

UCU Congress, 29 and 31 May 2021

Report on Voting

270 delegates were sent a unique voting link. 231 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.

Motions 11 and 13 were the subject of multiple amendments, and were circulated in their amended form in a second round of voting, in which 201 delegates voted.

Motion/ amendment number	Title	Outcome
	Minutes of the Congress meeting 25-27 May 2019	CARRIED
	On-line interim Congress meeting 13 and 16 February 2021	CARRIED unopposed
1	Education campaigning and policy	CARRIED unopposed
2	Defend the arts	CARRIED
3A.1	Amendment	CARRIED
3	Attacks on the arts and humanities	CARRIED unopposed as amended
4A.1	Amendment	CARRIED
4	Campaigning for equality	CARRIED as amended
5A.1	Amendment	CARRIED
5	Long Covid	CARRIED as amended
6	LGBT+ workers post Covid	CARRIED
7	UCU Black Livers Matter Day	CARRIED
8	Decolonising the Curriculum	CARRIED
9	Time to combat ableism	CARRIED
10A.1	Amendment	CARRIED
10	Gender pay must be at the heart of industrial strategy	CARRIED as amended
11A.1	Amendment	CARRIED
11A.2	Amendment	CARRIED

11A.3	Amendment	CARRIED
11	End gender based violence	CARRIED as amended
12A.1	Amendment	CARRIED
12	Adopting a better definition of anti-Semitism University of Exeter	CARRIED as amended
13A.1	Amendment	CARRIED
13A.2	Amendment	CARRIED
13A.3	Amendment	CARRIED
13A.4	Amendment	CARRIED
13	IHRA Definition of Antisemitism London regional committee	CARRIED as amended
14	Support for the Jerusalem Declaration on anti-Semitism	REMITTED
15A.1	Amendment	CARRIED
15	Promoting Trans Equality	CARRIED as amended
16	Campaign for GRA reforms and against asylum seeker persecution	CARRIED
17	BLM on campus	CARRIED
18	Swiss referendum	CARRIED
L1	Condemnation of anti-Semitism and defence of Jewish members	CARRIED
L2	Condemnation of Boris Johnson	CARRIED
19	Campaigns and organising	CARRIED
20A.1	Amendment	CARRIED
20	Working from home culture and cost	CARRIED as amended
21A.1	Amendment	CARRIED
21	Anti-Casualisation	CARRIED as amended
22	Keep workplaces Covid safe and accessible	CARRIED
23	Composite: Climate change, COP26, zero carbon economy and job creation	CARRIED
24	Composite: A union for all – press coverage and representation of all members	CARRIED

25	Building a trade union movement against Hostile Environment	CARRIED
26	Understanding casualisation by learning technology	CARRIED
27	Reverse the rise in the state pension age	CARRIED
28	Solidarity with NHS and other public sector workers	CARRIED
29	The recalcitrant approach of employers on improvements to pay	CARRIED
30	Environmental sustainability as an anti-casualisation	CARRIED
31	Justice for Osime Brown	CARRIED
32	Housing safety for staff and students	CARRIED
33	Appointment of auditors	CARRIED
34	Financial statements	CARRIED unopposed
35	Budget 2021-22	CARRIED
36A.1	Amendment	CARRIED
36	Subscription rates	CARRIED as amended
37A.1	Amendment	CARRIED
37	Provision of immigration advice	CARRIED as amended
38	Defend the right to protest	CARRIED
39	Strike pay	CARRIED
40	Collectivise the Resistance: solidarity action works	CARRIED
41	Solidarity with the civil disobedience movement in Myanmar	CARRIED
42	Composite: China, Hong Kong and the Uyghurs: solidarity, peace, and democracy	CARRIED
43A.1	Amendment	LOST
43	Composite: Financial disclosure and transparency	CARRIED
44	Electronic voting at Congress, FESC and HESC	CARRIED

45	UN Treaty on the Prohibition of Nuclear Weapons	CARRIED
46	Climate and ecological emergency	CARRIED
47	International LGBT+ Rights	CARRIED
48	Reclaim the streets	CARRIED
49	International cooperation and solidarity	CARRIED
50	Annual meeting and committee on environmental issues	CARRIED
51	Impact of UK Pensions Act	REMITTED
52	We won't pay for the public health crisis	CARRIED
53	Review of UCU's affiliated organisations	CARRIED
54A.1	Amendment	CARRIED
54	Discussion of pensions at Congress	CARRIED as amended
<i>Motions 55 - 67 required a two-thirds majority to be carried.</i>		
55	Rule change: Gender identity	CARRIED
56	Rule change: UCU membership and far right organisations	CARRIED
57	Rule change: Congress delegates from equality standing committees	CARRIED
58	Rule change: General data protection regulation	CARRIED
59	Rule change: Amend Congress Standing Order 18 (quorum)	CARRIED
60	Rule change: Congress Membership and New/Small Branches	REMITTED
61	Speaking times at Congress	LOST
62	Rule 24 Retired Members' Committee	CARRIED
63	Voting process (electronic voting)	LOST
64	Addition of 15.9-15.11 to Rule 15 - National hustings event	CARRIED
65	'New-delegate friendly' order of business for Congress	LOST

66	Entitlement to Participate in Election of UCU Scotland Officers	CARRIED
67	Rule 24 National Meetings of Retired Members	CARRIED
L3	Composite: Israel/Palestine – Solidarity with the Palestinian people	CARRIED
L4	Reinstate full strike fund for local disputes	CARRIED

Minutes of Congress 25-27 May 2019

CARRIED

Votes in favour 201

Votes against 1

Registered abstentions 22

Congress is asked to adopt the minutes of the Congress meeting held 25-27 May 2019 as set out in [UCU1081](#)

Minutes of the on-line Congress 13 & 16 February 2021

CARRIED unopposed

Votes in favour 204

Votes against 0

Registered abstentions 22

Congress is asked to adopt the minutes of on-line interim Congress meeting held 13 and 16 February 2021 as set out in [UCU1091](#)

1 Education campaigning and policy committee

National executive

CARRIED unopposed

Votes in favour 226

Votes against 0

Registered abstentions 2

Congress notes UCU's significant influence on public policy across all UK nations and

welcomes the work of the education committee during 2020-21, noting in particular its continued role in:

1. pushing for fairer approaches to assessment and higher education admissions
2. improving protections for academic freedom
3. responding to the climate crisis

Congress recognises that the Covid-19 pandemic, Brexit and the government's proposals around free speech have all created significant challenges for post-16 educators, and that we need to end marketisation and build a transformative, publicly funded education system that is fully inclusive and accessible to all.

Congress therefore calls on the Education Committee to further develop its work on engaging members in:

- a. responding to the challenges around digital teaching and learning
- b. tackling the threats which marketisation and managerialism pose to academic freedom and professional autonomy
- c. campaigning for inclusive lifelong learning which moves beyond the 'skills for jobs' agenda.

2 Defend the arts National executive committee

CARRIED

Votes in favour 222

Votes against 3

Registered abstentions 3

Congress notes:

The UK Government has announced a 50% funding cut to all arts subjects at higher education level in England. According to the Office for Students the subjects that will have their funding reduced by 50% include: "music, dance, drama and performing arts; art and design; media studies; and archaeology."

This will not only seriously impact on the jobs of UCU members, it will cause irreparable damage to the arts and culture industries for years to come, and will reverse decades of work done to democratise arts education and inclusivity.

Congress resolves to:

1. Support and build a national day of action
2. approach other arts unions and organisations to work with us to build a campaign to fight these cuts, raise the visibility of arts institutions in dispute and examines ways to decolonise the arts and 'bargain for the common good

3A.1 South East regional committee

CARRIED

Votes in favour 226

Votes against 1

Registered abstentions 2

Add: 'and Colleges' to believes point c after University;

add: 'and cuts in widening participation' to resolves point ii after 'redundancies';

and add: 'including professional bodies, arts trade unions (Equity, MU, BECTU etc.) and students' to resolves point iii at the end after 'institutions'.

3 Attacks on the arts and humanities University of Sussex

CARRIED unopposed as amended

Votes in favour 227

Votes against 0

Registered abstentions 0

Congress notes:

1. Cuts to the T-Grant for C1 price group subjects (performing arts, creative arts, media studies and archaeology) publicised by DfE as cuts to the Arts and Humanities.
2. A pattern of redundancies clustered around arts and humanities subjects.
3. Ministers criticising the arts and humanities for "rewriting history" and "doing Britain down".
4. A government vision of the arts and humanities as impracticable and unprofitable, elitist and outdated.

Congress believes:

- a. C1 T-Grant cuts should not be celebrated.

- b. Arts and Humanities subjects have been made unprofitable as a result of policy, not because they are impracticable, elitist or outdated.
- c. Attacks on the comprehensive university and colleges damage efforts to widen participation.
- d. Ministers have not listened, or, more charitably, have not been made to listen.

Congress resolves to:

- i. Develop a campaign against attacks on the arts and humanities.
- ii. To align this with campaigns against redundancies and cuts in widening participation.
- iii. To coordinate and ally with like-minded organisations, and institutions including professional bodies, arts trade unions (Equity, MU, BECTU etc.) and students.

4A.1 LGBT+ members standing committee

CARRIED

Votes in favour	202
Votes against	15
Registered abstentions	12

Add to congress notes new paragraph:

The recent rise in transphobia led to an attack on ILGA that linked homosexuality to pedophilia. Demonstrating that transphobia is a wedge issue that will lead to attacks on other protected characteristics.

Add to end:

Congress resolves:

- a. to strengthen working with affiliated international labour organisations to continue to resist push back on equality laws, as well as push for stronger workplace protections.
- b. To build cross party support on equality campaigning.

4 Campaigning for equality National executive committee

CARRIED as amended

Votes in favour	208
Votes against	7

Registered abstentions 10

Congress notes with concern the government's rhetorical shift away from pursuing equality for those with protected characteristics, and reaffirms UCU's commitment to challenging all forms of discrimination and prejudice.

The recent rise in transphobia led to an attack on ILGA that linked homosexuality to pedophilia. Demonstrating that transphobia is a wedge issue that will lead to attacks on other protected characteristics.

Congress commends the progress made by the equality committee during 2020-21 in furthering workplace equality, including work on:

1. addressing the unequal impact of Covid-19 on Black, Disabled, LGBT+, Migrant and Women members,
2. building anti-racist environments and community accountability
3. challenging sexual harassment
4. promoting LGBT+ liberation
5. protecting disability rights and challenging ableism
6. supporting migrants and tackling the hostile environment
7. improving employment rights for those with caring responsibilities.

Congress welcomes the increased focus on intersectionality within UCU's equality work in addressing the complex challenges facing members.

Congress supports the committee's continued focus on these areas and engagement with equality standing committees, branches and members, as well as national policy discussions, to take forward the fight for more equal and inclusive workplaces.

Congress resolves:

- a. to strengthen working with affiliated international labour organisations to continue to resist push back on equality laws, as well as push for stronger workplace protections.
- b. to build cross party support on equality campaigning.

5A.1 Women members standing committee

CARRIED

Votes in favour	220
Votes against	2
Registered abstentions	4

Add a bullet point under 'Congress notes': 'The TUC has noted that Long Covid disproportionately affects women, in particular black, disabled and migrant women'

Add a bullet point under 'Congress resolves to': 'negotiate with employers that for the duration of the outbreak certificates will not be needed for periods of absence up to 14 days, that self certification will suffice. Employers with occupational sick pay schemes should agree that sickness absence or isolation will be disregarded in respect of pay reduction triggers. This has been agreed with several employers'.

5 Long Covid University of Glasgow

CARRIED as amended

Votes in favour	219
Votes against	3
Registered abstentions	4

Congress notes:

1. Estimates indicate 10-20% of those infected with SARS-CoV-2 develop complex Long Covid conditions.
2. Many of those are unable to return to work, or experience significant limitations on what they are able to do when returning.
3. The TUC has noted that Long Covid disproportionately affects women, in particular black, disabled and migrant women.

Congress believes:

- a. Restrictive sick leave regulations and rule-bound occupational health determinations often make things worse.
- b. Many return to work too early for economic reasons.
- c. Long Covid is likely to disproportionately impact some groups, and hence further exacerbate inequalities in pay, employment contracts, and promotion

Congress resolves to:

- i. Strengthen existing UCU guidance for branches on how they can proactively support those with Long Covid (including adequate leave and/or workload adjustments, without detriment to careers)
- ii. Demand from employers that risks of Long Covid are acknowledged and accommodated in return-to-campus policy and procedures

- iii. Foster solidarity between UCU and other trade unions campaigning around Long Covid's impact on workers.
- iv. Negotiate with employers that for the duration of the outbreak certificates will not be needed for periods of absence up to 14 days, that self certification will suffice. Employers with occupational sick pay schemes should agree that sickness absence or isolation will be disregarded in respect of pay reduction triggers. This has been agreed with several employers.

6 LGBT+ workers post Covid LGBT+ members standing committee

CARRIED

Votes in favour 216

Votes against 3

Registered abstentions 7

Congress notes that:

1. Covid-19 disproportionately impacts on Black staff, and disabled staff;
2. LGBT+ people are impacted by covid-19 and many are also Black and / or disabled
3. numerous institutions are seeking to restructure following the financial impact of Covid-19 this will impact on LGBT+ workers

Congress believes LGBT+ members are sometimes disproportionately targeted for inclusion in ring-fenced 'at-risk' pools and subsequently selected for compulsory redundancy, or pressured into taking severance.

Congress resolves that:

- a. UCU will require all institutions to fully equality-impact-assess the likely consequences of any financial restructure on their LGBT+ workforce;
- b. UCU will lobby all institutions undertaking restructuring to compel each to produce a full EIA report outlining the likely impact of the restructure on the diversity of the workforce
- c. This reporting will include staff across all staff, with comparison across staff with and without protected characteristics, including the impact on LGBT+ staff.

7 UCU Black Lives Matter Day committee

Black members standing

CARRIED

Votes in favour	211
Votes against	6
Registered abstentions	11

Congress notes 2021 saw the brutal slaying of Georg Floyd followed by an outpouring of support. The heightened awareness has highlighted the work needed to be done to improve the life, and education outcomes for black people in work, prisons, schools, colleges and universities across the nations.

Congress believes UCU must lead the way and play a significant role in bringing about meaningful change for all its members by working to redress the imbalance of black members on the NEC and in other decision-making roles

Congress resolves to

1. Launch a 'UCU BLACK LIVES MATTER DAY' every May in recognition of George Floyd and the BLM cause
2. Deliver workshops, training and resources to support branches to challenge racial injustice across all institutions
3. Actively support proposals driven by black members in a timely manner

8 Decolonising the Curriculum

National executive committee

CARRIED

Votes in favour	214
Votes against	7
Registered abstentions	9

Congress notes:

1. Continued institutional racism in universities and colleges and throughout society
2. Education's vital role in changing attitudes and contributing to real change. Congress recognises need to decolonise the curriculum and considers that BlackLivesMatter and some recognition of the need for reparations for institution benefits from the slave trade (e.g. Glasgow University) make this timely.

Calls on NEC to:

- a. Produce branch and member resources on decolonising the curriculum.
- b. Encourage branches to negotiate curriculum decolonisation policies, procedures and implementation with management.
- c. Organise a discussion meeting.
- d. Pressure universities and colleges to ringfence funding for interdisciplinary and innovative reparation projects in collaboration with peoples and communities whose lands, cultures, and bodies are still subject to racialised, neo-colonial extraction and appropriation.

Pressure institutions to actively defund and redirect investments away from institutions, businesses and estates still sustained and resourced by extractive colonial practices e.g. arms trade.

9 Time to combat ableism Disabled members standing committee

CARRIED

Votes in favour	207
Votes against	12
Registered abstentions	10

Congress notes: UCU social model of disability policy is not fully implemented and that some disabled members at branch, region, and national level have faced barriers to participation and ableist hostility.

Congress believes that it is not acceptable for this situation to continue. Accessibility must be built into union communications, meetings and events

Congress instructs the NEC to implement:

- 1. Clear demands in regard to disability equality built into pay negotiations
- 2. To bring a rule change to Congress 2022 to ensure disabled members access needs are met
- 3. Within three months:
 - a. Implement equality training for every NEC member to include understanding of ableist language; ableist assumptions and the legal duties of the union towards its members
 - b. an audit, by a disabled access consultant in conjunction with the DMSC, of the union website, written materials, policies and procedures

4. Within six months:
 - a. Implement recommendations from the audit

10A.1 Migrant members standing committee

CARRIED

Votes in favour	213
Votes against	5
Registered abstentions	9

Add 'migrant' to the list in the final sentence of paragraph 2.

10 Gender pay must be at the heart of industrial strategy Women members standing committee

CARRIED as amended

Votes in favour	218
Votes against	1
Registered abstentions	6

Congress congratulates UCU for putting the gender pay gap at the heart of major industrial pay campaigns across all parts of post-16 education. The gender pay gap is pervasive, ongoing and increasing, and yet we note how rarely trade unions set it at the heart of UK industrial action.

The gender pay gap is exacerbated by a gendered pensions gap: TUC research shows that women have barely half the pensions savings of men in both defined contributions and defined benefits systems. The multiple discriminations faced by Black, disabled, Migrant and precariously employed women increase that detriment for them.

Congress agrees:

1. To continue campaigning on all aspects of gender pay and pension detriment in post 16 education
2. To include gender issues as discrete and specific aspects of campaigns on pay and pensions
3. To include gender-specific negotiating points in future industrial action on pay and pensions.

11A.1 University of Sheffield

CARRIED

Votes in favour	120
Votes against	82
Registered abstentions	27

delete 'including in pornography'

11A.2 Women members standing committee

CARRIED

Votes in favour	218
Votes against	5
Registered abstentions	5

Add to bullet point 3: 'and oppose government plans to restrict the right to protest'.

11A.3 Migrant members standing committee

CARRIED

Votes in favour	189
Votes against	21
Registered abstentions	18

In resolves 4, insert 'Sisters Uncut and' before 'Reclaim the Night'.

11 End gender based violence Women members standing committee

CARRIED as amended

Votes in favour	187
Votes against	3
Registered abstentions	9

The appalling murder of Sarah Everard has demonstrated anew the extent of gender-based harassment and violence. The pandemic has highlighted issues of domestic violence, with estimates that one in three women will suffer domestic violence in their lifetime. While reports of rape have nearly doubled since 2015, gender-based violence is under-reported, including in post-16 education.

Violence against women is rooted in the oppressive system we live in, where women's bodies are used to sell products, dehumanised and presented as

objects of gratification. Black, migrant, disabled women and the LGBTQ++ community are disproportionately affected.

Congress calls upon NEC to:

1. Campaign and educate to end gender-based violence
2. Work with sister trade unions on this matter
3. Protest at every opportunity to raise this issue and oppose government plans to restrict the right to protest
4. Support Sisters Uncut and Reclaim the Night demonstrations.

12A.1 National executive committee

CARRIED

Votes in favour	185
Votes against	23
Registered abstentions	19

Add to believes:

IHRA definition impedes campaigning against antisemitism.

Delete resolves i. and replace with:

Encourage institutions that want a definition to adopt Jerusalem Declaration on Antisemitism

Add to resolves:

Put pressure on institutions to campaign more actively against antisemitism

Fully support members attacked or victimised for supporting Palestinian rights or through ab-use of IHRA definition.

(Resolves i. to be replaced, reads: to develop a better definition of anti-Semitism through consultation with Jewish members and more widely and such that descriptions of the discriminatory nature and acts of Israel should not be treated eo ipso as anti-Semitic, without independent evidence of anti-Jewish intention;)

12 Adopting a better definition of anti-Semitism University of Exeter

CARRIED as amended

Votes in favour	189
Votes against	17
Registered abstentions	18

Congress notes:

1. pressure from UK Government for universities in England to adopt the controversial IHRA definition;
2. passed motions from the 2017 and 2018 UCU Congresses opposing adoption.

Congress believes that the definition:

- a. dangerously conflates racist views with legitimate political criticism;
- b. threatens academic criticism of Israel, and Palestinian solidarity events;
- c. undermines freedom of speech and intellectual thought central to Universities;
- d. compromises the fight against anti-Semitism and racism.
- e. IHRA definition impedes campaigning against antisemitism.

Congress resolves:

- i. Encourage institutions that want a definition to adopt Jerusalem Declaration on Antisemitism
- ii. to call for a reject of the IHRA definition by universities that have not already adopted it, and for an amendment or codicil appended to it by universities that have already adopted it.
- iii. Put pressure on institutions to campaign more actively against antisemitism
- iv. Fully support members attacked or victimised for supporting Palestinian rights or through ab-use of IHRA definition.

13A.1 University of Leeds

CARRIED

Votes in favour	183
Votes against	19
Registered abstentions	23

In notes 3, replace 'only a quarter of' with 'only some UK'

Add two notes:

6. The alternative definition developed by Jewish and Israeli scholars of antisemitism in the Jerusalem Declaration on Antisemitism (JDA).
7. Evidence of a chilling effect of the IHRA definition on teaching/supervision, and unfounded IHRA-based accusations and disciplinary action against staff.

Add new resolves:

e. resist the creation of a hierarchy of racisms by avoiding definitions of specific forms and, where necessary, instead to press for adoption of the JDA as an alternative or a supplement to the IHRA.

13A.2 University College London

CARRIED

Votes in favour	196
Votes against	9
Registered abstentions	22

Add to Congress resolves section:

"e. to dedicate resources to, and support, individual members (and their branches) where the IHRA definition is being used to attack their legitimate free speech on Israel or Palestine"

13A.3 National executive committee

CARRIED

Votes in favour	188
Votes against	16
Registered abstentions	23

Add:

Believes IHRA definition impedes campaigning against antisemitism.

Add at end of resolves (and number appropriately):.

Encourage institutions that want a definition to adopt Jerusalem Declaration on Antisemitism

Put pressure on institutions to campaign more actively against antisemitism

Fully support members attacked or victimised for supporting Palestinian rights or through ab-use of IHRA definition.

13A.4 London retired members

CARRIED

Votes in favour	162
Votes against	26
Registered abstentions	37

1) Add at end of Congress notes:

6. The refusal by Tower Hamlets Council to allow the Big Ride for Palestine to book the use of a park in 2019.

2) Add at end of Congress resolves to:

e) Support and call for members to participate in the Big Ride for Palestine 2021

13 IHRA Definition of Antisemitism London regional committee

CARRIED as amended

Votes in favour 165

Votes against 15

Registered abstentions 17

Congress notes:

1. Williamson's letter threatening universities unless they (a) adopt the "IHRA working definition of antisemitism", and (b) implement it in staff and student codes of conduct.
2. UCU's policy opposition to the definition.
3. only some UK HEIs have adopted; of these many have 'adopted' but refused to implement.
4. the Report of the UCL Working Group on Racism and Prejudice.
5. the risk that FE will be next.
6. The alternative definition developed by Jewish and Israeli scholars of antisemitism in the Jerusalem Declaration on Antisemitism (JDA).
7. Evidence of a chilling effect of the IHRA definition on teaching/supervision, and unfounded IHRA-based accusations and disciplinary action against staff.
6. The refusal by Tower Hamlets Council to allow the Big Ride for Palestine to book the use of a park in 2019.

Congress believes IHRA definition impedes campaigning against antisemitism.

Congress resolves to:

- a. condemn Williamson's intervention as an attack on institutional autonomy, on academic freedom and freedom of expression
- b. call on the General Secretary to speak out

- c. call on branches to organise against the adoption, and to develop a briefing document for branches, drawing on the UCL Report and BRICUP briefings
- d. organise a grassroots campaign on academic freedom and free speech on Israel, with a dedicated web page and resources on the UCU website
- e. to dedicate resources to, and support, individual members (and their branches) where the IHRA definition is being used to attack their legitimate free speech on Israel or Palestine
- f. resist the creation of a hierarchy of racisms by avoiding definitions of specific forms and, where necessary, instead to press for adoption of the JDA as an alternative or a supplement to the IHRA
- g. encourage institutions that want a definition to adopt Jerusalem Declaration on Antisemitism
- h. put pressure on institutions to campaign more actively against antisemitism
- i. fully support members attacked or victimised for supporting Palestinian rights or through ab-use of IHRA definition
- j. support and call for members to participate in the Big Ride for Palestine 2021.

14 Support for the Jerusalem Declaration on anti-Semitism University of Northampton

REMITTED

Votes in favour of remitting motion ¹⁴	152
Votes against remitting motion 14	45
Registered abstentions	28

Congress notes:

1. In March the Jerusalem Declaration on Anti-Semitism (JD), signed by more than 200 Jewish scholars from Israel, the UK and the US, was issued.
2. This definition of Anti-Semitism represents an alternative to the IHRA definition.
3. The IHRA definition has been rejected by UCU Congress votes in 2017 and 2018.

Believes:

- a. Anti-Semitism, as other forms of racism, must be repudiated and campaigned against.
- b. Individuals have the right to criticise the Israeli government's treatment of the Palestinian population.
- c. The "weaponization" of Anti-Semitism against critics of the Israeli government's behaviour is unacceptable.

Resolves:

- i. To adopt the JD.
- ii. To urge universities and further education colleges to do likewise as an alternative to the IHRA definition.
- iii. To defend any UCU members facing disciplinary action because of alleged Anti-Semitism for exercising their academic freedom and right to free speech in upholding the human rights of Palestinians.

Amendment 15A.1 LGBT+ members standing committee

CARRIED

Votes in favour	195
Votes against	13
Registered abstentions	17

Final sentence, after 'guidance', add 'e.g. guidance on creating a gender identity policy'

Add the following words at the end of the motion:

Congress calls on UCU to engage in enabling and equipping reps and members to engage with progressing gender identity equality by providing training on how to progress trans liberation and build solidarity.

15 Promoting Trans Equality UCU Scotland

CARRIED as amended

Votes in favour	200
Votes against	12
Registered abstentions	12

UCU Congress notes:

- 1. The UCU Statement reaffirming UCU's commitment to trans inclusion.

2. Our responsibility to promote equality and ensure the provisions of the Equality Act are implemented and adhered to by our members and in the sectors where we organise.
3. UCU's commitment and support for trans workers' rights and, as champions of equality, we welcome the increased visibility and empowerment of trans and non-binary people in our society.
4. The right of all women (including trans women) to safe spaces and the continuation of monitoring that can help identify discrimination against women, men and non-binary people.

The trade union movement's strength is to bring workers together in our values of equality and solidarity.

UCU congress opposes any violence, bullying or disrespect towards any group that faces discrimination, and calls on UCU UK to provide practical support and policy guidance e.g. guidance on creating a gender identity policy for reps and trans members in challenging discrimination and harassment.

Congress calls on UCU to engage in enabling and equipping reps and members to engage with progressing gender identity equality by providing training on how to progress trans liberation and build solidarity.

16 Campaign for GRA reforms and against asylum seeker persecution National executive committee

CARRIED

Votes in favour	202
Votes against	7
Registered abstentions	15

Congress notes:

That the rise of the alt right and political scapegoating has led to a very significant rise in LGBT+ hate crime and a consequent rise in LGBT+ asylum seekers. Congress further notes the failure of the Government to implement the Gender Recognition Act (GRA) reforms.

Congress resolves:

1. To raise the profile of the UCU campaign for reform of the GRA.
2. To campaign for an end to the persecution of asylum seekers.

17 BLM on campus New City College Poplar, National Executive Committee

CARRIED

Votes in favour	214
Votes against	5
Registered abstentions	7

The Tories are using the guise of free speech to roll back the gains of the Black Lives Matter movement. Free speech and academic freedom are important and should be defended - but Gavin Williamson's plans are an attempt to prevent anti-racists from challenging institutional racism and the legacy of empire.

Specifically they aim to reject attempts to examine institutional links with colonialism, slavery and eugenics. Students and staff have the right to challenge racism in our educational institutions.

Congress resolves:

We should continue to work with antiracist groups, students and campus unions to continue and develop the decolonising movement that has grown over recent years.

18 Swiss referendum National executive committee

CARRIED

Votes in favour	202
Votes against	7
Registered abstentions	18

In March Switzerland voted in favour of banning face coverings in public, including the burka or niqab worn by Muslim women. The proposal was put forward by the right-wing Swiss People's Party (SVP) which campaigned with slogans such as "Stop extremism".

"Today's decision opens old wounds, further expands the principle of legal inequality, and sends a clear signal of exclusion to the Muslim minority," the Central Council of Muslims said in a statement.

This vote occurred against the backdrop of similar moves by the Far Right in France and elsewhere.

These bans are not about promoting women's rights but are Islamophobic.

We offer our solidarity to the Muslim community in Switzerland and will oppose any such moves in the UK.

Motion L1 Condemnation of Antisemitism and Defence of Jewish Members National executive committee

CARRIED

Votes in favour	210
Votes against	5
Registered abstentions	11

Congress condemns the appalling attack on a north London Jewish community on Sunday 16 May in which antisemitic abuse was broadcast from a megaphone. This was one example of an increase in antisemitic attacks in the UK and other European countries involving physical assaults and threats, attacks on synagogues and Holocaust memorials, the daubing of antisemitic graffiti and increases in antisemitic discourse on social media.

Congress reiterates UCU's policy of active opposition to antisemitism and its commitment to the defence of its Jewish members against discriminatory behaviour and abuse.

Congress resolves to continue to campaign actively against antisemitism and to make its stance clear in its antiracist activities, policies and public statements.

L2 Condemnation of Boris Johnson National executive committee

CARRIED

Votes in favour	209
Votes against	7
Registered abstentions	11

UCU condemns Boris Johnson's meeting with antisemitic, Islamophobic, homophobic and anti Roma Far Right leader Viktor Orban, Prime Minister of Hungary in Downing Street 28 May 2021.

19 Campaigns and organising National executive committee

CARRIED

Votes in favour	219
Votes against	2
Registered abstentions	6

Congress notes the progress made by ROCC in implementing the policies set by Congress, notably

1. Support for branches, including with ballots and disputes
2. Strengthening recruitment and membership in all our sectors
3. Developing training and education

It further notes the impact of the pandemic on this work.

It supports continued focus on these areas working

- a. to engage and involve our diverse groups of members, refreshing our approach to training and communication
- b. to support branch recruitment, campaigning and organization
- c. to strengthen our inclusive, intersectional, and enabling approach to these activities
- d. to use our response to Covid19 to build long term improvements into our work
- e. to progress ROCC related Congress resolutions

20A.1 University of Brighton Grand Parade, and University of Brighton, Mouslecoomb, University of Brighton, Falmer

CARRIED

Votes in favour	217
Votes against	3
Registered abstentions	5

Under 'Congress further notes' a new point 3:

'For some staff homeworking may be inappropriate because of the nature of their work or their housing, personal circumstances or preference.'

Under 'Congress resolves' to insert a new point c and renumber subsequently

'Ensure that WFH agreements also preserve the right to work on employer premises with appropriate office accommodation'

Add to existing point c (new point d)

'and provision of necessary equipment and furniture.'

20 Working from home culture and cost Academic related, professional staff committee

CARRIED as amended

Votes in favour	217
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Votes against 4

Registered abstentions 5

Congress notes many staff are now working from home during the COVID-19 pandemic. We recognise the costs attached to providing safe, well lit, heated workspaces and the increase in utilities bills for many.

Congress further notes:

1. Proposals to introduce hybrid working from home models indefinitely in many institutions
2. Without local agreements in place staff working from home are at risk of new modes of 'distanced micromanagement', including:
 - unrealistic management expectations and dangerous workloads
 - further erosion or eradication of work / home life balance
 - detriment from inadequate equipment provision
- 3 For some staff homeworking may be inappropriate because of the nature of their work or their housing, personal circumstances or preference.

Congress resolves that UCU should:

- a. Develop and publicise local bargaining guidance on WFH culture
- b. Support all branches to negotiate, using this guidance, as a priority
- c. Ensure that WFH agreements also preserve the right to work on employer premises with appropriate office accommodation
- d. To provide guidance and support to all branches to negotiate WFH utilities payments and provision of necessary equipment and furniture
- e. Further develop bargaining and campaigning guidance to ensure all staff, including ARPS, are protected from detriment when critiquing their employer.

21A.1Anti-casualisation committee

CARRIED

Votes in favour 214

Votes against 8

Registered abstentions 5

Delete:

- i. Launch a UK-wide campaign against yearly redundancies for indefinite contracts to be the general form of employment in the sectors

Replace with:

- i. Re-launch our campaign against yearly redundancies and raise the profile of our demand for 24 month minimum contracts across the post-16 education sector, as a step towards making permanent employment the norm for everyone

21 Anti-Casualisation University of Liverpool

CARRIED as amended

Votes in favour 213

Votes against 8

Registered abstentions 2

Congress notes the:

1. Growing epidemic of casualisation in universities and colleges
2. Disposal of thousands of precarious members' jobs last summer
3. Likelihood that members on insecure contracts will face more cuts this summer
4. Attack on "permanent" posts by many institutions during the pandemic

Congress believes casualisation and outsourcing:

- a. Affects the majority of researchers and a growing portion of teaching, academic support and professional services staff
- b. Extends beyond cover for temporary vacancies
- c. Hinders the ability of workers to organise effectively in the union

Congress resolves to:

- i. Re-launch our campaign against yearly redundancies and raise the profile of our demand for 24 month minimum contracts across the post-16 education sector, as a step towards making permanent employment the norm for everyone
- ii. Avoid risk sharing strategies that diminish the ability of workers to organise
- iii. Organise twice yearly training event by and for activists
- iv. Integrate this campaign into pay disputes

22 Keep workplaces Covid safe and accessible Disabled members standing committee

CARRIED

Votes in favour	218
Votes against	3
Registered abstentions	7

Congress notes:

1. There are many people with worries about side effects who are hesitant and others, including disabled people, who cannot be vaccinated.
2. Covid vaccines are important and welcome, but do not guarantee everyone's safety
3. The Covid crisis has shown that remote work is effective and should be offered as a reasonable adjustment for all disabled workers and carers who need it.

Congress believes it remains necessary to ensure that every workplace has full H&S policies and anti Covid transfer measures in place, not least because long Covid often accompanies infection, including the right to work remotely for all of those who need to by reason of their own impairment or that of family members.

Congress resolves to oppose any attempts to dismiss people who cannot take a vaccine and to fight for the right for those who cannot take it, for any reason, to work remotely.

23 Composite: Climate change, COP26, zero carbon economy and job creation University of Hull, London retired members, National executive committee, Croydon College, University of Manchester

CARRIED

Votes in favour	220
Votes against	4
Registered abstentions	4

Congress notes the importance of the passing of resolutions 39 and 40 and the urgent need to build on this <https://www.ucu.org.uk/article/11075/Congress-motions-2020#39>

The COP26 talks in Glasgow in November 2021 come at a crucial time. According to a recent report by the Environment Agency, climate change is hitting the 'worst case scenario'. This means hotter temperatures, more extreme weather conditions, drought, famine, ecosystem destruction, biodiversity loss and much more. And as always it will be communities in the Global South who feel the worst impacts.

While we welcome any action to deal with the climate crisis, we need to beware false solutions that focus on the market or billionaires to rescue us. That is why the mobilisations for the COP26 - in Glasgow and in local towns and cities - are crucial. And it is important that trade unions are at the heart of these mobilisations, calling for climate justice, a just transformation for workers and one million climate jobs.

We support these mobilisations and the work done by the COP26 coalition.

Congress believes:

1. The IPCC 2018 Special Report has warned of the dire consequences of exceeding 1.5°C global average warming.
2. To avoid this global carbon emissions must be halved by 2030.
3. We need to mobilise for a just transition which protects and improves workers' livelihoods, creates a more inclusive society and stops greenhouse gas emissions.
4. We face a global and UK crisis of unemployment; tackling the Covid-19 pandemic represents an ideal opportunity to invest in climate jobs.
5. The UK government continues to back false solutions like carbon markets and block the transformational changes which are necessary.

Congress recognises that the move to a zero-carbon economy has huge implications for the jobs of UCU members. Job creation and the measures needed to meet climate targets mean this should be a central focus for UCU strategy.

Congress calls on NEC to:

- a. Support the COP26 coalition and encourage branches to join it.
- b. Join and support the national mobilisations and protests that take place leading up to and during the COP26 climate summit in Glasgow in November 2021 by supporting branches taking climate solidarity action with students, unions, and campaign organisations
- c. Review UCU activity and infrastructure and draw up a plan for the elimination of greenhouse gas emissions with a report on progress to the 2022 Congress

- d. Review all UCU training programmes and branch guidance to ensure that the appointment of Green Reps and Green New Deal (GND) bargaining is referenced.
- e. Provide guidance to branches on engagement with local and regional authorities around green jobs and skills
- f. Establish a Climate Action Network with a formal role in UCU structure
- g. Support the Climate and Ecological Emergency Bill Alliance.

24 Composite: A union for all - press coverage and representation of all members Yorkshire and Humberside regional committee, Academic related, professional staff committee

CARRIED

Votes in favour	208
Votes against	10
Registered abstentions	7

Congress recognises the wide, diverse membership of UCU and that all members from all sectors and staff groups deserve equal representation and visibility. Congress notes UCU's respect for the work and recognition agreements of unions active in our sector.

Congress further notes that:

1. during the pandemic, UCU has achieved more press coverage for pre-92 HE than other sectors (post-92/FE/Adult/Prison Education) over issues that affect all of education. This media coverage focus on lecturers erases other membership groups in HE (including ARPS), FE, Prison Ed and ACE.
2. reps in some sectors have, at times, felt that they do not have the backing of the union at national level.

This is symptomatic of a view of UCU as a union for pre-92 universities only. Other sectors are a minority in UCU but we must be a united union.

Issues caused by government policy require a national position and action.

We call on UCU to:

- a. counter the media narrative, ensuring all press releases are fully inclusive and include all sectors
- b. make regular public statements on government policy for all sectors

- c. check all national all-member communications are written in a way which includes all sectors.
- d. change standard practice on communications and on the website to reflect the diversity of the membership ensuring that academics are not always at the forefront of literature or webpages
- e. focus on all sectors in national policy and action
- f. develop and implement national strategies to enhance the profile of all UCU sectors and staff, and the union's work in all sectors, including a 'not just a lecturers' union' campaign
- g. campaign for the principle of, and funding for, lifelong learning in this post-pandemic world.

**25 Building a trade union movement against Hostile Environment
Migrant members standing committee**

Votes in favour	219
Votes against	3
Registered abstentions	4

Congress notes:

1. The Hostile Environment policy worsened conditions for migrants after the passage of the Immigration Act 2014
2. That this policy has permeated society to the detriment of people's lives
3. Migrants, racialised minorities and the working class suffer the brunt of this policy
4. That the Conservative Party have announced plans to escalate the Hostile Environment

Congress believes:

- a. That trade unions have a history of fighting for justice
- b. That UCU has led in the fight against the Hostile Environment among UK trade unions

Congress resolves:

- i. To work with other trade unions in order to build a movement in the UK against the Hostile Environment.

- ii. To campaign for inter-union solidarity in order to strengthen our position in fighting unjust and racist immigration policies.
- iii. To seek to establish a joint-TU conference which addresses the concerns around the Hostile Environment and the ways in which a joint, unified front can combat this.

26 Understanding casualisation by learning technology Anti-casualisation committee

CARRIED

Votes in favour	221
Votes against	6
Registered abstentions	1

Congress notes:

1. Rapid growth of learning technology in post-16 education.
2. Proliferation of casualised gig economy jobs, highly surveilled employment relationships often mediated by apps
3. Incursion of international learning technology organisations bringing exploitative employment models from Big Tech.
4. Increased reuse of recorded or pre-written materials rather than interactive teaching and learning

Congress resolves:

- a. UCU will commission research into learning technology and 'tech platforms' across all sectors we represent to investigate:
 - Key threats of increased casualisation
 - Surveillance elements affecting employees' autonomy, wellbeing and privacy rights
 - Contextual particularities of HE, FE, ACE, Prison Education
 - Successful campaigns by trade unions experienced in performing rights (e.g. BECTU/Prospect, the NUJ) to defend members' rights.
- b. The brief for this commissioned research will be formulated in close partnership with the Anti-Casualisation Committee
- c. Findings of this research will inform a national campaign for fighting casualisation and deterioration of working conditions arising from new learning technology

27 Reverse the rise in the state pension age retired members West Midlands

Votes in favour	210
Votes against	7
Registered abstentions	11

Congress notes that:

1. State Pension Age (SPA) reached 66 last autumn, it will now stand still for a few years but is due to rise to 67 between 2026 and 2028 and, according to present legislation, to 68 between 2044 and 2046; and,
2. The Pension Act 2014 requires a five-yearly review of SPA, the first such review in 2017 recommended bringing forward the rise to 68 to 2037-39 and the government accepted this recommendation but, lacking a parliamentary majority, promised a further review before legislating.

Congress instructs the National Executive Committee to:

- a. Campaign urgently to stop any more SPA rises;
- b. Work with other trades unions towards coordinated submissions to the SPA review due to report in 2022 linked to a campaign to reduce SPA and to provide flexible early access to the State Pension in appropriate circumstances.

28 Solidarity with NHS and other public sector workers Kirklees College

CARRIED

Votes in favour	219
Votes against	2
Registered abstentions	6

Congress notes:

1. The erosion of pay in the public sector, including all sectors of education, since 2010.
2. Further austerity measures likely to pay for the Coronavirus crisis will hit public sector workers in the form of pay freezes and below-inflation pay rises.

After the insulting 1% offer made to NHS staff, all workers must say no to the very key workers who risked their lives during the pandemic being asked to pay

the price of the government's botched response. Together we are stronger and infinitely more disruptive!

Congress calls on UCU to:

- a. Make a public statement of solidarity with NHS workers.
- b. Work with other public service unions to coordinate meaningful action on pay.

29 The recalcitrant approach of employers on improvements to pay Southern regional committee

CARRIED

Votes in favour	202
Votes against	18
Registered abstentions	8

Congress notes:

1. the recalcitrant approach of employers on improvements to pay;
2. attacks by employers on terms and conditions worsening the effects on casualised members;
3. attacks on pensions and the consequent detrimental effects in the longer terms on equalities;
4. the context of a national pandemic; and,
5. the need for a national strategy to protect jobs, terms, conditions and pensions.

Congress calls on UCU:

- a. to press for employers to agree a national moratorium on compulsory redundancies for 1 year; and,
- b. demands for a 2-year minimum contract for casualised staff.

30 Environmental sustainability as an anti-casualisation issue Anti-casualisation committee

CARRIED

Votes in favour	212
Votes against	5
Registered abstentions	11

Congress believes:

1. Climate change, biodiversity- loss, and unsustainable development are serious threats to human wellbeing.
2. Action on sustainability should be part of, rather than in tension with, supporting casualised members.
3. The contractual status of casualised workers often excludes them from sustainability measures requiring staff status or minimum employment length.
4. High profile campaigns on labour- environmental issues can increase the diversity of UCU's membership and activism

Congress resolves:

- a. UCU will campaign for a 'Green New Deal' which prioritises measures that reduce casualisation, including special employment-interest specific 'asks' designed to motivate recruitment and organizing in highly casualized and low membership- density areas.
- b. Guidance to branches on sustainability should incorporate anti-casualisation, including:
 - Measures supporting 'sustainable behaviour' must be accessible to casualised employees.
 - Employers must reduce environmental impacts and absorb associated costs, rather than transfer these to employees, particularly casualised employees.

31 Justice for Osime Brown West Midlands regional committee

CARRIED

Votes in favour	183
Votes against	13
Registered abstentions	30

Congress notes:

1. That Osime Brown is a young boy with autism and learning disabilities facing deportation to Jamaica, a place he left aged 4 where he has no support network
2. That Osime has served a prison sentence under the disputed joint enterprise policy following the theft of a mobile phone

3. That Osime faces deportation due to the hostile environment, a policy which we as a union oppose.

Congress believes:

- a. That the penal deportation of Osime would put him in grave danger & is an abuse of human rights
- b. That Osime belongs at home in Dudley with his mother.

Congress resolves:

- i. To call on branches to support the campaign against his deportation through inviting speakers, donating to his campaign, writing to the Home Secretary, and supporting social media campaigning
- ii. To hold an annual UCU "end the hostile environment" campaign week while this policy remains.

32 Housing safety for staff and students The Trafford College Group

CARRIED

Votes in favour	214
Votes against	6
Registered abstentions	8

Grenfell demonstrated that privatisation has decimated safety in the communities our staff and students live in and is having a devastating effect on the lives and educational opportunities. Grenfell has opened up a Pandora's Box of historical building defects, ranging from cladding to cavity barrier installation, in flats of 11m and above.

The government has made available £5b to cover cladding issues alone but this is a drop in the ocean of the money required to fix historical defects in flats, not built to regulation at the time of construction but sold as safe.

Congress resolves:

1. To support the MacPartland-Smith amendment (or similar) that prevents freeholders from passing on fire safety remedial costs and honour the commitment to act on the recommendations from phase one of the Grenfell Tower Inquiry.
2. To encourage members to lobby MPs to support this
3. To support campaigns for housing security for all.

33 Appointment of auditors National executive committee

CARRIED

Votes in favour	210
Votes against	2
Registered abstentions	14

Congress approves the appointment of Knox Cropper as the union's auditors for the year ending 31 August 2021.

34 Financial statements National executive committee

CARRIED unopposed

Votes in favour	214
Votes against	0
Registered abstentions	11

Congress receives the union's audited financial statements for the 12-month period ending 31 August 2020 as set out in [UCU/1071](#).

35 Budget 2021-2022 National executive committee

CARRIED

Votes in favour	210
Votes against	1
Registered abstentions	14

Congress endorses the budget for September 2021 – August 2022 as set out in [UCU/1072](#).

36A.1 City University of London

CARRIED

Votes in favour	172
Votes against	31
Registered abstentions	20

Add:

...but believes that in section 1.1, [UCU/1073](#) should read:

'Motion 6 from Congress 2018 asked the Treasurer and NEC to look at subscriptions with a view to achieving a proportional or progressive system.'

not

'Motion 5 from Congress 2018 asked the Treasurer [...] with a view to moving towards a more proportional system.'

And in section 4.1, Principle i) should read 'rates should be proportional or progressive to income', not 'movement towards a more proportional system'.

36 Subscription rates National executive committee

CARRIED as amended

Votes in favour 201

Votes against 10

Registered abstentions 14

Congress accepts the Treasurer's report on progress with the review of subscription rates and bands and endorses the changes to subscription rates from 1 September 2021 set out in [UCU/1073.](#), but believes that in section 1.1, UCU/1073, should read:

'Motion 6 from Congress 2018 asked the Treasurer and NEC to look at subscriptions with a view to achieving a proportional or progressive system.'

not

'Motion 5 from Congress 2018 asked the Treasurer [...] with a view to moving towards a more proportional system.'

And in section 4.1, Principle i) should read 'rates should be proportional or progressive to income', not 'movement towards a more proportional system'.

37A.1 Yorkshire & Humberside regional committee

CARRIED

Votes in favour 202

Votes against 8

Registered abstentions 14

Add to Congress resolves:

iii) that UCU should campaign for all employers to reimburse the full costs to migrant staff for: visa fees, naturalisation fees and NHS surcharge fees.

37 Provision of immigration advice Migrant members standing committee

CARRIED as amended

Votes in favour	206
Votes against	7
Registered abstentions	11

Congress notes:

1. that the UK immigration rules have ballooned in size and complexity, now running to over 1000 pages
2. that employers in higher & further education do not routinely make immigration advice available to current or prospective staff
3. that immigration advice is a regulated activity
4. that lack of advice can have significant repercussions for individuals who are left to navigate a complex system alone.

Congress believes:

- a. that employers should proactively provide legal advice on immigration matters to prospective and current staff and postgraduate research students free of charge
- b. that employers should have a nominated immigration adviser who has OISC Level 3 Certification.

Congress resolves:

- i. that UCU should campaign for all employers to provide current and prospective staff and postgraduate research students with OISC Level 3 immigration advice free of charge
- ii. that UCU should make OISC Level 3 immigration advice available to members.
- iii. that UCU should campaign for all employers to reimburse the full costs to migrant staff for: visa fees, naturalisation fees and NHS surcharge fees.

**38 Defend the right to protest
Lifelong Learning**

Capital City College CANDI

CARRIED

Votes in favour	208
Votes against	9
Registered abstentions	11

The Police, Crime, Sentencing and Courts Bill is an attempt to crack down on the right to protest in the wake of the COVID-19 crisis.

After decades of austerity, we are now set to be asked to pay the price for the Covid-19 crisis. Working class communities, women and BAME communities have suffered disproportionately.

And it's BLM, #ReclaimTheseStreets protests, in the wake of the murder of Sarah Everard, and union protests - such as those by NHS workers over pay - that have been targeted.

We believe that the best defence of protest is to keep protesting.

We oppose any attempt by government to use the COVID-19 crisis to limit the right to protest.

39 Strike pay University of Brighton, Grand Parade, and University of Brighton, Mouslecoomb

CARRIED

Votes in favour	165
Votes against	44
Registered abstentions	16

Congress notes that entitlement to payments from the fighting fund is currently decided by National Officers using unpublished criteria to evaluate the significance of each dispute.

Congress believes that:

1. The fighting fund is crucial to the union's strength in supporting members when they take strike action.
2. In principle all official strike action by UCU members should be eligible for strike pay.
3. The only limiting factor should be management of the fund in response to demand.
4. The first response to over-demand should be to find ways to boost the fund, e.g. by increasing the proportion of the budget allocated to it or transfers from other account heads.

Congress instructs NEC to:

- i. Devise clear policy on the strike fund which embodies the above principles and sets out mechanisms to achieve them.
- ii. Bring such rule changes to Congress as are necessary to achieve this.

40 Collectivise the Resistance: solidarity action works regional committee

London

CARRIED

Votes in favour	197
Votes against	13
Registered abstentions	15

Congress notes the Covid-19 crisis confronts the trade union movement with huge challenges.

Congress believes:

1. The government handling of the pandemic led to one of the worse death tolls in Europe.
2. The NEU's collective use of section 44 and mass participatory meetings for reps and all members is a model we should follow. They prevented an unsafe return to schools.
3. UCU branches like Heriot-Watt and Brighton have won real victories to defend jobs. Collective action works.
4. Record branch meetings and groups like UCU Solidarity Movement, Pandemic PGRS, CoronaContract, showed the appetite to organise and resist.

Congress resolves to develop strategy to co-ordinate UCU response across all nations to address:

- a. any unsafe return to face2face
- b. job losses
- c. workloads
- d. pensions attacks
- e. fight casualisation
- f. low pay and the gender and race pay gap
- g. transforming and reconstructing post-16 education.

41 Solidarity with the civil disobedience movement in Myanmar University of Nottingham

CARRIED

Votes in favour	207
Votes against	7

Registered abstentions 12

Congress notes:

1. That the military in Myanmar have seized power and are conducting mass arrests of activists across the country.
2. That part of the Civil Disobedience Movement is organised from university campuses, involving student-led protests and strikes by academics.
3. That the military is brutally suppressing this resistance, arresting at gunpoint a union leader at Yangon University, Professor Arkar Moe Thu, on 2 March 2021.

Congress resolves:

- a. To extend our solidarity to the Civil Disobedience Movement, and to demand the release of Professor Arkar Moe Thu and others held by the regime.
- b. To negotiate for students applying from Myanmar to be allowed to use alternative criteria to the IELTS exam due to internal restrictions in the country.
- c. To demand that universities audit their investments and partners to sever connections with organisations and individuals that are linked to the Burmese military.

To remit motion 42: LOST

Votes in favour of remitting motion 42	91
Votes against remitting motion 42	115
Registered abstentions	18

42 Composite: China, Hong Kong and the Uyghurs: solidarity, peace, and democracy University of Cambridge, Liverpool John Moores

CARRIED

Votes in favour	165
Votes against	23
Registered abstentions	31

UCU believes in political and economic democracy. China's authoritarian state represents neither.

Uyghurs and other majority-Muslim peoples in Xinjiang China suffer genocidal persecution and forced labour through Chinese government policy.

Supported by British colonial-era anti-union and anti-democratic laws, the Chinese state is repressing Hong Kong's democracy movement and using a recently imposed National Security Law to arrest and charge activists.

Independent trade unions are prohibited under China's Trade Union Law, allowing employers to ignore workers' rights, often with impunity.

Congress calls on our branches, NEC and General Secretary to:

1. Build solidarity with labour organisers, feminist activists, human rights defenders, and others struggling to uphold their rights in China;
2. Issue a statement and initiate a campaign in support of the Uyghur population of Xinjiang, calling for the Chinese government to end the on-going forced mass imprisonment, alleged sterilisation, indoctrination, torture and oppression of the Uighur people.
3. Demand the release of political prisoners and repeal of Hong Kong's National Security Law;
4. Demand supply chain audits, and cut ties with Xinjiang rights abuses;
5. Resist increasing Sinophobia and those who appropriate support for democracy to promote a New Cold War.

To remit motion 43: LOST

Votes in favour of remitting motion 43	78
Votes against remitting motion 43	132
Registered abstentions	13

43A.1 City College Plymouth

LOST

Votes in favour	81
Votes against	111
Registered abstentions	27

Change resolves a.

'to UCU employees' to 'to the General Secretary'

Delete resolves c.

43 Composite: Financial disclosure and transparency Southern regional committee, University of Leeds

CARRIED unamended

Votes in favour	157
Votes against	45
Registered abstentions	21

Congress notes:

1. the series of issues relating to expenditure, some of which have caused debate within UCU and the media, including £400k of expenditure for a former General Secretary which was subject of a non-disclosure agreement;
2. that part of the business of the union involves expenditure of money;
3. the health of union democracy is best served through transparency; and,
4. which has caused debate within UCU and the media.

Congress resolves that:

1. UCU National Executive Committee (NEC) must be provided with proposals for, and be involved in, expenditure decisions relating to:
 - a. redundancy payments or other non-standard payments to UCU employees
 - b. membership levies
 - c. consultancy contracts

The honorary treasurer will report such expenditure to NEC as soon as possible before it has been incurred.

44 Electronic voting at Congress, FESC and HESC South West regional committee

CARRIED

Votes in favour	122
Votes against	94
Registered abstentions	11

Congress notes that:

1. Counting each card vote takes 5-10 minutes which means approximately an hour of time is lost each day of Congress, FESC and HESC that could be devoted to debate and policy making.
2. Electronic voting reduces opportunities for putting fellow delegates under peer pressure to vote in a certain way, ensuring that the views expressed truly reflect individual views.
3. The technology is available and is widely used including by the TUC, NEU and Unite following accessibility guidelines.
4. Electronic voting is more transparent, and can allow a record of individual votes, if wished.

In the above, best Trade Union practice guidelines for the use of data in line with GDPR should be adopted and incorporated into practice.

Congress resolves: that electronic voting - using recommendations from Democratic Services on accessible systems - be introduced at our subsequent Congress, FESC and HESC and thereafter.

45 UN Treaty on the Prohibition of Nuclear Weapons Yorkshire and Humberside retired members

CARRIED

Votes in favour	197
Votes against	12
Registered abstentions	16

Congress notes:

1. The continuing danger to humanity from the existence of nuclear weapons
2. The contribution of the nuclear weapons industry to environmental pollution

Congress welcomes:

- a. The 2017 UN Treaty on the Prohibition of Nuclear Weapons (<https://treaties.un.org/>)
- b. The fact that 86 countries have signed the treaty and 52 have ratified it.

Congress calls on UK Government:

- i. To cancel Trident and sign and ratify the UN treaty.

- ii. To provide alternative socially useful employment for workers in the nuclear weapons industry
- iii. To use money saved from nuclear weapons expenditure to fund education, health, social care, investment in renewables and tackling poverty and climate change.

UCU in its work with the TUC, other trade unions and international trade union federations will support the extension of the UN treaty, the case for peace and disarmament, just transition from nuclear weapons production, and spending the peace dividend on social justice and tackling the climate emergency.

46 Climate and ecological emergency Central Saint Martins

CARRIED

Votes in favour	212
Votes against	5
Registered abstentions	8

The urgent need to address the Climate and Ecological emergency has far reaching implications for UCU members and must be central to UCU strategy. Moving to a zero-carbon economy will impact directly on future jobs and training, while issues from social justice to curriculum development as they relate to the CEE to are fundamental to UCU concerns.

A growing network of UCU green reps and Climate Action Network are working to foreground the CEE as a central tenet of union activities. This motion asks that UCU congress supports:

1. The establishment and formal recognition of an annual UCU Climate and Ecological meeting to advise the NEC.
2. That standing orders are drawn up for the meeting to keep a timetable similar to other such Annual Meetings
3. That UCU training and branch guidance materials are reviewed to reference the appointment of Green Reps and Green New Deal (GND) bargaining.

47 International LGBT+ Rights committee

LGBT+ members standing

CARRIED

Votes in favour	213
Votes against	6

Registered abstentions 9

Congress notes:

1. colonial era laws from the European imperialisation project are still present in many countries
2. people should not have to hide their protected characteristics in an international workplace for fear of criminal prosecution and /or direct discrimination
3. UK organisations including many in post school education have international operations
4. LGBT+ rights are under attack in many countries

Congress believes local conditions at international campuses can create discrimination against staff and students due to gender, race, sexual orientation, disability and / or trade union membership.

Conference resolves to

- i. campaign with international organisations to dismantle oppressive laws and with TUC internationally to undo colonial laws
- ii. work with other organisations including ILGA, the British Council, and NGOs to put pressure on governments to change laws

highlight post school education providers with international operations that have a negative impact on equality and diversity values.

48 Reclaim the streets Birmingham City University

CARRIED

Votes in favour 210

Votes against 3

Registered abstentions 14

Congress notes:

1. The referendum in Switzerland banning wearing of the niqaab and burqa in public spaces
2. The death of Sarah Everard whilst walking home and the subsequent media victim blaming and local curfew for women
3. The £10K fine imposed on a nurse for organising a socially distanced demonstration in protest at the failure to reward healthcare workers with an adequate payrise

4. Government movement to tighten restrictions on public protest further and the damage this will do to the right to and expression of dissent.

Congress resolves:

- a. To organise a national campaign in defence of the right to public dissent and protest, coordinating with the TUC & NUS on this
- b. To renew our work in organising around the rights of women and NB people to freedom of choice whether clothing or movement; a freedom from state, street or domestic violence.

49 International cooperation and solidarity National executive committee

CARRIED

Votes in favour	219
Votes against	1
Registered abstentions	5

Congress recognises the importance of an active international dimension to UCU's work, especially during and after a global pandemic, and the value of working alongside Education International, TUC and other affiliated solidarity organisations.

Congress welcomes our international activities and campaigns to defend educators and trade unionists at risk in countries such as Colombia, Palestine, Turkey and Egypt and to support global responses to the privatisation of public education, including the new threats posed by Edtech companies.

Congress also recognises the value of mutual learning from international partners in areas such as education policy, equality and union organising and believes that the pandemic has strengthened the case for international cooperation and solidarity between trade unions.

Congress calls on NEC to continue to engage members, branches and regions in concrete international solidarity work, including the use of webinars as one of the tools to expand member engagement.

50 Annual meeting and committee on environmental issues Open University

CARRIED

Votes in favour	211
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Votes against 8

Registered abstentions 8

Congress notes:

1. The UCU Climate and Sustainability Conference held in March 2021.
2. That the meeting positively supported the self-education and organising of activists.
3. That creating stable structures for holding similar recurring meetings, and to represent and organise members on this employment interest, would be valuable to UCU and the NEC.

Congress resolves:

- a. That UCU holds an Annual Meeting on Environmental Issues each year, to advise the NEC under Rule 25.1 or by other constitutional means.
- b. That standing orders be drawn up to formally organise the Annual Meeting, including allowing branches to send motions and a report to be made available to the NEC.
- c. The meeting should keep a timetable similar to other such Annual Meetings.
- d. Recognising the organising benefits of creating a stable advisory body for members to coalesce around
- e. within UCU, to address this sector-wide interest by establishing a standing advisory committee

**51 Impact of UK Pensions Act
branch**

Scottish retired members

REMITTED

Votes in favour of remitting motion 51 101

Votes against remitting motion 51 98

Registered abstentions 25

Congress notes:

The Pension Schemes Act 2021 was passed by the UK Parliament in February 2021. In addition to long-term funding objectives and new powers for the Pensions Regulator (TPR), it introduces a framework for collective defined contribution (CDC) schemes called collective money purchase in the Act. This represents a compromise alternative to defined benefit schemes such as the USS

pension. It opens the door to a new type of pension that is beneficial to university management and less so for members.

Congress urges:

UCU to conduct an urgent review of the potential impact of the Act and report this to all members. Also, to seek an assurance that all members currently in direct benefit pension schemes or in receipt of such pensions are fully protected.

**52 We won't pay for the public health crisis City and Islington
College Camden Road**

CARRIED

Votes in favour	193
Votes against	18
Registered abstentions	14

Congress notes:

1. The 1% pay offer to NHS workers and the continued pay freeze
2. The 125,000 deaths from Covid so far will save the Treasury £1.5bn in state pensions by 2022.

Congress believes that:

- a. The continued freeze on pay summarises the government's plans to pass the cost of the pandemic onto working people.
- b. Despite the claps for frontline workers, it is they who will be asked to make up for the Tories horrendous mishandling of the Covid-19 crisis.
- c. The trade union movement must unite to make sure that after years of austerity after the 2008 crash we don't face decades more.
- d. Pay restraint will increase the gender and race pay gaps and will continue to hit casualised staff disproportionately.

Congress resolves UCU to approach other unions to launch a campaign around the theme, 'We won't pay for the pandemic- no more austerity'.

53 Review of UCU's affiliated organisations City College Plymouth

CARRIED

Votes in favour	176
Votes against	25

Registered abstentions 23

Congress notes:

1. Interim Congress rightly demonstrated that our union will not tolerate sexual harassment and intimidation of survivors. (Motions 21, 22 and 23).
2. UCU's policy, from the Interim Congress 2021, is to establish a Gender-Based Violence Commission.
3. UCU funds and supports a number of national and grassroots campaigns across the range of issues our members face.

Congress resolves:

- a. To review the affiliated organisations, to ensure that UCU can have full confidence in the policies and actions of the leadership of each organisation to root out and deal with gender-based violence cases within its structures.
- b. To bring to NEC an opportunity to review and remove organisations who cannot prove natural justice and robust policies on sexual violence.

54A.1 South West retired members

CARRIED

Votes in favour 190

Votes against 6

Registered abstentions 27

Insert 'occupational' before 'pensions' (title and lines 2, 4, 4, 5 and 6 (six instances))

Insert 'continue to be' after 'should' (line 2)

Insert 'the occupational pension schemes of which they are members, such as' after 'changes to' (line 3)

Insert 'and the operation of occupational pension schemes' after 'policy' (line 5)

Replace 'the issue' with 'those aspects' (line 6)

Replace 'impacted' with 'affected' (line 3)

54 Discussion of occupational pensions at Congress East Midlands retired members

CARRIED as amended

Votes in favour	191
Votes against	8
Registered abstentions	25

This Congress is firmly of the opinion that motions dealing with industrial action associated with occupational pensions should continue to be dealt with by sectoral bodies. However, it also recognises that many HE members belong to the TPS and that Retired members are affected by changes the occupational pension schemes of which they are members, such as to the indexation of the occupational pensions that they receive. To limit all discussion of occupational pensions to sectoral bodies means that some aspects of occupational pensions policy and the operation of occupational pension schemes cannot be adequately addressed. Plenary Congress sessions should be allowed to discuss those aspects of occupational pensions that are not exclusively the property of sectoral bodies.

(Motions 55-67 required a two thirds majority to be carried)

55 Rule change: Gender identity National executive committee

CARRIED

Votes in favour	207
Votes against	7
Registered abstentions	10

In rule 2.5 (aims and objects), after 'To oppose actively all forms of harassment, prejudice and unfair discrimination whether on the grounds of sex', insert 'gender identity,'.

In rule 6.1, after '...all forms of harassment, prejudice and unfair discrimination whether on the grounds of sex', insert 'gender identity,'.

Purpose: to bring the relevant union rules on discrimination into line with current union policy, explicitly including gender identity.

56 Rule change: UCU membership and far right organisations National executive committee

CARRIED

Votes in favour	215
Votes against	1
Registered abstentions	10

In rule 6.1.1, after 'political organisation', delete 'including', add 'such as'.

After 'BNP', delete 'and', replace with comma; after 'National Front', add 'and AfD'

Final clause, before '6.1 above', add '2.5 and'

Purpose: to update the description in rule 6.1.1 in respect of far right political organisations and the union's aims and object

57 Rule change: Congress delegates from equality standing committees National executive committee

CARRIED

Votes in favour	180
Votes against	24
Registered abstentions	19

Rule 17.1, first clause, after '... National Executive Committee', add ', two members of each standing committee set up under rule 23.1 (one from each sector)'

Purpose: to give each equality standing committee the ability to send two voting delegates to Congress (currently each committee sends two observers).

58 Rule change: General data protection regulation National executive committee

CARRIED

Votes in favour	217
Votes against	1
Registered abstentions	8

In rule 6.3, add at end:

All members and student members shall co-operate with the union in the lawful discharge of its duties and responsibilities under the General Data Protection Regulation (GDPR) and Data Protection Act 2018.

Purpose: to bring the rules into line with current data protection law and the union's legal obligations.

**59 Rule change: Amend Congress Standing Order 18 (quorum)
University of Leeds**

CARRIED

Votes in favour	194
Votes against	10
Registered abstentions	22

**60 Rule Change: Congress Membership and New/Small Branches
University of Sheffield International College**

REMITTED

Votes in favour of remitting motion 60	102
Votes against remitting motion 60	100
Registered abstentions	25

RULE 17: Congress membership

Proposed Rule Change:

Rule 17.1: Delete “, or in the case of institutions/central groups/regional retired members’ branches with fewer than 100 members, by aggregations of members in institutions/central groups/regional retired members’ branches, as specified by Congress Standing Orders.”

Rule 17.2: Delete “, or in an aggregation of members in institutions/central groups/regional retired members’ branches in accordance with Rule 17.1, as appropriate.”

Purpose: *To allow all branches of less than 100 members the right to participate in National Congress*

61 Speaking times at Congress South West regional committee

LOST

Votes in favour	88
Votes against	110
Registered abstentions	28

Standing Order 21: replace ‘five minutes’ with ‘four minutes’ and ‘three minutes’ with ‘two minutes’

Purpose: *to reduce the speaking times in the Congress standing orders for movers of motions (and sections of the NEC’s report to Congress) from five*

minutes to four minutes, and for all other speakers from three minutes to two minutes.

62 Rule 24 Retired Members' Committee Yorkshire and Humberside retired members

CARRIED

Votes in favour	148
Votes against	41
Registered abstentions	32

Add at end of title to Rule 24

'and Retired Members' Committee'

Add at end of 24.2

'This meeting shall elect delegates to the Retired Members' Committee'

Insert new 24.3 and renumber subsequently

There shall be a Retired Members' Committee, which advises the NEC on matters relating to retired members. The Retired Members' Committee shall have the right to send two motions and two amendments to UCU Annual Congress.

Purpose: *to establish a Retired Members' Committee, similar to in role to the specialist committees which exist under Rule 25 for Academic -related and Professional Staff and the Anti-Casualisation Committee*

63 Voting process South West regional committee

LOST

Votes in favour	107
Votes against	88
Registered abstentions	30

Standing order 40: after '...hold up their voting cards', add 'this will initiate the use of electronic voting, where the facility is available.'

Standing order 41, first sentence: delete 'count employing tellers is taken', replace with 'electronic vote'

Purpose: *to put electronic voting into the Congress standing orders*

64 Addition of 15.9-15.11 to Rule 15 - National hustings event University of Sheffield

CARRIED

Votes in favour	186
Votes against	16
Registered abstentions	25

Add new rules:

15.9 Between 7-14 days after a ballot for General Secretary or Officers of the Union has opened, a UK-wide hustings event will be held to ensure that all members and candidates have access to a fully accessible hustings event. This event will be video-recorded and edited before distribution to all members. Reasonable traveling and subsistence expenses will be made available to candidates, paid from union funds.

15.9.1 The location of this event may not occur at the home branch of any participating candidate, and the location will rotate to a different region from the previous year, with due consideration to accessibility depending on candidates' locations.

15.9.2 If it is not possible to hold the event physically for any reason, it will be held online.

15.9.3 All members eligible to vote in the relevant election will have the opportunity to submit questions in advance of this event.

15.10 The date for the event will be chosen in consultation with all candidates, and will be finalised no later than one month before the beginning of the ballot period.

15.10.1 If a candidate prefers to attend electronically rather than in person, or to pre-record a statement and answers to questions, this will be facilitated. Candidates who are disabled, impaired or have a long term health condition will be able to make this known and have their adjustment needs accommodated to avoid any disadvantage by reason of disability.

15.10.2 If a candidate cannot make the session due to illness or emergency, they will be given an opportunity to record their responses on another date, to be included in the recording for members.

15.10.3 Candidates may choose not to attend.

15.11 During the relevant ballot period, any other branch organising a hustings event will provide candidates with 30 days notice, making every effort to make the event accessible to all candidates, including facilitating electronic attendance. Reasonable traveling and subsistence expenses will be made

available to candidates, paid from branch funds, on the basis that all candidates standing for a given position are invited to attend.

65 'New-delegate friendly' order of business for Congress South West regional committee

LOST

Votes in favour	51
Votes against	147
Registered abstentions	28

Standing Order 67: in section C, move points 2, 3, and 4 to follow point 5, and renumber accordingly.

***Purpose:** to move other topics ahead of the financial business in the order of private sessions of Congress.*

66 Entitlement to Participate in Election of UCU Scotland Officers Scottish retired members

CARRIED

Votes in favour	161
Votes against	26
Registered abstentions	38

Add at the end of Rule 18.9.2

For the purposes of 18.9.2 only, the Scottish Retired Members Branch shall be treated as a Higher Education Sector branch.

***Purpose:** The existing rules have the consequence that in Scotland members of the Retired Members branch are excluded from electing key officers. There is no FE sector in UCU Scotland, so there is no requirement to apply the sectoral separation. The proposed change to 18.9.2 will enable the desired inclusion of retired members in these elections.*

67 Rule 24 National Meetings of Retired Members Yorkshire and Humberside retired members

CARRIED

Votes in favour	174
Votes against	13

Registered abstentions 38

Add 24.4

24.4 The meeting shall select from among resolutions it has carried at its current and immediate previous annual meeting two motions for sending to the BDC of the NPC.

Purpose: *to clarify and improve the process of selection by the annual meeting of two motions for forwarding to the BDC (Biennial Delegate Conference) of the NPC (National Pensioners' Convention). This addition to rule will authorise the meeting to consider not only motions carried at its current meeting but also the motions from the previous year's Annual Meeting. This rule addition expands the scope of motions for consideration for forwarding.*

Note: if the amendment for a Retired Members' Committee is carried, this will then be renumbered as 24.5

L3 Composite: Israel/Palestine - Solidarity with the Palestinian people Croydon College, University of Brighton Grand Parade, University of Cambridge, City and Islington College Camden Road, University of Brighton Falmer, King's College London

CARRIED

Votes in favour	192
Votes against	15
Registered abstentions	20

Congress notes:

1. Renewed Israeli barrage against Gaza, and outpouring of solidarity with the Palestinian people against Israeli aggression
2. Ethnic cleansing of Palestinians from East Jerusalem
3. Human Rights Watch finding "crimes against humanity of apartheid and persecution" by Israel;
4. Kahanists (Israeli Fascists) elected to Knesset;
5. racist attacks on Palestinians and progressive Israeli Jews by mobs, protected by police.

Congress believes this compounds

- a. illegal settlement in the West Bank and East Jerusalem;
- b. systematic discrimination against Palestinians holding Israeli citizenship;

- c. Nation State Law making Israel a state for Jews, rendering Palestinians and non-Jewish immigrants second-class;
- d. Destitution of Gaza.

This arises from the Israeli state’s settler-colonial and supremacist nature, for which Britain bears special responsibility.

Congress resolves via GS to

- A. urge members to review any relationships with Israeli institutions, and consider their moral and political implications;
- B. call on the UK Government and devolved administrations to impose trade sanctions and arms embargos on Israel;
- C. circulate sanctions petition to members;
- D. urge branches to support Palestinian rights, which may include branch-organised PSC/BRICUP meetings, defending the right to legitimately criticise Israel and Zionism.

To remit L4 – LOST

Votes in favour of remitting L4	86
Votes against of remitting L4	123
Registered abstentions	15

L4 Re-instate full strike fund for local disputes University of Liverpool

Votes in favour	159
Votes against	39
Registered abstentions	26

Congress recognises the decision made by NEC in early 2020 to reduce the daily amount of strike pay and the context that decision was made in.

However, since COVID hit, many organisations including UCU, have saved money on staffing, conferencing and travel costs etc.

There are a number of branches currently in dispute and taking or are about to take strike action. This motion asks congress to agree to sanction the transfer of money saved during the pandemic into the fighting fund.

Congress resolves to:

1. Reinstatement strike pay to £50 per day after the third strike day for members

earning over £30,000 and to £75 per day after the second strike day for members earning under that threshold.

2. Recognise and adhere to maximum payment caps already set.

3. Call to members to increase efforts to raise donations to the strike fund