

## UCU Congress 2023



## UCU Congress, 27 – 29 May 2023

### Agenda

*The motions and amendments set out here are as circulated to branches in the second report of the Congress Business Committee (CBC) in circular UCU/2091.*

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Section 2 Business of the strategy and finance committee to be taken in open session (motions 4 - 20) page 5

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## UCU Congress 2023: timetable and order of business

### Saturday, 27 May, 09:30 – 18:00 Congress

- 09:30** Opening business, including:
- Welcome and address from Janet Farrar, president
  - Appointment of tellers
  - Adoption of the report of the Congress business committee
  - Adoption of Congress minutes June 2022 (UCU/2089)
- 10:15** Section 1: Business of the education committee (motions 1-3)
- 10:45** Section 2: Business of the strategy and finance committee to be taken in open session (motions 4-20)
- 12:30** Lunch (12:30) and fringe meetings (13:00-14:00)
- 14:00** Address by Dr Jo Grady, general secretary
- 14:15** **Private session:** Section 3: Business of the strategy and finance committee (motions 21-41)
- 16:30** **Private session:** Section 4: Rule changes (42-49)
- Section 2 (continued), Business of the strategy and finance committee to be taken in open session (motions 4-20)
- 18:00** Close of first day of Congress business

### Sunday 28 May, 09:00-18:30

#### Further education sector conference

- 09:00** Opening business, including
- Appointment of tellers
  - Adoption of the report of the Congress business committee
  - Adoption of minutes of FE sector conference June 2022 (UCU/2088)
  - Report of the head of further education, Paul Bridge

- 09:30** **Private session:** motions FE1-FE2, Pay
- Motions FE3-FE13
- 12:30** Lunch (12:30) and fringe meetings (13:00-14:00)
- 14:00** Motions FE3-FE13 (continued)
- Non-resolutionary business:
- A Turning Tide: Improvements in the FE financial landscape for colleges in England: presentation and discussion
- 18:00** (or on the completion of all sessions)  
Close of FE sector conference 2023

#### Higher education sector conference

- 09:00** Opening business, including
- Appointment of tellers
  - Adoption of the report of the Congress business committee
  - Adoption of minutes of HE sector conference June 2022 (UCU/2087)
  - Adoption of minutes of special HE sector conference April 2023 (UCU/2090)
  - Report of the head of higher education, Shahenda Suliman
- 9:30** **Private session:** motions HE1-HE14, New JNCHES and pay
- 12:00** **Private session:** motions HE15-HE19, USS
- 12:30** Lunch (12:30) and fringe meetings (13:00-14:00)
- 14:00** **Private session:** motions HE15-HE19, USS (continued)
- 14:30** Motions HE20, TPS and HE21-HE26, Anti-casualisation
- 15:30** Motions HE27-HE28, Academic related, professional services staff, and HE29-HE34, Student distribution and HE funding
- 16:45** Motions HE35-40, Equality, and HE41-42, Other matters
- 18:00** Close of higher education sector conference 2023

**Monday, 29 May, 09:30 – 15:00**

**Congress**

- 09:00** Section 5: Business of the equality committee (motions 50-65)
- 11:30** Section 6: Business of the recruitment, organising and campaigning committee (motions 66-83)
- 12:00** Lunch
- 13:00** Section 6 (continued): Business of the recruitment, organising and campaigning committee
- 14:45** Closing business, including
- Election results
  - Election of incoming president, Justine Mercer
  - Closing remarks
- 15:00** Close of Congress 2023

**Note re speaking times:** The chair of Congress, in consultation with CBC and noting the large number of motions, intends to propose **a reduction in Congress speaking times from the outset of Congress**, to three minutes for movers of motions, and two minutes for all other speakers.

The chair of the HE sector conference will propose the same reduction in speaking times from the outset. This will not apply to the FE sector conference. Delegates should bear this in mind if preparing speeches.

*(EP) indicates existing policy.*

## UCU CONGRESS 2023

### MOTIONS AND AMENDMENTS FOR DEBATE

#### CONGRESS MOTIONS FOR DEBATE

Motions have been allocated to a section of the NEC's report to Congress (<http://www.ucu.org.uk/circ/html/UCU2068>). Paragraph headings refer to paragraphs within this report. CBC has added some new paragraph headings to facilitate the ordering of motions.

#### **SECTION 1: BUSINESS OF THE EDUCATION COMMITTEE (section 4 of the NEC report, page 25)**

##### **1 (EP) Defending and Promoting post-16 Education National executive committee**

Congress notes current work of the Education Committee on:

1. access to all types of post compulsory education
2. Postgraduate Researchers (PGRs)
3. Class as a defining factor for post-16 education students and staff
4. the professional needs of staff.

It urges the committee to continue and develop work which will:

- a. defend and enhance access to post compulsory education and a good post-compulsory admission system for HE;
- b. promote reform of student funding and challenge government attacks on that funding
- c. resist attacks on post 16 arts programmes which would deny students the chance to develop their skills and employability
- d. oppose attempts to restrict staff and student freedoms to teach and learn using dishonest and repressive ideas of academic freedom
- e. build support for staff facing professional disadvantages and discrimination
- f. develop our commitment to education and climate change
- g. continue our successful Cradle to Grave events.

##### **2 Student support Scottish retired members' branch**

Congress notes:

The evidence that students across the UK are facing a deepening financial crisis is mounting fast. Several surveys across the UK, including the National Union of Students, reveal the widespread extent of the problem. This is impacting the ability of students to study effectively and widens further the generational inequality. The NUS student cost of living report of September 2022 concluded, "Unless government and the sector takes action, further and higher education will become closed once again to all but the most 'typical' and privileged".

Congress urges:

UCU to review its existing student policies regarding finance, equality and widening participation. In addition, UCU should review the evidence, identify any shortfall in

its position, and work more closely with the National Union of Students across the UK to ensure implementation of the necessary changes over the next three years.

### **3 Training for jobs to tackle the climate emergency London retired members' branch**

Congress demands that the Government fully fund courses within the post-16 education sector to train for jobs which will materially contribute to the reduction of greenhouse gas emissions and other causes of global warming.

UCU will:

1. Support involvement by branches given the potential impacts on teaching jobs.
2. Call for the establishment of Retrofit Taskforces at local and regional level with UCU representation to ensure a worker voice on skills development
3. Work with the Greener Jobs Alliance and other union organisations to publish guidance and pilot courses that will equip UCU Green Reps and Branches to intervene effectively around retrofit and energy efficiency policies.

## **SECTION 2: BUSINESS OF THE STRATEGY AND FINANCE COMMITTEE to be taken in open session (section 1 of NEC report, page 2)**

### ***European and international work***

#### **4 (EP) International solidarity and cooperation National executive committee**

Congress recognises the benefits of a strong international dimension to UCU's work and the value of working in conjunction with Education International, TUC and the solidarity organisations with which we affiliate.

Congress welcomes international activities and campaigns to defend workers and students at risk in countries such as Palestine, Colombia, Turkey and Iran as well as new global and European trade union campaigns to increase funding for public education and to raise the status of education workers.

Congress recognises the value of mutual learning from international union partners in areas like collective bargaining, education policy and equality and believes that the climate and cost-of-living crises strengthen the case for international cooperation and solidarity between trade unions.

Congress calls on NEC to continue to engage members, branches and regions in practical international work, including the use of webinars, e-actions and solidarity actions and visits.

#### **5 Composite: Stop the War in Ukraine – peace now. City and Islington College Camden Road, University of Brighton, Grand Parade**

Congress notes:

1. One year after the brutal invasion, Ukraine has become a battleground for Russian and US imperialism.
2. It is estimated that 150,000 Ukrainian soldiers and civilians and 200,000 Russian soldiers have died since invasion.
3. Putin has threatened the use of nuclear weapons and unleashed war crimes.

4. The 2022 NATO summit committed to a US military base in Poland, a brigade in Romania, air missile systems in Italy and Germany and two additional F-35 squadrons in Britain.
5. Volodymyr Zelensky says he wants Ukraine to become a “big Israel”—an armed, illiberal outpost of US imperialism.

Congress believes:

- a. Wars are fought by the poor and unemployed of one country killing and maiming the poor and unemployed of another.
- b. We should say, “Russian troops out, no to NATO escalation and expansion.”
- c. We should stand in solidarity with ordinary Ukrainians and demand an immediate withdrawal of Russian troops.
- d. NATO is not a progressive force: escalation risks widening war in the region.
- e. Only through a peaceful resolution can lives be saved.

Resolves:

- i. UCU to call upon Russian to withdraw its troops and for government to stop arming Ukraine.
- ii. UCU to call for a peaceful resolution to the war.
- iii. Congress resolves to support protests called by Stop The War, CND and other anti-war organisations.

### **5A.1 University of Leeds**

Delete point 5 under Congress notes

In ‘b’ add, after ‘Russian troops out’, ‘self-determination for Ukraine’

In ‘c’ delete ‘ordinary’

In ‘e’ add, after ‘a peaceful resolution’, ‘based on freedom and independence for Ukraine’

In ‘i’ delete ‘and for government to stop arming Ukraine’

In ‘ii’ add at end ‘acceptable to the Ukrainian people’

Delete bullet point iii

## **6 Solidarity with Ukraine: supporting education and humanitarian work National executive committee**

Congress:

1. Condemns Russia’s invasion of Ukraine
2. Recognises Ukraine’s right to self determination
3. Notes courageous work of Russian anti-war activists and journalists despite state oppression and personal risk
4. Condemns all manifestations of imperialism
5. Reaffirms UCU’s commitments to international solidarity; protecting human rights, workers’ rights, education for all; defending and promoting rights of all displaced people, all fleeing conflict

Congress resolves to:

Campaign for:

- a. The UK government to waive visa restrictions and provide safe routes for all refugees and asylum seekers
- b. Full college / university scholarships for all refugees and asylum seekers
- c. Cancellation of Ukraine's national debt

Task the International Working Group to:

- i. Develop, and widely publicise programmes of practical solidarity work based on this motion and UCU's humanitarian and education policies, including online meetings inviting Ukrainian trade unionists and feminists
- ii. Foster links to support international labour movement activists, educators, and students
- iii. Support Russian workers, educators, students and activists who oppose war.

## **7 (EP) Solidarity with Palestine      UCU Scotland executive committee**

This year commemorates the 75th anniversary of the Nakba, when 750,000 Palestinians were expelled from their homes by Zionist militia in the establishment of the State of Israel. For 75 years, Israel has denied refugees the right of return, in contravention of UN Security Council Resolution 194.

UCU notes with concern the continuing escalation of violence and repression against the Palestinians during this year.

UCU reaffirms its commitment to policies in support of the Palestinian struggle against settler colonisation, including supporting the campaign for Boycott, Divestment and Sanctions against Israel, and against the IHRA working definition of antisemitism.

### **7A.1 Bangor University**

Delete:

"of the Nakba, when 750,000 Palestinians were expelled from their homes by Zionist militia in the establishment of the State of Israel. For 75 years, Israel has denied refugees the right of return, in contravention of UN Security Council Resolution 194"

Replace with:

"of the 1948 Palestine War, which resulted in 750,000 Palestinians and 260,000 Jews being forced from their homes. For 75 years, Israel and its neighbours have denied refugees the right of return"

Delete:

"the continuing escalation of violence and repression against the Palestinians during this year"

Replace with:

"the continuing escalation of violence against both Palestinians and Israelis, the continuing repression of the Palestinians, and the global upsurge in antisemitism"

## **8 Israeli Oppression and the Right to Boycott Moulsecoomb, London regional committee**

**University of Brighton**

Congress notes

1. intensifying and murderous pressure to drive Palestinians from Jerusalem and the West Bank, further colonising Palestine, and the continuing blockade of Gaza;
2. plans to annex the illegally occupied territories;
3. conditions of Palestinians caused Amnesty International, Human Rights Watch, B'Tselem and the UN to declare the situation a form of apartheid;
4. UK Government's introduction of an anti-BDS Bill, pursuing its Israel alliance, proscribing boycott unless sanctioned by Government policy.

Congress believes that

- a. civil society boycotts have an honourable tradition from anti-slavery campaigns through boycotts of Nazi trade to isolation of Apartheid South Africa;
- b. the anti-BDS Bill, together with bans on environmental protest and anti-union laws, is an attempt to suppress civil solidarity and resistance.

Congress resolves to

- i. fully support the Right to Boycott campaign.

## **9 (EP) Palestinian solidarity and the threat to critical opinion standing committee**

**Black members**

Congress notes

1. The Tuck report in which the NUS is accused of antisemitism through its pro-Palestine stances.
2. The conflation of support with Palestinians or critique of Israeli policies being described as Antisemitism
3. The current Israeli government's designation of Palestinian human rights organisations designated as 'terrorist' and the attempts in the UK to close down critique of Israel through Prevent, IHRA and rendering BDS unlawful

Congress believes this compounds

- a. systematic discrimination against Palestinians in Palestine and critical academics and students in particular in the UK
- b. the isolation of Palestinian universities and undermining higher education

Congress resolves:

- i. For the NEC to report on the moral and political consequences of Israeli policies with regards to the attack on academic freedom.
- ii. Authorise all appropriate action from branches to protect students and staff who find themselves under attack for supporting the cause of the Palestinian people
- iii. Reaffirm UCU policy on BDS.

### **9A.1 London retired members' branch**

Add to Congress Notes



4. The importance of campaigns like the Big Ride for Palestine both in building Palestinian solidarity and raising funds for children's sports activities in Palestine.

Add to Congress resolves:

- iv. To support, and encourage UCU members to join or support, the Big Ride for Palestine's South Wales ride in August 2023.

## **10 Stop the war in Sudan - Refugees welcome National executive committee**

Congress notes the devastation caused by war in Sudan. Civilians are paying the price for the military struggle to control the country's government and resources.

Congress believes foreign powers, including the British government, contributed to this conflict by pressing Sudanese democratic forces to negotiate power-sharing agreements with the warring military and militia generals. Regional states allied to Britain, including Saudi Arabia, UAE, Egypt and Israel have fuelled the crisis through support to the combatants.

Congress further believes that Britain has an obligation to provide safe, legal routes for Sudanese citizens to seek asylum in Britain. Many British citizens of Sudanese origin have faced the agony of seeing family members trapped by this conflict.

Congress resolves to support NEC, BMSC and branches in working with MENA Solidarity, other trade unions and Sudanese organisations to:

1. Host an emergency solidarity event
2. Lobby parliamentarians
3. Publicise solidarity actions to members

## ***Industrial overview***

### **11 Fighting punitive ASOS deductions Queen Mary, University of London**

Congress notes:

1. Employer threats to make punitive deductions for ASOS;
2. The need to respond robustly through industrial, political, and legal means;
3. The important campaigning and legal work carried out by branches in challenging deductions;
4. The decision by many members to decline to declare their participation in industrial action when faced with such threats;
5. The support shown by the union to Queen Mary members through the fighting fund following the implementation of deductions.

Congress resolves:

- a. To develop a legal strategy to challenge deductions which extends beyond breach of contract to incorporate arguments about human rights, trade union detriment, and blacklisting;
- b. To commit to provide strike pay to members in branches who receive 100% ASOS deductions, on a comparable scale to that provided to Queen Mary members in 2022.

## **11A.1 University of Winchester**

Add to Congress resolves

- c. To work with the TUC and other trade unions to campaign for a change to the law to prevent such deductions, including lobbying government and opposition parties

## **11A.2 Anti-casualisation committee**

Add new point at end of Congress notes:

That the punitive ASOS deductions will have a disproportionate impact on all UCU members employed on casualised contracts

Add new point at end of Congress resolves:

To give the maximum financial support possible to UCU members on casualised contracts during their participation in ASOS

## **12 Industrial action and legal guidance for migrant members      Migrant members standing committee** Congress notes:

1. Since 2019, UCU has published legal guidance on migrant workers taking industrial action, which is updated as the law changes;
2. Some updates happened just before, or during, industrial action.

Congress believes:

- a. No member should be asked to take industrial action that could jeopardise their immigration status.
- b. Last minute changes to guidance risk confusion regarding migrant members' ability to participate in industrial action and increases the risk of receiving incorrect advice.

Congress resolves:

- i. UCU guidance for migrant members must be refreshed on a quarterly basis to address changes in law, and updates emailed to members.
- ii. Proposals for forms or patterns of industrial action, which would be new to UCU, should by default include an equality impact assessment inclusive of migration status. An updated version of the Migrant IA guidance should be provided to the relevant NEC subcommittee to inform calling action.

## **13 End to discrimination and victimisation      University of Hull**

UCU members are subject to discrimination and victimisation in the workplace – line managers manipulate facts to use against them in process of career development. They often destroy evidence that proves contributions made by honestly, impartially and professionally working UCU members. They are victimised or blamed for no reason and buried in excessive workloads. There are no effective channels to check for errors of judgement. These demoralise the true spirit of academic carrier and harass the process of professional development activities.

This is not good for the quality of education, equality of opportunities and development of the higher education sector in general. It is detrimental to the productivity and the economy. Therefore this motion is for an end to these kinds of discriminations and victimisations in our workplaces.

### **13A.1 City of Liverpool College (City)**

Line 2 add 'the' before 'process'

Line 4 change 'honestly', 'impartially', and 'professionally' to 'honest', 'impartial' and 'professional'

Line 5 Change 'buried' to 'swamped'

Line 7 Change carrier to 'career'

Line 10 add 'further and' before 'higher'. Change 'sector' to 'sectors'

Add at end: 'Note the Mercer case 2021'

Employers strategically use a "chilling effect" to scare members by creating a climate of fear, intimidating and victimising reps. UCU needs to respond more than just legally to individual cases of TU victimisation- they should maintain a visible continuous campaign highlighting employers tactics to "chill" activities of UCU in branches and demonstrate support of the individual reps involved.

### ***Working with other unions and political overview***

#### **14 Defend Democratic Rights and the Right to Strike Yorkshire and Humberside regional committee**

Congress condemns the attacks on democratic rights by the Conservative Government, including:

1. Further restrictions on the right to strike, such as legal requirements for minimum service levels.
2. The potential victimisation and dismissal of trade union activists if selected by employers to work on strike days.
3. Restrictions on the right to protest.
4. The introduction of voter ID, which could lead to voter suppression.

Police and councils have started acting in line with these restrictions, for example, Leeds University UCU faced significant obstacles in organising a march and rally in the city centre during the recent HE strikes, a process which had previously been straightforward.

UCU will work with other trade unions, the TUC and campaign groups to defend democratic and trade union rights, including the right to strike.

#### **15 Single Employment Status City of Bristol College, Anti-casualisation committee**

This Congress wishes to express its regret that Lord John Henty's Status of Workers Bill did not become law.

This Congress notes that

1. 1 in 9 workers are in insecure work – a total of 3.7 million workers
2. 67% of those in insecure work do not receive sick pay

Congress further notes that

- a. 15.6% of caring, leisure and service workers;

- b. 18.4% of workers in roles, such as security guards, taxi drivers and shop assistants
- c. 18.5% of those in the skilled trades
- d. 17.2% of process, plant and machine operatives are in insecure work.

Congress calls on the UCU to:

- i. Work with other trade unions through the TUC to campaign for a change in the law to introduce Single Employment Status
- ii. Support any future legislation in UK Parliament to introduce Single Employment Status
- iii. Submit a motion to the TUC Congress calling for the TUC to Campaign for Single Employment Status.

### **15A.1 Disabled members standing committee**

Add new 3 – This Congress notes that...

- 3. According to the TUC report, 'Covid-19 and Insecure Work', disabled workers are 22.5% more likely to be in precarious work than their non-disabled peers

Add new iv. – Congress calls on the UCU to...

- iv. Ensure that any Single Employment Status legislation and/or campaign enshrines the right to equity and to be equal of vulnerable groups such as, disabled, Black, Migrants, LGBT+ and Women

### **16 No to increase in military spending – welfare not warfare National executive committee**

Notes:

- 1. The cost-of-living crisis impacting millions of workers.
- 2. The GMB motion passed at TUC calling for more government funds to be spent on defence.
- 3. Government aims to increase arms spending by 3%.

Believes:

- a. An increase in arms spending negatively impacts workers' wages and welfare.
- b. It is estimated increasing arms spending to 3% would lead to 5% increase in income tax or VAT, or equivalent cuts in other public spending.
- c. State funds should be used to create new skilled green jobs.
- d. The trade union movement at its core must be internationalist. Support for more arms spending will only divide worker against worker.

Resolves:

- i. UCU to table a motion to TUC calling on the government not to increase arms spending and call to invest in welfare not warfare and into creating green jobs.

Congress notes:

1. Ongoing and long-term health and social impacts of Covid19 and Long Covid
2. Our responsibilities to protect and promote healthier accessible working, studying, and union environments
3. Excellent work of UCU Health and Safety staff and reps, Hazards Campaign , Independent SAGE
4. SARS-CoV-2, causing COVID-19, remains a significant threat to public health
5. Long Covid pathophysiology is not understood; reliable effective treatments remain elusive
6. Lack of COVID-19 mitigations, including further boosters not being widely available.

Congress believes

1. That tertiary education providers are putting staff and students at unacceptable risk from Covid-19 and Long Covid, with particular ramifications for those identifying with one or more of UCU's recognized equality groups
2. That the fact that the government has removed Covid protections does not absolve providers of health and safety responsibilities toward staff and students
3. That the current situation is discriminatory and ableist
4. Mitigations must include ventilation and mechanical air filtration, which does not need to be prohibitively expensive and significantly improves indoor air quality

Congress resolves UCU must:

- a. actively campaign as a Covid Safety Pledge signatory, and for recognition of Covid19 as an occupational disease
- b. lead by example: UCU events and spaces must be made as safe as possible, with mitigations in place to reduce transmission of SARS-CoV-2, not limited to government guidance
- c. call on employers and commit as a trade union to ensure structural mitigations are in place in workplaces and organising spaces, including:
  - minimum requirements for clean air, including ventilation, mechanical filtration, CO2 monitoring as a proxy measurement of air quality according to space usage
  - normalisation of hybrid events to ensure accessibility
  - ensuring UCU leads the way as an employer by employing best practice in its own workplaces and in events that it organises.
- d. undertake specific research into impact of Long Covid on our members and students
- e. support ongoing development of bargaining guidance and training for members on Covid19 / Long Covid

- f. to enshrine the recommendations of the Hazards Campaign and Doctors In Unite authored guide, in our practice (<https://doctorsinunite.com/health-safety>)
- g. To campaign to make vaccination available to all age groups for which the vaccine is authorised by the MHRA.
- h. collaborate with AoC, UCEA and UUK to as far as possible to pressure the UK government to improve Covid mitigations
- i. demand full sick pay for workers on all contract types suffering ill health through Covid, without disadvantage or discrimination

#### **17A.1 Disabled members standing committee**

Add new 7 and 8 – Congress notes:...

- 7. Figures from the TUC show that 6 out of 10 work related deaths from COVID-19 and 62% of redundancies rates were disabled workers
- 8. That during the first year of the Pandemic the number of work related deaths increased by 28% whilst the number of cases prosecuted by the HSE fell by 42%

Add new j – Congress resolves UCU must:...

- j. campaign for the reversal to the cuts in HSE funding totalling over £100 million since 2010

#### **18 (EP) Defending and improving state and occupational pensions Retired members' committee**

Congress notes:

- 1. Since at least 2010 there have been attacks on state and occupational pensions in respect of qualifying age, level of benefits, and increases in contributions;
- 2. Actions by employers to move groups of staff out of TPS, USS and other schemes onto inferior pension schemes through the use of subsidiary companies;
- 3. Use of less favourable cost of living indices;
- 4. Some staff opting out of occupational pension schemes.

In view of the forthcoming UK General Election, Congress calls on the NEC to defend and seek to improve state and occupational pension schemes by:

- a. Continued campaigning;
- b. Working with other unions, the TUC, and the National Pensioners Convention;
- c. Raising awareness among members;
- d. Lobbying political parties;
- e. Seeking commitments from potential future governments.

#### **18A.1 Women members' standing committee**

- 1. After the word "staff" in point 2, add "on all contracts".
- 2. Add f. For all of the above, casualised staff need to be included, their particular situations with regards to the above points researched and taken account of. This

is particularly important in regard to lobbying, seeking commitments to the government and raising awareness.

**19 Unify resistance and demand a better deal for working people Yorkshire and Humberside retired members' branch**

Congress congratulates workers who have taken action to protest against the cost-of-living scandal, modestly called crisis, and to oppose further anti-union laws.

Congress notes that many workers are dependent on food banks and payday loans and that wages for many workers are too low to live decently. Furthermore, low wages and excessive workloads are leading to a recruitment and retention crisis in many sectors of the economy, including education, health and social care.

Congress believes that a fundamental shift of power and wealth in the interests of working people is necessary to remedy these injustices. On the basis of the current wave of strikes unions need to build a mass social movement for better public services, socially useful work, affordable housing, and protection of the environment.

Congress welcomes actions by Trades Union Councils, TUC, trade unions, student unions and local communities to unify struggles for a fairer and greener society.

**20 Crisis in the NHS and Social Care Retired members' committee**

Congress notes:

1. the crises in both the NHS and social care throughout the UK;
2. that better services for health and care service users depends on better pay and conditions, and better education provision, training and career development, for health and care workers;
3. the expertise and experience of UCU members in health and social care education, research and provision, which represents a valuable resource.

Congress therefore recommends that the NEC organises a conference to bring together diverse strands within and outside the union to advocate and organise for improved provision of health and social care. The conference should involve people and organisations with professional and policy interests within health and social care.

**SECTION 3: BUSINESS OF THE STRATEGY AND FINANCE COMMITTEE to be taken in private session**

***Finance and property***

**21 Appointment of auditors National executive committee**

Congress approves the appointment of Knox Cropper as the union's auditors for the year ending 31 August 2023.

**22 Financial statements National executive committee**

Congress receives the union's audited financial statements for the 12-month period ending 31 August 2022 as set out in UCU/2074.

**23 Budget 2023-24 National executive committee**

Congress endorses the budget for September 2023 – August 2024 as set out in UCU/2075.

**24 Subscription rates National executive committee**

Congress accepts the Treasurer's report on progress with the review of subscription rates and endorses the changes to subscription rates from 1 September 2023 set out in UCU/2076.

**25 Remove the cap on fighting fund payments Southern regional committee**

Congress notes:

1. that the marking and assessment boycott (MAB) on HE Four Fights dispute started on 20 April and was announced to members on 5 April.
2. and condemns the deductions proposed by various institutions which are totally out of proportion to the proportion of members' work involved in marking. This includes deductions up to 100% for an indefinite period.

Congress agrees:

- a. to remove the cap on Fighting Fund payments and to make the Fighting Fund available for all members experiencing deductions for involvement in MAB.

Congress instructs:

- i. NEC to immediately implement this change to the Fighting Fund so members can receive the financial support they need to continue the action to win.

**26 Fighting fund for casualised members University of Liverpool**

Congress notes:

1. That our casualised members (such as fixed term, part time, and hourly paid) are our most precarious colleagues
2. That these colleagues are detrimentally financially impacted by taking part in industrial action and are more likely to be experiencing personal economic insecurity and hardship
3. That to win any dispute we must do our utmost to enable them to participate in industrial action

Congress resolves:

- a. That our lower paid casualised members should have access to the central Fighting Fund from day 1 of industrial action
- b. That the fighting fund application process is made more accessible to casualised members (e.g., reflecting inability to produce payslips with 'deductions' on for hourly paid members)
- c. That the union needs to review all such circumstances, with a view to ensuring equity of union support.

**27 Reviewing and resourcing UCU'S organising University of Cambridge**

Congress notes that:

1. Escalations by UCU since 2018 have increased members' participation, promoted radical demands, and created local campaigns;
2. Recommendation 3 in the 2018 report of the Commission on Effective Industrial Action prompted UCU to commit 'resources and building the organisational capacity of the union';



3. Casualised staff and PGRs are also mobilised, yet constantly in precarity;
4. Member-led unions with successful industrial actions are geared towards on-the-ground organising, like International Workers of Great Britain;

Congress believes that:

- a. It is necessary for UCU to invest more in organising to maximise participation.
- b. Casualised staff and PGRs should be prioritised in resource allocation.

Congress instructs the NEC to:

- i. Conduct a consultation with branches to identify needs, gaps, and opportunities in UCU organising support;
- ii. Draft a strategy (to share with members) to address resource gaps identified in the consultation;
- iii. Commit more resources to fill in the gaps identified in the consultation.

### **27A.1 Composite: National executive committee, Yorkshire and Humberside retired members' branch**

Under Congress notes add point 5:

'Trade union facility time is under increasing pressure from employers and many union representatives perform union work without adequate facility time. Some UCU members have inflexible work commitments and some reps need their work covered or duty reductions to make facility time meaningful.'

Under Congress believes that, add point c:

'UCU must not abandon but step up the fight for adequate facility time with cover'.

Under Congress instructs the NEC to, add iv:

'Provide resources for and call on the GS to defend and improve existing facility time agreements and extend facility time with cover and duty reductions to union roles and members currently without facility time.'

**Motions 28 and 29:** *The union has received legal advice that the debate of these motions is not appropriate and poses a legal risk to UCU as an employer. Congress debate cannot provide, and may prejudice, due process in respect of any allegation of misconduct, which all employees, including the general secretary, are entitled to have dealt with in accordance with their contractual arrangements.*

*CBC's decision to order these motions into the agenda was not unanimous.*

### **28 Composite: Censure of UCU general secretary Bournemouth University, Cardiff University**

Congress notes:

1. delays in balloting and then notifying employers of industrial action in the 2022-23 dispute repeated failings of UCU the previous year.
2. the decision by the General Secretary to agree with UCEA to pause the industrial action ending intensive dispute resolution talks without consultation with negotiators or the HEC, excluding elected lay negotiators in the ACAS talks
3. the failure to call the BDM agreed by the 12/11/2022 HEC

4. the paused negotiations without a significant offer on the Four Fights.

Congress believes:

- a. the pause was a tactical mistake which could lose the dispute
- b. UCU General Secretary's public statements opposing HEC decisions weakened members belief in the union leadership's commitment and undermined negotiators' role, again repeating the lack of democratic responsibility in the previous year
- c. members' democratic control must be at the heart of UCU's industrial strategy
- d. members decisions at UCU Congress, sector conferences and HEC must not be undermined if members are to have confidence in the leadership of our union
- e. delays in balloting and calling industrial action all undermined our industrial action's effectiveness.

Congress resolves to:

- i. reaffirm the sovereignty of Congress, sector conference and NEC/HEC decisions.
- ii. to censure the General Secretary for her actions in excluding elected lay negotiators, pausing the strike action, undermining UCU's democracy and undermining our disputes.
- iii. require, and seek assurance, that the GS abide by democratic decision making and processes in UCU.

**29 Composite: No confidence in the general secretary University of Sunderland, Ulster University, Kingston University, University of Oxford, Royal College of Art, Southern regional committee**

Congress notes that

1. UCEA's 'offer' made no improvement on headline pay, offering only talks on other matters till February 2024;
2. the General Secretary's indicative members' eballot prior to an emergency BDM was without opportunities for prior branch discussions;
3. it is the constitutional role of the elected members of the HE Committee, not the GS, to determine when offers be put to members;
4. the marginalisation of UCU's elected national negotiators in the process;
5. Unison rejected the offer and balloted for further industrial action.

Congress believes that

- a. acceptance of this offer constitutes a serious defeat for UCU;
- b. the indicative e-ballot was designed to bounce the BDM, and the BDM to bounce the HEC;
- c. plebiscitary ballots are false consultations, incompatible with UCU's democratic structure, against Union policy, and tools of populist manipulation.

Congress resolves that it has no confidence in the General Secretary.

## **29A.1 University of the West of Scotland**

Add notes:

- 6: the behaviour of NEC towards the General Secretary, voting to stop her from reporting to them; forcing her to report directly to members.
7. Congress Business Committee's ignoring of legal advice around ordering this motion onto the agenda, which constitutes a dereliction of duty towards UCU's staff.

Amend final sentence:

Congress resolves that it has no confidence in the General Secretary, the NEC or Congress Business Committee.

### ***Democratic structures***

#### **Report of the commission to review rule 13**

*Motions 30 and 31 are rule changes requiring a two-thirds majority.*

#### **30 Amendment to rule 13: description of disciplinary offences National executive committee**

Congress approves recommendation 1 of the report of the commission to review rule 13, Amendment to rule 13: description of disciplinary offences:

Rule 13.1, penultimate clause, delete 'to be in breach of the Rules or is deemed to be a matter of significant detriment to the interest of the Union.'

Replace with 'to constitute a disciplinary offence'.

Add new paragraph:

A member of the Union commits a disciplinary offence if that member: (a) acts contrary to the Rules of the Union; (b) is knowingly involved in any fraud on the Union or misappropriation of Union funds or property; (c) misuses protected data contrary to the Data Protection Act Licence of the Union; (d) frustrates any decision or penalty of the Conduct of Members Committee; or (e) in any other way engages in conduct which brings injury or discredit to the Union.

The amended rule will read:

The National Executive Committee shall (by the same procedure as it establishes its own Standing Orders) establish a procedure to censure; or bar a member from holding any office for a specified period not exceeding three years; or suspend from membership for a period not exceeding one year or expel a member from membership, if it finds their conduct to constitute a disciplinary offence.

A member of the Union commits a disciplinary offence if that member: (a) acts contrary to the Rules of the Union; (b) is knowingly involved in any fraud on the Union or misappropriation of Union funds or property; (c) misuses protected data contrary to the Data Protection Act Licence of the Union; (d) frustrates any decision or penalty of the Conduct of Members Committee; or (e) in any other way engages in conduct which brings injury or discredit to the Union.

***Purpose:*** *To define more clearly the matters that constitute a disciplinary offence to which the rule 13 procedure (regulation of the conduct of members) may be applied.*

### **31 Amendment to rule 13: An elected conduct of members committee (CMC) National executive committee**

Congress approves recommendation 2 of the report of the commission to review rule 13, Amendment to rule 13: An elected conduct of members committee (CMC):

Rule 13.1, add new paragraph 13.1.1 and 13.1.2

13.1.1 It will establish a Conduct of Members Committee (CMC) for the purpose of managing the above. This shall comprise 15 members elected by and from the NEC, and 15 members elected by Congress. The NEC makes its own provisions for how to elect CMC members, taking into consideration the need for the CMC to represent the membership of UCU. The CMC has the option to co-opt additional members as necessary (for example Trustees or former members of the NEC) where such individuals are deemed to have relevant expertise.

13.1.2 Rule 13.1.1 shall take effect on such a date as determined by the NEC when approving an amended process under rule 13 which includes the establishment and operation of the CMC. Those members who are at that time members of the Appeals Panel elected by Congress will become the Congress elected members of the CMC until the next meeting of Congress, when elections for all Congress elected members of the CMC will take place. This clause (13.1.2) shall be deleted at the close of Congress 2024.

**Purpose:** *To place into rule an elected Conduct of Members Committee (CMC) to hear complaints about member conduct under rule 13, and to set out its composition.*

*Under the revised procedure, the CMC will form a pool of members from which investigating officers, hearing panels, and appeal panels, are drawn, as described in paragraph 7.4 of the commission's report. The CMC will elect a chair and vice chair.*

#### **31A.1 National executive committee**

Delete final sentence of proposed rule 13.1.1

To delete the sentence beginning " The CMC has the option to co-opt additional members as necessary...." and ending "deemed to have relevant expertise".

**Purpose:** *To correct an error in the rule change included in the report of the Commission to review rule 13 that was not identified until recently.*

#### **31A.2 Open University**

Replace 13.1.1 with:

13.1.1 It will establish a Conduct of Members Committee (CMC) for the purpose of managing the above. Thirty CMC members elected by Congress will include women, LGBT, Black, disabled, casualised, and migrant representatives. In gender-based violence and bullying complaints, panels will comprise 1 CMC member, and 2 members independent of UCU who are qualified in survivor-centred complaint investigation and resolution. The CMC has the option to co-opt additional members with relevant expertise as necessary.

### **32 Report of Commission to review Rule 13**

Congress adopts the report of the commission to review rule 13 as set out in UCU/2073 and approves recommendations 3-15 of that report.

### **33 Sexual and gender-based violence in UCU – procedural change East Midlands regional committee**

Congress notes The Report of Commission to review Rule 13 makes limited reference to sexual and gender-based violence.

Congress notes the 2021 Eradicating Sexual Violence report highlighted procedures frustrate and place further strain on victim/survivors who try to bring complaints.

Congress instructs NEC to bring forward changes to make Rule 13 work better in respect of handling complaints of sexual and gender-based violence and harassment.

As a minimum this should aim to include, through guidance or procedural change:

1. support for complainants from outside their branch, where local conflicts or other local issues make branch support difficult
2. waiving the 3-month time limit for bringing complaints
3. allowing a complaint to continue even if the complainant leaves the union
4. any variations needed to ensure that confidentiality requirements do not have a detrimental effect on complainants
5. any further applicable element from sector guidance by the 1752 Group and other experts in survivor-centred complaint processes.

### **34 Reporting back of NEC members to constituencies University of Nottingham**

Congress instructs the NEC to formulate rule change motions to ensure the following:

1. NEC members canvass opinions from branches and regions in their constituencies prior to NEC and NEC subcommittee meetings.
2. NEC members produce a written report within two working weeks of NEC and NEC subcommittees to be circulated in the appropriate constituency.
3. Appropriate mechanisms to be established by UCU to support circulation of reports from NEC members to constituencies.

### **35 Include ARPS Officer in UCU Model Local Rules Academic related, professional services staff committee**

Congress notes:

1. An ARPS Officer role is currently not included in the suggested officer roles in the Branch Officer roles guidance on the UCU website.
2. While some branches have an ARPS officer, many do not.

Congress believes that:

- a. ARPS members can feel isolated and/or excluded from UCU, particularly in branches where committees positions are predominately filled by Academic members.

- b. Increasing the number of ARPS Officers on Branch Committees would support ARPS members as members of UCU.

Congress resolves to:

- i. Add ARPS Officer and a definition of the role to the list of Committee members that every branch should have in the UCU Model Local Rules to encourage branches to include this role.

### **35A.1 Retired members' committee**

In the final paragraph, second line, delete "every branch should have".

### **36 Membership of Retired Members Branches East Midlands retired members' branch**

Under Rule 3.1.2, "[p]ersons who have been (but are no longer eligible to remain) a member under Rule 3.1.1 and who become unemployed, or retire and no longer continue in qualifying employment..." are eligible for membership of the Union. At the moment, however, people who have left UCU when they retired have no means of making use of this rule if they wish to re-join.

Congress therefore calls on the NEC to create a mechanism whereby persons whose membership lapsed when they retired or who left qualifying employment, can re-join the Union as retired members.

Congress also calls on the NEC to promote more actively membership in the Retired Members Branches.

### **37 Policy review South West retired members' branch**

Congress believes that the COVID pandemic raises significant challenges for UCU in protecting the health of its members (and employees) while facilitating participation in union-organised meetings. Congress calls for a review of policy and practice towards UCU meetings at national and regional level which takes account, inter alia, of the following:

1. The need to ensure maximum involvement in democratic debate and decision-making;
2. The desire of some members to meet in-person;
3. The desire of other members to meet on-line, particularly for health reasons;
4. Availability of technology that enables hybrid meetings, and the need for training in managing such meetings;
5. Environmental issues arising from travel to meetings;
6. The need to provide safe air in meeting venues;
7. Resourcing and cost considerations.

### **38 Inclusive Conferences Disabled members standing committee**

This Congress believes that all UCU meetings and conferences should be as inclusive as possible.

Congress notes

1. with regret the decision of the NEC that this Congress should be an in-person conference only

2. that a similar decision was made about the Equalities Conference held last December although it was subsequently agreed to livestream the conference

Congress further notes that:

- a. The Equalities Committees such as the Disabled Members Standing Committee, were not consulted or engaged in any way in making this decision about Congress
- b. The decision to make it an exclusively in-person Congress has meant that a number of members have effectively been excluded from attending and participating in this Congress.

Congress calls on the UCU and the NEC to uphold the UCU's commitment to inclusion by ensuring that all future conferences, congresses and other meetings are hybrid and not exclusively in-person.

### **38A.1 Women members standing committee**

Add c. A hybrid conference makes it possible for more members to take part, which is good, inclusive of all minority groups, including disabled people and those with caring responsibilities.

### **39 Congress Scheduling Eastern and home counties regional committee**

Congress notes:

1. Currently UCU Congress and Sector Conferences are always held across the May half-term for FE including on Bank holidays on some years

Congress believes

- a. the timing of Congress is difficult for working parents. The dates chosen are school holidays and often bank holidays. This can exclude anyone (primarily women) who have family commitments.
- b. Workload is at an all-time high in FE so taking leave in the allotted student holidays is of vital importance for members wellbeing and mental health.
- c. Employers reluctant to release members for Congress are the issue that should be confronted rather than disadvantage members with the current scheduling

Congress resolves

- i. To schedule Congress 2024 so it does not disadvantage FE or any section of UCU members
- ii. To move Congress /Sector Conferences to be weekday during term-time for members
- iii. To call on the GS to prioritise resources supporting delegates to obtain release.

### **40 Supporting effective internal union communications by provision of digital tools University of Birmingham**

Congress notes effective internal communication within the union - both at branch level and regional/national level - is one of the most important factors for ensuring effective organising and democratic decision-making.

Congress resolves:

1. to invest in UCU's communications infrastructure, to better support the business of the union and the engagement of all members in democratic decision-making.
2. to provide branches with the basic digital tools they need to conduct committee business, to free up their time from basic administration to allow more productive organising and campaigning.
3. to provide a communications solution that allows cross-branch communications; that can facilitate regional, national and special interest group discussions in one secure and members-only space. Members need a single centralised digital space for; hosting video meetings and conferences; facilitating delimited and secure discussions; and enabling digital decision-making.

#### **40A.1 Yorkshire and Humberside regional committee**

Add at end of first paragraph:

Congress further notes that the lack of internal structures for discussion increases the likelihood of debates taking place on social media platforms.

Add under Congress Resolves:

4: To re-establish the UCU Activists' List as a discussion forum for UCU members, with provision for appropriate moderating arrangements.

#### **41 UCU Discussion Fora University of Sussex**

Congress notes:

1. Amongst the UCU membership, there are significant differences in terms of preferred approaches to industrial action.
2. It is preferable for discussion of those differences to be private and to be informed in good time by relevant information about the legislative and operational constraints the UCU faces.
3. An accessible but private 'forum' for UCU members interested in such discussions is currently absent.

Congress resolves to recommend the organisation of annual 'Chatham House' workshops for UCU members by regional officers/offices.

These workshops should facilitate:

- a. Information dissemination by UCU officials on the legal and operational constraints UCU faces;
- b. An open-ended sharing of different views on preferred industrial action strategy by regional representatives (such as branch committee members and/or HEC members);
- c. Motion-writing sessions for attendees so that the above information and viewpoint dissemination can be directed towards UCU policy on industrial action.



## SECTION 4: RULE CHANGES to be taken in private session

### 42 Rule change: postgraduate researchers eligible for full membership regardless of employment status Durham University

Add new 3.1.2:

3.1.2. Persons who are enrolled on (or prior to graduation from) postgraduate research programmes at institutions based in England, Northern Ireland, Scotland, Wales, the Channel Islands and the Isle of Man.

Renumber current 3.1.2 as 3.1.3.

Rule 3.1.3 (renumbered), replace 'a student member' with 'a member under Rule 3.1.2 or a student member'

Amended Rule 3.1.3 (renumbered) will read:

3.1.3 Persons who have been (but are no longer eligible to remain) a member under Rule 3.1.1 and who become unemployed, or retire and no longer continue in qualifying employment, or have been (but are no longer eligible to remain) a member under Rule 3.1.2 or a student member provided they retain an active interest in Further Education/ Learning and Skills Sector or in Higher Education, and shall include those persons who were immediately prior to the effective date of the amalgamation of AUT and NATFHE ('the effective date'), an attached or retired member of AUT or an associate member of NATFHE.

Renumber current 3.1.3 as 3.1.4.

Renumber current 3.1.4 as 3.1.5.

Rule 3.2.1, delete 'but who are not currently eligible for membership'.

Amended Rule 3.2.1 will read:

3.2.1 Students in training for qualifying employment;

Rule 3.2.2, delete ', but who are not currently eligible for membership'.

Amended Rule 3.2.2 will read:

3.2.1 Postgraduate students who have declared their intention to pursue a career in qualifying employment.

**Purpose:** *to incorporate the goal of PGRs as Staff into membership policy; ensure all postgraduate researchers can have membership with full voting rights, access to legal support, and the ability to stand for UK office, as per Rules 4.1-4.5; and remove the ambiguity regarding PGR membership depending on employment status; while retaining free student membership and making it an option available to all students regardless of employment status.*

For information:

The new rule 3.1.2 and amended/renumbered rules 3.1.3-3.1.5 fall in the section of the rules that begins:

3.1 The following are eligible for membership of the University and College Union:

The amended rules 3.2.1 and 3.2.2 fall in the section of the rules that begins:

3.2 The following are eligible for student membership of the University and College Union:

**43 Rule Change: Extending legal support to student members Migrant members standing committee**

Add "and student members" to rule 4.5.

Amended rule would read:

Members qualifying for membership under rule 3.1 and paying the relevant subscription (if any is due) under rule 7 to the University and College Union, and student members, shall be eligible to request legal advice and assistance in accordance with the Legal Advice and Assistance Scheme.

**Purpose:** *To extend equal access to UCU's employment legal scheme under its existing scope, rules, and remit to student members, whose membership status is subject to frequent change, thus providing protection that bridges their transition between membership types.*

**44 Rule change regarding the role of national negotiators University of Nottingham**

Add new rule 16.4.1

All national negotiators should be involved in any UK wide negotiations taking place with employers, even where not all negotiators can be in attendance at every meeting.

Involvement shall take the form of:

1. regular scheduled meetings of the UCU negotiating team.
2. invitations to elected national negotiators to attend relevant business of NEC sector committees.
3. prompt communication between all negotiators of developments in negotiations.
4. full participation of all negotiators in any discussion on strategy, tactics and decisions.

**Purpose:** *to ensure that the role of national negotiators is clear and enshrined in rule.*

*CBC advice: if motion 45 passes, motion 46 falls.*

**45 Amendment to Rule 17.4 Yorkshire and Humberside retired members' branch**

Delete in second line 'two from FE and two from HE' and replace with 'at least one from FE and one from HE'

Rule as amended will read:

17.4 Additionally, each of the English regions, Scotland, Wales and Northern Ireland shall be able to send up to four observers to National Congress – at least one from FE and one from HE; these observers will be able to attend all events at Congress and relevant Sector Conferences but will not be eligible to propose or speak to resolutions.

**Purpose:** *To enable each of the English regions, Scotland, Wales and Northern Ireland, if they wish, to send as observers to Congress, members from Retired Members' Branches, which are not currently included in Rule 17.4 since RMBs are non-sectoral branches.*

#### **45A.1 Yorkshire and Humberside retired members' branch**

Add comma after 'one from HE' and insert 'if available'

#### **46 Rule change: amendment to rule 17.4 Southern regional committee**

Rule 17.4: Additionally, each of the English regions, Scotland, Wales and Northern Ireland shall be able to send up to four observers to National Congress "- two from FE and two from HE"; these observers will be able to attend all events at Congress and relevant Sector Conferences but will not be eligible to propose or speak to resolutions.

Delete in second line the words "- two from FE and two from HE;"

Purpose: To enable each of the English regions, Scotland, Wales and Northern Ireland, if they wish, to send as observers to Congress, members from Retired Members' Branches, which are not currently included in Rule 17.4 since RMB's are non-sectoral branches.

#### **47 Rule Change motion to Rule 34 University of Sheffield**

Add Rule 34.2 immediately following Rule 34.1

Rule 34.2: Halting (including time-limited pauses or suspensions) of a sanction, including industrial action, shall be subject to the same conditions on delegated authority outlined in Rule 34.1.

**Purpose:** *to ensure that cancelling or pausing scheduled industrial action, including action short of a strike, be treated with the same diligence regarding decision making as calling for a ballot or scheduling strike dates.*

#### **48 Rule Change - Dispute Committees Durham University**

Insert new rule 35 (renumber remaining rules accordingly)

35.1 For all multi-institution industrial disputes, a dispute committee will be constituted immediately following the declaration of a dispute from delegates from each branch involved in the dispute, which will exist for the duration of the dispute. Delegates will be elected or nominated by branches, with an entitlement of one delegate per branch. NEC members from the relevant sector/subsector may attend as observers. The committee will be chaired by the relevant Vice President (for single sector disputes), or by the President (for cross-sector disputes). The frequency of meetings will be determined by the committee. Branches may send different delegates to each meeting.

35.2 The scope of the dispute committee is limited to the dispute for which it is constituted.

35.3 No decision affecting continuation, escalation, or ending of an industrial dispute, including putting to the membership for approval a proposed deal to settle the dispute, will be taken without the approval of the dispute committee constituted for that dispute.

**Purpose:** *To establish a disputes committee providing greater control over disputes to branches.*

#### **48A.1 London regional committee**

Add the following clause at the end of the sentence "Delegates will be elected or nominated by branches, with an entitlement of one delegate per branch": "and their votes will be counted in proportion to branch Sector Conference or, in the case of cross-sectoral disputes, Congress delegate entitlements."

#### **48A.2 University of Bath**

35. 1 Delete

"For all multi-institution industrial disputes, a dispute committee will be constituted immediately following the declaration of a dispute from delegates from each branch involved in the dispute, which will exist for the duration of the dispute. Delegates will be elected or nominated by branches, with an entitlement of one delegate per branch. "

and replace with

"For all multi-institution disputes, a dispute committee will be constituted immediately following declaration of a dispute. It shall be composed of delegates from the institutions in dispute, and shall exist for the duration of the dispute. Each branch may elect one delegate to the committee."

35.3 Add

"The committee will use the standing orders of Congress. The quorum shall be one half of the number of branches in dispute. The committee shall decide on approval of any decision within five working days of a request to do so. If no response is received from the committee within five working days, the decision shall be considered approved."

***Purpose:*** to ensure that a dispute committee is representative of the views of branches in dispute, and that decisions can be made in a timely manner which allows industrial action to be called predictably.

#### **49 Amendment to model regional committee standing orders National executive committee**

Add new paragraphs 4.1 and 4.2:

In addition, where a prisons branch, or other institution as determined by the NEC, has more than 10 members in workplaces in a region other than the region in which the institution is primarily based, the branch shall be entitled to send delegates from among those members on the same basis as institutions that sit wholly within the committee's remit.

Members counting towards this entitlement to participate in a regional committee other than the one in which their institution is based, shall not also count towards the entitlement in that primary region.

***Purpose:*** to allow members in prison branches (and potentially other branches, if so agreed by the NEC), whose employment may be spread across England, to be represented at the regional committee in which their workplace is located. This follows paragraph 4 of the model regional committee standing orders which sets out the formula for representation at regional committee meetings: one member per 100 UCU members or part thereof, from each institution within the committee's remit.

## **SECTION 5: BUSINESS OF THE EQUALITY COMMITTEE (section 5 of the NEC report, page 29)**

### ***Engaging members on equality***

#### **50 UCU to move from Equality to Equity Loughborough University**

Congress notes that Equality means an individual or group is given the same resources or opportunities, whereas Equity recognises that each person has different circumstances and allocates the resources and opportunities needed to reach fairer outcomes.

Congress believes that not everyone has the same starting point and as a trade union and movement we should be striving for Equity rather than Equality.

Congress resolves to move UCU towards the principles of Equity rather than Equality, to implement the title of Equity Officers instead of Equality Officers and to bring a motion to the TUC to ask the UK trade union movement to do the same.

#### **50A.1 LGBT+ members standing committee**

Replace 'Equity' with 'Liberation' in the title.

Add after 'Congress notes' - 'the importance of language in equality work; e.g.:'

In paragraph 1 delete the words 'allocates the' and replace with 'that'

After 'opportunities in paragraph 1 delete the words 'needed' and replace with 'should be allocated'

Add after 'reach fairer outcomes' - 'Liberation is the removal of normative barriers for oppressed and minoritised people.'

In paragraph 2 after 'we should be striving for' delete 'Equity rather than Equality' and replace with 'liberation from oppression for all minoritised groups.'

Congress resolves -

Delete in line 1 'Equity', and replace with 'Liberation'.

Add after 'implement the title': delete 'equity', replace with 'liberation',

Delete 'to bring a motion to the TUC to ask the UK trade union movement to do the same', replace with 'to ask the TUC to do the same.'

#### **51 The co-option of EDI and the marginalisation of Black members and activists Black members standing committee**

Conference affirms the centrality of Equality to trade unionism and education.

However, Conference notes that within institutions, EDI

1. rhetoric by HE and FE managements risks the marginalisation of Black critical voices;
2. can become management policy that excludes the union;
3. can be weaponised in industrial disputes such as the misuse of 'decolonising the curriculum' to sack colleagues (University of Leicester 2021).

Conference believes these developments:

- a. depoliticise anti-racism and promote a limited politics of representation that considers student consumers and downplays institutional racism;

b. weaponise EDI to undermine UCU activists.

Conference notes workshops at the 2021 and 2022 Black Members Conference on the co-option of EDI.

Conference resolves for UCU to:

Provide resources to the Black Members Standing Committee to organise a conference involving researchers and activists on the co-option of EDI discourses;

Produce guidance and tools for branch reps to identify and challenge the co-option of EDI.

## **52 Sexual and gender-based violence and harassment work in UCU Newcastle University**

Gender-based violence is a fundamental workplace and trade union issue. Just as we demand that employers do better, we must ensure that UCU is able to properly support members who have experienced sexual and gender-based violence or harassment (SGBVH) at work.

The report of the Sexual Violence Task Group confirmed pervasively high levels of SGBVH in tertiary education, and there remains work to be done through training and awareness raising within and by the union to help combat it.

Congress calls on NEC to:

1. provide SGBVH training and awareness-raising to all branches and regional offices;
2. encourage branches to create a committee position specifically focused on union work regarding SGBVH;
3. encourage branches to work with student unions and societies on SGBVH training and awareness;
4. provide resources and support for members at UK level on their rights and options when facing SGBVH.

### **52A.1 Black members standing committee**

Add after first paragraph: 'We note that migrant workers, in particular women, have been victims to SGBVH.'

Add after 1. in 'Congress calls on NEC to (and re-number accordingly):

'2. ensure that the training:

- a) recognises the intersections of race, ethnicity, gender and sexuality to SGBVH
  - b) acknowledges that, in some cases, men can be and are victims of SGBVH (e.g. young black men have fallen victim to SGBVH)
  - c) applies in all sectors of education
3. push the TUC to recognise this in their own training;'

## **53 The impact of casualised contracts on survivors of domestic violence London regional committee**

Women – shock absorbers of poverty – are increasingly affected by the intersection of domestic violence at home and work with low paid, insecure work, profoundly affecting their physical & psychosocial health. In post-16 education a 15% pay cut,

limited access to legal aid, cost of living crisis and casualisation (lack of sick pay, leave and fear to speak out) force women to stay with their abusers. Black, trans and disabled women are disproportionately affected.

Congress resolves to:

1. Pressure institutions to negotiate domestic violence policies prioritising the risks exacerbated by casualised contracts.
2. Campaign for gender based hate crimes, including misogyny, to be recorded under hate crime legislation.
3. UCU to affiliate to DV campaigns, calling for legal aid and provision of counselling, and refuges for DV survivors.
4. Support branches to use their local TU education units to provide member support.
5. Provide specialist training to reps supporting survivors of DV.

### **53A.1 Migrant members standing committee**

At end of first paragraph, insert ', migrant' after 'trans'

At end of point 1, insert 'and immigration status'

Insert new point 6 at end of motion: 'Advocate for the abolition of No Recourse to Public Funds which restricts migrant women's access to refuges. Support the Step Up Migrant Women campaign - which seeks safe-reporting mechanisms and an end to data-sharing between the police and the Home Office- (i.e. sharing campaign via Friday email, invite to Equality Conference, etc.)'

### **54 Informed decision-making and safety in sex work Women members standing committee**

Congress notes existing policy (motion 56, 2017) which commits UCU to support self-organised sex workers in their call for decriminalisation of sex work to allow collective working and improved safety, and to work with NUS and other relevant groups.

Congress recognises:

1. The right of adults to make informed choices to engage in sex work and for safety in that work, or to leave it
2. That sex workers are subject to intersectional stigma and discrimination
3. Increased risks for sex workers arising from inadequate support and information
4. Growing economic pressures which inhibits choice.

Congress resolves to task Equality Committee to work with all equality standing committees, student organisations including the NUS, and other relevant organisations to:

- a. Create a toolkit which supports informed and safe routes of entry into and exit from sex work
- b. Pursue campaigns to support decriminalisation of sex work, collective working, and safe choices

**55 Say no to misogyny UCU Cymru**

Congress notes with alarm the rise in misogynistic statements seen in main stream media by celebrities such as Jeremy Clarkson and on social media by social influencers like Andrew Tate.

Congress believes that this is a very dangerous trend that is sowing the seeds of disharmony in our society. Congress further believes that statements made by social influencers such as Andrew Tate disproportionately influence our learners.

Congress calls upon NEC to issue a statement unequivocally condemning such statements and to mount a campaign to raise awareness of the issue amongst members in the UK. Congress also calls upon NEC to raise the issue with UK Government in order to request a UK wide awareness of these dangerous trends within the education sector.

**56 Health crisis and Covid impact on women Women members standing committee**

Covid-19 continues to damage livelihoods and reduce gender equality, increasing the care burdens disproportionately carried by women. These developments affect UCU women members notably through damaged Health and Social care systems. Linked with the cost of living crisis, this further exacerbates women's inequality.

These issues, including their intersectional aspects, were debated by women from across UCU at our recent equalities conference which highlighted the expertise of our women members in terms both of lived experience and knowledge of Health and Social Care.

UCU is perfectly placed to launch a major campaign on the impact of the pandemic upon our members, with equalities as a central theme. The campaign would be launched via a major conference designed to understand trends and agendas in health and social care, and to prepare a UK-wide campaign linked to our equalities agenda. We ask the NEC to initiate this campaign as a matter of urgency.

**57 Disability Discrimination Disabled members standing committee**

Post COVID has exacerbated the number of learners with severe learning difficulties, making support for disabled students a huge issue. Post-16 educational employers are forcing our members to support students with extreme SEND (Special educational needs and disabilities) needs, ignoring the fact that they are not specialists in this field, failing to conduct necessary safeguarding or risk assessments for members and students.

Management are misusing peer learning/learning buddies as a source of support for their peers with learning needs/SEND. These students are not adults, not professionals or trained specialists.

UCU calls for employers to:

1. carry out Risk Assessments with the view to providing reasonable adjustments for students
2. make available ongoing specialist SEND support for learners
3. provide comprehensive training, workload allocation and support for all staff working with disabled learners



4. ensure comprehensive counselling provision is made available to these group of learners
5. make EHCP (Education, Health and Care plan) funds available for this purpose.

**58 Cost-of-Living Crisis National executive committee**

Congress wishes to record its anger and dismay at the impact of Trussonomics and the Conservative Government on disabled people.

Congress notes:

1. That any cuts in benefits will jeopardise the ability of disabled people to afford to power their specialist and essential equipment.
2. The Government's failure to plan for the impact of any blackouts this winter on disabled people.
3. That on average life costs £583 per month more for disabled people and an extra £1000 per month for families with disabled children.

Congress calls on the General Secretary and the NEC to stand up and speak up for disabled members by:

- a. Condemning any cuts to disability allowance and entitlements as well as calling for the reinstatement of the £20 cut to Universal Credit and improved access to PIP.
- b. Highlighting the impact of the Cost-of-Living Crisis on UCU members especially disabled members.

**59 British Sign Language (BSL) National executive committee**

Congress welcomes the fact that BSL is now an officially recognised language in the UK.

Congress calls on the UCU to explore the possibility of providing training in BSL (British Sign Language) for any members that wish to learn BSL who can be deaf and hard of hearing members as well as their colleagues.

**60 Composite: Trans and non-binary solidarity Liverpool John Moores University, LGBT+ members standing committee, National executive committee**

Congress notes:

1. The Tory government has stepped up its war on trans and non-binary people.
2. Sunak's decision to block the Scottish government's reforms of the Gender Recognition Act (GRA) in January.
3. increasingly hostile narratives in media / social media including moral panic around LGBT+ people, especially trans people
4. individual and coordinated anti-LGBT+ attacks emboldened on Twitter since takeover by Elon Musk
5. Trans Media Watch is a trans-led media organisation working to ensure accurate, respectful, media representations of trans people.
6. The murder of trans teenager Briana Ghey in Warrington in February.

7. The mass protests and vigils resulting from the above.

Congress believes:

- a. UCU's trans-inclusive position is correct, and should be re-affirmed, promoted and strengthened in the face of concerted political attacks on trans rights.
- b. This position must be made clear on every university and college campus and in the wider trade union movement
- c. Social media platforms can be positive but also become unsafe and toxic environments for LGBT+ people, especially trans people
- d. UCU has duty to critically examine its media / social media engagement and strategies and consider how use impacts LGBT+ members

Congress deplores

1. The continuing transphobia, discrimination bullying of trans and non-binary people.
2. The refusal to use correct names and pronouns and behave with respect, including regrettably sometimes in UCU.

Congress expresses solidarity with all trans and non-binary people worldwide

Congress resolves:

- i. To mobilise UK-wide, nationally, regionally and locally for protests, vigils and marches in support of trans and non-binary rights and liberation, e.g., Trans+ Pride London, and local trans prides.
- ii. to engage with organisations like Trans Media Watch and LGBT+ members to produce LGBT+ inclusive media, including social media, guidelines for UCU and its members
- iii. review media practices within UCU to ensure positive support for LGBT+ people and inclusive practice that does not expose members to toxic online environments
- iv. Work with TUC to put pressure on UK government to remove block to Scottish gender recognition reform and introduce similar legislation in the rest of the UK.
- v. Produce information and guidance for branches for negotiating policies and procedures to support trans and non-binary people in their institutions.
- vi. Identify gaps and produce new information materials for members, including on importance of using correct pronouns and names, and to encourage all members to participate in training on trans and non-binary issues.

## **61 LGBT+ health      LGBT+ members standing committee**

Congress notes:

1. Over £1 billion public health cuts since 2016 have reduced spending on STI testing, contraception and treatment, unevenly and disproportionately impacting on different regions and nations and people with protected characteristics
2. consistent failures to implement a government strategy on reproductive and sexual health

3. increasing attacks from anti-LGBT+ organisations in the UK and globally on sexual and reproductive health
4. anti-LGBT+ sentiments used as wedge issues in right wing organising
5. disproportionate impact of the 2022 Monkeypox breakout on LGBT+ and Black communities

Congress believes that all communities across the UK must have access to free and accessible sexual health services.

Congress resolves to:

- a. work with sexual health and LGBT+ organisations and UK-wide bodies like TUC to campaign for the reversal of cuts and the implementation of UK-wide strategy
- b. develop resources for branches to campaign locally on these issues in collaboration with local organisations.

## **62 Gender Recognition Reform Bill      University of St Andrews**

Congress notes:

1. Scottish Parliament passed the Gender Recognition Reform Bill (by 86 to 36) which would remove barriers for people to legally change their gender by allowing for self-identification
2. This bill is now being blocked by the British Government (Section 35, Scotland Act 1998)

Believes:

- a. People should be supported through self-identification and transition
- b. Transphobia cannot go unchallenged – UCU has a responsibility to trans and nonbinary members to respond strongly to attacks on their rights
- c. In affirming the right to safety and livelihood for trans and non-binary individuals who have moved to Scotland to flee oppression and persecution
- d. In democratic decision making, here threatened by Westminster overriding Scottish Parliament

Resolves:

- i. To strengthen solidarity with trans and nonbinary members
- ii. To examine practices in our union and work to make them more trans-inclusive
- iii. To make UK-wide representations to persuade the UK government to recognise and respect the democratic authority of the Scottish Parliament

## **63 Refugees Welcome, Campaign Against Racism      National executive committee**

Congress reaffirms solidarity with refugees and migrants and commitment to opposing racism.

Congress deplures:

1. The continuing hostile climate to refugees
2. The racist immigration and asylum legislation

3. The 'Rwanda plan' to deport asylum seekers to Rwanda
4. The attacks and protests by Patriotic Alliance and other far right groups on refugee housing.

Congress calls on NEC, members and branches to:

- a. Step up the campaign to overturn racist asylum and immigration legislation
- b. and bring a motion to TUC Congress on this.
- c. Express support and solidarity with refugees and migrants, including participating in broad based anti-racist protests.
- d. Show active support for refugees under attack, including through solidarity demos and counter demos against far right groups at their accommodation.
- e. Organise teachouts during strikes on anti-racism and asylum rights with refugee speakers and invite them to branch meetings.

### **63A.1 LGBT+ members standing committee**

After 'opposing racism,' in the first paragraph add

Congress reaffirms solidarity with LGBT+ people in countries where law discriminates against LGBT+ and those who flee such countries.

Under Congress deplores add now points

5. The Anti Homosexuality Bill in Uganda that calls for the death penalty
6. Far right organising in many countries attacking LGBT+ people.

Under Congress calls add new point

- f. Regularly report on international action that discriminates against LGBT+ people
- g. Produce material and events about situations for LGBT+ internationally including the lives and issues of LGBT+ refugees in the UK

### **63A.2 Liverpool John Moores University**

Point 4: Delete 'Alliance and other' - Add 'Alternative, Homeland, Britain First and other fascist and'

Point a: Add to end - 'including the Illegal Immigration Bill and Nationality and Borders Act'

### **64 Oppose the Far Right and the Government National executive committee**

Congress condemns the scapegoating of refugees and migrants by the government and specifically the new 'illegal migration bill'. Congress opposes the Rwanda Plan to deport asylum seekers.

Government rhetoric is leading to organised intimidation of refugees by Far Right and racist groups.

Government anti-woke statements are leading to the targeting of LGBT+ communities. The government is opening the door to the Far Right.

Congress encourages all UCU branches to work with antiracist, refugee solidarity and LGBT+ organisations to oppose mobilisations by the Far Right and to we commit to campaigning against the illegal migration bill.

Congress demands:

1. safe legal routes for refugees;
2. day-one rights to work & social security for all migrants;
3. abolition of detention & deportations;
4. a simple process for all UK residents to gain permanent residency;
5. restoration & extension of free movement.

UCU must encourage & assist branches to organise practical solidarity:

- a. support & defend colleagues subject to immigration controls;
- b. collect & deliver aid;
- c. cooperate with local Anti-Raids and Anti-Detention-Centre groups for training and protests.

#### **64A.1 New City College (THC Poplar)**

Insert after 'Far Right' (paragraph 3), 'This is further underlined by the meeting between Sunak and Italian PM Meloni in April which serves to normalise relations with a politician who is the heir to Mussolini and the post war MSI which gathered his defeated supporters together.'

#### **65 The Fascist Meloni in the UK and Racist/Illegal Immigration Bill National executive committee**

The visit of Italian PM Giorgia Meloni, leader of the fascist Brothers of Italy, to Britain was yet another sign of the governments willingness to associate with anyone who is prepared to echo their scapegoating of refugees.

Meloni is not an 'ordinary' politician, she stands in the tradition of Mussolini and the post war MSI. She has introduced a state of emergency to 'deal' with refugees, remove their rights without parliamentary scrutiny.

In Britain the Illegal Migration Bill and the Rwanda plan are systemic attempts to remove the rights of refugees and to create a toxic environment.

These policies have led to a growing number of mobilisations by racist & fascist groups.

Resolves to:

1. UCU condemns the visit of Meloni to Britain.
2. UCU agrees to campaign actively against the Illegal Migration Bill and the Rwanda Plan.
3. UCU agrees to support promote mobilisations against fascist groups such as Patriotic Alternative, Homeland and Britain First

## **SECTION 6: BUSINESS OF THE RECRUITMENT, ORGANISING AND CAMPAIGNING COMMITTEE (section 6 of the NEC report, page 33)**

### **66 Recruitment, organising and campaigning committee National executive committee**

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

1. support for UK disputes in HE, FE, and Prison education
2. support for branches, including with GTVO and disputes
3. strengthening recruitment to build greater union density in all our sectors
4. developing training and education for activists
5. providing support for priority, UK industrial campaigns.

It supports continued focus on these areas working:

- a. to engage and involve our diverse groups of members
- b. to actively support recruitment, campaigning and organising activities nationally, regionally, and locally
- c. to ensure issues of climate justice and sustainability are integral to our work
- d. with other unions to oppose the Strike (Minimum Service Levels) Bill
- e. actively campaign against attacks on the rights of refugees and asylum seekers and other migrants
- f. to progress ROCC related Congress resolutions

### **67 Composite: Minimum Service Levels Bill UCU Cymru, University College London**

Congress notes that:

1. The UK government introduced the "Transport Strikes (Minimum Service Levels)" Bill, which further restricts the right to strike, making anti-TU legislation among the worst in Europe.
2. Unless we fight this bill, it will be applied to all unions; another attack against working and civil rights.
3. Union leaders, including ours and the TUC, took an unacceptably long time to organise action, rather than an immediate upheaval against this new assault.

Congress resolves to:

- a. Organise an ongoing, high-profile, high-priority campaign to stop the bill's enforcement and to repeal ALL anti-trade union laws that plague Britain and the working class, spearheaded by the NEC.
- b. Stand together, co-ordinate with sister unions, especially those targeted now and those next on the list (healthcare, education, civil servants, etc).
- c. Stop being reactive and deferring vital action to the TUC leadership; we must go on the offensive today.

**68 Raising the stakes to win Capital City College Group (Westminster Kingsway College)**

Congress notes:

1. The inspiring strike action taken by the RMT, CWU, NEU and colleagues in HE and FE.
2. Government/employers holding firm in most of these disputes.

Believes that:

- a. Government/employers are standing firm because they are determined that we have to pay for the cost-of-living crisis.
- b. They fear that settling with one group the floodgates will open.
- c. When the stakes are high we need to raise the stakes to win.
- d. Taking strike days spread across months makes it easier for the employers/government to sit out strikes.
- e. Escalating quickly will place more pressure on the government/employers making them more likely to settle.
- f. Escalating quickly means members will need to take less action and therefore save money.

Resolves:

- i. UCU to make clear to all members that the most effective way to win is to escalate quickly up to and including indefinite strike action.

**69 E-Consultation Prior to Calling National Industrial Action University of Essex**

Congress notes that:

1. Branch meetings are generally attended by a small fraction of a branch's total membership.
2. Traditional methods of communication, including branch and UK meetings, and emails to members all have a role to play in mobilising members, which is essential in calling successful industrial action. However, industrial action is strengthened by large numbers of members participating; e-consultation allows the majority of members to have their say, mobilize and reach decisions.

Congress resolves to:

- a. Mandate that NEC, FEC and HEC undertake member e-consultation, alongside traditional forms of communication, and frame the e-consultation questions prior to calling UK-wide industrial action.
- b. Ensure that this e-consultation asks members if they are willing to take the action, and what form it will take, including its timing and duration.
- c. Ensure that this e-consultation informs NEC, FEC and HEC decisions, which will be explained transparently in relation to this e-consultation.

## **70 Strike Committees For The Win King's College London**

Congress notes:

1. The establishment of strike committees by many UCU branches to build action in the #ucurISING campaign
2. The need to ensure that control of industrial action is the hands of the rank-and-file UCU members
3. The emergence of rank-and-file strike committees in other sectors

Congress believes:

- a. Strike committees play an important role in building local and national action and
- b. must be central to the union's decision-making process

Congress resolves:

- i. To encourage all branches to establish strike committees while in dispute;
- ii. To establish a national strike committee composed of delegates elected by branches to monitor the progress of all national disputes; make strategic decisions about their directions; hold the GS and other national officers to account for the conduct of these disputes and advise NEC;
- iii. To take concrete steps towards establishing local and national inter-union strike committees.

## **71 Industrial action reporting University of Edinburgh**

Congress notes growing concern over practices that may constitute blacklisting and/or breach GDPR on reporting industrial action.

Congress resolves to:

1. Survey industrial action reporting instructions, mechanisms, and information retention practices across post-16 institutions, using data gathering methods including surveys to branch executives and formal information requests to institutions
2. Determine where practices are legally compliant, and where practices appear to be lawful, how such mechanisms may be unfair and potentially discriminatory
3. Analyse results including via scrutiny by ROCC and the equality standing committees and special employment advisory committees (eg ARPS and Anticasualisation Committee)
4. Publish results and initial analysis of this survey, circulating to branches and other campus trade unions
5. Encourage regional and devolved national committees to discuss survey results and analysis, feeding back to NEC and subcommittees
6. Mount collective campaigns and (where applicable) provide legal support to resist unfair and deleterious industrial action reporting practices.

### **71A.1 Migrant members standing committee**

At end of point 2, insert 'or detrimental, for example to migrant members'



## **72 Solidarity to University of East Anglia UCU University of East Anglia**

Congress notes that:

1. UEA UCU has been notified about the potential for mass redundancies affecting every sector of the University.
2. The scale and nature of these redundancies threaten the institution and the wider Norfolk community, amounting to nothing less than cultural vandalism.

Congress resolves to:

- a. Support UEA UCU with all means available, and explore all avenues possible to save jobs at UEA, including, where and when appropriate, grey-listing.
- b. At the branch's advice, as soon as a dispute is called, for it to be considered a local dispute of national importance.
- c. Publicise the threat of compulsory redundancies at UEA and call UCU branches and other trades unions to support UEA UCU.
- d. Invite UCU branches and the wider trades union movement to contribute to the UEA UCU hardship fund associated with the local dispute.

## **73 Sheffield Needs a Payrise: A model for organising casualised workers Anti-casualisation committee**

Congress notes:

1. The Sheffield Needs a Payrise Campaign, based on a partnership between Sheffield Trades Council and BFAWU, has been incredibly successful in recruiting, organising and winning recognition in unorganised workplaces where zero-hours employment is the norm.
2. The campaign has been successful because of its use of Worker Patrols and surveys of workers, and because it has raised funds to hire a full-time organiser, employed jointly by Sheffield Trades Council and BFAWU and supported by donations from local and national trade unions.
3. Hallam UCU and Sheffield UCU have made significant contributions to this campaign.
4. Leeds Trades Council has initiated a similar campaign based on this model.

Congress resolves:

- a. To promote this model to UCU branches and encourage them to consider how we can work with trades councils and other unions to initiate similar campaigns in other towns, cities and regions.
- b. To donate £1000 to the campaign.

## **74 Accessible reps training UCU Scotland executive committee**

Congress notes:

1. The UCU training course Reps 1 is the bottleneck for much work that falls under trade union duties. Reps 1 is not offered often enough, and not accessible to everyone.
2. Most branches need more reps but many struggle to get them trained.

Congress resolves to:

- a. Extend the Reps 1 training offer to include more varied offers (synchronous, asynchronous, in person, online, etc) to improve accessibility.
- b. Provide opportunities to take Reps 1 every second month in every region and in diverse areas across the devolved nations.
- c. Put out clear guidance on which TUC courses will be accepted as a substitute.

**75 Paid development and training for Casualised Staff      London Metropolitan (City and North Branches)**

Londonmet UCU recently negotiated mandatory training, including social justice trainings, to be resourced for casualised staff. While this is a small step forward, it is important that all training and development activities should be paid and resourced for all workers. Casualised workers do necessary trainings for free, costing time and money. Especially ironic, when training is often aimed at addressing social justice. Casualised workers in marginalised groups frequently experience disadvantage developing their careers which affects pay and progression gaps for the equality strands.

Congress resolves to

1. Calculate hours worked by casualised workers on training, certification and development activities either to advance careers or to fulfil their contracted teaching requirements.
2. Provide research on how far this contributes to equalities pay gaps.
3. Provide learning rep training which incorporates casualised issues.
4. Provide clear guidance to branches to negotiate equal rights to pay for training and development activities for casualised staff.

**76 Recruitment, organising and recognition in outsourced/private education providers      University of Sheffield International College**

Congress notes:

1. The proliferation of outsourced/private education providers in both HE and FE represents a clear threat to terms and conditions.
2. UCU has taken big steps forward in one provider (Study Group) with the successful recognition campaign at Sussex International College and the first ever strike in an outsourced higher education provider in the UK at the University of Sheffield International College, which secured a pay award of 10% for most staff and 8% for managerial staff over two years.
3. Ongoing grassroots efforts to win recognition in further outsourced/private education providers.
4. Winning recognition and organising in outsourced/private education providers is essential to ending privatisation and outsourcing.

Congress resolves:

- a. To conduct a mapping exercise of existing UCU members working in private/outsourced education providers to identify potential targets for recruitment and recognition campaigns.

- b. To restate and remind branches of existing UCU policy on outsourced/private education providers.

## **77 Joint membership schemes with Unite and UNISON University of Sheffield**

Congress notes:

1. UCU currently has joint membership schemes with 10 trade unions, but not yet Unite or UNISON.
2. Alongside UCU, Unite and UNISON are two of the most common trade unions for tertiary education staff in terms of membership.

Congress believes:

- a. Joint membership may be beneficial for improving branch density, increasing/expanding local recognition agreements, and increasing the impact of industrial action.

Congress resolves:

- i. To ask the relevant NEC subcommittee to develop a proposal for joint membership agreements with Unite and UNISON.
- ii. To authorise NEC to approve said joint membership agreements, approach relevant bodies within Unite and UNISON, and implement them prior to Congress 2024.
- iii. To request a report on these agreements to be provided to branches at the point of implementation, and a report on their take up to date to be provided to Congress 2024.

### **77A.1 Academic related, professional services staff committee**

Congress notes point 1 remove ", or" and add at the end "or GMB."

Congress believes add "a." before "Joint membership..." and add a second point "b. There is significant overlap in issues affecting UCU ARPS staff and members of Unite, UNISON and GMB."

"Congress resolves" point i, remove ", and" and add at the end "and GMB, then approach the three unions for interest in a joint membership scheme."

Before Congress resolves point ii insert "And further resolves".

Congress resolves point ii after "To authorise" add "relevant" and after NEC add "subcommittee". Delete "approve said" and replace with "draw up". Delete ", approach relevant bodies within Unite and UNISON,".

Congress resolves point iii, after "and a report on their" add "impact and".

## **78 Strengthening bargaining and negotiations through collectively developing our decarbonisation campaign Open University**

Congress believes

1. UCU has pioneered the intensification and mainstreaming of action against the Climate and Ecological Emergency (CEE), in tertiary education and the labour movement.

2. Commitments to strengthen sectoral bargaining and pursue a Green New Deal through a national joint claim (Congress 2022, Motion 60) would benefit from greater grassroots knowledge.

Congress resolves

- a. To issue guidance on members collectively influencing Professional Bodies and Learned Societies to revise ethics, events and funding processes.
- b. To grant the Climate and Ecological Emergency Committee status under Rule 25; to submit Motions and send Delegates to Conferences and Congress.
- c. To gather information through Branch Delegate Meetings on the content of, and member support for, particular policies, including:
  - i. Requirements for professional development or job retraining
  - ii. Restrictions on non-fossil fuel flights, paid time for use of slower low-carbon transport
  - iii. Reasonable adjustments appropriate to considerations including (but not limited to) protected characteristics, employment type, or career stage.

#### **78A.1 National executive committee**

**Delete point b of Congress resolves:**

- b. To grant the Climate and Ecological Emergency Committee status under Rule 25; to submit Motions and send Delegates to Conferences and Congress.

Replace with:

- b. That NEC should bring a rule change to Congress 2024 which allows the Climate and Ecological Emergency Committee to submit motions and amendments to Congress, and in 2023-24 motions and amendments from the committee will be considered by the NEC for submission to Congress.

#### **78A.2 Composite: University of Edinburgh, Open University**

Add at end:

- d) The Climate and Ecological Emergency Committee will be supported to organise regular meetings with all elected FE and HE negotiators to advise on climate bargaining objectives' integration into sector level claims
- e) Issue guidance on members collectively influencing employers to recognise the need for flexible working (including but not limited to working from home) and a move towards a four-day week as a response to the climate emergency
- f) Explore and advocate support for climate organising and bargaining including Green New Deal claims.
- g) Support UCU branches across the UK to lodge Green New Deal claims.

#### **79 Composite: Climate justice and the right to peaceful protest University of Glasgow, National executive committee**

Congress reaffirms:

1. Commitment to urgent action to avert climate change.
2. Support for the right to take part in peaceful protest on environmental and other issues, including civil disobedience.

## Congress notes

1. Climate and ecological breakdown and extreme weather events are leading to an increased displacement of people, particularly in the Global South.
2. The term climate refugee is being increasingly used to describe people displaced by such climate disasters

## Believes

- a. Those most affected by climate and ecological breakdown are those least responsible for climate and ecological breakdown, but are the one who are suffering the most as a result of it.
- b. Indifference to human suffering characterises this government's attitude to refugees and its lack of action on environmental targets
- c. Climate denial and hostility to refugees share a common right wing ideology that regards human life as expendable
- d. Struggles against all forms of oppression, including calls for climate justice, are interlinked.

## Congress condemns:

- a. The 'Cop City' project to destroy a forest near Atlanta, USA to set up a police training city mimicking an urban area, with the risk of training for militarised police attacks on Black neighbourhoods.
- b. The violent treatment of protestors.
- c. The arrest of 23 people, including a legal observer, on charges of 'domestic terrorism' with possible 35-year prison sentences.
- d. Police shooting and killing non-binary activist Tortuguita – condolences to their friends and family.

## Congress resolves to:

- i. Send solidarity messages to protestors.
- ii. with TUC, put pressure on US government to cancel the Cop City project and release protestors.
- iii. campaign against restrictions on the right to protest.
- iv. encourage members to participate in local climate actions.
- v. support campaigns and groups making the link between climate justice and racial justice
- vi. demonstrations and actions in support of the above.

## **80 The crisis in social care Southern retired members' branch**

The current crisis in social care is the outcome of the failure of successive governments to provide adequate funding for the care of dependent people and for support for their families. Ministerial promises to 'fix the problem' have been repeatedly broken, whilst the crisis deepens. Hospitals cannot safely discharge patients who are ready to return home because domiciliary support is not available.

Congress recognises that effective social care provision cannot be achieved under misconceived austerity policies, that 'care for profit' has often been inadequate and

that exhausted, unpaid family carers feel unrecognised and undervalued. The state should be central to the funding and delivery of vital social care at home and in residential settings.

Congress instructs the NEC to join the National Pensioners Convention in campaigning for:

1. An urgent, short-term plan to tackle the immediate crisis;
2. A comprehensive, long-term social care strategy substantially based on state funding.

## **81 Water nationalisation West Midlands retired members' branch**

Congress notes that since the privatisation of the water industry:

1. Investment has fallen by 20%.
2. Each day 3bn litres, one fifth of the total volume, is lost through leakages.
3. Only 14% of rivers now meet ecological standards due to sewage leaks.
4. Debt levels are now £60bn and interest payments each year of £1.3bn are passed on to consumers.
5. £72bn have been paid out in dividends.
6. £58m in pay and remuneration have been paid out over the past 5 years.
7. Average CEO pay is £1.7m.
8. 90% of water companies are owned by shareholders abroad.
9. The price of water has risen by 40% in real terms.

Congress believes that water companies should be publicly owned and controlled.

Congress pledges to campaign with trade unions and other groups to bring water companies into public ownership under democratic control without compensation being paid.

## **82 Reparations Croydon College**

Congress notes:

1. Rishi Sunak's refusal to offer a full and meaningful apology for the UK's role in slavery and colonialism, and commit to reparatory justice (PMQ 26 April 23).
2. The formation of the Heirs of Slavery group and its adoption of the CARICOM 10 point plan for Reparatory justice.
3. The United Nations recognises slavery was a crime against humanity. The UN Human Rights Council has urged global action including reparations.

Congress believes:

- a. Trade unions in Britain should be part of these campaigns for social and economic justice.

Congress resolves:

- i. To support the campaign for reparative justice including the Drax campaign
- ii. To encourage the wider British labour movement to also support this campaign

iii. To support an international conference on reparations in the UK

### **83 Black Lives Matter: Justice for Sheku Bayoh National executive committee**

UCU Congress notes:

1. The death in police custody of Sheku Bayoh in Kirkcaldy on 3 May 2015 in the presence of nine police officers. At least five police officers were directly involved in restraining him, CS spray and pepper spray were used, he was handcuffed, and he suffered from lacerations, bruising and a broken rib.
2. Sheku's family's fight for justice and the longstanding support from UCU Scotland and Scotland's trade union movement for the Justice for Sheku Bayoh Campaign (<https://stuc.org.uk/campaigns-and-events/campaigns/justice-for-sheku-bayoh>).
3. The establishment in 2022 of the Sheku Bayoh Inquiry in Edinburgh, and the next phase of the Inquiry starting on 9th May 2023.

UCU Congress decides to:

- a. Express our union's support for Sheku Bayoh's family, and publicise the Campaign and Inquiry to members and branches (<https://www.shekubayohinquiry.scot/>)
- b. Encourage UCU branches to donate to the Justice for Sheku Bayoh campaign via STUC (Scottish Trade Union Congress): [www.bayoh.support](http://www.bayoh.support)

## **FURTHER EDUCATION SECTOR CONFERENCE MOTIONS FOR DEBATE**

### **FE1 FE England pay report Further education committee**

Conference approves the report on the FE England 2023/24 pay round and notes developments in the 2022/23 round as circulated in UCUBANFE23.

### **FE2 Composite City and Islington College Camden Road, New City College (THC Poplar), South and City College Birmingham**

Notes:

1. The historic FE ballot result of 87% for action and 51% turn out.
2. The c150 branches to be balloted from September.
3. despite the lack of ThruText the campaign result was excellent
4. congratulations to all union staff, the branch reps, the activists to achieve 51% TO and 87% YES

Believes:

1. The results reflect an appetite of members to fight on an England-wide basis - for pay, workload and a binding national bargaining agreement
2. There is a significant appetite amongst members to take national action.
3. Due to the intransigence of the employers and government we will need to take nationally coordinated and sustained strike action to win.

4. We need to start to prepare now to follow up the Autumn campaign and lay the groundwork to successfully move to an aggregated ballot in the new year.

Resolves:

1. To call an England-wide demonstration on one of the initial days of strike action to lobby the DFE.
2. If government/AoC have not conceded to our demands, to prepare for an aggregated ballot starting in January 2024.
3. In any future consultation the FEC will decide what would be a reasonable threshold for branches to reach to move to ballot.

### **FE2A.1 City and Islington College Camden Road**

Add:

1. To set up an England-wide strike committee throughout the duration of the dispute for all those branches involved to discuss strategy and tactics.

### **FE2A.2 Merton College, City of Liverpool College (City)**

Add

Notes:

- 1) The 2016 TU legislation.

Add

Believes:

- 1) It is the duty of TUs to oppose this bill and call for its repeal.
- 2) It is not the job of TUs to increase this threshold to make it even more difficult to take legal strike action.

Add

Resolves:

- 1) In any future consultation the FEC will decide what would be a reasonable threshold for branches to reach to move to ballot.

### **FE2A.3 City of Liverpool College (City)**

Add

notes

1. the Eballot success
2. despite the lack of Thrutext the campaign result was excellent
3. congratulations to all union staff, the branch reps, the activists to achieve 51% TO and 87% YES

Add

resolves

1. in light of the wave of strikes across sectors for the FEC to analyse the best ways to make most impact for the next set of continuous or sustained strike action



### **FE3 Levelling up FE City and Islington College Camden Road**

Conference notes:

1. The reclassification of FE as part of the public sector.
2. The disparity of pay and conditions agreements across the FE sector.

Conference believes that:

- a. The reclassification of FE provides an opportunity to fight for parity with schools over pay, conditions and a nationally binding bargaining framework.
- b. A nationally binding bargaining framework agreement would be a step towards the levelling up of the sector.
- c. Now FE is classified as public sector then we must at least have the same bargaining agreements as schools.

Conference resolves:

- i. Call on UCU to publicise amongst members why a nationally binding bargaining framework agreement is key to levelling up the sector.

#### **FE3A.1 New City College (THC Poplar), South and City College Birmingham**

Add:

Believes D, E and F:

- d) The government/employers will not voluntarily implement an England-wide binding bargaining agreement.
- e) They will only do so when they see members are prepared to take strike action to force them to implement an agreement.
- f) Not having a binding England-wide bargaining agreement in place must not be a reason to delay action or preparations for action to achieve this goal.

### **FE4 Campaign for parity with sixth form colleges The Manchester College**

FESC notes:

1. 6th form colleges and colleges in Wales have national agreements way more favourable than FE.
2. Students at 6th form college are taught by a teachers on more money with fewer teaching hours.
3. It still should be an aspiration of all FE colleges to have nationally agreed terms and conditions through national bargaining.
4. The teaching staff in FE must be treated fairly.
5. This resolution is to extend the Respect FE agenda.

FESC resolves:

- a. That UCU start a national campaign, including advertising, that brings FE to the fore because of its essential role in training young people for work in this era of skills shortages.
- b. To launch a campaign to lobby parliament and the DFE

- c. Colleagues to write to MPs including the Education Secretary to ask for FE to be better funded, staff to be treated fairly and given conditions of employment the same as those in 6th form colleges.

#### **FE4A.1 City of Liverpool College (Arts Mulberry)**

FESC notes

add to 4. after fairly " and to have pay parity"

add to 5. after agenda "for national bargaining"

FESC resolves

insert " bargaining " in a. in between national campaign

add to b. at the end after DFE " to address and highlight the crisis in recruitment of specialised staff, the loss of experienced teachers, and the critical shortage of teachers to teach the needs of a skilled workforce"

#### **FE4A.2 City of Liverpool College (Roscoe)**

add

- d. parity of pay between the sectors has been campaigned on before during the time of the IFL and UCU should renew that call again

add

- ii. create a fact sheet for campaigning in branches for parity of pay for the Post 16 sectors
- iii. to send more solidarity messages to NEU comrades in their struggle for better pay

#### **FE5 Workloads Yorkshire and Humberside FE sector regional committee**

FESC

1. Notes UCU's work on workloads and overloading of staff.
2. Believes that excessive workloads are a major concern of UCU members.
3. Welcomes the inclusion of workloads in the FE pay claim for 2023-24.

FESC calls upon FEC to:

- a. Address the workload and other problems attached to student attendance monitoring, behaviour monitoring and supporting vulnerable 14-19 year olds and related pastoral work as well as chasing work.
- b. Develop campaign materials for use at branch level to support branches in campaigning to reduce excessive workloads.
- c. Encourage and promote trade union education in contractual matters related to workloads, so that FE staff, especially new staff, hourly paid and part time staff are informed of employment rights.
- d. Include awareness of equality issues in campaign materials around workloads.
- e. Recognise that some teaching roles eg subject leaders are expected to take on extra responsibilities without enough remission.

### **FE5A.1 City of Liverpool College (Roscoe)**

add

4. Workload and pay are linked; as pay has declined, workload has increased

add

f. that FE negotiators seek agreement with the unions, similar to the previous Working Regulations, with the AoC so that workload can be reduced urgently.

g. in any future AoC consultation that the FE negotiators refer any decent offer on pay and workload to the FEC first and foremost for analysis

### **FE6 Counting the costs of casualisation in further, adult and prison education Anti-casualisation committee**

This Conference notes that the UCU Survey Report Counting the costs of Casualisation published in 2019 reported Staff on insecure contracts working in further, adult and prison education are holding down multiple jobs and visiting food banks in an effort to makes ends meet

Conference believes that the 'Cost of Living Crisis' and the 'Covid Pandemic' will have made the situation of casualised staff even worse

Conference calls on the UCU to undertake a new survey of casualised staff in further, adult and prison education as a matter of urgency with a view to publishing that report prior to next year's FE Sector Conference

### **FE7 Disabled members and casualised contracts in further/adult/prison education Disabled members standing committee**

Conference notes:

1. 60% of FE colleges use zero-hours contracts to deliver teaching.
2. UCU research found that staff on insecure contracts in FE are holding down multiple jobs and visiting food banks. The pandemic exacerbated this situation.
3. Our members are in a cost-of-living crisis, yet the disability pay gap widened (TUC 2022) and UCU research found that 72% of staff on insecure contracts in FE said they struggled to even exist.

Conference believes:

- a. The lack of reasonable adjustments is endemic in precarious employment.
- b. This is exacerbated by the lack of agreement about what a 'reasonable adjustment' is under the Equality Act

Conference calls on the UCU to:

- i. Undertake research on the current state of play post Covid
- ii. Link the findings with our other equalities strands
- iii. Ensure that disabled members are fully represented in UCU campaigns about casualised working

### **FE8 FE campaign for establishing long covid as a disability Disabled members standing committee**

Conference notes:

1. 2022 Employment Tribunal decision in the case of Burke v Turning Point Scotland (2021) that long covid satisfies the test for a disability
2. TUC's campaign to get long covid recognised as such
3. EHRC does not automatically class long covid as a disability
4. The number of young people completing apprenticeships in 2020 fell by nearly 1/3 and the number starting them fell by 46%

Conference believes:

- a. A pilot survey in FE should be undertaken
- b. Long covid should be classed as a disability

Conference calls on the UCU to:

- i. Collate evidence of how long covid affects our members in FE
- ii. Link this work with the Joint Protocol and model agreements with employers
- iii. Organise a joint conference with sibling unions, to publish our findings and launch a campaign to persuade employers to recognise the real impact of long covid

#### **FE9 Maternity/paternity rights in the FE sector Women members standing committee**

There is huge variation in maternity, paternity and parental leave policies across FE. As educators we understand the importance of stability and security to young people. Yet many maternity policies provide such poor pay that women are forced back to work before they want to. Many paternity policies only provide the legal minimum. Shared parental leave policies are still not promoted within FE which would provide members with equal opportunities.

Moreover, when children are unwell it disproportionately falls on woman to take time off and care for that child. However, in many colleges this ends up being taken as unpaid leave or as holiday.

FESC calls on UCU to:

1. carry out research on the variation within parental leave policies.
2. provide information on best cases as branch resources to help negotiate new policies.

#### **FE10 Impact of cost of living crisis on FE Black members mental health Black members standing committee**

Conference notes:

1. A clear link between racism, low pay and mental health
2. As inflation increases, Black members in FE face more hardship
3. Black members in FE are usually in low paid work, on casualised, precarious and zero-hour contracts
4. Their ethnic background, age, gender, disability and immigration status make them more vulnerable to cost-of-living crisis.

5. 'People Like Us' research shows that Black People are paid 84% of their white counterparts.
6. Black Members in FE experience widespread indirect workplace discrimination
7. Some are treated differently because they come from continents with different degrees
8. This all impacts FE Black members' mental health.

Conference undertakes to:

- a. Provide a culturally suited, easily/readily accessible talking therapy to protect the mental health of Black members, outside of their workplace
- b. Compel the Government to publish data on the disproportionate impact of the cost-of-living crisis on Black people.

### **FE11 Supporting trans and non-binary people in FE standing committee**

### **LGBT+ members**

Conference notes that:

1. under 18s attend FE colleges for wellbeing support including disaffection with schools
2. SRE curricula is subject to anti-LGBT+ pressure
3. LGBT+ young people can already find school environments difficult
4. draft change in NHS guidance away from gender-affirming care for under 18s

Conference further notes that:

- a. hormone blockers can be important for young trans and non-binary people
- b. draft NHS guidance identifies social transition (self-identity) as a psychological issue that warrants medical / psychological intervention rather than self-declaration (<https://segm.org/England-ends-gender-affirming-care>)

Conference believes that:

- i. FE should be a supportive place for exploring LGBT+ identity
- ii. FE colleges provision should be fully LGBT+ inclusive

Conference resolves to:

- A. support and defend self-determination
- B. continue to advocate for under 18s to be free to self-identify as LGBT+
- C. oppose change away from gender-affirming care for under 18s in the NHS
- D. provide resources for branches to push for LGBT+ inclusion in FE

### **FE12 LGBT+ in FE LGBT+ members standing committee**

Conference believes that:

1. FE colleges should be welcoming and supportive places for all LGBT+ people
2. FE is a unique place for people to find and express non-normative identities
3. Many curricula areas operate from a hetero and cis normative basis

4. A number of LGBT+ learners attend FE colleges and benefit from support from FE staff
5. There is little research into the experiences of LGBT+ staff and learners

Conference resolves to:

- a. Support branches in promoting LGBT+ equality in FE
- b. Undertake a survey about LGBT+ experiences and issues in FE
- c. Launch a resourced week of LGBT+ liberation activity in FE in line with the UCU LGBT+ charter focused on evidence from the FE LGBT+ survey
- d. Develop guidance about how curricula in FE can be LGBT+ inclusive
- e. Engage with national FE sector organisations to develop LGBT+ work across all FE provision.

### **FE13 Attendance monitoring in FE Yorkshire and Humberside FE sector regional committee**

Conference notes that:

1. Young people are now required to remain in education until the age of 18.
2. This has fundamentally changed the nature of FE without significant improvements in funding or management culture.
3. Attendance in schools and colleges has fallen off since Covid leading to national concern on this issue.
4. Attendance is a safeguarding issue.
5. In schools, there are dedicated staff to manage non-attendance while in FE this falls on already overworked teaching and pastoral staff, often with punitive consequences when they are not successful.
6. Young people face complex barriers to accessing education such as poverty, mental health issues and caring responsibilities.

Conference calls on FEC to:

- a. Campaign for colleges to remove the unreasonable expectations from teaching staff that they must be solely responsible for students' attendance.
- b. Lobby government to properly resource and support the recruitment of specialist staff to support attendance and access to education.

## **HIGHER EDUCATION SECTOR CONFERENCE MOTIONS FOR DEBATE**

***To be taken in private session***

### ***New JNCHES and pay***

#### **HE1 National Claim/New JNCHES Higher education committee**

HE Sector conference notes the report and approves the recommendations of the national negotiators contained in UCUBANHE84 (New JNCHES HESC2023).

#### **HE2 Bargaining over increased money pay not percentages University of Leeds**

Conference notes:

1. 2021/22's HE joint union claim that sought 'A pay uplift of £2,500 on all pay points'.

Conference believes that:

- a. Problems of eroded pay, structural inequalities and casualisation intersect.
- b. Thus, marginalised groups are less likely to be able to mitigate the impact of eroded pay for university staff through means of promotion and 'automatic' progression up the salary spine.
- c. Formulating pay claims in terms of flat-rate money increases is a way of lessening (not abolishing) these inequalities, since, for given cost to the employers, staff on below-average salaries benefit disproportionately.

Conference resolves to:

- i. Develop a pay campaign for 2024/25 onwards that centres money, not percentage, increases. This would include:
- ii. Produce or commission research that investigates the advantages (and disadvantages) of the approach;
- iii. Liaise with other sector unions.

### **HE3 Composite: Future of pay disputes Bangor University, University of Essex**

Conference notes that 'A new strategy and plan of action for the Four Fights dispute' report (20.04.2022) outlines how a 'significant amount of time and resources needs to be committed to prepare properly for any UK-level dispute'.

Conference believes that:

1. Pay erosion is a direct consequence successive UK Tory governments failing to properly fund higher education.
2. Employer movement on pay and conditions is a result of our successful aggregated ballot and action.
3. The early imposition of an offer for 2023-24 provides potential breathing space to build for an effective campaign in 2024-25, when we are also likely to have a new UK government.
4. Achieving real improvements in our pay and conditions will be reliant on policy change as well as our industrial leverage

Conference resolves to:

- a. Develop an 18-24 month campaign focused on achieving significant movement on the issues beyond the current dispute, including an above inflation pay rise, concrete advances on progress related to casualisation, an end to hourly contracts, unequal pay, workload and a 35-hour working week, with a focus on growing membership and member confidence.
- b. Lobby UK Labour and other parties at Westminster for a renewed higher education settlement beyond 2024-25 that addresses shortfalls in funding and allows for material improvement in staff pay and conditions.

#### **HE4 Defend national HE bargaining! Birmingham City University**

HESC notes

1. The dispute at BCU which has been outside national pay negotiations since the 1980s; isolating the branch and producing inferior terms and conditions
2. BCU management's continual refusal to rejoin
3. University of Gloucestershire, Nottingham Trent University and Staffordshire University have left or indicated they will leave national pay negotiations

HESC believes

- a. National negotiations are vital for UCU collective bargaining, to prevent sector fragmentation and undermining of national terms and conditions
- b. Fragmentation of national negotiations is a fundamental threat to the future of HE
- c. Branches fighting outside of national bargaining must be supported as a key line of resistance to fragmentation

HESC resolves

- i. Risk to national bargaining to be dealt with as a matter of urgency with a nationally resourced strategy group
- ii. GS to investigate institutions' plans to leave national negotiations
- iii. Disputes at branches outside of national bargaining to be given national significance in terms of resourcing and amplification

#### **HE5 Oxford and Cambridge Colleges and higher education disputes University of Oxford**

Conference notes:

1. The constituent colleges of Oxford and Cambridge, have historically not been involved in Higher Education sector disputes.
2. This is an unusual situation, as they conduct a large proportion of the teaching in these universities, are USS employers, and in many cases have pay linked to the national pay scales.
3. Industrial action leverage in Oxford and Cambridge is greatly reduced due to the continuation of teaching in the colleges during industrial action.

Conference resolves:

- a. To construct future sector wide disputes in Higher Education in such a way that Oxford and Cambridge constituent colleges are included in the ballots and possible resulting industrial action.
- b. To amend membership databases so that employees of both a university and a constituent college, have a record of this status.
- c. To campaign nationally so that the constituent colleges recognise UCU.

#### **HE6 Challenging punitive pay deductions for ASOS Yorkshire and Humberside HE sector regional committee**

Conference notes:



1. Leeds University's plan to deduct 100% pay, and Hull University's implementation of 20% deductions for refusing to reschedule teaching missed during the Feb 2023 strikes.
2. Leeds University UCU has sought legal advice, advised members not to report their strikes via the online system and agreed to take indefinite strike action if the deductions are implemented.
3. Previous motions addressing this were passed in May 2014(remitted), May 2015, Dec 2019, June 2022.

Conference re-asserts:

- a. Punitive pay deductions require a UK-wide response

Conference agrees to:

- i. create a simple proforma for branches to report such threats. This should trigger an immediate UK-wide response comprising:
  - launch a UK-wide media offensive against the employer.
  - calls for all members to send objections to the offensive employer.
  - discussing academic boycott with the branch concerned.
- ii. implement already agreed policy on this including calling UK-wide strike action.

#### **HE7 Strike action during marking period instead of MAB Queen Margaret University**

UCU Congress notes with concern the escalation at local level of national MAB action by some employers by punitively deducting 100% of pay of staff participating in MAB, with others deducting lower amounts, some more and some less proportionate with the time normally spent on marking and assessment.

As a result, UCU branches have had to take local strike action given that members would not be paid anyway if 100% deductions went ahead. However, given the two-week notice required for strikes, their timing means that a lot of the assessment linked activities will have been done therefore the impact of strikes is not as high as it could have been.

UCU Congress calls for national strike action instead of MAB starting at the earliest marking and assessment date in line with when the very first deadline is set for any one university.

#### **HE8 Supporting strike action by externally funded staff: ring-fencing deducted pay Anti-casualisation committee**

Conference believes that funding provided to employers by external bodies to support research and other staff should be dedicated to supporting these staff, including any pay deducted as a result of strike action.

Noting Branch Action Notice HE82, conference calls on employers to calculate the amount of external research funding not used to pay wages due to strike action and ring-fence a commensurate amount to support staff, especially those on casual contracts, in consultation with UCU.

Conference resolves to continue to support branches to formulate demands appropriate to their local circumstances regarding use of the ring-fenced funds. Approaches taken by branches may include a preference for (or combination of):

- a. individual contract extensions (by no less than the number of days lost to strike action) within project budgets, or
- b. the use of commensurate funds for (further) bridging/underwriting, extended notice/redeployment periods, or enhanced redundancy payments.

### **HE9 Lobby research councils on reasons for taking industrial action University of Glasgow**

HESC notes:

1. Research council money is being spent and project deadlines not met due to the necessary UCU industrial action. The impact of this is often invisible to Universities as it does not affect teaching but has significant impact on collaborating institutes and industry UK-, Europe- and world-wide.
2. Going on strike primarily affects a researcher's ability to meet project deadlines and long-term ability to obtain future funding to sustain their work and employment.
3. UKRI is a large research funding body close to government with a budget of £8bn per annum

HESC believes to lobby UKRI and other research councils on the work being lost due to Universities failure to support their Academic and research staff through fair working conditions.

HESC calls to:

- a. Determine the primary funders of University research.
- b. Lobby UKRI and other significant research funders over universities failure to support their staff through fair pay, pensions and working conditions.

### **HE10 HEC and negotiators consultation with members on disputes and offers UCU Cymru (HE)**

Conference notes that:

1. National UCU negotiators in the dispute with UCEA have rejected recent pay offers without consulting members on these offers.
2. Without this the membership may lose a sense of control of the dispute which will be damaging to support further industrial action.

Conference resolves that:

- a. The HEC meaningfully consults with members before rejecting any substantively new offers on any of the five areas of industrial dispute: pay, conditions, equality, casualisation, pensions.
- b. The offer in each areas is clearly distinguished in the consultation.
- c. On pay, membership should be consulted on the current pay offer, and every offer above this that averages an increase of 2% (across the sector) on the previous offer.

- d. The HEC imminently clarifies and publicises the minimum thresholds that need to be met by UCEA and UUK to satisfy UCU demands in each of the five areas of the dispute.

### **HE11 UCU HE members to decide future HE strike action      University of Bristol**

HESC notes:

1. UCU's HEC 'has the power to authorise or endorse sanctions including industrial action' as regards our current HE disputes.

HESC believes:

- a. before HEC takes any decision regarding industrial action, it must consult with all HE members in branches with a mandate for strike action by e-consultation.
- b. such a HE members' consultation would better inform HEC members, ensuring that UCU takes the most representative decision.
- c. such a HE members' consultation is more inclusive than Branch Delegates Meetings.

HESC resolves:

- i. before any decision on the timing or duration of strikes, HEC must consult with all members in HE branches with a mandate for strike action in an e-consultation.
- ii. any e-consultation must ask whether the member is willing to take further action, and what strike action, its timing, duration and nature, the member wishes to take.

### **HE12 Strike Committees      Higher education committee**

HESC notes:

1. The establishment of strike committees by many UCU branches to build action in the #ucurUSING campaign
2. The call by NEU GS Kevin Courtney for the establishment of strike committees to support the unions latest action

HESC believes:

- a. That strike committees can play an important role in widening participation of members in strike action/ASOS

HESC resolves:

- i. To encourage all HE branches to establish strike committees while in dispute
- ii. To establish a UK wide committee in all national HE disputes to increase members involvement and participation in building disputes and shaping their direction

### **HE13 Maximising participation      UCU Scotland executive committee**

Conference believes:

1. Maximising participation and democracy within the UCU is vital to ensuring UCU is a member-led union.

2. UCU Scotland has encouraged this with regular branch delegates meetings on specific issues over and above its regular voting delegate based Scottish Executive meetings.

Conference resolves to explore ways in which Branch Delegate Meetings prior to HECs can inform HEC deliberations.

#### **HE14 For democratic control over disputes      University of Manchester**

HESC notes:

1. That both the move to negotiation through ACAS and the “pause” in strike action were imposed with no prior consultation of members or HEC.
2. Official UCU social media platforms have been used to advance certain positions on future strategy and argue with individual members.

HESC further notes:

- a. Democratic control over disputes empowers members and builds union density through the solidarity engendered by collective decision making.
- b. Members learning that they have been stood down via social media is disempowering and demoralising.
- c. Official union channels debating strategy on social media makes the union appear weak.

HESC resolves to:

- i. Affirm the sovereignty of members and our democratic processes.
- ii. Commit to ongoing democratisation of the union, empowering members and creating proper processes for democratic decision-making during disputes.
- iii. Remind employers that they are negotiating with a collective, not individuals, and they must wait for our democratic processes to make decisions on disputes.

#### **USS**

#### **HE15 USS Higher education committee**

HE Sector conference notes the report and approves the recommendations of the SWG contained in UCUBANHE83 (SWG HESC2023).

#### **HE16 USS motion on Conditional Indexation      University of Sheffield**

Conference notes:

1. HESC September 2021 passed a motion to initiate the exploration of the feasibility and promise of Conditional Indexation for the USS pension scheme.
2. recent exploratory work by USS for the JNC of UUK and UCU negotiators indicates the possibility of significant accrual improvement.
3. CI offers potential increased pensions and greater sustainability of contribution levels.

Conference believes that:

- a. seeking accrual above 1/75th for affordable member contributions is in the interests of all USS members

- b. Conditional Indexation has the possibility to strengthen the status of USS as an open, collective, mutual, multi-employer scheme with an ability to invest for the long term in a larger percentage of growth-seeking assets.

Conference therefore encourages UCU JNC negotiators' engagement in preparations toward more detailed analysis and consultation in the medium-term on models of CI, with no pre-condition of ultimate acceptance.

### **HE17 USS divestment University of East Anglia**

Conference notes:

1. that the portfolio of public and private investments by the pension fund USS continues to invest its members' contributions in climate-wrecking fossil fuel companies and biodiversity-wrecking utility companies;
2. that by allowing USS investments in known polluters to go unchecked, we are contributing to climate breakdown.

Conference believes:

- a. in the Paris Agreement and the moral obligation of the higher education sector to contribute to climate justice.

Conference resolves:

- i. to call on USS to immediately cease investments in fossil fuel companies;
- ii. to demand in its negotiations with USS that a transparent and accountable body with UCU representation is formed to monitor and guide future investments so that they are invested into companies with sustainable and renewable resources and practices;
- iii. to issue a public statement in support of actions, campaigns, and protests that call for no new licensing for UK oil and gas.

***Motion HE18:*** *As previously reported to branches, the UK officers have decided unanimously, following legal advice, that it is not possible to proceed with support for the case referred to in motion HE18 below, a decision endorsed by a majority of the union's trustees. The motion poses too great a financial risk to the union. In light of the previous similar motion passed by HESC, CBC decided that this motion should be placed into the agenda, however, as also noted by CBC, if passed, motion HE18 will not be implemented.*

### **HE18 Support USS Legal Action Lancaster University**

Conference notes that:

1. The legal case against USS has a date set for the Court of Appeal hearing from 13th June.
2. The USS legal fund has raised £170,000, but still needs to raise the remaining £180,000 for the hearing.
3. There is wide support among UCU members for the USS legal action.

Conference believes that the decision by UCU national officers and the GS not to implement the HESC 2022 motion L5 is:

- a. In breach of UCU's rules.

- b. Risks a complaint to the certification officer under section 108A sub-section 2(d) of TULRCA act 1992.

Conference instructs the UCU national officers and the GS to:

- i. Immediately enact the lawful decision to implement the HESC and NEC 2022 motions on support for USS legal action.
- ii. Allocate the necessary funds for the USS legal action.
- iii. Publicise UCU's support for USS legal action among its membership.

### **HE19 Long reballot over summer, industrial action at start of term University College London**

HESC resolves to ballot members for industrial action in a long ballot commencing as soon as possible and ending in September 2023 over the outstanding USS and JNCHES disputes, in order to be able to take strike action from the start of the autumn term.

#### ***To be taken in open session***

#### ***TPS***

### **HE20 Defence of the post-92 contract –no to fragmentation of post-92 work force University of Westminster**

Conference notes:

1. the post-92 contract stipulates explicit maxima for teaching week and year; a 35 -days leave; 5+ weeks research and scholarly activity
2. the commitment of post-92 institutions to TPS
3. that Staffordshire and Falmouth are using a subsidiary company to employ new staff, thus circumventing commitment to TPS and fragmenting the workforce.

Conference agrees that:

- a. defence of the Post-92 contract is of national importance
- b. post-92 disputes are of national importance.

Conference resolves to:

- i. implement motion HE14 (2022) and convene a national meeting of post-92 branches to discuss developments affecting the contract and commitment to TPS
- ii. inform in writing, and via the UCU website, all post-92 members about the contract on the maximum working week and year, and the right to a minimum 5 weeks self-directed research/scholarly activity
- iii. offer national support to any post-92 UCU branch facing a pensions, redundancies or conditions attack.

#### ***Anti-casualisation***

### **HE21 Conditions of casualised research staff**

### **Newcastle University**

This branch notes:

1. Nationally, 66% of research staff are fixed-term (HESA 2020/21). The use of fixed term contracts in research can mean that staff face insecurity and exploitation, which in turn can cause stress and anxiety beyond the workplace.

2. As part of the Four Fights, the casualisation that research staff face is of key importance in our dispute with the employer.
3. As it does not serve its members best interests, UCU is not a signatory of the current Research Concordat.

This branch proposes:

- a. That HEC establish a task and finish group to explore the issues faced by casualised research staff.
- b. That this task and finish group aim to develop a concordat that serves to improve security and working conditions of casualised research staff.

## **HE22 Reinforcing organising for improved research staff conditions      Open University**

Conference notes:

1. The policies adopted and guidance produced in support of sustainable research careers
2. That UCU has had little success in bringing employers to move research staff onto secure contracts, with the numbers on fixed-term contracts remaining relatively static
3. That moves by some employers to move staff from FTC to open ended contracts with an identified 'at risk' date does not necessarily improve security of employment
4. Staff require paid time to adapt careers to changing conditions, such as the Climate and Ecological Emergency
5. We need new ways to pressure employers to meaningfully engage, nationally and locally, on this issue.

Conference resolves to:

- a. Assess support for research staff at each institution, with a view to ranking employers on levels of support
- b. identify and share examples of better practice
- c. update current materials on supporting research staff and develop a Research Staff manifesto that we can use as a campaigning and negotiating tool.

## **HE23 PGRs as staff campaign Higher education committee**

HE Sector conference notes the report on the PGRs as Staff Campaign and approves the report's recommendations as set out in UCU2085.

## **HE24 Composite: The Future of PGRs as Staff and Organising in HE Higher education committee, University of Warwick**

Conference recognises the progress made to date by the PGRs as Staff campaign, including:

1. organising PGR members;
2. engaging effectively with UKRI;
3. supporting PGRs to win a 13% increase in UKRI stipends;

4. linking campaigning, bargaining and organising, providing a model for other pieces of work.

Conference notes that:

1. PGR members have secured significant wins at local and national levels;
2. some of this PGR activity has occurred outside of formal branch structures;
3. some branch committees don't have dedicated PGR or GTA positions or these positions are vacant;
4. some branches don't have an agreement with their employer to provide PGRs and hourly-paid workers with 'paid time on' facility time.

Conference reaffirms i) the principle that original postgraduate research should be acknowledged as labour and ii) the campaign for PGRs to be recognised as members of staff with full employee rights.

Conference believes that:

- a. PGR member campaigning should be supported;
- b. PGR members and issues should be integrated within branch committees;
- c. PGR members should be equally entitled to receive facility time;

Conference resolves to:

- a. continue the campaign on the basis of HESC 2020 motion 11 and the PGR manifesto;
- b. adapt the organising techniques developed by the PGR campaign to other casualised groups in HE, such as fixed-term research and teaching staff, updating and augmenting existing guidance for branches;
- c. identify further opportunities to integrate organising with campaigning, lobbying, bargaining and negotiating involving funding bodies and/or multiple employers.

Further, conference resolves that branches should be supported in:

- i. Establishing PGR and GTA committee positions and actively recruiting to fill these positions
- ii. Training and mentoring PGR committee members to effectively campaign on matters relating to casual employment and postgraduate research
- iii. Negotiating with their employer on the provision of 'paid time on' facility time, where no such mechanism already exists.

#### **HE24A.1 Black members standing committee**

Add after 'notes' point 4:

'5. PGRs work in precarious conditions, change membership status frequently thus often lose access to UCU's benefits.'

Add after 'resolves to' point a. (renumber accordingly):

'b. adopt the principle that student members should not lack access to UCU's structures on the basis of precarious employment status



Conference notes that:

4. Five motions opposing the practice of outsourcing have been passed at congress and both sector specific conferences since 2009.
5. Despite important wins, Further and Higher Education employers, including the University of Surrey, continue to outsource staff and services via third-party agencies (e.g. Unitemps) or subsidiary businesses.

Believes that:

- a. Outsourcing in this way excludes PGRs from many employment rights and entitlements, including their ability to engage in industrial action or join national disputes.
- b. Members require coordinated support to campaign for the eradication of outsourcing in Further and Higher Education.

Resolves to:

Support local efforts to end outsourcing through:

- i. Use of national press and social media campaigning.
- ii. Providing organising support to all branches wishing to submit relevant local claims.
- iii. Collecting data over a six-month period from outsourced PGRs on pay rates, workload, training opportunities, welfare and recognition to support local bargaining.

**HE26 Research Funder University of Glasgow**

HESC notes:

1. Job insecurity and a hyper-competitive research culture negatively impact on research integrity and wellbeing.
2. 68% of research only staff are on fixed-term contracts.
3. Universities try to justify use of insecure contracts based on insecure funding.
4. Funders and Universities vary in the degree to which they support researchers job security.
5. UCU members sit on funding review panels and review grants.

HESC resolves to:

- a. Build a consensus through methods such as a researcher working group and surveys on a set of criteria which would improve job security for researchers and to which research funders and employers should adhere to.
- b. Explore ways in which we can put pressure on the funders (UKRI and others) and employers to adhere to these core criteria. This should include a consideration of asking members to withdraw from participating in reviewing grants with funders that are unwilling to adhere to these criteria.

## ***Academic related, professional services staff***

### **HE27 Campaigning on Academic and Academic Related Professional Staff Bournemouth University**

Conference notes:

1. The longstanding commitment of ARPS members to UCU campaigning and industrial action
2. Year-on-year grade drift for ARPS members
3. Grade suppression
4. In many institutions, the lack of a framework for career progression and promotion

Conference calls on UCU to:

- a. Survey ARPS members to better understand their needs as members
- b. Provide the ARPS standing committee with any and all resources needed to undertake work streams on behalf of ARPS members

#### **HE27A.1 Academic related, professional services staff committee**

Insert the word "Services" in the title.

Insert the following after point 4 of Conference notes:

"Conference further notes:

The ongoing work of the ARPS committee to address these issues including the ARPS Model Claim template and Job evaluation training."

Insert at the beginning of point a of "Conference calls on UCU to:" "Analyse previous feedback and surveys and further"

#### **HE28 Relationships with other unions staff committee**

#### **Academic related, professional services**

Conference notes:

UCU ARPS members often work closely with members of other unions, e.g. Unison, and face many shared issues including:

1. increasing, unsafe workloads
2. casualisation
3. pay inequality
4. unequal opportunities for advancement
5. workplace bullying
6. pay deterioration
7. downgrading of roles

We are in the same fight for decency in our workplaces, but there are few formal structures beyond Joint Negotiating Committees, and varying degrees of communication, co-operation and co-ordination between unions. These risk contributing to division, where unity is needed.

Conference instructs HEC to:

- a. contact Unison, Unite and GMB to propose the establishment of a non-academic, professional and support staff-led Working Group to look at how co-operation could happen.
- b. produce guidelines for branches wishing to collaborate more closely with unions in their own branch.

***New heading: Student distribution and HE funding***

**HE29 Composite: To Campaign for a Student Distribution System in HE  
Canterbury Christ Church University, University of Edinburgh, Bangor  
University, University of Kent, University of East Anglia, Southern regional  
committee**

Conference notes that student recruitment patterns:

1. mean some universities hoard undergraduate students, while others struggle to recruit.
2. have led to greater uncertainty and instability in the sector which has been used to systematically undermine pay and conditions
3. have been used by management as a pretext to cut staff costs, including department closures and redundancies
4. translate to poor learning conditions for students, unsustainable workloads for staff at universities that over-recruit and increased casualisation across the sector.

The current system is designed to bankrupt small HEIs.

Conference believes:

- a. the removal of university caps on student numbers by the Tories in 2014 in their pursuit of marketising the sector has been detrimental to higher education and had a negative impact on university staff and students.
- b. the UK and devolved governments must reintroduce a managed system of student distribution across the sector based on fairness and equality.

Conference resolves to:

- i. commission research on models of student distribution which can create recruitment balance in HE.
- ii. begin a high-profile campaign for the better management and distribution of students numbers across all HEIs to protect jobs via the reintroduction of student distribution this coming year, including branch resources, intense lobbying efforts, and media.
- iii. instruct HEC to lobby government and opposition parties to adopt such measures.

**HE30 Composite: Defend Soft Sciences Humanities and Arts-Based Courses  
Royal College of Art, University of Westminster**

Conference notes:

1. Two years after the DoE decision to cut 50% of OfS funding to higher education arts subjects in England, HE has faced waves of course closures and redundancies in soft sciences, arts and humanities departments, including at the

universities of Birkbeck, Goldsmiths, Hertfordshire, Huddersfield, Roehampton, UEA, Wolverhampton, De Montfort, and Dundee.

2. Conference agrees that provision of Soft Sciences, Humanities, and Arts-Based courses in HE including in post-92 institutions is of national importance for UCU. These closures predominantly affect students from marginalised and wider participation backgrounds, removing the opportunity to develop the understanding and skills to engage with societal and political change critically.
3. Three motions were passed to fight these cuts in 2021 (2 at UCU Congress, 1 at HEC) but resolutions have yet to be actioned.
4. The oversubscribed Protect the Arts and Humanities session due to take place at the cancelled Cradle to Grave conference September 2022 has not been rescheduled for another occasion.

Conference believes:

- a. Attacks on the arts and humanities directly impact jobs of UCU HE members and are part of the government's broader defunding and politicised attacks on the arts and humanities.

Conference resolves to

- i. defend the provision of Soft Sciences, Humanities, and Arts-Based courses in all institutions, including post-92 institutions;
- ii. urgently set up an Arts and Culture Campaign Group, including representatives of HE institutions affected and threatened by the cuts, to launch and coordinate a campaign to Defend the Arts and courses that ensure marginalised citizens have the skills and knowledge to critically engage with social and political change that adversely and disproportionately impacts them.

### **HE30A.1 LGBT+ members standing committee**

In the title and wherever it appears in the motion delete the word 'Soft' and replace with the word 'Social'

After 'Humanities' in resolves i delete the word 'and'

After 'Arts Based' in resolves i add the words

And LGBT+ studies

After courses in resolves ii add

Including LGBT+ studies

In Conference resolves add new point

- iii. support the continued organising of UCU Equality and LGBT+ research conferences with the aim of promoting such studies and enabling those researching in these areas to share and promote their work.

### **HE30A.2 Southern regional HE sector committee**

Insert after conference resolves ii., ending in "adversely and disproportionately impacts them." the following text:

"iii. instruct HEC to lobby government and opposition parties to adopt such measures."

### **HE31 Supporting students to demand fee reimbursement around industrial action Cardiff University**

Conference notes:

1. Many students and students unions are lobbying their universities for fee reimbursements for lost contact hours owing to industrial action.
2. NUS supports our industrial action as do many local students unions.
3. The chief executive of the Office for Students recently backed students' demands for refunds.

Conference believes:

- a. We oppose tuition fees and the marketisation of HE.
- b. Having been forced to pay tuition fees, students should not bear the further cost of our employer's unwillingness to provide reasonable pay and working conditions. Students are within their rights to complain about missed teaching.

Conference resolves:

- i. To offer support and practical assistance to NUS and local students unions to demand fee refunds for teaching and wider services lost due to industrial action. This includes e.g. public statements of support.

### **HE32 Kick Capitalism Out Of HE! University of Sheffield**

Conference notes:

1. The increasing role of privatisation, profit and the market in Higher Education (HE)
2. Alongside this, we have seen increasing attacks on pay and pensions, rampant casualisation, outsourcing, course closures, redundancies, and systemic pay inequality

Conference believes:

- a. This marketisation of HE and, ultimately, capitalism itself are the driving forces behind these issues that are proliferating throughout our sector
- b. The only way to achieve lasting change is to tackle the root causes of issues plaguing our sector and fight for free, fully-funded HE

Conference resolves:

- i. To launch a sector-wide campaign to "Kick Capitalism Out Of HE", calling for sister unions and students to join this
- ii. This campaign should have the explicit goal to reverse all funding cuts; abolish tuition fees; kick out private companies and interests; and replace university bureaucracies with democratic bodies made up of HE staff and students to run universities for social good, not profit

### **HE33 Subsidiarisation of staff at Coventry University Coventry University**

Conference notes that:

1. Since 2015, Coventry University staff have systematically been moved from core functions to subsidiaries.

2. New and promoted staff are being recruited into subsidiaries.
3. Employment in subsidiaries is on worse terms and conditions with limited career progression.
4. There is a consequential loss of professional role, academic freedom, research opportunities & trade union recognition
5. Profits are gift-aided back to the University.

Conference believes that:

- a. Academic roles are being systematically privatised for profit.
- b. Students should be taught by academic subject specialists employed directly by the university.
- c. Subsidiarisation impacts academic freedom, terms and conditions of employment and job security. This “business” model is a serious threat to the wider HE sector.

Conference resolves to:

- i. condemn the model of subsidiarisation especially at Coventry University.
- ii. call on UCU to mount a national campaign to fight against the subsidiarisation of Higher Education of the form instigated by Coventry University.

#### **HE34 Building a National Campaign for Recognition in Study Group University of Sheffield International College**

Conference notes:

1. The proliferation of outsourced private education providers in UK HE represents a clear threat to terms and conditions.
2. UCU has taken big steps forward in one provider (Study Group) with the successful recognition campaign at Sussex International College and the first ever strike in an outsourced higher education provider in the UK at the University of Sheffield International College, which secured a pay award of 10% for staff and 8% for managerial staff over two years.
3. Ongoing grassroots efforts to win recognition in further Study Group institutions.

Conference resolves:

- a. To begin a campaign for national recognition in Study Group.
- b. To remind branches in institutions which Study Group has agreements with that it is UCU policy to support staff in private providers to unionise.
- c. To instruct HE Officers to attempt to initiate discussions with Study Group on a national recognition agreement.

#### ***New heading: Equality***

#### **HE35 Equalities Data Disabled members standing committee**

Conference notes:

1. Equalities reps face barriers to accessing equalities data about staff in UK Higher Education institutions

2. Equalities reps are having to resort to Freedom of Information requests to obtain equalities data as HEIs are not routinely collating or making such data accessible

Conference believes:

- a. Lack of agreed standards for equalities data about staff obscures the extent and impact of gender, disability and ethnicity inequalities in HEIs
- b. Data about inequalities in pay, progression and retention are crucial to collective bargaining and fighting inequality within Higher Education.

Conference calls on:

- i. UCU to develop a standardised data request for HEIs to collate and make equalities data about staff pay, progression and retention available to trade unions
- ii. UCU to work with UCEA and HEIs to ensure that HEIs collate and provide equalities data, as part of their responsibility to disclose information to trade unions for collective bargaining

### **HE35A.1 LGBT+ members standing committee**

Believes a. - add after gender: LGBT+ identities,

Change 'equalities' to 'equality' throughout.

### **HE36 Navigating bureaucratic processes in HE standing committee**

#### **Disabled members**

Conference notes that many common university workplace processes (e.g. promotion and probation, procedures surrounding fixed-term contracts) can be complex and hard to navigate, especially for disabled and neurodivergent members (further disadvantaging them).

Conference resolves to develop process-specific, fully accessible resources that include:

1. A brief overview of any relevant legislation, negotiated agreements and sector norms that underlie any individual institution's policies.
2. A checklist of questions to ask and issues to look out for in your own employer's policies and procedures.
3. Case studies and/or practical hints and tips from other members who have been through similar processes.
4. A dedicated document and/or webpage on navigating university bureaucracy, which will also link to any similar information that has already been produced.
5. Guidance for branches on developing similar resources on employer-specific policies.

### **HE37 Supporting parents and challenging inequality in HE standing committee**

#### **Women members**

HESC notes:

1. Existing UCU policy and extensive research highlighting persistent discrimination and gendered disparities in pay, conditions, and career development

2. High casualisation, real terms pay cuts in HE, and shortcomings in workplace health and safety disproportionately affect all who wish to plan and care for a family
3. These issues underpin sizeable gender pay and other inequality driven pay gaps, compounded by employers' failure to properly support workers through pregnancy, reproductive health concerns, parenthood, and caregiving

HESC calls on HEC and EQC to coordinate a campaign with equality/employment advisory committees, and allied organisations to:

- a. Publicly report unequal provision of parental leave across HEIs
- b. Investigate unsafe heavy workloads after birth
- c. Publish guidance and run bargaining and negotiation workshops for branches on securing additional maternity pay and other parental leave policies
- d. Demand equal access to fully paid parental leave paid for all HE workers and PGRs

### **HE38 Equalities, the cost of living, and HE industrial work      Women members standing committee**

Conference notes:

1. the cost of living crisis as an added threat to our incomes which are already reduced by years of real value pay cuts
2. that vulnerable groups like women take on roles as the 'shock absorbers' of this crisis and of 13 years of austerity on their households and families
3. that low pay and insecure employment are worsened by the intersectional impacts of gender, race, sexuality, disability and migrant status
4. that equality issues are central to industrial campaigns on HE pay and pensions

Conference expects HEC, HE negotiators, and HE branches to ensure that

- a. equality issues are at the forefront of all HE industrial work
- b. our campaigning, bargaining, and publicity material highlights the issues noted above and is directed at all membership groups facing equality injustices
- c. the views and interests of our equality groups are sought when planning HE campaigns and other industrial work

#### **HE38A.1 London regional HE sector committee**

Add to the end of the motion:

Members of equality strands and part-time students/staff are likely to be disproportionately impacted when strike days are not evenly spread. Conference resolves

- i. Future strike days should be evenly spread across weekdays within any term/semester.
- ii. Where strike days within a term/semester are not divisible by five, some weekdays can be scheduled for a maximum of ONE additional strike day.
- iii. Any other exception must be approved by HEC, and a rationale for disproportionality provided.



### **HE39 LGBT+ in HE      LGBT+ members standing committee**

Conference notes with concern that

1. numerous HEIs have withdrawn from Stonewall following pressure, including from media
2. UK slipped down the ILGA Europe Rainbow Europe chart
3. there is limited research on the experiences of LGBT+ members in HEIs

Conference believes that

- a. Stonewall has taken a strong trans and non-binary inclusion stance. This has been reflected in some progressive measures in HEIs.
- b. Nobody should be subject to anti-LGBT+ discrimination at work
- c. HEIs should be doing everything to create and develop working environments everywhere that support and defend all LGBT+ people

Conference calls for UCU to

- i. send a message of support and promote Stonewall's work
- ii. survey HE members on topics including trans and non-binary inclusion, international work, and experiences of LGBT+ discrimination in HEIs.
- iii. work with other education unions to advocate for LGBT+ protections across Europe and beyond
- iv. collate information about international LGBT+ rights and illustrate with experiences of LGBT+ members in HEIs.

### **HE40 UCURising, Four Fights and LGBT+ Pay Gaps      LGBT+ members standing committee**

HESC notes the

- a. success of Four Fights and UCU Rising disputes in raising the profile of gender, ethnicity and disability pay gaps in HEIs
- b. lack of data collection on sexual orientation and gender identity by HESA and varied data available around LGBT+ staff at HEIs
- c. historic and contemporary reasons why LGBT+ staff may not feel confident that it would be safe to disclose their sexual orientation or gender identity in the workplace
- d. LinkedIn commissioned poll showing a UK-wide LGBT+ pay gap of 16%

HESC resolves for

- a. UCU to lobby HESA for better data collection on LGBT+ identities
- b. UCU to lobby OfS and UCEA on improving safety and confidence to support data collection
- c. UCU to add LGBT+ pay gap to HE industrial campaigning
- d. UCU to conduct research to better understand LGBT+ pay gaps in HE

## ***Other matters***

### **HE41 University democratisation online poll of all UCU University members Cardiff University**

UCU HE Sector Conference notes that the worsening de-democratisation of UK universities underlies and exacerbates many of the problems of our sector.

Conference resolves to mandate HEC to conduct an anonymised online poll of all HE members working in UK Universities, as soon as is practical, running for one month, ideally during term time, asking the following questions:

1A. Are you in favour of democratisation\* of your university? (Yes/No/Abstain)

1B. Should this be an industrial action demand? (Y/N/A)

2A. Should staff elect at least half your university's governing body\*\*? (Y/N/A)

2B. Should this be an industrial action demand? (Y/N/A)

3. Comments:

\* "Democratisation" taken to mean "making more democratic".

\*\* This is a practical "minimum baseline democracy" and could further democratise itself

### **HE42 Demilitarize and democratize USS and HE sector King's College London**

HEC notes that:

1. USS and HE institutions have investments in companies profiting from imperialist wars, occupation, borders and environmental destruction
2. USS reform enhanced pensions' dependence on profitable investment
3. Following Russia's imperialist invasion of Ukraine, USS has written off £450 million of its equity investments in Russia;
4. Some universities suspended relationships with Russian universities;

HEC believes that:

- a. The lack of a coherent divestment policy contributes to escalating the conflict in, and beyond, Ukraine;
- b. Targeting Russian universities fails to support anti-war efforts within and beyond Russia.

HEC resolves:

- i. To campaign for democratizing USS and HE institutions;
- ii. To push USS and HE institutions immediately to divest from arms companies and companies profiting from imperialist wars, occupation, borders and environmental destruction;
- iii. To demand a coherent ethical investment and voting framework for USS and the HE sector.

## MOTIONS NOT ORDERED ONTO THE AGENDA

### **I Motion not submitted in accordance with the Congress standing orders**

#### **B1 Older persons commissioner for England Eastern and Home Counties retired members' branch**

Congress instructs the UCU to support the National Pensioners Convention campaign for an older person's commissioner for England.

#### **B2 Department for Transport is ignoring its Public Sector Equality Duty Disabled Members' Standing Committee**

This Congress is shocked and appalled that the Government and the Department of Transport are ignoring their Public Sector Duty under the Equality Act 2010.

This Congress notes that the Association of British Commuters - through a freedom of information request - obtained a report from the Disabled Persons Transport Advisory Committee (DPTAC), which was then published in April 2023, which revealed that the Department of Transport is opening itself to legal challenge through ignoring its Public Sector Equality Duty specifically around disabled passengers who cannot secure assistance where Driver Only Operated trains serve unstaffed or partially staffed stations as a result of railway destaffing and redundancies.

Congress calls on the UCU to work with other unions through the TUC to demand and campaign for all Public Transport to be accessible to everyone. It is not acceptable for Disabled People to be treated as second or even third class citizens.

### **II Motions submitted after the deadline, not considered to meet the criteria for late motions**

*To be accepted as a late motion after the original motion deadline, motions must be urgent, timely, requiring a decision of Congress or sector conference, and could not have been submitted by the deadline.*

#### **B3 Our Work Matters Campaign Anti-casualisation committee**

Congress welcomes the TUC launch of the 'Our Work Matters' Campaign which is a collaborative joint union campaign led by members of trade unions who represent outsourced workers

Congress notes that:

1. Many outsourced workers are employed on insecure zero-hours contracts.
2. They are not paid enough to cope with the cost-of-living crisis.
3. They do not have access to fair sick pay schemes when they are ill.

Outsourced worker clean hospital wards, trains and offices. They keep nurses and doctors safe and secure so that they can deliver life-saving medical care to NHS patients. They prepare and serve high-quality meals to school-children and elderly care home residents.

Congress calls on the UCU to affiliate to and actively support the 'Our Work Matters' Campaign and to ensure that the voice of UCU members working on casualised contracts is heard within this campaign.

## **Submitted to Congress**

### **III Motions (or parts of motions) and amendments not in order for debate by Congress**

**B4** **Motion 11 point (c):** *The union cannot change its advice to members in this respect; to do so would compromise its ability to defend members.*

#### **11 Fighting punitive ASOS deductions Queen Mary, University of London**

Congress resolves [...]

c. to withdraw online guidance to members that they “should respond truthfully to any query” from employers about whether they have taken industrial action.

**B5** **Motion 8 point (i) and amendment B6:** *The Union has previously followed advice from Leading Counsel that it would be unlawful and beyond the powers of the union to call for a boycott of Israeli academic institutions. UCU’s existing policy is one of support for boycott, divestment and sanctions (BDS) and its implementation within the constraints of the existing law (Congress motion 31, 2010). The wording in this clause (motion 8, clause i) characterises a position of calling for boycott of Israeli academic institutions, which the union cannot implement.*

*In addition, stating that employees cannot be made to undertake actions which contradict their beliefs is not a legally correct assertion and could, in certain circumstances, result in members breaching their contracts of employment which it would be unlawful for UCU to call for and potentially negligent of the union to suggest would be defensible by members.*

#### **Motion 8 Israeli oppression and the right to boycott University of Brighton (Moulsecoomb), London regional committee**

Congress resolves to

i. remind members UCU policy supporting boycott of Israeli academic institutions, and that neither bans nor employer pressure can force employees into collaborations contradicting their beliefs;

#### **B6 London regional committee – amendment to motion 8**

Add new Congress Resolves ‘i’ - “i. remind members of UCU policy supporting boycott of Israeli academic institutions, and that employees must have the freedom to decline to collaborate according to their beliefs;” and renumber.

#### **B7 City and Islington College Camden Road – amendment to motion 14**

Add at end: ‘UCU to refuse to co-operate with ‘minimum service’ requirements and other elements of the laws that restrict our right to organise. We should be prepared to break the law rather than our own members’.

### **IV Motions and amendments (or parts of motions and amendments) considered not to be the business of the conference to which they were submitted**

#### **Submitted to HE sector conference considered to be the business of Congress**

#### **B8 UCU member rights for student members Black members standing committee**

Congress notes:

1. Postgraduate researchers (PGRs) whose roles include employment are entitled to full UCU membership, but those not presently in employment cannot access all of UCU's benefits.
2. PGRs work in precarious conditions and may change membership status quite frequently.

Congress resolves:

- a. To adopt the principle that student members should not lack access to UCU's structures on the basis of precarious employment status.
- b. To delegate to NEC, in consultation with the anti-casualisation committee (ACC) and PGRs as staff team, the writing of a report on improving student member access to all UCU full member rights, including but not limited to rights to nominate to equalities standing committees, the ACC, and other non-student member committees.
- c. To bring the above report to Congress 2024 alongside a set of rule change proposals to implement it.
- d. To support granting student members access to the current legal scheme.

## **B9 Climate emergency as valid reason for flexible/home working University of Edinburgh**

HESC believes:

1. UCU has pioneered the intensification and mainstreaming of action against the Climate and Ecological Emergency (CEE), in tertiary education.
2. Commitments to strengthen sectoral bargaining and pursue a Green New Deal through a national joint claim (Congress 2022, Motion 60) would benefit from changes in working practices that support members in reducing their climate footprint.

HESC resolves to issue guidance on members collectively influencing employers to:

- a. recognise the need for flexible working (IBNLT working from home) and a move towards a four-day week as a response to the climate emergency including
- b. provide paid time off for use of slower low-carbon transport
- c. make reasonable adjustments appropriate to considerations including (but not limited too) protected characteristics, employment type, or career stage.

## **B10 No confidence in the General Secretary London Met (City and North branches)**

Congress notes:

London Met welcomes initiatives by UCEA to end zero hour contracts. However, the pausing of action, confusing and non-representative ballots, and the lack of transparency from our leadership team is unacceptable in this 2022-23 dispute alongside other repeated failings of UCU the previous year. This has seriously affected moral in branches.

Congress believes:

1. There is no confidence in our current leadership strategy.
2. UCU General Secretary's public statements opposing HEC decisions weakened members' belief in the union leadership's commitment and undermined negotiators' role, repeating the lack of democratic responsibility shown in the previous year.
3. Members' democratic control must be at the heart of UCU's industrial strategy.

4. Members decisions at UCU Congress, sector conferences and HEC must not be undermined if members are to have confidence in the leadership of our union.

### **B11 Censure of the General Secretary University of Liverpool**

UCU notes:

1. Personal attacks on the GS, and condemns them
2. Delays in balloting and then notifying employers of industrial action in the 2022-23 dispute
3. Repeated failings of UCU the previous year.

UCU believes:

- a. UCU GS's public statements opposing HEC decisions weakened members' belief in the leadership's commitment and undermined negotiators' role, again repeating the lack of democratic responsibility in the previous year.
- b. Members' democratic control must be at the heart of UCU's industrial strategy.
- c. Members decisions at UCU Congress, sector conferences and HEC must not be undermined if members are to have confidence in the leadership of our union.
- d. Delays in balloting and calling industrial action all undermined our industrial action's effectiveness.

UCU resolves to:

- i. Reaffirm the sovereignty of Congress, sector conference and NEC/HEC decisions.
- ii. To censure the GS for undermining UCU's democracy and undermining our disputes.
- iv. Require that the GS abide by democratic decision making in UCU.

### **B12 Censure of General Secretary University of Brighton (Grand Parade and Moulsecoomb branches)**

HESC notes that

1. In February the General Secretary called off strike action as a condition of talks with the employers.
2. The decision and the subsequent talks took place without the involvement of elected negotiators or HEC.
3. The employers not only refused to talk about headline pay, but while the strike was called off they imposed their pay offer.
4. No significant movement was secured on the other elements of the claim either.

HESC believes that

- a. The suspension of action was a poor decision which set back the UCURising campaign.
- b. Elected negotiators and HE officers must not be excluded from negotiations.
- c. The rules of the union exist to ensure that decisions are taken democratically.
- d. Decisions taken democratically are likely to be better decisions.

HESC censures the General Secretary for these actions.

### **B13 Policy for the commissioning of UCU research Black members standing committee**

Congress notes generic policy exists for third-party purchasing, but this does not address the specifics of commissioning UCU research.

The previous tendering of research on Equality matters, in some cases with recommendations contradicting the founding principles of Equality Standing Committees.

Congress believes that as we would expect organisations and funders to be fair and transparent about the commissioning of research, it is only right we do so as a union.

Congress resolves to develop a policy on the tendering of UCU commissioned research, including

1. the identification of membership of selection panels, in consultation with relevant UCU committees (based on the topic of the research) and consistent with Equality principles;
2. criteria for the prioritisation and selection of proposals for tender;
3. a process for advertising calls for tender, including template language for adverts, circulation and timescales;
4. a process for communicating and consulting with relevant UCU committees where relevant.

**B14 Amendment HE24A.1, points c. and d.:**

c. grant PGR members the right to be nominated to equalities standing committees, the ACC, and other non-student member committees.

d. support granting student members access to the current legal scheme.'

**V Amendments (or parts of amendments) considered out of order because they would materially change the policy of the motion**

**B15 Amendment 7A.1, last two paragraphs, Bangor University**

Delete:

"the Palestinian struggle against settler colonisation, including supporting the campaign for Boycott, Divestment and Sanctions against Israel, and against the IHRA working definition of antisemitism"

Replace with:

"Palestinian and Israeli right to self-determination and statehood, against antisemitism, and against the politics of the far-right and religious extremism"

**B16 Southern regional committee = amendment to motion 46**

In first paragraph, delete the words "and replace with 'at least one from FE and one from HE'".

In section beginning "Rule as amended will read:", delete the words "at least one from FE and one from HE".

## ORIGINAL TEXT OF MOTIONS AND AMENDMENTS COMPOSITED

### ***Congress motions***

#### **Composite motion 5**

##### **C1 Ukraine – peace now. City and Islington College Camden Road**

Notes:

1. It is estimated that 150,000 Ukrainian soldiers and civilians and 200,000 Russian soldiers have died since invasion.
2. Putin has threatened the use of nuclear weapons and unleashed war crimes.
3. The 2022 NATO summit to a US military base in Poland, a brigade in Romania, air missile systems in Italy and Germany and two additional F-35 squadrons in Britain.

Believes:

- a. Wars are fought by the poor and unemployed of one country killing and maiming the poor and unemployed of another.
- b. We should say, "Russian troops out, no to NATO escalation and expansion."
- c. NATO is not a progressive force: escalation risks widening war in the region.
- d. Only through a peaceful resolution can lives be saved.

Resolves:

- i. UCU to call upon Russian to withdraw its troops and for government to stop arming Ukraine.
- ii. UCU to call for a peaceful resolution to the war.

##### **C2 Stop the War in Ukraine University of Brighton, Grand Parade**

Congress notes:

1. One year after the brutal invasion, Ukraine has become a battleground for Russian and US imperialism.
2. Vladimir Putin has threatened the use of nuclear weapons and committed war crimes.
3. The 2022 NATO summit committed to a permanent military base in Poland, a brigade in Romania, air missile systems in Italy and Germany and two additional F-35 squadrons in Britain.
4. Volodymyr Zelensky says he wants Ukraine to become a "big Israel"—an armed, illiberal outpost of US imperialism.

Congress believes:

- a. We should say, "Russian troops out, no to NATO escalation and expansion".
- b. We should stand in solidarity with ordinary Ukrainians and demand an immediate withdrawal of Russian troops.
- c. NATO is not a progressive force: its expansion into Eastern Europe stoked the Ukraine conflict and escalation risks widening war in the region.

Congress resolves to support protests called by Stop The War, CND and other anti-war organisations.

#### **Composite motion 17**

##### **C3 Long term Covid safety and mitigations University of Leeds**

Congress recognises:

1. Ongoing and long-term health and social impacts of Covid19 and Long Covid



2. Our responsibilities to protect and promote healthier accessible working, studying, and union environments

Congress resolves UCU must:

- a. Actively campaign as a Covid Safety Pledge signatory, and for recognition of Covid19 as an occupational disease
- b. Call on employers and commit as a trade union to ensure structural mitigations are in place in workplaces and organising spaces, including:
  - minimum requirements for clean air, including ventilation, mechanical filtration, CO2 monitoring as a proxy measurement of air quality according to space usage
  - normalisation of hybrid events to ensure accessibility
- c. Undertake specific research into impact of Long Covid on our members and students
- d. Support ongoing development of bargaining guidance and training for members on Covid19 / Long Covid
- e. Ensure UCU leads the way as an employer by employing best practice in its own workplaces and in events that it organises.

#### **C4 Covid mitigations National executive committee**

Congress notes:

1. Excellent work of UCU Health and Safety staff and reps, Hazards Campaign , Independent SAGE
2. SARS-CoV-2, causing COVID-19, remains a significant threat to public health
3. Long Covid pathophysiology is not understood; reliable effective treatments remain elusive
4. Lack of COVID-19 mitigations, including further boosters not being widely available.

NEC agrees:

- a. UCU should lead by example: UCU events and spaces must be made as safe as possible, with mitigations in place to reduce transmission of SARS-CoV-2, not limited to government guidance
- b. Mitigations must include ventilation and mechanical air filtration, which does not need to be prohibitively expensive and significantly improves indoor air quality
- c. To enshrine the recommendations of the Hazards Campaign and Doctors In Unite authored guide, in our practice (<https://doctorsinunite.com/health-safety>)
- d. To campaign to make vaccination available to all age groups for which the vaccine is authorised by the MHRA.

#### **C5 Health & Safety and COVID-19 National executive committee**

Congress believes

1. That tertiary education providers are putting staff and students at unacceptable risk from Covid-19 and Long Covid, with particular ramifications for those identifying with one or more of UCU's recognized equality groups
2. That the fact that the government has removed Covid protections does not absolve providers of health and safety responsibilities toward staff and students
3. That the current situation is discriminatory and ableist

Congress calls on NEC to

- a. continue to campaign and implement, for members and staff, effective Covid mitigations (including provision of high-quality transparent face-coverings, e.g. masks, unless exempt), and demand employers to implement such measures

- b. collaborate with AoC, UCEA and UUK to as far as possible to pressure the UK government to improve Covid mitigations
- c. Demand full sick pay for workers on all contract types suffering ill health through Covid, without disadvantage or discrimination

### **Composite amendment 27A.1**

#### **C6 Yorkshire and Humberside retired members' branch**

Under Congress notes add point 5

Trade union facility time is under increasing pressure from employers and many union representatives perform union work without adequate facility time. Some UCU members have inflexible work commitments and need cover for their work while taking facility time.

Under Congress believes that, add point c

UCU must not abandon the fight for adequate facility time with cover.

Under Congress instructs the NEC to, add iv

Support defence and improvement of existing facility time agreements and extension of facility time to union roles and members who currently have no facility time.

#### **C7 National executive committee**

Under Congress notes add point 5:

'Trade union facility time is increasing under pressure. Many reps perform union work without adequate facility time. Some reps need their work covered or duty reductions to make facility time meaningful.'

Under Congress believes that, add point c:

'UCU must step up the fight for adequate facility time.'

Under Congress instructs the NEC to, add iv:

'Provide resources and call on GS for support to defend and improve facility time agreements and extend facility time with cover and duty reductions to union roles and members currently without facility time.'

### **Composite motion 28**

#### **C8 Censure of UCU general secretary Bournemouth University**

Congress notes the:

1. decision by the General Secretary to agree with UCEA to pause the industrial action ending intensive dispute resolution talks without consultation with negotiators or the HEC, excluding elected lay negotiators in the ACAS talks
2. failure to call the BDM agreed by the 12/11/2022 HEC
3. paused negotiations without a significant offer on the Four Fights.

Congress believes:

- a. the pause was a tactical mistake which could lose the dispute.

Congress resolves:

- i. to censure the GS for her actions in excluding elected lay negotiators, pausing the strike action and failing to observe UCU policy.

- ii. to seek an assurance from the GS that she will now faithfully observe UCU policy and processes.

### **C9 Censure of the General Secretary Cardiff University, Imperial College London**

Congress notes:

1. Delays in balloting and then notifying employers of industrial action in the 2022-23 dispute repeated failings of UCU the previous year.

Congress believes:

- a. UCU General Secretary's public statements opposing HEC decisions weakened members belief in the union leadership's commitment and undermined negotiators' role, again repeating the lack of democratic responsibility in the previous year.
- b. Members' democratic control must be at the heart of UCU's industrial strategy.
- c. Members decisions at UCU Congress, sector conferences and HEC must not be undermined if members are to have confidence in the leadership of our union.
- d. Delays in balloting and calling industrial action all undermined our industrial action's effectiveness.

Congress resolves to:

- i. Reaffirm the sovereignty of Congress, sector conference and NEC/HEC decisions.
- ii. To censure the General Secretary for undermining UCU's democracy and undermining our disputes.
- iii. Require that the GS abide by democratic decision making in UCU.

### **Composite motion 29**

### **C10 No confidence in the general secretary University of Sunderland, Ulster University, Kingston University**

Congress notes that

1. UCEA's 'offer' made no improvement on headline pay, offering only talks on other matters till February 2024;
2. the General Secretary's indicative members' eballot prior to an emergency BDM was without opportunities for prior branch discussions;
3. it is the constitutional role of the elected members of the HE Committee, not the GS, to determine when offers be put to members;
4. the marginalisation of UCU's elected national negotiators in the process;
5. Unison rejected the offer and balloted for further industrial action.

Congress believes that

- a. acceptance of this offer constitutes a serious defeat for UCU;
- b. the indicative eballot was designed to bounce the BDM, and the BDM to bounce the HEC;
- c. plebiscitary ballots are false consultations, incompatible with UCU's democratic structure, against Union policy, and tools of populist manipulation.

Congress resolves that it has no confidence in the General Secretary.

### **C11 No Confidence in the General Secretary University of Oxford**

As motion C5 above, with alternative wording of believes point c:

c. plebiscitary ballots should not be used to undermine UCU's democratic structures or present false choices to members;

**C12 No confidence in the General Secretary Royal College of Art**

As motion C5 above, but with minor variation in phrasing of point notes 2:

2 Timing of General Secretary's indicative members' eballot prior to an emergency BDM did not allow time for thorough branch discussions;

**C13 No confidence in the general secretary Southern regional committee**

As motion C5 above, but without 'notes' point 5.

**Composite motion 60**

**C14 Trans and non-binary solidarity - actions for UCU Liverpool John Moores University**

Congress notes:

1. The Tory government has stepped up its war on trans and non-binary people.
2. Sunak's decision to block the Scottish government's reforms of the Gender Recognition Act (GRA) in January.
3. The murder of trans teenager Briana Ghey in Warrington in February.
4. The mass protests and vigils resulting from the above.

Congress believes:

- a. UCU's trans-inclusive position is correct, and should be re-affirmed, promoted and strengthened in the face of concerted political attacks on trans rights.
- b. This position must be made clear on every university and college campus and in the wider trade union movement

Congress resolves:

- i. To mobilise nationally, regionally and locally for protests, vigils and marches in support of trans and non-binary rights and liberation, e.g., Trans+ Pride London, and local trans prides.

**C15 Critical Media and Social Media Engagement - Supporting LGBT+ members LGBT+ members standing committee**

Congress notes:

1. increasingly hostile narratives in media / social media including moral panic around LGBT+ people, especially trans people
2. individual and coordinated anti-LGBT+ attacks emboldened on Twitter since takeover by Elon Musk
3. Trans Media Watch is a trans-led media organisation working to ensure accurate, respectful, media representations of trans people.

Congress believes

- a. Social media platforms can be positive but also become unsafe and toxic environments for LGBT+ people, especially trans people
- b. UCU has duty to critically examine its media / social media engagement and strategies and consider how use impacts LGBT+ members

Congress resolves to

- i. engage with organisations like Trans Media Watch and LGBT+ members to produce LGBT+ inclusive media, including social media, guidelines for UCU and its members
- ii. review media practices within UCU to ensure positive support for LGBT+ people and inclusive practice that does not expose members to toxic online environments

## **C16 Trans and Non-Binary Solidarity and Rights National Executive Committee**

Congress deplores:

1. The continuing transphobia, discrimination bullying of trans and non-binary people.
2. The UK government block on Scotland gender recognition reform and the lack of simple gender recognition based on self-identification throughout the UK.
3. The refusal to use correct names and pronouns and behave with respect, including regrettably sometimes in UCU.

Congress expresses solidarity with all trans and non-binary people worldwide.

Congress calls on NEC to:

- a. Work with TUC to put pressure on UK government to remove block to Scottish gender recognition reform and introduce similar legislation in the rest of the UK.
- b. Produce information and guidance for branches for negotiating policies and procedures to support trans and non-binary people in their institutions.
- c. Identify gaps and produce new information materials for members, including on importance of using correct pronouns and names, and to encourage all members to participate in training on trans and non-binary issues.

## **Composite motion 67**

### **C17 Minimum Service Levels Bill UCU Wales**

Congress notes that:

1. On 2022-10-20, the government introduced the "Transport Strikes (Minimum Service Levels)" Bill, which further restricts the right to strike, making anti-TU legislation among the worst in Europe.
2. Unless we fight this bill, it will be applied to all unions; another attack against working and civil rights.
3. Union leaders, including ours and the TUC, took an unacceptably long time to organise action, rather than an immediate upheaval against this new assault.

Congress resolves to:

- a. Organise an ongoing, high-profile, high-priority campaign to stop the bill's enforcement and to repeal ALL anti-trade union laws that plague Britain and the working class, spearheaded by the NEC.
- b. Stand together, co-ordinate with sister unions, especially those targeted now and those next on the list (healthcare, education, civil servants, etc).
- c. Stop being reactive and deferring vital action to the TUC leadership; we must go on the offensive today.

### **C18 Strikes (Minimum Service Levels) Bill                      University College London**

Congress notes that:

1. In January, the government introduced the "Strikes (Minimum Service Levels)" Bill, which further restricts the right to strike, making existing anti-TU legislation worse, among the worst in Europe.
2. Unless we fight it, it will become universal; another attack against working and civil rights.
3. Union leaders, including ours and the TUC took unacceptably long to organise action, in what should have been an immediate, militant response against this new assault.

Congress resolves that:

- a. The NEC organise an ongoing, high-profile, high-priority campaign to stop its enforcement and to repeal ALL anti-trade union laws that plague Britain and the working class.

- b. We stand together and coordinate with sister unions, especially those targeted now and those next on the list (healthcare, education, civil servants, etc).
- c. We must stop being reactive and deferring vital action to the TUC leadership; we must go on the offensive today.

### **Composite amendment 78A.2**

#### **C19 University of Edinburgh**

Add at end:

- d) Issue guidance on members collectively influencing employers to recognise the need for flexible working (IBNLT working from home) and a move towards a four-day week as a response to the climate emergency
- e) Explore and advocate for dedicated Green New Deal Organiser(s) to support climate organising and bargaining including GND claims.
- f) Support UCU branches across the UK to lodge Green New Deal claims.

#### **C20 Open University**

Add at the end:

- a) The Climate and Ecological Emergency Committee will be supported to organise regular meetings with all elected FE and HE negotiators and Heads of FE and HE to advise on climate bargaining objectives' integration into sector level claims
- b) Explore, advocate for and appoint dedicated Green New Deal Organiser(s) official(s)/staffing to support climate organising and bargaining including GND claims.
- c) Support UCU branches across the UK to lodge Green New Deal claims.

### **Composite motion 79**

#### **C21 Climate justice and the right to peaceful protest University of Glasgow**

Congress reaffirms:

1. Commitment to urgent action to avert climate change.
2. Support for the right to take part in peaceful protest on environmental and other issues, including civil disobedience.

Congress condemns:

- a. The 'Cop City' project to destroy a forest near Atlanta, USA to set up a police training city mimicking an urban area, with the risk of training for militarised police attacks on Black neighbourhoods.
- b. The violent treatment of protestors.
- c. The arrest of 23 people, including a legal observer, on charges of 'domestic terrorism' with possible 35-year prison sentences.
- d. Police shooting and killing non-binary activist Torguguita – condolences to their friends and family.

Congress calls on NEC to:

- i. Send solidarity messages to protestors.
- ii. With TUC put pressure on US government to cancel the Cop City project and release protestors.
- iii. Campaign against restrictions on the right to protest.
- iv. Encourage members to participate in local climate actions.

## **C22 Environmental crisis, climate and racial justice National Executive Committee**

Notes

1. Climate and ecological breakdown and extreme weather events are leading to an increased displacement of people, particularly in the Global South.
2. The term climate refugee is being increasingly used to describe people displaced by such climate disasters

Believes

- a. Those most affected by climate and ecological breakdown are those least responsible for climate and ecological breakdown, but are the one who are suffering the most as a result of it.
- b. Indifference to human suffering characterises this government's attitude to refugees and its lack of action on environmental targets
- c. Climate denial and hostility to refugees share a common right wing ideology that regards human life as expendable
- d. Struggles against all forms of oppression, including calls for climate justice, are interlinked.

Resolves to support

- i. campaigns and groups making the link between climate justice and racial justice
- ii. demonstrations and actions in support of the above.

### ***FE sector conference***

#### **Composite motion FE2**

#### **C23 City and Islington College Camden Road**

Add:

Notes:

1. The historic FE ballot result of 87% for action and 51% turn out.

Believes:

1. The results reflect an appetite of members to fight on an England-wide basis.
2. Due to the intransigence of the employers and government we will need to take nationally coordinated and sustained strike action to win.

Resolves:

1. To call an England-wide demonstration on one of the initial days of strike action to lobby the DFE.

#### **C24 New City College (THC Poplar), South and City College Birmingham**

Notes:

1. The c150 branches to be balloted from September.

Believes:

1. There is a significant appetite amongst members to take national action for pay, workload and a binding national bargaining agreement.
2. We need to start to prepare now to follow up the Autumn campaign and lay the groundwork to successfully move to an aggregated ballot in the new year.

Resolves:

- 1.If government/AoC have not conceded to our demands, to prepare for an aggregated ballot starting in January 2024.

## **HE sector conference**

### **Composite motion HE3**

#### **C25 Future of pay disputes Bangor University**

Conference believes that:

1. Pay erosion is a direct consequence successive UK Tory governments failing to properly fund higher education
2. The early imposition of an offer for 2023-24 provides potential breathing space to build for an effective campaign in 2024-25, when we are also likely to have a new UK government
3. Achieving real improvements in our pay and conditions will be reliant on policy change as well as our industrial leverage

Conference resolves to:

- a. Develop an 18-24 month campaign focused on achieving significant movement on the issues, including an above inflation pay rise, an end to hourly contracts, and a 35-hour working week, with a focus on growing membership and member confidence
- b. Lobby UK Labour and other parties at Westminster for a renewed higher education settlement beyond 2024-25 that addresses shortfalls in funding and allows for material improvement in staff pay and conditions

#### **C26 Future of the Pay Dispute University of Essex**

Conference notes that 'A new strategy and plan of action for the Four Fights dispute' report (20.04.2022) outlines how a 'significant amount of time and resources needs to be committed to prepare properly for any UK-level dispute'.

Conference believes that:

1. Employer movement on pay and conditions is a result of our successful aggregated ballot and action.
2. Achieving real improvements in pay and conditions will be reliant on policy change and industrial leverage.

Conference resolves to:

- a. Develop an 18-24 month campaign focused on achieving significant movement on the issues beyond the current dispute, including an above inflation pay rise and concrete advances on progress related to casualisation, unequal pay and workload, with a focus on growing membership and member confidence.
- b. Lobby Labour and other political parties for a renewed HE settlement beyond 2024-25 that addresses shortfalls in funding, allowing for material improvement in staff pay and conditions.

### **Composite motion HE24**

#### **C27 The Future of PGRs as Staff and Organising in HE Higher education committee**

Conference recognises the progress made to date by the PGRs as Staff campaign, including:

1. organising PGR members;
2. engaging effectively with UKRI;
3. supporting PGRs to win a 13% increase in UKRI stipends;



4. linking campaigning, bargaining and organising, providing a model for other pieces of work.

Conference reaffirms i) the principle that original postgraduate research should be acknowledged as labour and ii) the campaign for PGRs to be recognised as members of staff with full employee rights.

Conference resolves to:

- a. continue the campaign on the basis of HESC 2020 motion 11 and the PGR manifesto;
- b. adapt the organising techniques developed by the PGR campaign to other casualised groups in HE, such as fixed-term research and teaching staff, updating and augmenting existing guidance for branches;
- c. identify further opportunities to integrate organising with campaigning, lobbying, bargaining and negotiating involving funding bodies and/or multiple employers.

## **C28 Supported Postgraduate Researcher Branch Committee Roles and Facility Time University of Warwick**

Congress notes that:

1. PGR members have secured significant wins at local and national levels
2. Some of this PGR activity has occurred outside of formal branch structures
3. Some branch committees don't have dedicated PGR or GTA positions or these positions are vacant
4. Some branches don't have an agreement with their employer to provide PGRs and hourly-paid workers with 'paid time on' facility time

Congress believes that:

- a. PGR member campaigning should be supported
- b. PGR members and issues should be integrated within branch committees
- c. PGRs members should be equally entitled to receive facility time

Congress resolves that branches should be supported in:

- i. Establishing PGR and GTA committee positions and actively recruiting to fill these positions
- ii. Training and mentoring PGR committee members to effectively campaign on matters relating to casual employment and postgraduate research
- iii. Negotiating with their employer on the provision of 'paid time on' facility time, where no such mechanism already exists.

## **Composite motion HE29**

### **C29 To Campaign for a Student Distribution System in HE Canterbury Christ Church University, University of Edinburgh, Bangor University, University of Kent, University of East Anglia**

Conference notes that student recruitment patterns:

1. mean some universities hoard undergraduate students, while others struggle to recruit.
2. have been used by management to implement department closures and redundancies.
3. translate to poor learning conditions for students, unsustainable workloads for staff at universities that over-recruit and expansion of casualisation.

Conference believes:

- a. the removal of university caps on student numbers by the Tories in 2014 in their pursuit of marketising the sector has been detrimental to higher education and had a negative impact on university staff and students.
- b. the UK and devolved governments must reintroduce a managed system of student distribution across the sector based on fairness and equality.

Conference resolves to:

- i. commission research on models of student distribution which can create recruitment balance in HE.
- ii. develop a campaign for the reintroduction of student distribution this coming year, including branch resources, intense lobbying efforts, and media.

### **C30 Campaign to manage student numbers Southern regional committee**

HESC notes that:

- 1. lifting the cap of student numbers has led to greater uncertainty and instability in the sector which has been used to systematically undermine pay and conditions.
- 2. the current system is designed to bankrupt small HEIs.
- 3. the current system has led to increased casualisation across the sector.
- 4. has been used as a pretext by university managers to cut staff costs.

HESC therefore:

- a. Resolves that UCU should begin a high-profile campaign for the better management and distribution of students numbers across all HEIs to protect jobs.
- b. Instructs the NEC to lobby government and opposition parties to adopt such measures.

### **Composite motion HE30**

#### **C31 Save our arts and humanities      Royal College of Art**

Conference notes:

- 1. 2 years after DoE decision to cut 50% of OfS funding to higher education arts subjects in England, HE has faced waves of redundancies in arts and humanities departments, including Goldsmiths, Roehampton, Wolverhampton, DeMontfort, Dundee.
- 2. Three motions were passed to fight these cuts in 2021 (2 at UCU Congress, 1 at HEC) but resolutions have yet to be actioned.
- 3. The oversubscribed Protect the Arts and Humanities session due to take place at the cancelled Cradle to Grave conference September 2022 has not been rescheduled for another occasion.

Conference believes:

- a. Attacks on the arts and humanities directly impact jobs of UCU HE members and are part of the government's broader defunding and politicised attacks on the arts and humanities.

Conference resolves to

- i. Urgently set up an Arts and Culture Campaign Group including representatives of HE institutions affected by the cuts to launch and coordinate the Defend the Arts campaign

### **C32 Defend Soft Sciences, Humanities and Arts-Based Courses within Post-92 Institutions University of Westminster**

Conference notes the closure of Soft Sciences, Humanities and Arts-Based courses across institutions, including, among others, the universities of Huddersfield, Goldsmiths, Birkbeck, Roehampton, UEA, and Hertfordshire.

Conference agrees that provision of Soft Sciences, Humanities, and Arts-Based courses in Post-92 institutions is of national importance for UCU. These closures predominantly affect students from marginalised and wider participation backgrounds, removing the opportunity to develop the understanding and skills to engage with societal and political change critically.

Conference resolves to:

1. defend the provision of Soft Sciences, Humanities, and Arts-Based courses in Post-92 Institutions.
2. set up a Campaign Group, including representatives of institutions threatened by cuts, to launch and coordinate a campaign to defend courses that ensure marginalised citizens have the skills and knowledge to critically engage with social and political change that adversely and disproportionately impacts them.

## **Standing orders for the conduct of Congress and sector conferences**

### **PREAMBLE**

In these standing orders, the term 'Conferences' refers to both Congress and the two sector conferences, and the term 'Sector Conferences' to those conferences only.

### **A. ANNUAL REPORT AND SUBMISSION OF MOTIONS**

1. Not less than 16 weeks before the meeting of Congress and Sector Conferences is to take place, the General Secretary will issue a calling notice to branches and local associations, and other bodies entitled to submit motions to Conferences, which will include notice of the deadlines for the submission of motions and amendments.
2. The National Executive Committee shall prepare its Annual Report, including sections for each Sector, which shall be circulated to Branches and Local Associations at least ten working weeks before the first session of the annual meetings.

### **3. Submission of motions and amendments**

- 3.1 Motions, including motions to amend rules and standing orders, must be submitted in accordance with rule 16. Motions must be submitted by the deadline set out in the calling notice, set in accordance with rule 16.8. Motions submitted by a branch/local association must have the approval of a quorate general meeting of that branch/local association. Motions submitted by those committees listed in rules 16.7.4 and 16.7.5 must be approved by a quorate meeting of the relevant committee. The officer or committee chair submitting the motion must certify that the motion was passed by a quorate meeting. However, in the case of special meetings of National Congress or Sector Conferences called under rule 16.11 motions submitted by those Committees listed in 16.7.4 will be accepted if the Committee Chair submitting the motion can certify that at least one third of the voting representatives have expressed an opinion and a that a majority of those expressing an opinion are in favour of the motion.
- 3.2 Where a branch/local association general meeting called for the purpose of approving motions for submission to Congress or Sector Conference is not quorate, a quorate meeting of the branch/local association committee may approve these motions for submission, or may approve an alternative means of ascertaining the views of members in order to approve such motions. In these circumstances, the motions and the committee's decisions must be circulated to all members of the branch/local association. The officer submitting the motions must certify the way in which the motions were approved.
- 3.3 Amendments to motions must be submitted in accordance with rule 16. Amendments must be submitted by the deadline set out in the calling notice, set in accordance with rule 16.8. Amendments submitted by branches/ local associations must be approved by same means as motions in 3.1 and 3.2 above, or by a quorate meeting of a branch/local association committee. Amendments submitted by those committees listed in rules 16.7.4 and 16.7.5 must be approved by a quorate meeting of the relevant committee. The officer or committee chair submitting the amendment must certify the way in which the amendment was approved. However, in the case of special meetings of National Congress or Sector Conferences called under rule 16.11 amendments submitted by those Committees listed in 16.7.4 will be accepted if the Committee Chair submitting the amendment can certify that at least one third of the voting representatives have expressed an opinion and that a majority of those expressing an opinion are in favour of the amendment.

4. It shall be in order for motions from national bodies to take the form 'That Conference endorse the contents of Document XXXX'
5. Motions must be no longer than 150 words, not including titles: in order to facilitate the ordering of business, submitting bodies may include titles to motions of not more than 10 words. Amendments must be no longer than 75 words, not counting rubrics or words to be deleted. There shall be no word limits for motions to amend the rules or amendments thereto.
6. As far as is practicable, provisional order papers setting out motions and proposals to alter Rules and amendments to be considered by Conferences shall be sent to Conference delegates, Regional Secretaries and the relevant Branch Secretaries not later than two working weeks before the first session of the annual meetings.
7. It shall be within the discretion of the Chair of the relevant Conference, on the advice of the Congress Business Committee as appropriate, to accept motions or amendments which were submitted by the due date but failed to be included in the published documentation.
8. Each section of the Annual Report shall be moved by a member of the NEC who shall speak for not longer than 5 minutes. In moving sections of the Annual Report, speakers may briefly update Congress on developments since the preparation of the Annual Report. Speeches moving sections of the Annual Report shall be seconded formally. The agenda will include timetabled items for the purpose of moving, debating and voting on each section of the annual report, which will require a simple majority for approval.
9. Proposals with respect to changes to the Rules shall be accompanied by a statement of the purpose of the proposal.
10. Motions submitted after the deadline for the submission of motions, which are urgent, timely and require a decision of Congress, and could not have been submitted in accordance with the timetable, but would otherwise have been appropriate business for the annual meetings of Congress or the sector conferences, may be taken as business by the relevant Conference passing a motion to do so by a two-thirds majority of those voting. Proposals to move such motions must be notified to the Congress Business Committee by a time prior to the commencement of that Conference specified by Congress Business Committee for that purpose, and the Committee will make a recommendation on the handling of them in its report to Congress.
11. After the start of Congress, the Chair is responsible for the business of Congress, subject to the advice of Congress Business Committee.
12. Emergency motions on matters which could not have been submitted other than during the course of Congress may be accepted for consideration if submitted to Congress Business Committee in the name of at least 10 delegations; Congress Business Committee shall make a recommendation on acceptance for debate to the Chair, who shall put the recommendation to Congress, acceptance to be by a two-thirds majority vote.
13. No motion or other business that does not appear on the agenda or arise directly therefrom shall be brought before the Conference.
14. The proposers of any uncomposed motion or amendment, or in the case of a composite motion all parties to the composite, may, with the agreement of all parties, withdraw it at any point up to ten working days prior to the opening of the Congress. Thereafter they may seek permission of Congress to withdraw it at any subsequent point prior to the Session at which the motion or amendment is to be moved. Such a subsequent request shall be communicated to Congress Business Committee which shall report it to Congress;

the motion may also be withdrawn during the session at which it is to be moved. In either case, the decision is by a simple majority of those delegates present and voting.

15. The structure of the Annual Report shall be used as a guide to the ordering of Congress business.

## **B. CONDUCT OF CONGRESS AND CONFERENCE BUSINESS**

16. Congress can be curtailed (ended early) in one of the following circumstances only:

- 1) All the scheduled business of Congress and sector conferences is finished early.
- 2) Credible communication is received about a natural disaster or other imminent threat (for example, fire) and advice from the relevant authorities requires Congress to be ended.
- 3) A vote of two-thirds of delegates is carried to end Congress/sector Conference.

### **THE CHAIR OF CONFERENCES**

17. The President shall take the Chair at National Congress. If the President is unavailable the Chair shall be taken by the Vice President, if available, or by the Immediate Past President. In the event that none of these Officers are available a person shall be appointed by Conference to take the Chair until one becomes available.
18. To achieve this election, the Chair of the Congress business committee (or if the Chair is unavailable, another member of this group, or if none are available a self-nominated delegate) will temporarily assume the Chair with the sole purpose of holding this election. Candidates for Chair must then declare themselves and a vote be taken. The successful candidate will take the Chair for the remainder of Congress / Sector Conference.
19. The Vice President elected for each Sector shall chair the relevant Sector Conference. In the event that the Vice President is not available a person shall be appointed by that Sector Conference to take the Chair.
20. The quorum for National Congress shall be 150 members, and for Sector Conferences shall be a fraction of 150 members proportionate to the membership of each sector, except where, by convention, the chair asks that only a subset of the branches in a sector should vote on the topic under discussion, in which case the quorum shall be a fraction of 150 members proportionate to membership in that subset. Quora shall be rounded up to the nearest whole number.
21. The mover of a motion or of a section of the Annual Report, shall be allowed five minutes and all succeeding speakers shall be allowed three minutes, unless shorter periods are determined by a simple majority in a vote of Congress.
22. Speakers shall introduce themselves by name and the body on behalf of which they are speaking, and address themselves to the Chair.
23. No member shall speak more than once on the same motion or amendment except that the mover of the motion shall have a single right of reply before the vote is taken on motions and amendments within that debate. This single right of reply may be exercised at any time during the debate.
24. Congress Business Committee shall advise the Chair, who will advise Congress/the relevant sector conference on the consequential effects on passing an amendment on subsequent amendments, and may also advise that the debate on all the amendments to a motion be taken together if this facilitates debate. The Chair may also take a motion or

amendment in parts for the purpose of voting, or take related motions and/or amendments in a group, in a single debate.

25. At any time a member of Conference who has not hitherto spoken in the debate may move that the motion or amendment under discussion be remitted to the National Executive Committee. The mover of the motion to remit shall have the right to speak to move it. Only one speech against the proposal to remit shall be permitted.
26. A proposal to remit a motion or amendment shall be taken as a procedural motion, but shall be taken as the first vote on the conclusion of the debate on the motion concerned, following immediately after the right of reply is exercised. Remission of a motion requires the body to which it is remitted to report on the motion to the next Congress or sector conference.
27. When the Chair indicates a wish to speak all members of a Conference shall resume their seats and remain silent.
28. The Chair shall decide points of order. Any decision on a point of order may be challenged by a member of a Conference moving the motion "That the ruling be not upheld". If such a motion is moved the person whose ruling has been challenged shall hand over the Chair which shall be occupied in accordance with Standing Order 17 - 19 until the motion is carried or defeated. There shall be only one speech for the motion and one against, after which the person whose ruling has been challenged shall be given the opportunity to make a statement before the question is put. The decision not to uphold the Chair's ruling shall require a simple majority of the delegates present and voting in the Conference concerned.
29. A proposal to refer back a paragraph or part of a paragraph of the Annual Report shall be dealt with for the purposes of debate as an amendment not requiring notice, and shall be taken immediately before the vote to accept that section of the Annual Report.
30. At the end of the consideration of each section of the Annual Report, adoption of that complete section (as amended) shall be put formally to the vote.
31. Any procedural motion which is not provided for in these Standing Orders shall not be in order.

### **Procedural motions**

32. Subject to the discretion of the Chair, who shall consider whether there has been a sufficient and balanced debate, a member of a Conference who has not previously spoken in that debate may propose that the debate be closed by moving formally "That the question be now put". If formally seconded, such a motion shall be put to Conference without debate. No speech may be interrupted for the purpose of proposing such a motion.

Subject to the discretion of the Chair, who shall consider whether the debate has gone on for a reasonable period, any member of a Conference may propose that the debate be closed by moving formally "That the meeting proceeds to the next business", which shall have the effect of closing the current debate without further speeches or a vote, and moving on to the next substantive item of business. It is for the Chair to determine what constitutes the next item of business.

After any amendment has been put, a motion "That the main question be now considered" may be moved and put to the meeting without debate. Otherwise all amendments shall be disposed of and the Chair shall decide whether debate on the main motion is necessary and when the time has come when the main motion may fairly be put.

33. Questions on specific items in the Annual Report or Financial Report or other Reports circulated prior to the Conference shall be submitted in writing to the General Secretary or nominated official before the opening of the First Public Session of Congress or a Sector Conference respectively. Questions on Reports circulated during the Conference shall be submitted in writing to the General Secretary or nominated official as appropriate prior to the commencement of the Session of Conference at which the question is to be answered. Questions on matters of the Order of Business only must relate to the business being (or about to be) transacted and must be submitted in writing to the Chair.
34. In the event of an inconsistency between any adopted paragraph of the Annual Report and a motion duly carried by a Conference within whose remit the matter falls, the motion shall take precedence.
35. In the event of grave disorder the Chair may suspend a session for a period not exceeding 30 minutes. Any subsequent decision to suspend Conference during the same session shall be open to challenge in accordance with Standing Order 28.
36. It shall not be in order for any participant on the floor of, or addressing, Conference, to utter or display offensive language (including discriminatory language) or criticisms of individual Union employees or individual members who have no right to address Conference and complaints against whom should be pursued through properly established procedures. In the event that any of these occur, the Chair shall immediately ask the participant to withdraw the remarks and apologise to the Conference and the individual(s) concerned. If the participant refuses to do this, or persists thereafter, the Chair shall exclude that individual (or individuals) from the rest of the Conference proceedings.
37. Decisions on the circulation of any material within the Congress or conference halls shall be the responsibility of the Chair, who shall ensure that guidance is issued to delegates prior to the commencement of Congress.
38. Only members of a Conference, members of Congress Business Committee, Trustees, observers who are members of the Union and Union employees may be admitted to a Private Session.
39. It shall not be in order for any participant to smoke in the hall where any Conference meets or in the offices and public spaces adjacent to the hall which are used by UCU for the business activities associated with any Conference.

### **C. VOTING PROCEDURES**

40. Voting shall normally be by a show of voting cards. A count shall be taken either at the discretion of the Chair or if one-third or more members of that Conference who are present hold up their voting cards.
41. Before a count employing tellers is taken, the doors of the Conference Hall shall be closed and delegates shall remain in their seats. Once the Chair has ordered that the doors shall be closed, no one shall be admitted until the count is complete.
42. The result of the vote shall be given to the person in the Chair who shall declare it.
43. In the event of an equality of votes the Chair will declare the proposition 'not carried'.
44. An abstention does not count as a vote when calculating a two-thirds majority.



**D. Special meetings of Conferences**

45. The notice of a special meeting of a Congress or sector conference shall be circulated to Branches and Regions at least three working weeks before the date of the meeting, as provided in rule 16.11. This notice shall include the intended business of the special meeting which may include a motion or motions, and only that business shall be transacted.
46. The notice of a special meeting of a Congress or sector conference shall include a timetable for the submission of motions and amendments in respect of convened meetings under rule 16.11, and amendments to the motion in respect of requisitioned meetings.
47. No motion or other business that does not appear on the agenda or arise directly therefrom shall be brought before the Congress/sector conference.

**E. Terms of reference of the Congress Business Committee**

48. The transaction of all Conference business shall be planned by the Congress Business Committee, who shall be responsible for circulating the motions and amendments for Congress and sector conferences (rule 16.10); Congress Business Committee shall be responsible for making recommendations to each Conference about the conduct of the annual meetings, in particular the ordering of business and the acceptance of emergency motions onto the agenda of the Conferences.
49. For a meeting of Congress Business Committee, the quorum shall be five. For a meeting of a sectoral sub-group of CBC, in respect of annual or special sector conference meetings, the quorum shall be two.
50. The President and President elect shall be invited to attend, but will have no vote at, meetings of the Congress Business Committee, and the Chairs of the Sector Conferences shall be invited to attend, but will have no vote at, meetings of the sector sub-committees of the Committee.
51. The Congress Business Committee shall be reconstituted for the coming UCU year, immediately after the closure of Congress. The Committee shall elect its own chair and vice chair annually, and they shall be from different sectors. The Congress Business Committee shall meet as soon as is practicable after the deadline for the submission of motions. At this meeting, and at subsequent meetings as necessary, Congress Business Committee shall determine its recommendations on:
  - i which motions are appropriate to each conference;
  - ii which motions and amendments are not appropriate for debate, for example because they are out of order because they are in conflict with the objects of the union; or because motions criticise individual employees who have no right to address Congress/conference, or on legal advice provided to the committee, that they are deemed to be defamatory and therefore may not be published.
  - iii whether any motions received after the deadline for receipt of motions are urgent, timely and require a decision of Congress or Conference.
  - iv whether any amendments submitted are out of order because they would materially change the policy of the motion.
  - v whether any motions and amendments received should be composited, and on the text of the composites.
  - vi in consultation with the General Secretary and Chair, which motions and amendments shall be discussed in private session.

- vii whether any motion should be re-drafted to form an amendment to another motion, and if so, to do any necessary re-drafting.
- viii the grouping of motions under paragraph headings within appropriate sections of the Annual Report.
- ix. the addition of an amendment to include all appropriate protected characteristics in the categories covered by a motion.

These recommendations will form the Congress Business Committee's first and subsequent reports, which will be published as soon as practicable after the committee's first meeting.

- 52. The Congress Business Committee will meet as soon as practicable after the deadline for the submission of amendments. At this meeting the Committee will decide on the order of motions and amendments and arrange for the circulation thereof.
- 53. Congress Business Committee is authorised, if a majority of its members agree, to subdivide its membership in order to deal more effectively with Sector Conference business.
- 54. In so far as is practicable, Congress Business Committee shall have the same functions in respect of special meetings of Conferences as in the case of the annual meeting. In particular, Congress Business Committee shall be consulted about the arrangements for submitting amendments, and at its discretion, shall consult representatives of the submitting bodies concerned, on any compositing of such amendments, and shall make recommendations on the conduct of the business of these Conferences.

## **F. PROCEDURES FOR ELECTIONS HELD AT CONGRESS**

### **ELECTION OF CONGRESS BUSINESS COMMITTEE**

- 55. At each Congress, sector conferences shall each elect two members of the Congress Business Committee who must be members of the relevant sector, to serve for two year terms.
- 56. NEC members may be elected to the Congress Business Committee provided that, following the close of Congress, this will result in there being not more than two NEC members in each sector serving on the Congress Business Committee.
- 57. A call for nominations for two members of the Congress Business Committee to be elected by each of the Sector Conferences shall be made in the calling notice of Congress. Nominations shall be submitted to the General Secretary no less than 7 days before the start of Congress.
- 58. In the event that nominations do not exceed the number to be elected in any category, those duly nominated shall be declared elected by the Chair subject to standing order 56.
- 59. In the event of an insufficient number of nominations being received, no less than 7 days before the start of Congress, nominations for the remaining places on the committee will be re-opened, to be submitted during the meeting of Congress and the Sector Conferences, by a deadline announced by the Chair of Congress, which will not be earlier than the morning of the second day of Congress and the Sector Conferences.
- 60. In the event that nominations received by the deadline for re-opened nominations announced by the Chair does not exceed the number of remaining vacancies, those duly nominated shall be declared elected by the Chair, subject to standing order 56.

61. In the event that nominations received not less than seven days before the start of Congress, or, if applicable, nominations made on the re-opening of nominations at Congress, exceed the number of persons to be elected in any category, a ballot shall be conducted in accordance with a timetable determined by Congress Business Committee such that the result can be announced before the end of the Congress meeting. The elections shall be by single transferable vote.
62. In the event of a casual vacancy arising, the Congress Business Committee may co-opt a member from the appropriate sector, to serve until the close of the next meeting of Congress. Members who stood in the most recent ballot to elect CBC members from that sector will be approached for co-option onto the committee, the member who received the most support in the ballot being approached first. In the event that the vacancy cannot be filled from these candidates, or where there are no such candidates, another eligible member may be co-opted. All co-options will be reported to Congress. Where a casual vacancy arises before the start of the Congress meeting at the end of the first year of a two-year term, the second year of the casual vacancy will be filled using the election process set out in standing orders 59-61.

#### **G. SUSPENSION AND AMENDMENT OF STANDING ORDERS**

63. Any Standing Order may be suspended at a meeting of a Congress/sector conference without prior notice provided that this shall not have the effect of suspending the effect of any Rule. Such suspension shall relate to the conduct of a session, a part of a session, an item of business, or the time and date of the next session. A motion to suspend a specified Standing Order or Orders must be supported by at least two-thirds of the members of the relevant Conference present and voting.

#### **H. INTERPRETATION OF THESE STANDING ORDERS**

64. All references to the Chair in these Standing Orders are to the person occupying the Chair at the relevant time.
65. All references to Branches or Local Associations shall be taken to mean all Branches or Local Associations in the case of Congress, and Branches or Local Associations allocated to the relevant sector in the case of Sector Conferences.
66. These standing orders cannot be interpreted in ways contrary to the rules, and in any conflict between them, the rules take precedence over these standing orders.

#### **I. ORDER OF BUSINESS FOR CONGRESS**

67. The order of business for Congress shall normally be as follows (provided that this order may be varied to allow invited guests to address Congress as timed business):

##### **A. First Public Session**

- 1 Welcome
- 2 Presidential address
- 3 Adoption of Report of Congress Business Committee (which shall include proposals for Tellers and Scrutineers)
- 4 Adoption of minutes of last annual and any subsequent special meetings

5 Consideration of Annual Report and motions and amendments thereto

**B. Subsequent Public Sessions (except Final Public Session)**

1 Adoption of Report of Congress Business Committee

2 Consideration of Annual Report and motions and amendments thereto (as recommended by Congress Business Committee and agreed by Congress)

**C. Private Session(s)**

1 Adoption of Report of Congress Business Committee

2 Adoption of Annual Financial Statements and Auditors' Report

3 Appointment of Auditors

4 Proposals to amend Rules

5 Consideration of appropriate Sections of the Annual Report and motions and amendments (as recommended by Congress Business Committee and agreed by Congress)

**D. Final Public Session**

1 Adoption of Report of Congress Business Committee

2 Consideration of Annual Report and motions and amendments (as recommended by Congress Business Committee and agreed by Congress)

3 Introduction of new President

68. The order of business for Sector Conferences shall normally be as follows (provided that this order varied to allow invited guests to Conference as timed business):

**A. First Public Session**

1 Welcome

2 Adoption of Report of Congress Business Committee (which shall include proposals for Tellers and Scrutineers)

3 Adoption of minutes of last annual and any subsequent special meetings

4 Consideration of relevant Professional and Employment Sections of the Annual report and motions and amendments (as recommended by Congress Business Committee and agreed by Conference)

**B. Subsequent Public Sessions (except Final Public Session)**

1 Adoption of Report of Congress Business Committee

2 Consideration of Annual Report and motions and amendments thereto (as recommended by Congress Business Committee and agreed by Conference)

69. The order of business at Special Sector conference meetings shall be:

1 Welcome

2 Adoption of Report of Congress Business Committee (which shall include proposals for Tellers and Scrutineers)

3 Consideration of motions and amendments (as recommended by Congress Business Committee and agreed by Conference).