

## University and College Union

Carlow Street, London NW1 7LH, Tel. 020 7756 2500, [www.ucu.org.uk](http://www.ucu.org.uk)

**To** Branch and local association secretaries

**Topic** **NEC annual report to Congress**

**Action** For information; for adoption at Congress 2019

**Summary** The NEC's annual report to Congress, which is presented to Congress and used by the Congress Business Committee to structure the order of Congress motions.

**Contact** Catherine Wilkinson, Head of Constitution and Committees  
([cwilkinson@ucu.org.uk](mailto:cwilkinson@ucu.org.uk))

---

Dear Colleagues

### **NEC report to Congress**

This circular contains the NEC's annual report to Congress, which is presented for Congress to adopt and used by the Congress Business Committee to structure the order of Congress motions. The report is set out in sections corresponding to the NEC's sub-committees:

- 1 Strategy and Finance Committee (page 2)**
- 2 Higher Education Committee (page 9)**
- 3 Further Education Committee (page 23)**
- 4 Education Committee (page 34)**
- 5 Recruitment, Organising and Campaigning Committee (page 37)**
- 6 Equality Committee (page 41)**

Hard copies of this report can be sent to branches if required – please contact Kay Metcalfe, email: [kmetcalfe@ucu.org.uk](mailto:kmetcalfe@ucu.org.uk).

Yours sincerely

Paul Cottrell

Acting General Secretary

## Section 1: Report of the Strategy and Finance Committee (SFC)

### 1 Priorities for 2018-2019

1.1 The committee did not re-consider the union's priorities when it met in September 2018, as many Congress decisions were still awaited from the special Congress in October 2018. The 2017-2018 table of priorities approved by the NEC has remained relevant:

	<b>Action</b>
<p><b>FIGHT FOR MEMBERS</b></p> <p><i>Fight all forms of casualisation; bargain better to improve pay and conditions; protect our ability to take industrial action in defence of members; counter the negative aspects of Brexit</i></p>	<ul style="list-style-type: none"> <li>• build on and extend effective national and workplace bargaining</li> <li>• defend members' pensions</li> <li>• win industrial action ballots using Get the Vote Out</li> <li>• improve member training and staff support for workplace and equality bargaining</li> <li>• work to close the gender pay gap and reduce the top pay ratio</li> <li>• defend all members subjected to victimisation for trade union activities</li> <li>• confront harassment, discrimination, managerialism, excessive workloads and bullying</li> <li>• resist the negative effects of Brexit on staff, students and funding,</li> <li>• oppose racist attacks on migrants and asylum seekers</li> </ul>
<p><b>CAMPAIGN AND INFLUENCE</b></p> <p><i>Ensure that our policy development, equality, training and influencing work improve the representativeness, impact and standing of the union</i></p>	<ul style="list-style-type: none"> <li>• make the case with allies for free access to post-16 education and against the privatisation agenda</li> <li>• build on the 'FE Transforms' campaign; promote the value of ACE and prison education</li> <li>• resist the Prevent agenda; campaign for academic freedom and against "post-truth" populism</li> <li>• link job security, career progression, professional standards and high quality education</li> <li>• fight for the victims of government policies on health, welfare, immigration, prisons and pensions</li> <li>• campaign and lobby for our policies on the free movement of labour</li> <li>• use our international work to defend education workers worldwide</li> <li>• campaign to safeguard the Political Fund</li> </ul>

	<b>Action</b>
<p><b>GROW IN STRENGTH</b></p> <p><i>Use progress in these areas to increase recruitment and retention of members and to transform the union</i></p>	<ul style="list-style-type: none"> <li>• make UCU membership the norm for all entrants to the profession</li> <li>• support the careers of members through top quality, UCU-badged CPD</li> <li>• use online resources to reach non-members and promote the union</li> <li>• target recruitment and organising to increase workplace densities</li> <li>• increase recruitment, retention and activism of all equality strands at all levels in the union</li> <li>• ensure sufficient number of trained and active UCU reps, including equality reps</li> <li>• improve communication with members to publicise successes and encourage participation</li> </ul>
<p><b>PARTICIPATE AND RESPOND</b></p> <p><i>Improve member access to the union's services and participation in democratic decision-making</i></p>	<ul style="list-style-type: none"> <li>• make it easier for members to access union services and to understand their entitlement to support</li> <li>• ensure the responsiveness of UCU legal services for members affected by Brexit, racism or other forms of discrimination</li> <li>• encourage participation in elections, branches, regions and Congress, including for all equality strands</li> <li>• ensure that all UCU representative structures are productive, representative and accountable to members</li> </ul>
<p><b>DEPLOY RESOURCES TO DELIVER</b></p> <p><i>Focus our resources more effectively to support these priorities, including as they apply in the devolved nations and English regions</i></p>	<ul style="list-style-type: none"> <li>• maintain close control of union finances and building of assets and contingency funds</li> <li>• further focus resources on frontline support for members and branches</li> <li>• ensure that union structures take full account of national and regional devolution policies</li> <li>• strive to ensure that our union reflects the diversity of our membership in all areas of our work, including in our union structures at all levels</li> <li>• support UCU staff development to improve member services</li> <li>• complete the project to move all members from check-off to direct debit</li> </ul>

## **2 Strategic overview**

2.1 The committee keeps a strategic overview of the work of the union. It receives regular reports from the General Secretary on the overall industrial picture, demands on the union's resources, work with other unions and in the political

arena, including in the devolved nations.

- 2.2 Get the Vote Out has continued to be a key strategic focus. Substantial national, regional and local resources continue to be devoted to the strategy. Despite this, an aggregated HE ballot on pay and equality produced a turnout of 41%, short of the 50% threshold required for lawful action under the draconian Trade Union Act 2016. In FE, six branches were in a position to lead the way with strikes on pay in November 2018 – but re-balloting increased this to 16 colleges with successful strike mandates. Work continues to raise the turn out in all ballots.
- 2.3 Brexit continues to dominate the political arena and the terms (or lack thereof) on which the UK leaves the EU will have very real consequences for education, for jobs, and for UCU members. Last year, in an on-line ballot, members voted overwhelmingly in favour of a second referendum on the final Brexit deal negotiated by the UK government. At the time of writing it is not clear if there will be any deal at all. Whatever the outcome, UCU will take action to do whatever it can to protect its members.

### **3 Finance and property**

- 3.1 The committee receives regular accounts and updates from the Honorary Treasurer in order to keep a good overview of the union's finances. The committee monitors the expenditure agreed by Congress in the budget against its agreed priorities. SFC continues to emphasise the need to build and protect UCU reserves against future demand and turbulence.
- 3.2 SFC also carefully monitors the effects of other decisions of Congress that require additional resources. All such decisions, are then reflected in the budget 2019-20 that SFC is recommending, via the NEC, to Congress 2019.
- 3.3 Congress 2018 agreed that a review of subscriptions should be carried out with the aim of creating a fair and then progressive subscription structure. The Treasurer is conducting this review which will be reported to SFC. The resulting proposals are the beginning of changes to be implemented over a period of up to 5 years. The impact of changes to the subscriptions structure in 2018 are reported to SFC. The committee will continue to monitor the impact of further changes and will make recommendations to NEC on the progress and implementation of the changes proposed by the review for 2019 and in future years. The NEC will bring proposals for subscription changes for 2019 to Congress in May 2019.

### **4 TUC**

- 4.1 The TUC held its 150<sup>th</sup> annual Congress in September 2018. The event was chaired by Sally Hunt as President. In addition she was re-confirmed as a member of the General Council and Executive Committee. Sally served as TUC spokesperson on international affairs, and on ETUC Executive and ITUC Executive. Vicky Knight was re-elected to serve on the General Council in light of her chairing of the TUC women's committee. UCU also has members on the disabled workers committee (Malcolm Day); LGBT+ committee (Martin Chivers); and the Race relations committee (Jason Arday).

- 4.2 TUC Congress was held in Manchester from 9-12 September 2018. UCU submitted two motions, on challenging the politics of hate and a national education service. Both motions were passed.
- 4.3 UCU's amendments to motions on education funding crisis and Turkey, were accepted and passed. Members of the delegation spoke to a number of other motions and attended and spoke at different fringe events throughout the week.
- 4.4 The full text of motions passed is available at <https://www.tuc.org.uk/key-documents-congress-2018>

## **5 European and international work**

- 5.1 UCU's European and International work covers both education and union solidarity issues. This work is overseen by the International Working Group, who held two meetings in 2018-19 and report to SFC.
- 5.2 On Palestine, UCU co-hosted the FoBZU <https://fobzu.org/education-occupation-liberation/> education, occupation and liberation programme and supported the Lajee Center's cultural tour to the UK, while in October the UCU president-elect participated in an education union delegation to the Occupied West Bank.
- 5.3 In August the UCU General Secretary participated in the second JFC Peace Monitor delegation to Colombia, which seeks to monitor the advances and challenges for the implementation of the Final Peace Agreement with a particular trade union and human rights focus.
- 5.4 Throughout the year UCU has promoted solidarity actions in support of educators at risk in countries such as Turkey, UAE and Iran and challenged the UK's international policy in a number of areas, including DfID's privatisation agenda.
- 5.5 UCU remains an active participant in our global union federation, Education International (EI) and its European region, the ETUCE.
- 5.6 In early November UCU participated in the 11<sup>th</sup> EI further, higher education and research conference in Taipei and our delegates intervened in key debates on FE, industrial action, quality terms and conditions of employment and the assessment of teaching.
- 5.7 In late November we participated in the ETUCE special conference in Athens (*Shaping the Future of Europe: The Role of Education Trade Unions.*) Major resolutions on issues such as academic freedom, equality and organising young teachers were agreed at the conference and we were actively involved in a number of workshops on casualisation, organising and equality.
- 5.8 During the year EI published new reports on technical and vocational education and training (TVET), including a case study of FE in England and a critical study of the publishing giant Elsevier – both of which were publicised to UCU members.
- 5.9 In 2019 UCU will participate in a new ETUCE project called "*YOUR TURN! Teachers for Trade Union Renewal*" which focuses on strategies to renew union organisation in response to developments such as marketisation and privatisation.

## **6 Rules and standing orders**

- 6.1 The committee considered a number of matters contained in Congress motions. Procedures for non-statutory ballots were discussed and will be recommended to the NEC for submission to Congress as a new schedule to the rules. These set out parameters that are the union's existing practice for the oversight of non-statutory ballots, such as having a named scrutineer, the use of secure on-line systems and a minimum period for which a ballot will be open.
- 6.2 The role of branch delegate meetings has been considered – including how they are called and conducted, and how votes will be counted and reported and what the implications of those votes are. This work has taken the form of a guidance document which will now be provided to HEC and FEC, and made available to branches.
- 6.3 The committee will recommend to the NEC a mechanism by which branches can submit motions to HEC, FEC or NEC, as called for in Congress motion 9. This takes the form of a change to NEC standing orders; when approved by the NEC, branches can be notified of the process.
- 6.4 The democracy commission held five meetings between 25 October 2018 and 8 March 2019 and will make an interim report to Congress 2019. Its areas of work relate to some of the motions allocated to SFC (see motions 8, 9, B19, L9 and L8 below). The commission propose that a special Congress be held in November 2019 to consider its final recommendations.

## **7 Action on Congress and Special Congress motions 2018**

- 7.1 **Motions 2-5** relate to the appointment of auditors, receiving annual accounts and approving the budget and subscription rates for the current year. All aspects of these motions were implemented; see also section 3 above.
- 7.2 **Motion 6**, Review of subscription rates and bands, was carried out by the honorary treasurer and discussed by the committee. Recommendations for new subscription rates come to this Congress meeting, informed by that review.
- 7.3 **Motion 7**, Rulebook to include procedures for the conduct of non-statutory ballots: draft procedures will be considered by the committee, which will be brought to Congress if approved by the NEC.
- 7.4 **Motion 8** sought a plain English explanation of UCU's decision-making structures, and clearer processes in respect of branch delegate meetings. ROCC has led on providing more explanatory information about UCU's processes; in respect of branch delegate meetings see paragraph 6.2 above.
- 7.5 **Motion 9** on union transparency contained a number of elements, some of which needed reference to HEC and FEC (such as approval of ballot material). Information about NEC, HEC and FEC agendas is now made available on the website as requested on the motion. On arrangements for branch delegate meetings and a process for branch motions to HEC, FEC and NEC, see paragraphs 6.2 and 6.3 above.
- 7.6 **Motion L1** sought to clarify that elected committees can amend recommendations which come before them. The NEC standing orders have been amended, specifying this point in relation to the NEC and its sector and sub-

committees.

- 7.7 **Motion B19** called for a democracy commission to be established and **motion L9** set out further points around this. The commission was elected in September 2018 and will make an interim report to this Congress.
- 7.8 **Motion L8** asserted the belief that all elected officers of UCU can be subject to criticism by members. This has been reflected in the democracy commission's discussions.
- 7.9 **Motion L10** called for a special one-day Congress meeting which was held on 18 October 2018.
- 7.10 **Motion 11** censured the general secretary, and commented on branch delegate meetings – see paragraph 6.2 above.
- 7.11 **Motion 33** called for support with BECTU members in respect of a strike by Picturehouse workers. The strike is no longer current; UCU has been in touch with BECTU (now part of Prospect) to identify any appropriate means by which UCU can show support.
- 7.12 **Motion 34**, unfair treatment of international staff taking strike action – the Government conceded the threat posed to residency status for those workers taking strike action after UCU pursued legal action last summer. A policy decision was taken to alter the guidance and a change to the regulations is awaited.
- 7.13 **Motion 35**, No to union busting at Coventry University – this campaign against the blocking of union representation in subsidiary companies was championed by UCU with a voluntary recognition agreement being reached in principle in May 2018.
- 7.14 **Motion 36** on international solidarity called on UCU to publicise our international solidarity activities and to engage members in relevant international work. This has been done using online appeals, protests and photo-actions, and a series of public events on issues such as Palestine.
- 7.15 **Motion 37** on free speech on Israel called for the union to ensure that public debates on Israel and Palestine would continue to take place on university campuses. UCU has been co-hosting the Fobzu [https://fobzu.org/education-occupation-liberation/education, occupation and liberation](https://fobzu.org/education-occupation-liberation/education,occupationandliberation) programme and continues to support the Palestine Solidarity Campaign.
- 7.16 **Motion 38** called for a response to the killing and maiming of protesters in the Gaza strip by the Israeli military. Letters were sent to the Israeli embassy and the UK government condemning the attacks and called for the UK government to suspend arms sales to Israel.
- 7.17 **Motion 39** on the situation in Catalonia called for UCU actions in defence of jailed and exiled Catalan leaders, including Professor Clara Ponsatí from the University of St Andrews, and to develop links with Catalan trade unions. We have criticised the Spanish government's treatment of the jailed leaders and encouraged members to participate in broad campaigns for their release. In July, the Spanish government withdrew its European arrest warrant for Clara Ponsatí. As part of union solidarity work, UCU met with a delegation of Catalan trade

unionists at the STUC.

- 7.18 **Motions 40-44** on international issues were remitted due to lack of time at the October 2018 special Congress meeting. Many parts of these motions were consistent with current policy or with the work of organisations to which UCU is affiliated, and ongoing work in these areas is reported here.
- 7.19 **Motion 40** on Trump's visit to the UK called for UCU to oppose Trump's planned visit. We encouraged members to join the huge Stop Trump protests that took place in London and other UK cities in July.
- 7.20 **Motion 41** called for UCU to oppose the escalation of the conflict in Syria. UCU continues to support the work of the Stop the War Coalition and CND in opposing the escalation of military conflicts, including in Syria.
- 7.21 **Motion 42** called on UCU to condemn the abduction of unionists and students by the Pakistani state in April 2018 and to support struggling workers and trade unionists in Pakistan. All activists were released by the Pakistani security services at the end of April.
- 7.22 **Motion 43** on education, UN sustainable development goals and aid condemned right-wing attacks on the state aid budget and charities such as Oxfam. UCU continues to work with charities and education unions as part of the Send My Friend to School campaign.
- 7.23 **Motion 44** on international solidarity and LGBT+ and disability organisations called for UCU to campaign on international equality issues. The IWG works closely with UCU's equality structures on international issues (e.g. challenging attacks on gay men in Chechnya) and UCU representatives continue to prioritise equality issues within the structures of EI, ETUCE and TUC.
- 7.24 **Motions 45-48** were also remitted due to lack of time. **Motion 45** sought to change the requirement for members of equality to standing committees to be currently in qualifying employment, or have been so within the past 12 months. This is a significant point of principle which SFC did not think could be agreed as policy without a decision of Congress.
- 7.25 **Motion 46**, enabling retired members to contribute at local, regional and national levels, is consistent with existing policy. UCU continues to support retired members, who can be active in their former workplace branch or in a regional retired members' branch.
- 7.26 **Motion 47** called for a sub-group to develop proposals to address the under-representation of black members at national meetings. The general emphasis on encouraging black delegates and observers is in keeping with UCU policy and NEC will be asked to take this motion forward.
- 7.27 **Motion 48** called for Congress meetings to include a scheduled session of non-resolutionary business. This would be new policy and has not been pursued by SFC.



## **Section 2: Report of the Higher Education Committee (HEC)**

### **1 Introduction**

- 1.1 This section of the annual report deals with the work of the union within the higher education sector. In the space available, it is only possible to give an overview of the enormous amount of work undertaken at branch, regional, and national levels. Following congress each year, HEC agrees a set of objectives and key tasks to provide a focus work and act as a guide when allocating finite resources. These all fit within the union's overall priorities to: pressure national bargaining to improve members' pay and conditions, fight all forms of casualisation, build and extend effective gender pay campaigns, and challenge workload intensification.
- 1.2 At each meeting of HEC, the committee secretary provided a report on action taken to progress motions carried at the Higher Education Sector Conference (HESC) in May 2018 and subsequent special HE sector conferences.

### **2 HE pay and equality 2018/19**

- 2.1 UCEA made their final offer on pay of 2% (spine point 16 and above) and pay related matters on 10 May. The HE sector conference at the end of May passed resolutions relating to the pay and equality campaign; a special HE sector conference on pay in the autumn, a series of branch briefings in support of the campaign, a statutory ballot should members vote for industrial action following a consultative ballot, and to develop and implement a GTVO campaign.
- 2.2 The consultation opened on 6 June and closed on 27 June. There was a 65% vote in favour of sustained action on a 48% turnout. UCEA failed to improve the rejected offer and HEC approved a nine week ballot timetable closing on 19 October. Despite a huge effort at both branch and national level and some excellent local GTVO campaigning, eight branches out of 147 employers who were balloted got over the statutory 50% threshold. The final aggregate turnout was 42%. The ballot was run on a disaggregate basis.
- 2.3 HEC met on 1 November and considered the result. A special HESC on pay on 7 November debated it and resolved a number of next steps, in particular a new UK-wide aggregate statutory ballot on the 2018/19 dispute to be completed by the end of March, and that exams in spring 2019 should be a target. New campaign materials were agreed and a series of regional/national branch meetings agreed in support of the campaign. The issues to be considered at the briefings were also agreed; GTVO, local successes on gender pay, precarious contracts and workloads, the untapped potential of the New JNCHES agreement, and the 2018/19 dispute. HEC met at the end of November and agreed the ballot timeline; 15 January – 22 February. The briefings ran 21 January – 19 February. At the time of writing the ballot result has not been declared.
- 2.4 At the end of January UCU negotiators met with the other trade unions to start the development of the 2019/20 claim. At the time of writing no decisions have been made on the final claim. HEC meets on 15 February to decide UCU's

position on the claim and its demands. The first new JNCHES negotiating meeting with UCEA is 26 March.

### **3 Pensions**

#### **USS**

- 3.1 In April 2018 UCU members voted to set up a joint expert panel (JEP) to look at the USS valuation. Following this agreement, Universities UK formally withdrew its proposal to replace the guaranteed pension. The JEP reported back in September 2018, and made a number of recommendations for changes to the 2017 USS valuation.
- 3.2 JEP estimated that if all of its recommendations were implemented then current benefits could be retained at a combined cost to employers and members of 29.2%. The current level of combined contributions is 26%. The USS original calculation was that contributions would need to rise as high as 36.6% by April 2020 to protect benefits. The Superannuation Working Group (SWG, the UCU negotiators) welcomed the JEP report as the basis for negotiations with UUK.
- 3.3 The USS response to the JEP was to propose a fresh scheme valuation based on data as at March 2018. As part of this process the USS trustee board agreed to implement some but not all of the JEP recommendations. In a letter in December, the Pensions Regulator (tPR) suggested 'contingent contributions' (additional contributions) were needed if employers were going to take on more risk, which was indicated in a UUK consultation following the successful strike action. UCU wrote to the trustee board and challenged USS to accept the full recommendations of the JEP and to push back on the tPR. Informal and formal meetings with UUK took place during this period.
- 3.4 At the time of writing this report UUK and USS are still considering the contingent payment mechanism and the level of contribution; neither have been made public. What is known is that USS have stated that in order to get employer and employee contributions to within sight of the JEP recommendations of 29.2%, some form of contingency payments will be needed to bridge the gap to 33.7%, which is the trustees' view of the level of contributions needed to maintain current pension benefits. During the various meetings taking place at this time, the SWG has been unambiguous with UUK and USS in regards to the union's policy of 'no detriment' - meaning that benefits should not fall and members' contributions should not rise as a result of the 2018 valuation. In addition, we are unconvinced by the USS argument that implementing the JEP in full would lead to too much risk for the scheme.
- 3.5 The union's national dispute committee (NDC), which was set up to provide a steer during the dispute, has been active and produced a range of materials, resources and commentaries. In January, the JEP started the second phase of its work to look for an alternative approach to future valuations which might enjoy the support of the key stakeholders and to look at how the governance of USS might be improved. Members and branches have been encouraged to submit evidence to the JEP, as will the SWG.

## **Teachers' Pension Scheme**

- 3.6 In the autumn of 2018 the Government began discussions with employers and the trade unions on changes for consultation in regards to the valuation of various public sector schemes, which included TPS. These initial discussions highlighted a significant improvement to the accrual (build up) of pensions for career average scheme members from April 2019. This was mainly due to technical issues in regards to how the scheme valuation is carried out and the agreement reached in 2015 on pension benefit calculations. It also meant that employers were facing contribution increases of around 5%-7%. The current employer contribution is 16% of salary into members' pensions. The employers are committed by the rules of the scheme to paying this and more due to the assumptions about the growth, or lack of it, in the UK economy that were agreed in 2015.
- 3.7 The benefit improvement changes however were put on hold due to an age discrimination case which has been taken to the Supreme Court by the Government. The outcome of the case may change the current structure of member benefits and this is not known at the time of writing this report. The Government's position is that it will have to react to the judgement and confirmed that if it is successful with its appeal, members will receive improved benefits from 1 April 2019 as planned in line with the cost cap rectification arrangements, otherwise members will receive the benefit changes needed to address the Court of Appeal decision.
- 3.8 The Government started a consultation on the funding changes and called for evidence of the impact in HEIs. UCU has asked branches to provide feedback on the impact on their institution paying an extra 7% of salary into TPS and the responses are being considered at the time of writing this report.

## **4 Precarious Contracts - Stamp Out Casual Contracts**

- 4.1 Maintaining the higher education dimension of the campaign against precarious work has once again been one of HEC's main priority areas of work. With the JNCHES bargaining machinery again demonstrating its inability to produce meaningful offers on casualisation, UCU's focus has been on creating national-level public and political pressure and combining this with action to empower and support branches through the process of driving change at local employer level.
- 4.2 In addition to updating its national data on the extent of casualisation in the HE sector and contributing to the Taylor review of Good Work, the union has launched a major new survey of casualised staff in HE, aimed at illuminating the costs of casualisation, both in terms of staff wellbeing and the ability to make ends meet, and in terms of the impact on their ability to provide a high quality service. This reinforces earlier work the union undertook to expose the amount of undergraduate teaching being done by hourly paid staff. In addition, the union has engaged fully with the review of the Concordat for Research Staff.
- 4.3 UCU launched a survey of researchers and published a report in December 2018

indicating the high levels of support among research active staff for more action to create better research careers and for more action on fixed-term contracts. The union formally responded to the consultation in December and as it sits on the Concordat Strategy group, remains fully engaged in attempting to ensure that the positive recommendations for the revised Concordat are embedded in the final draft. This could provide valuable new support for branches to press claims around putting research staff onto open-ended contracts. In June 2018, the HEC also approved new campaigning and negotiating guidance aimed at helping branches to lodge and then campaign and negotiate around local claims on casualisation.

- 4.4 In addition, the bargaining and negotiations department has worked with the campaigns team to provide direct campaigning and negotiating support to a series of target branches including the universities of Edinburgh, Manchester, Bristol, Nottingham, Swansea, Durham and Imperial College. Negotiations around UCU anti-casualisation claims have now begun in the majority of these branches. Significant agreements were achieved at Sheffield University in relation to casual workers, at Portsmouth University in relation to the fractionalisation of hourly paid lecturers and a historic agreement was achieved at the Open University, following years of work by the UCU branch and regional official. Briefings, training events and our regular communications have been used to publicise and share these examples.

## **5 Gender pay**

- 5.1 Arising from the 2017-18 pay round, UCU agreed to participate in a New JNCHES working group to review the extent and nature of the gender pay gap action planning taking place in HEIs. The working group was tasked with devising a survey which would be sent to both employers and union branches so that a joint report covering findings, patterns and problems from the two surveys on gender pay gap action planning could be produced.
- 5.2 During spring 2018, we spent time haggling with UCEA about the content of the survey. During these discussions, UCEA made it clear to the trade unions that they didn't intend to share data collected about individual institutions with the unions, even with a sub-group of the wider working group. The trade unions believe that UCEA's refusal to share raw data damaged the potential for qualitative output from the research - without access to that data, it would not be possible to undertake the meaningful analysis and comparison which would ensure that context specific factors are adequately and properly considered, and this qualitative aspect is crucial to making progress on removing the gender pay gap.
- 5.3 Faced with UCEA's refusal to enter into meaningful joint work, the trade unions drew up their own survey to send out to branches. This was circulated in a branch action note in early February 2019. We hope this survey will act as a baseline survey which could be repeated in years to come to measure progression on the Gender Pay Gap. At the time of writing this report the survey is still live.

## **6 Workload and safe, sustainable workplaces for UCU members**

- 6.1 In 2017-18 UCU piloted an ambitious and innovative UK-wide workload campaign. Seventeen HE branches agreed to participate in the pilot stage, and approximately 6 HE branches carried out workplace inspections and investigations for workload and stress issues. Feedback from the pilot branches was extremely positive and resulted in the appointment of additional UCU reps, visible campaign activity in workplace departments, the identification of core issues for local bargaining and campaigning, and the submission of local workload claims. A longer term objective of the campaign is to establish effective joint working groups with the employers to agree action plans to systematically address core workload issues and ensure minimum compliance with employer legal duties to control and manage work-related stress risks.
- 6.2 In the absence of national leadership from the employers on this vital issue, our new workload campaign empowers branches to gather local evidence and use legal leverage to put pressure on employers to systematically address core workload issues and ensure compliance with their duty to control the risk of work-related stress. Following a year of pilot work, briefings to regional and nationally elected committees, and a fringe event at 2018 Congress, a new round of targeted work with branches across all UK regions and nations will be rolled out in 2019. One to two target branches per region/nation will receive additional support. Updated resources have been circulated.
- 6.3 The resources include campaign poster/flyer, overview, checklists, legal rights, flow chart, workload claim outlines and specific factsheets covering workload inspections, reporting, and a framework for auditing and reviewing work-related stress risk management by employers. Online versions of the HSE stress questionnaire and the UCU generic local workload survey are also available to branches.

## **7 Academic related, professional staff**

- 7.1 The ARPS annual meeting had not been quorate since 2016 and so the ARPS committee effectively ceased to exist in March 2018 when everyone who had been elected to the committee completed their term of office.
- 7.2 In order to promote the annual meeting, the decision was taken to devise a short survey, to send out to staff who are recorded on our membership system as being 'academic related' staff in HE branches. The survey went out in early January 2019 to around 8500 members and briefly asked questions about career development, role profiles and job evaluation, outsourcing, and the academic team. It also asked members to express an interest in finding out more about the annual meeting and ARPS work more generally. 1725 people responded to the survey, with 1415 of those fully completing it. 176 people gave us an email to contact them about the annual meeting and ARPS work.
- 7.3 By the closing date, 32 members had registered as delegates for the annual meeting, plus two observers, and four nominations for the ARPS committee. The annual meeting takes place after this report is written.

## **8 Facility time reporting**

- 8.1 The Trade Union Act introduced new regulations on the recording of union facility time in March 2017, which required public sector employers in England and

Scotland to calculate annual spending on facility time during a twelve month period from 1 April each year. The first reporting date was 31 July 2018.

- 8.2 UCU issued two Branch Action Notes advising branches how to approach the issue of reporting, ensuring that the reporting workload mainly falls on the employer. Branches were also urged to take this opportunity to push for more facility time from employers if branches could effectively demonstrate that the current provision was inadequate.
- 8.3 The second Branch Action Note also provided guidance for branches on how to approach the issue of securing 'paid time on' for hourly paid and part time staff. It cited the relevant legislation that branches could use to argue their case, and provided information on existing 'paid time on' practices.

## **9 Industrial action**

- 9.1 The ballot toolkit for branches and for regional staff has been revised to reflect the requirements imposed by the Trade Union Act, and the differences across the nations. This continues to be updated as legal challenges clarify the requirements.

## **10 Local disputes**

- 10.1 Branches and regional officials are involved in disputes throughout the three nations and Northern Ireland. Since the last HESC, disputes where industrial action ballot procedures are instigated or there are particular issues requiring national attention are Queen Margaret University, Coventry University, University of Cardiff, University of Leicester, and the University of Liverpool.

## **11 Report on HE Sector Conference motions, May 2018**

- 11.1 **Motion HE1** called on the union to recommend rejection of UCEA's final offer for 2018/19 in a consultative ballot. See section 2 above.
- 11.2 **Motion HE2** set the parameters for the formulation of a pay and equality claim for 2019/20. This was to include exploring the potential to reset the JNCHES timetable, restore 2009 real pay values, close pay differentials, particularly with senior staff, and continue to emphasise gender pay and casualisation. At the time of writing, UCU is in discussion with the Trade Union Side over the shape of the 2019/20 claim. UCU's starting point will be catch up and keep upon the loss in the value of members' pay, referenced against RPI. UCU policy calls for a 10:1 multiplier in relation to senior pay from the bottom of the scale.
- 11.3 **Motion HE4** called on UCU to redouble efforts to campaign for and negotiate national standardised remuneration for external examiners. It had been planned to begin with a survey of existing rates but with the priority accorded to the pay and equality campaign and the resources available, it has not yet been possible to conduct the survey.
- 11.4 **Motion HE5** called on UCU to defend the defined benefit scheme, welcomed the establishment of the JEP and set out steps for the union to take to feed into the JEP, report back to branches and develop a negotiating strategy for the USS JNC. See section 3 above. UCU branches have been regularly updated on progress of these talks and a special sector conference was called on 7 October 2018. As this conference was inquorate its motions remain advisory. The

National Disputes Committee (NDC) has met since 5 October to receive reports and feed into the union's position over the USS dispute, and its papers are regularly published to branches.

- 11.5 **Motion HE6** called on UCU to publicly and officially adopt a negotiating position demanding the status quo be maintained with respect to USS contributions and benefits. UCU negotiators confirmed the policy position of status quo at the June JNC and the SWG endorsed the JEP report as the basis for negotiations with UUK.
- 11.6 **Motion HE7** called for a review of democratic governance within UCU and the strengthening of membership participation in decision-making. This forms part of the work of the democracy commission.
- 11.7 **Motion HE8** called on the union to negotiate the abandoning of 'test 1' for the USS valuation scheme. The JEP report endorsed UCU's reservations about test 1 and UCU has taken this position into the negotiations with UUK.
- 11.8 **Motion HE9** called for a high-profile campaign, including lobbying ministers and MPs, to demand the government underwriting of the pension scheme in order to protect USS for the future. UCU has publicly called for the government to take an active role in the dispute.
- 11.9 **Motion HE10** demanded the resignation of Sir Andrew Cubie from the post of chair of the joint negotiating committee of the Universities Superannuation Scheme. UCU has repeatedly sought the resignation of the chair but he has responded that this would not happen unless he lost the confidence of both stakeholders and the members of the scheme.
- 11.10 **Motion HE12** called on the union to co-opt expertise onto to the SWG as required. SWG agreed this.
- 11.11 **Motion HE13** called on UCU to establish a national dispute committee to give a representative steer during the USS dispute, including during any suspension or re-ballot. The National Disputes Committee (NDC) has met since 5 October to receive reports and feed into the union's position over the USS dispute, and its papers are regularly published to branches.
- 11.12 **Motion B24** called for UCU to return to industrial action if future proposals were not substantially better than those rejected in March 2018. The outcome of negotiations with UUK will be put to members at that time. The NDC is tasked with providing a steer to the dispute and will consult members on the final offer.
- 11.13 **Motion HE14** called on UCU to campaign nationally for greater transparency around remuneration decisions, for a public register of vice-chancellors' pay and perks and for all senior pay to be pegged to the average wage in the institution, and for it to be, at a maximum, 10 times the lowest paid contracts within the institution. UCU policy is have greater transparency on remuneration committees plus greater democracy and accountability in the form of elections of staff and student representatives on governance bodies. UCU Scotland is making progress on this matter, while the 10:1 pay ration will be a demand in the joint trade union claim 2019/20.

- 11.14 **Motion HE15** called on UCU to continue work to secure more agreements to close the gender pay gap and encourage HEIs to analyse the intersection of gender pay gaps and casualised work. In addition to ongoing work supporting branches wherever possible in any current gender pay gap work, the Bargaining and Negotiations Team has drawn up a project plan involving the identification of target institutions for focused work that will support the lodging of claims and campaigning and negotiating around them. This includes paying attention to the intersection of gender pay and casualisation work. However, the high level of demands made on the team has meant that progress is limited at this time.
- 11.15 **Motion HE16** called for more work to table casualisation claims, support the development of branch-based campaigning strategies and provide training for branches. See section 4 of this report. Guidance has also been provided to all branches in how to campaign around casualisation claims and training is being developed for branch officers and anti-casualisation reps.
- 11.16 **Motion HE17** called on UCU to highlight the issue of rolled up holiday pay among branches and develop guidance to enable the pursuit of claims for correct payments. Revised negotiating guidance has been published which includes specific guidance on rolled up holiday pay and how branches can tackle this. Support has been provided to the University of Portsmouth branch in pushing a claim for unpaid holiday pay, including using this as leverage for branch campaigning on fractionalisation.
- 11.17 **Motion HE18** called on UCU to develop specific guidance to help branches negotiate paid 'time on' for hourly paid reps and encourage branches to support such reps with facilities time. The request for specific facilities time to support negotiations, including for hourly paid reps, is included in the model anti-casualisation claim and the union is monitoring progress in these, as well as gathering examples of existing agreements and practices. In addition, UCUBAN/AB14, issued on 1 February 2019 contained guidance on the legal situation regarding paid time on for part-time workers, reviewed practice in the sector and gave advice on how to negotiate facilities time for hourly paid reps.
- 11.18 **Motion HE19** urged HEC to campaign for the research councils to build into their grants performance indicators around career quality. UCU has used its position on the Concordat Strategy Group to push for all stakeholders including the Research Councils to do more for research staff employment as part of its review of the Concordat, including suggestion on tightening up conditions of grant to ensure that grant holders have greater responsibility to develop and support researcher careers. These are contained within the union's formal consultation response to the Concordat review, published in January 2019.
- 11.19 **Motion HE20** called on UCU to expand the workload campaign, including the intersection of workloads with casualisation, support local campaigns, increase the number of safety representatives and seek local workload agreements, upholding the principles of the framework agreement. A new branch resource pack, website portal and supporting materials have been developed and publicised and the Bargaining and Negotiations Team is working with regional officials to identify and support around 25 target branches over 2019.



- 11.20 **Motion HE21** called on UCU to investigate the consequences for academic-related staff of moving to centralised services within universities. The Annual Meeting for Academic and Related Professional staff considered this issue with a view to developing a way of implementing this motion.
- 11.21 **Motion HE23** set down broad principles for the HEC to operate in relation to supporting branches during disputes of national significance, emphasising the need to enable branches to move quickly between phases of disputes according to local circumstances.
- 11.22 **Motion HE24** called for support for London South Bank University in its redundancies dispute.
- 11.23 **Motion L3** called for support for University of East London in its fight against redundancies.
- 11.24 **Motion HE25** called on UCU to update guidance in relation to lecture capture in light of the General Data Protection Regulation (GDPR). UCU is in the process of updating this guidance, which involves significant work, including legal advice.
- 11.25 **Motion HE26** called on UCU to collect data on contractual variations in the post-92 sector and convene a conference on the impact of the REF and the threats to the post-92 contract. UCU conducted a survey of post-92 branches whose results were discussed by a special conference on 7 December dealing with both REF and the post-92 sector.
- 11.26 **Motion HE27** called on UCU to carry out a study of research and related support time in post-92 universities and provide guidance for branches to help them improve research resources. UCU conducted a survey of post-92 branches whose results were discussed by a special conference on 7 December dealing with both REF and the post-92 sector. Competing priorities have prevented the development of guidance on the back of this conference.
- 11.27 **Motion HE28** called on UCU to research the extent of the use of Foundation courses. The high level of demands on the team and the priority of the pay campaigns has prevented any progress on this motion.
- 11.28 **Motion HE29** called on UCU to condemn the design and function of the Office for Students and to embed the demand for its abolition into its campaigning. UCU has issued a number of press releases critical of the OfS.
- 11.29 **Motion HE30** called for UCU to campaign for the removal of Toby Young from the Board of the OfS. This was achieved.
- 11.30 **Motion HE31** instructed UCU to develop a toolkit for a campaign on good governance based on a series of principles about democratic participation and accountability. The prioritising of the HE pay ballots has meant that progress on this motion has been slower than hoped for.
- 11.31 **Motion HE32** called on UCU to help members 'obtain the ideals of humanity, compassion and justice in their everyday working lives, hold institutions to account and campaign against detrimental management practices'.
- 11.32 **Motion HE33** recommended that the union conduct a survey of members' job satisfaction and experience of inequality with a view to establishing a league table of HEIs. Given the weight of other commitments around the HE pay ballots

and the union's core bargaining agenda, it has not been possible to progress this motion.

- 11.33 **Motion HE34** asked the union to intensify pressure on branches to adopt 'opt-in' policies on lecture capture. UCU is in the process of updating its guidance and advice to branches on lecture capture as this involves significant work, including legal advice.
- 11.34 **Motion HE35** urged UCU to push for union involvement in remuneration committees and to produce alternative guidelines for senior pay. The union continues to highlight the issue of senior pay and criticise existing oversight.
- 11.35 **Motion HE36** called on UCU to work with STAR affiliates to promote equal access to HE and make it a priority campaign, including regular progress reports. UCU has continued to promote improvements to access to HE based on equality criteria, not least through its Cradle to the Grave conference.
- 11.36 **Motion HE37** asked UCU to work with Students Unions and anti-racist campaigns to promote a truly global curriculum. UCU's BMSC has been working closely with NUS on issues around the decolonisation of the curriculum.
- 11.37 **Motion HE38** asked UCU to ensure that branches raise the issues surrounding promotion of black staff with their managements and identify the barriers to promotion. UCU has highlighted the issues of promotion among black staff in the public domain and has bargaining guidance on challenging workplace racism. This motion was also part of the BMSC day of action.
- 11.38 **Motion HE39** called for a working party to investigate Afro/Afri-phobia and develop policy and actions for UCU branches. UCU's equality structures are discussing how to progress this motion.
- 11.39 **Motion HE40** resolved to oppose and expose the London Conference on Intelligence. UCU issued press releases at the time of the conference and branches engaged in the campaign and public debate.
- 11.40 **Motion HE41** called for UCU to develop a myth-busting document about neurodiversity and the need for reasonable adjustments. This motion is being progressed by the Disabled Members Standing Committee.
- 11.41 **Motion HE42** called for UCU to campaign for greater transparency in and more reporting of LGBT+ promotions. UCU is pursuing this to see what data can be secured from HESA.
- 11.42 **Motion HE43** called on UCU to work with other unions in the development of an SRE curriculum supporting healthy relationships, consent, sexuality and self-identification. This motion is to a large extent existing policy.
- 11.43 **Motion HE44** resolved that UCU should campaign on Universal Credit alongside other unions. The TUC has continued to be highly critical of Universal Credit.
- 11.44 **Motion HE45** called on the union to collect information on the use of Athena Swan and circulate guidelines on its effective use to all branches, also encouraging them to remove barriers to trans equality, provide non-binary data collection options, ensure the provision of gender neutral toilets and eradicate the gender pay gap. Of these issues, work on the gender pay gap has taken priority – see section 5 of this report.

- 11.45 **Motion HE46** called on UCU to convene a special sector meeting in the autumn of 2018 to consider the progress of the JEP and the possible need for a renewed mandate for industrial action. This meeting took place on 7 November but was inquorate so its motions remain advisory.
- 11.46 **Motion HE47** called on UCU to negotiate a new transparency agreement as part of the terms of reference of the JEP, ensure regular reporting back and increase the transparency of the JNC meetings. SWG negotiated a new transparency and confidentiality agreement with USS, while the proceedings of the National Disputes Committee (NDC) which oversees the USS dispute are regularly circulate to branches and held on our website.
- 11.47 **Motion B26** called on UCU to organise a special conference of post-92 sector branches to discuss defence of the post-92 national contract and to develop a new activists' toolkit. This event took place on 7 December, at which branches discussed the findings of a survey of post-92 institutions. Work on a toolkit and accompanying guidance will be progressed when possible.

## **12 Report on HE USS Special Sector Conference motions, 21 June 2018**

- 12.1 **Motion 1** resolved to create a standing committee of HE delegates to scrutinise the work of the JEP until the end of the USS dispute. The motion also authorised the union to conduct consultative ballots of members and to reopen the dispute with UUK if members were not happy with progress. The National Disputes Committee (NDC) met on 5 October and has met regularly since. The NDC has also circulated a model motion to branches and will seek members' views on a statutory ballot if the final offer is rejected.
- 12.2 **Motion 2** established the parameters of acceptable offers from UUK/USS, resolving to continue campaigning for no cuts in benefits or increases in contributions and to organise an industrial action ballot if either were agreed by UUK or USS. At the time of writing the SWG continue to pursue a no detriment position and the NDC have circulated a model motion seeking members views on a statutory ballot should the final offer be rejected in a consultative ballot.
- 12.3 **Motion 3** called for the JEP to report to UCU's National Disputes Committee and to require abandonment of Test 1, alongside a new valuation on the basis of assuming no de-risking. The JEP report was highly critical of Test 1 and has been reported through to NDC as well as the SWG, which endorsed its findings.
- 12.4 **Motion 4** set the parameters of UCU's ability to accept any report from the JEP, stating that any report should show evidence for its calculation of surplus or deficit, of the strength of the employer covenant and of its calculation of the balance of contributions and benefits needed. The JEP reported in September and its findings were endorsed by UCU's Superannuation Working Group. The JEP is now engaged in phase 2.
- 12.5 **Motion 5** welcomed the JEP report and resolved that UCU should provide regular reports on its work and its assumptions to members. The SWG endorsed the JEP report as the basis for negotiations with UUK and regular reports on the JEP's work have been sent to members.
- 12.6 **Motion 6** instructed UCU to ensure that lay negotiators were part of discussions with the JEP, to encourage members to participate fully in the JEP process and to

feed into the JEP's deliberations the position of casualised staff at the start of their careers, including examining reduced contributions. This was done throughout phase 1 of JEP and during phase 2, UCU has consulted with the anti-casualisation committee concerning the position of casualised staff.

- 12.7 **Motion 7** set out the union's opposition to any potential proposal to re-establish USS as a collective defined contribution (CDC) scheme. This position has been communicated to the chair of the JEP and throughout the union's negotiating and dispute strictures.
- 12.8 **Motion 8** instructed UCU to publicise all outcomes from the JEP, to encourage members to participate fully in the JEP process and to feed into its deliberations the position of casualised staff at the start of their careers, including examining reduced contributions. See action on motion 6 above.
- 12.9 **Motion 9** set out expectations for the JEP review, including explanations of deficit calculations, projections of future income, analysis of the employers' covenant, and 'best estimate' assessments of liabilities and deficits. The JEP published its report on 13 September and this was endorsed by the Superannuation Working Group (SWG) as the basis for negotiations with UUK.
- 12.10 **Motion A** insisted that all documents produced by the JEP be put in the public domain, with redactions where strictly necessary. The JEP report of 13 September included a chair's note on the confidentiality arrangements for the JEP's conduct. The SWG endorsed the JEP report as the basis for negotiations with UUK.
- 12.11 **Motion C** set out the union's opposition to any potential proposal to re-establish USS as a Collective Defined Contribution (CDC) scheme. This position has been communicated to the chair of the JEP and throughout the union's negotiating and dispute strictures.
- 12.12 **Motion D** called on the union to revise the terms of reference of the JEP to ensure transparency as a default and to report to members through the National Disputes Committee. The terms of reference of the JEP report published in September 2018 were those endorsed by the membership. The UCU members of the JEP have reported to the National Disputes Committee, which meets regularly and is in regular contact with the Superannuation Working Group (SWG).
- 12.13 **Motion E** called on UCU to ensure that JEP was provided with members' submissions and responded to them. The JEP report in September acknowledged all submissions made.
- 12.14 **Motion 10** called on UCU to break down the consultative ballot result by branches, to suspend the standing orders governing branch meetings during disputes and to ensure that all representative meetings of branches end with a show of hands vote whose result should inform the HEC's decision making. The issue of branch delegate meetings is being considered by SFC. Recommendations coming out of the democracy commission may also be relevant.
- 12.15 **Motion 11** called on the union to circulate ballot texts to branches 3 days in advance of ballots going live in all but exceptional circumstances. The NDC has

circulated a model motion to branches and will seek members' views on a statutory ballot and further industrial action if the final offer is rejected by members in a consultative ballot.

- 12.16 **Motion 12** called on UCU to ensure that any future USS ballot text is approved by the National Disputes Committee. The NDC has circulated a model motion to branches and will seek members' views on a statutory ballot and further industrial action if the final offer is rejected.
- 12.17 **Motion 13** called on UCU to investigate ways to ensure that individual members of USS in post-92 universities are engaged in the campaign. It also called on the union to enable branch delegates to vote on USS matters where they have any USS members, regardless of whether their institution is a USS member. This matter is being discussed with UCU's membership team and with the democracy commission.
- 12.18 **Motion 14** asked the union to investigate ways to ensure that individual members of USS in post-92 universities are engaged in the campaign. This matter is being discussed with UCU's membership team.
- 12.19 **Motion 15** called for the resignation of the CEO of USS, Bill Galvin. This call has been made on a number of occasions but the CEO has said he will only resign if a majority of stakeholders say they have no confidence in him.

### **13 Report on Special HE Sector Conference on Pay and Equality motions, 7 November 2018**

- 13.1 **Motion 1** called on UCU to redefine the pay dispute on the 2018/19 claim as a 'casualisation, equality, pay and workload' campaign, start a re-ballot campaign in January with a long enough ballot period, organise grassroots GTVO campaigns, meetings with NEC speakers and days of action. HEC met on 23 November and agreed the new timetable of 15 January – 22 February. New campaign materials including GTVO guidance, were issued to all branches and a series of branch briefing events were held in Bristol, Glasgow, York, London and Cardiff throughout February.
- 13.2 **Motion 2** called on UCU to ensure better timing of the re-ballot to allow for proper resourcing of branches, enable the sharing of threshold-beating strategies, privilege the workload and equality elements of the claim and foreground specific durations of strike action. HEC met on 23 November and agreed the new timetable, new campaign materials and branch briefing events – see motion 1 above.
- 13.3 **Motion 3** called on UCU to consider the timing of ballots, coordination between local and national activity and why some branches were able to achieve higher rates of participation. HEC met on 23 November and agreed the new timetable, new campaign materials and branch briefing events – see motion 1 above.
- 13.4 **Motion 4** called on UCU to intensify political campaigning against the Trade Union Act and to obtain legal advice on the prospects of a successful challenge under human rights law. UCU is liaising with the TUC to ensure that any action taken is coordinated within the movement, and investigating the costs of such a challenge.

- 13.5 **Motion 5** instructed UCU to pursue the 2018/19 pay claim through the national bargaining machinery and stated that local pay claims were ineffective. The motion mandated UCU to conduct and aggregate re-ballot and to put more resources into GTVO campaigning. HEC met on 23 November and agreed the new timetable, new campaign materials and branch briefing events – see motion 1 above.
- 13.6 **Motion 6** noted that the JNCHES bargaining machinery has failed to deliver pay deals that make up for real terms losses and that its annual timetable is too compressed to allow for effective campaigning. The motion called on UCU to work with the other JNCHES unions to develop multi-year pay claims that would enable for the building of effective campaigns and ballots. UCU will propose a multi-year agreement in this year’s JNCHES pay round.
- 13.7 **Motion 7** called on UCU to study the best timing and duration for ballots, consider how to shift the timing of annual pay negotiations and investigate the impact of consultative ballots on statutory ballots. UCU will propose a multi-year agreement in the next pay round, but adjusting the timetable within a year will mean re-negotiating JNCHES as a whole. These issues have also been discussed as part of the branch briefings held in February 2019.
- 13.8 **Motion 8** called on the union to expand the remit of the National Disputes Committee to include post-92 representation and enable it to consider the HE pay and equality dispute within its remit. HEC will discuss this in February 2019 as the NDC is elected from delegates to pre-92 branches who attended HESC 2018.
- 13.9 **Motion L1** calls on UCU not to survey branches to get their views on JNCHES but to provide structured information to help them engage better with New JNCHES. The survey was not conducted. A series of branch briefings ran throughout January and February containing structured information on the operation of JNCHES.

## **Section 3: Report of the Further Education Committee (FEC)**

### **1 Introduction**

- 1.1 This section of the annual report deals with the work of the union within the further education sector. In the space available, it is only possible to give an overview of the enormous amount of work undertaken at branch, regional and national levels. In July 2018, FEC agreed a set of objectives and key work areas to provide a focus for our work and act as a guide when allocating finite resources. The priority work areas are pay, gender pay gap, anti-casualisation, protecting members TPS benefits and work to reduce members' workloads. These all fit within the union's national priorities.
- 1.2 At each scheduled meeting of the FEC, the secretary provided a report on action taken to progress the motions carried at the Further Education Sector Conference (FESC) in May 2018 and those referred to the committee by the NEC following Congress. As this report is written only part way through the year, more progress will have occurred prior to the FE sector conference 2019.

### **2 Pay bargaining**

- 2.1 The Joint FE Trade Unions' 2018/19 claim for a 5% increase or £1500 (whichever is the greater) was submitted to the Association of Colleges (AoC) on 1 May 2018. However the AoC refused to consider the unions' claim while UCU branches were still taking strike action over the 2017/18 pay round. The joint trade unions objected to the AoC's attempt to blackmail UCU branches and expressed their solidarity with UCU members taking action. After a month of detrimental media coverage the AoC relented and agreed to consider the claim.
- 2.2 In the meantime FEC officers authorised a plan to move to a statutory ballot in the majority of colleges in response to the AoC's refusal to consider the claim. FE sector conference 2018 further approved a plan to submit the claim locally and move to ballot if the AoC did not meet the claim at the National Joint Forum (NJF) meeting before the summer.
- 2.2 At a meeting of the NJF on 13 July 2018 AoC representatives made clear that they agreed pay in FE was a problem. The AoC said that they wished to make a recommendation for a 5% increase over two years but that this would only be possible with specific funding from the Department for Education. The AoC expressed its wish to work closely with the trade unions to lobby the government for that funding.
- 2.3 As the AoC's offer was conditional on government funding, without which no offer was on the table, and following a decision of FE sector conference 2018 UCU proceeded to ballot members in 109 colleges in a disaggregated ballot over a seven week period beginning ending 19 October 2018. The result of those ballots was that members in six colleges had a strike mandate from their ballots, which met the 50% turnout threshold.
- 2.4 Analysis of the results of the first wave of ballots led FEC officers to determine that UCU should re-ballot where the result came very close to 50% and

proactively invite and encourage branches who achieved a turnout of 35% or more to join the re-ballot opening on the same day that the Super Six took their first two days of action, 28 November 2018.

- 2.5 The two days of action taken in the six colleges in the first wave received a fantastic reaction in local, regional, national and social media. UCU's key messages of a 25% pay cut, average pay £7,000 less than school teachers and 24,000 teaching jobs gone in a decade, cut through in the media coverage and built upon the successful "Love Our Colleges" week messaging.
- 2.6 The media coverage of the strikes in those six colleges was not only empathetic and favourable but exceeded that which we would have had for a national strike in the past and created a positive atmosphere around the second wave of ballots that closed on 19 December 2018.
- 2.7 A meeting of the NJF was held on 5 December 2018 at which a presentation was made on how the negotiations and eventual ground breaking 5% pay agreement at Capital City College Group was achieved. The AoC then made an interim recommendation (subject to any further specific government funding) of a 1% increase for all staff with a minimum increase of £250. After further discussion the AoC agreed that colleges that could afford to pay more than 1% should do so.
- 2.8 Ten of the 23 colleges balloted in the second wave achieved the 50%+ turnout and so were also able to take strike action.
- 2.8 Strikes in the 16 colleges with live industrial action mandates were scheduled for 29 and 30 January and 20, 21 and 22 March (with some slight variations). Significant progress in three colleges saw the January strikes suspended (Hugh Baird College, New College Swindon and Coventry College). The threat of strike action in March at these three colleges remains until deals are finalised.
- 2.9 Positive media coverage of the strike action and the news of branches winning offers of improved pay and conditions encouraged a number of other branches to join a third wave of balloting on the 2018/19 claim opening from 11 February onwards. Members in these colleges can join the action in March where ballots are successful.

### **3 Campaign for FE Funding**

- 3.1 Over the year there has been a lot of joint activity with other unions, NUS and the AoC on the FE funding campaign. The week beginning 15 October 2018 was a week of activities under the banner of "Love Our Colleges" with a march of students, staff and college leaders through central London culminating in a rally in Westminster's Parliament Square which was addressed by Jeremy Corbyn, Angela Rayner and many more. Delegations from across the country attended the march and rally and took the opportunity to lobby their MPs. The stakeholders worked well together and secured unprecedented local, regional and national media coverage on the issue of FE funding.
- 3.2 A debate in Westminster Hall on 21 January was extremely well attended with



MP after MP from all sides of the house making the case for FE funding. UCU's messages cut through with MPs repeating our figures of a 25% cut in pay, £7,000 less pay than school teachers and 24,000 fewer lecturers.

- 3.3 A government Comprehensive Spending Review (CSR) is being conducted and is due to be announced in November 2019. The CSR will set funding levels for up to five years. This means we must maintain the focus and noise on FE funding throughout 2019.

#### **4 Wales**

- 4.1 The Joint Trade Unions (JTU) submitted a pay claim for 2018/19 of 7.5% or £1500 whichever is the greater, and also sought a workload agreement and discussions on a new pay scale for business support staff.
- 4.2 ColegauCymru (CC) rejected the JTU's claim for 2018/19 and instead offered a 1% pay increase. CC also refused to negotiate on the workload agreement or the business support staff pay scale until the issue of the pay award had been resolved.
- 4.3 A special Wales FESC in July 2018 agreed to hold two industrial action ballots, one on pay and the other on workload. Both ballots achieved the required turnout thresholds with 90% votes in favour of taking action over both pay and workload.
- 4.4 With the leverage of live strike mandates in 12 colleges across Wales the Government announced in November 2018 that they had found the money to continue to fund pay parity with school teachers for FE lecturers. As a consequence CC improved their offer for a staff cohort increase for all teaching grades up to and including main grade 6 lecturers of 3.5%, upper spine (UP 1 - 3) 2%, all staff on management contract (excluding senior post holders) 1.5%, business support – (salaries below £19,500) 4.5% and business support – (salaries above £19,501) 2%. This offer was accepted by a majority of members.
- 4.5 The dispute on workloads remains in place with Wales FESC ready to choose dates for action if CC fail to negotiate meaningfully over the workload agreement.

#### **5 Northern Ireland**

- 5.1 In the absence of government in Northern Ireland (NI) the Department of Finance maintained the public sector pay cap of 1%. The FE employers refuse to implement even the 1% increases which have not been agreed by the unions.
- 5.2 FE staff are the only public servants in NI that have not received an increase since 2014. FE members in NI colleges were surveyed at the end of 2018 over their appetite to take industrial action in support of a 2018/19 pay claim of 7% with three-quarters voting for action on a 47% turnout. Statutory ballot thresholds do not apply in NI.
- 5.3 The NI employers reported to UCU in February 2019 that an undisclosed sum of extra funding has been sourced from the Department to make a retrospective

pay offer to lecturers. The offer of 0.07% from 1 September 2015 and 1% from 1 September 2017 is out for consultation with members. At the time of writing, and prior to the consultation closing, the employers announced their intention to impose the offer in any event.

## **6 Gender pay**

- 6.1 A new gender pay gap report for FE was launched at the last Congress incorporating the latest data from our annual Freedom of Information request to FE colleges.
- 6.2 The filling of a staff vacancy will allow for a more focused approach on local gender pay claims for both FE and HE over the coming year.

## **7 Casualisation**

- 7.1 UCU has been encouraging and supporting more branches to table local claims to fight casualisation. In the course of the year the following deals on casualisation stand out.
- 7.2 Members at Capital City College Group won an agreement that sees all hourly paid lecturers who have been working for three years at 12 hours a week offered fractional contracts without extra criteria. This meant that 47 hourly paid lecturers have been transferred to permanent contracts.
- 7.3 Newcastle College Group committed to ensuring that casual contracts are no longer used for any teaching work that exceeds 8 weeks, and to employing staff on open-ended fractional contracts wherever possible. The NCG agreement also commits to making fixed-term contracts permanent wherever possible.

## **8 Teacher's Pension Scheme**

- 8.1 Valuation of Teachers Pension schemes (TPS, STSS, NITPS) like other public service pensions initially resulted in a significant improvement to the accrual (build up) of pensions for career average scheme members from April 2019 at no extra cost to members. This however, has been put on hold due to an age discrimination case which may be going to the Supreme Court. The outcome of the case may change the current structure of member benefits

## **9 Workload**

- 9.1 In the last year UCU piloted an ambitious and innovative UK-wide workload campaign. Twenty-one FE branches agreed to participate in the pilot stage, with four FE branches going on to carry out workplace inspections. All branches at pilot stage contributed to the development of the campaign model and branch resources.
- 9.2 Feedback from the pilot branches where the campaign model was developed was extremely positive and resulted in the appointment of additional UCU reps, visible campaign activity in workplace departments, the identification of core issues for local bargaining and campaigning, and the submission of local workload claims. Eighty-eight new workload reps were appointed and 11

workplace inspections were carried out to date.

- 9.3 A new round of targeted work with branches across all UK regions and nations is being rolled out in calendar year 2019. One to two target branches per region or home nation will receive additional support from regional offices and the national health and safety official.

## **10 Prisons**

- 10.1 UCU has been active on all relevant fronts including initiatives on the re-tendering of contracts, H&S, exclusions, escorting, political lobbying and trade union recognition.
- 10.2 UCU secured a recognition agreement with PeoplePlus, regular meetings at operational and higher levels have been progressing positively.
- 10.3 Prison Education Framework re-tenders have been announced. There are no new providers for the core provision. The four main providers remain as currently, with PeoplePlus and Weston College expanding their provision, and Milton Keynes College overall losing the most.
- 10.4 A framework for health and safety reporting and agreed escalation routes within prisons is in the final stages of sign off by the Ministry of Justice (MoJ). Meetings with MoJ officials regarding the operation of exclusion procedures by governors and the definition of escorting prisoners have been held and were both positive.
- 10.5 UCU has joined the Justice Unions all-party parliamentary group which gives us access to MPs and Lords that have an interest in justice issues and allows us to have questions asked in parliament on prison education issues.
- 10.6 UCU, together with the Royal College of Nurses, have convened an alliance of nine trade unions who have members working in prisons. A joint union health and safety survey for all prison staff on violence, abuse and psychoactive substance exposure at work will be promoted by all nine unions.

## **11 Action on further education sector conference motions 2018**

- 11.1 **Motion FE1** approved the report on the FE England 2016/17 pay round and progress in the 2017/18 round as circulated in FE branch circular UCUBANFE/16.
- 11.2 **Motion FE2** called for a strike ballot in colleges if the AoC failed to meet our claim; for the exposure of extravagant salaries of senior post holders; and for a briefing paper that challenges the “we can’t afford it mantra”.
- 11.3 Strike ballots were held in 109 colleges with only six achieving the required 50% threshold in the first round. In a second wave of ballots a further 10 colleges achieved the threshold and a third wave of ballots was underway at the time of writing.
- 11.4 A separate tab on the FE “Rate for the job” web page highlights principal/CEO pay and the multiple of average lecturer pay at each college. Extravagant leadership salaries have been the focus of local and national pay campaign materials.

- 11.5 A briefing paper challenging affordability claims with particular focus on the breakthrough deal of a 5% increase at Capital City College Group was produced.
- 11.6 **Motion L7** called for national bargaining machinery in FE that is meaningful, to send solidarity to branches in dispute over the 2017/18 claim, and to ballot members nationally for escalating strike action on the 2018/19 claim.
- 16.7 UCU continues to argue for meaningful national bargaining in FE England. Strike ballots were held for the second wave of action (see paragraph 2.8 above) and escalating action has taken place where ballots reached the threshold.
- 16.8 **Motion FE3** called for details of local bargaining to be published and a system to trigger follow on claims. Successful local claims both on pay and other local matters including casualisation are published on UCU's website and circulated via weekly emails to branches and members. A streamlined system for the collation of more detail of the progress of local claims is being developed at the time of writing.
- 16.9 **Motion FE4** called for UCU to lobby governments and funding bodies to limit Principals' pay to no more than five times the median of all employees. UCU continues to highlight extravagant leadership salaries and has raised the issue of a maximum multiplier with the Department for Education and the Association of Colleges who have also produced guidance on the setting of senior pay.
- 16.10 **Motion FE5** called for guidance on unlawful practices of "rolled up" holiday pay, provision of negotiating and legal support to branches to make claims for correct payment; and inclusion holiday pay in campaigning for casualised staff. Guidance on "rolled up" holiday pay has been produced. Branches dealing with this issue locally are supported by regional offices and provided with legal support where appropriate. This continues to be an issue in at least one prison education provider and UCU is pursuing the employer on the matter.
- 16.11 **Motion FE6** called for employers to be reminded of their legal duties; continue to work to secure agreement to eradicate gender pay gaps; encourage branches to work with employers to eradicate gender pay gaps; and gather data to identify gaps and centralise fighting pay gaps in industrial action.
- 16.12 UCU continues to encourage branches to use the agreed gender pay toolkit to pursue gender pay issues where relevant and to submit local claims on gender pay. Branches submitting local claims alongside the national pay claim are encouraged to consider gender pay as a local element and are supported into dispute and action where relevant.
- 16.13 UCU continues to conduct its annual freedom of information (FOI) request to colleges, which gathers data on gender pay gaps. A refreshed report from this data was produced for the 2018 congress.
- 16.14 **Motion FE7** called for: more local claims to be submitted; support for branch based campaign strategies; support for the recruitment of casualised staff into membership; for the provision of bespoke negotiating training for branches; and for building the capacity of branches to exercise industrial leverage in support of

anti-casualisation campaigns. UCU's "Stamp Out Casual Contracts" campaign continues to be effective in supporting branches making local claims on casualisation issues. Guidance has been produced to support branches holding capacity building events under the banner of the "Anti-casualisation Roadshow".

- 16.15 **Motion FE8** called for: revised guidance on negotiating paid facility time for hourly paid staff; procedures to support members to negotiate reasonable paid facility time, including for NEC duties; encouragement for branches to assign facility time to casualised reps. Guidance on negotiating facility time for reps including casualised staff who are reps has been revised and re-circulated to branches. Reps and NEC members having difficulty negotiating adequate facility time are supported by their regional office.
- 16.16 **Motion B12** opposed increasing casualisation in further education. See actions for FE7.
- 16.17 **Motion FE9** called for UCU to lobby MPs, the Teachers' Pension Scheme (TPS) and HMPPS to ensure that all members teaching in prisons are able to access TPS. UCU is continuing to work on many fronts to seek TPS access for all members teaching in prisons including the direct lobbying of the relevant ministers, HMPPS and non-college providers in the sector. UCU has joined the Justice Unions' all party parliamentary group in order to leverage more weight on all matters relating to prison education in parliament.
- 16.18 **Motion FE10** called for the expansion of the UK-wide workload campaign to support local campaigns and negotiations for improved agreements and support an increase in the number of trade union health and safety representatives in the sector.
- 16.19 The workload campaign pilot stage has now finished with the rollout of new materials to support the ongoing campaign. Specific target branches will be supported in each UK region for local campaigns together with national briefings. During the pilot period 88 new trade union health and safety representatives were identified. A day of action for disabled members was held focusing on industrial issues including workload.
- 16.20 **Motion FE11** called for a campaign for reasonable workloads for academic staff. See actions for FE10.
- 16.21 **Motion FE12** called for the union to campaign on the issue of abuse towards staff and encourage workplaces to take a zero tolerance policy to abuse and to recognise hate crime; to prepare a briefing on combatting disability hate. UCU's health and safety campaigning supports branches to conduct risk assessments for all hazards in the workplace including abuse and requires that the employers take appropriate steps to ensure that such hazards are prevented. Branches with specific problems are supported by regional offices. Work on combatting disability hate has been undertaken by UCU's equality team.
- 16.22 **Motion FE13 (Disabled Members' Standing Committee amended by LGBT Members' Standing Committee)** called for: the dissemination of the NUS

charter on mental health; work with the AoC on how to create working cultures that support wellbeing; the AoC to recommend disability leave policies; research on the mental health of LGBT staff and better support LGBT learners and staff mental health; and a campaign against cuts to mental health services.

- 16.23 UCU's president has engaged with a number of initiatives to support work around the issue of mental health for members and students during the year along with support from the equality team. The AoC and the joint trade unions already have an existing agreement on disability leave. UCU was represented at a Westminster round table event to tackle issues for LGBT learners and staff in further education, including mental health. All parties at the roundtable event committed to taking this work further and work is being done to determine how best to do this.
- 16.25 **Motion FE14** called for: data gathering and collation for Adult and Community Education (ACE); that the data inform a strategic plan for ACE; that bargaining guidance and recruitment materials for ACE be produced; and that ACE members be consulted on the development of these materials.
- 16.26 Non-responders to the ACE FOI request are being followed up at the time of writing this report. The annual meeting for members working in ACE has been shifted to better coincide with staff availability to support the meeting. Discussions have begun with the Education and Training Foundation about coordinating ACE workforce data collection in future years in order to improve the quality of workforce data. The annual meeting of ACE members will be presented with up to date data for ACE from which a bargaining agenda will be developed.
- 16.27 **Motion FE15** called for access to natural justice for all members working in prisons specifically in relation to prison governors' ability to exclude prison educators from their prison without recourse. This matter has been escalated via HMPPS and a very positive meeting has been held with MoJ officials tasked with revising the exclusion appeals policy. See actions for FE9 regarding the all-party parliamentary group. Direct lobbying of the minister in relation to this is also taking place.
- 16.28 **Motion FE16** called for campaigning against the targeting of Muslim women and girls by Ofsted, and for renewed efforts to oppose Prevent and similar policies, and for campaigning for policies that achieve equality through educational empowerment. UCU has expressed its opposition to Prevent and called on the Department for Education to review the Prevent policy. UCU's campaigns on many fronts advocate equality through educational empowerment and in particular through UCU's "Transforming Lives" research project.
- 16.29 **Motion FE17** called for UCU to work with other unions to campaign to change universal credit, to demand change to fee remission and to press for free ESOL courses for all. UCU has been working both through the TUC and the Public Sector Union Liaison Group to campaign for changes to the universal credit and consistently campaigns for free education and in particular that ESOL courses

must be free.

- 16.30 **Motion FE18** called on UCU to campaign to fix the universal credit. See actions for FE17.
- 16.31 **Motion FE19** called for: campaigning for the inclusion of images of LGBT+ people, stories and concerns; work with other unions, organisations and projects on LGBT+ issues; support FE branches celebrating LGBT History Month; campaigning for action on anti-LGBT+ behaviour; and the provision of support to individual members. The work of UCU's equality team continues to progress all of these issues. UCU once again promoted LGBT History Month and was represented at a Westminster round table discussion as part of the month's events. See actions for FE13.
- 16.32 **Motion FE20** called for inclusive collection of workforce data including all protected characteristics informed by UCU guidance and recognition of varied existences. UCU has long called for mandatory workforce data collection in FE. Colleges use data protection excuses to prevent UCU collecting data on all protected characteristics in our annual FE workforce FOI. At the time of writing the Department for Education has indicated that it will make FE workforce data collection mandatory from 2021 and will shortly be consulting on what that data collection exercise will look like. UCU will provide guidance to branches and members on how to respond to that consultation.
- 16.33 UCU's equality team continue to campaign for recognition of all LGBT+ members' existences, families and communities within the FE workplace.
- 16.34 **Motion FE21** called for: a challenge to the marginalisation of black students in FE; campaigning with the NUS to liberate the curriculum; work with the AoC and others to develop a fully inclusive curriculum; and the production of guidance on how FE courses can be more inclusive. UCU's equality team continue to campaign on all of these issues, at the time of writing further work with partner organisations is required.
- 16.35 **Motion FE22** called for better workforce data disaggregated by ethnicity and for work with stakeholders and agencies to achieve this. See actions for FE20 which relate to mandatory work force data collection and apply to ethnicity.
- 16.36 **Motion FE23** called for: campaigning guidance for branches who are organising in "super colleges"; branches in college groups to remain in their UCU region; and the re-affirmation of opposition to corporatisation of the sector and call for public control.
- 16.37 A national meeting of representatives from large merged college groups will be called before the summer to further develop policy in this area and determine the best support that can be provided to branches in large college groups. UCU continues to oppose the incorporation of FE colleges and seeks a model which returns colleges to local democratic control. In all discussions with the Department for Education UCU has made it clear our belief that the experiment of incorporation has been a failure.

- 16.38 **Motion FE24** called for a review of how UCU responds to new large college groups. See actions for FE23
- 16.39 **Motion FE25** called for support for sites and branches affected by cuts and closures due to mergers. All branches experiencing cuts and closures are supported by their regional office with support from national office as appropriate. UCU works with NUS to oppose cuts wherever possible.
- 16.40 **Motion FE26** called for support to be provided to the BMET branch fighting cuts and the forced re-application for jobs against external candidates. The regional office provided support to the branch to oppose these practices and legal advice is sought where it is possible unfair dismissal would result from such practices.
- 16.41 **Motion FE27** called for UCU to campaign for the introduction of democratic management structures in FE including competent governors, elected union officials and students provided with appropriate information and resources to allow active involvement in strategic decision making.
- 16.42 UCU maintains its opposition to incorporation and calls for FE to be returned to local democratic accountability - see actions for FE23. UCU works with sister trade unions and the AoC each year to organise an annual meeting of staff governors in FE to brief and update them on the latest issues relevant for staff governors in FE.
- 16.43 **Motion FE28** called on UCU to create an online register of cases of financial mismanagement including names of institutions and the senior executives involved. UCU has been very effective at tracking senior executives with poor track records across the sector. The viability of a public online register is being looked into.
- 16.44 **Motion FE29** called for UCU to build its relationship with Labour's front bench and local MPs to increase understanding of the sector and work with NUS, Labour party and other unions to organise a conference around the future of FE.
- 16.45 Significant resources have been invested in raising the profile of FE through the "Love our Colleges" campaign and associated activities which have seen 43 MPs take part in a Westminster Hall debate on FE funding and 165 MPs sign a letter to the Chancellor calling for better funding of FE.
- 16.46 Close relations with the Labour front bench on FE matters have been built. Examples of this are that both the leader of the opposition and the shadow education secretary spoke to the "Love our Colleges" rally in parliament square on 17 October 2018 and UCU's Head of Policy and Campaigns has been included in Labour's Education commission.
- 16.47 Alongside the annual Cradle to Grave conference UCU is organising a Westminster round table discussion to launch its FE charter for Apprenticeships and Real Jobs in April 2019.
- 16.48 **Motion FE30** called for: a £1000 increase in funding per 16-18yr FE student; a campaign against draconian conditions from the transaction unit; and the



restoration of full funding for FE and ESOL. UCU has vigorously campaigned for a per student funding increase, and free funding for ESOL, together with other FE stakeholders. UCU has also attacked the transaction unit for the conditions it places on funding both to department officials, the FE commissioner and publicly.

- 16.49 **Motion** called for: a nationwide campaign against the effects of austerity and cuts in FE; the production of model resources for branches; campaigning for increased funding for FE; and support for branches working together to combat threats. See actions for FE29 and FE30. Model resources have been produced by UCU for branches and members to use in the "Love our College" campaign and regional offices are providing support to branches to work together.
- 16.50 **Motion FE32** called for: liaison with MPs to hold a parliamentary lobby for Adult Education, inviting the WEA and community organisations to take part; and the production of a briefing for MPs on the full value of wider learning and the need to ensure stable and sustainable funding is at the top of the agenda for restoring adult education. At the time of writing a positive decision to provide extra resources to supporting UCU's work in Adult and Community Education had been made and a staff recruitment exercise is in process to support this work.
- 16.51 **Motion FE33** called for a campaign for a properly funded apprenticeship scheme with appropriate policies on the engagement of apprentices, including recognition of the issues affecting those with protected characteristics.
- 16.52 See actions for FE20 and FE29. A launch event for UCU's Apprenticeships and Real Jobs charter is being organised for April 2019. Mandatory workforce data collection will commence from 2021 and the work of UCU's equality team and the Transforming Lives research project also look at the experience of those with protected characteristics working and learning in FE and undertaking apprenticeships.
- 16.53 **Motion FE34** calls on the union to oppose compulsory English and Maths GCSE re-sits and conduct research into alternative strategies. UCU has publicly opposed the compulsory re-sits and has also made this position clear to Department for Education officials.
- 16.54 **Motion FE35** called for: a campaign against outsourcing; the development of resources to support branches challenging leadership on outsourcing; and transparency and accountability where public money is spent.
- 16.55 UCU is in discussions with the other FE England trade unions on inclusion of an anti-outsourcing element to the joint unions 2019/20 claim. Significant success on the reduction of outsourcing has been achieved in the Capital City College Group agreement and a briefing note on this has been produced for branches. UCU called both publicly and privately on the FE commissioner and the FE Transaction Unit for transparency in the use of public funds and continues to argue for FE colleges to be brought back under democratic accountability.
- 16.56 **Motion FE36** called for national action to be escalating and notified in advance. Strike action taken by branches with successful ballots in the 2018/19 pay round

has been notified in advance and has been escalating.

## **Section 4: Report of the Education Committee (EdC)**

### **1 Introduction**

- 1.1 During 2018/19, the Education Committee, which has responsibility for developing the union's policy, has continued to forge a strong relationship with the ROC Committee which is responsible for the union's campaigning and political output. The committee's work continues to be around the theme of education 'from the cradle to the grave'.
- 1.2 2018 Congress welcomed the committee's comprehensive statement of UCU policy in support of the principles of a National Education Service (NES). We have continued to develop our political position on the NES in respect of the four key areas identified by Congress:
- widening access;
  - the transformational nature of FE and HE;
  - defence of academic freedom; and
  - continued opposition to the marketisation of education.
- 1.3 In implementing the decisions of Congress, the committee focuses on three long-standing priorities:
- The need to develop clear policies for education which have the support of members and have broad political appeal;
  - The need to provide forums for members to discuss policy both with each other and with politicians and other external stakeholders;
  - The need to respond to political initiatives quickly and in line with UCU policy

### **2 Developing clear policies**

- 2.1 During 2018/19, the committee has published high impact reports in several key areas:
- further proposals for a fairer admissions system based on post-qualification-assessment and including an international comparison of admissions systems;
  - research into the experiences of the very small number of black, female professors;
  - a major report on staff views of the teaching excellence framework;
  - an in depth study of university attitudes to the Race Equality Charter;
  - a complaint to Unesco about breaches in academic freedom based on Terrence Karran's seminal study originally published by UCU in 2017;
  - a charter for high quality apprenticeships;
  - a major survey of FE staff and learners on the empowerment provided by further and adult education.
- 2.2 The work undertaken by the policy staff team on behalf of the committee is of

the highest quality and staff are thanked for their contribution. From the staff's perspective, while the committee's membership changes each year, the willingness of those who serve to take a long-term perspective endures and this increases the external impact of the work done.

- 2.3 UCU's campaigning on admissions reform is a good example – the committee first prioritised this area four years ago following research which showed a substantial majority of our members in both FE and HE favoured change. Successive committees have commissioned further and deeper analysis to support the campaign for a system which is fairer to students.
- 2.4 When we started, we were a lone voice in the admissions debate which dominated by the HE establishment and the government. Now, we are leading a campaign which has become increasingly mainstream – picking up support across the political divide for reform.
- 2.5 The committee strongly believe that while the development of effective policy is crucial, engagement with UCU members is equally vital. In short: UCU and its members must be part of the debate about the future of education rather than standing on the side-lines.
- 2.6 Therefore it is UCU's policy to work, wherever possible, with academics who are expert in their field and to ensure that our public policy statements are informed and improved by the views of, and interactions with, UCU members themselves.
- 2.7 Examples of this approach abound: whether this is the 70% of admissions staff who told us they support PQA reform; the 6,000 UCU members who responded to the TEF survey we did; the 2,500 members who contributed to the academic freedom report or the hundreds of members and learners who have contributed to the Transforming Lives project.
- 2.8 The committee's flagship event is the 'Cradle to Grave' conference, now in its sixth year. The event is designed to be accessible to all UCU members and this year for the first time it took place outside London.
- 2.9 The theme of the event was 'Reimagining education – towards a national education service' and it took place in Manchester. The committee was delighted that Angela Rayner MP, the shadow secretary of state for education, chose our conference to make a series of important announcements aimed at curtailing the current government's free market policies in post-16 education. A range of very high profile academic and political guests spoke at the workshops. We estimate that two-thirds of attendees were at their first UCU conference and feedback from this unique event was very positive.
- 2.10 In accordance with the wishes of the 2018 Congress, we also ran a workshop at Cradle to Grave which highlighted the teach-out movement which has developed from the USS and FE strikes during the year.

### **3 Future work**

- 3.1 UCU remains committed to reaching as wide an audience as possible with our policy work. Looking forwards the committee includes:
  - use our new research to intensify the campaign to get the government to dump the TEF focusing on the current independent review;

- develop a new strategy to ensure the longevity and impact of the Transforming Lives project;
- commission new work on the impact of managerialism on further and higher education, working with bargaining and campaigns teams to develop practical resources that branches can use;
- develop policy on what structural changes are required to FE and HE in order to effectively implement a national education service modelled on UCU principles;
- continue to make the public case for admissions reform;
- contribute to ongoing work in the union aimed at improving understanding of the positive impact of international staff and students and the cost barriers now in place in the UK which threaten the diverse nature of the sector;
- gather and submit evidence to the inquiry into the effectiveness of the Prevent policy that the government has finally conceded.

#### **4 Action on Congress motions 2018**

- 4.1 **Motion 49** commended progress made by the committee in its work on widening access; the transformational nature of FE and HE; defence of academic freedom and continued opposition to the marketisation of education; and strongly supported the committee's commitment to engaging with members and stakeholders, and its decision to review the format and venue of the Cradle to Grave conference to maximise participation across the UK
- 4.2 This year the union continued to develop its work in all these areas including through our work on developing a UCU perspective on a 'national education service'. The Committee also reviewed Cradle to Grave and held a very successful conference in Manchester which provided the setting for a speech by Angela Rayner setting out policies aimed at removing the free market from education which attracted substantial media attention.
- 4.3 **Motion 50** resolved to continue to resist and counteract managerialism, including by researching and reporting on its presence and consequences in education, especially regarding issues of equality, stress and health and safety.
- 4.4 The committee has examined this issue extensively in both FE and HE. During 2018/19 it was agreed to commission academic experts in managerialism to produce a booklet aimed at members, with a follow up target of creating a set of resources for branches linking the various employer initiatives to increase control of staff.
- 4.5 **Motion B1** noted that Access students already face many barriers to education, such as immigration status and access to funding and agreed that UCU should campaign for Universities to redress the unrealistic entry requirements, eg distinctions across the board, for our students. The union has taken up this call as part of our charter for admissions reform.

## **Section 5: Report of the Recruitment, Organising and Campaigning Committee (ROCC)**

### **1 Introduction**

- 1.1 The Recruitment, Organising and Campaigning Committee (ROCC) has once again worked closely with its sister body, the Education Committee.
- 1.2 In setting the programme of work for 2018/19 the committee has sought to focus, as agreed by Congress, on the union's Get The Vote Out (GTVO) programme.
- 1.3 Indeed in a year which contained two national HE ballots, a sporadically national FE campaign and many local action campaigns, there has been a need to prioritise so that the union is giving as much support as possible to branches and members in dispute. Where this has meant that less progress than would be hoped has been made with some motions passed by Congress and referred to ROCC, this is noted at the end of this report.
- 1.4 The union's recruitment performance has continued to be strong. At time of writing full membership stood at 107,657 – more than 13,000 ahead of the same time two years previously. While growth in higher education has been responsible for most of those gains, there has also been a small upturn in FE membership – a great achievement at a time when the sector is starved of funds and teaching jobs are falling.
- 1.5 The Committee has been at the forefront of a long-standing campaign asking government to undertake an independent inquiry into the Prevent policy. We wrote to the Home Office again arising from the 2018 Congress and it is pleasing that this key UCU policy has now been achieved. The Committee will work with the Education Committee to gather evidence in support of our view that Prevent is not only deeply damaging to on campus relations but is also ineffective in its own terms.
- 1.6 As usual, ROCC has provided support and resources for the successful roll out of campaigning work by the Anti Casualisation Committee and the Black Members Standing Committee including national days of action.
- 1.7 This year the Committee agreed to provide support for a union wide campaign aimed at highlighting issues around pay and equality. The campaign will include provision for road shows, will empower members and branches to come together to participate in campaigning activity and will also aim to offer practical support to branches involved in negotiations.
- 1.8 GTVO work is quite rightly consuming a very large proportion of the resources of the Committee. Our policy has been developed over the past two sessions of ROCC since the passage of the 2016 Act and the union now has one of the most detailed GTVO policies of any trade union. It represents a key response to the Trade Union Act which set what was believed at the time by many to be an impossibly high ballot turnout threshold of 50% before industrial action could be

taken.

- 1.9 The overall record of the union is excellent. Of 71 statutory and ballots examined by the committee, the average member turnout was 48.7%, some 10% higher than our average prior to the 2016 Act. This is a real tribute both to the union's branch officers and to the national and regional staff who have combined brilliantly to increase turnout.
- 1.10 While the union has improved turnout substantially, national ballots have generally continued to perform worse despite an enormous amount of union resources being deployed. It is perhaps easier for members to relate to a local issue or indeed to the existential national problem of losing a large chunk of your pension as occurred with the USS dispute, than to national negotiations which feel very distant and in which the employers effectively refuse to engage properly about some of the issues members think are most important like casualisation, workload and pay inequality.
- 1.11 More than 1,100 UCU members attended a CPD course during the year, with a further 10,000 visiting our Learning for Life website. The union has won funding from the Union Learning Fund to review our CPD output and make it as useful as possible for members in their careers, looking for new jobs etc.
- 1.12 The general secretary initiated a project aimed specifically at branches with less than 100 members in 2017 and the committee has enthusiastically taken this forward. The union's excellent organising staff have focused on seeking to regenerate small branches through basic steps like a regular local newsletter, meetings, and encouragement of members to stand. The results have been excellent with many new reps uncovered and some branches which were effectively moribund newly active.

## **2 Action on Congress motions 2018**

- 2.1 **Motion 56** instructed NEC to prioritise the generalisation of GTVO within UCU. The union has prioritised GTVO. Our average ballot turnout is now 48.7%. During the year the ballot team also created a range of new innovations to support branches engaged in GTVO. The process is kept under constant review and small improvements are made regularly.
- 2.2 **Motion 51** asked UCU to produce materials aimed at providing guidance to new members and branch officers, including an info-graphic. The Committee was anxious not to duplicate work being done within the Democracy Commission. However, an info-graphic was produced which showed from a member's perspective how the union works, and this is now part of the resources used for new members.
- 2.3 **Motion 52** called upon UCU to campaign to remove all forms of racism including actively opposing the 'hostile environment' policy and building on previous materials which provide a positive case for the role migrants play. The Committee has supported a range of work in opposition to the hostile environment including raising with the Home Office the cost of working in the UK for non-EU international staff and curtailments in the right to strike of such staff.

We are currently refreshing the popular UCU booklet 'immigration is good for us' and we are discussing with BMSC what else we can do to further the campaign.

- 2.4 **Motion 53** called upon the union to campaign for the end of all mass deportation flights. The union wrote to the Home Office to raise our opposition to the use of mass deportation flights and continues to raise the issue with government.
- 2.5 **Motion 54** asked that UCU provide a direct contact point for non-UK EU nationals and their partners for immigration queries. Bindmans provides an excellent service for UCU members (EU and beyond) who need specialist legal advice. In the last period, advice has been provided to 158 members. We continue to advertise the service in our weekly bulletins.
- 2.6 **Motion 55** called on UCU to initiate a national demonstration to defend education in the Autumn of 2018. The Committee supported a very effective mobilisation by UCU members in support of greater funding for FE in the Autumn of 2018 and this work was prioritised. We have since made contact with sister organisations and while there is no appetite for a national demonstration, there is agreement to continue to mobilise members as we head towards the Spending Review.
- 2.7 **Motion 57** called on UCU to produce a guide for members in respect of the use of social media. The Committee approved guidance and this has been issued to branches and members.
- 2.8 **Motion 58** affirmed UCU's commitment to academic freedom and freedom of speech but condemns attempts to co-opt these by right wing populists. The union has recently submitted a complaint to Unesco regarding breaches of academic freedom. We are currently discussing with the BMSC appropriate resources for branches aimed at furthering the motion.
- 2.9 **Motion 59** called for UCU to campaign against the Prevent programme and in particular the teaching of 'British values'. The union wrote once again to the Home Office to set out our opposition to Prevent and to the 'British values' agenda. It is pleasing to note that the government has now announced an independent review of Prevent. The Committee recognises that the union must now gather evidence of the damaging nature of the policy and focus on achieving its withdrawal.
- 2.10 **Motion 60** called for UCU to campaign to turn 'free members' into active members including by ensuring such members can access strike funds and that relevant UCU meetings are properly advertised to them. The Committee has supported and resourced a range of campaign activity initiated by the Anti Casualisation Committee (ACC). The strike fund is open to casualised staff and allowances are made in terms of the proof required of taking action in recognition of the difficulties that such staff have in demonstrating that they have suffered a loss.
- 2.11 **Motion 61** called for UCU to ensure that industrial action is inclusive regarding casualised staff, including the reinstatement of paper application forms to aid recruitment on the picket line. Casualised staff have been a key feature of successful strike action by UCU and the Committee strongly support the principle

that all action should be inclusive. Regarding the reinstatement of paper application forms, the union's legal advice following the 2016 Trade Union Act was that exclusively online recruitment is the best way to protect both members and the union. For example, in the event of a complaint about a ballot, the union can prove the date and time that a member who joined by phone on the picket line did so. With a paper form it is much more difficult for obvious reasons.

- 2.12 **Motion 62** called on the union to prioritise challenging the casualisation of the post-16 sector which pits the most vulnerable staff groups against each other. The Committee recognises the challenge presented by casualisation and its importance to the union. We endeavour to work very closely with the ACC rather than duplicate or second guess their priorities. The Committee also hopes that the issue of casualisation will feature in the national and regional campaign agreed under motion 63.
- 2.13 **Motion 63** called for a national and regional campaign on pay and conditions aimed at bringing members and branches together to discuss pay and conditions discrepancies and unfairness and including the active support of branches pursuing local negotiations. The committee agreed to prioritise this motion. The campaign will include provision for road shows, will empower members and branches to come together to participate in campaigning activity and will also aim to offer practical support to branches involved in negotiations.
- 2.14 **Motion 64** instructed the NEC to publish and promote a Cradle to Grave education strategy, work with others to protect our universities and colleges as public institutions and call for an end to outsourcing. The committee notes the publication of UCU's proposals for a national education service by the Education Committee and its range of publications making the case for provision from cradle to grave. The union's Bargaining secretariats have agreed to take forward the call for an end to outsourcing in their discussions of future claims with our sister unions.
- 2.15 **Motion 65** called upon UCU to campaign against local government cuts and support councillors who refuse to reduce jobs or services. The committee has limited resources but has endeavoured to raise this issue publicly when it can.
- 2.16 **Motion 66** called upon UCU to continue to campaign in support of our 2017 climate change policy demands. UCU is active in a number of work areas around sustainability and climate change including ongoing work with the TUC around just transition, green skills and industrial strategy. Specifically our active participation in the TUC TUSDAC committee ensures that UCU policy and priorities on climate change and sustainability issues is discussed within the TUC and with other affiliates. UCU's position is broadly that all trade unions should have a voice in the climate change debate and this is a precondition to a consensus position on Just Transition. UCU has affiliated to the Campaign Against Climate Change Trade Union Group and we have also endorsed the just transition statement developed by the Greener Jobs Alliance and circulated by the CACC TU Group.



- 2.17 **Motion 67** called upon UCU to campaign for a properly funded and staffed social security system. The committee has limited resources but has endeavoured to raise this issue publicly when it can.
- 2.18 **Motion 68** called upon UCU to campaign in support of the NHS and in particular the celebrations during 2018 of its seventieth year. The union publicised these events and supported an affiliation to Health Campaigns Together.
- 2.19 **Motion 69** called upon UCU to support a high-quality national care service. The committee has limited resources but has endeavoured to raise this issue publicly when it can.
- 2.20 **Motion 70** called upon UCU to encourage the TUC to set up a campaign to defend defined benefit schemes. The union has raised this issue with the TUC and also with other affiliate unions involved in the major defined benefit schemes.
- 2.21 **Motion B14** asked Congress to agree to support the continuation of inflation linked protection of pension payments. This motion has been raised with the appropriate negotiating groups within the union.
- 2.22 **Motion L6** asked Congress to support the victims, family and community affected by the Grenfell disaster. The union has publicised Grenfell events and gave a donation to the appeal.

## **Section 6: Report of the Equality Committee**

### **1 Introduction**

- 1.1 The Equality Committee has ensured that equality remains central to the work of the union by working with other UCU national committees to embed equality within all areas of the union's work. UCU also continues to work in partnership through the TUC with other education unions and sector bodies as well as the campaigning bodies to which we are affiliated.

### **2 Equality and employment rights**

- 2.1 This year the committee has supported UCU's gender pay campaign and responded to the Government consultations on the Equality Act and the Gender Recognition Act. The committees have also inputted into the equality aspects of the Research Excellence Framework.

### **3 Campaigning for equality**

- 3.1 Further equality bargaining tools have been developed including mental health support and a guide to intersectionality.
- 3.2 UCU has delivered equality training including the equality reps training, supporting members with mental health conditions, sexual orientation and gender identity awareness and challenging sexual harassment.
- 3.3 UCU actively supported the UN anti-racism day on 16 March 2019. It also supported the stand up to racism trade union conference in February 2019.
- 3.4 UCU has continued to campaign against anti-semitism. UCU commemorated Holocaust Memorial Day by encouraging branches to hold local events and use

UCU's extensive resources.

- 3.6 UCU held a successful joint equality conference which focused on challenging the rise of the populist right. It also had sessions on mental health and discrimination at work.
- 3.7 The equality reps conference held in March was well attended and focused on running collective and individual discrimination claims.
- 3.8 UCU responded to the TUC equality audit which is undertaken every two years to assess progress on equality in terms of participation, structures, campaigns and policies across the trade union movement.

#### **4 Equality for Black members**

- 4.1 UCU has worked positively with students and continues to forge and sustain close links, as a priority, with the NUS Black Students' Officer, Ilyas Nagdee. Particular close working relationships are being developed to combat the rise of the far right on campus.
- 4.2 UCU had one nomination to the TUC Race Relations Committee, Gargi Bhattacharyya. The motion to the annual TUC Black Workers' Conference was on the theme of non-disclosure agreements.
- 4.3 The theme of the annual UCU Black Workers' Conference was 'Challenging the Hostile Environment'. The three workshop sessions covered; 'Intersectionality'; 'From Trump to Tommy Robinson and the DFLA: How can we stop the racist and fascist right' and 'Precarious work to secure contracts'. The final session was a facilitated conference discussion entitled 'Who Are We? Black, BAME, BME, BEM..?' which was hosted by Wilf Sullivan of the TUC. Conference was addressed by UCU Vice President, Nita Sanghera; Moyra Samuels – Justice4Grenfell; Luke de Noronha, Birkbeck College, University of London and Dr Faiza Sheen, Director of CLASS.
- 4.4 The UCU Day of Action Against Workplace Racism was held on Wednesday 27 February 2019 and the theme was 'Black Staff Matter'. Branches were encouraged to host events exploring and disseminating the theme with a view to establishing 'safe spaces' for UCU's black members to explore issues relevant to their work environment. Materials were made available including a new suite of posters and a series of short films under the heading, 'witness 2'.

#### **5 Equality for Disabled Members**

- 5.1 Disability History Month took place from 22 November to 22 December. The theme was art and disability. UCU focused on a day of action on disability in education which included a parliamentary meeting with parliamentary demands and local action taken by branches. UCU produced resources for branches to undertake activity.

Our parliamentary asks that we are focusing on for staff in education:

- a. time limits for the implementation of reasonable adjustments
- b. a review of building regulations to ensure they meet the accessibility needs of disabled people
- c. a statutory right to disability leave

d. the right for disabled people to access mainstream education and a reversal of cuts to SEND provision.

Our partners were UNISON, NEU, NASUWT, TUC, NDHM, DPAC, DHM and ALLFIE. All platform speakers were disabled people.

- 5.2 UCU produced more resources to support reps supporting members with mental health conditions and issues. UCU produced a briefing on medical cannabis and the workplace.
- 5.3 A reasonable adjustment passport was produced to support members achieving and keeping adjustments. Work begun on the neurodiversity toolkit.
- 5.4 The Carers guide was updated to cover UCU's support for paid Carers (and their unions) whose work goes unrecognised in terms of pay and status.
- 5.5 UCU has been supporting and raising awareness of the 'Dying to Work' campaign.
- 5.6 The TUC Disabled Workers Conference took place in May 2018 in Bournemouth. Malcolm Day was UCU's elected nominee for the TUC Disabled Workers Committee. A UCU motion asked for another Disabled People's Summit to continue the joint work across unions and disabled people's organisations. UCU also held a fringe meeting on the day of action.
- 5.7 The UCU Disabled Members Conference focused on neurodiversity, mental health and visibility of disabled people in public life.
- 5.8 The DMSC has been involved in related activities including campaigns against changes to Universal Credit demanding it be scrapped.

## **6 Equality for LGBT+ members**

- 6.1 UCU sent a delegation to the TUC LGBT conference in July 2018. The UCU nominee to the TUC LGBT committee, Martin Chivers, was elected. A motion from UCU on the legacy of Section 28 was passed
- 6.2 The UCU main speakers at the LGBT+ members' conference were Laura Miles, Surya Monro, and Dr Sen Raj. The theme of the conference was about bringing meaning to the inclusion of '+' in LGBT+ which was adopted for the first time at this conference. The speakers covered issues faced by bisexual, intersex and trans people and asylum seekers/refugees.
- 6.3 UCU produced updated guidance on HIV in the workplace, and provided guidance to several branches on development of LGBT+ related policies.
- 6.4 UCU has continued to be involved in discussions about inclusion of Sexual Identity and Gender Identity in the Census 2021. This action has been led by the Office for National Statistics. A white paper has been produced for discussion in Parliament.
- 6.5 UCU has adopted the name change LGBT+ in order to be more inclusive. The first UCU LGBT+ members conference was held on the 1 December.
- 6.6 UCU has worked with sector partners and the TUC to promote and mark both LGBT History Month (February) and IDAHOT (May). UCU also encouraged branches to commemorate Transgender Day of Remembrance (November).

- 6.7 UCU LGBT+ MSC joined in the TUC led campaign to show solidarity with LGBT+ people who are being persecuted in Chechnya.
- 6.8 The 6th LGBT+ research conference was hosted by the UCU University of Manchester branch on 17<sup>th</sup> May 2019. Main speakers were Quinn Roache, TUC and Flora Renz, University of Kent.
- 6.9 UCU held Pride stalls at Birmingham Black Pride / Pride in the Park and Manchester. UCU was part of the march at London Pride.

## **7 Equality for Women Members**

- 7.1 The WMSC has continued to work and campaign with a number of external organisations on improving employment rights of parents at work, as part of the Working Families Coalition, chaired by the charity Working Families. UCU has also worked with Maternity Action on precarious contracts and maternity.
- 7.2 UCU has produced guidance for reps and branches on supporting menopausal women at work. This was launched at the annual equality conference On 29 November 2018.
- 7.3 Two representatives of the WMSC attended the annual Fawcett Society Conference held on 17 November 2018. UCU affiliates to the Fawcett Society which is the UK's leading charity campaigning for gender equality and women's rights.
- 7.4 The UCU guidance on gender based violence has been updated to incorporate information about new legislation and initiatives in Scotland.
- 7.5 UCU sent a delegation to TUC Women's Conference in London in March, the theme of which was 'Sisters in Solidarity'. We submitted motions on 'Brazil and women fighting the far right' and 'An inclusive national education service: deeds and words'. UCU nominated Vicky Knight for TUC women's committee.
- 7.6 The 'Challenging sexual harassment in the workplace' training course continues to run as part of UCU's ongoing work on this issue. The latest course took place on 13 March in London. UCU has continued to work with the 1752 Group and others on tackling sexual harassment in universities and colleges. Planning is underway for a week in June of campaigning specifically focussed on sexual harassment.
- 7.7 The annual women members' conference 2018 was on the theme of 'Women fighting back against oppression, violence and discrimination'. The speakers were Lynmarie O'Hara, Unison (Glasgow women's equal pay strike); Jo Seery, Thompsons Solicitors (sexual harassment non-disclosure agreements); Nita Sanghera, UCU Vice President (women fighting racism); and Flavia Regina Bueno, Cambridge University (implications for women in Brazil following the election of right wing president Bolsonaro). Workshops were held on: Tackling sexual violence; maternity pay and women on casual contracts; menopause – supporting women at work.

## **8 Action on Congress motions 2018**

- 8.1 Motion 19** Progressing equality in our workplaces: this motion asked for sexual harassment, parents at work, disability toolkit and gender identity and sexual orientation guidance and the day of action against racism to continue to be a

priority. There has been further developments in all these areas as detailed in the equality report.

- 8.2 Motion 20** Intersectionality: this motion asked for training and education on intersectionality and for UCU to approach campaigns and practice through this lens. The Equality Committee has been developing this approach to its policy and campaigning work with the intention to provide guidance to all levels of UCU.
- 8.3 Motion 21** Disciplinary procedures and mental health: This motion asked for UCU to campaign for mental health first aiders and risk assessments in workplaces as well as further support for reps and members including setting up networks. UCU is developing its policy and guidance on mental health first aiders and working with the health and safety team on risk assessments. A pilot network is being established before rolling out to all regions. UCU has continued to develop resources for both members and reps.
- 8.4 Motion 22** Resisting the rise of the far right: this motion asked UCU to continue to work with Stand up to Racism, Show Racism the red Card and Unite against Fascism. UCU continues to support and work with these organisations and is part of the TUC coordinating group campaigning against the rise of the right.
- 8.5 Motion 23** Wearing of the hijab: This motion asked UCU to continue to oppose discriminatory targeting of Muslims based on dress and the policies of Ofsted inspectors in questioning Muslim students. UCU has a published religious attire policy and works closely with the NUS on these issues.
- 8.6 Motion 24** Maternity Pay for casualised staff in post 16 education: This motion asks UCU to work with Maternity Action and Working Families on a maternity framework for those on casual contracts as well as promoting improved policies for all parents. UCU has produced a comprehensive guide for Working Parents and is now working with Maternity Action on the work around casual contracts.
- 8.7 Motion 25** Sexual harassment: This motion asks for UCU to have a #metoo campaign as well as encouraging branches to hold meetings and ask their employers to organise workshops. UCU has a reps course on sexual harassment and is working closely with UUK and 1752 group to develop policies and procedures on dealing with sexual harassment. The Equality Support Partnership has established a sexual harassment helpline to support members and reps. The Women's Committee is developing a week of action for June 2019.
- 8.8 Motion 26** Combatting domestic abuse: This motion asked UCU to ensure it included the legislation and best practice in all jurisdictions in the UK. UCU has updated its guidance to include the excellent work in Scotland as well as developments in the UK Parliament.
- 8.9 Motion 27** The fight for equality of access to work: This motion asked UCU to develop a branch and legislative campaign to improve timely access to reasonable adjustments. The focus being the Day of Action on Disability in Education which took place in November with the other education unions and disabled people's organisations. UCU continues to campaign for legislative change and support branches and members in negotiating reasonable adjustments through its guidance and training programme.
- 8.10 Motion 28** medical cannabis: This motion asked UCU to campaign for

legalisation of possession, supply and cultivation of medical cannabis and for it to be available on the NHS. UCU is campaigning with other organisations for improved access to medical cannabis on the NHS and has produced a briefing which includes the issue of using medical cannabis and any implications at work.

- 8.11 Motion 29** LGBT+ perspectives and presence in education: This motion focuses on activity around LGBT+ studies and inclusion in the curriculum. This included the biennial research conference, database of people working in LGBT+ studies, developing educational resources and working with the NUS. These are under development and the research conference took place in May in Manchester.
- 8.12 Motion 30** Global awareness of history and current struggle: This motion asked UCU to maintain awareness for the global struggle for LGBT+ equality across the world including working with Amnesty International. Amnesty attended the UCU LGBT+ conference and maintains links with the LGBT+ Committee. UCU LGBT+ Committee members are committed to raising LGBT+ international issues at a regional level with the aim of developing networks.
- 8.13 Motion 31** Transgender rights: This motion asked UCU to respond to the Gender Recognition Act consultation as well as commemorating Transgender Day of Remembrance. UCU did respond to the consultation as well as contributing to the TUC response. UCU annually commemorates Transgender Day of Remembrance.