

Appendix to Second Report of the Congress Business Committee

Original text of motions composited and amendments

Note: the numbering of original text of composites has changed since they were issued as any appendix to CBC's first report (UCU/2163A).

Congress motions

Composite motion 2

C1 Defend Arts Education – Support the Arts & Minds Campaign London regional committee

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

Congress welcomes launching the "Arts & Minds" campaign led by the NEU and supported by multiple unions and activists fighting to restore arts education as a core part of the curriculum

We must fight for the future of arts education.

Congress resolves to:

1. Affiliate UCU to the Arts & Minds campaign.
2. Develop regional strategies to expand the campaign within UCU.
3. Publicly promote the campaign via UCU's website.
4. Send UCU representatives to campaign meetings to influence strategy and direction.

C2 "Arts and Minds": defend the arts in post-16 education London Metropolitan University - City Branch

Congress notes:

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

new funding settlement.

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

We must fight for the future of arts education.

Congress resolves:

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

Composite motion 29

C3 Providing secure software platforms for branch business Eastern and Home Counties regional committee

Congress notes:

1. That union organising, in terms of both member outreach and the administration of branch business, is increasingly being conducted online.
2. That most branches rely on their employer's software platforms to organise union business which can create tensions between UCU and institutional data protocols/usage policies.
3. That there are increasingly sophisticated ways that this usage could be monitored by the employer.
4. That attempts to avoid this monitoring could lead to the use of platforms that are not compliant with relevant data protection legislation.

Congress resolves:

- a. To explore the data protection and security implications of widening access to UCU owned software for branch use.
- b. In line with the above, to facilitate the use of existing software platforms by branches within the licenses owned and operated by UCU where this is requested.

C4 Supporting union branch and regional communication with digital tools West Midlands regional committee

Congress notes:

1. effective internal communication within the union - at branch and regional/national level - is one of the most important factors for ensuring effective organising and democratic decision-making.
2. The following actions to address this were remitted at Congress 2023 but are not actioned.

Congress resolves:

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

Rule changes

Composite rule change 35

C5 Rule Change Motion - Recall of Congress and/or Sector Conferences Nottingham Trent University

Add new rule 16.5.1

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

Purpose: This rule adds a new rule after rule 16.5 (which specifies the timing of annual congress and sector conferences) requiring that in the event they do not meet (for example, due to industrial action, unexpected building unavailability, or other exceptional circumstance), the relevant events must be recalled as soon as reasonably practicable afterwards to consider the motions submitted.

C6 Rule Change Motion - Recall of Congress and/or Sector Conferences East Midlands regional committee

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.

Purpose: This rule adds a new rule after rule 16.5 (which specifies the timing of annual congress and sector conferences) requiring that in the event they do not meet (for example, due to industrial action, unexpected building unavailability,

or other exceptional circumstance), the relevant events must be recalled as soon as reasonably practicable afterwards to consider the motions submitted.

C7 Change to Rule 16 University of Nottingham

Add new rule 16.5.1

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

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

Composite rule change 37

C8 Change to regional committee standing orders – Green Representative City of Bristol College

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

So the amended Model Standing Order 7 would read:

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

Purpose: To add a green/environmental rep to regional committees, in their standing orders.

C9 Change to regional committee standing orders – Environmental Representative University of Nottingham

To Standing order 7 of the UCU Regional Committee Model Standing Orders, add 'an Environmental representative' after 'a representative of members on casual contracts'

So the amended Model Standing Order 7 would read:

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

Purpose: To add a green/environmental rep to regional committees, in their standing orders.

C10 Regional committee standing orders – Environment Officer/ Green Rep University of Exeter

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

So the amended Model Standing Order 7 would read:

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

Composite motion 42

C11 Opposing racist and far right activity Southern regional committee

Congress notes:

1. the rise in popularity of far right political parties in Europe
2. the increasing activity of racist and far right wing groups in the UK
3. the targeting of Muslims and refugees

Congress calls on the NEC and all UCU branches:

- a. to proactively oppose the activities of racist and far right groups
- b. to support local and national Stand Up to Racism and Hope Not Hate demonstrations and meetings to oppose the rise of racist and far right activity

C12 The Far Right and Racist Immigration Legislation UCU Scotland

Congress deplores the:

1. Rise of the Far Right.
2. Apparent rise in support for Reform UK
3. 'Prevent' referrals on university campuses for far right activists and activities.
4. Election of Trump, further fueling the Far Right.
5. Continuing racist immigration legislation - part of the hostile environment and a particular negative impact on international students and staff.

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

Congress instructs NEC to

- a. Work with other trade unions to pressure government to overturn racist immigration legislation.
- b. Support members in challenging Far Right and workplace racism, work with students and organise teach-ins.
- c. Encourage members to attend broad-based anti-racist demonstrations, summits and music festivals, including those called by SUTR on 31 May and

21 June, and to bring banners.

Composite motion 43

C13 Unite against the far right and racism South and City College Birmingham

Congress notes:

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

Congress believes:

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

Congress resolves:

- i. To support campaigns against Reform UK in local elections.
- ii. To support future initiatives against Robinson, the far right and Reform organised by SUTR and the unions

C14 Reform UK South West retired members branch

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

1. offers nothing for working or retired people
2. is run by financier
3. supports the privatisation of the NHS and the Education Service as well as cuts in social welfare budgets.
4. Opposes the extension of workers' rights.

Congress resolves to

- a. circulate material to members from the Stand Up To Racism organisation and
- b. to participate in all broad-based campaigns exposing Reform UK.

Composite motion 44

C15 UCU's Commitment to Trans Rights

Southern regional committee

Congress notes:

1. Supreme Court ruling 16th April declares sex in the Equality Act 2010 refers to sex assigned at birth.
2. Bridget Phillipson stated 22nd April people must use single sex spaces according to sex assigned at birth.
3. No guidance given for intersex people.
4. Supreme Court ruling allows for exclusion of transmasculine and nonbinary people from all single sex spaces.

Congress believes the ruling:

- a. Contradicts current practices at most post-16 institutions, which allow all staff to use the gendered spaces appropriate to them.
- b. Contradicts basic human rights and dignity of trans and other gender-diverse staff and encourages discrimination, harassment, hate crimes.

Congress resolves to:

- i. Call on employers to support the right to use the gendered facilities which match gender identities.
- ii. Call on employers to develop and implement trans-inclusive policies as a matter of urgency.
- iii. Support all local/ national trans rights protests and activities.
- iv. Issue guidance to branches on supporting trans rights.

C16 Trans Rights are Human Rights – Resist the Supreme Court Ruling Liverpool John Moores University

Notes:

1. Supreme Court ruling 16th April declares sex in the Equality Act 2010 refers to sex assigned at birth & undefined term “biological”.
2. Bridget Phillipson stated 22nd April people must use single sex spaces according to sex assigned at birth.
3. Supreme Court ruling allows for exclusion of transmasculine, nonbinary and intersex people from all single sex spaces.
4. EHRC Guidance 24th April is incoherent, unimplementable and discriminatory.

Believes the ruling:

- a. Contradicts current practices which allow all staff to use the gendered spaces appropriate to them.
- b. Contradicts human rights and dignity of trans and other gender-diverse staff and encourages discrimination, harassment, hate crimes.

Resolves to:

- i. Call on employers to support the right to use gendered facilities which match gender identities.
- ii. Call on employers to develop and implement trans-inclusive policies urgently.
- iii. Support all local/national protests and activities for trans rights.
- iv. Urgently Issue guidance on resisting the Supreme Court Ruling and defending trans rights.

C17 Trans Rights University of Liverpool

Congress notes:

1. Supreme Court ruling 16th April declares sex in the Equality Act 2010 refers to sex assigned at birth.
2. Bridget Phillipson on 22nd April states people must use single sex spaces according to sex assigned at birth.
3. No guidance given to intersex people.
4. Supreme Court ruling allows for exclusion of transmasculine people from all single sex spaces.

Congress believes the ruling:

- a. Contradicts current practices at most post-16 institutions, which allow all staff to use the gendered spaces appropriate to them.
- b. Contradicts basic human rights and dignity of trans and other gender-diverse staff and encourages discrimination, harassment, hate crimes.

Congress resolves to:

- i. Call on employers to support the right to use the gendered facilities which match gender identities.
- ii. Call on employers to develop trans-inclusive policies as a matter of urgency.
- iii. Support all trans rights protests and activities.
- iv. Issue guidance to branches on supporting trans rights.

C18 In support of trans lives Royal College of Art

Congress notes

1. UCU's existing policy on trans and non-binary rights and solidarity including motions passed at Congress 2021- 2024.
2. Oppression often comes in small steps and starts with blaming a minority for violence they receive

Congress believes

- a. The category of 'Woman' is used by the Supreme Court to harass trans

people UCU's trans-inclusive position should be reaffirmed, promoted and strengthened in the face of this concerted attack on trans people.

- b. To reduce the definition of women to pregnancy is reactionary and misogynist

Congress resolves to:

- i. Call on members to attend upcoming rallies and protests for trans equality.
- ii. Support local, regional, and national groups who are mobilising against this ruling, as well as the rising persecution of trans people both nationally and internationally.
- iii. To issue a statement to members and across social media accounts expressing concern at the Supreme Court ruling and reaffirming our steadfast commitment to defending trans people.

Composite motion 54

C19 Solidarity with disabled benefit claimants—welfare not warfare University of Kent UCU

Congress Notes:

- 1. Government plans to remove disability benefits while shifting billions into spending on war, announced in March 2025
- 2. At least one hundred disabled people have died as a direct result of being refused disability benefits.

Congress believes:

- a. disability benefit payments fall far below real additional costs of disability
- b. these cuts will rob disabled people of their dignity, drive hundreds of thousands into poverty and further endanger the lives of disabled people.
- c. Benefit cuts will not help disabled people into work. Many who will lose benefit are working & the under employment of disabled people is not a choice made by disabled people but rather caused by employer discrimination and a lack of suitably resourced employment opportunities

Congress calls on NEC to affiliate, resource and publicise protests by DPAC, Black Triangle and other DPOs and to use all means available to oppose these cuts.

C20 Opposition to Cuts in Social Security Support Southern regional committee

Congress opposes the major cuts to social security support for disabled people announced in the Chancellor's spring statement in March 2025.

The cuts are unacceptable because:

- 1. The Government seeks to comply with its fiscal targets by taking money from those who are least able to pay;
- 2. The cuts will increase poverty and disadvantage amongst our most

vulnerable citizens;

3. Disabled people working, or aspiring to work, in post-sixteen education will experience additional barriers to employment.

Congress therefore instructs the NEC to make common cause with disabled people's organisations and other trades unions in strongly opposing these unjust cuts.

Composite motion 71

C21 Welfare not warfare University of Liverpool

Congress notes:

1. Britain currently spends £54 billion a year on arms
2. Starmer's increase could mean an extra £6 billion a year spent on weapons
3. This could be spent on things we need, such as:
4. 26,000 nurses (£1 billion) and 1000 new ambulances (£1½ billion)
5. 37,000 new council houses (£6 billion)
6. Or increasing funding to Prison, Adult, Further, and Higher Education!

Congress believes:

- a. Additional spending on arms will not make the world a safer place
- b. The government will increase arms spending by cutting the welfare state and holding down public sector wages
- c. We did not elect a Labour government for this

Congress resolves:

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

C22 Welfare not warfare Westminster Kingsway College

Notes:

1. Starmer's 2.5% increase of arms spending will mean an extra £13.4bn a year spent on weapons.
2. Last year's TUC passed motions in support of the UK banning selling weapons to Israel and days of action against the escalation of war in the middle east.

Believes:

- a. It is a shocking indictment that a Labour Government is increasing arms expenditure by cutting overseas aid.
- b. It will be the working class in Britain who will also be made to pay the price

for the increase in arms spending through further cuts in the welfare state.

Resolves:

- i. For UCU to send a motion to this year's TUC conference condemning the government's increase in arms spending and calling for it to be reversed.

FE sector conference motions

Composite motion FE17

C23 Campaign to Reverse Cuts to the Adult Skills Fund South and City College Birmingham

FESC notes:

1. The DfE has cut the Adult Skills Fund, limiting access to adult education.
2. Providers such as South & City College Birmingham (SCCB), where adult learners outnumber 16–18 students, will be severely impacted.
3. The government's recent £300m funding announcement is targeted at young people, excluding many FE colleges reliant on adult provision.

FESC believes:

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

FESC resolves:

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

C24 Cuts to the Adult Skills Fund London FE regional committee

Conference notes:

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

Conference resolves to:

- a. Set up a Campaign for Adult Education to reverse the cuts.
- b. Campaign for an inclusive curriculum
- c. Campaign for a united cross union campaign.

Composite motion FE18

C25 To seek realistic funding for ACE from the Labour Government West

Midlands Region FE Sector Committee

Conference notes:

1. In 2025, government funding for ACE is currently stagnating at about 60% of its 2010 level.
2. The average monthly cost of rented accommodation in Coventry has now hit £1000. More learners are trapped in the gig economy, working unpredictable shift patterns.
3. Coventry ACE, lost half of its managers in the 2024 restructure. Remaining staff are feeling the impact of an increased workload. Learners are now entitled to free bus tickets if earning under £32,000 annually: many of our tutors earn well below that amount, as teaching full-time is unsustainable.

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

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

C26 To seek realistic funding for ACE from the Labour Government Coventry Adult Education Service

Conference notes:

1. Government funding for ACE is currently stagnating at about 60% of its 2010 level; consequently, learner numbers have decreased by around 60% since 2010.
2. The average monthly cost of rented accommodation in Coventry has now hit £1000. More learners are trapped in the gig economy, working unpredictable shift patterns.
3. Coventry ACE, lost half of its managers in the 2024 restructure. Remaining staff are feeling the impact of an increased workload. Learners are now entitled to free bus tickets if earning under £32,000 annually: many of our tutors earn well below that amount, as teaching full-time is unsustainable.

Conference believes:

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

Conference resolves:

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

C27 Reversing cuts to the ACE budget Further education committee

Conference notes:

1. Government funding for ACE is has been cut by about 50% since 2010 level with a loss of over 1 million student places.
2. Many staff are leaving the sector, remaining staff have increased workloads, wages are low and casualisation is rife.
3. Despite this, the government has recently told the combined authority mayors to expect a reduction in skills budgets of 2 to 3 per cent for the 2025-26 academic year.

Conference believes that a properly funded and resourced ACE is vital to social well-being and the government's own skills agenda.

Conference resolves:

- a. To call upon the Labour government to reverse this year's proposed ACE funding cuts and increase funding to a realistic level.
- b. To organise a lobby of Parliament, in conjunction with other organisations where possible, to promote ACE, call for adequate, sustainable funding for the sector and the immediate withdrawal of the threat of funding cuts.

HE sector conference motions

Composite motion HE2

C28 Rebuilding the fight over pay and jobs London HE regional committee

HESC notes the failure by HEC to launch the 2024-25 pay campaign and the urgent need for UK-wide action to defend the sector.

HESC resolves to

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

Composite motion HE2 and compositing amendment HE2A.1

C29 UK-wide action to defend HE University of Brighton

Conference notes

1. The failure to implement motion HE9 passed at SHESC May 2024 calling for

UK-wide industrial action in 2024-25.

2. Members' 2:1 rejection of the pay award and majority in favour of an IA ballot in the consultative ballot last autumn.

Conference believes

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

Conference resolves to

- i. Declare an industrial dispute as soon as JNCHES dispute resolution mechanisms are exhausted.
- ii. Call a BDM and Special HEC before the summer vacation and initiate a campaign to win an IA ballot.
- iii. Timetable a 5/6-week ballot window to allow action to start in November.

Composite motion HE5

C30 Collectivise the fight against cuts in HE University of Liverpool

Conference notes:

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

Conference believes:

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

Conference resolves:

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

each week

C31 Collectivise the fight against cuts in HE Newcastle University

Conference notes:

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

Conference believes:

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

Conference resolves:

- i. To demand a guaranteed commitment of no voluntary or compulsory redundancies for the next 2 academic years
- ii. Where guarantees are not given, to initiate a failure to agree and to enter into dispute
- iii. To coordinate simultaneous industrial action (variable by devolved nation) over job security
- iv. To coordinate mass demonstrations (variable by devolved nation) during industrial action
- v. To host online organising meetings for all branches each week to build the campaign

C32 Collectivise the fight against cuts in HE Dundee University

Conference notes:

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

Conference believes:

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

Conference resolves:

- i. To demand a guarantee a commitment of no voluntary or compulsory redundancies for the next 2 academic years
- ii. Where guarantees are not given, to initiate a failure to agree and to enter into dispute

- iii. To co-ordinate simultaneous industrial action (with limited flexibility for devolved nations) over job security
- iv. To co-ordinate mass demonstrations (variable by devolved nation) during industrial action
- v. To host weekly online organising meetings, led by striking branches, for all branches to build the campaign.

Composite motion HE14

C33 Trade dispute with Secretary of State for Education over funding University of Essex

Sector conference notes:

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

Sector conference resolves:

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

C34 Trade dispute with Secretary of State for Education over funding Queen Mary University of London, Goldsmiths University of London

Sector conference notes:

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

Sector conference resolves:

- a. Open a trade dispute with the Secretary of State for Education over HE funding as soon as possible;
- b. To coordinate with other HE unions to build cross-union support for the dispute;
- c. To campaign to build awareness and support for the dispute, highlighting the direct link between sector funding, employment conditions and student experience.

Composite amendments HE14A.1, HE14A.2

C35 London regional committee

Insert before Resolves a, "a. To open a trades dispute with UCEA over pay and/or pay-related matters (Four Fights), and/or a serial dispute with employers over no compulsory redundancies;"

Renumber Resolves, and amend Resolves b (previously a) to insert "As part of either or both disputes, to" at the start of that point (replacing 'To').

C36 University of Liverpool

Insert before Resolves a., "a. To open a trades dispute with UCEA over pay or a serial dispute with employers over no compulsory redundancies;"

Renumber 'Resolves...'

Amend Resolves b. (previously a.) to insert "As part of either or both disputes," at the start of that point.

At the end of Resolves, add a new point, "e. Pursuing this approach should not stop us from taking co-ordinated action over pay or jobs in the meantime."

C37 University of Brighton

Add resolves d, To treat such a dispute as one possible form of action among others, maintaining the option of UK-wide action in furtherance of disputes with UCEA.

Composite motion HE21

C38 Defending Teachers Pension Fund

University of Greenwich

HESC notes:

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

HESC believes:

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

HESC resolves to:

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

C39 Defend TPS for Post-92 Branches Nottingham Trent University

HESC notes:

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

HESC Believes:

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

HESC resolves to

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