

University and College Union

Carlow Street, London NW1 7LH, Tel. 020 7756 2500, www.ucu.org.uk

To	Branch and local association secretaries
Topic	UCU Congress 24 – 26 May 2025, with sector conferences on 25 May: first report of the Congress Business Committee: motions submitted
Action	Deadline for the receipt of amendments to motions for Congress and sector conferences: 12 noon, Friday 2 May 2025
Summary	Motions submitted to Congress 2025, as ordered by the Congress business committee. Amendments to motions now invited.
Contact	Catherine Wilkinson, head of democratic services (cwilkinson@ucu.org.uk); Anna Costi, democratic services officer (acosti@ucu.org.uk)

UCU CONGRESS 2025

FIRST REPORT OF THE CONGRESS BUSINESS COMMITTEE

At its meeting on 21 March 2025, the Congress business committee considered over 170 motions for Congress and the further and higher education sector conferences that had been submitted by branches and other relevant bodies including the NEC. Those motions are set out in this report.

The deadline for amendments to motions in this report is 12 noon, Friday 2 May 2025. CBC does not expect to accept amendments to motions which appear in this report after that deadline. (See section 1.1 below.)

The committee has grouped motions under the sections and paragraphs of the NEC's report to Congress (which was circulated as branch circular [UCU2160](#)). A provisional timetable of Congress business is set out below which may be subject to amendment at the committee's second meeting, after amendments ordered.

The standing orders of Congress can be found at www.ucu.org.uk/Congress25 or are available from demservices@ucu.org.uk (standing orders will be provided to all registered delegates).

1. FOR ACTION – amendments and late motions

1.1 Amendments to motions.

The deadline for receipt of amendments to motions set out in this circular is **12 NOON ON Friday 2 May 2025**. Branches can submit one Congress amendment, and two sector conference amendments. Each amendment should indicate clearly:

- i. whether it relates to a Congress motion or sector conference motion

- ii. the number of the motion to which it refers
- iii. the way in which it relates to the motion (e.g., 'add at end') and
- iv. the way in which the amendment was approved by the branch/local association or other submitting body.

Amendments must add no more than 75 words to the motion which they amend. (Congress standing order 5 refers to '75 words excluding rubrics or deletions'.) Amendments may not change the substantive policy of the motion (standing order 61iv). Amendments may be approved by a quorate branch meeting or meeting of a branch committee.

Amendments can be submitted by branch/local association secretaries using the on-line form at www.ucu.org.uk/Congress25. Please submit each amendment separately.

The receipt of all amendments will be acknowledged. If you do not receive acknowledgement, please contact UCU **before the deadline for receipt of amendments** (12 noon, Friday 2 May 2025) – demservices@ucu.org.uk or [Anna Costi](#)

CBC does not expect to accept amendments to motions which appear in this report after the deadline.

1.2 **Late motions:**

All motions received after the deadline for the submission of motions has passed are referred to as 'late' motions. For CBC to accept a 'late' motion for ordering onto the agenda it must satisfy **ALL** the following criteria (in accordance with Congress standing order 10):

- i. it is urgent or timely and requires a decision of Congress or sector conference, and
- ii. it could not have been submitted within the prescribed time limit, and
- iii. it has been approved in accordance with the standing orders of Congress and the branch/local association rules – Congress standing orders require general branch meeting to be called to approve motions.

In submitting a 'late' motion the submitting body must explain how the above criteria are met. Late motions can be submitted by branch secretaries using the on-line form at www.ucu.org.uk/Congress25. Alternatively, they can be submitted by email to congressmotions@ucu.org.uk – emails must provide all the information required including details of how the motion was approved.

1.3 **Late motion deadlines**

Late motions submitted by the amendment deadline – 12 noon, Friday 2 May 2025 – will be put to CBC when the committee consider amendments at their second meeting. Motions which the committee considers to meet the criteria for late motions (above) will be ordered onto the agenda at that stage, and will be circulated to branches before Congress.

Late motions which are submitted after the amendment deadline but before 10:00, Friday 23 May will be considered by CBC at its meeting immediately prior

to Congress. Late motions will only be accepted at this stage if they could not have been submitted by the amendment deadline.

Late motions should be submitted at the earliest possible stage.

2. FOR REPORT

2.1 Motions not ordered onto the agenda

A number of motions were not ordered into the agenda by CBC. These appear at the end of the agenda, prefixed 'B'.

2.1.1 Motions received after the deadline for motions

Three motions were received after the deadline for the submission of Congress motions. Two were ruled out of order as not meeting the criteria for late submission and appear at the end of this report numbered B1 and B2.

One motion received after the deadline was ordered into the agenda and appears as motion ROC7.

2.1.2 Motions not approved in accordance with the Congress standing orders

One motion was not approved in accordance with Congress standing orders and appears at the end of the agenda as motion B3.

2.1.3 Motions (or parts of motions) not in order for debate by Congress

Four motions, and two clauses from two motions, were considered not to be in order for debate. These appear at the end of the agenda as motions B4-B9, with a brief description of the reason why the motion or clause was not in order.

2.1.4 Motions not submitted to the appropriate conference

Two motions submitted to Congress were considered to be the business of the FE sector conference and reordered as motions FE7 and FE19.

One motion submitted to the HE sector conference was considered to be the business of Congress and could not be reordered (the branch having already submitted a Congress motion). That motion appears at the end of the agenda numbered B10.

2.1.5 Other matters

The committee decided that hyperlinks would not be included in motions, noting that UCU could not control the material to which it would be directing members, and noting the relationship between material contained in links and the word limit for motions.

2.2 Compositing of motions

Where a motion appears in the name of more than one branch but is not described as a composite, this means the motion was submitted in identical or near identical form by the submitting bodies.

Sixteen Congress motions were composited to create seven composite motions. Those composite motions appear in this report as motions ED2, SFC11, EQ3, EQ4, R2, R4 and SFC24.

Nine HE motions were composited to create four composite motions and one compositing amendment. Those composite motions appear in this report as motions HE2, HE2A.1, HE5, HE14 and HE21.

Five FE motions were composited to create two composite motions. Those composite motions appear in this report as motions FE17 and FE18.

An appendix containing the original text of composite motions can be found at [UCU2163a_-_Appendix_to_CBC_report_1.pdf](#) or requested from demservices@ucu.org.uk.

3. PROVISIONAL TIMETABLE

A **provisional** schedule of Congress business has been drawn up, which will be considered again as necessary at the second meeting of the Congress business committee.

Day 1: Congress, Saturday 24 May

Morning session: Opening business, followed by business of the education committee (section 1 of this report), business of the recruitment, organising and campaigning committee (section 2 of this report).

Afternoon session: Business of the recruitment, organising and campaigning committee (continued) (section 2 of this report), followed by business of the strategy and finance committee to be taken in private session (section 3 of this report).

Day 2, Sector conferences, Sunday 25 May

Further education sector conference (motions FE1-FE37).

Higher education sector conference (motions HE1-HE38).

Day 3, Congress, Monday 26 May

Morning session: Business of the equality committee (section 4 of this report), Rule changes (section 5 of this report).

Afternoon session: Business of the strategy and finance committee to be taken in open session (section 6 of this report), and closing business.

3.1 Speaking times

Noting the volume of motions received, the committee expect its second report to include the recommendation that speaking times for those debating motions be reduced from the time stated in the Congress standing orders to three minutes for movers of motions and two minutes for all other speakers.

4. DISTRIBUTION OF THIS REPORT

Any branch requiring a hard copy of this report or in an alternative format, should contact demservices@ucu.org.uk.

All Congress documents will be made available to delegates on registration at Congress.

Motions submitted to CONGRESS

Section 1: Business of the education committee (chapter 4 of the NEC report to Congress)

Paragraph 3, Improving education together

ED1 Education policy as the foundation of a progressive industrial strategy National executive committee

Congress notes Education Committee's vital policy work must underpin and strengthen our industrial strategy

Congress calls on NEC and Education Committee to:

1. Build on Congress 2024 motion 10
2. Clearly outline evidence-based policy to:
 - a. Promote the economic, social and cultural necessity of sustained investment across all post-16 education, whose institutions and employers are community anchors across the uk
 - b. Combat cuts, mass redundancies, and ideological attacks on disciplines and subject provision
3. Continue annual Cradle to Grave conferences, explore options for additional webinars
4. Tackle 'curriculum review' through a liberatory, democratic, anti-racist, decolonised lens
5. Work to embed climate justice across curricula
6. Continue addressing global challenges, including:
 - a. Opposing the far right and its threats to education
 - b. AI and education technologies
 - c. Defending academic freedom and professional autonomy
 - d. Building solidarity with educators in conflict zones, including Palestine, Ukraine, and Sudan, supporting the defence and rebuilding of education systems, in partnership with global unions and campaigns

ED2 Composite: 'Arts and Minds' - defend the arts in post-16 education London regional committee, London Metropolitan University (City)

The UK arts industry employs 2.4 million workers. Arts education is a route for marginalised people to have a voice in society and challenge discriminatory narratives. Funding cuts have lessened working-class access to the arts. GCSE entries to creative subjects have fallen by 42%. It is vital that funding for arts and culture subjects is improved as part of a new funding settlement.

Congress welcomes the launch of the "Arts & Minds" Campaign, led by the NEU and supported by multiple unions and activists who are fighting to restore arts education as a core part of the curriculum.

We must fight for the future of arts education.

Congress resolves:

- a. To affiliate UCU with the "Arts & Minds" campaign.
- b. To develop regional strategies to expand the campaign within UCU.
- c. To promote the campaign via the UCU website.
- d. To send UCU representatives to campaign meetings to influence strategic direction.

ED3 Foundation Year motion University of Sheffield

Congress notes that:

1. foundation years and Access to HE courses, delivered in higher and further education settings, are necessary pathways for students traditionally excluded from HE.
2. fees are a poor funding mechanism, however reducing fees for particular subject areas cannot fail but to lower their perception.
3. this move will impact the capacity for students to access HE and impact staff recruitment and retention. Specifically reducing Category D course fees at Foundation Year level further weakens the position of Arts and Humanities and Social Sciences subjects at FE and HE level

Congress instructs the NEC to:

- a. campaign in recognition of the value of these courses.
- b. resist course closures, outsourcing, and job losses that may be precipitated by fees cuts.
- c. campaign for a funding model not reliant on student debt to make these courses solvent.
- d. include these campaigns within wider campaigns such as the campaign to save our Arts and Humanities.

Paragraph 4, Education funding reform

ED4 Reorienting HE and FE financing for a just transition University of Exeter

Congress notes:

1. Financial constraints on the HE and FE sectors, including redundancies and threats to jobs at many institutions.
2. The urgent need for a just transition to address the Climate and Ecological Emergency, starting with a plan for its implementation.

Congress believes:

- a. That a just transition can improve sector finances: reprioritising and lowering capital expenditure; creating more equal, inclusive, healthy and rewarding working conditions; easing workload pressures; and promoting collaborative, purposeful work.
- b. That this requires changes in the financial models informing decision-making in HE and FE, and co-operation and support from government.

Congress resolves:

- i. To include just transition as an integral part of major bargaining and campaign initiatives.
- ii. To coordinate action to reorient HE and FE financing towards achieving a just transition.
- iii. To convene working groups to progress this.

ED5 Trade Union education funding and supporting TU Education units College of North East London

Congress believes:

1. Trade Union education (TU Ed) is pivotal to building and maintaining the movement.
2. FE colleges, where vastly experienced lecturers bring high quality, accredited provision, should continue to provide TU Ed.
3. The steep decline in the number of TU Ed units is disgraceful; the result of repeated funding cuts compounded by unintended consequences of Adult Education Budget devolution.
4. TU Ed access is significantly reduced and sometimes completely unavailable for reps.
5. Significant changes are needed to protect UCU members' jobs.

Congress calls on UCU to lobby the TUC, UK Government and devolved authorities to:

- a. Restore TU Ed funding, increasing learner rates and re-introducing the Union Learning Fund for enough tutors to be trained and employed.
- b. Make funding available to all representatives of TUC-affiliated unions, regardless of their home postcode.

Congress calls on UCU to:

- i. Co-ordinate regular meetings of TU Ed units to share good practice and discuss issues and solutions.

Paragraph 6, Academic freedom and freedom of speech

ED6 Academic freedom and the managerial use of institutional technologies University of Lincoln

Conference notes:

1. Technologies can be helpful and even liberatory in educational contexts. However, institutions often implement technologies without union consultation.
2. Increasingly, institutions use technologies to control staff and gather metrics in ways that can lack transparency, obstruct academic freedom and alter power relations towards management, and away from workers.
3. UCU research shows that academic freedom is negatively affected by managerial use of organisational technology.

Conference believes:

- a. Technologies should not be seen as neutral. Their use for managerial purposes is an academic freedom and industrial relations issue that the UCU needs to better anticipate and respond to.

Conference resolves:

- i. Based on the research recommendations see 'Principles for Protecting Academic Freedom in the Digital University' and 'Recommendations for Unions'), to develop CPD materials to upskill UCU branches on how to mitigate employers' use of organisational systems as technologies of power with which to undermine academic freedom.

Section 2: Business of the recruitment, organising and campaigning committee (chapter 6 of the NEC's report to Congress)

Paragraph 2: Campaigning

ROC1 Recruitment, organising and campaigning National executive committee

Congress notes the progress made in implementing the policies set by Congress that fall within ROCC's remit, notably:

1. support for national disputes wherever these exist
2. support for branches, including GTVO and disputes
3. support for other priority campaigns
4. strengthening recruitment to build greater union density in all our sectors
5. developing training and education for activists.

Congress supports continued focus on these areas, working to:

- a. actively support recruitment, campaigning and organising activities nationally, regionally, and locally
- b. engage and involve our diverse groups of members

- c. ensure issues of climate justice and sustainability are integral to our work
- d. actively campaign for the secure and long-term funding of HE, FE, adult and prison education
- e. actively campaign against attacks on the rights of refugees and asylum seekers and other migrants
- f. actively campaign, and support branches in campaigning, against the increasing casualisation of work across all sectors
- g. campaign with other unions and external organisations where appropriate.

**ROC2 Defend universal pension and welfare rights East Midlands
retired members branch**

Congress notes that the means testing of the Winter Fuel Allowance is likely to be a precursor to further attacks on presently universal rights and benefits. Means testing does not enable help to be given to all the supposed target group. It also introduces a threshold that has already left many of those who are defined as being in poverty out of its scope.

Means testing has been suggested for the triple lock and the state pension itself. Further targets could easily encompass concessionary travel and free health care.

A defence of the universal principle avoids an increasing division between those who can pay and those who cannot afford the basic necessities of a civilised existence.

Congress calls upon the NEC to organise a campaign in collaboration with other unions and campaign groups to oppose further erosion of universal welfare rights.

**ROC3 Urgent action on the crisis in social care Southern retired
members branch**

After many years of underfunding, inadequate provision, service failures and a number of reviews and proposals to increase funding that were never implemented, social care in the UK is still in crisis. Most care services are outsourced to commercial providers whose priority is maximising profits. Market based approaches have failed. This requires addressing urgently.

Congress welcomes the Casey review, which is due to report in 2028, but understands that this will do nothing to alleviate current unmet needs that require urgent intervention now.

Congress instructs the NEC to campaign alongside other organisations for:

1. New sources of funding for social care based on a reduction in government spending on defence and an end to subsidies for arms manufacturers;
2. New funding to be specifically allocated to local authorities for the in-house provision of additional care;

3. Political acceptance of the principle that public spending should prioritise “people not profits”.

ROC4 Campaigning on Green Issues University of Glasgow

Congress notes:

1. UK government 2050 net zero targets.
2. UN Climate Conference (COP 30) in November in Amazonia in Brazil.
3. Insufficient progress by most countries, including UK, to meeting inadequate climate targets

Congress agrees to work together with other trade unions. Just Transition Partnership, Campaign Against Climate Change/Trade Union Group and Climate Justice Campaign to:

- a. Put pressure on government to provide additional funding for
- b. just transition away from fossil fuels, including at Grangemouth, and to renewables with no loss of jobs.
- c. home insulation and transition away from fossil fuel heating.
- d. Campaign against the third Heathrow runway
- e. Use COP 30 to organise round climate issues.

Congress further agrees to:

- i. Affiliate to Campaign Against Climate Change.
- ii. Call on General Secretary to
 - move UCU electricity to renewables-only supplier
 - survey UCU operations and discuss with NEC implementation of measures to reduce environmental impacts.

ROC5 Fuel Poverty, Retrofitting, and Energy Justice London Retired members

To campaign for energy justice, for the introduction of a national energy allowance and for a mass housing retrofit programme. The Energy for All manifesto and advocating better training in retrofit skills, can contribute to a just transition that addresses fuel poverty and ensures a sustainable future.

The NEC to launch a campaign around fuel poverty and housing retrofitting, calling for a national free energy allowance, funded by higher tariffs on luxury energy consumption and taxation of fossil fuel profits.

Endorse the Energy for All manifesto launched by Fuel Poverty Action and add UCU’s name to the list of supporters.

Use UCU’s position in education to advocate enhanced training in low-energy housing retrofitting, ensuring students and workers can gain the skills needed for green jobs.

Encourage UCU branches to campaign locally on fuel poverty, collaborating with tenants' unions, community groups, and activists to ensure a green transition.

ROC6 Union action on climate change Bradford College

Congress welcomes the motion passed at the 2024 TUC Congress:

1. declaring that the climate emergency affects all workers adversely and is a key trade union issue for everyone;
2. calling for a year of trade union climate action including engagement with community and climate justice groups

This Congress resolves:

- a. to support the year of trade union climate action, starting in autumn 2025, with COP30 in Brazil, 10-21 November – a key mobilising moment of unity.
- b. keep campaigning on climate issues in union activities: including green bargaining in all Reps training, and working with the Heat Strike campaign
- c. Support branches organising outreach events, and joint local activities with other unions, community and climate justice groups
- d. Sign-up to the campaign for a Fossil Fuel Non-Proliferation Treaty; support initiatives to fund essential climate finance for the Global South, such as Brazil's proposal for a global 2% tax on billionaires.

ROC7 Trade union year of climate action New City College (Poplar)

Congress notes

1. the TUC motion calling for a year of TU climate action, which should start September 2025 with the Brazil COP as a key mobilising moment
2. the re-election of Trump on a climate change denial platform
3. the insufficiently addressed existential threat of ecological breakdown contributing to the epidemic of mental health afflicting colleges and universities.

Congress believes

- a. the UK should support and implement Brazil's proposal for a global 2% tax on all billionaires to fund Global South green transition
- b. the UK shouldn't increase military spending at the cost of all other investment (e.g. pay, post-16 education sectors and green transition).

Congress resolves

- i. UCU to organise a Climate/Ecological Education Conference with other unions and climate campaigns during the year of action.
- ii. Work with other unions and climate campaigns to build workplace events during the TU year of climate action.

Paragraph 4, Engaging and organising

ROC8 Higher Environmental Risks demand stronger roles for Environmental Reps Manchester University, North West Regional Committee

The environmental and ecological crisis remains a global threat that all educationists need to address. The attack on "Green " issues by Right wing press and Reform has begun to undermine the credibility of this essential UCU policy.

Congress resolves to:

1. Strengthen the role of UCU in negotiations to establish and maintain comprehensive Climate Action Plans for each AE, FE and HE education setting
2. Encourage all branches to establish the role of Green Reps as "Branch Environmental Officers" serving as a core officer role
3. Campaign with local branches for member Learning Agreements and Facility time for Environmental Officers
4. Request the TUC to enable the appointment of further Regional Green Bargaining Officers to support the development of regional and sub-regional networks of Environmental Officers.

ROC9 Training UCU representatives to support members struggling with addiction Yorkshire and Humberside regional committee

Congress notes that in the UK:

1. There are estimated to be over-600,000 alcohol-dependent drinkers.
2. Alcohol misuse is the biggest risk factor for death, ill-health and disability among 15-49 year-olds.
3. Alcohol-specific deaths increased in 2020-2022 following Covid-19.
4. Workplace stress causes excessive alcohol consumption.

Congress believes:

- a. Alcoholism and other addictions should be treated as diseases which cause suffering to addicts and those around them.
- b. Workplace issues and alcohol abuse can reinforce each other.
- c. Guidance is needed in unions to support representatives supporting members with alcohol-related problems.

Congress resolves to:

- i. Research good practice to support representatives supporting members struggling with addiction.
- ii. Encourage branches to campaign and negotiate for employers to adopt addiction policies which support staff rather than stigmatise or punish.
- iii. Develop training and guidance, including via UCU's CPD programme, on support for representatives supporting members who are struggling with addiction.

ROC10**Fair Facility Time Agreements for National Anti-Casualisation Work Anti-Casualisation Committee (ACC)**

Congress notes:

1. UCU's anti-casualisation work is essential in the fight for secure contracts and working conditions across the sector.
2. Many reps and activists undertake this work without facility time from the employer.
3. Disproportionate numbers of Black, women, LGBT+, migrant, disabled workers, and those with caring responsibilities are on insecure contracts.
4. Disabled reps often need DWP recognition of paid hours to obtain support assistance to participate in union work.

Congress resolves:

- a. UCU campaigns and negotiates with employers for facility time for national anti-casualisation work in local agreements.
- b. UCU provides direct support to enable those with caring responsibilities or disabilities and those on zero-hour, hourly or part-time contracts to participate at all union levels.
- c. UCU works with other UCU equality networks to highlight the disproportionate impact of unpaid union work and lack of facility time done by those from intersectionally minoritised groups.

Section 3: Business of the strategy and finance committee to be taken in private session (chapter 1 of the NEC's report to Congress, paragraphs 3 and 4)

Paragraph 3, Finance and property

SFC1 Appointment of auditors National executive committee

Congress approves the appointment of Knox Cropper as the union's auditors for the year ending 31 August 2025.

SFC2 Audited financial statements National executive committee

Congress receives the union's audited financial statements for the 12-month period ending 31 August 2024 as set out in UCU/2168.

SFC3 Budget to 31 August 2026 National executive committee

Congress endorses the budget for September 2025 – August 2026 as set out in UCU/2169.

SFC4 Subscription rates from 1 September 2025 National executive committee

Congress accepts the President's proposal for a progressive increase in subscription rates and endorses the subscription rates from 1 September 2025 set out in UCU/2170.

Paragraph 4, Democratic structures and internal issues

SFC5 Timing of Congress Surrey ACE

Congress notes Congress and Sector Conferences are often held across the May half-term including Bank Holidays.

Congress believes:

1. The timing of Congress and Sector Conferences has been difficult for working parents. The dates chosen to have often been school and student holidays and often Bank Holidays. This has excluded anyone (primarily women) who often have family commitments.
2. Taking leave from work to attend Congress or Sector Conferences in allotted student holidays is vital to staff wellbeing.
3. Employers are often reluctant to release members for Congress and Sector Conferences and this is the issue that should be confronted rather than the rescheduling of Congress and Sector Conferences.

Congress resolves to:

- a. Schedule future Congresses and Sector Conferences so that they do not disadvantage any UCU member.
- b. Move Congress/Sector Conferences to be weekday during term time for members.

- c. Call on the General Secretary to prioritise resources supporting delegates to obtain release from work.

SFC6 Prison Education National Motion PeoplePlus Prison Education

Congress notes:

1. Branches are usually located in a specific geographical location, falling within a certain region.
2. Different regions have different organisational structures and rules.
3. Prison education branches often do not fall within specific geographical locations, covering wide (e.g. national) areas.
4. The regional division is complex for prison education branches to navigate.
5. Specialism for each region must include knowledge of prison education despite this forming a relatively small portion of a region's membership.

Congress instructs the executive to:

- a. Create an organisational structure for prison education called "prison education national."
- b. Give prison education national an equivalent status and position within UCU as the regions.
- c. Have all prison education branches across all prison education providers fall within prison education national.

SFC7 Updating UCU model rules and standing orders, and roles guidance Academic related, professional services staff committee

UCU's Branch Officer roles guidance doesn't include descriptions of all officer roles, including Anti-Casualisation Officer, Health and Safety Officer, ARPS Officer.

ARPS representation isn't included in UCU Branch Model Rules or Regional Committee Model Standing Orders.

Believes:

- a. Lack of formal representation can intensify feelings of exclusion.
- b. Elected committees should be representative of job types across the membership.

Resolves:

- i. Update UCU Branch Officer Guidance, working with relevant specialist committees to produce role descriptions (e.g. ARPS and Anti-Casualisation Committees).
- ii. Communicate changes to all branch / regional executives, to support ratification at the earliest opportunity.

SFC8 Pensions Business at Congress Scottish retired members

Congress notes

1. that important aspects of most pension schemes to which members belong are cross-sectoral;
2. that informed discussion of these is hampered by the artificial restriction of, for example, USS to HE and TPS to FE;
3. that nevertheless there are certain issues where the employed status of members is key.

Congress therefore instructs NEC to

- a. ensure that a section of full Congress business is allocated to discussion of pension matters not relating directly to employment status;
- b. provide guidance for CBC to allocate pensions motions accordingly;
- c. further consider the issues of TPS in HE, USS in FE, and other groups such as Prison Educators, in order to ensure that all members are franchised in pension discussions, regardless of their designated sector.

SFC9 Access to pensions and record-keeping Yorkshire and Humberside retired members

Congress notes that:

1. Access to good occupational pensions is important for avoiding poverty in old age.
2. Casualised employment, high rents and student debts may discourage workers from joining a pension scheme.
3. Precarious employment and frequent changes of employer, or working for several employers, may make it difficult for some workers to keep a complete record of all their pension scheme contributions, leading to risk of loss of income in retirement.

Congress instructs NEC:

- a. To collect data on pension scheme membership of UCU members, through adding data on pension scheme membership to the regular checks of membership records;
- b. To produce advice for members, especially those in precarious employment, about ways of keeping records of all payments into pension schemes;
- c. To encourage employers to provide regular advice on pensions and pension record-keeping for all staff, including casualised staff.

SFC10 Fighting redundancies and indicative industrial action ballots University of Sheffield International College (USIC)

Congress notes:

1. USIC UCU used industrial action to successfully prevent compulsory redundancies (at time of writing).

2. Through voluntary redundancy and redeployment, a significant number of jobs were lost.
3. USIC UCU resolved unanimously to move to a statutory ballot for industrial action at a branch meeting attended by over 60% of the membership on 13.11.2024
4. USIC UCU was advised a statutory ballot would not be authorised unless an indicative ballot was held.
5. Strike action was not put in place until 12.02.2025.
6. Jobs could have been saved if action had been called earlier.

Congress resolves:

- a. Where redundancies are threatened branches must be able to move to strike action as quickly as possible.
- b. Smaller branches (<250 members) should be empowered to determine how to appropriately demonstrate a statutory ballot is justified.
- c. Local dispute guidance should be updated to support branches to fight redundancies effectively.

SFC11 Composite: Providing secure software platforms for branch and regional business and communication Eastern and Home Counties regional committee, West Midlands regional committee

Congress notes:

1. That union organising, in terms of both member outreach and the administration of branch business, is increasingly being conducted online.
2. That most branches rely on their employer's software platforms to organise union business which can create tensions between UCU and institutional data protocols/usage policies.
3. That effective internal communication within the union - at branch and regional/national level - is one of the most important factors for ensuring effective organising and democratic decision-making.
4. That there are increasingly sophisticated ways that this usage could be monitored by the employer.
5. That attempts to avoid this monitoring could lead to the use of platforms that are not compliant with relevant data protection legislation.
6. The following actions (c-e below) to address this were remitted at Congress 2023 but are not actioned.

Congress resolves:

- a. to explore the data protection and security implications of widening access to UCU owned software for branch use.

- b. in line with the above, to facilitate the use of existing software platforms by branches within the licenses owned and operated by UCU where this is requested.
- c. 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
- d. 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
- e. 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 digital centralised space for; hosting video meetings and conferences; facilitating delimited and secure discussions; and enabling digital decision-making.

SFC12 Disclosure of legal advice to members University of Birmingham

Congress notes:

1. That the UCU will not disclose legal advice to members they receive when deciding to support or reject a legal support application.
2. The Legal Scheme Regulations do not set out an expectation for the UCU to give members an explanation within a reasonable to timeframe of why a request for legal support was supported or rejected.

Congress resolves to ask NEC to explore:

- a. How UCU will give a detailed explanation to all members who have their application for legal support rejected to include the disclosure of any legal advice received by the UCU, unless disclosure of such legal advice would be unlawful.
- b. How the disclosure of the information in regard to why an application for legal support was rejected shall be done swiftly in no more than 10 working days.

SFC13 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.

SFC14 Special Congress on UCU Democracy Durham University

Congress notes:

1. The 2019 special meeting of National [UK] Congress (hereafter "special Congress") following the Democracy Commission, at which 38 motions were ordered onto the agenda, 11 carried or part-carried, and 6 lost or fell.
2. That not all motions carried have been fully implemented.

Congress believes:

- a. It is regrettable that 21 motions at the special Congress weren't taken, motions carried have not been fully implemented, and matters of concern to the Democracy Commission have not had motions passed addressing them.
- b. Significant concerns with democracy in UCU remain.

Congress instructs the National Executive Committee (NEC) to convene a special Congress on UCU democracy in 2025 (per rule 16.11).

Section 5: Business of the equality committee (EQ)

Paragraph 3, Anti-far right campaigning

EQ1 Resisting attacks on equality National executive committee

Congress notes:

1. The extensive work of the Equality unit, staff and standing committees
2. Rising threats to equality, including international conflict, violent bordering, the far right, and the threat to multiple and intersecting liberation struggles
3. The attack on education across our sectors and its equality impact in terms of redundancy, casualisation and access to education
4. Growing attacks on protest and activism which threaten our members and students in racialised and other ways

UCU resolves:

- a. To continue to build our work resisting attacks on equality, supporting members and students facing silencing and intimidation in workplaces and in communities

- b. To empower member organising through work to ensure our website is accessible

EQ2 Challenging the far right, defending and promoting equality Women members standing committee

Congress notes:

1. The rise of the far right is intensifying opposition to equality, driving attacks on bodily autonomy, reproductive rights, and broader social justice movements.
2. In the UK, far-right pressure seeks to challenge implementation of buffer zones around abortion clinics, threatening hard-won protections, bolstered by US influence, following the fall of Roe v Wade and Trump's election.

Congress believes:

- a. Defending bodily autonomy and resisting far-right influence are core trade union issues, essential to equality and workplace rights.
- b. UCU must oppose reactionary forces that seek to restrict access to abortion, reproductive and gender affirming healthcare

Congress resolves to:

- i. Publicly campaign against the far right including its attacks on reproductive rights.
- ii. Mobilise our members, working with pro-choice and anti-fascist organisations.
- iii. Educate members on the links between far-right politics and restrictions on bodily autonomy.
- iv. Demand the government fully enforce buffer zones and protect reproductive rights.

EQ3 Composite: Opposing racist and far right activity UCU Scotland, Southern regional committee

Congress deplores the:

1. Rise in popularity of far right political parties in Europe
2. the increasing activity of racist and far right groups in the UK, alongside the rise in support for Reform UK
3. 'Prevent' referrals on university campuses for far right activists and activities.
4. Election of Trump, further fueling the Far Right.
5. Continuing racist immigration legislation - part of the hostile environment and a particular negative impact on international students and staff.
6. The targeting of Muslims and refugees

Congress reaffirms policy opposing the racist immigration legislation, the Far Right and Trump and support for Stand up to Racism (SUTR).

Congress calls on the NEC and all UCU branches to

- a. Work with other trade unions to pressure government to overturn racist immigration legislation.
- b. to proactively oppose the activities of racist and far right groups and support members in challenging Far Right and workplace racism, work with students and organise teach-ins.
- c. Encourage members to attend broad-based anti-racist demonstrations such as SUTR and Hope not Hate, summits and music festivals, including those called by SUTR on 31 May and 21 June, and to bring banners.

EQ4 Composite: Unite against the far right and racism, and Reform UK South and City College Birmingham, South West retired members branch

Congress notes:

1. The breakthrough of Nigel Farage's far right Reform UK
2. Fascist Tommy Robinson's efforts to build a fascist led far right and racist street movement in Britain
3. The summer's racist riots were stoked by Robinson,
4. Stand Up To Racism organised national demonstrations in July (5,000), October (20,000) and in February this year (over 5,000), and many successful counter protests in August and September
5. Internationally, the far right is growing, gaining confidence from Trump's election, electoral gains of the fascist AfD, and interventions by Musk.

Congress believes:

- a. Reform UK is malignly influencing British politics pushing anti-migrant, Islamophobic and "anti-woke" ideas
- b. We must build the biggest movement possible to unite against and expose the fascists. Trade unions are central to this.

Congress welcomes the recognition by the TUC that Reform UK poses a major threat to working class and cross-community solidarity by setting worker against worker and encouraging community fragmentation. As well as having a racist and anti-migrant programme, Reform UK

- i. offers nothing for working or retired people
- ii. is run by a financier
- iii. supports the privatisation of the NHS and the Education Service as well as cuts in social welfare budgets.
- iv. opposes the extension of workers' rights.

Congress resolves to

- A. circulate material to members from the Stand Up To Racism organisation
- B. participate in all broad-based campaigns exposing Reform UK.
- C. support campaigns against Reform UK in local elections.
- D. support future initiatives against Robinson, the far right and Reform organised by SUTR and the unions.

EQ5 Support for those defending LGBT+ rights LGBT+ members standing committee

Congress notes with concern

- 1. Populist right attacks on LGBT+ rights
- 2. the impact of the Trump administration's cuts to foreign aid, particularly the President's Emergency Plan for AIDS Relief (PEPFAR), which directly funds essential HIV treatment and prevention for millions globally.
- 3. attempts to create divisions between LGB and T(rans)Q(ueer)+ both in the UK and internationally
- 4. attacks on people who have stood forward for LGBT+ rights including UCU members.

Congress calls for the following in solidarity with LGBT+ people in the UK and internationally

- a. Events focused on international efforts to advocate for LGBT+ rights including in areas of difficulty and where there are models of good practice
- b. Q to be added to LGBT+ in UCU practice so that it makes clear UCU commitment to the entire LGBTQ+ work
- c. CPD series for those leading LGBTQ+ advocacy and liberation with facility for an in-person element

EQ6 UCU is for They/Them, not Trump Southern regional committee

Congress notes:

- 1. Following its explicitly transphobic electoral campaign, the 2nd Trump presidency's concerted attacks upon trans people, including youth access to healthcare, participation in sports, applications for 'X' gender marker passports, military service and incarceration in appropriately gendered facilities
- 2. The Trump presidency's attempts to suspend Diversity, Equity and Inclusion initiatives, including LGBT+ programmes
- 3. The Starmer government's decision to ignore the damning critiques of the Cass Review, and in December 2024 to indefinitely ban the supply of puberty blockers for trans young people

Congress believes solidarity with trans and non-binary staff and students is paramount and instructs the NEC:

- a. To support LGBT+ migrant members and their families, particularly US citizens, in navigating bureaucratic challenges Trump's policies might pose
- b. To write to Wes Streeting condemning the findings and methods of the Cass Report and advocating an approach to trans healthcare that affirms and values trans people

Paragraph 5, Letters to government and political campaigning

EQ7 Expanding and strengthening shared parental leave National executive committee

Congress recognises that Shared Parental Leave (SPL) is vital for gender equality and work-life balance. However, uptake remains low due to financial barriers, cultural stigma, and inadequate employer support. Many employers fail to enhance SPL pay, creating unfair disparities.

UCU resolves:

To campaign to replace the failed Shared Parental Leave system with a model of maternity, paternity and parental leave which is simple to administer with individual rights and decent pay for all working parents.

EQ8 Medical misogyny UCU Cymru

Congress notes the recent data and publicity surrounding gender disparities in medicine.

Congress believes that UCU can play a major part in helping to improve this imbalance. We can educate our members, students and institutions, adjusting curricula and institutional policies where necessary.

Congress calls upon the NEC to conduct a UK wide campaign in conjunction with (where possible), our employers and political representatives to ameliorate the situation as soon as possible

EQ9 Supporting the end not defend campaign: Preventing workplace sexual harassment Darlington College

Congress notes:

1. Recent survey evidence that 1/3 workers experience workplace sexual harassment every single year.
2. Currently workplace sexual harassment is regulated by the EHRC, but that body – unlike the HSE – has no powers around pro-active inspection and limited powers around enforcement.

Congress believes:

- a. That there is an urgent need for legislative reform, alongside increased campaigning on the issues by trade unions.

Congress resolves:

- i. To affiliate to and support the 'End Not Defend' campaign by the Workers Policy Project for:

- ii. A Specialist Sexual Harassment Reporting System (SHRS) where workers can anonymously report to trained advisors, ensuring safe and supported disclosure.
- iii. Enhanced enforcement powers against organisations who fail to protect their workers from sexual harassment.
- iv. Annual published reporting to bring harassment reporting in line with gender pay gap reporting.
- v. Increased time limits for sexual harassment grievances in line with criminal complaints.

Paragraph 6, CPD, webinars and event

EQ10 Moving to an informed consent model of gender affirming healthcare LGBT+ members standing committee

Congress is concerned about

- 1. Cass report with its inherent flaws.
- 2. Labour Government continuing to follow Cass guidance and restrict levels of gender affirming care.

Congress notes

- a. World Professional Association of Transgender Health (WPATH) guidelines. Their Standard of Care (SOC) is the most widely used protocol for trans and gender diverse healthcare. The SOC includes recommendations for gender-affirming medical care.
- b. moves in other countries including France (2024) and Australia (New South Wales, 2024) towards informed consent models

Congress calls for

- i. UK to adopt informed consent model
- ii. an online event to held, recorded and shared online. Focus on international models of informed consent gender affirming healthcare.
- iii. Organised opposition to measures halting provision of gender affirming care
- iv. Guidance calling out actions that discriminate against trans people, supporting trans youth and trans elders.
- v. Information about informed consent model of gender affirming healthcare.

EQ11 Conference on political blackness University of Oxford

Congress notes:

- 1. UCU uses political blackness, to “refer to people who are descended ... from Africa, the Caribbean, Asia (the middle East to China) and Latin America” who are “from a visible minority who have a shared experience of oppression”.

2. The use of political blackness in the trade union movement is unique to the UK, and the concerns around its use have increased over the last two decades.

Congress believes:

- a. Language around race and identity is important and forever changing, as such, we should be continuously engaged with the various discussions on the topic; members should be provided with spaces to have these discussions.

Congress resolves for UCU to:

- i. Host and facilitate a 2026 Conference on the uses, histories, and legacies of political blackness in collective organising.
- ii. Commit to the formation of a working report on the exploration of alternative terminologies.

Paragraph 7, TUC equality conference and ETUCE

EQ12 Disabled Workers Demand Representation and Voice Disabled members standing committee

Congress notes the Family Resources Survey 2022-2023 shows that 1 in 4 of the UK's population are classed as disabled.

Congress further notes that:

1. In a truly representative UK Parliament there would be 136 disabled MPs, as opposed to only 9 current MPs self-identifying as disabled
2. Only 16.1% of councillors are disabled
3. Insufficient trade union NEC members self-identify as disabled.

Congress calls upon the General Secretary and the NEC to:

- a. Submit a motion to the TUC Congress calling on the TUC and its affiliated unions to provide full support to disabled members to enable them to fully participate in the work of their trade union and the TUC.
- b. Ensure that the UCU provides full support to its disabled members to enable them to fully participate in the union including support to stand in all internal and external elections including the TUC and its various committees.

Paragraph 8, Resources for branches

**EQ13 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.

EQ14 Redundancies and their impact on different equality groups Migrant members standing committee

Congress notes

1. The increasing number of branches facing redundancies in post-16 education
2. Government increase in funding for FE insufficient and no increase for HE
3. Migrant members made redundant typically lose their visa sponsorship as this is employer specific and face removal from the UK

Congress believes

- a. Members belonging to equality groups are impacted more severely when facing redundancies, whether the redundancies are "voluntary" or compulsory
- b. Workload implications for remaining staff may fall more on members belonging to equality groups

Congress resolves

- i. For UCU to carry out an anonymous survey in branches affected by any redundancies to gather information on members' protected characteristics to identify patterns of members most impacted by redundancies
- ii. For additional legal support on immigration to be made available to support migrant members facing redundancies
- iii. For UCU to focus political work on the intersecting impact redundancies have on equality groups

New paragraph, Other workplace equality issues

EQ15 Disability Policies in HE and FE UCU Wales Council

Congress notes that many Welsh HE and FE institutions may not have an sufficient disability Policy that has a consistent framing or approach relating to disability. Discrimination due to disability affects many HE and FE staff. The exclusion of

disabled staff due to the lack of progressive policies and practice is damaging to all staff and students.

HE and FE institutions must do more to support disabled workers.

Congress calls on UCU to campaign, that HE and FE institutions develop a policy to support disabled workers, in collaboration with the trade unions and disabled staff networks. This policy must be based on the social model of disability and should include elements on:

1. Disability leave, and disability-related absences
2. Hidden/invisible disabilities
3. A reasonable adjustments policy, with clear procedures.
4. A dedicated trained Disability Officer to discuss adjustments and proactively address day-to-day barriers and HR issues.

EQ16 Combating gendered bullying, intimidation, and barriers to progression Women members standing committee

Congress notes:

1. Bullying, intimidation, and career stagnation are structural issues for identifying women in post-16 education, alongside race, disability, sexuality, and class discrimination and pay gaps, precarious contracts
2. Ongoing failure of employers to challenge damaging and discriminatory workplace cultures
3. Fear of retaliation prevent many from reporting abuses against a context of rising sexual harassment and misogyny, both online and in person

Congress believes all post-16 education employers must be held accountable for fostering toxic cultures.

Congress resolves:

- a. To campaign with NUS and external advocacy groups for mandatory, independent anti-bullying policies and legally enforceable protections across all post-16 institutions, ensuring accountability and transparent reporting structures.
- b. To demand career progression audits to expose and address discrimination in promotions, contracts, and leadership appointments.
- c. To organise a National Day of Action to highlight the issue in post-16 education and demand structural change.

EQ17 Health and safety impacts of workplace racism Black members standing committee

Congress recognises that the experience of workplace racism can and does include:

1. Serious detriment to well-being arising from harassment or bullying;

2. Employer failures to fulfil statutory obligations, particularly for disabled Black staff and when Black staff experience long-term sickness;
3. Targeting of Black staff by students and/or the wider public as part of organised racist movements.

Employers have a responsibility to make our workplaces safe for members to carry out their work.

Congress agrees:

- a. To create campaign materials to educate members and the wider community on the health and safety impacts of workplace racism;
- b. To create a campaigning and negotiating guide to improve workplace safety for Black members;
- c. To work with other campus unions, including the NUS, to devise a shared approach addressing racism as a health and safety impact.

EQ18 Pensions and Equality Retired members committee

Congress notes:

1. That various forms of discrimination and inequality seriously impact on access to pensions and increase risk of poverty in old age;
2. That there is a serious risk of poverty for future generations of retired workers;
3. That Black, disabled, LGBT+, migrant and women members and workers in precarious employment are at particular risk of pension poverty.

Congress recognises the need to raise the awareness of UCU members and the wider public about the relationship between poverty in old age, pensions and all equality areas.

Congress calls upon the NEC to ensure that UCU's Equality and Anti-Casualisation structures and RMBs

- a. discuss the links between all forms of inequality and pensioner poverty,
- b. promote awareness among members
- c. support inclusion of equality considerations, including intersectionality, in campaigning and negotiating work around both occupational and state pensions.

Section 5: Rule changes

R1 Rule Change: Transparency University of Bath

Insert new rule

4.2.1: The union will routinely publish information which it holds, according to a publication scheme agreed by the National Executive Committee. The scheme shall be compliant with guidance for public authorities issued by the Information Commissioner's Office under Section 20 of the Freedom of Information Act 2000, and at least as much information as is specified in the ICO's guidance shall be published.

Purpose: UCU is not a public authority and does not fall under the Freedom of Information Act. The rule would have the effect of requiring the union to act as if it were covered by the act. The information which should be published according to a publication scheme is described by the ICO.

R2 Rule Change Motion - Recall of Congress and/or Sector Conferences Nottingham Trent University

Add new rule 16.5.1

Where National Congress or Sector Conferences do not meet during the times referred to in rule 16.5, the relevant National Congress or Sector Conferences must be recalled as soon as reasonably practicable to consider the motions submitted to the National Congress or Sector Conferences. Additional late and emergency motions can be considered at the recalled Congress or Sector Conference in line with rules 16.8 and 16.9.

Purpose: To enshrine in rule that in the event of cancellation, Congress or Sector Conference need to be rescheduled.

R3 Rule Change - Challenges to Chairs East Midlands regional committee

40 Conduct of Meetings

40.1 In any meeting of a body of the union (namely congress, sector conference, a meeting of the trustees, and those bodies listed under rules 16.7.1 or 16.7.2), a decision of the chair may be challenged.

40.1.1 Challenges to a chair's decision will be by simple majority unless the standing orders of the respective body require some, or all, challenges to a decision of the chair to be by a two-thirds majority

40.1.2 Where another rule prohibits challenges to a specific type of decision of the chair, that rule takes precedence over rule 40.1

Purpose: This rule change makes decisions of a chair in meetings of any body of the union challengeable unless another rule explicitly prohibits this. A challenge would usually be successful if supported by a simple majority, but bodies have discretion to alter this to a 2/3 majority through standing orders.

Changes to standing orders of regional committees (in England)

R4 Regional committee standing orders – Environment Officer/ Green Rep University of Exeter, City of Bristol College, University of Nottingham

To Standing order 7 of the UCU Regional Committee Model Standing Orders, add 'an Environment Officer/ green rep' after 'a representative of members on casual contracts'

So the amended Model Standing Order 7 would read:

The Officers of the Committee will be the Chair, the Vice Chair, the Treasurer, the Secretary and the Chairs and Secretaries of the sector committees, and for each sector, a representative of members on casual contracts, an Environment Officer/ green rep, together with such other Officers as may be deemed necessary.

Purpose: this explicitly adds an environment officer/green rep to the list of officer positions in the regional committee standing orders.

R5 Regional committee standing orders – ARPS representative Academic related, professional services staff committee

To Standing order 7 of the UCU Regional Committee Model Standing Orders, add "ARPS representative" after "a representative of members on casual contracts".

Amended Model Standing Order 7 would read:

The Officers of the Committee will be the Chair, the Vice Chair, the Treasurer, the Secretary and the Chairs and Secretaries of the sector committees, and for each sector, a representative of members on casual contracts, ARPS representative, together with such other Officers as may be deemed necessary.

Changes to model local branch rules

R6 Model local branch rules – ARPS representative Academic related, professional services staff committee

Under 8.1 in the UCU Model Branch Rules, add "ARPS Officer where applicable to bargaining remit" to the list of committee roles.

Amended model local rule 8.1 would read:

8.1 Members will be elected to the following officer roles within the Branch/LA:

The chair/president

The vice-chair/vice president

The treasurer

The secretary

The membership secretary

The equality officer

The anti-casualisation officer

ARPS Officer where applicable to the bargaining remit

[other officers/representatives may be specified here, and elected in the order in which they are specified]

Section 6: Business of the strategy and finance committee to be taken in open session (chapter 1 of the NEC report to Congress)

Paragraph 2, Working with other unions and political overview

SFC15 A strategy to defend post-16 education City and Islington College (Camden Road)

Notes:

1. Higher education institutions are facing an historic funding crisis.
2. Further, Adult and Prison Education are facing further real terms cuts in funding.
3. The refusal of the Starmer government to address the growing inequalities of access to post 16 education.
4. UCU's pursuit of localised campaigning to stem the tide of attacks.

Believes that:

- a. The root cause of the crisis in post 16 education has been over 40 years of competition and the market.
- b. The continuation of this funding model is a betrayal of the values of our movement.
- c. UCU's localised campaigning strategy has not be able to stem the tide of attacks.
- d. The attacks on F/H, Adult and Prison Education are UK-wide attacks and UCU needs an industrial and political strategy to defend the sectors.

Resolves:

- i. UCU to construct a UK- wide industrial and political strategy to defend Post 16 Education.

SFC16 Enough is enough! Post-16 education needs new political Representation Ealing, Hammersmith and West London College

This Congress notes:

1. The funding crisis across all sectors of post-16 education.
2. UCU research found a 4.5% increase in corporation tax would raise £17 billion, enough to inject more money into FE & HE and end tuition fees.
3. Labour's clear signalling its intention for further austerity, not funding.

This congress believes:

- a. Post-16 educators need political representatives that back our union's policies, including for fully funded, free education for all
- b. It is time for UCU and the broader trade union movement to look for an alternative political voice to Labour.

This Congress resolves:

- i. To invite Jeremy Corbyn, the Independent Alliance in parliament and other pro-worker MPs to attend our National Executive for discussion about how they can support our union's fight for post-16 education funding in parliament
- ii. To encourage UCU members to stand in elections, linking up with other trade unionists, to fight for our union's policies.

SFC17 Defend Palestine Solidarity & the Right to Protest London regional committee

Congress notes:

- 1. University of Cambridge's application for a 5-year injunction restricting Palestine-related activities near administration buildings; the granting of a similar 1-year order at the request of University of London in November 2024.
- 2. Over 100 staff and students nationally face disciplinary action for pro-Palestine activism.
- 3. On 18 January, police imposed arbitrary restrictions on a peaceful Palestine solidarity rally in Whitehall, leading to 77 arrests and the prosecution of protest organisers.

Congress believes:

- a. Crackdowns on Palestine solidarity activism—through police repression, legal injunctions, and university disciplinary measures—are part of a wider attack on free expression.
- b. Universities and trade unions must resist this suppression.

Congress resolves:

- i. To condemn legal injunctions and other measures stifling Palestine activism, and to actively resist the crackdown by building a national public campaign with campus unions and relevant stakeholders.
- ii. To donate £1000 to Palestine Solidarity Campaign's legal fund.

SFC18 Palestine solidarity and the right to protest University of Cambridge

Congress notes:

University of Cambridge's application for a 5-year injunction restricting Palestine-related activities near administration buildings; the granting of a similar 1-year order at the request of University of London November 2024. Over 100 staff and students nationally face disciplinary action for pro-Palestine activism. Police imposition of arbitrary restrictions on a peaceful Palestine solidarity rally 18/01/25 in Whitehall, leading to 77 arrests and the prosecution of protest organisers.

Congress believes:

Crackdowns on Palestine solidarity activism—through police repression, legal injunctions, and university disciplinary measures—are part of a wider attack on free expression. Universities and trade unions must resist this suppression.

Congress resolves:

To call on the NEC to work with the Palestine Solidarity Campaign, European Legal Support Centre, Liberty and other campus unions to build a national campaign opposing this crackdown, including providing political support and training for branches faced with such measures.

SFC19 Congress motion on policing Goldsmiths, University of London

UCU Congress notes:

The heavy-handed policing at the Palestine national demonstration on 18 January, including the violent arrest of chief steward Chris Nineham and the subsequent charges brought against both him and PSC director Ben Jamal.

UCU Congress believes:

That these actions are an affront to our democratic right to protest and an attempt to criminalise solidarity with the Palestinian people at a time when they are facing genocide and ethnic cleansing.

The Metropolitan Police's actions are part of an authoritarian political attack on peaceful protest. They have been empowered by laws passed over the last decade that have been used to limit effective strike action and picketing.

UCU Congress resolves:

- iv. To support those unjustly arrested and demand the charges against Ben Jamal and Chris Nineham are dropped.
- v. To demand an independent inquiry into policing on 18 January and the repeal of the Public Order Act.

SFC20 WASPI Women Cymru retired members

Congress is concerned that the decision by UK labour government not to compensate WASPI women for the delay in receiving notification of changes to the pension retirement age which has left many women facing financial hardship. The Ombudsman ruled in favour of the WASPI women agreeing that the previous government had acted badly in terms of the communication of these changes.

The women may have been aware that changes were coming but that is not the same as being formally informed of the changed timeline.

The changes to the state pension age affects about 3.6 million women not, including, those who have died since.

Congress therefore asks UCU to lobby UK labour government to:

1. Pay full compensation to those surviving women for the losses they have suffered;

2. To issues a full apology for the failings of the previous government

Paragraph 5, The TUC and joint union work

SFC21 Employment Rights Bill – Repeal Anti Trade Union Legislation South Devon College

Congress notes the recent amendments to the Employment Rights Bill.

UCU welcomes any improvements to workers' rights and conditions.

Congress notes with concern that the bill has been significantly weakened. In particular, there is no outright ban of fire and rehire or zero hours contracts, no "right to switch off", and commitments to sectoral collective bargaining have largely been abandoned.

Congress believes these omissions in the bill must be corrected.

Congress resolves to:

1. Demand that the TUC implements TUC 2024 Congress policy; to call a special congress to review and demand the Bill be strengthened.
2. Demand the TUC presses for the immediate repeal of all anti-union legislation.
3. Demand as a minimum, that the promised repeal of the Minimum Service Levels Act 2023, and the Trade Union Act 2016 should be separated from the Employment Rights Bill and immediately voted through parliament as fast-tracked legislation.

SFC22 ASOS Deductions and Detriment in the Employment Rights Bill Queen Mary University of London

Congress notes

1. Members have endured employer detriment as disproportionate deductions for ASOS with negative impacts on workers' welfare and UCU's power to organise for jobs, pay and working conditions
2. Congress resolved to develop a legal strategy to challenge ASOS deductions in 2023 (motion 11)

Congress believes

- a. Workers need to have meaningful legal rights to defend themselves
- b. The Employment Rights Bill 2024-25 (ERB) provides an important opportunity to secure, for all workers, a statutory right to be free of detriment for industrial action

Congress resolves to call on Parliament to

- i. support the right to be free of employer detriment in clause 63 ERB
- ii. strengthen the right by removing the limiting words 'of a prescribed description' from proposed s 236A TULRCA 1992, and to

- iii. specify disproportionate ASOS deductions as a kind of prohibited detriment in the statutory regulations.

SFC23 Defend and improve the state pension Retired members standing committee

Congress notes that:

1. a decent non-means-tested State Pension benefits all UCU members.
2. the New and Basic State Pensions are inadequate in level and indexation
3. From April 2025, the weekly New and Basic State Pensions will be £230 and £176 respectively, while the officially defined poverty level is £456 (60% of the median wage).
4. Frozen tax thresholds mean more people will pay tax on their state pensions.
5. No Government has specified what a fair pension should be or on what criteria it should be based.
6. The Triple Lock reversed erosion of State Pensions but may never raise them to an acceptable level.

Congress opposes moves to introduce means-testing of the state pension.

Congress instructs NEC to liaise with the RMC, TUC and the NPC to press the Government to determine a fair level and method of indexation of the pension system, and a date for these goals to be achieved.

SFC24 Composite: Welfare not Warfare Westminster Kingsway College, University of Liverpool

Congress notes:

1. Britain currently spends £54 billion a year on arms
2. Starmer's 2.5% increase in arms spending will mean an extra £13.4bn a year spent on weapons.
3. This could be spent on things we need, such as:
 - 26,000 nurses (£1 billion) and 1000 new ambulances (£½ billion)
 - 37,000 new council houses (£6 billion)
 - Or increasing funding to Prison, Adult, Further, and Higher Education!
4. Last year's TUC passed motions in support of the UK banning selling weapons to Israel and days of action against the escalation of war in the middle east.

Congress believes:

- a. Additional spending on arms will not make the world a safer place
- b. The government will increase arms spending by cutting the welfare state and holding down public sector wages. It will be the working class in Britain who will also be made to pay the price for the increase in arms spending.

- c. It is a shocking indictment that a Labour Government is increasing arms expenditure by cutting overseas aid. We did not elect a Labour government for this.

Congress resolves:

- i. To submit a motion to this year's TUC conference condemning the government's increase in arms spending and calling for it to be reversed
- ii. To support any and all campaigns at local, regional and national level, against cuts to benefits and public services

SFC25 Welfare not Warfare University of Brighton

Congress notes

1. The intensified climate of war following Trump's election.
2. Politicians' claim that 'we are in an era of rearmament' and the call for European countries to boost their spending on 'defence'.
3. Starmer's intention to cut other budgets to increase military spending.
4. Starmer's commitment to send British troops to Ukraine.

Congress believes that

- a. The slogan 'welfare not warfare' remains central to trade unionism.
- b. Increased military spending inevitably means cuts to education, health and welfare budgets.
- c. Involvement of British troops in Ukraine will escalate conflict rather than making the world safer.

Congress resolves to

- i. Oppose the involvement of UK troops in the Ukraine conflict, even in a 'peacekeeping' role.
- ii. Campaign vigorously with other unions and organisations to oppose increases to military spending.

Paragraph 6, European and international work

SFC26 Reparations National executive committee

Congress notes the growing demands for reparatory justice to reflect Britain's role – and that other former colonial powers - in the enslavement and colonisation of African peoples.

Congress further notes:

1. The work undertaken by the All-Party Parliamentary Group (APPG) for African Reparations, including the UK conferences on reparations held in 2023 and 2024.
2. The annual RMT union reparations conference.

3. The African Union theme of the Year for 2025 is "*Building a united front to advance the cause of justice and payment of reparations to Africans*".

Congress calls on the NEC to ensure that UCU is actively involved in the campaign for reparative justice.

SFC27 Attacks on trade unionists and rights defenders in the Philippines National executive committee

Congress notes the worsening climate of impunity in the Philippines and relentless attacks against education and trade unionists, and human rights defenders.

The Anti-Terror Law, the government-formed National Task Force to End Communist Armed Conflict (NTF-ELCAC), and other draconian measures from Duterte to Marco Jr. present serious challenges to academic freedom, and human rights in universities and schools.

The Alliance of Concerned Teachers (ACT), the largest education union in the Philippines, has been a target of vilification and harassment by the NTF-ELCAC and state security agencies. ACT members have been subjected to profiling and surveillance, trumped up charges, detention, and abduction.

Congress calls on the NEC to raise awareness about human rights in the Philippines by strengthening UCU's links with ACT, affiliating with Campaign for Human Rights in the Philippines, and engaging the UK Government to pressure the Marcos Administration to maintain international human rights and academic freedom standards.

SFC28 Nigeria Solidarity Kirklees College

Congress notes

1. Nigeria's cost of living crisis, to which workers and unions have responded through strikes and peaceful protest.
2. Vicious repression of these protests with youth and union activists put on trial, reportedly tortured, and threatened with the death penalty.
3. Cuts being made to Nigerian education funding, fee hikes in universities and the introduction of student loans. Deteriorating conditions in higher education.

Conference believes

- a. International solidarity is a key component of UCU policy and a guiding principle of trade unions. State brutality must be condemned by our movement.
- b. We stand in solidarity with the mass movement, and with all those facing repression.

Congress calls on the NEC to

- i. Write to the Nigerian president, police and judiciary demanding the immediate release of, and dropping of all charges against, all trade unionists and campaigners.
- ii. Affiliate to the Nigeria Solidarity Campaign
- iii. To promote this motion among the wider Labour movement.

SFC29 Solidarity with Serbian Student Movement University College London

Congress notes:

1. The tragic collapse of the Novi Sad railway station canopy in November 2024, which killed 15 people, was linked to corruption and negligence.
2. Serbian students have led mass protests demanding accountability, democracy, and transparency.
3. The protests have gained support from workers, including educators, highlighting shared struggles against corruption and austerity.

Congress resolves:

- a. To express solidarity with Serbian students and workers fighting for justice and democracy.
- b. To call on the UK government and international bodies to support democratic movements in Serbia.
- c. To work with education unions globally to amplify Serbian students' demands.
- d. To raise awareness among UCU members about the protests and the broader fight for transparency and workers' rights in Serbia.

SFC30 Campus Voices for Palestine Solidarity Liverpool John Moores University, University of Leeds

UCU Congress notes:

1. The successful second Campus Voice for Palestine speaking tour that took place in November 2024 with Sundos Hammad (Birzeit University and Right to Education Campaign).
2. The tour organised by the British Committee for Universities in Palestine (BRICUP), University and College Workers for Palestine in conjunction with the Emergency Committee for Universities in Gaza, the Right to Education Campaign and financially underpinned by UCU. The organisers also collaborated effectively with PSC, Scholars for Palestine and other explicitly pro-Palestinian groups.

Congress resolves to:

- a. Authorise up to £3k financial support underwriting a third Campus Voices for Palestine tour in 2025-26 academic year.

- b. Continue to work with these organisations, BRICUP and UCW4P, to organise the tour.
- c. Support and publicise the work of the Emergency Committee for Universities in Gaza and the Right to Education Campaign within UCU.

SFC31 Solidarity with the Palestinian People! End the Genocide!
University of Warwick

Congress notes:

1. President Trump's proposed plan, endorsed by the Israeli Government, aims to ethnically cleanse Palestinians from the Gaza Strip.
2. The Israeli Government is blocking essential supplies, leaving Palestinians on the brink of survival, with the most vulnerable dying from preventable conditions.
3. Since October 2023, Israeli military operations and settler violence in the West Bank have displaced Palestinians and destroyed civilian infrastructure.

Congress believes:

- a. Palestinians face continuing forced displacement, either through military violence or attrition.
- b. The Israeli Government is emboldened by support from Western governments, including the UK, and continuing impunity.

Congress resolves:

- i. To urge the UK government to publicly commit to respecting the ICC arrest warrants and to impose an arms embargo on Israel until it ends its illegal occupation and annexation of Palestinian territory.
- ii. To campaign for UK universities to sever ties with companies and institutions complicit in plausible violations of Palestinian rights, including apartheid, occupation, war crimes, crimes against humanity and genocide.

SFC32 No invasions, occupations, annexations or ethnic cleansing
Yorkshire and Humberside regional committee

Congress condemns threats and moves to invade countries, to occupy and annex territories and expel populations.

It condemns threats by Trump to take over the Panama Canal, in violation of Panamanian sovereignty, to purchase Greenland, against the wishes of the people of Denmark and Greenland and to occupy Gaza, expelling the Palestinian population.

It condemns incursions by Israel into neighbouring countries. It reiterates its call for withdrawal of Russian troops from Ukraine.

Congress believes that international relations should be conducted on the principle that no country is another country's backyard and that we oppose all forms of imperialism.

Congress charges the NEC to uphold principles of the right to self-determination and no annexations in UCU's approach to international solidarity work and to lobby the UK government to support such principles.

Congress calls on UCU members to support protests against invasions, occupations, annexations and to defend the right to national self-determination.

New paragraph 7, Cross-sectoral issues

**SFC33 Linking equality and casualisation – a unified industrial strategy
City of Bristol College, Anti-Casualisation Committee (ACC)**

Congress believes that equalities and the casualisation of work are integrally linked.

Congress notes:

1. That UCU needs to take a more strategic approach through making the fight against casualisation central to all equalities work, and vice versa.
2. Casualisation disproportionately affects women, migrants, Black, disabled staff, and those with caring responsibilities.
3. UCU's data repeatedly show that precarious contracts and equality are structurally linked yet the bargaining agendas are often separate.

Congress calls on the General Secretary and the NEC to work with the ACC to:

- a. Undertake research to identify how many workers in HE, FE, ACE and Prison Education work on casualised contracts and for how long
- b. Consider how we can more accurately identify people working on casualised contracts in HE, FE, ACE and Prison Education who are intersectionally minoritised / marginalised staff
- c. Develop a strategy to organise to win for casualised workers in HE, FE, ACE and prison education.

SFC34 Providing Forensic Accounting during ALL local S188 redundancy consultations. Southampton Solent University

Congress notes:

1. The very large numbers of universities declaring financial distress and seeking to impose redundancies
2. The generic reasons used by universities to justify cost-cutting, which focus on government funding rather than reckless decisions taken by management teams, sometimes borrowing huge sums of money to construct new university buildings.

Congress resolves that:

- a. UCU should provide a forensic accountant service to every branch experiencing an S188 consultation, that will produce a report on the institution's financial position, and examine whether reckless management decisions have contributed to the financial distress.

- b. UCU may mitigate any costs involved in providing this service by putting together a panel of UCU members with financial and accounting expertise who will agree to volunteer this service to branches under direction of the NEC.
- c. UCU must call for all management teams who are deemed to have made reckless decisions to be removed.

SFC35 Access to defined benefits pension schemes for all educational establishments Coventry University

Congress notes the increasing shift from Defined Benefits (DB) pension schemes to less secure Defined Contribution schemes. This trend undermines the financial security of education professionals, who deserve a stable and predictable income in retirement after years of dedicated service.

Congress believes that:

- 1. All workers in the education sector should have access to a Defined Benefits pension scheme.
- 2. DB pensions provide vital financial security and attract and retain talented professionals in education.

Congress asks for:

- a. A national campaign for the preservation of Defined Benefits pension schemes across all educational establishments.
- b. Lobby the government to ensure sufficient funding and regulatory support to make DB pensions accessible to all education professionals.
- c. Seek legal advice to fight employers removing existing staff from their Defined Benefits Pension into a Defined Contribution Scheme.
- d. A dignified retirement should be the right of every worker in education.

SFC36 Pension justice for low-paid workers London Metropolitan University (North)

Congress notes:

- 1. All eligible education staff, including fractional and hourly-paid workers, must have equitable access to the TPS.
- 2. Employers often calculate the full-time equivalent (FTE) salary for hourly-paid staff to disadvantage them in pay and, thereby, in pension contributions and benefits.
- 3. When UCU raised this with the Scheme Advisory Board, it was dismissed as a terms-and-conditions matter, not a pension scheme issue.
- 4. Members on lower pay and on casualised contracts across FE and HE are being pushed into inferior pension schemes, severely reducing retirement security.

5. This disproportionately affects the Equality strands, who are more likely to be casualised.

Congress agrees reducing contributions and access to TPS weakens the scheme for everyone.

Congress resolves:

- a. To undertake joint-union work to challenge employers on pension inequality.
- b. To campaign shaming employers using dishonest methods of calculating FTE hourly pay for casualised staff.
- c. To hold a UCU meeting for all TPS branches within 6 months.

**Motions submitted to the
Further Education Sector Conference**

Paragraphs 2 and 3, New deal for FE, and FE pay 2024-25

FE1 FE Pay Further education committee

Conference approves the report on FE England pay 2024/25 and notes the developments with pay 2025/26 and the report on the New Deal for FE campaign as circulated in FEBAN/XXX.

FE2 Build support for nationally coordinated action 2025/26 Eastern and Homes Counties FE regional committee, Bolton College

Conference notes:

1. the upcoming Spending Review 2025.

Conference believes:

- a. that the ND4FE campaign must evolve in line with political and industrial developments.
- b. that branches are at the heart of the 2025/26 campaign.

Conference resolves that UCU shall:

- i. brief branches on Spending Review 2025 and progress on ND4FE objectives.
- ii. consult members, in June, on a branch-by-branch basis, on support for an England-wide coordinated disaggregated ballot in the Autumn term if ND4FE objectives are not met.
- iii. engage branches via regular regional briefings.
- iv. support branches to participate in any England-wide coordinated ballot, subject to existing policy on GTVO readiness, membership support, branch autonomy on opt in and opt out.
- v. ensure that branches are consulted on how best to engage in local pay claims and talks during this period.
- vi. organise national and regional rallies, demos and lobbies in support of the campaign and ballot.

FE3 The New Deal for FE City of Bristol College

Conference notes:

1. The New Deal for FE campaign launched by UCU and the lobby of Parliament to present it.
2. The government snub to FE workers, denying us the 5.5% that school teachers received.
3. National strike action by the NEU in sixth form colleges that won them the 5.5% from April 2025.

Conference believes:

- a. That the demands of the New Deal for FE are the right way forward for FE.
- b. That lobbying alone is unlikely to be sufficient to pressure the government, AoC, and College leaderships into implementing the New Deal for FE.
- c. That therefore, the New Deal for FE needs to be backed by a strategy of national industrial action.

Conference resolves to support an aggregated national ballot for strike action in support of the New Deal for FE and a decent pay rise for all FE staff.

FE4 FE pay and bargaining Merton College

FESC notes:

1. Only English FE does not have national binding bargaining
2. DofE said FE teachers were excluded from the 5.5% pay rise, in part, due to not having a pay review body.
3. The gap between schoolteachers and FE lecturers is continuing to increase
4. Teachers have been offered an unfunded 2.8% pay rise and have balloted members

FESC believes:

- a. The only way to gain national binding bargaining on our terms, not the employers, is through demonstrating our collective strength.
- b. To gain greater funding from government we cannot fight branch by branch.

FESC resolves:

- i. Prepare an England-wide IA ballot for FE England on the New Deal claim for strike action in September 2025 to target the census date.
- ii. Complete an indicative ballot before the summer to engage members, prepare branches and build the campaign

FE5 After the spending review prepare national action Further education committee

Notes:

1. The April 2025 CSR will set out FE funding for the next three years.
2. Cuts to adult education budgets.
3. The NJF is in talks on a new national binding bargaining framework.
4. FE was not awarded the 5.5% teachers received.
5. The £300m allocated to the sector was not ringfenced for pay.
6. The government pay offer for schools next year is 2.8% unfunded.
7. The NEU national indicative ballot.
8. UCU submitted a new claim to the employers for 25/26.

Believes:

- a. To win binding national bargaining and pay parity we need to escalate our campaign with England-wide action.
- b. Strike action is more effective prior to the census.

Resolves:

- i. Prepare an England-wide IA ballot for FE England on the New Deal claim for strike action in September 2025.

FE6 Pay Parity with School Teachers South and City College Birmingham

FESC notes:

1. FE staff did not receive the 5.5% pay rise given to school teachers.
2. Non-academised sixth form teachers won improvements through strike action.
3. The government's £300m funding is for young people, meaning colleges with large adult provision, such as SCCB, will not benefit.

FESC believes:

- a. FE members are angry and demand action on pay injustice.
- b. Pay parity requires national industrial action.
- c. Binding national bargaining is essential for fair pay and funding.

FESC resolves:

- i. To prepare an England-wide industrial action ballot for September 2025.
- ii. To coordinate where possible with sixth form staff, NEU, and other unions.
- iii. To campaign for binding national bargaining in FE.

FE7 Closing the Pay Gap in FE The Sheffield College

Congress notes:

1. Government has allocated additional funding to FE Sector for staff pay rise this year, to address the widening staff pay gap between FE Colleges and Schools.
2. The pay gap between schoolteachers and FE teaching staff has increased in the last 15 years and is estimated to be at least £8000 annually.
3. This extra Government funding is vital to addressing and closing the pay gap in the FE Sector, as well as the ongoing FE staff recruitment and retention crisis.

Congress resolves to campaign:

- a. to ensure extra Government funding to FE Sector is ringfenced for only staff pay increases.
- b. to petition the Government to continue additional funding to FE Sector until the pay gap is closed between FE Sector and Schools.

FE8 Renewed importance of national action Yorkshire and Humberside FE regional committee

Conference notes:

1. One of the first actions of the new government was to make substantial pay offers to junior doctors, train drivers and school teachers, workers who had taken national action. Labour is afraid of significant industrial action.
2. The NEU strikes by non-academised sixth forms have led to a promise of no more two-tier pay, but FE is now almost ten thousand pounds a year behind!
3. By the time this motion is heard, the NEU will have balloted for national action in response to a below-inflation pay offer for next year.
4. Although we do not have national bargaining, it is funding decisions at government level which determine FE pay, for example the 6.5% deal in 2023.

Conference resolves:

Given the above, it is now imperative that UCU calls a national ballot for strike action on pay and workload in FE.

FE9 FE Pay campaign - Call for escalation Bradford College

Conference notes the positive gains of the New Deal for FE Pay campaign.

Unfortunately, the Labour government are struggling to recognise the importance of better pay and funding in FE especially to support some of their stated aims.

The cuts to Adult Education must be reversed and actually enhanced.

This conference resolves to build on the New Deal for FE campaign and escalate the campaign to organise within branches and between branches in regions to support work on coordinated industrial action to see better pay and conditions across the whole of further education and adult community education.

FE10 FE Funding Now Southern FE regional committee

FE has faced some of the deepest funding cuts across the education system in England. The Institute for Fiscal Studies reports that between 2010 and 2020 funding per student in colleges dropped by 14% in real terms. While funding has increased in recent years, the real term spend is below 2010 levels. Even with the £300 million cash boost for colleges allocated for 2025/2026, rising student numbers and inflation mean that any gains are wiped out. (IFS: "Why 2025 is a critical year for FE Funding").

Conference recognises the extremely important social role played by Further Education in the UK and instructs the NEC to call on the UK Government to dramatically increase its investment in the education sector and to place a balanced emphasis on the importance of Further Education.

FE11 Holiday entitlements of staff and returning in August Southern FE regional committee

Conference notes that FE college staff have binding Terms and Conditions of Employment that state their annual leave entitlement. Despite this, many colleges now insist that staff return from summer leave as early as mid-August, in contravention of such agreements.

Conference believes:

1. That such demands make it difficult for many staff to take their full leave entitlement, thereby eroding staff well-being and morale.
2. They create a lack of trust between staff and management, as well as precedents for further breaches of contract.

Conference calls on the FEC:

- a. To monitor return dates from summer leave across the FE sector.
- b. To campaign for a minimum of four weeks' continuous leave during July and August, with a compulsory return date for staff no sooner than the Tuesday after the Late Summer Bank Holiday.

FE12 Deficit budgets City and Islington College (Camden Road)

Notes:

1. CEOs and senior management teams use college finances entering a deficit as an excuse to not award pay increases or cut provision.
2. The pursuit of non-deficit budgets as the main driver behind 'balanced' college budgets.
3. The questioning of the validity, within some FE leadership circles, of pursuing a non-deficit budget.

Believes:

- a. Cuts in staff pay and provision are the way management attempt to maintain non-deficit budgets.
- b. Those within the sector that argue setting non-deficit budgets make it harder to convince government that the sector needs more funds, are correct.
- c. Growth and not cuts to pursue non-deficit budgets is the way to secure the sectors future.

Resolves:

FEC to demand that colleges pursue a growth strategy rather than a non-deficit budget through cutting wages and provision.

Section 3.5, Just transition

FE13 Climate action in FE Bradford College

Conference welcomes the motion passed at the 2024 TUC conference calling for a year of trade union climate action including engagement with community and campaign groups.

Conference recognises the urgent need to cut emissions with mass retrofit of homes, including high quality insulation and installation of low energy heating systems.

Conference notes:

1. the severe shortage of skilled labour for energy efficiency retrofit.

2. insufficient long-term funding for retrofit schemes presents a barrier to training
3. further barriers include the low status of retrofit training and difficulty recruiting experienced trainers due to low pay in FE.

Conference resolves

- a. to campaign for funding for a mass retrofit training programme in the FE sector, and to ensure that this campaign features prominently within the year of trade union climate action.
- b. to support campaigns for a joined-up government strategy on training and delivery of energy efficiency retrofit and low-energy heating.

Section 4, Prison education

FE14 Best deal for members from the new prison education contract Novus Prison Education

Conference notes the successes recently on pay and terms and conditions, we are growing in branch organisation, reps and membership. However, the time is now for more co-ordination and resources. We need to raise the profile and make sure our strategic demands get more awareness and support. A national campaign is therefore needed.

Conference notes that success was due to

1. Working with the National Organisers
2. A targeted political lobbying campaign and involvement of JUPG and JUPA
3. Being as close to ballot ready at all times.

Conference believes

- a. That the future of Prison Education lies within the DFE

Conference resolves

- i. To continue organising and campaigning to secure a better future under PES
- ii. Prioritise work on the New Fair Deal
- iii. Continue the campaign for a single contract for Prison Educators
- iv. Advocate for wider curriculum
- v. Train all reps in TUPE process.

Section 5, Anti-casualisation

FE15 Protect casualised staff amid budget cuts and redundancies City of Bristol College

Conference notes that:

1. Colleges have announced voluntary and compulsory redundancy schemes, alongside budget cuts.

2. Invisible or hidden redundancies of staff on fixed-term, open-ended with review dates and hourly contracts are already happening, with contracts not renewed or hours reduced, dramatically increasing the precarity of casualised staff and increasing the workload of those who remain.

Conference believes that:

- a. Threats of redundancies affect all staff independent of their contract type.
- b. Solidarity means protecting all workers from redundancies.

Conference resolves to:

- i. Ensure that any actions opposing voluntary or compulsory redundancies does not disproportionately affect casualised staff who could be used as “buffers” to shield others from redundancy.
- ii. Ensure that any campaigns against redundancies must also protect and defend the roles of casualised staff.

FE16 Recruitment and retention of casualised members in further education Anti-casualisation committee

FESC calls for the setting up of a member group to explore how to increase UCU membership and activity from casualised members across FE.

Members of the working group should be drawn from casualised members in FE and should be geographically representative and include members from FE, ACE and prisons.

The final membership of the group will be decided by the FEC in consultation with ACC.

The group will be tasked to look at recommendations to increase membership and participation by casualised members, looking at: improving data collection, targeted communications, how to use H&S legislation, how casualisation and equalities intersect, how casualisation impacts on overall recruitment and retention, how to network anti-casualisation reps, training and CPD, holding online events, learning lessons from HE casualised members.

The group will report to the ACC and FEC and bring recommendations to the ACC annual meeting and to UCU Congress in 2026.

Section 6, Adult and community education (ACE)

FE17 Composite: Campaign to reverse cuts to the adult skills fund South and City College Birmingham, London FE regional committee

FESC notes:

1. The DfE has cut the Adult Skills Fund, limiting access to adult education. In the early 2000s the adult education budget stood at £5.1 billion; it is now £1.7 billion.
2. This cut will negatively impact both the FE college ASF and Adult Community Education. It is a direct cut on classes, jobs and communities. This instrumentalist approach will reduce a broad adult curriculum.

3. Providers such as South & City College Birmingham (SCCB), where adult learners outnumber 16–18 students, will be severely impacted.
3. The government's recent £300m funding announcement is targeted at young people, excluding many FE colleges reliant on adult provision.

FESC believes:

- a. These cuts threaten adult education and staff jobs.
- b. A broad-based curriculum, not just skills training, must be protected.

FESC resolves:

- i. To launch a Campaign for Adult Education to reverse the cuts.
- ii. To organise lobbies, demonstrations, and media alerts.
- iii. To work with WEA, TUC, ESOL campaigners, and other unions.
- iv. To campaign for a broad, inclusive, fully funded curriculum.

FE18 Composite: To seek realistic funding for ACE from the Labour Government West Midlands FE regional committee, Coventry Adult Education Service, Further education committee

Conference notes:

Government funding for ACE is currently stagnating at about 60% of its 2010 level; consequently, learner numbers have decreased by around 60% since 2010.

1. The average monthly cost of rented accommodation in Coventry has now hit £1000. More learners are trapped in the gig economy, working unpredictable shift patterns.
2. Coventry ACE, lost half of its managers in the 2024 restructure. Remaining staff are feeling the impact of an increased workload. Learners are now entitled to free bus tickets if earning under £32,000 annually: many of our tutors earn well below that amount, as teaching full-time is unsustainable.
3. Many staff are leaving the sector, remaining staff have increased workloads, wages are low and casualisation is rife.
4. Despite this, the government has recently told the combined authority mayors to expect a reduction in skills budgets of 2 to 3 per cent for the 2025-26 academic year.

Conference believes that a properly funded and resourced ACE will contribute significantly towards social mobility, upskilling the UK workforce towards secure, well-paid employment.

Conference resolves

- a. to call upon the UCU to lobby the Labour government to reverse this year's 2% ACE funding cuts and increase funding to a realistic level.

- b. To organise a lobby of Parliament, in conjunction with other organisations where possible, to promote ACE, call for adequate, sustainable funding for the sector and the immediate withdrawal of the threat of funding cuts.

FE19 Fair Pay for Institutes of Adult Learning City Literary Institute

Institutes for Adult Learning (IALs) hold a unique position within Further Education (FE) and Adult & Community Education (ACE). Despite falling within the FE sector, IALs were excluded from additional FE funding in 2023 and 2025, the 6.5% FE pay award, and the £300m funding in the 2024 Autumn Statement. While other ACE employers are represented by HOLEX, IALs' body is the Association of Colleges (AoC). Funding and pay within IALs (and the ACE sector) should align with FE. UCU must ensure pay negotiators are aware of IALs' issues and campaign for sector-wide improvements.

Congress resolves:

1. To recognise ACE funding cuts alongside the long-term decline in Adult Education funding.
2. To ensure pay negotiators address IALs' funding issues and that UCU campaigns for fair pay.
3. To raise the profile of IALs by organising an IAL Forum to foster solidarity.

Section 7, AI

FE20 FE Staff Safety in the age of AI Bolton College

Congress notes:

1. The alarming rise in inappropriate behaviour towards staff in FE
2. The increasing misuse of mobile phones including the malicious recording and manipulation via AI-generated content.
3. The lack of clear, nationally set guidelines on the use of mobile phones and AI.

Conference believes:

- a. FE staff have the right to work in a safe and respectful environment, free from the threat of personal and reputational harm.
- b. Employers have a duty of care to equip staff with the skills to protect themselves from personal and digital harassment.

Conference resolves FEC shall:

- i. Call on the AOC, DfE and employers to develop robust, nationally set regulations and guidance
- ii. Demand that employers provide comprehensive training for staff on dealing with this issue.
- iii. Advocate for the implementation of stricter institutional policies that outline consequences for students who engage in inappropriate conduct or misuse technology to target staff.

FE21 Working towards tackling workload Trafford and Stockport College Group

This conference notes

1. excessive workload is a significant issue that many members cite as their main workplace concern.
2. workload policies vary across the FE sector in its wide range of institutions that have different ways of working.
3. this multitude of structures, and the fact that there is currently no forum to exchange ideas, make it more difficult to effectively tackle excessive workload.

This conference resolves an FE Workload conference will be held with the aim of

- a. building links between branches in FE institutions.
- b. gathering ideas, strategies and resources that have worked.
- c. building a menu of these and making it available to branches.
- d. focussing on offering branches practical solutions to help reduce workload and build the union.

Details to be decided by UCU staff and FE officers.

FE22 Stop the erosion of hours for delivery of FE programmes UCU Cymru FE

Members are constantly bombarded with communication and strategies related to improving quality, while at the same time facing the cut of contact time for the delivery of programmes. Learners are increasingly struggling to complete and achieve programmes, due to a rapid rise in learners with mental health conditions and additional learning needs. Cutting delivery time for programmes will increase the likelihood more learners will fail. As lecturers struggle to get learners through qualifications in less time, they are seeing their contact hours decreasing, resulting in being given more programmes to teach to make up the shortfall in contact hours. This is not an option we see as acceptable.

Conference calls upon our officers to make clear to examination bodies, college principals and political representatives the consequences of cutting delivery time for FE programmes, in terms of the effect on quality, the learner experience and increased lecturer workloads.

FE23 Disclosure of relevant and confidential background information with staff UCU Cymru FE

Conference notes we are facing dangerous situations where information is withheld by colleges on individuals, either by disclosure or by a risk assessment. This leads to putting both staff and learners at risk of violence or death. This is evident by the attempted murder of the assistant head in Ysgol Dyffryn Aman. For example, recently in Coleg Sir Gar, staff have been subjected to students with violent backgrounds and behaviour issues, and were not given any information owing to

the college not disclosing this under GDPR. Staff are feeling exposed to risk and unsafe in the classroom.

Conference proposes UCU to lobby UK Government to seek to make changes in legislation and issue guidelines to all members so that information can be disclosed to staff with regards to violent behaviour, police investigations and Prevent.

FE24 Renewing UCU's Objection to OFSTED in FE Luminare Education Group Leeds (Leeds City College)

FESC notes OFSTED inspections of FE institutions:

1. Cause unequalled stress for leadership and members, creating anxiety and impacting performance and wellbeing – especially where harsh judgements are passed
2. Focus on data over teaching quality and create an environment that favours short-term fixes over long-term solutions
3. Increases workload of FE colleagues exponentially through fear of negative judgements affecting everyone.
4. Give unrealistic results due to brief snapshot and the “window dressing” carried out by employers

FESC resolves that FEC:

- a. publicly back the NEU's "Abolish OFSTED" campaign
- b. call for increased scrutiny of the way OFSTED works, including risk assessing the inspections themselves, and surveying staff and organisations to gather a true reflection of the impact and value of these inspections
- c. organise national events to highlight the negatives of OFSTED inspections

New paragraph: Anti-racism and combatting the far right

FE25 Resisting Reform UK's racist ideology in education Black members standing committee

Conference expresses concern over Reform UK's racist rhetoric, which harms Black members and students in UK colleges. We call for collective action to counter its impact across education sectors.

Conference notes:

1. Reform UK's divisive rhetoric fuels racism and undermines racial equality.
2. Black members and students face micro-aggressions, discrimination, and inadequate institutional support, impacting their success.
3. Government inaction enables a toxic climate in education.
4. Colleges must strengthen anti-racist policies and protections.

UCU resolves to:

- a. Demand institutions reaffirm commitment to racial equality.
- b. Ensure anti-racism, diversity, and inclusion training.

- c. Work with policymakers to challenge racist ideologies.
- d. Support Black members and learners with resources and advocacy.
- e. Hold political parties accountable for harmful rhetoric.
- f. Provide support for members facing racial harassment or discrimination

FE26 Building anti-racist colleges **Westminster Kingsway College**

FESC notes:

- 1. The rise of Reform UK and the growth of far right on our streets led by Tommy Robinson
- 2. The attacks by Trump and his Presidency on equality.
- 3. Many staff and students are impacted or influenced by these ideas.
- 4. The lack of equality in our workplaces

FESC believes

- a. Our colleges should be places that celebrate multiculturalism, diversity and all the progressive gains that have been won.
- b. As educators we must engage with our students about these issues
- c. Our employers should reflect these ideas in their policies and procedures, not tokenistic gestures.

FESC resolves

- i. To call on branches to carry out a student and teacher led Themed Learning Week on celebrating multiculturalism and diversity.
- ii. To create and share resources for branches to support equality education for our students
- iii. To update UCU resources on tackling racism in the workplace

FE27 Combatting far right in FE **LGBT+ members standing committee**

Conference notes

- 1. the work of Reclaim in fighting political moves to the far right and its impact on young people
- 2. that LGBT+ lives are often a primary focus point for far right hate. This has an impact on young people who are finding their identity and those who support them, including staff in FE.

Conference believes that the impact on young people will be felt all the more by the Labour Government freezing the level of investment in FE.

Conference calls for

- a. promotion of the work of Reclaim and others in fighting the far right in FE and national and branch level
- b. guidance similar to Educators against the far right for FE staff and for branches to contribute including what actions can be taken by UCU within institutions. This

work should include contributions from FE members across the UCU equality groups.

New paragraph: Equality

FE28 Women and the new deal for FE committee

Women members standing

Conference notes:

1. Growing inequality since incorporation of FE colleges
2. Fragmented pay and conditions in FE, prison, and adult education
3. Encouraging progress in employment conditions bargaining in devolved nations

Conference believes:

- a. New, binding, national conditions of service are essential for all oppressed groups: our sector needs a new 'silver book'
- b. We need a clear yardstick of national, enforceable pay and conditions, including parity of esteem regarding pay, equality and working conditions.

Conference agrees:

- i. UCU must ensure that all FE, Adult Education, and Prison Education bargaining agendas feature strong, intersectional equality demands
- ii. UCU Equality Committee will include national bargaining on the agenda at every meeting and will provide regular advice and guidance to negotiators and relevant committees
- iii. UCU will make clear, consistent demands for the government to acknowledge and address the equality deficit in the current complex, uneven conditions of service across our sectors

FE29 Protecting migrant workers: Fair visa support and workplace rights in FE Migrant members standing committee

FESC notes:

1. The high costs of visas, Indefinite Leave to Remain (ILR), and the Immigration Health Surcharge (IHS) disproportionately affect migrant staff in Further Education (FE)
2. Many FE colleges do not offer visa fee support, unlike Higher Education (HE) institutions
3. Migrant staff in FE face increased job insecurity, workplace discrimination, and vulnerabilities linked to their immigration status

FESC believes:

- a. The government's hostile environment exacerbates workplace discrimination, and the fear of losing sponsorship prevents many from challenging poor working conditions

- b. These issues contribute to a lack of representation in FE governance and decision-making

FESC resolves:

- i. For UCU to campaign for sector-wide visa fee support in FE
- ii. To demand mandatory anti-racism training in FE and workplace protections for migrant staff
- iii. To lobby for greater representation of migrant workers in FE governance structures

FE30 Recruitment and retention of disabled workers in the FE sector Disabled members standing committee

This conference calls for the setting up of a working group to explore how to increase UCU membership and activity from disabled members across FE.

Applications to the working group shall be invited from any disabled members working in FE and should be geographically representative and include members from FE, ACE and Prisons. The final membership of the group will be decided by the disabled members standing committee.

The group will be tasked to look at recommendations to increase membership and participation by disabled members, looking at:

1. improving data collection, targeted communications, how to use health and safety legislation, how casualisation and disabilities intersect,
2. how equalities, especially disabilities impact overall recruitment and retention, how to network equalities reps, training and CPD, and holding online events.

The group will report to the DMSC and FEC and bring recommendations to the Annual Conference for Disabled Members 2026.

FE31 Increasing the visibility of young LGBT+ people in FE LGBT+ members standing committee

Conference notes with concern

1. Very vocal opposition to trans rights is spearheading a new fear
2. associated lack of action to support young LGBT+ people further impacted by the Cass report and actions of both this government and its Tory predecessor

Conference welcomes examples of good practice such as the LGBTQ+ Student Support Group established at West London College should be shared with UCU equality strands and UCU FE branches.

Conference believes UCU members should be equipped with information and knowledge about helping create a positive environment for LGBT+ students and staff.

Conference calls for

- a. Lobby of the government to get an LGBT+ positive approach toward support for and education of young people.

- b. UCU regions and nations to organise LGBT+ CPD sessions across each year to enable FE staff to develop positive environments for LGBT+ people and combat the growing fear.

FE32 Equality data in FE Disabled members standing committee

Conference notes equality reps:

1. face barriers to accessing equality data about staff in FE institutions
2. are having to resort to Freedom of Information requests to obtain equality data, as they're not readily available in the sector.

Conference believes:

- a. lack of agreed standards for equality data about staff obscures the extent and impact of gender, LGBT+ identities, disability and ethnicity inequalities in FE
- b. data about inequalities in pay, progression and retention are crucial to collective bargaining and fighting inequality within FE.

Conference calls on FEC to:

- i. develop a standardised data request for colleges, adult education institutions and prisons to acquire equality data about staff pay, progression and retention
- ii. work with AoC - or any relevant body - and FE institutions to ensure that all equality data are provided, as part of their responsibility to declare information for collective bargaining.

New paragraph: Other issues - governance and funding

FE33 FE college pay: Investigate senior management excess salaries Ealing, Hammersmith and West London College

This Conference notes the widening pay disparity within Further Education colleges, with senior management salaries significantly outpacing those of teaching and support staff. This disparity undermines morale, devalues classroom expertise and diverts vital funds from frontline education. We believe this constitutes a systemic failure of governance and resource allocation.

This Conference believes the Education Secretary should launch an immediate, independent investigation into senior management pay structures in all publicly funded FE colleges across England. Publish detailed findings, including salary bands, performance-related bonuses and expense claims. Implement clear, transparent pay ratios between senior management and teaching / support staff, ensuring fair and equitable remuneration.

This Conference resolves to campaign to establish a national framework for FE college governance that prioritises educational outcomes and staff welfare over excessive executive pay.

FE34 End VAT inequality for FE colleges Darlington College

Conference believes:

1. Further Education (FE) colleges, training providers, and prison educators have been unfairly subject to VAT for decades, unlike most of the education sector.

2. The imposition of VAT on FE institutions diverts critical funds away from teaching, resources, and capital projects.
3. Bridget Phillipson's dismissive stance on VAT for FE colleges highlights a damaging lack of understanding of the sector's financial challenges.

Conference resolves:

- a. To call on UCU to launch a national campaign highlighting the VAT inequality faced by FE institutions.
- b. To urge the General Secretary to advocate with the government for VAT exemption for FE colleges, training providers, and prison educators.
- c. To collaborate with other education unions and stakeholders to build public awareness of the VAT disparity and its impact on FE funding.
- d. To ensure the national FE campaign actively highlights this issue in the media, raising awareness of the injustice faced by FE institutions.

FE35 Palestine and the war in Gaza – freedom to discuss Merton College

FESC notes:

1. Israel's war in Gaza and attacks in the West Bank, the humanitarian abuses of Israeli & Palestinian citizens and genocide
2. UCU members at colleges and ACE have participated in the Stop The War Days of Action
3. FE college management have used DoFE guidance to argue that colleges must be apolitical

FESC believes:

- a. To prevent abuses they must be discussed and publicised
- b. Our students need to be critical thinkers and some want to engage in discussions about Palestine - these debates should not be shut down

FESC resolves:

- i. UCU to support branches in an ability to twin with colleges / schools in Palestine
- ii. To provide guidance on challenging college management who try to silence discussion about Palestine

New paragraph: Other issues - internal

FE36 Participation in regional FE committees Yorkshire and Humberside regional FE committee

Conference notes

1. The increasing workload affecting members in FE.
2. There are a number of barriers to FE members taking part in union activities during working hours, including workload, lack of facilities time and inflexible timetables.

3. College SLTs meet regularly on a regional basis and there is evidence of regional coordination by employers and it would benefit UCU to do likewise.

Conference calls

- a. For UCU to undertake a piece of research to understand how regional FE meetings can best be organised to allow for maximum participation.
- b. For a publicity campaign within UCU promoting the work of regional FE committees and helping FE members better understand the structures within their union.

FE37 FE conference democracy Westminster Kingsway College

FESC notes:

1. we are a UK wide
2. FE Sector conference is the sovereign decision-making body in UCU
3. the role of the FEC is to take responsibility for implementing sector conference decisions
4. a majority vote determines which motions become policy
5. local branches decide what action to take over local issues.

FESC believes:

- a. an effective union discusses and debates. Once decisions are reached, we must act in unity and decisions must be implemented
- b. when a decision is made by sector conferences in relation to national action it is incumbent on all branches involved to implement that decision
- c. local branches cannot override decisions made by sector conference over national action.

FESC resolves:

- i. once decisions are reached, we must act in unity. Officers to ensure decisions are implemented.

Motions submitted to the Higher Education Sector Conference

Sections 2 and 3, Pay and New JNCHES, and Redundancies and the fight for HE

HE1 Negotiators report Higher education committee

HE sector conference notes the report and approves the recommendations of the national negotiators contained in UCUBANHE/XXX.

HE2 Composite: Rebuilding the fight over pay and jobs London HE regional committee, University of Brighton

Conference notes

1. The failure to implement motion HE9 passed at SHESC May 2024 calling for UK-wide industrial action in 2024-25.
2. Members' 2:1 rejection of the pay award and majority in favour of an IA ballot in the consultative ballot last autumn.

Conference believes

- a. UCU's failure to take UK-wide action has given a green light to employers to undertake the biggest ever attack on jobs in the sector.
- b. UK-wide strike action is a crucial component of a serious campaign to reform the funding model.
- c. An even worse pay offer is likely for 2025-26 than recent years.

HESC resolves to

- i. Plan to run the next HE pay campaign linked to a political campaign for a fully-funded sector calling for emergency measures to save jobs, courses and the sector.
- ii. Declare an industrial dispute as soon as JNCHES dispute resolution mechanisms are exhausted.
- iii. Run the IA ballot, HEC meetings etc., on a timeline permitting members to take UK-wide term-time strike action in Term 1, and if not practically possible, Term 2.
- iv. To facilitate tours of speakers from striking branches to branch meetings and provide industrial action briefings
- v. Send out detailed briefing notes and organise regional GTVO workshops.
- vi. Call a conference to defend HE promoting and debating UCU's proposals.
- vii. Consult members on types of action through regional/devolved nations meetings and a branch delegate meeting.

HE2A.1 Compositing amendment University of Brighton

Delete resolves point iii, replace with

iii. Call a BDM and Special HEC before the summer vacation and initiate a campaign to win an IA ballot, and timetable a 5/6-week ballot window to allow action to start in November

HE3 Pay and security Newcastle University

Conference notes:

1. roughly 1000 university staff jobs are being lost each month.
2. the funding of HE is broken and requires profound reform.
3. pay degradation is undermining the professional status and ability to retain university staff (both ARPS and academic).
4. branches have fought against redundancies on an individual basis but we need a concerted UK wide campaign.

Conference resolves:

- a. To combine the national pay campaign and a campaign for sector-wide job security.
- b. To ballot for industrial action on these grounds.

HE4 Fight the Funding Crisis in Higher Education University of Bath

HESC notes:

1. over sixty HE institutions are facing job losses, and course and department closures;
2. public funding for higher education is now inadequate.

HESC believes that:

- a. job losses are unnecessary and will lead to increased workload and stress for those who keep their jobs;
- b. the higher education funding model should be overhauled so that the sector is run as a public service.

HESC instructs HEC to organise:

- i. a UK-wide campaign with other unions and the NUS to fight cuts in HE, demanding an overhaul of HE funding with free tuition and maintenance grants for all students;
- ii. submission of a claim to UCEA in support of protection for all jobs, degrees, and departments;
- iii. a ballot on industrial action should UCEA not implement protection against redundancies and closures.

HE5 Composite: Collectivise the fight against cuts in HE University of Liverpool, Dundee University, Newcastle University

Conference notes:

1. The broken funding model and the HE employers' offensive on jobs
2. Branches like Brunel, Dundee and Newcastle leading the coordinated fight against redundancies
3. The difficulties in fighting cuts one branch at a time

Conference believes:

- a. We are stronger when we stand together
- b. A carefully coordinated branch-by-branch dispute over guaranteed job security can collectivise the fight to defend jobs in HE

Conference resolves:

- i. To ask every HEI to guarantee they will make no voluntary or compulsory redundancies for the next 2 academic years
- ii. Where guarantees are not given, to authorise each branch to enter into dispute
- iii. To organise simultaneous ballots over job security in these branches
- iv. To organise simultaneous industrial action (variable by devolved nation) over job security
- v. To organise mass demonstrations (variable by devolved nation) during industrial action
- vi. To share data on cuts and host an online organising meeting for all branches each week

HE6 Capping HE salaries University of Exeter

Conference notes:

1. DUCU's motion proposing capping Durham salaries at £100k.
2. DUCU estimated saving £2.5m-£3m pa.
3. Earning £100k puts people comfortably in top 4% of earners nationally.
4. Industry-wide mass redundancies.
5. Cutting productive staff sends HEIs into earnings spirals; they run fewer modules/courses; recruit and accommodate fewer students; produce fewer REF-able outputs.

Conference believes:

- a. £3m pa savings are non-trivial for HEIs.
- b. Capping salaries achieves savings without earnings spirals.
- c. These savings should mitigate HE's mental health crisis: easing workload pressures, preserving jobs, increasing staff; pay uplifts for lowest-paid staff.

- d. This strengthens staff HE needs to get through this crisis period.
- e. Serious consideration of pay-capping widens the horizons of possibility for HE efficiencies, currently focussed on cutting jobs or restricting salaries of lower-paid comrades.

Conference resolves:

- i. To direct negotiators to investigate whether a sector-wide pay cap should be included in JNCHES negotiations.

HE7 National Framework Agreement (NFA) and the UCU Ratification Panel Southern HE regional committee

Conference notes that there is increasing evidence of enforced deviation in local contracts from the terms and conditions of the National Framework Agreement.

Conference is adamant that widespread national underfunding of education must not be used as a pretext for university management teams undermining the provisions of our NFA.

Conference further notes that in recent years the Ratification Panel at UCU Head Office has ceased to function and has not provided oversight and support to local Branches in monitoring proposed local contractual changes at Universities.

Conference calls on the HEC to work towards:

1. The reinstatement of the Ratification Panel
2. The provision of an online inventory of the local agreements of all universities in the UK together with deviations from the National Framework Agreement
3. The provision of CPD on the National Framework Agreement for local branch officers

HE8 These are the days – industrial calendars Heriot-Watt University

Conference notes:

1. term times and exam periods vary
2. timing industrial action to suit all branches is tricky.

Conference believes a readily available matrix of key dates for each institution, arranged by nation or region, would assist in making decisions related to industrial action (IA)

Conference instructs:

- a. HEC to arrange a form to be sent annually to branches to allow the compilation of a matrix of teaching term, exam, and other key dates for their institutions for the coming year.
- b. that this matrix be made available to branches online such that it can be seen by branches, and by delegates to any meetings discussing IA, including but not limited to HEC, Congress, Conference and BDMs

- c. the time required to collect this data does not provide justification for delaying implementation of decisions by democratic bodies of the union on IA

HE9 Defend HE: Action on Jobs and Pay UCU Scotland

Conference deplores:

1. The threatened (compulsory) redundancies at an increasing number of universities.
2. The reduction in real-term funding and increasing dependence on student fees.
3. The continuing prevalence of casualisation, including zero-hour contracts.
4. The massive drop in pay in real terms.

Conference calls on HEC and negotiators to:

- a. Organise a massive campaign with active involvement of members and branches for full funding of HE.
- b. Organise a media and social media campaign, lobby for parliament and members writing to MPs on full funding.
- c. Actively support all branches in dispute and taking industrial action, including organising twinning with other branches, publicising and encouraging support for pickets, rallies etc., access to fighting fund and support in setting up hardship funds.
- d. Publicise the links between strong industrial action on pay and action to support jobs and encourage action against casualisation.

HE10 Defending Black Workers Facing Job Cuts Black members standing committee

Conference notes:

1. The likelihood of job cuts falling disproportionately on Black workers in Higher Education (HE), exacerbating existing inequalities.
2. The systemic barriers Black staff face, including pay gaps, precarious contracts, and underrepresentation in senior roles.
3. The need for urgent, sector-wide action to protect Black workers' jobs, rights, and career progression and, furthermore, Black curricula.

Conference believes:

- a. Job cuts risk deepening structural racial inequalities in HE.
- b. UCU must defend Black workers from disproportionate redundancies and the erosion of Black curricula.

Conference resolves to:

- i. Demand all institutions conduct full Equality Impact Assessments before implementing job cuts.

- ii. Push for moratoriums on compulsory redundancies, requesting institutions explore alternatives, e.g. voluntary severance schemes and redeployment.
- iii. Require universities to publish demographic data on redundancies and retention.
- iv. Provide targeted legal and campaign support for Black staff facing discriminatory job losses.
- v. Support FOI requests to obtain equality data.

**HE11 Protect casualised staff amid budget cuts and redundancies
Anti-casualisation committee**

HESC notes that:

1. Universities have announced voluntary and compulsory redundancy schemes, alongside budget cuts.
2. Invisible or hidden redundancies of staff on fixed-term, open-ended with review dates and hourly contracts are already happening, with contracts not renewed or hours reduced, dramatically increasing the precarity of casualised staff and increasing the workload of those who remain.

HESC believes that:

- a. Threats of redundancies affect all staff independent of their contract type.
- b. Solidarity means protecting all workers from redundancies.

HESC resolves to:

- i. Ensure that any actions opposing voluntary or compulsory redundancies does not disproportionately affect casualised staff who could be used as “buffers” to shield others from redundancy.
- ii. Ensure that any campaigns against redundancies must also protect and defend the roles of casualised staff.

**HE12 Resisting the triple threat: Trump, AI and marketisation in HE
London HE regional committee**

HESC notes that

1. UK Higher Education faces a major market crisis with OfS predicting 70% of English Universities to run at a loss next session.
2. UK HE also faces an anti-intellectual threat driven by popular misunderstandings of generative AI and potential impacts on graduate jobs.
3. These two threats combine with Donald Trump’s second US presidency, promoting ‘anti-woke science’ discourses from politicians, including from Conservative and Reform parties, to create an existential threat to UK HE.

HESC believes the question, What is University For? must be central to our defence.

HESC resolves to

- a. Launch a series of UK-wide public debates hosted by UCU branches to debate these questions, inviting politicians and the media.
- b. Call on UK Government to invest in HE and boost critical thinking in all aspects of the curriculum.
- c. Integrate this programme into a fight to defend jobs and courses in the sector.

**HE13 For higher education (HE) funding based on its real needs
University College London**

HESC notes

1. The marketisation of HE has led to its degradation, staff redundancies, increased student fees and workload intensification.
2. Numerous branches are fighting back those redundancies.

HESC believes

- a. The current situation is a direct and natural result of marketisation, enacted by a series of governments, Labour, Tory, and Coalition.
- b. The current funding model of HE is fit for profit-making businesses and not for institutions serving society.
- c. HE funding needs to be guided by the needs of HE employees, students, and society at large, not the constraints of marketisation and profit.
- d. Alternative funding models within the parameters of marketisation will not serve those needs.
- e. Government relief for failing universities as loans or bail-outs normalises universities as public-private enterprises, and it cannot be the heart of our demands.

HESC calls for fully state-funded HE, funded at the level of real social needs, free and accessible for all. Abolition of all tuition fees.

HE14 Composite: Trade union dispute with Secretary of State for Education over funding University of Essex, Goldsmiths University of London, Queen Mary University of London

Sector conference notes:

1. UK Higher Education is in crisis and tens of thousands of jobs have been lost;
2. UCU Northern Region call for urgent action on sector funding, and UCU commitment to 'defending jobs, free education';
3. The funding model for HE in England is determined by the Secretary of State for Education (Higher Education and Research Act 2017);
4. Recent legal advice commissioned by UCU members shows the viability of a trade dispute with the Secretary of State over the funding of HE.

Sector conference resolves:

- a. To explore urgently opening a trade dispute with the Secretary of State for Education over HE funding;
- b. To coordinate with other HE unions and students to build wide support for the dispute;
- c. To campaign to build awareness and support for the dispute, highlighting the direct link between sector funding, employment conditions and student experience.

HE15 Securing financial security and effective governance in higher education University College London

HESC notes:

The most recent TRAC (2022-23) shows a research deficit of c.£4.6bn, i.e. 68% of Full Economic Costs across HEIs. That in the last 12 months university employers have announced plans for over 5,000 redundancies, with a further 5,000 predicted.

HESC believes:

The crisis engulfing UK HE is the consequence of a deep-seated funding and governance crisis, affecting the UK university model as a whole.

HESC resolves to call the GS to ask the Secretary of State to:

1. offer an alternative, sustainable funding model for research and teaching, and ensure that FECs for external grants are 100%-funded
2. propose a new model ensuring representation and influence of frontline academics in HEI governing bodies.
3. ensure that the Charters and Statutes of HEIs contain clauses requiring prudential and anticyclical management of finances, so that reserves are built to ensure sectoral resilience, staff job security, and students' right to education.

HE16 Reclaiming HE as a common good needs agile strategy University of Edinburgh

Conference notes:

1. Destructive marketisation is imperiling jobs and degrading conditions of higher education workers
2. Resolution requires creative and impactful action on many fronts, using multiple tactics
3. Our historic USS victory highlights the importance of research and media work, as well as industrial action
4. Current membership density means UCU must build broad coalitions to achieve wins for members

Resolves:

- a. To continue media campaigns around HE as a common good, including showing how the academic vandalism of HE 'leaders' is impacting local communities
- b. To propose models for addressing funding crises, including controlled student distribution
- c. To develop local, regional and UK-wide campaigns to increase membership density and member engagement
- d. To support branches in dispute to develop plans for impactful forms of local industrial action, not only strikes, and by organising support from across the sector
- e. To enter into partnership agreements with other HE unions as soon as possible.

Section 4, USS

HE17 USS HEC

HE sector conference notes the report and approves the recommendations of the SWG contained in UCUBANHE/XXX.

HE18 Improving USS member benefits UCU Scotland

Conference notes:

1. The significant valuation 'surplus'.
2. The extensive work done by the negotiators in fulfilling motion on investigating conditional indexation (CI).
3. The threat of a further period of very high inflation over the next few years.

Conference believes that

- a. There is potential for improving benefits without an increase in contributions.
- b. Benefit improvements should be progressive and pay particular attention to improving inflation protection.
- c. UCU has sufficiently investigated CI to take a policy position.

Conference instructs the USS negotiators to

- i. Negotiate for improve benefits without an increase in contributions and to prioritise restoring full CPI inflation protection followed by augmentation for all members.
- ii. Take a policy position of opposition to CI.
- iii. Continue involvement in the CI working group and any other work on CI in order to defend member interests and ensure that all the risks are fully investigated.

HE19 USS divestment from Tesla, Meta, and Alphabet Bangor University

HESC notes:

1. Elon Musk, Mark Zuckerberg and Google's enthusiastic embrace of Trump's administration
2. Netherlands' largest pension fund has sold all of its shares in Tesla, Meta and Alphabet
3. USS currently invests in all three companies
4. USS defined contribution ethical investment plans prohibit investment in companies that do not meet the established Ethical Guidelines
5. Ethical guidelines were established following member survey conducted in 2020 and 2021

HESC believes:

- a. Investment in Alphabet, Meta and Tesla is no longer compliant with ethical guidelines
- b. Members who choose ethical options for investing their funds do not want to invest in these companies

HESC resolves:

- i. To lobby USS for immediate removal of all three companies from USS ethical investment plans
- ii. To push USS to investigate whether these stocks are still beneficial for the general investment portfolio

Section 5, Teachers' Pension Scheme (TPS)

HE20 Defending TPS in post-92 institutions Higher education committee

Conference notes the threats to access to TPS in post-92 HEIs, despite this access previously being promised by government and enshrined in the TPS scheme regulations. These threats include:

1. Threatened 'fire and rehire' via subsidiary companies to avoid offering TPS (e.g. Coventry University)
2. Incentivising opt-out from TPS
3. Offering 'low-cost', defined contribution alternatives

Conference further notes the negative impact of a fall in the number of active TPS members.

Conference believes that TPS must remain the professional pensions scheme for educators in post-92 HEIs.

Conference asks HEC to defend in the strongest possible terms the right of members in post-92 HEIs to membership of TPS, including

- a. Support for branches affected by these threats
- b. Raising the issue with employers and with the DfE

- c. Pressing for government funding to meet increased employer contributions (as has happened in Scotland)
- d. Continuing to resist the use of subsidiary companies.

HE21 Composite: Defending Teachers Pension Fund University of Greenwich, Nottingham Trent University

HESC notes:

1. Senior managers within some post-92 institutions have indicated support for removal of the duty to offer TPS and UCEA have lobbied government on "a review of HE participation" in TPS.
2. Some post-92 institutions have implemented their own pension scheme
3. Some institutions employ staff via subsidiaries to avoid TPS obligations

HESC believes:

- a. Implementation of a separate pension scheme to undermine TPS is damaging
- b. Employing staff through subsidiary companies to avoid statutory obligations is unacceptable

HESC resolves to:

- i. Treat any situation in which attempts are made to subsidiarise as disputes of national significance and resource appropriately
- ii. Lobby against the UCEA request to allow universities to opt out of TPS
- iii. Lobby for funding in England, Wales, and Northern Ireland, similar to that offered in Scotland, to cover increased employer contributions
- iv. Hold a national meeting about challenges to TPS for all eligible branches within 6 months

Section 7, Anti-casualisation work

HE22 Linking casualised redundancies to the fightback in HE Higher education committee

HEC notes:

1. The HE redundancy crisis often means casualised staff to be hit first: losing hours, contracts not renewed: work redistributed without formal redundancy procedures or compensation. This has a high impact on equality strands. UCU lacks centralised data on this. Employers use bogus arguments to load hours onto overworked FTE staff.
2. Casualised job losses are key in coordinated UK-wide industrial action. Dundee shows branches fighting early on for casualised workers strengthens members' ability to fight for permanent staff jobs.

HESC resolves:

- a. To urgently survey all branches on: loss of casualised teaching hours; non-renewal of contracts; changes to local agreements on casualised work.
- b. Immediate data on the impact of job losses on equality groups to strengthen bargaining and industrial action.

To produce

- i. A UK-wide report for HEC and ACC (then branches) exposing the impact of redundancies on casualised staff.
- ii. A bargaining and action guide for branches to defend casualised workers

HE23 Demand transparency on the extent of casualisation in HE Anti-casualisation committee

HESC notes that:

1. Approximately 75 000 academics are on casualised fixed-term or hourly contracts.
2. These numbers are underestimated as many casualised staff are employed on "open-ended contracts with review date" (OERD), which are, in all but name, fixed-term contracts.
3. Alongside more visible redundancies, there are hidden or invisible redundancies of casualised staff whose hours are slashed and contracts are not renewed.

HESC believes that data about the true extent of casualisation in higher education are necessary.

HESC resolves to request these data, covering the past five years and moving forward, from universities:

- a. Number of fixed-term vs open-ended contracts per academic family
- b. Full-time equivalent and head count of staff on hourly contracts
- c. Number of Ad-hoc payments (e.g. 'Form 100') used
- d. Number of academics and ARPS staff on OERD
- e. Equalities data (age, gender, race, disability) for the above.

HE24 Transparency on casualisation and fighting hidden redundancies University of Edinburgh

HESC notes that:

1. HESA data do not provide a clear picture on the extent of casualisation in HE.
2. Amid sector-wide budget cuts and threats of compulsory redundancies, hidden redundancies of "easily-disposable" casualised staff are already happening (hours are slashed and fixed-term contracts terminated), increasing the workload of those who remain.

HESC believes that:

- a. Data about the true extent of casualisation in Higher Education are necessary.
- b. Poor data invisibilise the true extent of casualisation

HESC resolves to:

- i. Obtain the following, alongside equalities data: number of staff on casualised contracts, including time-limited open-ended contracts, continuous length of service on precarious contracts, full-time equivalent and head count of staff on hourly contracts.
- ii. Ensure that campaigns against compulsory redundancies do not disproportionately lead to budget cuts targeting casualised staff; requesting the above data is key.
- iii. Campaign against hidden redundancies alongside campaigning against compulsory redundancies.

HE25 Overcome grotesque pay injustice London Metropolitan University

Conference notes:

- 1. Most hourly-paid teaching in HE is grievously underpaid compared with similar work by permanent academic employees. The principle (JNCHES 2004) that a comprehensive "scheduled teaching hour" rate, acknowledging "all work done in connection with teaching" be evaluated in relation to lecturer payscales to determine "the proper pay grade", is disregarded.
- 2. Evaluation exercises in London Metropolitan University, informed by surveys and accepted workload allocation tariffs, show that even institutions that explicitly recognise, for example, 2.5 hours of work per teaching hour, significantly underestimate the work required and, hence, underpay.

Congress resolves to:

- a. Develop a generally applicable framework, informed by current workload allocation models, to evaluate hourly-paid teaching.
- b. Undertake a nationwide survey, rigorously to evaluate hourly-paid teaching in terms of time and pay, in relation to work done by permanent employees.
- c. Publish and use the results of this exercise to reform pay practices and achieve equal payment for similar work.

HE26 Building and organising in private providers in higher education University of Sheffield International College

HESC notes:

- 1. Private providers threaten job security across the sector
- 2. the hard work of UCU members to organise and build the union, campaigning for and winning recognition within private providers.

HESC resolves:

- a. to map all private provision and develop a comprehensive strategy with the aim of reaching national agreements and delivering coordinated support to UCU members through research into the scope, scale and impact of private provision and recognition status of each branch / group, including surveying UCU members and HE institutions with staff working for private providers
- b. to actively support building the union in private provision through
 - a national organising conference of UCU members working for private providers
 - building a network of established HE branches in institutions where private providers exist to support organising
 - updated bargaining advice with private provider information to maximise successful campaigns.
- c. report progress to Congress 2026

Section 8, Research staff

HE27 MRC unit funding cuts and open-ended contracts

University of Glasgow

Conference notes:

1. The Medical Research Council (MRC) has withdrawn funding from its Research Units, including SPHSU at the University of Glasgow, resulting in over 70 redundancy notifications already, and more jobs at risk as other units close.
2. Most universities transition research staff onto open-ended contracts occasionally, but without clear policy for how to decide who to retain, the process of protecting staff jobs is arbitrary and subject to local whims.
3. UCU has launched the Researcher Manifesto (1) calling for a pooled resourcing model for research staff.

Conference mandates HEC to:

- a. Investigate whether any universities have clear, open policies on how research staff move onto fully open-ended contracts.
- b. Call on all UK universities to introduce a pooled resourcing model.
- c. Call on the MRC and the UK Government to reverse their decision and restore funding to SPHSU and other affected units.

Section 10, Academic related, professional services staff

HE28 ARPS members deserve career progression

Academic related,

professional services staff committee

Notes:

1. UCU's ARPS Manifesto demands the establishment of a career framework, promotional pathways and reward structure as envisaged by the 2003 Framework Agreement.

2. ARPS members indicate career progression is a crucial issue and promotional pathways are not available.

Believes:

- a. ARPS staff play a central role in HE and UCU
- b. ARPS members deserve career progression pathways reflecting skills and expertise.
- c. Promoted ARPS members don't always move unions to the appropriate one for their grade

Resolves to:

- i. Remind national negotiators of the central role of ARPS members.
- ii. Pursue meaningful career progression pathways for ARPS staff as part of JNCHES negotiations.
- iii. Develop guidance and training for branches to pursue pay, progression and promotion parity
- iv. Develop guidelines for ARPS staff to help them join an appropriate union.
- v. Promote the work above and ARPS member engagement via the email network, open meetings and annual meetings.

New paragraph: Equality

HE29 Black history, black studies and anticolonial history Black members standing committee

Conference denounces attacks on jobs and disciplinary and the particular risk to specialist areas Black History, Black Studies and anticolonial history and thought.

Conference believes:

1. These areas of debate bring new generations into energetic intellectual inquiry.
2. Attacks on taught routes narrow opportunities for students and communities, particularly when regional provision is threatened;
3. Loss of postgraduate specialisms threatens the career paths of future scholars and thinkers, and to the representation of Black intellectual traditions in the academy.

Conference agrees:

- a. To create popular educational materials on the importance of Black and anticolonial intellectual traditions for UK education;
- b. To host a student and community facing online event highlighting the role of Black and anticolonial intellectual traditions;
- c. To map regional access to taught programmes including Black and anticolonial intellectual traditions;

- d. To work with community and student groups to document the importance of these areas to access and progression for Black and other local communities.

HE30 Inclusive recruitment procedures in HE Disabled members standing committee

HESC notes online recruitment processes across HE discriminate against disabled people, increasing pay and progression gaps and impeding workplace diversity.

HESC notes the AI Employment Bill, developed by TUC, seeks to regulate employers' use of AI systems.

Increased use of AI in recruitment processes, such as personality tests, impacts disabled people through biased systems and discriminatory processes.

Inclusive employment practices are essential to equity, academic freedom, and quality education.

The Equality Act 2010 requires every employer to make recruitment processes fully accessible. Online recruitment (without built-in anonymous reasonable adjustments) -creates a further barrier for disabled people to access recruitment and requires them to declare.

HESC resolves to campaign for

1. Inclusive candidate processes in HE.
2. Automation of job processes and built-in anonymous reasonable adjustment identification.
3. Campaign for universities to abide by existing legislation on inclusion and employers to conduct transparent equality impact assessments on recruitment and employment practices.

HE31 The gender promotion gap in higher education Women members standing committee

Conference notes:

Identifying women in higher education (HE) are underrepresented in professoriate and leadership roles. Progression is hindered by structural barriers, including unconscious bias, caring responsibilities, lack of mentorship, and opaque promotion processes. They are less likely to be encouraged to apply for promotion and experience greater scrutiny in research outputs and leadership evaluation. Equality intersections compound this. Job insecurity disproportionately limits promotion.

Conference resolves to:

1. Demand accountability from HE institutions through gender equity audits, pay gap reports, and supportive pathways to senior roles.
2. Advocate for fairer evaluation metrics that recognise the full spectrum of academic contributions, including teaching, pastoral care, and service roles.
3. Strengthen mentorship and sponsorship programs that actively support women's progression, especially in returning from career breaks.

4. Mobilise branches to collectively hold institutions accountable for addressing gender disparities, and campaign for binding sector-wide agreements on equitable career progression, and mandatory gender equity training.

HE32 Ending the intersectional pay gap Women members standing committee

HESC notes:

1. Black, disabled, migrant, and LGBTQ+ women suffer multiple pay inequalities while employers obscure the facts by refusing to publish meaningful data.
2. Casualisation exacerbates pay inequality. Without penalties, employers ignore multiple oppressions and pay discrimination. Intersectional analysis deepens structural inequalities. Pay gap reporting is often a tick-box exercise without real accountability.
3. Fighting for intersectional pay justice is core to our industrial action and must be embedded in bargaining, recruitment, and campaigning.

HESC resolves:

- a. Demand all institutions publish transparent intersectional pay audits and time-bound action plans to close all pay gaps.
- b. Embed intersectional pay gap demands into future pay claims.
- c. A high-profile national campaign exposing institutions that refuse to close pay gaps.
- d. Develop bargaining guidance to help branches using pay data in local negotiations.
- e. Campaign for financial penalties for institutions that fail to close pay gaps.

HE33 LGBT+ dimensions of the sectoral crisis including redundancies LGBT+ members standing committee

Conference notes with concern

1. increasingly standardised language across the sector around "right-size" institutions.
2. this language almost always means reductions.
3. the impact of the trend towards larger, more team-taught and less specialist modules in the name of "simplification" of degrees and mitigation of risks to teaching.

Conference believes this will have a disproportionate impact on specialist teaching and teaching about marginalised groups, e.g. LGBT+ people.

Conference calls for

- a. exploration of the impact on LGBT+ staff including where universities are not doing enough to monitor the impact of the crisis on minority groups
- b. Work with professional, community and student organisations to monitor and resist the impact on LGBT+ courses / research

- c. Continuation of UCU commitment to the leading work on LGBT+ research conferences including publication of conference papers
- d. Support for LGBT+ staff minimising the psychological, mental, physical impact (particularly for casualised/fixed-term workers).

HE34 Stopping the growth of the far right in HE University of Brighton

Conference notes:

1. The far right is growing, boosted by Trump and Musk.
2. The electoral breakthrough of Nigel Farage's far right Reform UK, which claims 200,000 members, five MPs and 70+ councillors.
3. Reform UK and other far right groups aim to build support in universities.
4. Tommy Robinson's efforts to build a fascist street movement in Britain.

Conference believes:

- a. Reform UK is setting the agenda in British politics, pushing racist scapegoating of refugees, migrants and Muslims, along with targeting trans rights, women's rights and the right to protest.
- b. HEIs are an important battleground for the struggle to defeat racism and fascism.

Conference resolves:

- i. To continue to support future initiatives against the far right organised by Stand Up To Racism, the TUC and others.
- ii. To work with NUS and campus unions to produce dedicated anti-racist materials, and organise speaking tours.
- iii. To encourage branches to organise staff-student assemblies against racism and fascism.

HE35 Migrant access to UCU advice Migrant members standing committee

HESC notes:

1. Migrants moving to the UK may require advice on employment matters, but are not eligible for UCU membership or services until they are employed in UK HE
2. UCU has reciprocal agreements with HE unions in other country, which may give members of those unions some access to UCU advice and representation when they are working in the UK.

HESC resolves:

- a. To publicise existing reciprocal agreements, including listing them on the UCU website

- b. To explore the signing of further bridging agreements with HE unions in other countries, with the aim of allowing migrant staff access to advice from UCU before accepting employment in UK HE
- c. To instruct HEC to explore a rule change to allow staff coming from countries where UCU does not have a reciprocal agreement with a local HE union to access UCU services prior to employment in UK HE.

New paragraph: Misconduct

HE36 Accountability for misconduct across institutions University of Leeds

Sector conference notes:

1. Endemic:
 - discrimination, bullying, boundary crossing and sexual violence within and between institutions.
 - abuse of early career researchers including plagiarism of ideas by academics in secure staff positions, encouraged by funders recommending seniors lead on early career ideas.
2. Institutional policies protecting staff who abuse collaborators from other institutions.

Sector conference believes:

- a. The right to freedom from abuse at work is universal.
- b. Abusers should not be immune to claims from outside their institution.
- c. Cross-sector policy change will produce culture change, reducing discrimination and abuse.

Sector conference resolves:

- i. HEC to pursue shared policy across HE to handle cross institutional misconduct.
- ii. UCU to negotiate with employers for policy change protecting collaborators from other institutions.
- iii. UCU to lobby for funders to start independent investigations within 3 months of institutions not taking sufficient action, and to remove funding from abusers.
- iv. UCU to maintain a public register of offences including naming institutions.

HE37 For evidence-based staff-student policies against misconduct University of Leeds

HESC believes:

1. UCU should support clear, evidence based policy to prevent abuses of power in HE, which must account for intersectional power relations
2. Clarity on staff-student relationships protects both staff and students

HESC notes:

- a. Regulatory requirements on harassment and sexual misconduct in effect in England from August 2025
- b. Most students are uncomfortable with staff student relationships

HESC resolves to:

- i. Consult with UCU's equalities standing committees and anti-casualisation committee, NUS, 1752 Group, and other relevant specialist and survivor organisations
- ii. Call branches to:
 - Work with employers and students' unions, drawing on peer-reviewed research to develop professional boundaries between staff and students
 - Seek policies to prohibit staff from entering intimate relationships with students for whom they have current or potential teaching, learning, or pastoral responsibilities, including:
 - Comprehensive, intersectional training and awareness raising on professional boundaries and preventing sexual harassment across academic hierarchies (including between staff)
 - Development of training for staff handling disclosures.

New paragraph: Other issues

HE38 Trusted research, human rights and military research and divestment Higher education committee

HESC deplores continuing support for military research by universities and funding bodies.

HESC believes that

1. National security should be replaced by global security.
2. Research shows the best way to achieve peace and international security is research on solving global problems such as climate change and water shortage.
3. Legislation on trusted research make it more difficult to do research
4. It is hypocritical for government to support the developing military technologies for use in some countries, but not others.

HESC agrees to

- a. Oppose trusted research.
- b. Provide a briefing paper on the threat to research posed by "trusted research", organising and carrying out research that supports and respects all countries and cultures and supporting colleagues who experience difficulties due to it."
- c. To call on universities to show real concern for human rights by ending all military research and divesting in firms involved in arms sales to Israel.

MOTIONS NOT ORDERED ONTO THE AGENDA

I Motions not submitted by the deadline

B1 Defend the Right to Protest and Free Speech for all Imperial College

Congress condemns:

1. actions by the government, and by colleges and universities, aimed at restricting or criminalising peaceful protest, including acts of civil disobedience
2. actions by colleges and universities to discipline or exclude students for involvement in such protests
3. the suppression, by UK university administrations, of viewpoint diversity and beliefs that may be perceived as controversial
4. the imposition of prison sentences on peaceful protesters including those involved in action on climate change.

Congress resolves:

- a. to support UCU members and students at risk of disciplinary action, dismissal, exclusion from colleges and universities or imprisonment for engagement in peaceful protest
- b. to defend colleges and universities as essential spaces for critical discussion, freedom of speech, and political debate & protest
- c. to initiate a UK-wide campaign with other trade unions in defence of free speech and the right to protest.

Motion B2 was also out of order as not properly approved (approved only by branch committee), and because it would create uncertainties within the rule book.

B2 Rule change: National Prison Education Committee PeoplePlus branch

Rule 30.3 should be added, specifying that:

The National Executive Committee shall establish and financially support a National Prison Education Committee. All prison education branches shall be considered to fall within the constituency represented by the National Prison Education Committee as though they were in the same geographic constituency. The National Prison Education Committee should thus be considered equivalent to a Regional Committee. Any Rules, Standing Orders or directions specifying relations between branches and their Regional Committees should be interpreted as also holding between prison education branches and the National Prison Education Committee.

II Motion not approved in accordance with the Congress standing orders

B3: *Approved by a branch committee, no branch meeting having been called before the deadline.*

B3 Cuts to Adult Funding Sandwell College of FHE

2% to 3% cuts to the Adult Skills Fund will affect not only ACE but also GFE colleges

In the early 2000s it stood at £5.1 billion, it is now £1.7 billion.

Adult ESOL courses are a lifeline which are crucial for life in the UK.

UCU Resolves:

1. campaign to stop the cuts
2. To organise lobbies and demonstrations at Parliament.
3. create case studies illustrating the false economy these cuts will make

III Motions (or parts of motions) not in order for debate by Congress

B4 *SFC30, part of 'resolves' clause b: The Union has previously followed, and continues to follow, advice from King's Counsel that it would be unlawful and beyond the powers of the union to call for a boycott of Israeli academic institutions. This includes the union supporting other organisations which explicitly call for boycott of academic institutions, or call on members to support a range of measures which would likely be characterized as a boycott (such a coordinated call to refuse to accept invitations, refuse to act as referees, refuse to cooperate).*

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).

B4 SFC30 - Support for Campus Voice for Palestine University of Leeds

Extract from point resolves b:

b. Affiliate to BRICUP and UCW4P

B5 *This rule change cannot be ordered as it is not consistent with other parts of the rule book in respect of NEC elections.*

B5 Amendment to Rules 16 and 18 Bangor University

The purpose of this rule change is to make the union's UK-wide negotiators directly elected by the entire membership of UCU. Under the current rules, negotiators are elected by Congress delegates, and members who are not Congress delegates do not have a say over who represents them in key negotiations on pay, pensions and terms and conditions. It is intended that this rule come into effect in the 2026-27 year, as the process for electing 2025-26 negotiators has already begun.

DELETE from Rule 16.4 " and shall elect national negotiators for the sector according to a formula approved by the sector conference."

DELETE Rule 16.4.1

ADD "the Elected Negotiators" after "the General Secretary" to Rule 18.2

ADD NEW RULE 18.9 Elected Negotiators

18.9.1 There will be six UK-elected members of the National Executive Committee who are elected by and from members of the Higher Education Sector to negotiate with the employers on all UK-wide matters.

18.9.2 Of the UK-elected Higher Education negotiators elected:

- i. at least one will be employed, or, if unemployed, have been most recently employed, in a pre-1992 institution;
- ii. at least one will be employed, or, if unemployed, have been most recently employed, in a post-1992 institution;
- iii. at least one will be employed, or, if unemployed, have been most recently employed, in an academic-related role.

18.9.3 The National Head of HE, the Vice-President for HE, and the two vice-chairs of the HE Committee are ex officio negotiators. With the exception of the National Head of HE, the ex officio negotiators will have full voting rights during any negotiation.

18.9.4 There will be six UK-elected members of the National Executive Committee who are elected by and from members of the Further Education Sector to negotiate with the employers on all national negotiations in England.

18.9.5 The Vice-President for FE, and the two vice-chairs of the FE Committee are ex officio negotiators, with full voting rights during any negotiation.

18.9.6 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:

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

18.9.7. All negotiators will be elected to serve a term of two years on the National Executive Committee, starting at the end of the annual meeting of National Congress following their election. Elections will be held for half of all negotiator seats every year.

Renumber subsequent rules.

B6 *This changes model local rule 12 from a process of removal from local office based on political will to a disciplinary process. UK rule 13 is the union's only process for applying disciplinary sanctions.*

B6 **RULE 12 MODEL BRANCH RULES** **Southampton Solent University**

Delete existing model local rule 12:

12. Removal from office

Any member of the committee (including the officers and other persons elected to represent the Branch/LA) may be removed from office by resolution at a general meeting (including an extraordinary general meeting) of the Branch/LA provided that (a) the terms of any such proposed resolution are received by the secretary not later than the day that is [fourteen] days before the day of the general meeting and (b) the proposal for such a resolution is supported in writing by not less than twentyfive members or 25% of the membership, whichever is less. Upon receipt of such a proposal the secretary will take all reasonable steps to ensure that that proposal is received by each member of the Branch/LA not later than the day that is [seven] days before the general meeting at which it is to be considered. Any general meeting which will have removed a member or members of the committee in accordance with the above will have power to replace any such member or members until such time as normal election of officers and other members of the committee next occurs.

Replace with:

12. REMOVAL FROM OFFICE

Any member of the committee (including the officers and other persons elected to represent the Branch/LA) may be removed from office by resolution at a general meeting (including an extraordinary general meeting) of the Branch/LA provided that (a) the terms of any such proposed resolution are received by the secretary not later than the day that is [fourteen] days before the day of the general meeting and (b) the proposal for such a resolution is supported in writing by not less than twentyfive members or 25% of the membership, whichever is less. Upon receipt of such a proposal the secretary will take all reasonable steps to ensure that that proposal is received by each member of the Branch/LA not later than the day that is [seven] days before the general meeting at which it is to be considered. Any general meeting which will have removed a member or members of the committee in accordance with the above will have power to replace any such member or members until such time as normal election of officers and other members of the committee next occurs.

Any member of the committee who is subject to a consideration for Rule 12 removal must have the opportunity to receive the list of reasons [twelve] days before the proposed general meeting at which removal will be considered, and must have the option of providing a written response [eight] days before the meeting. All documents should be included in the notice circulated to members which must be received by members [seven] days before the general meeting.

The committee member who is being considered for removal must always be present at the general meeting where his/her removal is being considered. The committee member who is being considered for removal must always have the opportunity to answer and address the reasons given for seeking his/her removal, at the general meeting in which his/her removal is being considered.

Purpose: This change will have the effect of ensuring that any Branch Officer subject to a Rule 12 'Removal From Office Process' will be able to answer criticisms made of him/her prior to Branch members voting on the removal motion, and that voting members will have access to those answers when making their decision.

Motions B7 and B8 assume the approval of a Congress policy document which is not currently before Congress in this first CBC report.

B7 AI and work of the Future of Work working group Higher education committee

HESC notes the work of the Future of Work in Post-16 Education working group and the creation of Fundamental Principles for AI.

HESC believes that UCU needs to ensure that the Fundamental Principles for AI are met in universities to protect our members and students.

HESC mandates HEC and HE negotiators to seek an agreement with UCEA to ensure that the Fundamental Principles for AI are upheld in the sector.

B8 Future of Work in Post-16 Education AI Further education committee

FESC notes:

1. the work of the Future of Work in Post-16 Education working group and the creation of Fundamental Principles for AI.
2. the Generative AI: product safety expectations published in January 2025 which must be met by colleges.

FESC believes that UCU needs to ensure that the Fundamental Principles and Generative AI: product safety expectations are met in colleges to protect our members and students.

FESC mandates FEC and FE negotiators to seek an agreement with FE employers to ensure that the Fundamental Principles for AI are upheld in the sector.

B9 *This clause is not in order as the Equality Committee is a cross-sectoral NEC subcommittee and not a body that the further education sector conference can instruct.*

B9 Women and the new deal for FE Women members standing committee

- ii. UCU Equality Committee will include national bargaining on the agenda at every meeting and will provide regular advice and guidance to negotiators and relevant committees

IV Motions considered not to be the business of the conference to which they were submitted (and could not be reordered)

Submitted to HE sector conference, considered to be the business of Congress

B10 Bringing more fairness to rule 13 Southampton Solent University

Congress notes the Rule 13 is an important mechanism to regulate the conduct of UCU members and address behaviours which bring the Union into disrepute.

While the current procedure is very useful it needs to be improved to ensure that the complainant fully participates in the process. The current procedure does not make provision for complainant to attend complaint hearings, or speak at complaint hearings, or respond to evidence provided at such hearings.

Congress calls on the NEC to amend Rule 13 so that complainants:

1. Are provided with a copy of the complaint-response when it is first received by UCU, and asked to provide a written response to it.
2. Complainants are always invited to attend complaint hearings, and any subsequent appeal hearings, give a statement, respond to questions, and are allowed to respond to all evidence given by the respondent to the complaint at all stages.