

PROFESSIONAL



UCU Continuing Professional Development

Survey of members 2023

Survey headlines

Since undertaking CPD, 23.1% of respondents said they had got involved in the work their branch was doing:

- 20.6% had been to a branch meeting for the first time
- 13.4% had become a branch rep
- 9.2% had become a branch officer.

Background and introduction

The UCU Continuing Professional Development (CPD) programme has been running in its current format since April 2020. Previously it was a series of classroom-based workshops that were half or full days and explored developmental topics such as Leadership in Education, Mentoring and Assertiveness.

In 2019, discussions started around the aim of the CPD programme and it was agreed that the workshops should not only be a vehicle for members to develop their professional skills, but also to support the union's organising and bargaining agenda. However, in March 2020, the global pandemic hit the UK and all face-to-face delivery was suspended. The CPD team reflected on how to continue during this time, and it was agreed that we would use the opportunity to develop an online platform and the first workshop was launched: Working Safely Through the Pandemic.

Each online workshop is 90 minutes long and is delivered via zoom, with a five-minute comfort break in the middle. It includes one or two interactive group exercises where participants are encouraged to share ideas, best practice, and issues of concern and how they and UCU can work collectively. It also provides attendees with resources and references. The final part of the workshop outlines how participants can become more involved within their branch.

Over the last three years, the programme coordinators have developed a strategy for the CPD programme:

To deliver high quality CPD in line with UCU's bargaining agenda for example, around climate sustainability, decolonising the curriculum and workforce casualisation, which aims to:

1. **Motivate and enthuse members attending CPD events to become more active in their local branches, collectively challenging issues whether they affect them directly or not.**
2. **Increase the number of reps going through UCU's formal reps training programme.**
3. **Ensure members understand the union's current industrial aims through attendance on CPD courses.**

Ultimately, we would like to see branches hosting the workshops, as a way of building the branch by using the learning agenda. Branches can choose to invite non-members to participate, with a view to encouraging them to join the union and potentially become active.

Running alongside our CPD programme is a commitment to recruit, develop and extend UCU's union learning rep network. UCU sees the CPD programme as the ideal vehicle for helping to recruit and promote the role of a ULR, who can support bargaining around learning agreements, which are key to underpinning both CPD and lifelong learning for our members. Quality learning agreements and actively engaged union learning reps can not only deliver for our members but also increase member participation in UCU.

Union learning reps currently have some of the strongest statutory provisions which UCU branches can utilise for the benefit of members.

Underpinning the background mentioned above is a commitment to developing an organising approach to the UCU training and reps' development.

Full details of all the CPD workshops can be found in the UCU CPD catalogue here <https://cpd.web.ucu.org.uk/files/2022/12/UCU-CPD-catalogue.pdf>

Survey methodology

The purpose of the survey was to gather information from participants of UCU CPD workshops (National, Regional and Branch), to determine whether the CPD programme has a direct impact on building UCU workplace branches.

We define building the branch in the following ways:

- ➔ increasing membership
- ➔ increasing the number of branch reps and/or officers
- ➔ increasing member engagement through attendance at meetings
- ➔ setting up sub-committees or working groups for specific workplace issues/campaigns
- ➔ becoming involved in policy development/amendment
- ➔ putting on training/CPD in the workplace
- ➔ developing a campaign based on UCUs priorities.

The points above were included as an introduction in the survey sent to participants.

The survey comprised of 17 questions and was sent out to everyone who had attended a CPD workshop since March 2020, 4743 people in total, via the email they had registered with us. Some of the participants had attended branch workshops and were non-members at that time.

Demographics questions were included (see Appendix).

The survey ran from Monday 31 July to 30 September 2023, with reminders on 21 August and 11 September 2023.

Survey questions

1. How many CPD online workshops have you attended over the last three years?

- 1
- 2
- 3
- 4 or more

2. Prior to joining a CPD workshop, were you (please tick all that apply)

- A member of UCU
- A branch rep
- A branch officer
- Involved in the branch in any way (please state what)

3. Since undertaking CPD have you done any of the following tick all that apply)

- Joined UCU
- Been to a branch meeting for the first time
- Got involved in the work your branch is doing (please state what)
- Become a branch rep (please state which type of rep)
- Become a branch officer (please state which type of branch officer)
- Been on any other UCU training

4. As a result of the UCU national or branch CPD workshop, do you know if your branch has done any of the following:

- Set up a working group
- Set up a committee
- Put on any internal training/CPD events
- Been involved in developing any new workplace policies

Been involved in amending an existing workplace policies

Launched a workplace campaign

5. Union Learning Reps

Do you know if your branch has a Union Learning Rep (ULR).

If yes, please can you tell us your branch

Would you be interested in becoming a ULR? If yes, please leave us your details
For more information on the role of the ULR, please visit <https://www.ucu.org.uk/ulr>

6. Further CPD

We now have 19 workshops available for members that link into UCU national strategy:
do you have any suggestions for future workshops?¹

Would you prefer workshops

Online

Face to face

A mixture of both

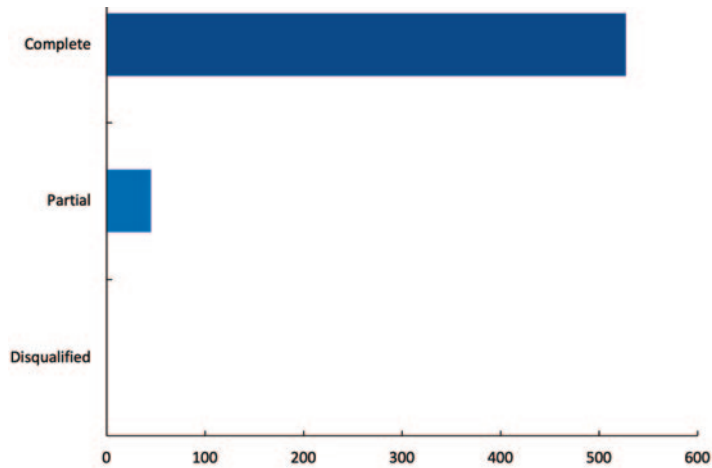
The survey also included the UCU standard Equality Monitoring Questions

¹Included a link to the latest version of the CPD catalogue

Survey results

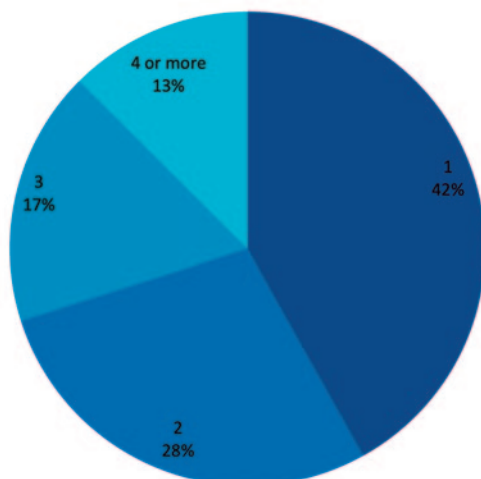
RESPONSE STATISTICS

The survey was sent to 4743 workshop attendees using the email address they had supplied when booking on a workshop. The total number of respondents was 572: 527 complete and 45 partially completed. The response rate was 11.11%.



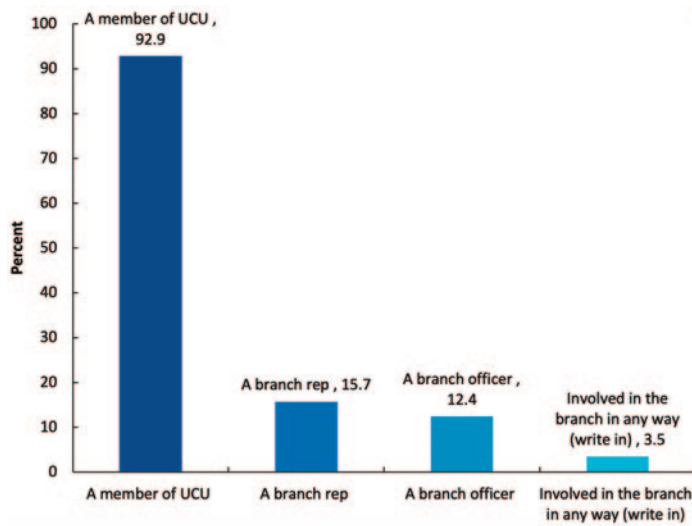
| Value | Count | Percent |
|--------------|-------|---------|
| Complete | 527 | 92.1 |
| Partial | 45 | 7.9 |
| Disqualified | 0 | 0 |
| Totals | 572 | |

1. HOW MANY UCU CPD ONLINE WORKSHOPS HAVE YOU ATTENDED OVER THE LAST THREE YEARS?



| Value | Percent | Count |
|-----------|---------|-------|
| 1 | 41.9% | 238 |
| 2 | 28.2% | 160 |
| 3 | 17.4% | 99 |
| 4 or more | 12.5% | 71 |
| Totals | | 568 |

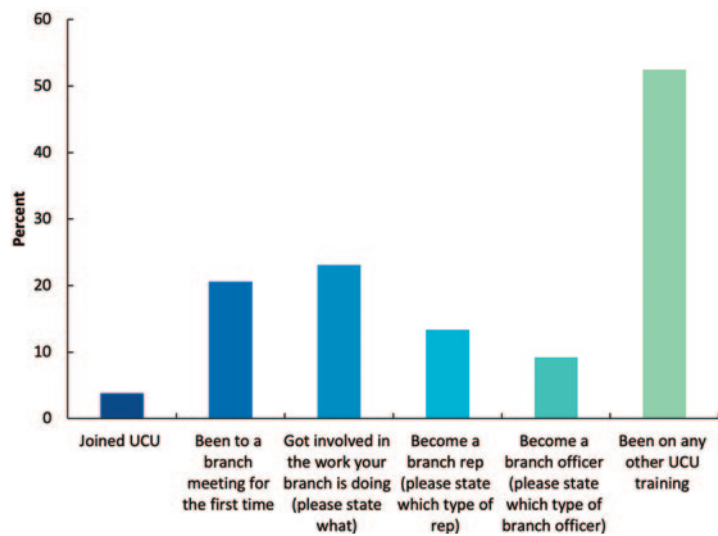
2. PRIOR TO JOINING A CPD WORKSHOP, WERE YOU? (PLEASE TICK ALL THAT APPLY):



| Value | Percent | Count |
|--|---------|-------|
| A member of UCU | 92.9% | 526 |
| A branch rep | 15.7% | 89 |
| A branch officer | 12.4% | 70 |
| Involved in the branch in any way (write in) | 3.5% | 20 |

| Involved in the branch in any way (write in) | Count |
|---|--------------|
| Administrator | 1 |
| Branch Administrator | 1 |
| Casework & Equality Officer | 1 |
| Caseworker | 1 |
| Department H&S rep | 1 |
| Faculty Rep | 1 |
| I would like to | 1 |
| No | 1 |
| Previously a branch Green rep | 1 |
| Secretary of Branch | 1 |
| Union Caseworker | 1 |
| Attend meetings when I can | 1 |
| Department rep | 1 |
| Departmental contact | 1 |
| Making a complaint | 1 |
| Retired member attending meetings working with Equality Officer | 1 |
| Shadow caseworker | 1 |
| Strike, MAB | 1 |
| Totals | 18 |

3. SINCE UNDERTAKING CPD HAVE YOU DONE ANY OF THE FOLLOWING (PLEASE TICK ALL THAT APPLY):



| Value | Percent | Count |
|---|---------|-------|
| Joined UCU | 3.8% | 9 |
| Been to a branch meeting for the first time | 20.6% | 49 |
| Got involved in the work your branch is doing (state what) | 23.1% | 55 |
| Become a branch rep (please state which type of rep) | 13.4% | 32 |
| Become a branch officer (please state which type of branch officer) | 9.2% | 22 |
| Been on any other UCU training | 52.5% | 125 |

| Got involved in the work your branch is doing (please state what) | Count |
|---|-------|
| Assisted on picket lines/GTVO emailing | 1 |
| At a Departmental level | 1 |
| Case Work | 1 |
| Case worker | 1 |
| Casework | 1 |
| Casework Coordinator | 1 |
| Caseworker | 1 |
| Chair of Branch | 1 |

| | |
|--|---|
| Covering equality and diversity | 1 |
| Covid response | 1 |
| Disability network started | 1 |
| EDI | 1 |
| Encouraging colleagues to join the union. | 1 |
| Fully participated in strike 2022-23 | 1 |
| GTVO MAB support | 1 |
| General administration and organising meetings etc. | 1 |
| Get The Vote Out/Attending Union Meetings/Supported Casework | 1 |
| Green New Deal | 1 |
| Health and safety checks | 1 |
| I have become more involved in case work and promoting gender equality issues at my institution. | 1 |
| I represent the Skills Department | 1 |
| Industrial action | 1 |
| Joined Oxford Uni picket lines and rallies | 1 |
| Not 'got involved' but been able to be more confidently involved on a range of aspects. | 1 |
| Offered support case worker | 1 |
| Pay negotiating | 1 |
| Point of contact | 1 |
| REP | 1 |
| Recruitment & Strike Action | 1 |
| Rep for TP | 1 |
| Started as a case worker | 1 |
| Submitting various motions | 1 |
| Suggested UCU training be taken up by my branch | 1 |

| | |
|--|---|
| Supported court case against UCU directors, went on strike | 1 |
| Supported with disability info | 1 |
| Sustainability | 1 |
| Talk to members about new rep posts | 1 |
| Workload campaign | 1 |
| Workload models | 1 |
| Activities related to race and environment | 1 |
| Case work, campaigning, recruiting | 1 |
| Congress delegate | 1 |
| Donating to fund | 1 |
| Health and safety | 1 |
| Joined committee | 1 |
| Supported court case against UCU directors, went on strike | 1 |
| Supported with disability info | 1 |
| Sustainability | 1 |
| Talk to members about new rep posts | 1 |
| Workload campaign | 1 |

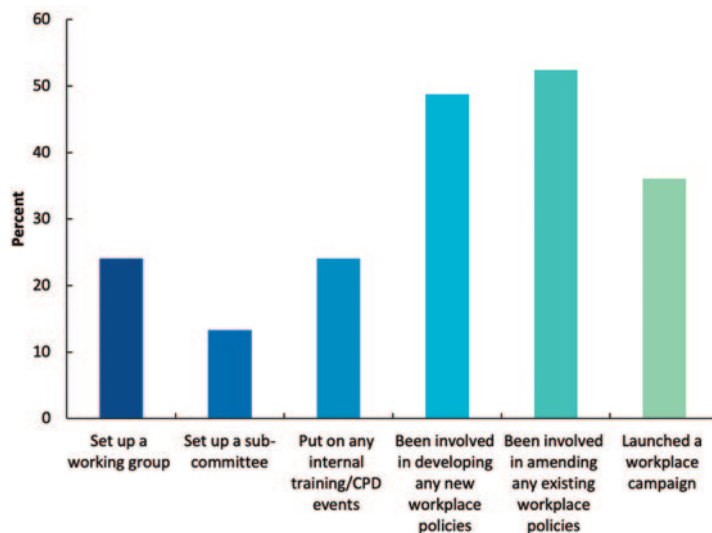
| Become a branch rep (please state which type of rep) | Count |
|---|--------------|
| H&S | 2 |
| Area rep | 1 |
| Caseworker | 1 |
| Disabled members | 1 |
| Equality Officer & H&S | 1 |
| Faculty rep | 1 |
| Green | 1 |
| Green Rep | 1 |

| | |
|---|-----------|
| Green rep | 1 |
| H & S | 1 |
| Health and Safety | 1 |
| Health and safety | 1 |
| I am a former branch Environment Rep | 1 |
| I would like to but the place of work ? | 1 |
| IN CONGRESS | 1 |
| LGBTIQA+ | 1 |
| LGBTQ+ | 1 |
| NBS Committee Rep | 1 |
| Ordinary member of branch committee | 1 |
| School REP | 1 |
| School Rep | 1 |
| Site Rep | 1 |
| Wellbeing Rep | 1 |
| Workload (Health and Safety) | 1 |
| Branch treasurer | 1 |
| Department | 1 |
| Disability | 1 |
| Total people | 1 |
| Totals | 29 |

| Become a branch officer (please state which type of branch officer) | Count |
|--|--------------|
| Anti-casualisation officer | 1 |
| Became branch president | 1 |
| Branch Equalities Officer | 1 |
| Branch president | 1 |

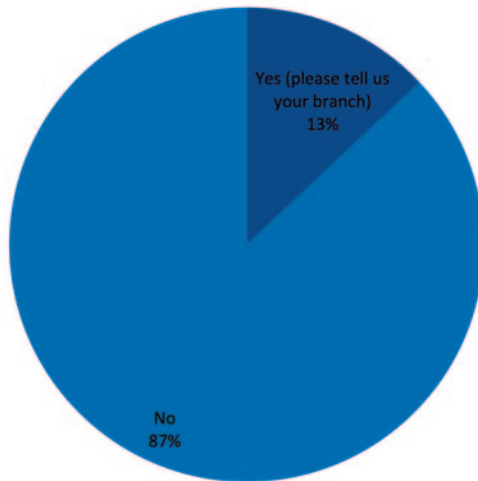
| | |
|---------------------------------|-----------|
| Branch secretary | 1 |
| Case Officer | 1 |
| Casework coordinator | 1 |
| Equalities | 1 |
| Equality | 1 |
| Equality | 1 |
| Green rep | 1 |
| H+ s officer | 1 |
| Membership Secretary | 1 |
| Membership Secretary | 1 |
| Membership secretary | 1 |
| ordinary committee member | 1 |
| secretary | 1 |
| union health and safety officer | 1 |
| was already branch officer | 1 |
| Totals | 19 |

4. AS A RESULT OF THE UCU NATIONAL OR BRANCH CPD WORKSHOP, DO YOU KNOW IF YOUR BRANCH HAS DONE ANY OF THE FOLLOWING (PLEASE TICK ALL THAT APPLY)



| Value | Percent | Count |
|---|---------|-------|
| Set up a working group | 24.1% | 40 |
| Set up a sub-committee | 13.3% | 22 |
| Put on any internal training/CPD events | 24.1% | 40 |
| Been involved in developing any new workplace policies | 48.8% | 81 |
| Been involved in amending any existing workplace policies | 52.4% | 87 |
| Launched a workplace campaign | 36.1% | 60 |

5. DO YOU KNOW IF YOUR BRANCH HAS A UNION LEARNING REP (ULR)?



| Value | Percent | Count |
|----------------------------------|---------|-------|
| Yes (please tell us your branch) | 13.0% | 65 |
| No | 87.0% | 436 |
| Totals | | 501 |



Summary of key findings

The findings of the survey reveal a number of important points:

Question 3: Since undertaking CPD have you done any of the following (please tick all that apply):

The largest response was 'been on any other UCU training', with more than half of respondents (52.5%). Nearly a quarter of respondents (23.1%) stated they had got involved in the work their branch was doing. Respondents were asked to identify what activities they had been involved in.

All categories have been developed by the researchers and in some cases incorporate similar responses.

Got involved in the work your branch is doing (23.1%)

| Activity | Number of respondents |
|--|-----------------------|
| Involved in case work or become a rep | 14 |
| Been on a picket line, involved in strike action, including the Marking and Assessment Boycott (MAB) and Get The Vote Out (GTVO) | 10 |
| Equalities work | 7 |
| Sustainability work | 3 |
| Workload Rep | 2 |
| Health and Safety rep | 2 |

Other responses included joining committees and organising training in the workplace.

The third largest response was 'been to a branch meeting for the first time' with 20.6% respondents.

This shows that attending one or more UCU CPD workshop has supported the work that branches are doing, by encouraging members to become active in a number of ways (UCU CPD Strategy point 1).

The next largest categories were those of 'becoming a branch rep' and 'becoming a branch officer'. On reflection, these categories should have more clearly defined in the survey and as a result, definitions of what constituted a Rep and Officer were conflated in the responses:

Became a branch rep (13.4%)

| Activity | Number of respondents |
|---------------------------------|-----------------------|
| Health & Safety (inc. Workload) | 7 |
| School/Site/Area Rep | 6 |
| Green Rep | 3 |
| LGBT+ Rep | 2 |

Others responses included Equality, Disabled and Well-being reps and treasurer.

Became a branch officer (9.2%)

| Activity | Number of respondents |
|----------------------------|-----------------------|
| Equalities officer | 4 |
| Membership officer | 3 |
| Caseworker/rep | 2 |
| Health & Safety Officer | 2 |
| Anti-casualisation officer | 1 |

Other responses were Green Rep, Branch President and Branch Secretary

As the survey was anonymous, we are not able to follow the development of respondents through UCU's formal reps training programme, however, these responses show that the UCU has encouraged members to take up specific rep and branch officer roles (UCU CPD Strategy, point 2).

It is worth noting that 3.8% of respondents to question 3 said they had joined UCU after attending a workshop. The programme encourages branches to invite non-members to branch workshops, so the session can be used as a recruitment tool.

Question 4: As a result of the UCU national or branch CPD workshop, do you know if your branch has done any of the following:

The largest response was 'been involved in amending any existing workplace policies', at 52.4%. Closely following that was 'been involved in developing any new workplace policies' at 48.8% and then 'launched a workplace campaign' at 36.1%.

These results show that there is a relationship between attending CPD workshops and an engagement with collectively challenging issues whether they affect members directly or not (UCU CPD Strategy, point 1) and ensuring members understand the Union's current industrial aims through attendance on CPD courses (UCU CPD Strategy, point 3).

Question 9 asked participants whether they would prefer the workshops online, in person or a mixture of both

| Value | Percent | Count |
|-------------------|---------------|------------|
| Online | 50.3% | 261 |
| In person | 3.1% | 16 |
| A mixture of both | 46.6% | 242 |
| | Totals | 519 |

Discussions have been taking place in the team about the mode of delivery, but for the time being the programme will continue to be delivered online.

Conclusion

The UCU CPD programme has grown and developed dramatically over the past three years, with new workshops being created and an increase in branches requesting sessions for their members (and non-members).

Although the survey responses were less than we had hoped for, the findings are significant and show that the programme is starting to meet the overall aims of encouraging members to become more active in their branches, and for branches to engage with the union's bargaining and organising priorities.

WHAT RESPONDENTS SAID ABOUT THE CPD PROGRAMME

Respondents were given the opportunity to comment on the CPD programme, asking them what workshops they would like to see developed in the future. A number of suggestions were made about new workshops and feedback on current sessions is being discussed in the team. Some respondents made comments that confirmed the programme is well-received by many members:

As an immigrant, I really appreciated the Tackling the Hostile Environment for Migrants workshops. That really helped me to feel as though my concerns mattered (I am an international worker on a Skilled Worker Visa).

I think these are brilliant!

Great programme. Love attending these.

I am happy that there is so much about climate change.

I really like the current selection of 19 workshops, thank you!

Please keep them as good as the one I attended.

I did recommend the workshop I went on to our HR team for all staff.

Appendix – demographic data

10. Please select your age group

| Value | Percent | Count |
|-------------------|---------------|------------|
| 18-25 | 0.6% | 3 |
| 26-30 | 2.7% | 14 |
| 31-35 | 6.3% | 33 |
| 36-40 | 7.5% | 39 |
| 41-45 | 14.6% | 76 |
| 46-50 | 13.4% | 70 |
| 51-55 | 18.8% | 98 |
| 56-60 | 14.9% | 78 |
| 61-65 | 12.3% | 64 |
| 65+ | 5.2% | 27 |
| Prefer not to say | 3.8% | 20 |
| | Totals | 522 |

11. Please select your gender

| Value | Percent | Count |
|-----------------------|---------------|------------|
| Man | 27.3% | 141 |
| Non-binary | 2.9% | 15 |
| Woman | 64.7% | 334 |
| Prefer not to say | 4.1% | 21 |
| Not listed - write in | 1.0% | 5 |
| | Totals | 516 |

12. Is your gender the same as you were assigned at birth?

| Value | Percent | Count |
|-------------------|---------------|------------|
| Yes | 91.9% | 474 |
| No | 3.5% | 18 |
| Prefer not to say | 4.7% | 24 |
| | Totals | 516 |

13. Please select your ethnicity

| Value | Percent | Count |
|---|---------------|------------|
| Asian or British Asian - Bangladeshi | 0.2% | 1 |
| Asian or British Asian - Indian | 1.9% | 10 |
| Asian or British Asian - Other | 1.0% | 5 |
| Asian or British Asian - Pakistani | 0.4% | 2 |
| Black or British Black - African | 1.0% | 5 |
| Black or British Black - Caribbean | 1.4% | 7 |
| Chinese | 0.4% | 2 |
| Mixed - White and Asian | 2.3% | 12 |
| Mixed - White and Black Caribbean | 0.6% | 3 |
| Mixed - any other mixed or multiple ethnic background | 2.1% | 11 |
| Other ethnic group | 0.2% | 1 |
| White British | 61.0% | 316 |
| White Irish | 1.9% | 10 |
| White other | 16.0% | 83 |
| Prefer not to say | 6.6% | 34 |
| Not listed - write in | 3.1% | 16 |
| | Totals | 518 |

14. Do you consider yourself to be disabled?

| Value | Percent | Count |
|-------------------|---------|-------|
| Yes | 28.2% | 145 |
| No | 66.3% | 341 |
| Prefer not to say | 5.4% | 28 |
| Totals | | 514 |

15. What is your sexual orientation?

| Value | Percent | Count |
|-----------------------|---------|-------|
| Asexual | 1.4% | 7 |
| Bisexual | 6.2% | 32 |
| Gay | 4.1% | 21 |
| Heterosexual | 64.9% | 334 |
| Lesbian | 1.9% | 10 |
| Pansexual | 2.5% | 13 |
| Prefer not to say | 17.7% | 91 |
| Not listed - write in | 1.4% | 7 |
| Totals | | 515 |

16. Are you a migrant?

| Value | Percent | Count |
|-------------------|---------|-------|
| Yes | 15.3% | 79 |
| No | 77.9% | 401 |
| Prefer not to say | 6.8% | 35 |
| Totals | | 515 |

17. Do you have caring responsibilities?

| Value | Percent | Count |
|-------------------|----------------|--------------|
| Yes | 29.0% | 150 |
| No | 63.7% | 330 |
| Prefer not to say | 7.3% | 38 |
| | Totals | 518 |