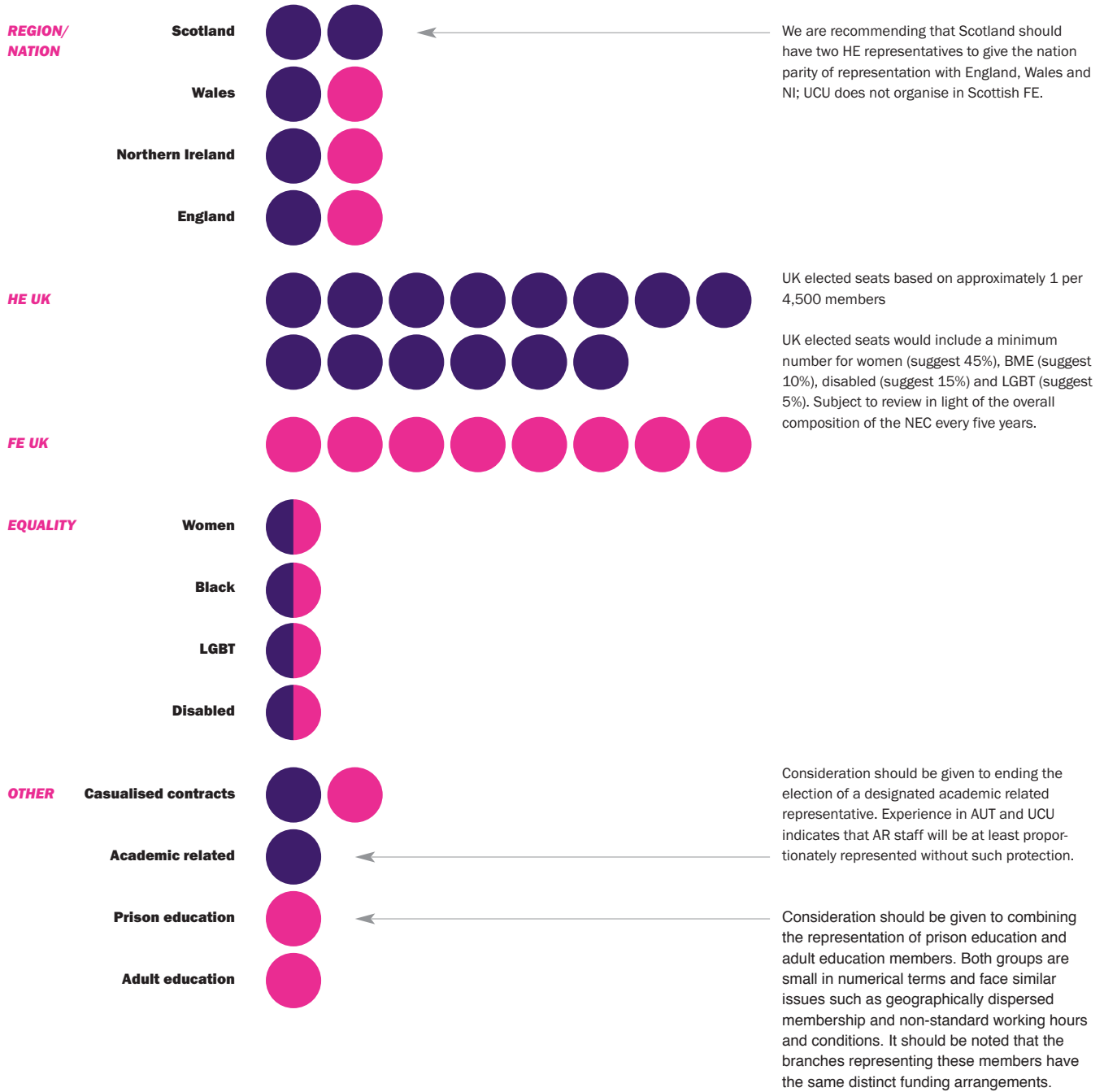


## **NEC illustrative example NEC1**

- A single seat constituency for each home nation in each sector (except for Scotland: two HE seats)
- Multi-seat UK-elected constituencies in FE and HE
- Seats for casual contract reps (one in each sector)
- Seats for academic-related, adult education, and prison education included subject to further consideration
- All equality seats are cross-sectoral
- Election process enables guaranteed minimum representation for women, black, disabled and LGBT members with the UK-elected seats
- Does not distinguish between pre- and post-92 in HE

# NEC illustrative example NEC1

**KEY** ● HE seat ● FE seat  
● Seat to be filled from either sector



**Totals by sector: HE** (22) **or** (23) **FE** (15) **or** (16)

**National Officers:** President, President Elect, Vice President, Immediate Past President and Honorary Treasurer. There are two per sector each year however the Hon Treasurer may be in either sector.

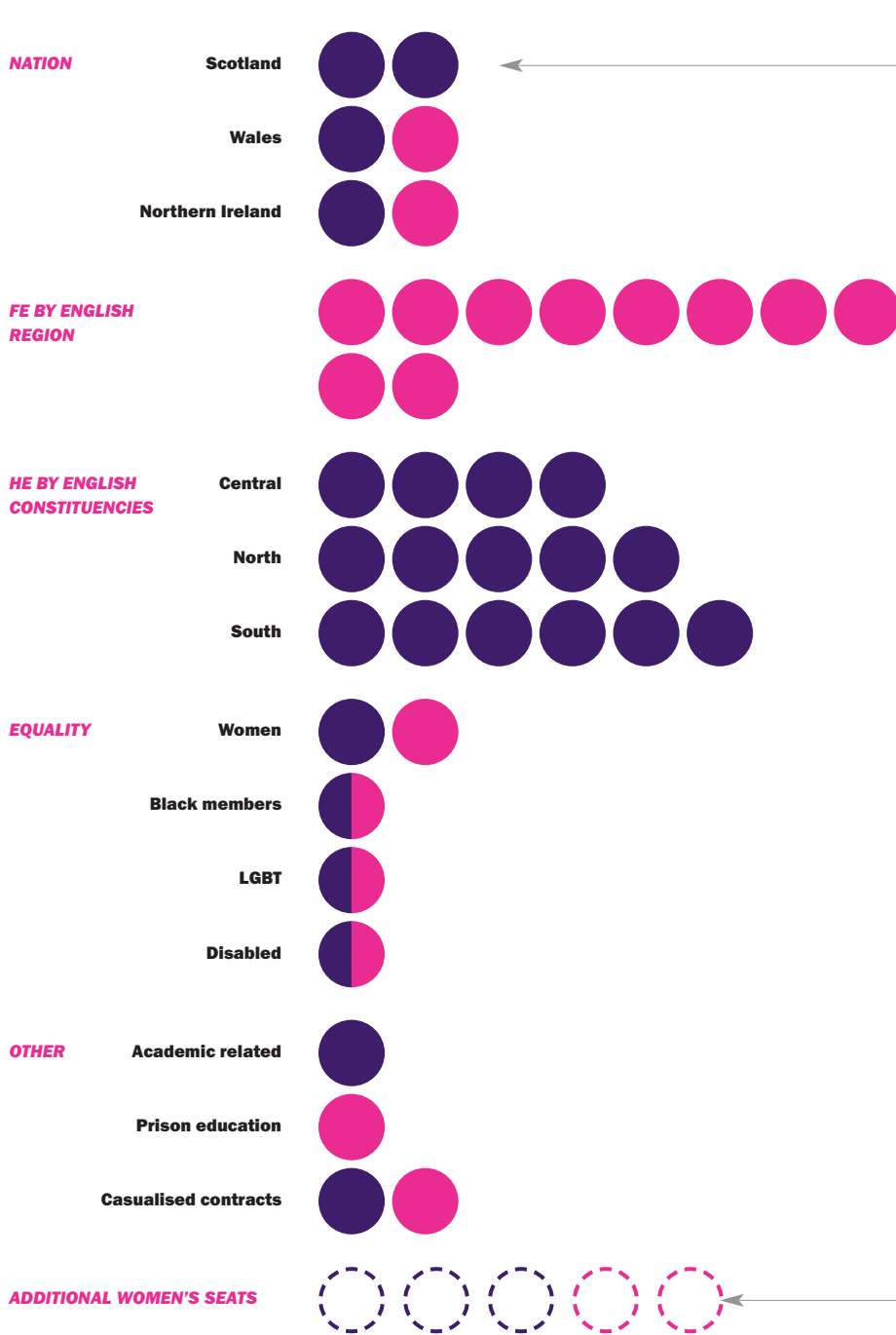
**Overall size of NEC** (42) - (44)

## **NEC illustrative example NEC2**

- FE representation by regional committee area
- HE representation by devolved nations plus three large English electoral regions
- Single seat constituencies in FE
- Multi-seat constituencies in HE
- Seats for casual contract reps (one per sector), academic related and prison education
- Election process guarantees minimum number of pre- and post-92 seat holders in English electoral regions
- Equality seats are cross-sectoral (except for women, one per sector)
- Additional 'top-up' seats for women available if overall representation of women is low

# NEC illustrative example NEC2

**KEY** ● HE seat ● FE seat  
 ● Seat to be filled from either sector



**COMMENTS**

← UCU does not organise in Scottish FE

One FE member elected from each of ten regional committee areas (East Midlands; West Midlands; Eastern & Home Counties; North West; Northern; Yorks & Humberside; South; South East; South West; and London)

HE seats based on 1 for the first 5,250 members, then 1 per 3,500 or part thereof

**Central constituency** formed from East Midlands, West Midlands and Eastern & Home Counties regional committee areas;  
**North constituency** formed from North West, Northern and Yorks & Humberside regional committee areas;  
**South constituency** formed from South, South East, South West and London regional committee areas.

In addition to the equality seats shown, there shall be a maximum of five additional seats for women (3 HE, 2 FE), which shall be filled only in specific circumstances. Following the count of all NEC ballots, including officer ballots, in any round of elections, the male/female balance in each sector on the NEC as it will be composed following the end of the next Congress meeting shall be calculated. If the percentage of women seat-holders in a sector is below 20%, votes that have been cast for additional women's seats in that sector will be counted, and members elected to however many seats are required to achieve 20% women in that sector, up to the maximum number of seats available. If the percentage of women seat-holders in a sector is above 20%, these additional women's seats will not be filled and votes cast in these elections will not be counted. This does mean that members will be asked to stand and vote in elections which may never be counted. However, it is intended that these seats will gradually become redundant and will be kept under review.

**Totals by sector: HE (24) FE (16)**

**National Officers:** President, President Elect, Vice President, Immediate Past President and Honorary Treasurer. There are two per sector each year however the Hon Treasurer may be in either sector.

**Overall size of NEC (45) - (50)**

## Summary of illustrative examples' key features

	ILLUSTRATIVE EXAMPLE						
	A	B	C	D	E	NEC1	NEC2
FE & HE representation	✓	✓	✓	✓	✓	✓	✓
UK-wide HE elected seats	✗	✗	✓	✗	✓	✓	✗
UK-wide FE elected seats	✗	✗	✓	✗	✓	✓	✗
English regional representation HE	✓	✗	✓	✓	✓	✗	✓
English regional representation FE	✓	✓	✓	✓	✓	✗	✓
All England representation HE	✗	✓	✗	✗	✗	✓	✗
Devolved nation representation	✓	✓	✓	✓	✓	✓	✓
Equality seats - Women, Disabled, Black and LGBT	✓	✓	✓	✓	✓	✓	✓
Pre-92 university representation	✗	✓	✓	✓	✓	✗	✓
Post-92 university representation	✗	✓	✓	✓	✓	✗	✓
Academic related staff representation	✗	✓	✓	✓	✓	✓	✓
Casualised contract representation	✓	✓	✓	✓	✓	✓	✓
Prison education representation	✗	✓	✓	✗	✓	✓	✓
Land education representation	✗	✓	✓	✗	✓	✗	✗
Adult & Community Education representation	✗	✓	✓	✗	✓	✓	✗
Number of seats linked to membership	✗	✓	✓	✓	✓	✓	✓
Number of seats linked to ratio between overall FE/HE membership	✗	✓	✓	✓	✓	✓	✓
Young member representation	✗	✗	✗	✓	✗	✗	✗
Increased number of equality seats	✗	✗	✗	✓	✗	✗	✗