

UCU CONGRESS 2025

DECISIONS ON MOTIONS

Motions 5, 6, 16, 17, 28-33, 37-39, 51-61 and 74-83 were remitted to the NEC, 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>

SECTION 1, BUSINESS OF THE EDUCATION COMMITTEE

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

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

Congress calls on NEC and Education Committee to:

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

CARRIED

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

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

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

We must fight for the future of arts education.

Congress resolves:

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

CARRIED

3 Foundation Year motion University of Sheffield

Congress notes that:

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

Congress instructs the NEC to:

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

CARRIED

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

Congress notes:

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

Congress believes:

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

Congress resolves:

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

CARRIED

BUSINESS OF THE RECRUITMENT, ORGANISING AND CAMPAIGNING COMMITTEE

7 Recruitment, organising and campaigning National executive committee

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

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

Congress further notes the importance of informal meetings and networks for recruitment, organising, and campaign development, such as the ARPS committee's themed online member drop ins.

Congress further notes the government's Austerity 2.0 strategy with further cuts to education and the welfare state likely to be announced in the Autumn Budget.

Congress supports continued focus on these areas, working to:

- a. actively support recruitment, campaigning and organising activities nationally, regionally, and locally
- b. engage and involve our diverse groups of members
- c. ensure issues of climate justice and sustainability are integral to our work
- d. actively campaign for the secure and long-term funding of HE, FE, adult and prison education
- e. actively campaign against attacks on the rights of refugees and asylum seekers and other migrants

- f. actively campaign, and support branches in campaigning, against the increasing casualisation of work across all sectors
- g. campaign with other unions and external organisations where appropriate.
- h. liaise with elected UK level committees to support further development of lay-member / peer-led engagement and networking across sectors and contract types, including support to develop online drop ins and other forms of online networking.

Resolves

1. To submit an amendment to this year's TUC calling for a UK-wide demonstration to oppose the government's cuts strategy.
2. For UCU to call a lobby of Parliament on the day of the budget in October in defence of post 16 education

CARRIED as amended by 7A.1 and 7A.2

8 Defend universal pension and welfare rights East Midlands retired members branch

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

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

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

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

CARRIED

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

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

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

Congress instructs the NEC to campaign alongside other organisations for:

1. New sources of funding for social care based on a reduction in government spending on defence and an end to subsidies for arms manufacturers;
2. New funding to be specifically allocated to local authorities for the in-house provision of additional care;
3. Political acceptance of the principle that public spending should prioritise “people not profits”.

CARRIED

10 Campaigning on Green Issues University of Glasgow

Congress notes:

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

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

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

Congress further agrees to:

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

CARRIED

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

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

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

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

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

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

CARRIED

12 Union action on climate change Bradford College

Congress welcomes the motion passed at the 2024 TUC Congress:

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

This Congress resolves:

- a. to support the year of trade union climate action, starting in autumn 2025, with COP30 in Brazil, 10-21 November – a key mobilising moment of unity.
- b. keep campaigning on climate issues in union activities: including green bargaining in all Reps training, and working with the Heat Strike campaign
- c. Support branches organising outreach events, and joint local activities with other unions, community and climate justice groups
- d. Sign-up to the campaign for a Fossil Fuel Non-Proliferation Treaty to provide a global roadmap to halt the expansion of fossil fuels; to raise awareness of it amongst members, sister unions in the TUC, Scottish TUC, Welsh TUC, the ETUCE and Education International, and explore holding joint meetings and campaign events with the Treaty campaign
- e. support initiatives to fund essential climate finance for the Global South, such as Brazil's proposal for a global 2% tax billionaires.

CARRIED as amended by 12A.1

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

Congress notes

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

Congress believes

- a. the UK should support and implement Brazil's proposal for a global 2% tax on all billionaires to fund Global South green transition

- b. the UK shouldn't increase military spending at the cost of all other investment (e.g. pay, post-16 education sectors and green transition).

Congress resolves

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

CARRIED

14 Higher Environmental Risks demand stronger roles for Environmental Reps University of Manchester, North West regional committee

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

Congress resolves to:

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

CARRIED

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

Congress notes that in the UK:

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

Congress believes:

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

Congress resolves to:

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

CARRIED

SECTION 3: BUSINESS OF THE STRATEGY AND FINANCE COMMITTEE TO BE TAKEN IN PRIVATE SESSION

18 Appointment of auditors National executive committee

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

CARRIED

19 Audited financial statements National executive committee

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

CARRIED

20 Budget to 31 August 2026 National executive committee

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

CARRIED

21 Subscription rates from 1 September 2025 National executive committee

Congress accepts the President's proposal for a progressive increase in subscription rates and endorses the subscription rates from 1 September 2025 set out in UCU/2169.

CARRIED

22 Timing of Congress Surrey ACE

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

Congress believes:

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

Congress resolves to:

- a. Schedule future Congresses and Sector Conferences so that they do not disadvantage any UCU member.
- b. Move Congress/Sector Conferences to be weekday during term time for members.
- c. Call on the General Secretary to prioritise resources supporting delegates to obtain release from work.

LOST

23 Prison education national motion PeoplePlus Prison Education

Congress notes:

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

Congress instructs the executive to:

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

REMITTED

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

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

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

Believes:

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

Resolves:

- i. Update UCU Branch Officer Guidance, working with relevant specialist committees to produce role descriptions (e.g. ARPS and Anti-Casualisation Committees).
- ii. Working with relevant specialist committees, review all officer role job descriptions and the use of language throughout the model branch rules to ensure they reflect current equality strands and language. For example, insert 'migrant members' in the enumeration of equality groups in bullet iv) under 8.6 Equality Officer.
- ii. Communicate changes to all branch / regional executives, to support ratification at the earliest opportunity.

CARRIED as amended by 24A.1

25 Pensions Business at Congress Scottish retired members

Congress notes

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

Congress therefore instructs NEC to

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

LOST

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

Congress notes that:

1. Access to good occupational pensions is important for avoiding poverty in old age.
2. Casualised employment, high rents and student debts may discourage workers from joining a pension scheme.
3. Precarious employment and frequent changes of employer, or working for several employers, may make it difficult for some workers to keep a complete record of all their pension scheme contributions, leading to risk of loss of income in retirement.
4. The TPS does not publish data on the numbers of active, deferred and pensioner members by employer type (such as FE Colleges or HEIs) and the DfE has refused a FOI request to do so

Congress instructs NEC:

- a. To collect data on pension scheme membership of UCU members, through adding data on pension scheme membership to the regular checks of membership records;
- b. To produce advice for members, especially those in precarious employment, about ways of keeping records of all payments into pension schemes;
- c. To encourage employers to provide regular advice on pensions and pension record-keeping for all staff, including casualised staff.
- d. To press the TPS to publish data on the numbers of active, deferred and pensioner members by employer type, including FE Colleges and HEIs.

CARRIED as amended by 26A.1

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

Congress notes:

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

Congress resolves:

- a. That all relevant parties be reminded there is no requirement in rule or law to require indicative ballots before a statutory ballot.
- b. Where redundancies are threatened branches must be able to move to strike action as quickly as possible.
- c. Branches should be empowered to determine how to appropriately demonstrate a statutory ballot is justified.
- d. Local dispute guidance should be updated to support branches to fight redundancies effectively.

CARRIED as amended by 27A.1

SECTION 4: RULE CHANGES, TO BE TAKEN IN PRIVATE SESSION

34 Rule Change: Transparency University of Bath

Insert new rule

4.2.1: The union will routinely publish information which it holds, according to a publication scheme agreed by the National Executive Committee. The scheme

shall be compliant with guidance for public authorities issued by the Information Commissioner's Office under Section 20 of the Freedom of Information Act 2000, and at least as much information as is specified in the ICO's guidance shall be published.

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

LOST (two-thirds majority required)

35 Composite: Rule change - Recall of Congress and/or Sector Conferences Nottingham Trent University, University of Nottingham, 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. 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.

LOST (two-thirds majority required)

36 Rule Change - Challenges to Chairs East Midlands regional committee

40 Conduct of Meetings

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

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

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

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

LOST (two-thirds majority required)

SECTION 5: BUSINESS OF THE EQUALITY COMMITTEE

40 Resisting attacks on equality National executive committee

Congress notes:

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

UCU resolves:

- a. To continue to build our work resisting attacks on equality, supporting members and students facing silencing and intimidation in workplaces and in communities
- b. To empower member organising through work to ensure our website is accessible

CARRIED

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

Congress notes:

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

Congress believes:

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

Congress resolves to:

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

CARRIED

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

Congress deplores the:

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

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

Congress calls on the NEC and all UCU branches to

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

CARRIED

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

Congress notes:

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

Congress believes:

- a. Reform UK is malignly influencing British politics pushing anti-migrant, Islamophobic and "anti-woke" ideas

- b. We must build the biggest movement possible to unite against and expose the fascists. Trade unions are central to this.
- c. "Woke" is positive and gives voice to marginalised groups.

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

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

Congress resolves to

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

CARRIED as amended by 43A.1

44 Composite: UCU's Commitment to Trans Rights Southern regional committee, Liverpool John Moores University, University of Liverpool, 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. Supreme Court ruling 16th April declares sex in the Equality Act 2010 refers to sex assigned at birth and undefined term "biological".
3. Bridget Phillipson stated 22nd April people must use single sex spaces according to sex assigned at birth.
4. No guidance given for intersex people.
5. Supreme Court ruling allows for exclusion of transmasculine, nonbinary and intersex people from all single sex spaces.
6. EHRC Guidance 24th April is incoherent, unimplementable and discriminatory.
7. Oppression often comes in small steps and starts with blaming a minority for violence they receive

Congress believes:

- a. The ruling contradicts current practices at most post-16 institutions, which allow all staff to use the gendered spaces appropriate to them.

- b. The ruling contradicts human rights and dignity of trans and other gender-diverse staff and encourages discrimination, harassment, hate crimes.
- c. the category of 'Woman' is used by the Supreme Court to harass trans people
- d. UCU's trans-inclusive position should be reaffirmed, promoted and strengthened in the face of this concerted attack on trans people.
- e. to reduce the definition of women to pregnancy is reactionary and misogynist

Congress resolves to:

- i. 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.
- ii. 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 as a matter of urgency.
- iii. Support and call on members to attend all local/national protests, rallies and activities for trans rights
- iv. 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.
- iv. Urgently issue guidance to branches on supporting trans rights.

CARRIED

45 The attacks against trans rights King's College London

Conference notes

- 1. The Supreme Court's unprecedented attack on trans and non-binary (TNB) people's human rights threatens all human rights.
- 2. The EHRC threatens, with unseemly haste, to produce policy guidelines exceeding the SC judgement.

Conference believes

- a. TNB's deserve to work and study with dignity, safety and without discrimination.
- b. The UCU must involve TNB staff and students in producing guidance to maintain campus, course and facilities accessibility to TNB staff/students.

Conference resolves

- i. To immediately form a joint working group of TNB staff/students inviting representation from organisations such as FGEN and NUS.
- ii. To task said group to produce a policy for universities on defending trans rights in light of the SC judgment.
- iii. To provide funding to said group for lawyers with appropriate specialisms.
- iv. To disseminate resulting policy to all universities, FE college management and SU's.

v. To promote the policy widely to ensure its adoption.

CARRIED

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

Congress notes with concern

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

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

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

CARRIED

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

Congress notes:

1. Following its explicitly transphobic electoral campaign, the 2nd Trump presidency's concerted attacks upon trans people, including youth access to healthcare, participation in sports, applications for 'X' gender marker passports, military service and incarceration in appropriately gendered facilities
2. The Trump presidency's attempts to suspend Diversity, Equity and Inclusion initiatives, including LGBT+ programmes
3. The Starmer government's decision to ignore the damning critiques of the Cass Review, and in December 2024 to indefinitely ban the supply of puberty blockers for trans young people
4. The £585k fine imposed by OfS on Sussex University for its trans supportive policies.
5. The recent UK Supreme Court judgment that trans women are not women.

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

- a. To support LGBT+ migrant members and their families, particularly US citizens, in navigating bureaucratic challenges Trump's policies might pose

- b. To write to Wes Streeting condemning the findings and methods of the Cass Report and advocating an approach to trans healthcare that affirms and values trans people
- c. To advocate for the maintenance of strong policies against transphobia in universities and colleges.

CARRIED as amended by 47A.1

48 Expanding and strengthening shared parental leave National executive committee

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

Congress notes that post-16 Education institutions offer maternity/parental leave arrangements which are inconsistent with each other and are substantially inferior to other public schemes, such as the NHS.

UCU resolves:

- a. To campaign to replace the failed Shared Parental Leave system with a model of maternity, paternity and parental leave which is simple to administer with individual rights and decent pay for all working parents.
- b. To launch a high profile UK-wide campaign for 52 weeks on FULL PAY maternity/parental leave and to work with sister unions, such as the FBU, to achieve it.

CARRIED as amended by 48A.1

49 Medical misogyny UCU Cymru

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

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

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

CARRIED

50 Supporting the end not defend campaign: Preventing workplace sexual harassment Sheffield Hallam University

Congress notes:

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

Congress believes:

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

Congress resolves:

- i. To affiliate to and support the 'End Not Defend' campaign by the Workers Policy Project for:
- ii. A Specialist Sexual Harassment Reporting System (SHRS) where workers can anonymously report to trained advisors, ensuring safe and supported disclosure.
- iii. Enhanced enforcement powers against organisations who fail to protect their workers from sexual harassment.
- iv. Annual published reporting to bring harassment reporting in line with gender pay gap reporting.
- v. Increased time limits for sexual harassment grievances in line with criminal complaints.

CARRIED

SECTION 6: BUSINESS OF THE STRATEGY AND FINANCE COMMITTEE TO BE TAKEN IN OPEN SESSION

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

Notes:

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

Believes that:

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

Resolves:

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

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

This Congress notes:

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

This congress believes:

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

This Congress resolves:

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

CARRIED

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

Congress notes:

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

Congress believes:

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

Congress resolves:

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

CARRIED

65 Palestine solidarity and the right to protest University of Cambridge

Congress notes:

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

Congress believes:

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

Congress resolves:

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

CARRIED

66 Congress motion on policing Goldsmiths, University of London

UCU Congress notes:

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

UCU Congress believes:

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

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

UCU Congress resolves:

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

67 WASPI Women Cymru retired members

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

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

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

Congress therefore asks UCU to lobby UK labour government to:

1. Pay full compensation to those surviving women for the losses they have suffered;
2. To issue a full apology for the failings of the previous government

CARRIED**68 Employment Rights Bill – Repeal Anti Trade Union Legislation South Devon College**

Congress notes the recent amendments to the Employment Rights Bill.

UCU welcomes any improvements to workers' rights and conditions.

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

Congress notes with zero-hour contracts, the Employment Rights Bill is particularly weak. The bill must require that employers cannot avoid (subject to penalties) independent audits, transparent reporting mechanisms, pension recalculations, and continuous employment on a guaranteed number of stable hours after a set period (e.g., 12 months' regular work).

Congress believes these omissions in the bill must be corrected.

Congress resolves to:

1. Demand that the TUC implements TUC 2024 Congress policy; to call a special congress to review and demand the Bill be strengthened.
2. Demand the TUC presses for the immediate repeal of all anti-union legislation.
3. Demand as a minimum:
 - that the promised repeal of the Minimum Service Levels Act 2023, and the Trade Union Act 2016 should be separated from the Employment Rights Bill and immediately voted through parliament as fast-tracked legislation.
 - that the Secretary of State for Business and Trade follow the recommendation of the 2017 Report of the Independent Review of

Electronic Balloting for Industrial Action ("the Knight Report") to carry out a pilot of electronic balloting, with the view to exercising his power under s54 of the Employment Rights Act 2004 to introduce e-ballots in trade union disputes.

4. UCU calls on branches, working with other trade unions and student unions, to lobby parliament for robust enforcement mechanisms for all zero-hour contract workers.

CARRIED as amended by 68A.1 and 68A.2

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

Congress notes

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

Congress believes

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

Congress resolves to call on Parliament to

- i. support the right to be free of employer detriment in clause 63 ERB
- ii. strengthen the right by removing the limiting words 'of a prescribed description' from proposed s 236A TULRCA 1992, and to
- iii. specify disproportionate ASOS deductions as a kind of prohibited detriment in the statutory regulations.

CARRIED

70 Defend and improve the state pension Retired members standing committee

Congress notes that:

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

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

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

CARRIED

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

Congress notes:

1. Britain currently spends £54 billion a year on arms
2. Starmer's 2.5% increase in arms spending will mean an extra £13.4bn a year spent on weapons.
3. This could be spent on things we need, such as:
 - 26,000 nurses (£1 billion) and 1000 new ambulances (£1½ billion)
 - 37,000 new council houses (£6 billion)
 - Or increasing funding to Prison, Adult, Further, and Higher Education!
4. Last year's TUC passed motions in support of the UK banning selling weapons to Israel and days of action against the escalation of war in the middle east.

Congress believes:

- a. Additional spending on arms will not make the world a safer place
- b. The government will increase arms spending by cutting the welfare state and holding down public sector wages. It will be the working class in Britain who will also be made to pay the price for the increase in arms spending.
- c. It is a shocking indictment that a Labour Government is increasing arms expenditure by cutting overseas aid. We did not elect a Labour government for this.

Congress resolves:

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

CARRIED

72 Welfare not Warfare University of Brighton

Congress notes

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

Congress believes that

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

Congress resolves to

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

REMITTED

73 Reparations National executive committee

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

Congress further notes:

1. The work undertaken by the All-Party Parliamentary Group (APPG) for Afrikan Reparations, including the UK conferences on reparations held in 2023 and 2024.
2. The annual RMT union reparations conference.
3. The African Union theme of the Year for 2025 is "*Building a united front to advance the cause of justice and payment of reparations to Africans*".

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

CARRIED

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

UCU Congress notes:

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

Congress resolves to:

- a. Authorise up to £3k financial support underwriting a third Campus Voices for Palestine tour in 2025-26 academic year.
- b. Continue to work with these organisations, BRICUP and UCW4P, to organise the tour.

- c. Support and publicise the work of the Emergency Committee for Universities in Gaza and the Right to Education Campaign within UCU.

CARRIED

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

Congress notes:

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

Congress believes:

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

Congress resolves:

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

CARRIED