

University and College Union

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To	Branch and local association secretaries
Topic	Unconfirmed minutes of UCU Congress, 29 and 31 May 2024
Action	For information; for adoption at Congress 2025
Summary	Minutes of UCU Congress meeting held 29 and 31 May 2024
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**Meeting of the Congress of the
University and College Union (UCU)
Bournemouth International Centre, Bournemouth
29 and 31 May 2024**

FIRST SESSION OF CONGRESS, WEDNESDAY MORNING, 29 MAY

OPENING BUSINESS

1 WELCOME AND ADDRESS FROM JUSTINE MERCER, PRESIDENT

- 1.1 Justine Mercer (University of Warwick), UCU President and Chair of Congress, welcomed delegates and addressed Congress.
- 1.2 A tribute to Catriona Scott, a UCU member of staff who had recently died, was given, followed by a minute's silence.
- 1.3 The chair reminded colleagues of UCU guidance on expectation of members' conduct and Congress standing order 36. The chair read out a statement from the Disabled members' standing committee on access and inclusion.
- 1.4 The chair drew to delegates' attention that Congress was not a forum in which UCU staffing matters could be discussed.
- 1.5 Congress appointed those regional officials and regional support officials of the union present to act as tellers.

2. REPORT OF THE CONGRESS BUSINESS COMMITTEE.

- 2.1 Alan Barker (University of Nottingham), chair of CBC presented and moved the second report of the Congress business committee set out in UCU/2134 and responded to subsequent challenges to the report.
- 2.2 Victoria Araj, (University of Lincoln) proposed that motions 32-37 be moved to an earlier point in the Strategy and Finance committee business. The proposal was voted on and **CARRIED**.

- 2.3 Sean Wallis, (NEC, UCL) proposed that clauses in motions B8 - B14 be moved back onto the agenda. The proposal was voted on and **CARRIED** (two-thirds majority: For 159, Against 76, Abs 33).
- 2.4 Peta Bulmer, (NEC, University of Liverpool) proposed that late motion B30 be moved back onto the agenda. The proposal was voted on and **CARRIED**.
- 2.5 Cecilia Wee (Royal College of Art) proposed that motion B18 be moved back onto the agenda. The proposal was voted on and **CARRIED** (two-thirds majority).
- 2.6 Mark Abel (NEC, University of Brighton) proposed that B24 as an amendment to motion 29 be moved back on to the agenda. The proposal was voted on and **CARRIED**. (For 150, Against 73, Abs 30)
- 2.7 Tony Armstrong (SOAS) proposed that motion B1 be moved back on the agenda. The proposal was voted on and **CARRIED** (two-thirds majority).
- 2.8 The report of the Congress Business Committee was **ADOPTED** as amended.

3. MINUTES

- 3.1 The minutes of Congress 27- 29 May 2023 set out in UCU/1230 were **ADOPTED** by Congress.

4. SECTION 1: BUSINESS OF THE RECRUITMENT, ORGANISING AND CAMPAIGNING COMMITTEE (motions 1-9).

- 4.1 **Motion 1**, *Recruitment, organising and campaigning*, was moved by Nina Doran (NEC, City of Liverpool College) and seconded by Steve Desmond (Solent University).
- 4.2 Amendment 1A.1 was moved by Fergal Hanna (University of Cambridge) and seconded formally:

Add at end new f:

'actively campaign against the increasing casualisation of work in Higher Education, Further Education, Prison Education, Adult and Community Education and support branches in holding meetings with casualised members and submitting anti-casualisation claims.'

- 4.3 Amendment 1A.1 was **CARRIED**.
- 4.4 Motion 1 as amended was **CARRIED**:
'Congress notes the progress made by ROCC in implementing the policies set by Congress, notably:

- 1. support for national disputes in all sectors**
- 2. support for branches, including with GTVO and disputes**
- 3. strengthening recruitment to build greater union density in all our sectors**

4. developing training and education for activists
5. providing support for priority, national industrial campaigns.

Congress supports continued focus on these areas working:

- a. to actively support recruitment, campaigning and organising activities nationally, regionally, and locally
- b. to engage and involve our diverse groups of members
- c. to ensure issues of climate justice and sustainability are integral to our work
- d. with other unions to oppose the Strike (Minimum Service Levels) Act
- e. actively campaign against attacks on the rights of refugees and asylum seekers and other migrants.
- f. Actively campaign against the increasing casualisation of work in Higher Education, Further Education, Prison Education, Adult and Community Education and support branches in holding meetings with casualised members and submitting anti-casualisation claims.'

4.5 **Motion 2**, *Toolkit for winning recognition*, was moved by Sam Morecroft (Yorkshire and Humberside regional committee) and seconded by Ian Lund (Sussex International Study Centre)

4.6 Motion 2 was **CARRIED:**

'Congress notes:

1. the proliferation of workplaces in post-16 education with no recognised
2. these workplaces are increasingly common because of the deregulation and marketisation of education
3. UCU has traditionally focused on workplaces with existing recognition agreements
4. UCU has won recognition recently at University of Cambridge and Sussex ISC (Study Group)
5. multiple campaigns to win recognition in a variety of workplaces in HE are.

Congress believes the worst examples of low pay and casualisation are found in workplaces with no collective bargaining and that the trend of unorganised workplaces represents an existential threat to working conditions in the sector.

Congress resolves to create a toolkit in consultation with ACC providing legal and organising guidance to support UCU members to build

successful recognition campaigns, covering both the legal processes and the need to recruit and branch build in workplaces where UCU is not recognised.'

- 4.7 **Motion 3**, *Supporting discussion and democratic debate among UCU branches and activists* was moved by Vicky Blake (NEC, University of Leeds) and seconded by Lubna Khan (Yorkshire and Humberside regional committee). Sam Morecroft (Yorkshire and Humberside regional committee) spoke in the debate.

- 4.8 Motion 3 was **CARRIED**:

'Congress recognises the value of discussion among branches, regions and union activists in developing union policies, collective learning and sharing of experiences. Such discussions may relate to areas such as education policy, industrial relations strategy, equality and international issues, and approaches to union organising.

Congress affirms that discussion and communication between branches and members is essential to building a strong UK-wide union and that preventing discussion and communication disempowers our membership.

Congress calls for the immediate re-instatement of the UCU Activists' List as a discussion forum for UCU members, with provision for appropriate moderating arrangements.

Congress instructs NEC to explore ways in which both digital communication platforms and in-person or hybrid events can be organised and resourced to build up a supporting framework and culture of civil and collegial debate, which enhances union democracy and supports UCU's effectiveness as a trade union.'

- 4.9 **Motion 4**, *Mergers on the dancefloor*, was moved by Laura Dickens (City, University of London) and seconded formally.

- 4.10 Motion 4 was **CARRIED**:

'Congress notes:

- 1. merger between City, University of London and St George's, University of London - due 1 August 2024**
- 2. negotiations were between Councils of both institutions, with limited communications/ updates to staff**
- 3. HESA reported 55% of 267 Higher Education institutions recorded deficit in 2021-22.**

Congress believes:

- a. we need to prepare for further mergers of institutions**
- b. involvement of trade unions should be prioritised, including openness and transparency in mergers/proceedings**

- c. there are recruitment opportunities in being prepared and supporting staff through mergers and building an even stronger union.

Congress calls on:

- i) UCU to prepare guidance and resources for reps on supporting TUPE processes, with case studies
- ii) UCU to provide briefings for members on TUPE proceedings
- iii) Regional training to be organised for affected branches for reps and UCU members
- iv) UCU to argue for increased transparency and union involvement in mergers to avoid future situations experienced by City and St George's.'

4.11 **Motion 5**, Composite: *International and political influencing on climate and ecological emergency*, was moved by Pete Wood (Open University) and seconded by Rhian Keyes (NEC, Birkbeck University of London).

4.12 Motion 5 was **CARRIED**:

'Congress believes the tertiary educational sector is under-developed in narratives or framings in parliamentary and international discussions around the climate and ecological emergency.

Congress notes UCU's successes in local and national bargaining and organising on the CEE.

Congress resolves:

UCU develop parliamentary and international campaigns for education's centrality to the green skills agenda and a Just Transition, including:

1. influencing of the UK, Scottish, and Welsh parliaments and Northern Ireland Assembly, including publications and events, supported by appropriate all-party parliamentary groups
2. frame-setting media campaign through UCU, targeting national print and broadcast media
3. template materials for regions & branches to localise and approach local media and government
4. collaboration with supportive trade unions and aligned groups, especially PCS and Greener Jobs Alliance
5. act to influence, and amplify via, international trade union networks such as Education International, ETUCE, Greening Education Partnership, and at COPs, including supporting member attendance.'

4.13 **Motion 6**, *Action on Climate Change*, was moved by Marion Hersh (NEC, University of Glasgow) and seconded by Pete Wood (Open University). Joshua Spears (Darlington College) spoke in the debate.

4.14 Motion 6 was **CARRIED**:

'Congress reaffirms its commitment to combatting climate change.

Congress notes:

- 1. the importance of education**
- 2. the high impacts of transport and food emissions**
- 3. the potential of health and safety approaches.**

Congress agrees to:

- a. campaign for abolition of 'company' cars, particularly in institutions, and for free and improved public transport and better provision for pedestrians, wheelchair users and cyclists**
- b. donate £300 to the Campaign for Better Transport (launched as Transport 2000 by National Union of Railwaymen and others), publicise their actions and encourage branches to participate with banners**
- c. support branches to get a green rep, this rep to sit on institution environment/sustainability committees and to have recognition as H&S rep**
- d. encourage significantly more members to attend UCU CPD: introduction to sustainability, decarbonise and decolonise, embedding climate education, and timetable more courses**
- e. donate £200 to People and Planet and encourage members to support local actions.'**

4.15 **Motion 7**, *Fighting tax injustice for those on low incomes*, was moved by Martin Giddey (Southern Retired members) and formally seconded.

4.16 *Amendment 7A.1*, was moved by Alison Gaughan (Kirklees College):

After 'low paid worker' (paragraph 2, line 2), insert 'disabled workers'.

After 'National Pensioners Convention' (paragraph 3, line 1), insert 'and DPOs (Deaf and Disabled Persons Organisations).'

4.17 Motion 7 as amended was **CARRIED**:

'Congress notes in 2021 the Government froze personal income tax thresholds which hitherto, had typically been increase by CPI each year. The freeze has now been extended until 2028. This policy stands in direct contradiction to Conservative 2019 election manifesto pledges.

Congress notes that, as a consequence, increasing numbers of low-paid workers, disabled workers and pensioners have been drawn into the tax net. This adversely affects part-time and hourly-paid staff in post-sixteen education and pensioners who have retired from this field, for example. Those struggling on low incomes in a cost-of-living crisis have been further impoverished.

Congress instructs the NEC to work with the National Pensioners Convention and DDPOs (Deaf and Disabled Persons Organisations) to campaign for the reversal of this damaging policy and, further, to include this objective in UCU's lobbying strategy ahead of the forthcoming general election.'

4.18 **Motion 8**, *Support NCP Campaign for an Older Persons Commissioner*, was moved by Mary Jennings (Eastern and Home Counties retired members) and was formally seconded.

4.19 Motion 8 was **CARRIED**:

'Congress instructs the UCU to support the National Pensioners Convention campaign for an older person's commissioner for England. <https://www.npcuk.org/commissioner>.'

4.20 **Motion 9**, *The use of subsidiary companies by HEIs to circumvent TPS*, was moved by Martin Giddey (Southern Retired members) and seconded formally.

4.21 *Amendment 9A.1* from Academic-related, professional staff committee was moved formally:

Add 'and LGPS (Local Government Pension Scheme)' at end of point b.

4.22 *Amendment 9A.2* from London Metropolitan University was moved formally and seconded:

To be added to 'Congress instructs' after c:

d) Call for equal funding of post 92-TPS from the government.

e) Campaign to end the outsourcing in HEIs so that staff (this disproportionately affects equality strands and casualised workers) are not pressured into inferior pension schemes in subsidiary employment or in traditional HEIs.

f) A renewed campaign and focus on pension justice for TPS for women on all contracts.

4.23 *Amendment 9A.1* was **CARRIED**.

4.24 *Amendment 9A.2* was **CARRIED**.

4.25 Motion 9 as amended was **CARRIED**:

'Congress notes:

i. that many post-1992 HEIs 'parent' wholly or majority-owned subsidiary companies (incorporated under UK company law) to operate non-charitable and commercial activities to avoid compromising the charitable objects of the HEI

ii. and condemns the shameful employment practice of using a subsidiary company to employ new staff (academic and professional services) at the Universities of Falmouth, Staffordshire, and Solent for the purpose of circumventing the commitment to Teachers' Pension Scheme (TPS).

Congress instructs the NEC to:

1. **establish a working group to specifically to defend TPS**
2. **organise a high profile campaign for the abolition of the shameful employment practice of using a subsidiary company for the purposes of employing new staff and to circumvent TPS and LGPS (Local Government Pension Scheme).**
3. **provide support and resources to post-92 branches.**
4. **Call for equal funding of post 92-TPS from the government.**
5. **Campaign to end the outsourcing in HEIs so that staff (this disproportionately affects equality strands and casualised workers) are not pressurised into inferior pension schemes in subsidiary employment or in traditional HEIs.**
6. **A renewed campaign and focus on pension justice in TPS for women on all contracts.'**

4.26 The recruitment, organising and campaigning committee chapter of the NEC's report to Congress was **ADOPTED**.

5. SECTION 2: BUSINESS OF THE EDUCATION COMMITTEE

Section 2, Pushing for funding reform

5.1 **Motion 10**, *Building a brighter future for post-16 education*, was moved by Vicky Blake (NEC, University of Leeds) and seconded formally.

5.2 *Amendment 10A.1* was moved by Gertjan Lucas (University of Nottingham) and seconded:

Add in a new point 5, and renumber accordingly:

5. challenging the notion that international student recruitment comes at the expense of places for domestic students.

Add additional bullet point under a:

'resist the scapegoating and policing of international students'.

5.3 *Amendment 10A.2* was moved by Regine Pilling (NEC, Westminster Kingsway College).

Add new point e:

To call a UK wide demonstration in defence of post 16 education in Central London on a Saturday in the Autumn term.

5.4 Matthew West (Exeter University) spoke in the debate.

5.5 *Amendment 10A.1* was **CARRIED**.

5.6 *Amendment 10A.2* was **CARRIED**.

5.7 Motion 10 as amended was **CARRIED**:

'Congress commends education committee's work and urges its continued development of practical, participative campaigns to pursue our education policy agenda, including:

- 1. a sustainable funding model to widen participation and ensure proper, stable resourcing across post-16 education**
- 2. collaboration not competition between institutions**
- 3. abolition of tuition fees**
- 4. challenging "low value" narratives, instead celebrating all modes and fields of post-16 education**
- 5. challenging the notion that international student recruitment comes at the expense of places for domestic students**
- 6. embedding climate justice in curricula and institutional practices**
- 7. continuing UCU's Cradle to Grave conferences .**

Congress calls on NEC and education committee to:

a. work with sibling unions (including NUS) to:

- develop joint approaches**
- promote community dialogue about education**
- combat cuts and ideological attacks upon disciplines and subject provision**
- continue commitment to the Defend the Arts campaign**
- resist the scapegoating and policing of international students**

b. work with UCU Future of Work in Post-16 Education Working Group/International Working Group to understand and tackle global challenges including AI and education technologies

c. resist attacks on freedom of speech and academic freedom

d. defend professional autonomy.

e. To call a UK wide demonstration in defence of post 16 education in Central London on a Saturday in the Autumn term.'

5.8 **Motion 11**, *Save post-16 education (for the many not the few)*, was moved by Elane Heffernan (University of Kent) and seconded by Elaine White (NEC, Bradford College).

5.9 Motion 11 was **CARRIED:**

'Congress believes:

- 1. the government attack on "low-value" courses combined with the funding crisis, threatens mass redundancies; loss of post-16 courses and bankruptcies**
- 2. post-16 education is a vital societal resource for development of people and knowledge. Its institutions provide the possibility of**

challenge to established thinking, allowing the interrogation, development, and expansion of knowledge and where minoritised and oppressed groups have opened space to decolonise and challenge establishment ideology.

3. the attack on the value of arts and humanities in post-16 education is simultaneously an attack on the expansion of working class and minoritised people's access and an ideological attack on post-16 education

Congress instructs NEC: to launch a national campaign to save post-16 education, led by branches threatened with loss of courses, involving students and civil society, and focused on winning the argument for post-16 education centred on student's personal development and expansion of knowledge in all spheres.'

- 5.10 **Motion 12**, *Guidance to Branches on Free Speech and Academic Freedom*, was moved by Ben Ralph (University of Bath) and seconded formally.
- 5.11 Adam Hansen (NEC, Northumbria University, education committee) spoke in the debate.
- 5.12 Marion Hersh (NEC, University of Glasgow) proposed that motion 12 be remitted.
- 5.13 Motion 12 was **REMITTED**.

'Congress notes the outcome of a number of recent employment, and employment appeal tribunals. These have involved potential conflicts between academic freedom, free speech and standards of workplace conduct. As a result the rights and responsibilities of education staff are not clear, nor are the responsibilities of union branches in cases where there is a perceived conflict between academic freedom and contractual obligations.

Accordingly, Congress instructs the NEC to:

- 1. commission expert advice on the law with regard to academic freedom, equalities, and conduct in the workplace, including the implications of recent decisions*
- 2. draw up and issue legally sound guidance for use by branches in cases where questions of academic freedom or free speech are raised, with particular reference to a branch's obligation to support members, and to the boundary between free expression and potential misconduct*
- 3. incorporate this guidance into statements of relevant policy.'*

- 5.14 **Motion 13**, *Mischaracterisation of 'Academic Freedom' and freedom of speech*, was moved by Peta Bulmer (NEC, University of Liverpool) and seconded by Sam Morecroft (Yorkshire and Humberside Regional Committee). Carol Kinahan (South Thames College Group) and Nalini Vittal (UCL) spoke in the debate.

- 5.15 Motion 13 was **CARRIED**:

'Congress notes:

1. academic freedom, professional autonomy and freedom of speech are important central tenets of post-16 education and research
2. some groups and individuals bend the principle of academic freedom to excuse exclusionary views that deny the humanity and rights of our trans and non-binary members, students and friends.

Congress believes:

- a. the right to hold beliefs does not give anyone the right to discriminate against or exclude others and does not mean that there is an automatic 'right to be heard' in any specific space
- b. supporting and fighting for the rights of trans, non-binary and gender non-conforming people does not mean there are fewer rights of to go around for others.

Congress resolves:

- i. to develop guidance for branches and a CPD session on understanding academic freedom and freedom of speech.'

5.16 **Motion 14**, *Conflict, history education, academic freedom and free speech*, was moved by Elaine White (NEC, Bradford College) and seconded by Vicky Blake (NEC, University of Leeds).

5.17 Motion 14 was **CARRIED:**

'Congress notes:

1. where there are deadly conflicts, these come alongside information wars. These serve to sow discord between communities and so further the deadly conflicts.
2. in education false neutrality agendas serve only to encourage educators to self-police
3. where controversial topics are not covered students will only seek out information from unknown sources
4. this conference also notes the threats and removal of history, politics and humanity courses across post-16 education.

Resolves:

- a. renew UCU's commitment to solidarity with the Palestinian, Ukrainian and all other people facing deadly attacks
- b. support education workers to use academic freedom to teach the history of such conflicts and provide safe educational spaces in all institutions to do this and take part in workplace protests
- c. call to defend and reinstate humanity courses in FE, ACE, HE and Prison Education in every community.'

5.18 **Motion 15**, *Health and social care conference* was moved by Alastair Hunter (Scottish retired members branch) and seconded by Pat Roche (NEC, Blackpool and the Fylde College).

5.19 Motion 15 was **CARRIED:**

'Congress notes that provision of health and social care throughout the UK has reached crisis level, with poor provision undermining the wellbeing of large numbers of vulnerable people.

Congress believes that UCU has an important role in addressing these issues through its members in health and social care education. There is a need for enhanced education, training and staff development to produce a well-qualified health and social care workforce and adequate staffing levels for these sectors. The post-16 education sector can make a vital contribution to achieving this.

Congress therefore instructs NEC to work with the Equality Committee and the NPC Health and Care Committee to set up a national conference on health and social care, with particular reference to the role of health educators in UCU and the wider trade union movement, to explore how post-16 education can contribute to the recruitment of well-trained and motivated professionals.'

5.20 The Education Committee chapter of the NEC's report to Congress was **ADOPTED.**

6. Section 3: BUSINESS OF THE STRATEGY AND FINANCE COMMITTEE to be taken in open session

6.1 The chair noted Congress's decision start this section with motions 32-27. To keep these motions together after lunch, the chair called on the mover of motion 16.

6.2 **Motion 16, No 'honeymoon' for a Labour government**, was moved by Regine Pilling (NEC, Westminster Kingsway College) and seconded by Phil Baker (Loughborough College).

6.3 Adam Hansen (NEC, Northumbria University) and Andrew Feeney (NEC, Northumbria University) spoke in the debate.

6.4 Duncan Lowther (University of Glasgow) proposed that the motion be taken in parts, voting separately on 'believes that d') and 'resolves to ii)'.
The vote to take motion 16 in parts was **CARRIED.**

6.5 A vote was taken on 'believes that d') and 'resolves to ii)'.
This was **CARRIED.** (For 162, against 144, abstentions 18).

6.6 Motion 16, in its entirety, was **CARRIED:**

'Notes:

- 1. the coming general election**
- 2. 15 years of Tory government**
- 3. the Labour Party's adoption of Tory policies.**

Believes that:

- a. **millions of workers want to see the end of this Tory government and attacks on workers at home and abroad**
- b. **Keir Starmer's Labour Party is preparing the ground for more privatisations, more cuts in public spending and more wars abroad**
- c. **if Labour win the general election we need to prepare to organise to resist them introducing more austerity**
- d. **the best way to stop a future Labour government carrying out a Tory agenda is by striking.**

Resolves to:

- i. **lobby the Labour Party to introduce more funding for the post-16 education sector**
- ii. **encourage and support all those who are prepared to strike in the run up to and in the week of the general election to amplify our demands.'**

SECOND SESSION OF CONGRESS, WEDNESDAY AFTERNOON, 29 MAY

7. Section 3: BUSINESS OF THE STRATEGY AND FINANCE COMMITTEE to be taken in open session, continued

7.1 Justine Mercer, President, was in the chair.

7.2 The chair noted Congress's earlier decision to take motion 32-37 at the start of this section of business.

7.3 **Motion 32, Composite: Solidarity with Palestine**, was moved by Christina Paine (London regional committee) and seconded Mike Barton (London retired members branch).

7.4 Amendment 32A.1 was moved formally:

Add 'more than' after 'Since 7th October' in Congress notes 1.

Add 'At least 77,229 Palestinians in Gaza have since been injured in Israel's genocidal assault.' at the end of Congress notes 6.

7.5 Amendment 32A.2 was moved by Christina Paine (London regional committee):

Add after iii,

'UCU to campaign for trauma-informed services and protections, aid, and safe space for women, children, pregnant women, LGBTQ+, and women with disabilities in Palestine. Women suffer invisible gender-based violence, disproportionate discrimination, inhuman and degrading sexual abuse by Israeli soldiers, rape, denial of menstrual products, and lack of access to food and medicine. Women with disabilities are increasingly exacerbated by limited services, lack of education, lack of resources, and dependence on guardians.'

7.6 Amendment 32A.1 was **CARRIED**.

7.7 Amendment 32A.2 was **CARRIED**.

7.8 Motion 32 as amended was **CARRIED**:

‘Congress notes:

- 1. since 7th October, more than an estimated 30,676 Palestinians and 1,139 Israelis have been killed, building on decades of precedent**
- 2. the Senedd and a UN General Assembly majority have voted for an immediate ceasefire**
- 3. for disabled Palestinians, escaping conflict zones becomes an effective death sentence**
- 4. deaf or blind individuals struggle to receive evacuation orders, while those with intellectual disabilities may be unable to communicate their whereabouts**
- 5. physical disabilities hinder mobility, making it impossible to navigate rubble or travel long distances**
- 6. before 7th October, 21% of households in Gaza had at least one member with a disability.**
- 7. At least 77,229 Palestinians in Gaza have since been injured in Israel's genocidal assault**

Congress believes:

- a. the Israeli response to the Hamas attacks amounts to genocide, ethnic cleansing and collective punishment of Palestinians**
- b. disabled people are considered more vulnerable to the impact of conflicts because they face greater barriers to accessing safety and humanitarian assistance than many others. This puts them at an increased risk of serious injuries, death, sexual assault, and other forms of harm. In long-lasting armed conflicts, the prevalence of disability is significantly high.**

Congress resolves:

- i. to call for an immediate ceasefire and end to Israel's decades-long occupation of Palestinian territories**
- ii. to call on the UK government and all UK political parties to support an immediate and permanent ceasefire in Gaza**
- iii. to call for the release of Israeli hostages and Palestinian prisoners in Israeli gaols.**
- iv. UCU to campaign for trauma-informed services and protections, aid, and safe space for women, children, pregnant women, LGBTQ+, and women with disabilities in Palestine. Women suffer invisible gender-based violence, disproportionate discrimination, inhuman and degrading sexual abuse by Israeli soldiers, rape, denial of menstrual products, and lack of access to food and medicine. Women with**

disabilities are increasing exacerbated by limited services, lack of education, lack of resources, and dependence on guardians.'

- 7.9 **Motion 33**, *Composite: In defence of Palestinian rights, free speech and academic freedom*, was moved by Nichola Pratt (University of Warwick) and seconded by Estelle Hart (Swansea University). Cecilia Wee (Royal College of Art) and Sean Wallis (NEC, UCL) spoke in the debate.
- 7.10 The Chair noted that following a challenge to CBC's report, Congress had voted that clauses B8-B13, ruled out of order, be included in Motion 33.
- 7.11 Catherine Wilkinson, Head of Democratic Services, provided Congress with the following information: That UCU's existing policy is one of support for boycott, divestment and sanctions (BDS) and its implementation within the constraints of the existing law (Congress motion 31, 2010). The 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. Support for BDS by UCU can only be understood and operated within that legal limitation. A recent review has stated there is no change from this.
- 7.12 A proposal to take the motion in parts and to take iii) after 'Congress resolves...' separately was moved by Marc Welsh (Aberystwyth University). This was voted on and was **LOST**.
- 7.13 *Amendment 33A.1* was moved by Peta Bulmer (NEC, University of Liverpool):
Add at the end of 'resolves':
- v. publish and circulate to all members the statement on Palestine written by the UCU Black Members Standing Committee in autumn 2023, which provides important political background and guidance on Palestine for UCU members.
- 7.14 Amendment 33A.1 was **CARRIED**.
- 7.15 Motion 33 as amended was **CARRIED**:

'Congress notes:

- 1. in the UK, academic freedom and free speech are being threatened for Palestinians and their supporters. Islamophobia and antisemitism have increased**
- 2. the growth of the Palestine solidarity movement against Israel's genocidal assault on Gaza, settler-colonialism, and apartheid**
- 3. the attempt to suppress Palestine advocacy in colleges and universities and critical scholarly work on the Middle East and North Africa in UK HE**
- 4. the call by Scholars for Palestine, www.scholarsforpalestine.org**
- 5. genocidal assault on Gaza, the destruction of all its universities, and the targeted killing of its scholars**

- 6. ongoing disruption of West Bank Palestinian universities, administrative detention of students and staff, and the Israeli military quota on visiting scholars**
- 7. established role of Israeli universities in the maintenance of the apartheid system; and**
- 8. attacks on Palestinian advocacy and teaching and research critical of Israel on UK campuses**
- 9. intervention by Oxford University to deny debate to a branch motion calling for a 'Socialist Intifada' in the Middle East. The censorship by UCL of the UCL UCU branch website for passing a similar motion; and breaking into UCU offices at Queen Mary University of London to remove a UCU 'Ceasefire Now' poster and one calling for an end to 'Israeli apartheid', both protected free speech**
- 10. the launch meeting of Campus Voices for Palestine on 25 January at UCL and the BRICUP-organised tour of campuses with follow-up events.**

Congress believes:

- a. industrial action was important in supporting the struggle against apartheid in South Africa**
- b. we need to mobilise working class power to end the genocide in Gaza and cut ties with the settler-colonial, apartheid state of Israel**
- c. this is crucial to defending our own working conditions and academic freedom**
- d. attacks such as those at the branches above parallel those made on individual union members for free speech on Palestine. But they also concern the independent democratic functioning of union branches.**

Congress resolves to:

- i. defend staff/student rights to demonstrate in solidarity with Palestinians by mobilizing members against any attempt by employers or the government to silence us. We must campaign publicly to defend free speech and academic freedom, particularly in support of Palestinian rights**
- ii. ensure UCU robustly defends branches from attack by employers, including with legal support**
- iii. launch a campaign to remove all restrictions on our right to strike, including over issues of social justice, against war and imperialism - and in the fight for a free Palestine**
- iv. step up the pressure to end the war on Gaza and join the international movement calling for an immediate, unconditional, and permanent ceasefire by establishing a grassroots solidarity**

committee, working with existing initiatives, to undertake work towards:

- **ending British universities' involvement in the arms trade and complicit institutions - Organise to end university investments, contracts or cooperation agreements with weapons companies supplying Israel and complicit institutions. To campaign vigorously and publicly to support the call for the USS and other pension funds to divest from companies complicit in Israel's crimes against the Palestinian people**
- **building academic links with Palestinian universities and academics - Explore collaborative initiatives such as twinnings, exchanges, joint projects, scholarship programmes, academic fellowships and partnerships that contribute positively to the Palestinian educational sector.**

vi. publish and circulate to all members the statement on Palestine written by the UCU Black Members Standing Committee in autumn 2023, which provides important political background and guidance on Palestine for UCU members.'

- 7.16 The Chair ruled that for the reasons already indicated, clauses that could be interpreted as calling for academic boycott of Israel are declared void and of no effect.
- 7.17 **Motion 34, *Ceasefire Now. For a free Palestine***, was moved by Richard McEwan (New City College, Tower Hamlets) and was seconded by Anne Alexander (University of Cambridge). David Wilson (Loughborough University) spoke in the debate.
- 7.18 Sam Morecroft (Yorkshire and Humberside regional committee) proposed that the motion be taken in parts and to take the following separately: 'believes 3) Peace can only be achieved by establishing a single democratic secular state in Israel/Palestine where Muslims, Jews, Christians and all people who live there have equal rights. These rights must include the right to return for all Palestinians'.
- 7.19 A vote was taken on the proposal to take the motion in parts. This was **CARRIED** (For 114, Against 95, Abstentions 30).
- 7.20 A vote was taken on point 'believes 3) Peace can only be achieved by establishing a single democratic secular state in Israel/Palestine where Muslims, Jews, Christians and all people who live there have equal rights. These rights must include the right to return for all Palestinians'. This was **LOST**.
- 7.21 Motion 34 (excluding point believes 3) was **CARRIED**:

'Notes: The Israeli state' barbaric military campaign on the people of Gaza. Over 30,000 Palestinians had been killed.

Believes:

1. the Israeli government is guilty of war crimes and ethnic cleansing

2. the two-state solution is unviable
3. the current state of Israel cannot offer security for Jews as its existence is dependent on continued oppression of the Palestinian people who will inevitably resist
4. that anti-Zionism is not antisemitism.

Resolves:

- a. continue to support calls for an immediate ceasefire, release of prisoners and hostages
- b. oppose moves by the Tory government to legally restrict shows of solidarity with Palestine, such as legislation banning BDS campaigns
- c. oppose any attempts by employers to conflate anti-Zionism with antisemitism.'

7.22 **Motion 35**, *Workers unite for Palestine and against the wider war!* was moved by Pete Chonka (King's College London) and was seconded by Penny Quinton (King's College London).

7.23 Motion 35 was **CARRIED:**

'Congress notes:

1. military escalation in the Middle East following Israel's attack on the Iranian consulate in Damascus on 1 April
2. RAF support for Israel during Iran's 13 April counterattack
3. intensified Israeli attacks on Palestinians and threat of Rafah invasion
4. international mobilisation for Palestine and public support for a UK arms embargo on Israel.

Congress believes:

- a. workers' actions are key to stopping Israel's genocide and the wider war it is fuelling.

Congress resolves to:

- i. support workers' pro-Palestine mobilisations in the Middle East and publicly condemn their repression
- ii. endorse grassroots network University & College Workers for Palestine
- iii. coordinate walkouts against Israel's genocide, Rafah invasion and wider war
- iv. call for an immediate arms embargo on Israel and oppose British forces deployment in Israel's support
- v. offer full support to members refusing to undertake contracted duties which risk complicity in war crimes.'

7.24 **Motion 36**, *Solidarity with Palestine protests on US campuses*, was moved by Mark Abel (NEC, University of Brighton) and seconded by Ryan Burns (University of Brighton). Daniel Ritchie (University of Liverpool), Roddy Slorach (Imperial College, London) and Phil Baker (Loughborough College) spoke in the debate.

7.25 Motion 36 was **CARRIED**:

'Congress notes:

- 1. the attempted suppression of Palestine solidarity protests on US campuses**
- 2. that university managements have called the police on their own students citing intimidation and trespass**
- 3. the hundreds of arrests at Columbia, NYU and Yale**
- 4. the spread of the movement to other institutions including Brown, Princeton, MIT, and UC Berkeley.**

Congress believes:

- a. students are right to protest their government and institutions' complicity with Israeli genocide**
- b. freedom to protest and dissent are fundamental rights, especially in education institutions.**

Congress resolves:

- i. to send messages of solidarity from UCU to the student Palestine solidarity movement in the US**
- ii. to write to the Principals of universities protesting the arrests and disciplining of student protesters**
- iii. to encourage and facilitate branches to invite speakers from the US movement to UCU meetings**
- iv. to continue to support UCU involvement in campus protests in the UK against Israel's genocide and in solidarity with the Palestinians.'**

7.26 **Motion 37**, *Composite: Gaza Family Scheme*, was moved by Tim LaRock (University of Oxford) and seconded by John Parrington (University of Oxford).

7.27 Motion 37 was **CARRIED**:

'Congress notes

- 1. Israel continues to bombard Gaza, where the death toll has surpassed 34,000**
- 2. existing routes out of Gaza and into the UK are insufficient. Gazans are faced with expensive border charges and the UK Home Office's biometric requirements**
- 3. the UK government has previously introduced pathways for those fleeing persecution in Ukraine and Hong Kong**

4. 100,000+ people have signed a petition calling for a Gaza Family Scheme which will be debated on 13 May.

Congress believes

- a. the UK government should establish a Gaza Family Scheme with the right of return protected in line with the Universal Declaration of Human Rights.**

Congress resolves to call on UCU to:

- i. to sign the trade unions Open Letter to Home Secretary on the Palestinian Family Scheme, here**
- ii. to call on the UK government to establish a Palestinian Family Scheme with the right of return protected in line with the Universal Declaration of Human Rights**
- iii. use its lobbying power in Parliament to vouch for the scheme and to send a representative to Parliamentary debates pertaining to the scheme.'**

7.28 **Motion 17**, *Inequality crises in food, housing, health, social care and transport*, was moved by Liz Lawrence (Yorkshire and Humberside retired members) and seconded by Vicky Blake (NEC, University of Leeds).

7.29 *Amendment 17A.1*, was moved by Christina Paine (London Regional Committee) and seconded formally:

Add new 5:

5. the inequality crisis impacts the life chances, education and employment opportunities for disabled people.

Add new f:

- f. make all public transport accessible for disabled people as a top priority

Add new g:

- g. fully fund and guarantee independent living for disabled people through building social housing which meets their needs.

7.30 *Amendment 17A.2* was moved by Fergal Hannah (ACC, University of Cambridge) and seconded formally:

Add new 4 and renumber accordingly:

4. the increasing amount of casualised and precarious work which is undermining existing terms and conditions

Insert new a. and renumber accordingly:

- a. enhance job security by banning Zero Hours Contracts and reducing insecure and casualised employment to an absolute minimum in line with existing union recommendations.

7.31 *Amendment 17A.3*, was moved formally:

Add at end:

Furthermore, anticipating a general election in 2024, Congress instructs the NEC to work with the TUC and others to lobby for the reconstruction of Britain's shattered public services to be the highest priority for an in-coming government.

7.32 Amendment 17A.1 was **CARRIED**.

7.33 Amendment 17A.2 was **CARRIED**.

7.34 Amendment 17A.3 was **CARRIED**.

7.35 Motion 17 as amended was **CARRIED**.

'Congress notes that:

- 1. people are experiencing a cost-of-living crisis and social crises in provision of food, housing, health and social care and transport**
- 2. these inequality crises affect learning opportunities and educational attainment**
- 3. all these issues need raising in general elections**
- 4. these crises affect people internationally, especially in countries devastated by war, such as Palestine, Sudan and Ukraine.**
- 5. the inequality crisis impacts the life chances, education and employment opportunities for disabled people.**

Congress calls on present and future UK governments to legislate and act to:

- a. enhance job security by banning Zero Hours Contracts and reducing insecure and casualised employment to an absolute minimum in line with existing union recommendations**
- b. provide food security, via adequate incomes, better nutritional standards and acceptable, affordable food for the population, ending dependence on food banks**
- c. rapidly provide adequate social housing and enforce privately rented sector regulations**
- d. address the crisis of funding and staffing in health and social care**
- e. invest in public transport and return it to dependable public ownership**
- f. pursue international policies which tackle global poverty and provide humanitarian aid and just and peaceful settlements to countries devastated by war and/or climate change.**
- g. make all public transport accessible for disabled people as a top priority**
- h. fully fund and guarantee independent living for disabled people through building social housing which meets their needs.**

Furthermore, anticipating a general election in 2024, Congress instructs the NEC to work with the TUC and others to lobby for the reconstruction of Britain's shattered public services to be the highest priority for an incoming government.'

7.36 **Motion 18**, *TPS Survivor Pensions*, was moved by Liz Lawrence (Yorkshire and Humberside retired members) and formally seconded.

7.37 Motion 18 was **CARRIED**:

'Congress notes:

- 1. that recipients of TPS survivor pensions, where the TPS pensioner retired before 2007, are contacted annually by TPS and required to declare whether or not they have remarried or formed a new relationship and lose the pension if they have done so**
- 2. that this requirement can cause considerable distress to the survivor in receipt of a TPS pension**
- 3. that the withdrawal of the TPS survivor pension can cause financial hardship.**

Congress believes:

- a. that survivor pensions should not be withdrawn on remarriage or the formation of a new partnership**
- b. that such a provision is an invasion of privacy and undermines the right to marriage and to a personal life.**

Congress calls on NEC to work with other teacher unions in TPS to remove this provision so that survivors of TPS members who retired before 2007 are treated as favourably as survivors of TPS members who retired after 2007.'

7.38 **Motion 19**, *Joint membership schemes with UNITE, UNISON, and NEU*, was moved by David Hayes (University of Sheffield), and seconded by Chris Pritchard (Nottingham Trent University). Peter Wood (Open University) and Pat Roche (NEC, Blackpool and the Fylde College) spoke in the debate.

7.39 *Composite Amendment 19A.1* was moved by Sophia Woodman (University of Edinburgh):

In the motion title, delete 'and' after 'UNISON', add comma after 'UNISON' and add the following text 'and EIS in Scotland'.

In 'notes' point 1, delete 'or' after 'UNISON' and after 'NEU' add ', or EIS'.

In 'notes' point 2, delete 'and' after 'UNISON' and after 'NEU' add 'and, in Scotland, EIS'.

In 'resolves' point a. delete 'and' after 'UNISON' and after 'NEU' and 'and EIS'.

In 'resolves' point b. delete 'and' after 'UNISON' and after 'NEU' and 'and EIS'.

7.40 *Amendment 19A.2* was moved by Vicky Blake (NEC, University of Leeds).

Add a new point a. under "Congress resolves...(and renumber subsequent points):

a. to set up a working group to scope out the feasibility of joint membership agreements and to consult with branches and sister unions on this topic.

Amend original point a. to add "Following a positive conclusion from this group," at the start.

7.41 Sophia Woodman (University of Edinburgh) spoke in the debate.

7.42 Janet Farrar (past president, The Manchester College) proposed motion 19 is remitted. A vote was taken to remit motion 19 and this was **LOST** (For 79, against 137, abstentions 15).

7.43 Amendment 19A.1 was **CARRIED**.

7.44 Amendment 19A.2 was **CARRIED**.

7.45 Motion 19, as amended was **CARRIED**:

'Congress notes:

1. UCU currently has joint membership schemes with 10 trade unions, but not yet Unite, UNISON, NEU or EIS.

2. alongside UCU, Unite, UNISON, NEU and in Scotland EIS, are three of the most common trade unions for tertiary education staff in terms of membership.

Congress believes joint membership may be beneficial for improving branch density, increasing/expanding local recognition agreements, and increasing the impact of industrial action.

Congress resolves:

a. to set up a working group to scope out the feasibility of joint membership agreements and to consult with branches and sister unions on this topic.

b. Following a positive conclusion from this group to ask the relevant NEC subcommittee to develop a proposal for joint membership agreements with Unite, UNISON, NEU and EIS.

c. to authorise NEC to approve said joint membership agreements, approach relevant bodies within Unite, UNISON, NEU and EIS and implement them prior to Congress 2025

d. to request a report on these agreements to be provided to branches at the point of implementation, and a report on their take up to date to be provided to Congress 2025.'

7.46 **Motion 20, *Professionalisation of services***, was moved by Kevin Ward (Academic related, professional services committee, Middlesex University) and seconded by Emily Haikney (University of Leeds).

7.47 Motion 20 was **CARRIED:**

'Congress notes:

- 1. many PS roles are highly skilled**
- 2. there are many professional bodies which exist to serve the needs of these highly skilled roles**

Congress believes that ongoing CPD training is crucial to staff development where appropriate to enable them to successfully carry out their roles and also meet changes in legislation.

Congress resolves to:

- 1. call upon NEC to call for universities and colleges to recognise and subscribe/affiliate**
- 2. to the government accredited organisations within the sector and provide essential training to maintain professional standards**
- 3. ask UCU to invite relevant professional bodies to have a presence at UCU Congress to promote their existence and for UCU ARPS to explore having a presence at the reciprocal conferences.'**

7.48 Before Motion 21, the President read out a statement emphasising that nothing in amendment 21A.1 can be interpreted as affecting the roles, responsibilities or reporting structures of UCU staff.

7.49 **Motion 21, *Developing a Pro-Labour Movement Media***, was moved by Peter Wood (Open University) and seconded by Rebecca Harrison (NEC, Open University).

7.50 *Amendment 21A.1*, was moved by Sam Morecroft (Yorkshire and Humberside regional committee).

Add under notes:

- d. democratic ownership and accountability can ensure that our media content matches the ethos of the campaigning work that our members, branches, regions and nations are engaged in
- e. our democratic structures were not designed for the social media era.

Add under resolves:

- ii. Congress instructs the NEC to explore a mechanism of democratic oversight of UCU media projects, led by lay-elected representatives from either the NEC or wider UCU membership.

7.51 Amendment 21A.1 was **CARRIED**.

7.52 Motion 21 as amended was **CARRIED:**

'Conference notes:

- 1. the current UK media ecosystem is dominated by a handful of powerful corporations.**

2. it therefore not only fails to serve the interests of working people, but actively undermines them.
3. democratic ownership and accountability can ensure that our media content matches the ethos of the campaigning work that our members, branches, regions and nations are engaged in
4. our democratic structures were not designed for the social media era.

Conference believes:

- a. unions could do far more to collectively build an interconnected system of communication assets.
- b. this could take the form of low-budget, low-risk formats like podcasts and YouTube channels, hosted on a cooperatively owned version of subscription-based content hosting platforms like Patreon, enabling successful projects to pay for themselves and fund new projects rather than draining union resources
- c. a set of popular media assets with loyal audiences would be a powerful tool to proactively reshape mass opinion and intervene strategically at key moments to protect members' interests and degrade anti-union attacks.
- d. democratic ownership and accountability can ensure that our media content matches the ethos of the campaigning work that our members, branches, regions and nations are engaged in
- e. our democratic structures were not designed for the social media era.

Conference resolves:

- i. UCU should initiate discussions with other unions to collectively allocate resources to building the kind of interconnected system of communication assets described above.
- ii. Congress instructs the NEC to explore a mechanism of democratic oversight of UCU media projects, led by lay-elected representatives from either the NEC or wider UCU membership.'

7.53 **Motion 22**, *Composite: Resisting anti-union legislation (minimum service levels)* was moved by Lesley Kane (Open University) and seconded by Anne Alexander (University of Cambridge).

7.54 Duncan Lowther (University of Glasgow) proposed to take the motion in parts, voting separately on:

- 1) Congress believes b) to meaningfully enact the TUC Special Congress resolution unions must refuse to "take reasonable steps" to ensure members comply with work notices, and strike in defiance of potential injunctions.
- 2) Congress resolves ii) to instruct branches via the GS not to comply with

any 'work notice' issued by employers under the Act by:

- not supplying any information on members who would be required to work in order to implement a 'minimum service level' during strike action
- calling on all balloted members to strike and respect picket lines
- escalating to national strike action to defend branches or members facing legal action as a result of non-compliance.

7.55 The proposal to take the motion in parts was **LOST**.

7.56 Motion 22 was **CARRIED**:

'Congress notes:

- 1. the passing of the 'Strikes (Minimum Service Levels)' Act 2023 and the publication of the first regulations**
- 2. UCU's policy of opposition to this law**
- 3. that the TUC has called on the entire trade union movement to observe a policy of non-compliance - the resolution of the TUC Special Congress on 9 December included a commitment that unions will 'refuse to instruct members to cross picket lines'**
- 4. ASLEF's success in forcing LNER to withdraw the threat to issue work-notices by calling additional strike days.**

Congress believes:

- a. the attack on the right to strike is part of a wider offensive on our democratic rights to protest and organise and trade unions must mobilise to protect our rights through campaigns of strikes, protests and civil disobedience**
- b. to meaningfully enact the TUC Special Congress resolution, unions must refuse to 'take reasonable steps' to ensure members comply with work notices, and strike in defiance of potential injunctions**
- c. the labour movement must step up campaigning not only against the most recent law, but for the repeal of all anti-union and anti-strike laws.**

Congress resolves:

- i. NEC to coordinate with other unions to brief members about the new law and TUC/union policies opposing the law, and to discuss organising defiance**
- ii. to instruct branches via the GS not to comply with any 'work notice' issued by employers under the Act by:**
 - **not supplying any information on members who would be required to work in order to implement a 'minimum service level' during strike action**

- **calling on all balloted members to strike and respect picket lines**
- **escalating to national strike action to defend branches or members facing legal action as a result of non-compliance.'**

7.57 **Motion 23**, *Single Employment Status*, was moved by Kevin Dawes (LGBT+MSC, City of Bristol College) and seconded by Fergal Hannah (University of Cambridge).

7.58 Motion 23 was **CARRIED**.

Congress notes:

1. **that those designated 'workers' rather than 'employees' are denied basic employment rights such as notice periods, protection against unfair dismissal, and redundancy rights.**
2. **regretfully, Lord John Hendy's Status of Workers Bill, which would have corrected this injustice, did not become law.**
3. **1 in 9 workers are in insecure work - a total of 3.7 million workers**
4. **67% of those in insecure work do not receive sick pay**
5. **Labour have committed to introduce Single Employment Status, but has rowed back on guaranteeing full employee rights from day one of employment.**

Congress resolves:

- a. **to work with other trade unions to exert pressure on the next government to introduce Single Employment Status legislation and guarantee full employment rights from day one of employment.**
- b. **submit a motion to TUC Congress calling for the TUC to campaign for Single Employment Status on this basis.**

7.59 **Motion 24**, *Postal services and the right to use electronic voting*, was moved by Liz Lawrence (Yorkshire and Humberside retired members) and seconded formally.

7.60 Motion 24 was **CARRIED**.

'UCU Congress notes:

1. **the impact of privatisation of the Royal Mail and subsequent decline in frequency of postal deliveries.**
2. **that problems with postal delivery can impact negatively on trade union organisation and union democracy, if ballot papers in industrial action ballots and trade union elections do not arrive in good time.**
3. **UCU declares solidarity with postal workers campaigning to defend the quality of postal services and jobs. Relatedly, UCU reaffirms our call for the nationalisation of public infrastructure, secure jobs and a fair deal for all workers.**

UCU calls for the abolition of all anti-trade union laws, and for the right of unions to use electronic voting in union elections and industrial action ballots.

Furthermore, UCU calls on the TUC to examine this problem with urgency and to continue lobbying the government for the right of unions to use electronic voting in union elections and industrial action ballots.'

7.61 **Motion 25**, *Turnout at UCU elections*, was moved by Bob McGill (City of Liverpool College) and seconded formally.

7.62 Motion 25 was **CARRIED:**

'Notes:

- 1. the participation in the recent elections.**

Believes

- a. the low turnout could be improved by electronic means and**
- b. engaging methods to encourage the membership to use their vote and participate in elections.**

Resolves

- i. to investigate the move to electronic ballots for GS & VP elections**
- ii. to investigate the reasons for low turnout.'**

7.63 **Motion 26**, *Composite: Oppose a 'pre-war' world- Welfare not warfare*, was moved by Sean Vernell (NEC, Capital City College Group [City and Islington]) and seconded by Mark Abel (NEC, University of Brighton).

7.64 Motion 26 was **CARRIED:**

'Notes:

- 1. government spending on arms has increased by £7.1bn (£3.7%) more than any other department. These figures do not include the military assistance of £2.3bn given to Ukraine**
- 2. Grant Shapps's January speech declaring we are now in 'a pre-war world'**
- 3. the ongoing slaughter that is taking place in Gaza, Yemen, Ukraine and elsewhere, and the threat of war in the South China sea**
- 4. the policy passed at TUC 2023 supporting an increase in arms spending.**

Believes that:

- a. inter-imperialist rivalry is creating more wars across the globe**
- b. the Tory government is preparing the UK involvement in more wars**
- c. 'welfare not warfare' must remain a key slogan for the movement**
- d. it is in the interests of the trade union movement to advocate for peace.**

Congress resolves that UCU submit a motion/amendment to this year's TUC congress calling on government to reverse the rise in arms expenditure.'

7.65 **Motion 27**, *International solidarity and cooperation* was moved by Joanna de Groot (NEC, University of York) and seconded formally.

7.66 *Amendment 27A.1* was moved by Harjinder Kaur (University of Birmingham).

After 'justice' in point 2 add:

'and aims to seek an apology from the British Government for all imperialist-driven atrocities, particularly the Jallianwala Bagh Massacre in 1919.'

After 'equality' in point 4 add:

'including decolonisation'

7.67 Amendment 27A.1 was **CARRIED**.

7.68 Motion 27 as amended was **CARRIED**:

'Congress:

- 1. notes the global growth in right wing populism and the increasing assaults on labour rights, EDI and educational freedoms**
- 2. welcomes international activities to defend workers and students under threat in countries like the Democratic Republic of the Congo, Iran, Palestine, Sudan and Ukraine and our support for global campaigns on climate justice and aims to seek an apology from the British Government for all imperialist-driven atrocities, particularly the Jallianwala Bagh Massacre in 1919**
- 3. recognises the value of internationalism and of joint work with sister unions and affiliated organisations like Education International in response to common challenges**
- 4. recognises the value of mutual learning from international union partners in areas like collective bargaining, education policy and equality including decolonisation**
- 5. calls on NEC to continue to engage members, branches and regions in practical international work, including the use of webinars, e-actions and solidarity actions and visits'.**

7.69 **Motion 28**, *International solidarity with marginalised workers and unions abroad*, was moved Vivek Thuppil (NEC, Bangor University) and seconded by Laura Loyola-Hernandez (NEC, University of Leeds).

7.70 *Amendment 28A.1* was moved by Hannah Fair (University of Oxford).

Add new point d. to 'Congress resolves':

- d. Oppose and call for the retraction of the announcements of the UK Home Secretary on December 4, 2023, regarding skilled worker migrants, salary thresholds, social care workers, migrant family defendants, and potential cancellation of the Graduate Visa.

7.71 Amendment 28A.1 was **CARRIED**.

7.72 Motion 28 as amended was **CARRIED**:

'Congress notes UCU's long standing policies and work on international solidarity and cooperation.

Congress believes:

- 1. we all benefit when experiences across unions, including those outside the education sector, are shared with us**
- 2. resource disparity & discriminatory visa policies make it difficult for union representatives from the Global South to share their experiences**
- 3. individuals from conflict zones or marginalised groups particularly face barriers to education.**

Congress resolves:

- a. for UCU to fund costs of a guest speaker from a sister union to attend a major UCU event, such as the Equality Groups conference or Congress, to share their experiences**
- b. that the representative will be from the Global South or a historically marginalised group, and will attend the UCU event in person, if so preferred**
- c. for UCU to lobby UK government to establish mobility visa schemes and financial support for people from conflict zones or marginalised groups to access post-16 education in the UK.**
- d. Oppose and call for the retraction of the announcements of the UK Home Secretary on December 4, 2023, regarding skilled worker migrants, salary thresholds, social care workers, migrant family defendants, and potential cancellation of the Graduate Visa.'**

7.73 **Motion 29, Ukraine: continuing solidarity and support the right to self- defence**, was moved by Greg Schwartz (University of Bristol) and seconded by Alan Reeve (Oxford Brooks University) on behalf of Tina Managhan (Oxford Brooks University). Richard Reeve (University of Glasgow), Nico Rosetti (LSE) and Philip Inglesant (LGBT+ members standing committee, London retired members' branch) spoke in the debate.

7.74 *Amendment 29A.1* was moved by Vicky Blake (NEC, University of Leeds).

Add new point:

'UCU to join with Confederation of Free Trade Unions of Ukraine; and support COVAW-II project for full intersectional implementation of the Istanbul Convention in Ukraine. The conflict causes invisible and visible violence against women and children, LGBT+ women, and women with disabilities including family separation, exploitation; gender-based violence, rape, lack of menstrual care, risk of physical harm and injury, lack of pregnancy (ante

natal and post-natal) care and limited access to sexual and reproductive health'.

- 7.75 *Amendment 29A.2 (B24)* was moved by Mark Abel (NEC, University of Bath). Sean Vernell (NEC, Capital City College Group [City and Islington]) spoke in the debate.

Delete 'and military aid' from penultimate paragraph.

Add new 7, "to call for an immediate ceasefire".

- 7.76 A proposal was made by Christiana Paine (London regional committee) to take amendment 29A.1 in parts; to take "UCU to join with the Confederation of Free Trade Unions of Ukraine" separately.
- 7.77 The proposal to take amendment 29A.1 in parts was voted on and was **LOST**.
- 7.78 Amendment 29A.1 was **CARRIED**.
- 7.79 Amendment 29A.2 (B24) was voted on and **CARRIED**. (For 141 against 107 abst 14).
- 7.80 Grant Buttars (NEC, University of Glasgow) proposed that the motion be taken in parts; to take the final clause "Congress resolves to affiliate to the Ukraine Solidarity Campaign...." separately. This was seconded by Vladimir Unkovski-Kornica (University of Glasgow).
- 7.81 A proposal was made to take 'Congress resolves 7)....' separately.
- 7.82 The proposal to take the substantive motion 29 in parts was voted on and **CARRIED** (For 128, against 99, abs 29).
- 7.83 A vote was taken on the final clause of motion 29 as amended by 29A.1 "Congress resolves to affiliate..." in the motion and this was **CARRIED** (For 115, against 108, abstentions 29).
- 7.84 A vote was taken on the clause 'Congress resolves 7)....' of motion 29 as amended by 29A.2 (B24) and this was **CARRIED**.
- 7.85 Motion 29 as amended by 29A.1 and 29A.2 (B24) was voted on and **CARRIED**:

'Congress declares its support for the right of the Ukrainian people to self-determination and self-defence.

It salutes the continuing resistance of the Ukrainian people, including their trade unions, to Russian imperialist invasion and occupation.

Congress resolves to build solidarity with Ukraine and its labour movement, including:

- 1. support for financial appeals for medical, educational and humanitarian projects**
- 2. support for Ukrainian refugees**
- 3. solidarity rallies and demonstrations**
- 4. holding webinars to educate ourselves about Ukraine**

5. encouraging twinning arrangements with Ukrainian universities and colleges
6. demanding the withdrawal of Russian troops from Ukrainian territory
7. endorses the appeal of the Confederation of Free Trade Unions of Ukraine calling on the international trade union movement to call on governments to continue providing humanitarian aid to Ukraine
8. to call for an immediate ceasefire
9. UCU to join with Confederation of Free Trade Unions of Ukraine; and support COVAW-II project for full intersectional implementation of the Istanbul Convention in Ukraine. The conflict causes invisible and visible violence against women and children, LGBT+ women, and women with disabilities including family separation, exploitation; gender-based violence, rape, lack of menstrual care, risk of physical harm and injury, lack of pregnancy (ante natal and post-natal) care and limited access to sexual and reproductive health

Congress resolves to affiliate to the Ukraine Solidarity Campaign and to encourage branches and regions to invite USC speakers to their meetings.'

7.86 **Motion 30**, *Challenge Milei's Agenda, Stand with Argentinian Workers*, was moved by Alyson James (Capital City College Group [City and Islington]) and was seconded by Mark Pendleton (NEC, University of Sheffield).

7.87 Motion 30 was **CARRIED**:

'Notes:

1. Javier Milei advocates extreme right-wing policies aimed at eradicating labour rights, gender equality, the right to protest, and environmental standards
2. his proposed reforms, often described as 'Thatcherism on steroids' entail suspending public sector labour contracts, privatising state-owned enterprises, and drastically altering labour laws to the detriment of workers and their unions
3. Milei's authoritarian rhetoric, such as suggesting protestors should face 'prison or bullet' necessitates international vigilance against assaults on Argentinian workers, socialists, the LGBTQ+ community, and social movements.

Believes:

- a. it is imperative to support Argentinian workers, socialists, environmental activists, the LGBTQ+ community, and social movements in resisting persecution for their politics
- b. we stand in solidarity with these groups and advocate for their rights and causes.

Resolves:

- i. **Congress urges UCU to demonstrate active solidarity by inviting the aforementioned campaigners to the UK to raise awareness among UCU members’.**

7.88 **Motion 31**, *Uyghur Muslims: The continuing silence of UKHE about genocide*, was moved by Caren Frosch (University of Leicester) and seconded formally.

7.89 Motion 31 was **CARRIED:**

‘Congress notes:

- 1. UCU has consistently spoke out about atrocities taking place across the world given its commitment to justice**
- 2. Uyghur Muslims in China have suffered prolonged oppression and genocide. This is evidenced by mass surveillance, arbitrary arrest enforced disappearance and cultural erasure**
- 3. extension of surveillance and oppression has included use of genetic and facial profiling of ethnic groups. These results have been published in UKHE and Western journals**
- 4. UKHE continues to prioritise and pursue financial interests in China with no consideration of its duty to speak out and act as a conscience for this oppressed group.**

Congress resolves:

- a. to voice unequivocal support for Uyghur Muslims**
- b. to urge UKHE to join UCU in refraining from this unacceptable silence.’**

7.90 Late Motion 1, *Campaign against mass deportation to Rwanda*, was moved by Regine Pilling (NEC, Westminster Kingsway College) formally seconded.

7.91 Late motion 1 was **CARRIED:**

‘Congress notes:

- 1. since the first weekend of May there has been an increase in asylum seekers being detained as the Home Office prepares to deport individuals to Rwanda**
- 2. the decision to extend deportations to Rwanda to those who have been refused asylum in the UK.**

Congress believes:

- a. this policy is racist and breaks international human rights law**
- b. all trade unions must defend the human rights and dignity of those seeking safety and refuge**
- c. we must reject the government's vile politics of racist divide and rule, which is intensifying, dangerously fuelling, and enabling the growth of the far right.**

Congress resolves:

- 1. share resources on migrants' rights and campaigns to stop deportations**
- 2. support Stand Up To Racism's national demonstration, Saturday 29th June to #StopRwanda detention, deportations, and flights**
- 3. publicise the counter-protest to unite against Tommy Robinson, Saturday 1st June.'**

7.92 **Motion B1**, *Outsourcing and redundancies*, was moved by Tom Armstrong (SOAS) and formally seconded.

7.93 Motion B1 was voted on and **CARRIED**:

'Congress notes:

- 1. SOAS have placed 34 Foundation College teaching staff in a redundancy pool with compulsory redundancies imminent.**
- 2. Affected staff teach language and study skills support for international students. The proposed cuts endanger key teaching and study skills services impacting all SOAS programs.**
- 3. In sessional English language support classes cut with outsourced online provision – Studiosity - replacing teaching hours**
- 4. Cuts are unnecessary as Foundation College and SOAS have a healthy surplus.**

Congress believes

- a. Face-to-face teaching of language and study skills provide an essential service to university students, particularly foundation and international students**
- b. A switch from face-to-face teaching to outsourced online provision should never result in redundancies.**
- c. Consultation processes should fully involve staff and students.**

Congress resolves

- i. To support SOAS UCU in its redundancy dispute and publicise staff/student campaign initiatives against redundancies.**
- ii. To monitor future moves replacing face-to-face teaching with outsourced online provision and support resulting disputes.'**

THIRD SESSION OF CONGRESS, FRIDAY MORNING, 31 MAY

8. SECTION 4: BUSINESS OF THE EQUALITY COMMITTEE

- 8.1 Justine Mercer, President, was in the chair.
- 8.2 A minute's silence was held in memory of UCU activist Jim Thakoordin.
- 8.3 Alan Barker chair of CBC moved CBC's fourth report, and responded to the challenges.

- 8.4 Chris Pritchard (Nottingham Trent University) proposed that motion B32 be moved back on to the agenda. This was voted on and **CARRIED** (2/3rds majority required).
- 8.5 Elane Heffernan (University of Kent) proposed that motion B31 be moved back on to the agenda. This was voted on and **CARRIED** (2/3rds majority required).
- 8.6 Cecilia Wee (Royal College of Art) proposed that motions B18 and B31 be the first two motions taken in the forthcoming private session. This was voted on and **CARRIED**.
- 8.7 Peta Bulmer (NEC, University of Liverpool) proposed that motion B30 is moved up the agenda so that it can be taken before lunch. This was voted on and **CARRIED**.
- 8.8 Ahead of the debate of motion B18, the Chair reported and stressed that in respect of UCU staff, and negotiations with the staff union are dealt with through agreed processes and are on-going. Staffing matters are not appropriate for debate by Congress. Congress does not have a role in the processes. Staff cannot be criticised and have no right of reply.
- 8.9 **Motion B18**, *Addressing institutional racism in our union*, was moved by Cecilia Wee (Royal College of Art) and seconded by Juliana Oijinnaka (NEC, The Sheffield College). Deepa Driver (NEC, University of Reading) and Lena Wanggren (University of Edinburgh) spoke in the debate.
- 8.10 President-elect Maxine Looby made a statement to Congress, which included confirmation of the work already underway in this area.
- 8.11 David Hunter (City College Norwich) proposed that motion B18 be taken in parts and that 'Congress resolves to: b)...' be taken separately.
- 8.12 The proposal to take motion B18 in parts was **LOST**.
- 8.13 Motion B18 was voted on and **CARRIED**:

'Congress notes:

1. Unite UCU's dispute and ballot announced 18 April 2024 over:

a. workplace and institutional racism;

b. breach of recognition

2. Black Members Standing Committee's ongoing boycott of UCU due to institutional racism experienced by members and staff

Congress believes

a. Black members' trust in the union has been eroded and needs to be rebuilt

b. UCU should model the workplace practices we advocate for our members

Congress resolves to:

i. Send solidarity to Unite UCU and BMSC

ii. Call on the GS to:

- a. Ensure meaningful involvement from BMSC and Unite in independent investigation into institutional racism, including agreeing TORs**
- b. Agree to Unite's proposed resolutions: Withdraw dismissal-related procedures against Black staff; An independent investigation into workplace culture and organisation; Respect recognition agreement with Unite**
- iii. Ensure Black member network mailing lists and blog are: updated and appropriately resourced; accessible for BMSC to actively communicate Black members' issues and UCU schemes benefitting Black members.'**

8.14 **Emergency Motion B31** was moved by Elane Heffernan (University of Kent), seconded by Cecilia Wee (Royal College of Art). Speakers included Phil Baker (Loughborough College).

8.15 The General Secretary made a statement which included, that the union understands and accepts the call for, and is committed to, a review into racism. Currently the union was canvassing on who should lead the review and meetings were being held over the summer on this; she reassured Congress that this was underway.

8.16 Emergency Motion B31 was voted on and **CARRIED:**

'In the light of announcement of Unite UCU strike and demonstration at sector conferences on 30/5/24, Congress reaffirms its belief that Black Lives Matter.

We hear the live experience of Black workers and UCU reps. We stand for democracy.

Congress instructs GS and NEC

- 1. to support the demonstration**
- 2. to settle the staff dispute on terms agreed by UNITE UCU**
- 3. to hold within three months and with bodies agreed with UNITE UCU, an independent inquiry into the workplace culture in UCU.**

Congress further calls on the General Secretary

- a. to give BMSC and UNITE meaningful involvement in the independent review on racism**
- b. to call and attend open member meetings about racism within UCU.'**

8.17 **Motion 38, Composite:** *In support of the Black members standing committee,* was moved by Josh Bunting (University of Manchester) and seconded by Dharminder Chuhan (NEC, Sandwell College). Safia Flissi (South and City College Birmingham), Jordon Osserman (University of Essex) and Delmena Doyley (Croydon College) spoke in the debate.

8.18 Amendment 38A.1 had been dealt with as part of reordered motion B18.

8.19 Motion 38 was **CARRIED:**

‘UCU Congress notes:

- 1. the damning report published in *THE on entrenched racism within the UCU**
- 2. the statement of the UCU Black Members Standing Committee regarding the culture of racism within the union and the higher education sector, and the lack of action taken to deal with this in the union**
- 3. the Black Members' Standing Committee's (BMSC) decision to boycott further engagement with the union as a critical response to the pervasive structural racism that is deeply ingrained within our union**
- 4. the disregard with which the BMSC's repeated attempts to address these injustices have been met, leaving their voices unheard.**
- 5. the failure of UCU leadership to offer anything more than warm words in response to a situation that is unacceptable to us as members of a union which should be anti-racist.**

UCU Congress resolves:

- a. to unequivocally condemns the union's glaring failure to combat systemic racism and disrespect towards black members and staff**
- b. to publicly express our solidarity with Black members and staff and support for the Black members standing committee**
- c. to stand in solidarity with the BMSC, endorsing its bold defiance against UCU's injustices and supporting its vision for a truly inclusive union**
- d. to call for an external, and independent, investigation into racism within our union.**
- e. to call on the General Secretary to:**
 - take immediate, decisive action to dismantle the systems of oppression that silence BMSC and discriminate against our Black siblings who work for the union**
 - as the elected official with responsibility for the management of the UCU offices, must fully cooperate with both the Black members standing committee and the external investigation.**

8.20 **Motion 39, *Women, race and intersectionality***, was moved by Maxine Looby (NEC, President-elect) and seconded formally.

8.21 *Amendment 39A.1*, was moved by Peter Evans (NEC, Ealing, Hammersmith and West London College).

add to resolves ii.'and including relevant UCU and TUC LGBT+ committees and campaigns.'

8.22 Faisal Farooq (UCL) spoke in the debate.

8.23 Amendment 39A.1 was **CARRIED**.

8.24 Motion 39 as amended by 39A.1 was **CARRIED**:

'Congress notes:

- 1. research shows Black women face disproportionately high levels of double and triple discrimination in the workplace**
- 2. the intersection of gender, race and other protective characteristics is not widely considered, understood or acknowledged**

Congress believes:

- a. where reps/members have a clear understanding of how intersection manifests in our workplaces, they are better able to represent Black women**
- b. understanding how intersectional discrimination manifests in our workplaces is key to developing more inclusive practice in UCU.**

Congress resolves to:

- i. commission research into intersectionality in post-16 education including a survey and feedback from Black women members**
- ii. develop training/CPD as part of the CPD programme for reps, members and UCU staff as part UCU's commitment to the TUC Anti Racism Taskforce and including relevant UCU and TUC LGBT+ committees and campaigns.**
- iii. set up a working group across all equality strands to identify the intersection of inequalities in order to support UCU's equality, campaigning and bargaining work.'**

8.25 **Motion 40**, *Developing a perimenopause and the menopause education in colleges and universities*, was moved by Chris Jones (NPTC College) and was seconded by Cecily Blyther (Petroc).

8.26 Motion 40 was **CARRIED**:

'Congress notes that 51 per cent of the UK's population is female and one of the biggest health issues that impacts on all women is that connected with both the perimenopause and the menopause.

Congress believes this is a health issue for which there is a widescale lack of knowledge and awareness of its impact in the workplace. Although most institutions have menopause policies that is not the same as making people aware of the impact on both the perimenopause and the menopause on women's health.

Congress calls for UCU to write to all FE and HE institutions that the nature and impact of both the perimenopause and the menopause there should be included in mandatory training for both staff and students.'

8.27 The Equality Committee chapter of the NEC's report to Congress was **ADOPTED**.

9. SECTION 5, BUSINESS OF THE STRATEGY AND FINANCE COMMITTEE to be taken in private session

9.1 Maxine Looby, President elect, was in the chair. Anyone present who was not a UCU member or member of staff was asked to leave the hall for business in private session.

9.2 Motion 50 *Appointment of Auditors* and Motion 51 *Audited Financial statements* were moved by David Harvie (honorary treasurer).

9.3 Motion 52, *Budget 2024-25* and Motion 53 *subscription rates* were moved by Justine Mercer (President).

9.4 The chair noted that this business would be resumed after lunch, in order to accommodate an address by the Palestinian Ambassador.

ADDRESS BY HUSAM ZOMLOT, PALESTINIAN AMBASSADOR

10. The President introduced Husam Zomlot, Palestinian Ambassador to the UK. The Ambassador addressed Congress.

10.1 The General Secretary thanked Husam Zomlot for his address.

FOURTH SESSION OF CONGRESS, FRIDAY AFTERNOON, 31 MAY

SECTION 5: BUSINESS OF THE STRATEGY AND FINANCE COMMITTEE TO BE TAKEN IN PRIVATE SESSION (continued)

11. Maxine Looby, President elect, was in the chair. Anyone present who was not a UCU member or member of staff was asked to leave the hall for business in private session.

11.1 A proposal to remit motions 52 and 53 was made by Marion Hersh (NEC, University of Glasgow). Janet Farrar (immediate past-president, Manchester College), Robyn Orfitelli (University of Sheffield) and Joanna de Groot (NEC, University of York) spoke in the debate.

11.2 Gareth Storey (Head of Finance) spoke to provide information and clarification.

11.3 Motion 50 was **CARRIED:**

Congress approves the appointment of Knox Cropper as the union's auditors for the year ending 31 August 2024.

11.4 Motion 51 was **CARRIED:**

- 11.5 **Congress receives the union's audited financial statements for the 12-month period ending 31 August 2023 as set out in UCU/2136.**
- 11.6 A vote was taken to remit motion 52. Remittance was **LOST**.
- 11.7 A vote was taken to remit motion 53. Remittance was **LOST**.
- 11.8 Motion 52 was **CARRIED**:
Congress endorses the budget for September 2024 - August 2025 as set out in UCU/2135.
- 11.9 Motion 53 was **CARRIED**:
Congress accepts the President's proposal for a progressive increase in subscription rates and endorses the subscription rates from 1 September 2024 set out in UCU/2135.

12. SECTION 6: RULE CHANGES to be taken in private session

- 12.1 Justine Mercer, President, was in the chair.
- 12.2 **Motion 57**, *Rule change motion to Rule 34*, was moved by Robyn Orfitelli (University of Sheffield) and seconded formally. Pieter Blue (University of Edinburgh) and David Wilson (Loughborough University) spoke in the debate.
- 12.3 Motion 57 was **CARRIED** (requiring two thirds majority):
Add Rule 34.2 immediately following Rule 34.1
Rule 34.2: Halting (including time-limited pauses or suspensions) of a sanction, including industrial action, shall be subject to the same conditions on delegated authority outlined in Rule 34.1.
- 12.4 **Motions 58 and 59**, *Congress standing orders: enabling hybrid Congress*.
- 12.5 Ahead of the debate, the President clarified, as stated in the agenda:
Motions 58 and 59 present a package of standing order changes to enable Congress meetings to be run on a hybrid basis (decision on format to be taken by NEC, with in-person or hybrid being allowed, on-line only in exceptional circumstances [such as the pandemic]) and formalising how the format and practices at special sector conferences are determined. The motions set out a number of particular considerations and stipulations around, for example, voting, technical failure and quorum.
Motion 58 states that, if a Congress or special conference is being held in-person only, electronic voting will be the norm (card vote if electronic unavailable).
Motion 59 states that if a Congress or special conference is being held in-person only, delegates will vote by card vote.
If motion 58 is passed, motion 59 will fall.
If motion 58 is lost, motion 59 will be voted on - that is, all the same SO changes as set out in 58, but with the alternative voting section set out in 59.

- 12.6 **Motion 58** was moved by Caroline Proctor (NEC, University of Warwick) proposed and seconded by Helen Kelsall (NEC, Trafford College).
- 12.7 Motion 59 was moved by Pat Roche (NEC, Blackpool and the Fylde College) and seconded by Lucy Burke (NEC, Manchester Metropolitan University).
- Mike Farmer (South West retired members), Donna Brown (Royal Holloway University of London), Duncan Lowther (University of Glasgow) and Sean Wallis (NEC, UCL) spoke in the debate.
- 12.8 Motion 58 was **LOST**.
- 12.9 Motion 59 was **CARRIED**:

Hybrid Congress – amendments to Congress standing orders

'Registration - new standing order

Add after standing order 15

All delegates shall comply with the reasonable registration requirements issued by head office, including adherence to deadlines.

Add new section B to standing orders:

B Format of Congress and the sector conferences

- 16. Annual meetings of Congress and the sector conferences will be held in person, or on a hybrid basis, and will be held on a wholly on-line basis only in response to exceptional circumstances. The format of the annual meeting of Congress and the sector conferences will be determined by the NEC.**
- 17. Special meetings of Congress and the sector conferences may be held in person, or on a hybrid basis, or wholly on-line. The format of a special Congress will be determined by the officers in consultation with the General Secretary. The format of a special sector conference will be determined by the UK officers in consultation with the General Secretary and vice chairs of the relevant sector committee.**
- 18. In respect of the formal conduct of business, members participating remotely in a hybrid meeting of Congress will have all the rights of members participating in person. Members participating remotely will count toward the quorum, and will have the right to speak and to vote. Members participating remotely will have the ability to vote in elections to the Congress business committee and in any other relevant elections.**
- 19. Where a meeting is held on a wholly on-line basis, an amended version of these standing orders will be approved by the officers and circulated with the calling notice for that meeting. Standing orders 3.1-5, 10, 11 and 13 (submission of motions and business of meeting), 17, 19 and 20 (chairing and quorum), 36 and 38 (delegates' conduct, admission to private session) will not be**

amended. Special conferences held on-line will normally include real-time voting.

- 20. In the event of technological difficulty or failure during a hybrid meeting of Congress, the chair shall suspend the conference for not more than 30 minutes whilst every effort is made to rectify the situation. In the event that the technical difficulty or failure persists for more than 30 minutes, the business of the conference will resume amongst those delegates present in person, providing that the meeting remains quorate in accordance with standing order 20. The re-starting of business without remote delegates will not prevent remote delegates from rejoining the conference at a later time when the technical issue has been resolved.**
- 21. The 'technological difficulty or failure' referred to in these standing orders refers to the technology and connectivity used by UCU to deliver a conference, and not to any issues experienced by individual delegates as a result of their own hardware, software or connectivity issues. Remote delegates are responsible for their own equipment and connection, and for taking note of instructions circulated prior to each event.**

Hybrid conferences and chairing - new standing order

To insert after existing SO 19:

- for any hybrid conference, the chair shall be a member present at the conference in person.

Technical breakdown

SO 35, after 'In the event of grave disorder, add 'or technological difficulty or failure':

- 35. In the event of grave disorder or of technological difficulty or failure the Chair may suspend a session for a period not exceeding 30 minutes. Any subsequent decision to suspend Conference during the same session shall be open to challenge in accordance with Standing Order 28.**

Confidentiality - new standing order

To insert after existing SO 38

- 39. Delegates, observers and guests may not film or otherwise record the proceedings of conferences. Delegates participating remotely in any on-line or hybrid conference will not make the proceedings available to others who are not registered as delegates or observers for that conference.**

Voting

Delete existing SOs 40-42. Replace with:

40. **Voting in hybrid and on-line conferences shall be by secure electronic means, in accordance with instructions given by the chair. During a hybrid conference, those delegates who have registered to attend the event in person must normally be present in the conference hall to cast their vote (exceptions being permitted as a reasonable adjustment, if technically possible).**
41. **The chair shall announce the result of all votes to the meeting.**
42. **For an in-person only conference, voting shall be by a show of voting cards. A count of voting cards shall be taken either at the discretion of the Chair or if one-third or more members of that Conference who are present hold up their voting cards.**
43. **During any vote, electronic or by voting card, the doors of the Conference Hall shall be closed and delegates shall remain in their seats. Once the Chair has ordered that the doors shall be closed and/or asked delegates to cast their votes, no one shall be admitted until the count is complete.**

(Existing SOs 43 and 44 remain unchanged.)

12.10 **Motion 60**, *Amendment to model regional committee standing orders*, was moved by Sharon Norey (NEC, Novus branch) and seconded formally.

12.11 Motion 60 was **CARRIED:**

Add new paragraphs 4.1 and 4.2:

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

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

12.12 **Motion B30**, *Recalling sector conferences*, was moved by Peta Bulmer (NEC, University of Liverpool) and was seconded by Duncan Lowther (University of Glasgow). Andrew Feeney (NEC, Northumbria University) spoke in the debate.

12.13 Motion B30 was **CARRIED:**

'Congress notes:

1. **Rule 2.4: UCU's aim "To promote equality for all including through... the Union's own employment practices"**
2. **Rule 29.2: Employees shall be engaged under conditions of employment agreed by the National Executive Committee**
3. **Organisational and staffing responsibilities in the General Secretary's job description agreed by the NEC**

4. **Unite's dispute over racism and organisational failings including breach of their recognition agreement**
5. **Unite's statutory ballot result**
6. **Unite's notice of strike action on 30 May**
7. **the announcement that if strike action goes ahead, all sector conference business would be remitted to HEC and FEC accordingly.**

Congress believes:

- a. **it's inappropriate for HEC and FEC to make decisions on all sector conference business**

Congress instructs NEC to:

- i. **ensure the General Secretary resolves the dispute with Unite and agrees an independent investigation into UCU's organisational climate**
- ii. **recall the sector conferences once the dispute is resolved so that members, not the executive, can make policy decisions.'**

12.14 Alan Barker Chair of CBC moved the fifth report to order three emergency motions onto the agenda, and responded to the challenges.

12.15 A challenge was made to the agenda that section 6 Rule Changes, be returned to, and emergency motion B32 be taken as the next motion.

12.16 Rebecca Harrison (Open University, NEC) proposed a challenge, and that motion B35 *Stop Office for Students Attacks on Post-16 Education* be moved up the agenda.

12.17 Simon Deville (Birkbeck, University of London) proposed that motions B33 and B34 are moved up the agenda. This was voted on and **CARRIED**.

12.18 A vote was taken to take motion B32 as the next motion. This was **CARRIED**.

12.19 A vote to move motion B35 to be taken after B32 was **CARRIED**.

12.20 Maria Chondrogianni (vice president, University of Westminster) proposed that any Congress motions not taken are remitted to NEC. Following debate this was voted on and **CARRIED**.

12.21 Debate of rule changes continued in private session.

12.22 Motion B32- *Rule change*, was moved by Chris Pritchard (Nottingham Trent University, East Midlands regional committee) and seconded formally.

12.23 A proposal to remit motion B32 was moved by Joanna de Groot (University of York)

12.24 The proposal to remit motion B32 was **LOST**.

12.25 Motion B32 was **CARRIED**:

'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. Urgent and emergency motions can be considered at the recalled Congress or Sector Conference.'

12.26 Motion B35, *Stop Office for Students Attacks on Post-16 Education*, was moved by Rebecca Harrison (NEC, Open University) and seconded formally.

12.27 A proposal to remit motion B35 was made. This was **LOST**.

12.28 Motion B35 was **CARRIED**:

'Congress notes

- **Rishi Sunak's announcement on 29 May that if the Conservatives win the next election they will give the Office for Students (OfS) power to close so-called 'rip-off' degrees (<https://www.bbc.com/news/articles/clmmry99y4po>).**
- **FE colleges providing vocational degree programmes and post-92 HE institutions would likely be at greatest risk of being targeted by the OfS, with serious equalities implications for staff and students.**
- **Labour has not offered any assurances in response to UCU's call to abolish the OfS (on grounds of 'authoritarian' free speech guidance and complicity in Prevent: <https://www.ucu.org.uk/article/13520/OfS-a-vehicle-for-government-authoritarianism>).**

Congress believes:

- **That we cannot delay acting on this announcement, and that we cannot be certain that Labour will either win the general election or abolish the OfS.**

Congress resolves:

- **To publicly state that UCU does not recognise the legitimacy of the Office for Students as a decision-making body, and to boycott its research, guidance, and advice.'**

12.29 **Motion B33**, *Reinstate Dr Faiza Shaheen* was moved by Simon Deville (Birkbeck, University of London) and seconded formally. Sam Morecroft (Yorkshire and Humberside regional committee) spoke in the debate.

12.30 Motion B33 was **CARRIED**:

'This Congress notes that:

Dr Faiza Shaheen, a UCU member at LSE, was re-selected as the candidate for Chingford and Woodford Green by a clear majority of Labour members.

The constituency was one of seven with a swing towards Labour in 2019, following a campaign involving hundreds of activists inside and outside of the Labour Party.

The Labour Party NEC suspended Faiza on Wednesday following a meeting to which Faiza was given just a few hours' notice.

This Congress believes that:

The Labour NEC has hidden behind the disciplinary process to exclude left wing candidates who have popular support.

The Labour Party disciplinary process has developed an appalling record in the way it has treated minorities.

This Congress resolves to:

Offer its support and solidarity to Faiza

Ask the General Secretary to work with the affiliated trade unions to demand Faiza's immediate reinstatement.'

12.31 **Motion B34**, *On the snap General Election* was moved by Saira Weiner (Liverpool John Moores University) and seconded formally.

12.32 Motion B34 was **CARRIED**:

'Congress notes:

- 1. The general election on 4 July.**
- 2. The landslide projected for Keir Starmer's Labour Party.**
- 3. But Starmer has launched a purge of left candidates and MPs, including Jeremy Corbyn, women of colour Diane Abbott and Faiza Shaheen (LSE UCU member), each with a long connection with UCU and trade union movement.**
- 4. The BMA Junior Doctors in England have called a strike for 27 – 2 July.**

Congress believes the end of Conservative rule should begin the righting of wrongs of fourteen wasted years:

Congress resolves to

- 1. Send messages of solidarity to Jeremy, Diane Abbott and Faiza Shaheen.**
- 2. Call on branches to convene emergency branch meetings to discuss how the branch should lobby candidates over union objectives, including course closures and redundancies, Reclaim HE and the FE manifesto.**
- 3. Send messages of support to the BMA, and encourage branches to twin with BMA branches, raise support, invite speakers, etc.'**

13. Closing business

- 13.1 The Chair announced that the results of ballots conducted during the course of Congress would be issued as soon as practical after the event.
- 13.2 The Chair presented Joanna de Groot (NEC, University of York) with a UCU distinguished service award.
- 13.3 The Chair introduced Maxine Looby (Oldham College) as the incoming President. Maxine Looby addressed Congress.
- 13.4 Justine Mercer, outgoing President and Chair of Congress, thanked delegates, staff at the venue, the technicians, and UCU staff, for their contributions.
- 13.5 Incoming President elect Maria Chondrogianni (University of Westminster) thanked Justine Mercer for her service as President and her chairing of Congress.
- 13.6 The 2024 meeting of Congress was closed.