

**UCU**

University and College Union



# SUPPORT OUR STRIKE

**STRIKING FOR  
MANAGEABLE  
WORKLOADS**

**STRIKING FOR  
BINDING NATIONAL  
BARGAINING IN FE**

**STRIKING FOR  
DECENT PAY  
& CONDITIONS**

**STRIKING FOR  
A NEW DEAL  
FOR FE**

**SUPPORT OUR STRIKE FOR A NEW DEAL FOR FE**

# WHY ARE WE STRIKING?

UCU members  
will be taking  
strike action on  
14, 15 & 16 Jan  
2026

## PAY - WE NEED TO CLOSE THE GAP

There is a recruitment and retention crisis in further education, and closing the pay gap between schools and colleges is crucial. The gap makes it difficult for colleges to attract and retain quality teachers and support staff.

All additional **funding in FE must be ring-fenced for staff pay.**

- Pay in the sector has fallen in real terms by more than 40% since 2009/10.
- There should be **minimum guaranteed starting salaries** for teachers in FE.
- There should be **national pay spines** with progression and headroom.

## WORKLOAD - WE NEED TO AGREE MAXIMUM HOURS

The lack of effective national agreements on working hours and planning, preparation and assessment (PPA) time are the root cause of excessive and unhealthy workloads.

In the next three years there will be 60,000 more students entering FE yet 50% of lecturing staff leave within the first three years.

**We need:**

- **maximum** weekly and annual teaching hours, and evening and weekend work
- **agreement** on the definition of a *teaching hour*
- **more support staff**
- **nationally-agreed** class sizes
- **national policy** on the delivery of guided learning hours
- **boundaries** for contacting staff by email or phone.

## NATIONAL BARGAINING - WE NEED FULLY FUNDED AGREEMENTS

We need meaningful national bargaining with binding outcomes and a new national agreement to make effective use of resources.

**Support our strike for:**

- a 10% pay increase
- meaningful action on workload
- fully-funded and binding national bargaining in FE.