

## **UCU Congress 2025**

### **Decisions of the higher education sector conference**

*Motions 30-39 were remitted to the HEC, not having been taken for debate due to volume of business. Motions as set out in the agenda can be found here*

<https://www.ucu.org.uk/media/15081/UCU2173/pdf/UCU2173.pdf>

#### **HE1 Negotiators report Higher education committee**

HE sector conference notes the report and approves the recommendations of the national negotiators contained in UCUBANHE/91.

**CARRIED**

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

Conference notes

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

Conference believes

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

Conference resolves to

- i. Plan to run the next HE pay campaign linked to a political campaign for a fully-funded sector calling for emergency measures to save jobs, courses and the sector.
- ii. Declare an industrial dispute as soon as JNCHES dispute resolution mechanisms are exhausted.
- iii. Call a BDM and Special HEC before the summer vacation and initiate a campaign to win an IA ballot, and timetable a 5/6-week ballot window to allow action to start in November
- iv. To facilitate tours of speakers from striking branches to branch meetings and provide industrial action briefings
- v. Send out detailed briefing notes and organise regional GTVO workshops.
- vi. Call a conference to defend HE promoting and debating UCU's proposals.
- vii. Consult members on types of action through regional/devolved nations meetings and a branch delegate meeting.

**CARRIED as amended by HE2A.1**

### **HE3 Pay and security Newcastle University**

Conference notes:

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

Conference resolves:

- a. To combine the national pay campaign and a campaign for sector-wide job security.
- b. To ballot for industrial action on these grounds.
- c. To work with other trade unions and student unions to end casualisation in universities

**CARRIED as amended by HE3A.1**

### **HE4 Fight the Funding Crisis in Higher Education University of Bath**

HESC notes:

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

HESC believes that:

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

HESC instructs HEC to organise:

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

**CARRIED**

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

Conference notes:

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

Conference believes:

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

Conference resolves:

- i. To ask every HEI to guarantee they will make no voluntary or compulsory redundancies for the next 2 academic years
- ii. To organise mass demonstrations (variable by devolved nation) during industrial action
- iii. To share data on cuts and host an online organising meeting for all branches each week

**CARRIED (without points ii, iii, iv as originally ordered)**

## **HE6 Capping HE salaries University of Exeter**

Conference notes:

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

Conference believes:

- a. £3m pa savings are non-trivial for HEIs.
- b. Capping salaries achieves savings without earnings spirals.
- c. These savings should mitigate HE's mental health crisis: easing workload pressures, preserving jobs, increasing staff; pay uplifts for lowest-paid staff.
- d. This strengthens staff HE needs to get through this crisis period.
- e. Serious consideration of pay-capping widens the horizons of possibility for HE efficiencies, currently focussed on cutting jobs or restricting salaries of lower-paid comrades.

Conference resolves:

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

**CARRIED**

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

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

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

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

Conference calls on the HEC to work towards:

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

**CARRIED**

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

Conference notes:

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

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

Conference instructs:

- a. HEC to arrange a form to be sent annually to branches to allow the compilation of a matrix of teaching term, exam, and other key dates for their institutions for the coming year.
- b. that this matrix be made available to branches online such that it can be seen by branches, and by delegates to any meetings discussing IA, including but not limited to HEC, Congress, Conference and BDMs
- c. the time required to collect this data does not provide justification for delaying implementation of decisions by democratic bodies of the union on IA.

**CARRIED**

**HE9 Defend HE: Action on Jobs and Pay****UCU Scotland**

Conference deplores:

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

Conference calls on HEC and negotiators to:

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

**CARRIED**

**L1 National Demonstration in Newcastle****Newcastle University**

Notes:

1. The increasing threat of compulsory redundancies across UK Higher Education
2. The ongoing threat of compulsory redundancies at Newcastle University, which has escalated in the past week
3. Bridget Phillipson's position as Secretary of State for Education
4. Chris Day's position as Russell Group Chair

Believes:

- a. That there is no financial need for compulsory redundancies at Newcastle University
- b. That as other University Executives remove the threat of redundancies, Newcastle University Executive Board (UEB) stands out as a cruel outlier
- c. This dispute is of national significance as per Notes 3. And 4.
- d. Every branch in the UK has a vested interest in the success of Newcastle's resistance

Resolves:

- i. To call for a national demonstration in Newcastle aiming for week beginning 2nd June

- ii. To invite all UCU branches in the UK, alongside trade unions from across all sectors
- iii. To call upon UCU HQ to organise and fund transport to Newcastle

**CARRIED**

## **L2 Academic Boycott of the University of East Anglia (UEA)    University of East Anglia**

Conference notes that:

- 1. UEA management is pushing compulsory redundancies despite reaching 95% of their targeted savings through voluntary means.
- 2. Pursuing compulsory redundancies represents a serious breach of industrial relations at UEA.

Conference resolves to:

- a. Request UCU's Higher Education Committee (HEC) to declare a formal academic boycott (greylisting) of UEA.
- b. Call on UCU to implement this boycott when UEA issues notification of compulsory redundancies.

The HEC is instructed to ask UCU members, trade unions, labour movement organisations to support UEA UCU by:

- i. Not applying for advertised jobs at UEA
- ii. Not speaking at or organising academic conferences or events at UEA
- iii. Not accepting visiting professor or researcher positions at UEA
- iv. Not contributing to any academic journal edited at or produced by UEA
- v. Resigning/not accepting any service roles at UEA i.e. external examining, board membership, consultancy etc.

**CARRIED**

## **HE10 Defending Black Workers Facing Job Cuts    Black members standing committee**

Conference notes:

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

Conference believes:

- a. Job cuts risk deepening structural racial inequalities in HE.

- b. UCU must defend Black workers from disproportionate redundancies and the erosion of Black curricula.

Conference resolves to:

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

**CARRIED**

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

HESC notes that:

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

HESC believes that:

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

HESC resolves to:

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

**CARRIED**

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

HESC notes that

- 1. UK Higher Education faces a major market crisis with OfS predicting 70% of English Universities to run at a loss next session.
- 2. UK HE also faces an anti-intellectual threat driven by popular misunderstandings of generative AI and potential impacts on graduate jobs.

3. These two threats combine with Donald Trump's second US presidency, promoting 'anti-woke science' discourses from politicians, including from Conservative and Reform parties, to create an existential threat to UK HE.

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

HESC resolves to

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

**CARRIED**

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

HESC notes

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

HESC believes

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

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

**CARRIED**

### **HE14A.1 Composite: London regional committee, University of Liverpool**

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').

**LOST**



## **HE14A.2 Composite: University of Liverpool, University of Brighton**

Add resolves d, To treat such a dispute as one possible form of action among others, maintaining the option of taking co-ordinated/UK-wide action in furtherance of disputes with UCEA over pay or jobs in the meantime.

**LOST**

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

Sector conference notes:

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

Sector conference resolves:

- a. To open 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.

**CARRIED (unamended)**

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

HESC notes:

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

HESC believes:

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

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

1. offer an alternative, sustainable funding model for research and teaching, and ensure that FECs for external grants are 100%-funded
2. propose a new model ensuring representation and influence of frontline academics in HEI governing bodies.

3. ensure that the Charters and Statutes of HEIs contain clauses requiring prudential and anticyclical management of finances, so that reserves are built to ensure sectoral resilience, staff job security, and students' right to education.

**CARRIED**

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

Conference notes:

1. Destructive marketisation is imperiling jobs and degrading conditions of higher education workers
2. Resolution requires creative and impactful action on many fronts, using multiple tactics, from both academic and academic-related, professional services staff recognising the different types and timings across the year of work undertaken.
3. Our historic USS victory highlights the importance of research and media work, as well as industrial action
4. Current membership density means UCU must build broad coalitions to achieve wins for members

Resolves:

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

**CARRIED as amended by HE16A.1**

#### **HE17 USS    Higher education committee**

HE sector conference notes the report and approves the recommendations of the SWG contained in UCUBANHE/92.

**CARRIED**

#### **HE18 Improving USS member benefits    UCU Scotland**

Conference notes:

1. The significant valuation 'surplus'.
2. The extensive work done by the negotiators in fulfilling motion on investigating conditional indexation (CI).

3. The threat of a further period of very high inflation over the next few years.

Conference believes that

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

Conference instructs the USS negotiators to

- i. Negotiate for improve benefits without an increase in contributions and to prioritise restoring full CPI inflation protection followed by augmentation for all members.
- ii. Take a policy position of opposition to CI.
- iii. Continue involvement in the CI working group and any other work on CI in order to defend member interests and ensure that all the risks are fully investigated. **FELL (consequence of HE17 being passed in full)**

#### **HE18A.1 University of Sheffield**

Insert in (iii) insert 'and benefits' after 'all the risks'

**FELL (motion 18 having fallen)**

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

HESC notes:

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

HESC believes:

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

HESC resolves:

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

**CARRIED**

## **HE20 Defending TPS in post-92 institutions Higher education committee**

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

1. Threatened 'fire and rehire' via subsidiary companies to avoid offering TPS (e.g. Coventry University)
2. Incentivising opt-out from TPS
3. Offering 'low-cost', defined contribution alternatives
4. HESC believes it is essential to ensure pension justice for casualised or low paid workers, who may leave the TPS altogether, go into inferior schemes or receive inaccurate contributions based how their working hours are calculated.

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

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

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

- a. Support for branches affected by these threats
- b. Investigate the legality of alternative pension schemes offered to academic staff (as introduced for example at Greenwich and Kingston Universities), and whether they are legally consistent with TPS rules and the Further and Higher Education Act 1992.
- c. Raising the issue with employers and with the DfE
- d. Pressing for government funding to meet increased employer contributions (as has happened in Scotland)
- e. Continuing to resist the use of subsidiary companies.
- f. To call a TPS meeting for post 92s and to include serious discussion of low paid and casualised participation and justice within the scheme. This benefits the scheme as a whole and strengthens participation.

**CARRIED (as amended by HE20A.1 and HE20A.2)**

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

HESC notes:

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

HESC believes:

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

HESC resolves to:

- i. Treat any situation in which attempts are made to subsidise 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

**CARRIED**

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

HEC notes:

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

HESC resolves:

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

To produce

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

**CARRIED**

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

HESC notes that:

- 1. Approximately 75 000 academics are on casualised fixed-term or hourly contracts.

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

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

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

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

**CARRIED**

## **HE24 Transparency on casualisation and fighting hidden redundancies University of Edinburgh**

HESC notes that:

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

HESC believes that:

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

HESC resolves to:

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

**CARRIED**

## **HE25 Overcome grotesque pay injustice University**

## **London Metropolitan**

Conference notes:

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

Congress resolves to:

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

**CARRIED**

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

HESC notes:

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

HESC resolves:

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

**CARRIED**

## **HE27 MRC unit funding cuts and open-ended contracts Glasgow**

**University of**

Conference notes:

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

Conference mandates HEC to:

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

**CARRIED**

## **HE28 ARPS members deserve career progression      Academic related, professional services staff committee**

Notes:

1. UCU's ARPS Manifesto demands the establishment of a career framework, promotional pathways and reward structure as envisaged by the 2003 Framework Agreement.
2. ARPS members indicate career progression is a crucial issue and promotional pathways are not available.

Believes:

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

Resolves to:

- i. Remind national negotiators of the central role of ARPS members.
- ii. Pursue meaningful career progression pathways for ARPS staff as part of JNCHES negotiations.
- iii. Develop guidance and training for branches to pursue pay, progression and promotion parity
- iv. Develop guidelines for ARPS staff to help them join an appropriate union.



- v. Promote the work above and ARPS member engagement via the email network, open meetings and annual meetings.

**CARRIED**

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

**Black**

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

Conference believes:

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

Conference agrees:

- a. To create popular educational materials on the importance of Black and anticolonial intellectual traditions for UK education;
- b. To host a student and community facing online event highlighting the role of Black and anticolonial intellectual traditions;
- c. To map regional access to taught programmes including Black and anticolonial intellectual traditions;
- d. To work with community and student groups to document the importance of these areas to access and progression for Black and other local communities.

**CARRIED**

**L3 Post 92 negotiators**

HESC notes

1. The absence of any post 92 candidate for pay negotiator for election at congress
2. The specific issues impacting on pay in post 92 institutions including unfunded TPS changes

HESC resolves

- a. To invite post 92 candidates to come forward.
- b. For an additional election for a post 92 negotiator to be held as soon as is practical, to be elected by delegates to 2026 HESC

**CARRIED**