



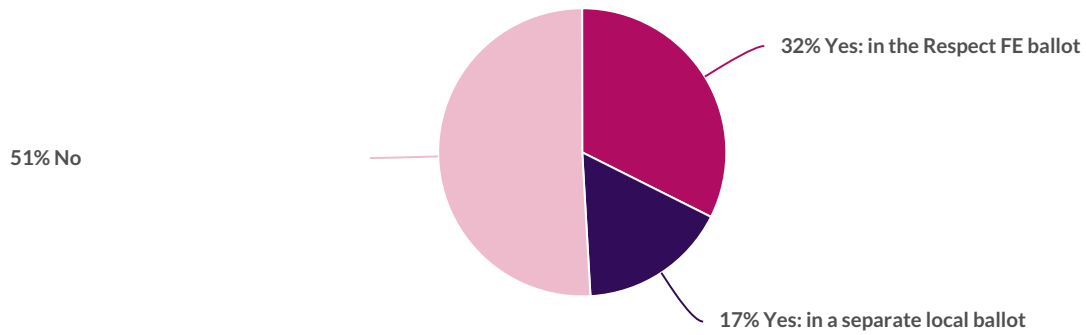
Report for Respect FE 2023

Response Counts



Totals: 167

1. Did your branch secure a strike mandate (50% plus turnout and majority yes vote)?



Value	Percent	Responses
Yes: in the Respect FE ballot	32.4%	35
Yes: in a separate local ballot	16.7%	18
No	50.9%	55

Totals: 108

2. Thinking about the whole Respect FE campaign, how important do you think each of these factors is to winning the ballot/securing a mandate?

	Very important	Quite important	Not sure	Not very important	Not important at all
Events: Branch meetings & events Count	72	30	5	1	0
Events: National UCU events (e.g. online meetings) Count	21	46	25	16	0
Events: Rep briefings Count	61	37	9	1	0
Member comms: Email communications from the branch Count	78	21	5	2	0
Member comms: Email communications from UCU regional or head office Count	47	40	17	2	1
Member comms: Phone or Teams calls within the branch Count	49	26	27	5	0
Member comms: Text messaging from UCU head office (ThruText service) Count	30	37	32	7	1
Member comms: Text messaging within the branch Count	37	31	31	3	5
Media coverage: Local Count	43	29	23	7	5
Organisation: Number of reps overall Count	67	28	9	1	1
Organisation: Coverage of reps (e.g. across different departments, sites etc.) Count	68	27	7	3	1

	Very important	Quite important	Not sure	Not very important	Not important at all
Organisation: Density (i.e. how many staff are UCU members) Count	85	16	4	1	0
Resources: Physical campaign materials (e.g. flyers, posters etc.) Count	41	53	9	2	1
Resources: Other UCU resources (e.g. online materials/graphics, information about college finances) Count	51	35	15	4	1
Addressing staff concerns: Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate</i> ? Count	1	0	0	0	0
Aggregated ballot: Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate</i> ? Count	1	0	0	0	0
Comparison with schools: Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate</i> ? Count	1	0	0	0	0
Having a proper national campaign and collectivism: Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate</i> ? Count	1	0	0	0	0

	Very important	Quite important	Not sure	Not very important	Not important at all
Morale of staff:Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate?</i> Count	0	1	0	0	0
More reps helping with the work load:Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate?</i> Count	1	0	0	0	0
Reassuring staff:Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate?</i> Count	1	0	0	0	0
Regional support with vote count data to understand level of engagement:Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate?</i> Count	1	0	0	0	0
Support from region:Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate?</i> Count	1	0	0	0	0
Timing :Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate?</i> Count	1	0	0	0	0

	Very important	Quite important	Not sure	Not very important	Not important at all
Understanding aims of the campaign :Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate?</i> Count	1	0	0	0	0
Visiting offices :Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate?</i> Count	1	0	0	0	0
Workload prevents involvement :Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate?</i> Count	1	0	0	0	0
accurate timely information :Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate?</i> Count	1	0	0	0	0
solidarity :Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate?</i> Count	1	0	0	0	0
visit from general secretar7!:Thinking about the whole Respect FE campaign, how important do you think each of these factors is to <i>winning the ballot/securing a mandate?</i> Count	1	0	0	0	0

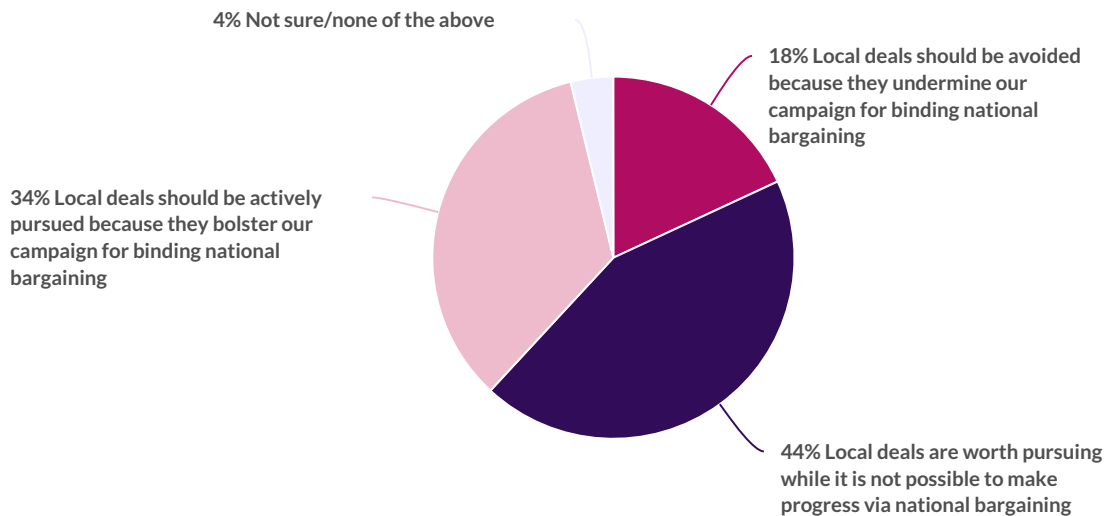
3. How important are each of the demands to members in your branch?

	Neutral	Not important	Very important	Quite important	Not important at all	Unsure
a 15.4% pay rise Count	3	1	67	30	1	5
action on workloads Count	0	0	91	13	0	3
binding national negotiations Count	3	9	54	27	2	11
a Just Transition Commission on climate change Count	14	12	14	37	5	25

4. How close do you think we are to winning each demand?

	Very close to winning	Quite close to winning	Quite far from winning	Very far from winning	Not sure/none of the above
a 15.4% pay rise Count	1	5	41	51	10
action on workloads Count	4	29	48	18	8
binding national negotiations Count	1	13	35	34	25
a Just Transition Commission on climate change Count	0	8	20	31	48

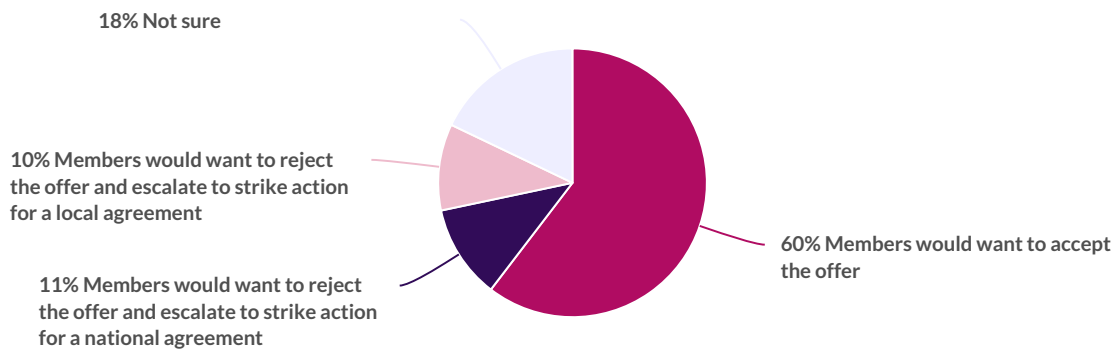
5. Respect FE has been a nationally coordinated sector-wide campaign. However, branches have autonomy and have made local deals with their employer representing progress on some of the issues in this dispute. Which of the following statements best fits your view about the role of local deals in the dispute?



Value	Percent	Responses
Local deals should be avoided because they undermine our campaign for binding national bargaining	18.1%	19
Local deals are worth pursuing while it is not possible to make progress via national bargaining	43.8%	46
Local deals should be actively pursued because they bolster our campaign for binding national bargaining	34.3%	36
Not sure/none of the above	3.8%	4

Totals: 105

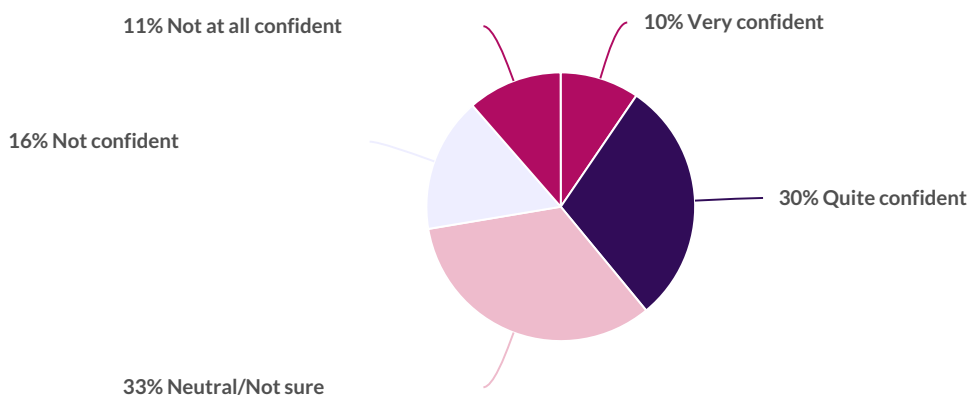
6. Consider the scenario that next year's claim is similar to this year's claim. If the Association of Colleges (AoC) make a pay recommendation around a similar level to this year, and your employer matches that offer, how do you think members at your branch would respond?



Value	Percent	Responses
Members would want to accept the offer	60.4%	64
Members would want to reject the offer and escalate to strike action for a national agreement	11.3%	12
Members would want to reject the offer and escalate to strike action for a local agreement	10.4%	11
Not sure	17.9%	19

Totals: 106

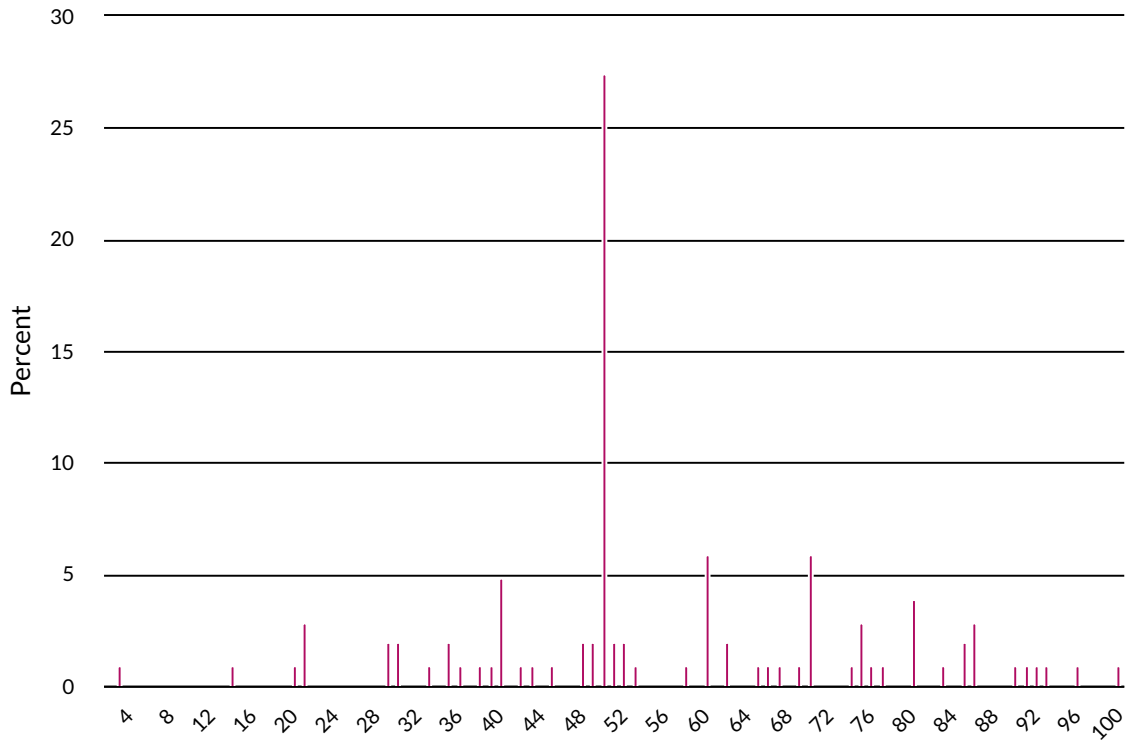
7. At the further education sector conference in May, it was resolved that UCU will prepare for an *aggregate ballot in January 2024. How confident are you that the union can win an aggregate ballot this academic year? *In an aggregated ballot, the 50% turnout threshold is applied to the voting membership as a whole. If turnout among the whole membership meets or exceeds 50%, every UCU branch can take action, even if a particular branch's own turnout is lower than 50%. If the overall turnout is less than 50%, no branch can take action even if your branch turnout was above 50%.



Value	Percent	Responses
Very confident	9.5%	10
Quite confident	29.5%	31
Neutral/Not sure	33.3%	35
Not confident	16.2%	17
Not at all confident	11.4%	12

Totals: 105

8. As ever, the union has a finite amount of resources to take the campaign forward. What do you think is the right balance of resourcing between the national campaign (i.e. national ballots, GTVO, rallies) and building branch capacity (i.e. growing membership, member engagement, increasing rep coverage)?



9. In your view, how effective is each of the following kinds of strike action? (scoring effectiveness 1-5)

1 (least effective) to 5 (most effective)

Strike action - selected days/blocks of days.

★★★★☆

Count: 96

Not Applicable: 0

Strike action - several weeks at a time.

★★★★☆

Count: 93

Not Applicable: 0

Strike action - selected days of the week for as long as the union has a mandate for action.

★★★★☆

Count: 93

Not Applicable: 0

Strike action - indefinite on every day for as long as the union has a mandate for action.

★★★★☆

Count: 92

Not Applicable: 0

10. In your view, what capacity (in the financial, emotional and other senses) do members in your branch have for different kinds of industrial action? (scoring capacity 1-5)

1 (least capacity) to 5 (most capacity)

Strike action - selected days/blocks of days

★★★★☆

Count: 98

Not Applicable: 0

Strike action - several weeks at a time

★★☆☆☆

Count: 93

Not Applicable: 0

Strike action - selected days of the week for as long as the union has a mandate for action

★★★★☆

Count: 95

Not Applicable: 0

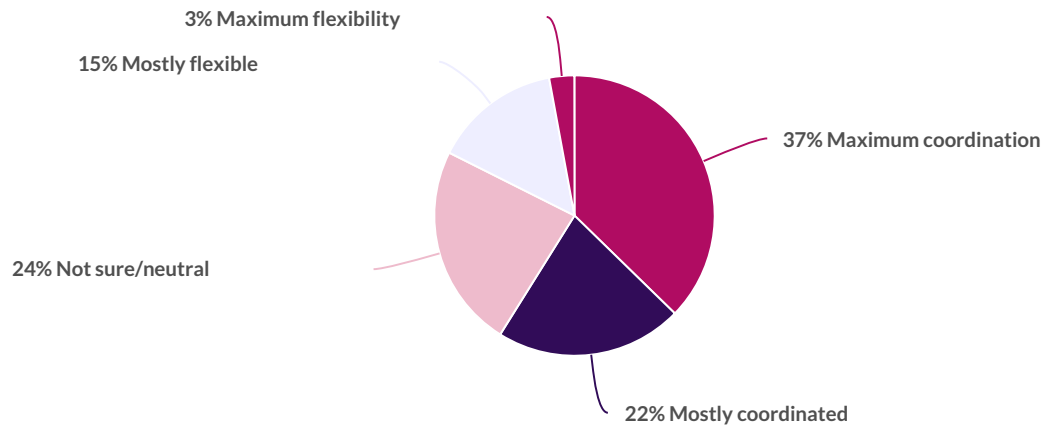
Strike action – indefinite on every day for as long as the union has a mandate for action.

★★☆☆☆

Count: 93

Not Applicable: 0

11. What is the most effective balance to strike between branches taking action at the same time (co-ordination), and taking action that is targeted based on local negotiations etc. (flexibility)?



Value	Percent	Responses
Maximum coordination	37.3%	38
Mostly coordinated	21.6%	22
Not sure/neutral	23.5%	24
Mostly flexible	14.7%	15
Maximum flexibility	2.9%	3

Totals: 102