

18 November 2025

INDUSTRIAL ACTION BALLOT - UCU

TRADE DISPUTE WITH ACTIVATE LEARNING

Our independent scrutineers' report, as required in accordance with section 231B of the Trade Union and Labour Relations (Consolidation) Act 1992, for the above ballot which closed at **5pm** on **Monday, 17 November 2025** is as follows:-

Number of individuals who were entitled to vote in the ballot	227
Number of votes cast in the ballot	78
Votes cast in the ballot as a % of individuals who were entitled to vote	34.36%

ARE YOU PREPARED TO TAKE INDUSTRIAL ACTION CONSISTING OF A STRIKE?

Number of spoilt or otherwise invalid voting papers returned	0
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Result of Voting

Yes	67	85.90%
No	11	14.10%

We are satisfied:

- a) that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment in relation to the ballot
- b) that the arrangements made with respect to the production, storage, distribution, return or other handling of the voting papers used in the ballot, and the arrangements for the counting of the votes, included all such security arrangements as were reasonably practicable for the purpose of minimizing the risk that any unfairness or malpractice might occur,
- c) that we have been able to carry out the functions conferred on us under section 226B(1) without any interference from the trade union or any of its members, officials or employees.

We would draw your attention to subsection 231B (2) which requires that, for a six month period starting from the date of the ballot, a copy of this report be made available, on request, to any person who was entitled to vote in the ballot and the employer of any such person. A reasonable fee may be charged for this service.

Civica Election Services