

## **On-line Congress, 13 and 16 February 2021**

### **Report on voting**

#### **About the vote**

#### **The system used**

The vote was conducted using Alchemer. The system generated a uniquely identified link for each delegate. It was not possible for any delegate to cast more than one set of votes. Checks took place after the close of voting to confirm this.

The emails containing voting links were issued on the morning of Wednesday 17 February with a closing date/time of noon on Monday 22 February.

#### **Number of votes received**

263 delegates were sent a unique voting link. 230 delegates voted. Not all delegates voted on every motion. Note that the 'registered abstention' figures in this report indicate only delegates who actively selected the option to abstain.

## Summary of voting

	Title	Vote
1	Civility and kindness: democracy, equality, diversity, and inclusion	CARRIED
2	No return to face-to-face teaching	CARRIED
L1	We urgently need a zero Covid strategy	CARRIED
3	Impact of COVID-19 on Disabled workers' reasonable adjustments	CARRIED
L2	Using the law to maintain our safety	CARRIED
L3	Women, COVID, care and workload	CARRIED
5	Covid-19 and immigration detention	CARRIED
6	Progress LGBT+ liberation now	CARRIED
L4	Building the fightback in the pandemic	CARRIED
L5	Defend Jobs!: Commission research on the summer 2020 job losses	CARRIED
L6	Costs of homeworking	CARRIED
7	UCU and Black Lives Matter	CARRIED
L7	Antiracism Day of Action events 20 March	CARRIED
8	Tackling race, racism and structural racism in Higher and Further Education	CARRIED
9	Opposing the new DFE curriculum guidance	REMITTED
10	Remembering and celebrating Nita Sanghera	CARRIED
11	Remembering Nita Sanghera	CARRIED
12	Underrepresentation at Congress/NEC	CARRIED
13A.1	Amendment	CARRIED
13	Disability and casualisation	CARRIED as amended
14	Making UCU events more accessible: the provision of quiet spaces	CARRIED
15	No outsiders, no borders	CARRIED
16	Trans solidarity (remittance LOST)	CARRIED
17	Gender pay gap	CARRIED

18	Facility time and equality of representation for women members	CARRIED
19	Addressing the migrant pay gap	CARRIED
20	International campaigns and solidarity work	CARRIED
21	Establishing a gender-based violence commission	CARRIED
22A.1	Amendment	CARRIED
22	#Metoo Truth and Reconciliation	CARRIED as amended
23	Disclosures of trauma, abuse, and harassment	CARRIED
24	The life of the democracy commission	LOST
25	Case work	CARRIED
26	Ending work-related stress in post-16 education	CARRIED
27	Even more efficient membership data for ballots	CARRIED
28	'People before profit' programme	CARRIED
29	GTVO and union participation	CARRIED
30	For a successful industrial action strategy	CARRIED
31	Industrial action that can win	CARRIED
32	Commission for sustainability, professional development and job security	CARRIED
33	Sick pay and reasonable adjustments	CARRIED
34	Indexation of pensions and benefits	CARRIED
35	Level of the state pension	CARRIED
36A.1	Amendment	CARRIED
36	Rights to a private and family life	CARRIED as amended
37	Education policy	CARRIED
38	Automation and new technology	CARRIED
39A.1	Amendment	CARRIED
39	Implementing a climate emergency industrial revolution	CARRIED as amended
40	Action on climate change and CoP26	CARRIED
L8	Lobby to re-join Erasmus scheme	CARRIED
D20	Toward a stronger Equality Act	CARRIED

D21	Fighting racism and the Tories' hostile environment - in memory of Nita Sanghera	CARRIED
D22	Prevent	CARRIED
D23	Raise awareness of hidden disabilities in educational establishments	CARRIED

The number of votes cast for each motion and amendment, followed by the text of the motion (as amended, if the motion was carried as amended), is set out overleaf.

**1 Composite: Civility and kindness: democracy, equality, diversity, and inclusion National executive committee, The Manchester College**

**CARRIED**

Votes in favour: 119

Votes against: 92

Registered abstentions: 17

Congress notes:

1. Some UCU meetings have been increasingly characterised by tension, raised voices, and an atmosphere that can be aggressive and intimidating
2. the quality of an argument is not enhanced by uncivil behaviour
3. were incivility to become normalised, it would have significant consequences for equality of participation and of representation, marginalising, or even excluding, those who are disinclined to tolerate or adopt this behaviour
4. UCU members or staff who have experienced domestic or workplace aggression may be affected by such conduct
5. UCU members and staff who attend meetings are all entitled to dignity and respect.

Congress further notes Standing Order 6.1 and instructs the NEC to ensure that Chairs of meetings receive training in dealing with unacceptable language/behaviour.

Congress calls upon Chairs and members to actively challenge bullying behaviour and/ or language that is aggressive, intimidating, that misrepresents facts, or which targets individuals.

***Covid-19 crisis***

**2 No return to face-to-face teaching CCCG City and Islington (Lifelong Learning)**

**CARRIED**

Votes in favour: 190

Votes against: 17

Registered abstentions: 18

Notes:

1. UCU's five tests.
2. Official figures state that over 42,000 people have died from the Coronavirus.
3. Excess deaths are at least 60,000.

4. Government calls for a return to workplaces.
5. Independent SAGE and WHO, believe social distancing, test, track and isolate and the use of PPE, in controlling pandemics, are central.

Believes:

- a. that UCU's five tests have not been met.
- b. that the government's latest attempts to stem the virus is too little and too late.

Resolves:

- i. To campaign for online teaching as the default position within colleges and universities.
- ii. To encourage members to move towards the escalation strategy as outlined by UCU if the branch feels that their college is not safe.
- iii. Support students and UCU branches taking action to protect themselves and their communities.

**L1 We urgently need a zero Covid strategy Disabled members standing committee**

**CARRIED unopposed**

Votes in favour: 195

Votes against: 16

Registered abstentions: 15

Congress notes:

1. Disproportionate deaths of Disabled and Black people in covid and interrelationship with low status work and living in poverty and overcrowded situations
2. The Launch of the Zero Covid Coalition on 24/1/21
3. Excess deaths in the UK population as a result of government policy

Congress believes that it is urgent to move towards a zero Covid strategy, which adjusts to circumstances but contains the following key elements:

- a. Test, track, trace, isolate and support run by public health services.
- b. Proper funding for isolation (use of hotels etc) & full financial support for those who need to isolate or are sick.
- c. Protection of jobs/pay of all workers including casualised
- d. Testing and supported isolation at all ports of entry
- e. A proper lockdown until R is close to zero with resources directed towards ensuring on line learning and support for wellbeing and mental health
- f. Full H&S measures in vital workplaces

### **3 Impact of COVID-19 on Disabled workers' reasonable adjustments Disabled members standing committee**

#### **CARRIED**

Votes in favour: 216

Votes against: 2

Registered abstentions: 5

#### Notes

1. That work stability and retention of disabled people are being threatened by Covid-19
2. That failure to implement recommended OH reasonable adjustments and subjecting disabled workers to unnecessary medical reassessments constitutes disability discrimination
3. That institutional policy that disregards the principles of EDI threatens job security and retention
4. That COVID-19 is creating an atmosphere for institutions to evoke capability procedures by ignoring requests for reasonable adjustments, undermining the dignity of Disabled people

Believes deeper engagement is needed with Disabled members at every level of UCU.

#### Resolves

- a. To support branches through training in the implementation of appropriate reasonable adjustments for Disabled workers considering COVID-19
- b. call on NEC to audit the levels of disability discrimination and its intersection with other oppressions and job insecurity
- c. To reinforce the importance of the UCU Reasonable Adjustment Passport and guidance.

### **L2 Using the law to maintain our safety University of Liverpool**

#### **CARRIED**

Votes in favour: 132

Votes against: 64

Registered abstentions: 30

#### Congress notes:

1. the attempts from employers across all our sectors to force members into unsafe workspaces
2. the recent NEU success in defending members from entering unsafe workspaces

Congress believes:

- a. that balloting for the right to work remotely does not provide protection for members who face immediate threats of on-site working – this pressure is all too often placed on the most precarious
- b. that full support can be provided to our members within the law

Congress resolves to:

- i. establish UCU policy that issues clear instruction to members not to enter unsafe workspaces under Sections 44 and 100 of the Employment Rights Act and ensures reckless employers are held responsible in law
- ii. provide advice to branches that outlines how this individual right will be supported collectively
- iii. provide full legal support for any member or branch that faces legal challenges when invoking existing legislation
- iv. explore ways of encouraging taking legal action against reckless employers.

**L3 Women, COVID, care and workload Women members standing committee**

**CARRIED**

Votes in favour: 217

Votes against: 5

Registered abstentions: 4

Congress notes:

1. Full lockdown, including closure of schools, nurseries and adult care provision has created additional labour, heavily impacting women members
2. This labour continues during partial lockdowns when dependents and vulnerable adults are at home in isolation.

Congress believes:

- a. The failure to plan for and fund large-scale social care needs during the pandemic is a threat to women's rights
- b. The detriment is especially strong for casualised workers
- c. Treating women and other carers as an unpaid labour reserve is discriminatory and harmful
- d. Carers are entitled to a reasonable adjustment in workload
- e. When schools / care provision closes carers must have the right to a reduced workload without detriment

Congress calls on UCU to:



- i. Urgently develop national policy and campaign to negotiate reduced workload for Covid carers
- ii. Campaign for carers to be included in equality legislation
- iii. Facilitate branches in demanding reasonable workload adjustments for carers with national support.

**5 Covid-19 and immigration detention Migrant members standing committee**

**CARRIED**

Votes in favour: 195

Votes against: 11

Registered abstentions: 17

Congress notes:

1. Universities are creating new compliance regimes for students in light of Covid-19 health and safety measures
2. Some are engaging private security companies, such as Mitie who run immigration detention centres for the HO, to enforce these rules
3. Racialised students on Tier 4 visas are vulnerable to being detained and deported if found in violation of constantly shifting rules

Congress believes it is UCU policy to oppose the UK's racist and xenophobic hostile environment policy in all of its manifestations, and this includes the inhumane practices of immigration detention and forced removal.

Congress resolves:

- a. To lobby government to shut down all immigration detention centres and to end the practice of indefinite detention, including hotel detention
- b. To demand that universities and colleges sever any partnerships with security or facilities management corporations that run prisons, detention centres or that engage in military subcontracting

**6 Progress LGBT+ liberation now LGBT+ members standing committee**

**CARRIED**

Votes in favour: 158

Votes against: 30

Registered abstentions: 37

Wider society presumes people identify their gender with the sex assigned at their birth and are straight.

LGBT+ people remain largely unreflected and sometimes vilified in mainstream media.

Arguments around academic freedom are used to silence, dispute and condemn

LGBT+ identities.

Covid19 related restrictions have shrunk our social world negatively impacting on LGBT+ lives e.g. being confined in unsupportive homes, outness, isolation from support networks, lengthened medical waiting lists. Shelving gender recognition reform has had further negative impact.

Legal recognition that Equality Act 2010 covers non-binary people from the moment of self-declaration is welcome.

Congress resolves to

1. Explore, establish and support innovations in UCU LGBT+ work progressing gender identity including GRA reform
2. Dismantle the exclusivity of cis and hetero normativities in all UCU work
3. Develop branch action plans challenging the use of academic freedom arguments against LGBT+ people
4. Promote and campaign for LGBT+ liberation, visibility, mental health, well-being and education

**L4 Building the fightback in the pandemic UEL**

**CARRIED**

Votes in favour: 169

Votes against: 40

Registered abstentions: 16

Congress resolves that UCU will

1. Adopt mass campaigning tactics, including the very large online participatory meetings pioneered by the NEU, to build national campaigns and disputes, including solidarity with local disputes.
2. Call for solidarity between staff and students in every college and university. Student rent strikes and tuition fee protests, and UCU struggles over casualisation, jobs, pensions, workload and safety are all part of the defence of education. Congress encourages the organisation of student-staff assemblies in as many institutions as possible.
3. Recognising that in their drive to return to 'business as usual', our employers will risk the health of students, staff and the wider community, UCU will redouble our campaign on 'No going back until it's safe' and strengthening our Five Tests.
4. Encourage participation of members and branches in the UCU Solidarity Movement, building solidarity with and between branches and student groups.

**L5 Defend Jobs!: Commission research on the summer 2020 job losses Anti casualisation committee**

## **CARRIED**

Votes in favour: 206

Votes against: 6

Registered abstentions: 14

Congress notes:

1. That last summer employers scrapped huge numbers of jobs in response to the uncertainty caused by the pandemic.
2. That as many as tens of thousands of casualised education workers may have lost their jobs as a result.
3. That UCU was not prepared for this eventuality.
4. That the extent of the COVID-19 crisis in the UK means that we could see the same thing happen again this summer and that we need to organise to protect members jobs.

Congress resolves to commission research detailing the number and circumstances of job losses in HE and FE in the summer of 2020, including part time jobs, in order to establish the impact on education workers and institutions and guide our strategy to collectively organise to protect jobs this summer and in the future.

## **L6 Costs of homeworking Bournemouth University**

### **CARRIED**

Votes in favour: 192

Votes against: 12

Registered abstentions: 20

Congress notes that:

Since the start of the pandemic (March 2020), many college and university staff have been working at home, delivering online teaching, research, administration and various services for students.

Inevitably a shift to home working led to some cost transfers. As university and college buildings became empty, costs of heating, lighting and running equipment decreased. Staff working at home are using more gas and electricity for heating their homes and for running equipment and much greater use of broadband allowances and home internet connections. In many cases, staff are using their own computers, mobile phones etc.

Congress resolves to request the employer to provide:

1. Remuneration for additional costs of lighting, heating, electricity and broadband usage etc.
2. Additional consumables such as paper, printer ink etc.

3. Office equipment including computers, mobile phones etc.
4. Office furniture
5. Remote disability workplace assessments for comrades with disability related protected characteristics

## ***Black Lives Matter***

### **7 UCU and Black Lives Matter Black members standing committee**

#### **CARRIED**

Votes in favour: 201

Votes against: 4

Registered abstentions: 22

Congress notes the global uprising of the Black Lives Matter movement highlighted by the tragic murder of George Floyd in America. Conference notes that the movement shines a light for all of us on systemic racism.

Congress further notes that this systemic racism is again in evidence when we assess the disproportionate Covid death tolls in the black community.

Conference believes that members in further, higher, adult and prison education must fully support the BLM movement and that UCU branches must play an active role in delivering an anti-racist workplace.

Congress resolves to:

1. Request that branches support and work with their local BLM group
2. Provide branches with a template for recruiting a dedicated Race Equality Officer
3. Request all branches produce a report on anti-racist activity within their branch
4. Provide a forum for branches to share and disseminate information relating to ongoing anti-racist activity

### **L7 Antiracism Day of Action events 20 March Croydon College**

#### **CARRIED**

Votes in favour: 190

Votes against: 20

Registered abstentions: 15

The events on Capitol Hill show the threat of the far right growing from the Covid-19 Crisis. Trump may have gone, but the racists and fascists he inspired internationally are still trying to grow.

The #BlackLivesMatter movement that exploded after the death of George Floyd shows the possibility for building a mass anti-racist movement internationally. This Congress therefore resolves to call on all UCU Branches to build the online and socially distanced events across Britain being organised by the TUC and Stand Up to Racism as part of the international day of action to mark UN antiracism day on Saturday 20 March.

## **8 Tackling race, racism and structural racism in Higher and Further Education Liverpool John Moores University**

### **CARRIED**

Votes in favour: 196

Votes against: 17

Registered abstentions: 14

Congress notes:

1. The tragic killing of George Floyd by the police is part of a long history of racism.
2. The Black Lives Matter movement is challenging systemic racism across the world.
3. The UK is not innocent and our universities are part of this systemic racism.
4. Campaigning for the retention and progression of permanent Black and Asian academic staff in higher and further education must be a priority for UCU.

Congress supports:

- a. the call for decolonising the curriculums and our institutions.
- b. The removal of the awarding gap, between Black and Asian students and white students should be part of this process.

Congress resolves:

- i. to consider and implement a plan of action, including if necessary the use of industrial action if the above calls are not heeded.
- ii. that our Black members and committees should be at the centre of this campaign.

## **9 Opposing the new DFE curriculum guidance CCCG City and Islington (Camden Road)**

### **REMITTED**

Votes in favour of remittance: 116

Votes against remittance: 91

Registered abstentions: 19

Notes:

The new DFE guidance on curriculum states:

1. Schools should not allow the teaching of anything that is deemed to be anti – capitalist.
2. Schools must not allow discussions about organisations that publicly state the desire to abolish or overthrow democracy or capitalism.

Believes:

- a. This authoritarian extension of the Prevent agenda further infringes on free speech and a broad and critical education.
- b. The guidance is an attempt to prevent schools discussing issues arising from the BLM and Environmental movement.
- c. If allowed to go ahead this guidance will make it illegal to refer to large tracts of British history and politics including the history of British socialism, the Labour Party and trade unionism, all of which have at different times advocated the abolition of capitalism.

Resolves UCU to launch a campaign with other education unions to oppose the DFE guidelines.

### **Business of the equality committee**

#### **10 Remembering and celebrating Nita Sanghera committee**

**National executive**

#### **CARRIED**

Votes in favour: 196

Votes against: 12

Registered abstentions: 18

Congress notes with sadness the tragic death of Nita Sanghera who would have been the first black woman president of UCU Further we note the extensive and exceptional work undertaken by Nita in promoting anti-racism and a wide variety of other equality issues for our union.

Congress therefore agrees:

1. to rename the annual equality committee fringe the 'Nita Sanghera Equality Fringe'
2. to initiate an annual Nita Sanghera equality award to be issued to a UCU member who has shown outstanding commitment and excellence to equality in our union.

#### **11 Remembering Nita Sanghera**

**Black members standing committee**

#### **CARRIED**

Votes in favour: 194

Votes against: 12

Registered abstentions: 19

Congress notes the hugely positive role Nita Sanghera played in supporting black colleagues across the country. Congress also notes the extensive work done by Nita Sanghera to resist the growing far right threat and her targeting by far right groups as a consequence.

Congress believes that there is a real threat to the employment and career of those who speak out against racism across our sectors accompanied by a growing media threat to academic freedom for those who speak out critically on race through public channels.

Congress resolves to:

1. reinvigorate our work on regional equality networks championed by Nita
2. establish a bursary/award scheme for ethnic minority student(s) in further and higher education in Nita's name
3. reflect our policy for elected regional equality strand officers in regional standing orders
4. recognise the elected BMSC as a vital democratic voice to be listened to in addressing this silencing of critical voices.

## **12 Underrepresentation at Congress/NEC Black members standing committee**

### **CARRIED**

Votes in favour: 212

Votes against: 7

Registered abstentions: 8

Congress notes the underrepresentation of black staff from both the further and higher education sectors at all levels of the union's democratic structures. Congress also notes the positive work being undertaken to increase engagement and develop black activists and the increase in numbers attending the annual Black Members' Conference.

Congress believes it is vital to ensure participation of black members at all levels of the union and is keen to address the issue in a systematic way.

Congress resolves to:

1. develop proposals to increase the numbers of black members at national meetings
2. present the proposals to Congress 2021 for implementation
3. consider the following as part of the proposals: mentoring support programmes, training courses on development and leadership programmes for black members.

## **13 Disability and casualisation Disabled members standing committee**

### **13A.1 Disabled members standing committee**

#### **CARRIED**

Votes in favour: 203

Votes against: 8

Registered abstentions: 15

Add, at end of point 'Notes, 1': 'with only 2.7% of professors declaring a disability'

Add, at end of point 'Notes, 2', 'facing significant obstacles in gaining employment and developing careers in both sectors'

In point 'Notes, 3', delete 'zero hours'. After 'contracts', delete 'makes it even harder for disabled workers to secure'; replace with 'is an additional barrier to secure'

Insert new 'Notes, 4'

4. That the implementation of the REF is fundamentally ableist and entrenches disability discrimination

In point 'Resolves, 1', after 'HESA', insert 'and equivalent body in FE'

Delete point a. under 'Resolves, 2'; replace with

a. The efficacy of the REF code of practice in mitigating disability discrimination calling on funding bodies to ensure any mechanism to review is developed in consultation with employees'

Delete point c under 'Resolves, 2', and in consequence delete 'and' from the end of point b.

#### **Motion 13 CARRIED as amended**

Votes in favour: 204

Votes against: 5

Registered abstentions: 15

Congress notes

1. that just over 50% of disabled people of working age are in employment but HESA data indicates that only just over 4% of academic staff declare a disability with only 2.7% of professors declaring a disability
2. that there is no data on the numbers of staff on casualised contracts who declare a disability facing significant obstacles in gaining employment and developing careers in both sectors
3. that research indicates that the growth of casualised contracts is an additional barrier to secure the reasonable adjustments they need to do their jobs



4. that the implementation of the REF is fundamentally ableist and entrenches disability discrimination

Congress resolves:

- a. to campaign for HESA and equivalent body in FE to collate data on the intersection of protected characteristics and employment status
- b. to set up a working group tasked with contacting members on casualised contracts to establish:
  - i. The efficacy of the REF code of practice in mitigating disability discrimination calling on funding bodies to ensure any mechanism to review is developed in consultation with employees'
  - ii. whether they have received the reasonable adjustments that they require

#### **14 Making UCU events more accessible: the provision of quiet spaces Southern retired members**

##### **CARRIED**

Votes in favour: 208

Votes against: 8

Registered abstentions: 9

Congress recognises that some members, for example neurodivergent and hearing impaired people, can face challenges when attending large meetings, conferences and Congress, where there are high levels of sound and visual stimuli. In the UK one in seven adults has hearing impairments and this ratio increases with age. The number of people who are neurodivergent is unknown but is probably greater than previously thought. Since these are relatively common difficulties, Congress requires that:

1. those planning and organising UCU events consider these challenges and how they can be minimised
2. at larger events a quiet room with subdued lighting should be provided for people who need temporary respite from high levels of sound and/or visual stimuli
3. at conference and Congress dinners a room adjacent to the main dining area should be provided for those who require a quieter environment to enjoy their dinner.

#### **15 No outsiders, no borders      Birmingham City University**

##### **CARRIED**

Votes in favour: 189

Votes against: 14

Registered abstentions: 23

Congress notes:

1. the important role to be played by all education sectors in challenging harmful policing of LGBT+ people's choices, behaviours and identities
2. the recent targeting of Parkfield, Anderton Park and other schools in Birmingham for delivering education designed to promote LGBT+ equality
3. the harm done by weaponisation of LGBT+ rights to support racist views in place of deconstructing homophobia, transphobia and other forms of LGBT+ oppression across society
4. the legacy of colonialism in the threat to the survival of LGBT+ people around the world
5. the heightened threat to LGBT+ migrants in a time of escalating deportation in the hostile environment.

Congress resolves:

- a. to call on the government to end the delay of reform to the GRA in the interest of member and student safety
- b. to work with sister unions to develop intersectional education resources where LGBT+ rights and the fight against the hostile environment are clearly linked.

## **16 Composite: Trans solidarity Manchester Metropolitan University, UCL**

### **Votes on remittance of motion 16**

Votes in favour of remittance: 90

Votes against remittance: 106

Registered abstentions: 29

### **Motion 16 CARRIED**

Votes in favour: 153

Votes against: 27

Registered abstentions: 38

Congress notes:

1. reported transphobic hate crime in the UK and elsewhere has risen steeply recently as the right and far-right have grown
2. even a supposedly left-wing paper has published an aggressively transphobic cartoon
2. the parliamentary Women and Equalities Committee made 30 recommendations in 2016 to improve trans rights and trans people's lives, including self-identification under the GRA to obtain a gender recognition certificate and a new birth certificate

3. the Tory government's consultation on these has not reported despite closing in October 2018.

Congress condemns transphobia in education and elsewhere and reiterates its solidarity with trans and non-binary people, and resolves to:

- a. call on the government to immediately publish the consultation report
- b. support calls to implement all of the Women and Equalities Committee's recommendations
- c. support lobbies and protests to ensure this happens, which will also be a way of uniting all those who oppose transphobia.

## **17 Gender pay gap Women members standing committee**

### **CARRIED**

Votes in favour: 216

Votes against: 2

Registered abstentions: 8

Despite valuable action the gender pay gap across post 16 education remains. This is fuelled by a majority of women in the lower quartiles of pay, especially those on inferior casualised contracts and multiple oppressions of women in intersecting equality strands also with similar pay gaps. Maternity pay, sick pay and reasonable adjustments fuel this pay gap.

Congress resolves to:

1. promote this issue with political parties and file an early day motion at Parliament to secure further statutory provision to force employers to comply
2. progress a full review and mandatory equal pay audit across all sectors for hard evidence of the real progression gap
3. hold the special NEC on unequal pay to progress this issue
4. improve guidance for negotiations in branches on specific sectoral issues
5. promote facility time for women and casualised women reps in branches and at national UCU meetings.

## **18 Facility time and equality of representation for women members Women members standing committee**

### **CARRIED**

Votes in favour: 177

Votes against: 29

Registered abstentions: 20

Congress notes that under-representation of women in trade union leadership and structures has been identified by the TUC (see Sisters to the Front: Women FTO's

conference 2020). UCU needs urgently to address this matter within our own structures. In furtherance of this fundamental aim Congress instructs branch and regional committees to adopt the following principles to address under-representation of women in committee positions:

1. women should be actively encouraged to take on branch committee roles
2. equitable facilities time should be allocated to women holding branch committee positions
3. men holding multiple positions should step aside from at least one position to create space for women representatives
4. women should be given first consideration as delegates for Congress
5. regional officials should be tasked with supporting these principles
6. branch committees should annually monitor and report on the implementation of these principles to the WMSC.

**19 Addressing the migrant pay gap Migrant members standing committee**

**CARRIED**

Votes in favour: 207

Votes against: 10

Registered abstentions: 8

Congress notes:

1. the imposition of immigration related fees (including, but not limited to, visa fees, the immigration health surcharge, and indefinite leave to remain fees) leave migrant workers systematically disadvantaged
2. that the Home Office generates excessive profit from these fees
3. that these fees are rarely reimbursed by employers
4. that failure to reimburse fees for dependents reflects a significant equality issue.

Congress resolves:

- a. to lobby local and national politicians, as well as the Home Office and Department for Health and Social Care, calling for the abolition of all government imposed immigration fees associated with migration to the UK
- b. that UCU gather data on migrant support policies across HE and FE, including fee reimbursement, legal support, and hiring practices.
- c. to campaign for a standard UK-wide policy of employer reimbursement of all immigration related fees, as well as the associated tax burden
- d. to report back on these activities at Congress 2021.

## **Business of the strategy and finance committee**

### **20 International campaigns and solidarity work National executive committee**

#### **CARRIED**

Votes in favour: 206

Votes against: 7

Registered abstentions: 7

Congress recognises the importance of international solidarity in defending education, academic freedom, workers' rights and climate justice and the value of working with Education International, TUC, Amnesty and other affiliated solidarity organisations.

Congress recognises the ongoing nature of many of these campaigns, including:

1. defending educators and trade unionists at risk in places such as Turkey, Brazil, Iraq and the Philippines
2. ensuring justice for the Palestinian people and a sustainable peace process in Colombia
3. supporting the global right to public education and ensuring an equality dimension to UCU's international work.

Congress calls on NEC to build on its initiatives in these areas and to continue to engage members, branches and regions in effective international solidarity work.

### **21 Establishing a gender-based violence commission University of Exeter**

#### **CARRIED**

Votes in favour: 182

Votes against: 27

Registered abstentions: 14

Congress notes:

1. widespread serious concerns about UCU's procedures for internal complaints of gender-based violence and harassment
2. high re-traumatisation risks for survivors of sexual and domestic violence, abuse, and harassment.

Congress believes:

- a. violence and harassment have no place in our movement.
- b. UCU responses to gender-based violence should be:
  - trauma-informed
  - sensitive

- responsive to survivors' needs

Congress resolves to create a gender-based violence commission which will:

- i. report to Congress 2021
- ii. be elected by and from branches and the equality committees of the Union, to ensure intersectional representation.
- iii. review UCU's responses to harassment and violence
- iv. conduct a trauma-informed impact assessment of procedures under Rule 13.
- v. design and conduct meaningful consultations with survivors, seeking advice from specialist survivor support organisations including (not limited to) Rape Crisis England and Wales, Survivors Trust
- vi. recommend new procedures to be regularly reviewed by these external expert organisations
- vii. be granted the ability to send, via the NEC, motions to Congress 2021.

## **22 #Metoo Truth and Reconciliation University of Sheffield**

### **22A.1 National executive committee**

#### **CARRIED**

Votes in favour: 198

Votes against: 12

Registered abstentions: 13

Add:

Congress commits to rooting out sexual violence and instructs NEC to urgently appoint an independent review of past UCU cases wherever survivors request it,

Inquiry to be conducted

- with appropriate safeguarding, appropriate confidentiality for all parties and counselling available to all witnesses
- under terms designed in conjunction with survivor organisations such as 1752 and with the input of NUS

The work of the SH taskforce to feed into the equality committees.

#### **Motion 22 CARRIED as amended**

Votes in favour: 199

Votes against: 6

Registered abstentions: 15

Congress notes:

1. the importance of the #metoo movement globally in redressing gender inequality

2. sexual harassment and sexual violence occur in progressive organisations, including trade unions such as our own
3. rape culture is enabled by institutions and structures that harbour perpetrators and create an environment hostile to survivors.

Congress believes:

- a. there is an urgent need to address this issue within our union, our universities and the society more generally
- b. the misuse of confidential processes can shield perpetrators from scrutiny, further traumatise survivors and enable further abuse to take place.

Congress resolves to support an independent third-party expert review of existing policies, practices and procedures in the union in order to:

- i. improve structures for reporting
  - ii. improve support for survivors
  - iii. facilitate investigation of past practice to ensure a supportive environment for survivors
- iii. consider what measures should be implemented to ensure that the union is accountable to its membership.

Congress commits to rooting out sexual violence and instructs NEC to urgently appoint an independent review of past UCU cases wherever survivors request it, Inquiry to be conducted

- with appropriate safeguarding, appropriate confidentiality for all parties and counselling available to all witnesses
- under terms designed in conjunction with survivor organisations such as 1752 and with the input of NUS

The work of the SH taskforce to feed into the equality committees.

## **23 Disclosures of trauma, abuse, and harassment University of Leeds**

### **CARRIED**

Votes in favour: 215

Votes against: 3

Registered abstentions: 5

Congress notes:

1. UCU's deep commitment to fighting discrimination and oppression.
2. UCU's commitments to ending all forms of harassment, misconduct and violence in our institutions and UCU.

Congress recognises that appropriate training is necessary for anyone who may be in receipt of such disclosures.

Congress agrees:

- a. it is vital for UCU reps and staff to respond appropriately and sensitively when members disclose traumatic events, whatever the context of such disclosures.
- b. mishandling any disclosure of violence, harassment, or misconduct is likely to intensify survivors' pain and trauma.

Congress resolves that:

- i. training for reps and staff shall be reviewed urgently, and updated to specifically include input from survivor support organisations.
- ii. all procedures connected to the rules of this union shall be urgently updated to reflect the necessity of responding appropriately, ensuring respectful and professionally-informed support is provided whenever a disclosure of trauma, abuse, or harassment is made.

## **24 The life of the democracy commission West Midlands regional committee**

### **LOST**

Votes in favour: 80

Votes against: 122

Registered abstentions: 22

Congress welcomes the work that the democracy commission had undertaken, in an attempt to restore full accountability and transparency to decision making in our union.

Congress notes that the life of the democracy commission closed at the end of the December 2019 special Congress.

Congress is disappointed at the appalling lack of time allocated to this special Congress leading to the failure of 50% of the motions being heard, debated and voted on.

Congress instructs that the life of the democracy commission be extended to the annual Congress in May 2021. At this point it gives a summary of its work to Congress, and there should be a vote on extending the commission for a further year. If needed the terms of reference should be revised at this time.

## **25 Case work Sheffield College**

### **CARRIED**

Votes in favour: 180

Votes against: 25

Registered abstentions: 19

There is no data published by the UCU on case work: 'by gender and other protected characteristics'. It is important that case work data is published on a



termly and annual basis, and made available to members to allow scrutiny, transparency and determine effectiveness of the support given to members by the UCU. Congress instructs UCU executive to:

1. collect case work data and publish it
2. publish the number of cases dealt by each region on a termly basis and data is collated nationally and shared with members'
3. publish the type of cases/complaints raised by members in each region.
4. publish the number of cases dealt involving discrimination and the number of cases taken to the Employment Tribunal by the UCU.
5. UCU to provide compulsory training for all staff and officers undertaking case work on equality and discrimination.

**26 Ending work-related stress in post-16 education  
Bournemouth**

**University of**

**CARRIED**

Votes in favour: 214

Votes against: 4

Registered abstentions: 5

Congress notes that workload related stress is endemic in FE and HE. The Health and Safety Executive (HSE) has issued new criteria for investigating cases of work-related stress and announced that it will inspect stress in the workplace if specific criteria are met (September 2019). The HSE have stated that stress is a priority area in their strategy, and that it will investigate if it receives evidence that a number of staff are experiencing work-related stress or stress-related ill health.

Congress resolves that without delay UCU will:

1. seek to work with the Health and Safety Executive with a view to prosecuting Post 16 education employers where staff are experiencing work related stress and/or ill-health.
2. call on employers to commit to zero avoidable harm in the workplace, and be explicit that this includes mental health as well as physical health, as an essential minimum.

**27 Even more efficient membership data for ballots  
regional committee**

**West Midlands**

**CARRIED**

Votes in favour: 170

Votes against: 26

Registered abstentions: 27

Congress notes:

1. motion 58 in the 2019 Congress established that efficient membership data management is essential for successful ballots.
2. branches need to easily identify members eligible for ballots.
3. branches need to store and access local information about members for effective GTVO activity.

Congress resolves:

- a. to implement the changes requested in Motion 58 of the 2019 Congress
- b. to include the following four fields in data exports: 'Primary employer', 'Mail returned date', 'Returned reason', 'Ballot excluded reason'
- c. to add three new fields for branches and include them in data exports: 'Branch Comments' (Free text), 'Branch GTVO Status' (Options: 'Voted', 'Not voted', 'Will vote', 'Rather not say', 'Re-requested ballot paper', 'Other'), 'Branch GTVO Comments' (Free text)
- d. to ensure funds are made available so that functionality can be put in place whether through updating, or even replacing, existing systems.

**28 'People before profit' programme Croydon College**

**CARRIED**

Votes in favour: 180

Votes against: 23

Registered abstentions: 23

Congress notes the launch of the People Before Profit: Emergency Programme for Jobs, Services and Safety on 29 September 2020

Congress believes that this programme can help to shape the resistance we need to prevent workers and the poorest and most vulnerable bearing the brunt of a health emergency and economic crisis not of their making. The Tories withdrawal of the furlough could lead to a genuine jobs massacre. The ending of the prohibition on evictions and ongoing attacks and scapegoating on a million people 'without papers' are creating conditions for an economic disaster.

Congress supports the People Before Profit emergency programme initiated by John McDonnell MP, PCS General Secretary Mark Serwotka and others.

Congress resolves to adopt this programme and to consider ways we can take up its demands in the interests of our members, and publicise them.

**Business of the recruitment, organising and campaigning committee**

**29 GTVO and union participation National executive committee**

**CARRIED**

Votes in favour: 205

Votes against: 12

Registered abstentions: 8

Congress notes the enormous effort made by branches, members and UCU staff working together to deliver effective industrial action.

Congress welcomes the continued focus by ROCC on GTVO as a key part of this process which has resulted in an average increase in ballot turnout since the passing of the Trade Union Act of around 25%.

NEC is instructed to continue prioritising increased participation in the union and specifically:

1. directly supporting branches in dispute, including via GTVO
2. expanding training opportunities for activists
3. prioritising small branches
4. continuing to grow the union through recruitment, and
5. providing support for priority, national industrial campaigns.

### **30 For a successful industrial action strategy University of Cambridge**

#### **CARRIED**

Votes in favour: 108

Votes against: 100

Registered abstentions: 16

Congress notes that a successful industrial action strategy requires extensive and critical knowledge of the strengths and weaknesses of all actors in an industrial dispute and adequate resourcing that facilitates branch organising capacity.

Congress notes that relevant actors are, but are not limited to, employers, employers' representatives, UCU branches, students and relevant political bodies.

Congress instructs the NEC to:

1. commission robust mapping of the strengths, weaknesses, opportunities and threats of all relevant actors within a dispute prior to initiating any industrial actions
2. assess in detail the capacity of each branch to effectively organise their membership to take the required action, and
3. where necessary, provide extra resources to specific branches, including in the form of additional local organisers, to achieve those ends.

Congress instructs the NEC to develop its industrial action strategy with due consideration given to the information provided by the mapping exercise.

### **31 Industrial action that can win City & Islington College Camden Road**

## **CARRIED**

Votes in favour: 141

Votes against: 73

Registered abstentions: 10

Congress notes:

1. the HE four fights and USS campaigns
2. the FE fights back campaign
3. the commission for effective industrial action.

Congress believes:

- a. the industrial action campaigns that have taken place in HE and FE demonstrate that escalating strike action is the most effective means of securing better pay and conditions
- b. the use of disaggregated or aggregate ballots is a tactical question
- c. the GTVO campaign has proven to be a successful tool to overcome the 50% threshold
- d. UCU experiences of taking effective industrial action are ones that can be shared across the movement
- e. equality issues must be central to all industrial campaigns.

Congress resolves:

- i. UCU to organise a conference called *Taking effective industrial action: Solidarity and beating the thresholds*
- ii. to approach other unions like the NEU, PCS, CWU and others to support and help organise the conference.

## **32 Commission for sustainability, professional development and job security Anti-casualisation committee**

### **CARRIED**

Votes in favour: 152

Votes against: 59

Registered abstentions: 15

Congress recognises UCU's Commission for Effective Industrial Action (CEIA) reported that the Union's strength is best applied by:

1. identifying key issues which motivate current and prospective members
2. extensive preparation, member involvement, recruitment and sustained action, in diverse forms

Congress resolves to, replicate CEIA's model:

- a. establish a commission
- b. draw up recommendations for a one-day special Congress discussing subsequent actions
- c. commission's membership to be elected by and from this annual Congress, constituted by lay members from all devolved nations and regions
- d. regional committees, devolved nations and branches be encouraged to organise discussion of the same issues.

The commission will report on how UCU might work towards:

- i. secure employment, particularly reduced use of atypical, agency and subsidiary workers
- ii. lifelong learning, in-work training and professional development
- iii. sustainability; financial, social, psychological and environmental
- iv. the development or application of educational technologies that support the above.

### **33 Sick pay and reasonable adjustments      Anti-casualisation committee**

#### **CARRIED**

Votes in favour: 210

Votes against: 3

Registered abstentions: 9

Congress notes:

The coronavirus crisis has exposed the shocking lack of access to both statutory and occupational sick pay for casualised workers across post 16 education. This has been a long running inequality for casualised workers. It is a Health and Safety issue forcing members into debt or to work when they are not well. Getting paid and unpaid reasonable adjustments for people on insecure contracts is also a scandalous inequality.

Congress resolves to:

1. campaign for equal rights to full and equal occupational and statutory sick pay access for all workers
2. campaign to highlight the need for extra protection for insecure workers to obtain reasonable adjustments under the equality act legislation
3. call for the ACC and DMSC to work together on these issues
4. produce guidance for branches
5. call on UCU to work with other unions and campaign groups on these issues.

**34 Indexation of pensions and benefits Eastern and Home Counties  
retired members**

**CARRIED**

Votes in favour: 182

Votes against: 14

Registered abstentions: 29

Congress deplores the behaviour of governments in index shopping; resulting in the higher RPI being used in collecting revenue whilst using the lower CPI when paying out pensions and benefits.

Congress charges the NEC to organise a campaign, in conjunction with other public sector unions, to index pensions and benefits using the RPI. Further an exploration should be made into constructing a "silver index" that more properly reflects the impact of inflation on pensioner households.

**35 Level of the state pension Yorkshire and Humberside retired members**

**CARRIED**

Votes in favour: 212

Votes against: 4

Registered abstentions: 8

Congress notes with concern the fact that none of the mainstream parties included in their 2019 election manifestos a commitment to increasing the totally inadequate basic state pension nor to raising it to levels comparable with the state pension in European Union countries. It notes the popular misconception of pensioner affluence.

As more and more people will be retiring without a decent occupational pension – including many UCU members in both further and higher education – the state pension needs to be set at a level which would eliminate pensioner poverty.

The failure of political parties to recognise this situation makes it more important than ever to support the work of the National Pensioners Convention and to mount a major campaign in the trade union movement to give all workers a decent state pension in retirement.

Congress calls on the NEC to work actively within the TUC to this end.

**36 Rights to a private and family life UCU Wales**

**36A.1 LGBT+ members standing committee**

**CARRIED**

Votes in favour: 217

Votes against: 6

Registered abstentions: 4

In first sentence replace 'state' with 'states' and insert 'and private' after 'family'.

In second sentence, replace 'demand' with 'demands' and 'with our family' with 'outside of work'

In third sentence, insert 'and private' after 'family'.

### **Motion 36 CARRIED as amended**

Votes in favour: 210

Votes against: 2

Registered abstentions: 11

The Human Rights Act states that individuals have a right to a family and private life. In many institutions there are growing demands on our time which has a detrimental effect on our time that we can spend outside of work.

Congress calls upon all further and higher education institutions to sign a pledge that they honour family and private life and undertake working parties with representatives from unions to look at this matter within this year.

## **Business of the education committee**

### **37 Education policy National executive committee**

#### **CARRIED**

Votes in favour: 215

Votes against: 1

Registered abstentions: 6

Congress notes the education committee's work to develop UCU's profile across issues including admissions reform; managerialism; climate change; academic freedom; and the life changing impact of FE, adult and prison education.

Congress believes UCU's increasing public policy influence stems from working to clear objectives set by Congress and long-term planning by the committee and calls for the development of a new three year programme of work focused on:

1. challenging marketisation and managerialism in education
2. promoting the benefits of investment in all forms of lifelong learning
3. defending the professional status of staff
4. campaigning for fair admissions
5. developing UCU's distinctive response to climate crisis.

Our successful Cradle to Grave conferences show members' appetite for engagement with education policy. Congress therefore instructs the NEC to consider ways in which branches, regions and nations can contribute to the

development of policy on education and professional issues.

### **38 Automation and new technology UCU Scotland**

#### **CARRIED**

Votes in favour: 211

Votes against: 3

Registered abstentions: 8

Congress welcomes UCU Scotland's Automatic University report, which outlines the impact of automation and artificial intelligence (AI) in our sectors and begins to set out some of the challenges and opportunities posed by new technology.

Congress notes that automation and AI is changing the nature of work for staff in the post-16 education sectors. Congress calls upon UCU to use this report as a base to develop the union's strategy to new technology – which should include workshops, bargaining guidance, reps training and development - to protect jobs and professionalism, and to develop new opportunities for all of those working and studying in post-16 education.

### **39 Composite: Implementing a climate emergency industrial revolution Yorkshire and Humberside regional committee, South East regional committee, Southampton University**

#### **39A.1 Open University**

#### **CARRIED**

Votes in favour: 203

Votes against: 8

Registered abstentions: 10

Add after point 2 under Resolves:

3. Identify measures to ensure the overall environmental impacts of institutions' activities are reduced, with the costs borne by employers, rather than have those impacts or costs shifted to employees. Research and guidance should address the unprecedented increase in homeworking caused by COVID and casualisation.

4. Urgently pressure government, directly and via the TUC, to increase financial and regulatory support for residential energy, heating and insulation efficiency, addressing fuel poverty whilst delivering warmer winter homeworking

#### **Motion 39 CARRIED as amended**

Votes in favour: 200

Votes against: 8

Registered abstentions: 15

Congress notes with gratitude the support of student unions and societies in the



Four Fights and USS disputes.

Congress believes that UCU should build on its positive relationship with students by advocating for action on today's most pressing issue: the climate emergency. Congress notes the acceleration of the climate emergency threatening our planet which cannot wait for another five years for action.

Congress believes that trade unions can play a vital role in bringing about urgent climate action and a worker-led transition, rooted in workers' rights and social justice. Congress congratulates UCU for its role in winning the TUC to back a 30 minute walk-out for the 20/09/19 international climate strike.

Congress resolves to

1. pressure senior management to make binding commitments to meaningfully reduce their universities' and colleges' carbon footprints, to divest from carbon intensive businesses, and to record the climate impacts of their collaborative business projects within their sustainability reporting
2. to continue UCU's support for the youth climate strikes, building on the UCU's work stoppage for earth strike, and call upon other unions to follow suit
3. identify measures to ensure the overall environmental impacts of institutions' activities are reduced, with the costs borne by employers, rather than have those impacts or costs shifted to employees. Research and guidance should address the unprecedented increase in homeworking caused by COVID and casualisation.
4. urgently pressure government, directly and via the TUC, to increase financial and regulatory support for residential energy, heating and insulation efficiency, addressing fuel poverty whilst delivering warmer winter homeworking

Congress calls on UCU branches to:

- a. work with universities and colleges and other campus unions to declare a climate emergency and embed carbon reduction strategies in all areas of work
- b. develop student/staff climate forums on every campus
- c. support further calls for co-ordinated strikes against the effects of climate change to force politicians to act
- d. urge employers to implement green policies. Such measures can include:
  - i. educating staff and students about environmental issues
  - ii. running premises in more environmentally friendly ways
  - iii. consider environmental issues when purchasing
  - iv. adopting travel and communication policies which reduce the need for frequent flying and driving, and encourage the use of environmentally friendly travel
  - v. publicising proposals for just transition from fossil fuel production.

Congress also supports working with NGOs and environmental groups to exchange ideas and implement solutions.

**40 Composite: Action on climate change and CoP26 UCU Scotland, University of Glasgow**

**CARRIED**

Votes in favour: 205

Votes against: 11

Registered abstentions: 7

Congress welcomes the declaration of climate emergencies at several institutions. Congress deplores the limited action too late institutions are taking and the fact that not all have disinvested from other carbon investments.

Congress notes:

1. the 26th Conference of Parties to the UN Framework Convention on Climate Change in Scotland in November 2020
2. the Paris Agreement demand for a rapid reduction in greenhouse gas emissions to keep average temperatures below 2oC above pre-industrial levels
3. the Scottish Government's target of reducing greenhouse gases to net zero by 2045
4. Friends of the Earth's demand of net zero by 2040, and Extinction Rebellion's by 2025
5. UCU involvement in trade union campaigns to tackle climate change, including the campaigns for climate jobs and just transition, and
6. UCU Scotland's membership of the Scottish Just Transition Partnership, which led to the establishment in Scotland of the Just Transition Commission.

Congress instructs NEC and the general secretary to work together with branches and student unions to:

1. determine best practice in action against climate change and circulate a briefing to branches to support campaigning
2. together with other trade unions, put pressure on the government to take stronger action against climate change, support an end of fossil fuel extraction and a just transition to a zero carbon economy urgently, with full involvement of the trade union movement.

Congress encourages branches to work together with student unions to:

- a. campaign and put pressure on management to implement this best practice and disinvest if they have not done so
- b. organise teach-outs and other activities on climate change during all industrial action

- c. actively participate in student climate strikes and the protests and the CoP26 meeting in Glasgow in November and in civil society activities associated with CoP26.

## **L8 Lobby to re-join Erasmus scheme University of Aberdeen**

### **CARRIED**

Votes in favour: 215

Votes against: 3

Registered abstentions: 6

Congress notes:

1. on 24 December 2020, the UK government decided to withdraw from the European Erasmus scheme, without a mandate;
2. the Erasmus scheme was one of the biggest successes of internationalisation, changing lives, enriching research and connecting HE institutions;
3. the "Turing Scheme" which the UK Government intends to launch as a replacement:
  - will be only for outgoing mobility,
  - is not for EU students to come to UK universities,
  - does not include faculty (teaching) mobility,
  - is not fit for purpose;
4. the Scottish and Welsh Governments are actively exploring options to keep the devolved nations in the Erasmus scheme.

Congress calls on UCU to lobby the UK government to reverse this act of cultural and educational vandalism and re-join the Erasmus scheme.

## **D20 Toward a stronger Equality Act National executive committee**

### **CARRIED**

Votes in favour: 207

Votes against: 8

Registered abstentions: 8

Congress notes the tenth anniversary of the Equality Act. Congress condemns the continued failure to establish full rights and protections for all disadvantaged and discriminated groups in our workplaces.

Congress highlights, the gender and BME pay gaps, the failure to implement time limits for reasonable adjustments and the rise in hate crime and anti-Semitism. LGBT+ people continue to face harassment and sexual harassment, and discrimination based on race, nationality and migrant status blights our campuses.

Congress calls on the NEC to publish a comprehensive audit of the failures of the Equality Act as a basis for further campaigning and lobbying by the union, in collaboration with others, to protect what we have and to achieve what we need.

The audit should be published to all members focusing on equality in the workplace, its intersectional aspects and its interaction with other issues such as casualisation, workloads and barriers to career progression.

**D21 Fighting racism and the Tories' hostile environment - in memory of Nita Sanghera Yorkshire and Humberside regional committee**

**CARRIED**

Votes in favour: 179

Votes against: 27

Registered abstentions: 19

The election of Boris Johnson signifies the intensification of the Tories' racist hostile environment. The scapegoating of migrants, refugees and the Muslim community will only get worse.

Johnson's government is building on its links with racist populist politicians like Trump and Victor Orban.

Congress opposes the Tories' racist 'points based' immigration system and reaffirm our support for freedom of movement.

Congress reaffirms our total opposition to the Islamophobic Prevent agenda.

In the light of the tragic early death of our president elect, Nita Sanghera, Congress supports a further joint UCU/Stand Up To Racism campus tour - under her name - and supports the 2021 UN anti-racism day protests.

**D22 Prevent Bradford College**

**CARRIED**

Votes in favour: 189

Votes against: 17

Registered abstentions: 19

Congress notes:

The Prevent strategy continues to be part of one of our legal duties yet despite some attempts to show concern about far-right concern the recent training continues to stereotype and categorise Muslims as vulnerable for radicalisation.

In recent months it was revealed that peaceful organisations such as CND and anti-racist organisations such as Stand up to Racism are on the watch list with the implication that teachers should be wary of students joining these kind of organisations.

Congress resolves to:

1. continue to campaign to scrap the Prevent strategy
2. continue to campaign for anti-racist policies
3. continue to campaign for free universal education and youth services for all to break down the barriers in our communities.

**D23 Raise awareness of hidden disabilities in educational establishments UCU Wales**

**CARRIED**

Votes in favour: 212

Votes against: 1

Registered abstentions: 11

Congress notes that many educational establishments have delivered excellent training to raise awareness of the main types of disabilities. These disabilities are often visible and/or easily identified.

It is often the case that staff (and students) are not aware of hidden disabilities and the effect of these on the person concerned. Congress calls upon educational employers' bodies to ensure that hidden disability is identified as a vital training need within all educational establishments, and active steps are taken to raise awareness of this type of disability.