

WE'RE AT BREAKING POINT

FOUR FIGHTS ONE UNION

- 1** address the scandal of the gender, ethnic, and disability pay gap
- 2** an end to contract casualisation and job insecurity
- 3** tackle the rising workloads driving our members to breaking point
- 4** an increase to all spine points on the national pay scale of £2,500.

PLEASE SUPPORT THE STRIKES

Why are we striking?

We are university staff and members of the University and College Union (UCU) and we are taking strike action over: the gender, ethnic and disability pay gaps; casualisation and precarious employment practices; unsafe workloads; and falling pay. University employers consistently fail to address these issues.

All talk, no action

Since 2009, university staff pay has effectively been cut by nearly 20% in real terms, while staff are being asked to work harder and longer than ever before. The employers' own analysis highlights that women, black and minority ethnic, and disabled staff experience significant pay discrimination. Casual contracts remain entrenched, and 3,000 university staff were made redundant during the pandemic. Yet the university employers are refusing to commit themselves to meaningful action on any of these appalling conditions.

Striking is always the last resort

UCU members want to be at work, not on strike, but the future of higher education is under threat. Growing inequality affects both students and staff – poor working conditions mean poor learning conditions.

UCU members continue to ask our employers and university leaders to work with us, end the strikes, and avoid widespread disruption for students, staff, their families, and the wider community.

The dispute can be resolved

It is not too late for the employers to improve their offer, in order to seek a resolution to this dispute. To learn more about what UCU members are fighting against, and what we are demanding, visit <https://www.ucu.org.uk/hedisputes>

Please support our industrial action

We ask you to stand with us and defend higher education. You can:

- circulate our materials available on: <https://www.ucu.org.uk/hedisputes>
- visit the picket lines to express your support
- tweet your support using the hashtag: **#OneOfUsAllOfUs**
- email the university's vice-chancellor to ask for fresh negotiations
- sign the NUS petition: <https://email-nus.org.uk/p/5BGA-9DB/strike-letter>
- support striking staff and donate to the UCU fighting fund at: <https://www.ucu.org.uk/fightingfund>