

The **University and College Union** (UCU) represents over 110,000 academic and professional staff in universities, colleges, prisons, adult education and training organisations across the UK



# UCU@work



## Advancing the policy debate





Credit: Paula J Dyer



Sally Hunt

## WELCOME FROM SALLY HUNT

**Welcome to UCU at work, the annual members' update for 2016. I often tell people that joining UCU is like making a new friend at work. Why? Because, like a good friend, we are always there to support you.**

UCU makes a difference to your life at work in many ways. We negotiate your salary; agree your conditions at work; represent you individually if you have a problem; provide training and advice to help you get the most out of your

profession; and campaign on your behalf to government.

If we stand for one thing it is for fair treatment at work, whoever you are and whatever you do. But UCU is special because our campaigns also reflect your

commitment to education itself, to the opportunities it provides for individuals and of course to its great benefits to society.

UCU also works with the wider trade union movement at home and internationally to promote education and ensure your views are heard. Without members' subscriptions none of this work would be possible so I would like to take this opportunity to thank you for your continued support. This report shows what a difference UCU makes in the workplace but I hope it also shows that pretty much every penny we spend is focused on providing a better service for you.

I hope you enjoy reading this report. If you have any questions about UCU, please email me at [shunt@ucu.org.uk](mailto:shunt@ucu.org.uk). Thank you again for your help and support.

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### Join UCU now from as little as 99p a month

- When UCU members have a problem at work, they don't face it alone. They seek the union's expert advice for free.

**Last year our branches provided face-to-face advice for more than 28,000 UCU members.**

**Join UCU now**

- When UCU members are involved in a disciplinary or grievance hearing, they don't face it alone. Our case workers sit alongside and represent them.

**Last year we supported more than 8,000 UCU members in disciplinary or grievance hearings.**

**Join UCU now**

- When UCU members require legal help they don't have to spend hundreds of pounds in solicitors' fees. Our legal advocacy team provide the best lawyers and get the best results with no charge for UCU members.

**Last year we won more than £10m for UCU members treated unfairly at work.**

**Join UCU now**

- When UCU members want a pay rise they don't stand alone. Our negotiators use the collective power of 110,000 members to make the case for everyone.

**Last year we negotiated salary increases for more than 110,000 UCU members covering more than 500 employers.**

**Join UCU now**

- When UCU members want to get more out of their job, they use our career-enhancing Continuing Professional Development programme. While non-members pay £200 a course, UCU members get them free of charge.

**Last year we helped more than 15,000 staff get access to our CPD programme including courses on classroom management, research fund bidding and voice care.**

**Join UCU now**

We specialise in providing high-quality representation for education staff in colleges, universities, prisons and adult learning institutions.

That is what makes us, in the words of *The Guardian*, "Britain's biggest academic lobby." We like to think we are the best too.

**Join UCU now**

Ps. Join now and get a free copy of our Staff Survival Guide packed full of useful advice, tips and hints to get the most of your job.

# How your money is spent



## What we do for you

Every year we at UCU ...



**Negotiate** with more than 450 universities and colleges



Provide **advice** to more than 28,000 members



**Accompany** more than 8,000 members to meetings with their employer



Handle more than 1,100 **high level legal cases**

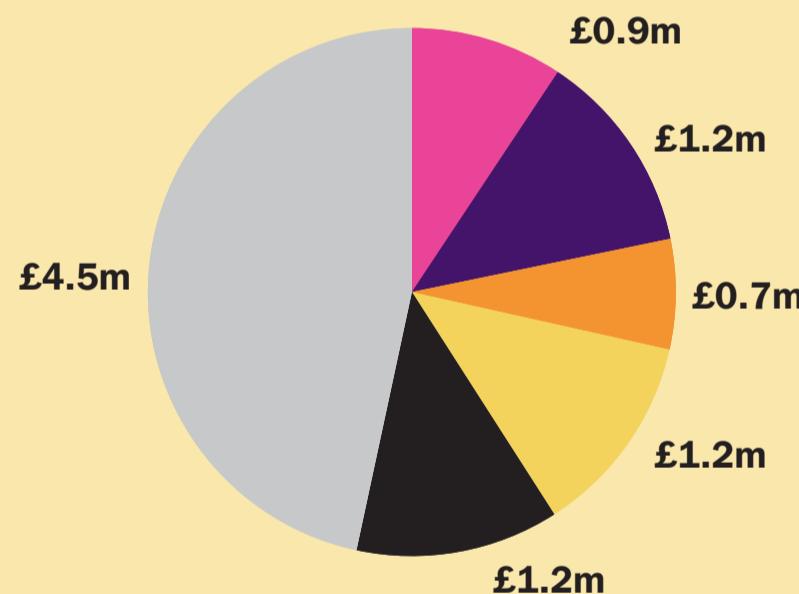


**Win** more than £10m in compensation for members treated unfairly at work

## So how does this translate into hard figures

UCU spends around £10m a year on services for members. We work hard to ensure that money goes to where members need it most ...

### What your subscriptions pay for...



- Bargaining
- Democratic services
- Equality and participation
- Membership and professional support
- Policy and campaigns
- Regional organisation and nations

### Bargaining – £0.9m

This includes national negotiations in further, higher and prison education, research in support of the union's pay and other claims, production of members' guidance and coordination of UCU's work on casualisation, workload, health and safety, and pensions.

### Policy and Campaigns – £1.2m

This includes the union's press and political lobbying work, our communications with members including the website, the development of educational policy, national support for branches and members in dispute and our Continuing Professional Development courses.

### Equality and Participation – £0.7m

This includes elections and ballots of UCU members as well as the running of our elected National Executive Committee and the holding of UCU conferences such as the Annual Congress.

### Democratic services – £1.2m

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### Membership and Professional support – £1.2m

This includes the provision of direct legal support and advice for UCU members, as well as being the first port of call for queries about your UCU membership.

### Regional organisation and nations – £4.5m

This includes the thirteen regional and national offices which provide front line advice and support to UCU members and branches.



## UCU bargains on your behalf with more than 450 universities and colleges around the UK.

National negotiations take place for further education in England, Wales and Northern Ireland. UK wide negotiations take place in higher education. However, much of the negotiating work is done at local level by elected officers with support from expert UCU regional staff.

### What does UCU negotiate?

Pretty much everything about your salary and conditions at work has been improved through negotiation by UCU. This includes progression from one grade

or increment to another, your pension and holiday entitlement, the way your job is evaluated and limits on your workload.

### The annual pay claim

UCU has won many achievements for members, but there is still much more to do. Every year we submit a pay claim to your employers asking them to ensure that your salary keeps pace with the cost of living, and seeking other improvements like action to address casual contracts or deal with the gender pay gap.

### Who decides what we negotiate?

UCU's negotiating priorities are made annually by further and higher education conferences, themselves elected by their local branches.

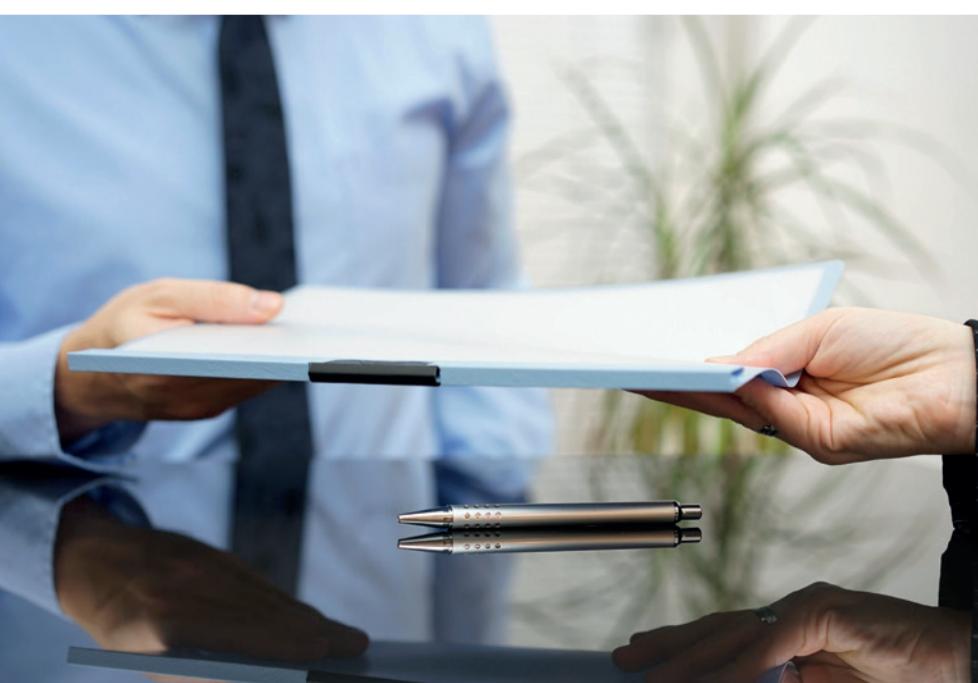
### Taking collective action

Getting employers to agree to UCU's demands is not easy as you can imagine. When we cannot get anywhere by negotiation alone, we sometimes ask members to vote to support strike or other action aimed at persuading the employers to offer more. Historically the biggest improvements have been won

as a result of either actual or threatened industrial action. The decision about whether to take action is always made by members in a ballot.

### Casual contracts

The union believes that the proliferation of casual contracts is damaging for UCU members and bad for the education they provide too. We seek to negotiate improvements to job security with employers both locally and nationally, including increases in rates of pay and the transfer of staff from temporary to permanent contracts.



# Winning the Rate for the job

**Our priority is to secure fair pay and conditions for our members.**

That is why we have launched our 'Rate for the job' web tool in 2016. The service has been used by more than 50,000 UCU members to find out whether their salary is below or above the average rate for their job. The app provides a customised comparison between your pay and that in other institutions, as well as a comparison against inflation, and is a vital part of the campaign for better pay.

**Rate for the job – average annual salary**

	£pa
<b>Further education</b>	
Lecturer	30,059
Instructor/Assessor	24,011
<b>Higher education</b>	
Professor	70,738
Senior academic	53,791
Mid-career academic	44,387
Early career academic	34,409
HE non-academic professional	35,767
HE non-academic manager	45,302

**Information**

- [Generate a report based on your information](#)
- [Check your salary against other institutions](#)
- [Find the best paying institution for your contract level](#)

**Further Education**

Compare Your Salary

Select up to 5 institutions (clear by selecting 'All' twice)

Lecturer salaries

College	Salary (£)
Abingdon and Witney College	£35,052
Accrington and Rossendale College	£28,552
Activate Learning	£27,573
Amersham and Wycombe College	£30,254
Askham Bryan College	£22,433

Instructors, trainers, tutors, assessors salaries

College	Salary (£)
Abingdon and Witney College	£24,176
Accrington and Rossendale College	£27,403
Activate Learning	£24,496
Amersham and Wycombe College	£29,584
Askham Bryan College	£16,626

[Click to download data](#) [Click here for gender pay gap data](#)

**ucu**  
University and College Union

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**Introduction**

- [Generate a report based on your information](#)
- [Check your salary against other institutions](#)
- [Find the best paying university by contract level](#)
- [Find out how much your Vice Chancellor is paid](#)
- [Hourly paid lecturer?](#)

**Higher Education**

Generate your report

Select your institution: The University of Aberdeen

Select your position: Non-academic manager

Select value closest to your salary: £37,000

Select your gender: Female

Your information

The University of Aberdeen  
Non-academic manager (Female)  
£37,000

How your salary compares

Academic related staff average salaries at The University of Aberdeen	£46,497	Average salaries for Non-academic managers at The University of Aberdeen	£53,225
Male	£47,306	Male	£55,348

If salaries had kept rate with inflation over the last 5 years (calculated using annual RPI increases)

Academics at The University of Aberdeen would be £56,351 As opposed to today's average salary £49,335

Your annual pay would be £42,365 A difference of £5,365

**ucu**  
University and College Union

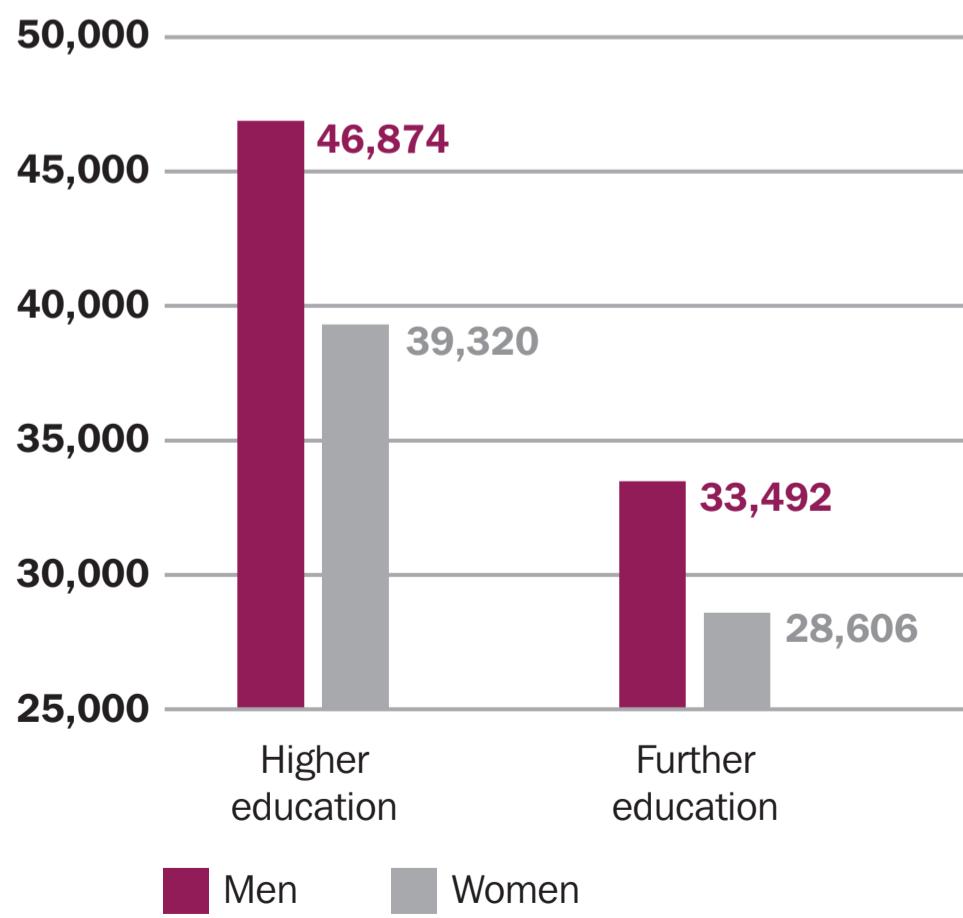
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## THE GENDER PAY GAP

Our negotiators are committed to the 'Rate for the job' campaign which has also highlighted the continuing gender gap within both further and higher education. It is clear that women still receive significantly less than male counterparts. Women are quite rightly asking why it is that nearly 50 years after the Equal Pay Act we still have huge gaps in the pay of men and women? While the gender pay gap has fluctuated over the years, looking at the rate of progress over the last ten years, it will take until 2050 to close the gender pay gap unless employers take affirmative action.



## Average academic pay for full time, 2015 (£pa)





# REPRESENTATION

**UCU's number one priority is to be there for you when you need us. The union has built a network of thousands of local representatives, regional and national officials and – if the very worst happens – lawyers who stand by your side if you have a problem at work.**

## Face-to-face advice

Last year, UCU provided face-to-face advice for 28,000 members who had a problem at work. Whether the problem is big or small, our local representatives are here to give you straightforward advice when you need it.

## Sitting alongside you

Nothing is scarier than facing a problem on your own. That is why if you have to attend a formal meeting at work – whether grievance, disciplinary or other internal meeting – our representatives will sit beside you as your advocate. Last year more than 8,000 members were represented by UCU in this way.

## Expert help

For most members, initial representation is the end of the matter. However, where a case requires further action our regional and national teams of officials and, where necessary, solicitors, work with you to defend your interests. Last year we picked up 600 such cases and our expert lawyers and officials won more than £10m in recompense for members treated unfairly at work.

## What kind of cases do UCU help with?

UCU deals with all sorts of problems on members' behalf. In the last year we have successfully won cases for members unfairly or constructively dismissed, racially discriminated against, treated unfairly as a result of their disability, denied their full maternity pay and rights, falsely accused of plagiarism, and treated poorly because of their temporary contract status.

We have represented members in every kind of court from Employment Tribunals to the High Court and the Court of Appeal.

UCU takes on thousands of cases big and small every year. Here we feature the case of Michael Lambert to show you the extra mile we will go to in order to get you justice if you are treated badly at work.

### Spotlight on... representing members

**M**ichael Lambert, a blind employee of Lewisham and Southwark College, whose case for disability discrimination went to an Employment Tribunal.

Mr Lambert was unable to access college computer databases essential to his role because they were incompatible with his screen-reading software. His repeated requests for the software to be integrated and adjustments to be made were not acted upon by the college.

The Employment Tribunal found the college had failed to make reasonable adjustments for him to carry out his job, putting him at a "substantial disadvantage" to his peers in a selection process.

The tribunal concluded that Lewisham and Southwark College had discriminated against him because of his disability.



Michael Lambert said:

*'I got excellent help – initially from the local branch then from the regional office. I knew I was being treated unfairly but my biggest challenge was to prove that. UCU staff enabled me to craft my unfair treatment within a legal framework. They helped me to make concise statements, accompanied me when I travelled and were enormously supportive - physically, emotionally and legally.'*

*'These processes are like a minefield for people to get through and you have to be ingenious and knowledgeable to negotiate them. I'm quite a fighter but I wouldn't have got there on my own – I would have tripped up somehow. I feel enormously grateful to UCU for all their hard work.'*

Sally Hunt said:

*'It's absolutely unacceptable that the college failed on so many occasions to address Mr Lambert's needs, and that his personal wellbeing and professional development suffered as a result. The ruling reinforces the need for colleges to swiftly act upon requests from disabled staff for reasonable adjustments.'*

*Mr Lambert's barrister, Adam Wagner, said the case offered useful guidance for employers and warned they should consider the needs of disabled employees at the earliest possible stage when thinking of introducing new technology.'*

*'If the issue is technological, then appropriate expertise should be sought to figure out how to make appropriate reasonable adjustments for disabled staff. If the employer fails to make adequate adjustments then that is unlawful discrimination.'*

# HOW UCU SUPPORTED MICHAEL LAMBERT

**Michael Lambert, a blind employee of Lewisham and Southwark College, whose case for disability discrimination went to an Employment Tribunal.**

## October 2013

The college UCU branch and Mr Lambert, who at that time was a UCU equality rep, requested assistance from the Regional Office in pursuing a claim against the college due to disability discrimination Mr Lambert had experienced.

## November 2013

After studying the details, the Regional Office concluded that Mr Lambert had a good case. Mr Lambert submitted a grievance. He had kept excellent records of all meetings and discussions that had taken place with the employer, which greatly assisted in his case.

## December 2013

The first stage of the grievance hearing was held. Mr Lambert was assisted by the Regional Office who were able to frame the grievance in its legal context.

## January 2014

The outcome of the grievance was unsatisfactory.

## February 2014

Mr Lambert lodged an appeal against the outcome of the grievance.

## March 2014

Mr Lambert made an application to the UCU legal scheme.

## April 2014

An appeal meeting was held and the appeal was partially upheld. Employment Tribunal proceedings were lodged, having been approved by UCU's National Executive Committee (NEC).

## July 2014

A preliminary hearing was held at the Employment tribunal. The NEC also authorised support to a full hearing.

## August 2014

The tribunal ordered Mr Lambert to provide a schedule of loss.

## October/November/December 2014

Mr Lambert and UCU worked on his witness statement and schedule of loss.

## November 2014

Counsel was instructed to represent Mr Lambert.

## December 2014

A full merits hearing took place at the Employment Tribunal but the hearing was incomplete and so listed for further days.

## January 2015

The full merits hearing resumed.

## May 2015

Judgment was received – it was in Mr Lambert's favour.

## June 2015

The college sought a reconsideration of the Employment Tribunal's judgment.

## July 2015

UCU finalised the statement for the remedy hearing. The NEC approved representation at remedy hearing. The college sought postponement of the hearing on the basis that they had not had a response to their application for reconsideration of the decision but the Employment Tribunal rejected that. During the remedy hearing, the college offered a settlement but it was rejected.

## September 2015

The tribunal concluded that the college had discriminated against Mr Lambert because of his disability. UCU publicised the outcome of this case in the national and local media in the hope it would inspire others with disabilities to challenge unfair treatment at work.

## Case in the press

Employment tribunal rules Lewisham Southwark College discriminated against Michael Lambert because of his disability



**Read more:**  
<http://bit.ly/1YpVE1L>

College discriminated against blind employee, tribunal rules



**Read more:**  
<http://bit.ly/1YpVJ5q>

Lewisham Southwark College loses employment tribunal case over blind worker's access to software



**Read more:**  
<http://bit.ly/1FLLCOA>



**UCU works to improve the participation and visibility of members from equality groups at all levels of the union. We provide members with advice and guidance on equality issues. Our team has specialist knowledge and experience on age, disability, sexual orientation, race, religion and belief, and gender.**

## GENDER

**N**early 50 years since the Equality Act came into force, the gender pay gap stubbornly persists at many colleges and universities: that was the finding of a UCU report published in March 2016: *Holding Down Women's Pay*.

The union compiled the gender pay figures using its new online tool, Rate for the job, which allows members to make comparisons between pay rates at colleges and universities.

## Colleges

At nearly two-thirds (132 out of 203) of the English further education colleges that provided data to UCU, male lecturers are paid on average £1,000 more than women. In the ten worst offending colleges, the pay gap between the average pay for women and men is greater than 8%.

## Universities

At 154 higher education institutions, women are paid less than their male colleagues. The union's study found that the average shortfall faced by female academics was £6,103 a year. According to the union's data, just eight higher education institutions paid women equally or more than men.

## Top 10 English further education colleges with the largest gender pay gaps amongst lecturing staff

College	difference	Female salary as % of male salary
1 Kirklees College (Dewsbury College terms and conditions)	£5,959	80.7%
2 City College Norwich	£4,047	84.9%
3 Kirklees College	£3,671	85.9%
4 Great Yarmouth College	£3,910	86.0%
5 Northampton College	£3,203	87.5%
6 Capel Manor College	£2,945	91.2%
7 Milton Keynes College (Chaffron Way, Bletchley, Silbury)	£2,392	91.2%
8 New College Stamford	£2,294	91.9%
9 Bishop Burton College (Bishop Burton)	£2,168	92.3%
10 Bury College	£2,021	92.3%

## Top 10 UK universities with the largest gender pay gaps amongst academic staff

All academic staff	difference	Female salary as % of male salary
1 University of the Highlands and Islands	£18,637	63.5%
2 University of London (Institutes and activities)	£19,109	70.9%
3 The University of Wales (central functions)	£15,161	72.1%
4 Royal Agricultural University	£12,954	74.7%
5 The University of Leicester	£9,793	78.7%
6 London School of Economics and Political Science	£12,048	79.1%
7 Liverpool School of Tropical Medicine	£11,116	79.2%
8 Courtauld Institute of Art	£12,529	79.7%
9 The University of Buckingham	£10,030	80.4%
10 Liverpool Hope University	£9,559	80.5%

28

The number of colleges where the gender pay gap is greater than 5%

19.1%

The proportion of women who are being paid below what is regarded as the bottom of the national pay scale

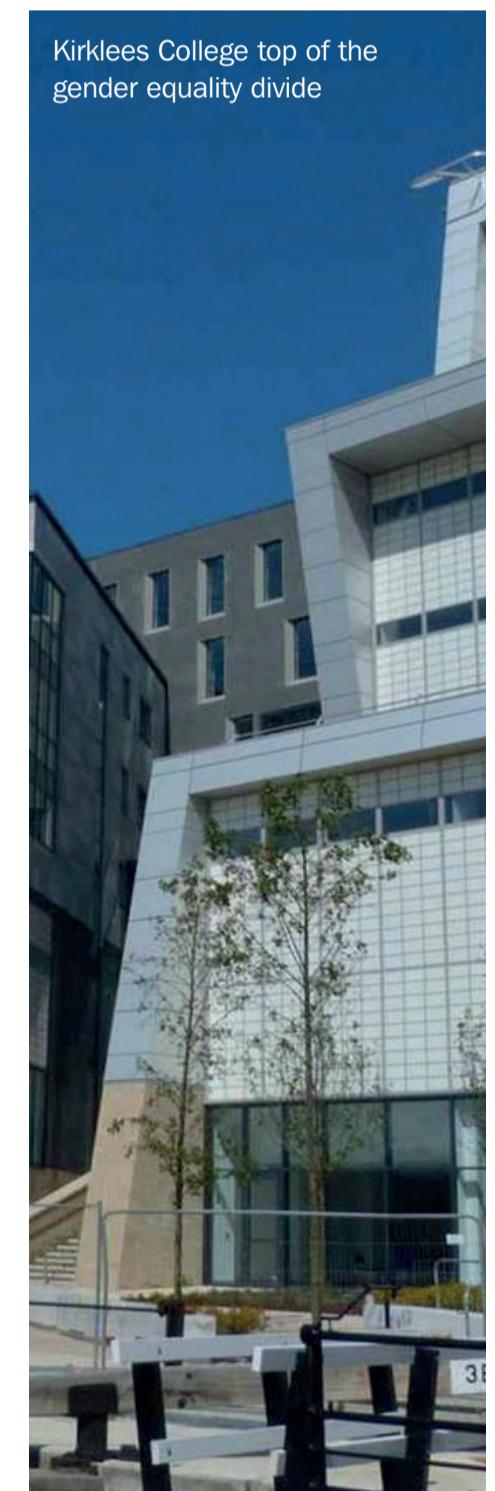
16.3%

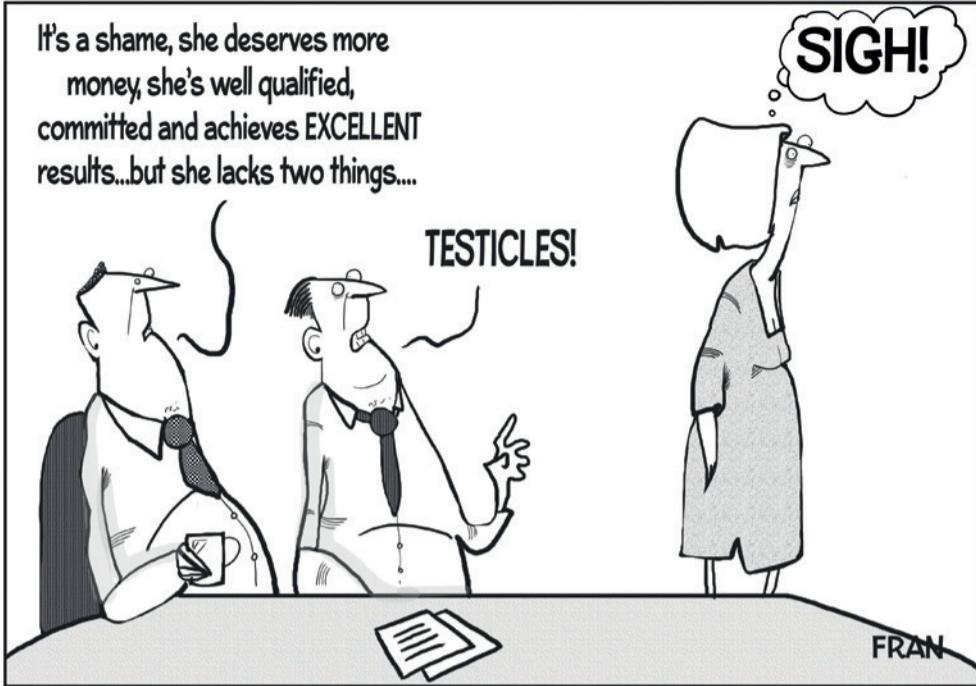
The gender pay gap at the so-called 'elite' Russell Group institutions

3.2%

The size of the gender pay gap for academic-related professional staff

Kirklees College top of the gender equality divide



**RACE**

**U** CU surveyed 631 black union members working in post-16 education to establish whether they had been subjected to discrimination or racism at work.

The results showed an unexpectedly high level of participants believed they had been treated negatively on the grounds of their race.

When asked to grade the most effective measures to challenge racism out of a list of seven, "effective sanctions against perpetrators" was the one respondents thought would be most effective. Next was "improved support for black staff", followed by "training for senior staff". The measure deemed to be least effective was "the formation of a black staff group".

In light of the shocking results, the union has called on colleges and universities to take a more proactive approach to tackling discrimination and racism in the workplace by radically examining their structures, policies and procedures and making changes.

The union published the report to coincide with a national day of action against workplace racism on Wednesday 10 February 2016. Union branches up and down the country held events in workplaces and encouraged members to share their experiences.

The union also released a film, 'Witness', which documents the experiences of black members in colleges and universities. It can be viewed on the UCU website.

**Discrimination or racism at work**

**90%**

of respondents across post-16 education said they had 'often' or 'sometimes' faced barriers when seeking promotion.

**71%**

of respondents across post-16 education said they had 'often' or 'sometimes' been subject to bullying and harassment from managers.

**78%**

of respondents across post-16 education said they had 'often' or 'sometimes' been excluded from decision-making.

**82%**

of respondents across post-16 education said they were 'often' or 'sometimes' subject to cultural insensitivity.

**DISABILITY**

**I**n May 2015, UCU surveyed its disabled members to establish how they felt they were treated at work and how the union could best support them.

A total of 281 of the union's 2,201 members who self-identified as having a disability responded.

**The survey's main findings were:**

- There is a lack of information or proactive work by employers on Access to Work and reasonable adjustments. There is lack of awareness, no anticipatory action by employers, and delays in or no implementation.
- 169 members said disability has worked against them in terms of development and career prospects and has made them more likely to face performance management. Barriers to promotion and capability procedures

linked to sick leave were identified as major disability discrimination issues.

- Only 19 members had access to disability leave rather than it being recorded as sick leave so many are targeted for performance management procedures and redundancy.
- There is a pressure to go part-time rather than address the disadvantage.
- A significant group have been undermined by senior colleagues and have experienced unfavourable treatment including bullying.
- Respondents called for training for senior staff, effective sanctions against perpetrators and improved support for disabled staff.

UCU has produced a guide to disabled members' rights, *Enabling not Disabling*, which you can read on the website.

 Snapshot of guide:  
<http://bit.ly/1S9I1QI>

**SEXUAL ORIENTATION AND GENDER IDENTITY**

**T**ogether with other organisations, UCU produced a report on how sexual orientation and gender identity affected people at work.

The report, looking at bullying of lesbian, gay, bisexual and transgender (LGBT+) staff and students, found that 17% of staff have experienced name-calling at work, and one in 10 had been threatened or intimidated.

**Key findings include:**

**60%** of respondents had witnessed a learner acting negatively towards people because of their sexual orientation at least once. One in 10 respondents saw or heard this behaviour every day

**51%** of lesbian and gay students and 59 per cent of non-binary students had experienced homophobic or transphobic name-calling

**47%** of non-binary students have seriously considered dropping out of their course, compared with 35% of respondents on average

**17%** of staff respondents had experienced biphobic, homophobic or transphobic name-calling at work

**13%** had been harassed, one in 10 had been threatened or intimidated and 3% had been physically assaulted

**11%** reported that they had experienced another kind of biphobic, homophobic or transphobic bullying

**78%** of respondents said they did know who to go to in their place of work if they experienced bullying

**52%** of staff said that no sexual orientation or gender identity equality training was provided for staff or learners where they worked.

*Pride and Prejudice at Work* calls on universities and colleges to provide good quality training and support for staff. It also recommends that institutions develop an inclusive curriculum, have zero tolerance for harassment of LGBT+ students and take action to prevent students dropping out due to discrimination.

The report was produced by the University and College Union, National Union of Students, the Equality Challenge Unit, the Learning and Work Institute, the Skills Funding Agency and the Forum for Sexual Orientation and Gender Identity Equality.

Equality training courses run by UCU include:

- Supporting members with mental health issues
- Sexual orientation and gender identity awareness
- Supporting black members into activism
- Dealing with sexual harassment



# Policy and politics influencing government

**Influencing government policy is central to UCU's mission, and we work hard to ensure that members' concerns are heard by politicians and policy-makers in Westminster and beyond.**

Whether through mass lobbies, parliamentary briefings or policy conferences, UCU's policy and political work helps to set the agenda and shape policy thinking on major education and industrial issues.

## Research and policy development

In line with priorities set out at UCU Congress and the union's education committee, the policy team produces a wide range of policy and research papers exploring major education issues

in depth. UCU research regularly draws on the wealth of expertise offered by our membership in order to accurately reflect key concerns and offer a unique perspective to policy-makers.

UCU policy papers help to inform and advance public policy debates, and cover topics ranging from admissions reform and public education funding to academic freedom and privatisation. The team also produces charters and statements to articulate UCU's policy stance on different issues, and set out a vision for what we would like the government to do in the future.

All of UCU's policy and research papers are available to view on the UCU website's policy hub [www.ucu.org.uk/policyhub](http://www.ucu.org.uk/policyhub).

## Engaging with public policy debates

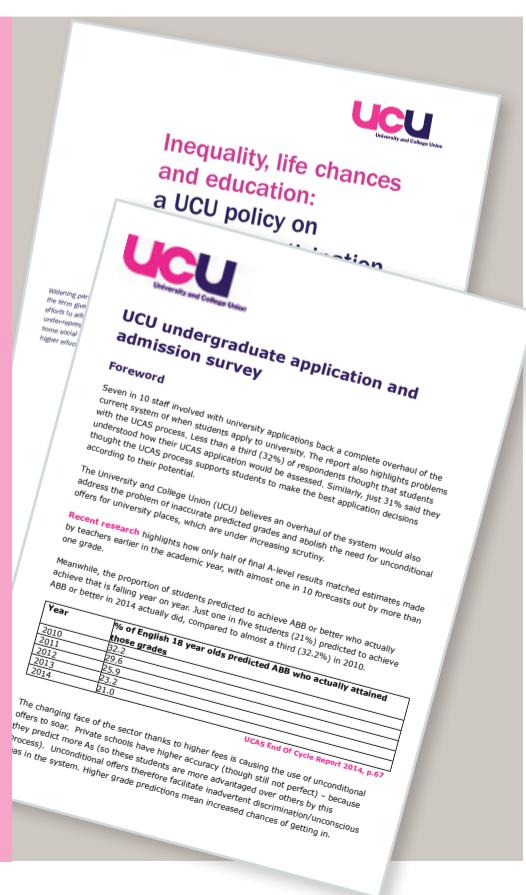
The policy and parliamentary team keeps a close eye on public policy as it develops, and regularly submits written evidence to inquiries and consultations issued by government departments, select committees, political parties and all-party groups. UCU's submissions are an important way to engage with the ongoing policy debate and ensure that members' views are represented.

In addition to written evidence, UCU's general secretary and national officials in Scotland, Wales and Northern Ireland regularly give oral evidence to relevant inquiries looking at aspects of education policy. In recent years, UCU has given evidence to high-profile inquiries on quality in higher education, university governance and the expansion of private

## Spotlight on... research and policy development

**U** CU's campaign for reform of the university admissions system has built on the findings from a UCU survey which found that seven in ten staff involved with university admissions backed the creation of a system which would see students apply to university after they had received their grades.

As well as publishing an admissions charter setting out the union's vision for a fairer system, the union has used roundtable meetings with sector leaders and parliamentarians both at Labour Party conference and in Westminster to build support for much-needed reform in this area.



## Spotlight on... public policy engagement

**U** CU campaigns vigorously against casualisation in our colleges and universities. UCU general secretary Sally Hunt was invited to give evidence at a BIS Select Committee inquiry on teaching quality in higher education, where she took the opportunity to emphasize the importance of a secure employment model for improving quality.

Building on this work, in we published a new set of policy reports showing the extent of casualisation in UK colleges and universities, and worked with MPs to win cross-party support for an early day motion which called on government to undertake an inquiry into casualised employment practices in UK universities.



higher education providers and prison education.

## Policy and political events

UCU hosts a number of events each year to develop policy thinking and engage with politicians and other stakeholders about the issues that matter to members.

The annual Cradle to Grave conference is the centrepiece of the union's policy calendar, giving members the opportunity to hear from politicians on major education issues. The 2016 event featured Labour party leader Jeremy Corbyn as the keynote speaker, along with other influential thinkers including Green party leader Natalie Bennett, journalist Andrew McGettigan and author Paul Mason. The conference covered a wide range of topics including the monetisation of education; the increased



Jeremy Corbyn addresses UCU Cradle to Grave conference  
Credit: Jane Atkins

pressure to use metrics to measure the quality of teaching, research and student outcomes; and the market-driven pressure to cut provision which fails to meet narrow, financially driven targets.

UCU also organises smaller events throughout the year to explore specific issues in more depth. As part of the 'Knowledge Economy' campaign we run high-level policy seminars aimed at civil servants and sector organisations, with events focussing on prison education and area reviews among other themes. In addition, the union organises fringe events at the major party conferences, and has used these fora recently to raise the profile of important areas like TTIP and academic careers.

#### Lobbying politicians

The union's political team works closely with MPs and peers to highlight members' concerns in parliament. We issue regular briefings to Westminster politicians to keep them abreast of developing issues and reflect members' views about existing and proposed education policies.

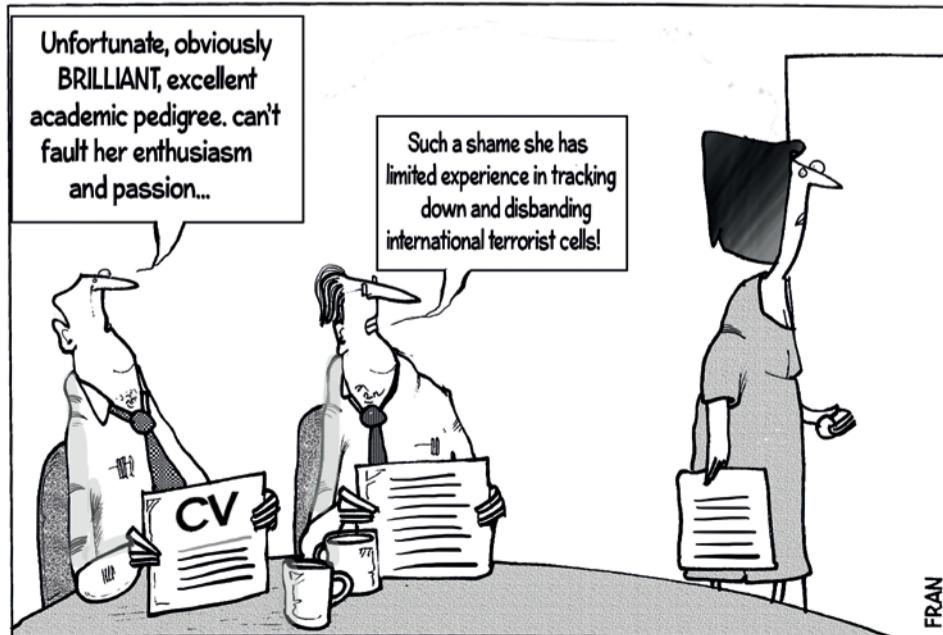
The general secretary and political team meet frequently with parliamentarians from across the political spectrum in order to build strong relationships. By establishing these contacts we are able to get MPs and

peers to ask the government probing questions, as well as to apply for debates on important education topics and submit parliamentary motions to raise the profile of key issues.

The parliamentary team also supports UCU members to lobby their own MPs directly on pertinent issues like the Trade Union Bill, FE cuts and casual contracts. By setting up petitions, organising mass lobbies of parliament and providing briefing material for members to use, we help to ensure that UCU's messages are heard in parliament.

'One of the purposes of post-compulsory education is to foster critical thinking in staff, students and society more widely. Our universities and colleges are centres for debate and open discussion, where received wisdom can be challenged and controversial ideas put forward in the spirit of academic endeavour...I pay tribute to UCU for showing leadership on this matter.'

**Baroness Lister**



#loveFE lobby of parliament in response to cuts to adult education funding  
Credit: Jane Atkins

#### Spotlight on... making the case for further education

**F**ollowing the 2015 general election, UCU spearheaded a #loveFE campaign to highlight the need for greater investment in further education. A mass lobby of parliament in June 2015 saw over 300 lecturers and support staff meet with over 150 MPs, with speeches from several MPs including Jeremy Corbyn, John McDonnell and Caroline Lucas.

A 42,000-strong petition calling for funding cuts to be reversed was also

handed to Downing Street, and an early day motion on further education funding helped to raise the profile of the issue further in parliament. Thanks in part to this campaigning work, further cuts expected in the chancellor's 2015 autumn statement did not materialise and further education spending was protected in cash terms.

UCU continues to lobby politicians on further education at a national and, increasingly, local level in light of area reviews and the regional devolution of skills responsibilities. The union sits on the national steering group for area reviews and we are engaging with politicians locally as they progress.

#### Spotlight on... defending academic freedom

**U**CU has fiercely challenged the government's imposition of the Prevent duty on colleges and universities, introduced in September 2015 as part of the Counter-Terrorism and Security Act, warning of the danger it poses to the staff and student relationship and academic freedom.

Our campaign in the House of Lords made the national headlines when we successfully persuaded government to delay and amend the Act, and the union was acclaimed for its work in this area at the TUC Communication

Awards. The legislation received royal assent in 2015 but the government was forced to delay its implementation in further and higher education following opposition from stakeholders, including UCU.

Thanks to opposition from UCU members and across the academic community during the Act's progress, the government was also forced to include amendments and additional clauses aimed at emphasising the importance of academic freedom and freedom of speech.

UCU continues to monitor the implementation of prevent in all further and higher education institutions and has met with civil servants and ministers to push for a review of the duty.



Read the latest  
news from UCU  
here:  
[www.ucu.org.uk/  
news](http://www.ucu.org.uk/news)

# Making the headlines

**Through the press we can reach out to our widest audience, raising awareness of issues in post-16 education and putting forward our views.**

UCU strives to create a strong presence in the national and regional media. Rarely a day goes by when journalists don't approach the union for comment on live news stories but we aim to be a proactive presence too – setting the news agenda as well as commenting on it. We do this by publishing interesting new research, detailed opinion pieces and by carefully planning how we release information on national disputes to keep the story fresh and relevant. The union also constantly works with the regional media to support branches when they are in local disputes.

#### Reporting new research

Research laying bare the realities of senior pay, racism and discrimination, the gender pay gap, and casualisation in post-16 education, have been covered in the national press as follows:

#### Senior Pay

UCU's second report on university vice-chancellors' pay and perks, *Transparency at the top?* compiled via a Freedom of Information request, received widespread coverage in the national press. The story broke on BBC Radio 4's Today programme, and appeared in six national newspapers, two national websites, and on radio stations BBC Radio 2, Radio 3, Radio 5 Live, LBC and BBC News 24, and in sector magazine, the *Times Higher Education*. Approximately 40 local papers and 40 radio stations also ran the story, alongside 15 regional TV stations.

#### Daily Mail

It's no wonder universities want to curb freedom law! Dozens of vice chancellors' pay packets soar by 10% in past year while they also spend thousands on flights and hotels



**Read more:**  
<http://dailym.ai/1XI86zy>

#### Daily Mirror

UK university bosses enjoyed inflation-busting £272k salary packages and perks like first-class travel



**Read more:**  
<http://bit.ly/1rEyzxV>

#### The Telegraph

University heads' pay hits average of £272k while staff salaries remain stagnant



**Read more:**  
<http://bit.ly/220JTRq>

#### The Huffington Post

University Vice Chancellors Enjoy 'Inflation-Busting' Pay Rise



**Read more:**  
<http://huff.to/1WYgma6>

#### Times Higher Education

V-c pay and perks revealed



**Read more:**  
<http://bit.ly/1T9M8ic>

#### WONKHE

UCU: New VC pay figures show "huge disparities"



**Read more:**  
<http://bit.ly/1T9R0GW>

#### Casualisation

Statistics highlighting the shocking prevalence of casualised contracts in colleges and universities received thorough coverage in the sector press and in many local papers.

#### Times Higher Education

Another first!



**Read more:**  
<http://bit.ly/1OeWkqf>

#### TES

Insecure contracts 'could undermine FE provision'



**Read more:**  
<http://bit.ly/1ZBtElF>

## Gender pay gap

A report on the shocking scale of the gender pay gap in colleges and universities, published on International Women's Day in March 2016, was covered by the *Daily Telegraph*, *The Guardian*, the BBC, *Times Higher Education*, *TES* and *FE Week* magazine, as well as by at least ten local papers, five regional radio stations and two regional TV stations.

### Daily Telegraph

'Pay penalty' for young mothers still exists



**Read more:**  
<http://bit.ly/1OeRUQI>

### The Guardian

Live chat round-up: how can universities fight gender inequality?



**Read more:**  
<http://bit.ly/1UQ1rii>

### BBC

Gender pay gap 'narrowing' say Scottish universities



**Read more:**  
<http://bbc.in/1M4yUh9>

### Times Higher Education

International Women's Day - universities' pay gaps highlighted



**Read more:**  
<http://bit.ly/1SwA4zf>

## Racism in post-16 education

The stark findings of UCU's report on discrimination and racism in colleges and universities, *The experiences of black and minority ethnic staff in further and higher education*, were reported in *The Independent*, *The Guardian*, *Times Higher Education* and *TES*.

### The Independent

90% of black staff at UK's colleges and universities 'facing barriers to promotion'



**Read more:**  
<http://ind.pn/1T7IKHA>

### The Guardian

Racism in universities: 'There is a sense your face doesn't fit'



**Read more:**  
<http://bit.ly/23Km56s>

### Times Higher Education

'Harassment and racially insensitive comments' mar higher education



**Read more:**  
<http://bit.ly/1rHYyoh>

## COMMENTING ON LIVE NEWS

### Using the regional media

UCU uses the regional media to support its branches in disputes over restructures, campus closures, and the resulting jobs cuts and course closures. These issues generate a wealth of regional press coverage across the UK which is a key tool in building the pressure on intransigent management.

#### Hastings Observer

In the *Hastings Observer*, UCU argued against the University of Brighton's proposals to close its Hastings campus.



**Read more:**  
<http://bit.ly/1Xjx18B>

#### Yorkshire Evening Post

The *Yorkshire Evening Post* reported on the union's fight to save jobs at Leeds City College.



**Read more:**  
<http://bit.ly/1OI9CSc>

#### The Aberdeen Press and Journal

The *Aberdeen Press and Journal* covered UCU members' campaign for Aberdeen University to rule out compulsory redundancies despite having made around £8m of savings



**Read more:**  
<http://bit.ly/1Z8huv6>

### BBC

The BBC reported on UCU's campaign for the Open University to reverse a decision to close seven of its nine regional centres with a loss of 500 staff.



**Read more:**  
<http://bbc.in/1Pd192I>

### BBC

The BBC covered redundancies at Queen's University.



**Read more:**  
<http://bbc.in/1Xn5R03>

### Further education funding and pay

The pressure on further education caused by unstable and inadequate government funding, and years of real-terms cuts to staff pay, has been reported on by ITV, *TES* and *FE Week*.

#### ITV website

Thousands of further education staff strike over pay



**Read more:**  
<http://bit.ly/1KJwNEn>

#### TES

Colleges ask for bailout as sector debt hits £1.6bn



**Read more:**  
<http://bit.ly/23F11M3>

### Prevent

UCU's warning about how the government's anti-extremism strategy could damage academic freedom and the student-lecturer relationship was covered by *Metro*, *the Daily Telegraph*, the BBC, *The Independent*, *The Guardian*, *FE Week* and *University World News*.

### Metro

Professors say they are being told to 'spy on their students' – here's what you need to know



**Read more:**  
<http://bit.ly/1pRwhua>

### BBC

Students urged to back counter-radicalisation programme



**Read more:**  
<http://bbc.in/1F4eGpS>

Got a story? Contact UCU Press Office: 020-7756 2600/2601 or email: [press@ucu.org.uk](mailto:press@ucu.org.uk)

For Scottish news, contact Murdo Mathison: 0131 226 6694 or email: [mmathison@ucu.org.uk](mailto:mmathison@ucu.org.uk)

For Welsh news, contact Lisa Edwards: 01656 721951 or email: [ledwards@ucu.org.uk](mailto:ledwards@ucu.org.uk)

words of one lecturer I met last week, "higher education's dirty secret".

Link to the article:  
<http://bit.ly/1RhH0hX>

Writing in the *Times Higher Education* magazine in March, Sally Hunt, suggested some solutions to the casualisation epidemic.

"So let me make three suggestions to assist Hefce in its deliberations. The first is that universities publish the proportion of their teaching staff in each department who are permanent; who have contracts of two years or less; and who are employed on a casual basis. The second is that universities publish what proportion of undergraduate classes in each department are provided by each of the three groups. The third suggestion is that universities publish the basis upon which they employ and reward casual staff, and whether they meet minimum standards for paid hours, professional development, scholarship time and of course paid contact time with students."

Link to the article:  
<http://bit.ly/22P2mEL>

## BLOGGING

### Blogs provide a great platform for the union to set out in detail its appraisals of education policy.

In June 2015, policy officer Angela Nartey, writing for higher education website, Wonkhe, set out why a post-qualification university application system would create fairer access to higher education in the UK.

*"We believe that moving to a system which relies on actual achievement, rather than predicted grades, would be fairer and ensure the brightest students have a better chance of getting into the university that best suits their talents."*

Link to the article:  
<http://bit.ly/1WYsDLQ>

In September 2015, three days before the government's controversial anti-extremism plans came into force, Sally Hunt wrote a cautionary blog in the *Daily Telegraph*, setting out the potential risk to academic freedom, and how the plans could foster distrust between lecturers and students.

*"Our universities and colleges are centres for debate and open discussion, where received wisdom can be challenged and controversial ideas put forward in the spirit of academic endeavour. The best response to acts of terror is to retain our universities and colleges as open democratic spaces."*

Link to the article:  
<http://bit.ly/1MtnJ36>

In January, Sally Hunt critiqued the government's proposals for a Teaching Excellence Framework, in a *Guardian* blog, warning that the underlying employment model would be the biggest barrier to the future of teaching. *"More than 100,000 teaching staff (more than half of the total), are in insecure employment. The lucky ones have one-year contracts, tens of thousands more are on hourly paid contracts and 20,000 on some form of zero-hours contract. This endemic casualisation, is, in the*

# UCU'S WORK IN SCOTLAND, WALES AND NORTHERN IRELAND

**While much of UCU's work affects members across the UK, further and higher education policy is devolved in Scotland, Wales and Northern Ireland.**

Our dedicated staff in the devolved nations' offices in Glasgow, Bridgend and Belfast work to reflect the views and concerns of UCU members in each nation, as well as recruiting and representing members through bargaining and campaigning work.

## Influencing policy and politicians

Reflecting the diversity of education policy across the UK, the devolved nations each host their own annual conference to debate and determine policy on specific national issues. Along with the motions passed at the UK-wide Congress, these devolved conferences help to set the agenda in each nation.

By building close working relationships with members of the Scottish Parliament, Welsh Assembly and Northern Ireland Assembly, the teams in the devolved national offices ensure a high profile for members' views and concerns on key

education issues. The offices produce regular briefings and consultation responses to inform policy debates and share the expertise of UCU members working in the further and higher education sectors.

Ahead of the elections for the devolved administrations in May 2016, each of UCU's devolved national offices produced a short manifesto setting out UCU's education priorities for the next administration. As well as reflecting UK-wide priorities on, for example, tackling workforce casualisation and protecting academic freedom, the manifestos focussed on issues distinct to each nation and set out a positive agenda for engagement with politicians in the coming years.

## Comparing public funding across the UK

As the UK's funding systems for further and higher education become more diverse across the four nations, UCU has

and academic freedom. The team in Scotland continue to work with government and institutions on implementation plans.

## Spotlight on... the HE Governance Act in Scotland

The UCU Scotland team was heavily involved in shaping and promoting the Higher Education Governance (Scotland) Act, which was passed into law in April 2016. The legislation states that university governing bodies must have elected chairs and guaranteed representation for trade unions and students, making institutions more transparent and accountable – something which UCU has long argued for.

UCU provided several briefings to MSPs throughout the bill's passage through the Scottish Parliament, presented a petition to the Scottish government and met directly with MSPs to secure their support for the key elements on representation

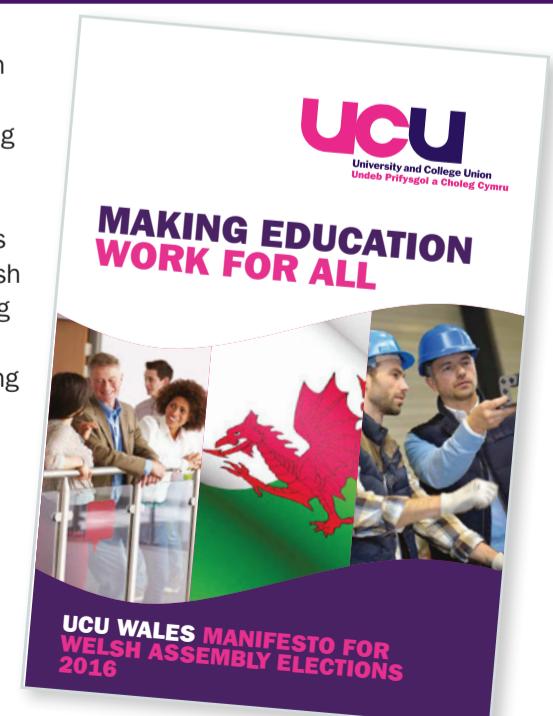


UCU Scotland presents a petition on HE governance to Scottish Cabinet Secretary Angela Constance MSP at the Scottish Parliament. Left to Right: Angela Constance MSP, David Anderson UCU NEC member from Glasgow University, and UCU national official Mary Senior

commissioned research from London Economics to explore the impact of different policies on the public funding available for education.

The report highlighted a number of bizarre funding gaps between students studying in different nations, with Welsh students studying in England attracting more than double the level of public funding than Scottish students studying in England, and the consequences for both students and the public purse.

The publication, which is the first in a series of annual reports monitoring the effect of national policy changes, was used to inform the Diamond Review of Higher Education in Wales.



## Developing further education in Wales and Northern Ireland

Staff in UCU Wales and UCU Northern Ireland work hard to make the case for continued public investment in further education as vital to creating a strong economy, organising campaigns and coordinated lobbying activity to highlight the damaging impact of cuts to the sector.

The devolved teams also undertake joint bargaining at a devolved level on behalf of members working in further education. This work has led to agreed pay scales across all colleges in each nation, as well as a national contract for all college staff and important agreements on issues such as domestic abuse in Wales.

### Spotlight on... defending further education in Wales

**F**ollowing the decision of the Welsh government to make a hugely damaging cut of £26m to further education budgets in 2015/16, UCU Wales teamed up with other unions to run a dynamic campaign in defence of the sector. Members took part in a series of gate protests and a petition signed by over 2,000 was handed to the Welsh Assembly in June 2015. National officials have continued to lobby assembly members directly and engage with consultations about Welsh further education to represent members' concerns.



UCU members hand over a petition against further education cuts, to the Welsh Assembly

## UCU's international work

**In addition to our activity in the UK, UCU works with trade union and education partners across the globe to examine and influence policy as well as to promote solidarity and support for international colleagues in crisis.**

### Working with other unions through Education International

UCU is an active member of the global union federation, Education International (EI), which represents some 30 million members in 170 countries and territories. In July 2015, a UCU delegation brought two resolutions to the EI World Congress in Ottawa, one on trade and investment agreements and one on precarious employment. Our delegates also spoke at a range of special sessions covering topics including gender-based violence, vocational education, and fixed-term employment.

The union is part of an ongoing global campaign against the privatisation and marketisation of education. As part of this work we have challenged the Department for International Development (DfID) on the increased use of British aid to support for-profit primary schools in countries such as Kenya and Ghana. In April 2016, UCU also joined union leaders from the USA, South Africa and New Zealand in petitioning the global edu-business Pearson to review its business model in relation to high-stakes testing and fee-paying, profit-making schools in Africa and Asia.

### Transatlantic Trade and Investment Partnership (TTIP)

UCU continues to vigorously oppose the Transatlantic Trade and Investment Partnership (TTIP) and other similar trade deals which pose a profound threat to

public services, including education. As well as taking a motion on the issue to the EI congress, UCU has lobbied MEPs and supported a joint letter to the Department for Business, Innovation and Skills outlining major concerns about TTIP. We also co-organised a fringe event at the Labour party conference in September 2015 to discuss the proposed trade deal's implications for UK public services.

*'Our public services are fundamentally different to private enterprise, and so they should be treated separately when it comes to making deals with the US and other nations. The UK higher education sector is already a priority for many for-profit US education companies, some of whom have an unsavoury reputation for aggressive marketing and poor-quality provision. Reducing our government's ability to regulate these companies and allowing them to challenge policies designed to protect the public interest would be an outrage.'*

Sally Hunt

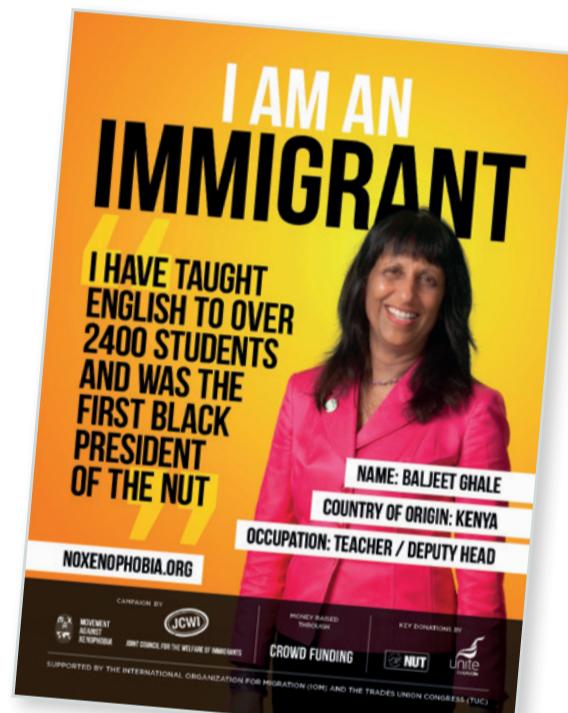
### International solidarity

Promoting solidarity and challenging injustice is a crucial part of UCU's work, and the union is active on a number of initiatives supporting colleagues around the world. For example, we have worked closely with Justice for Colombia to publicise the case of imprisoned academic Miguel Beltran, and submitted a 5,000-strong petition calling for his fair trial to the Colombian embassy in February 2016.

The general secretary regularly writes to national authorities in other countries to protest against human rights violations, attacks on academic freedom and trade union victimisation. In recent months, UCU has highlighted concerns about the treatment of international colleagues to government officials in countries including Turkey, Iran and Egypt.

### Refugees and asylum seekers

UCU has worked to encourage greater support and sanctuary for refugees, migrants and asylum seekers. The union moved an emergency motion at the TUC Congress about the refugee crisis in Europe and also organised a special session on the issue at the UCU equality



conference in November 2015. Helping to challenge negative public discourse about immigration, UCU has also championed the 'I am an immigrant' poster campaign which celebrates the contribution of immigrants to different sections of UK society.



Representatives from UCU and Justice for Colombia submit a petition calling for the release of Miguel Beltran to the Colombian Embassy in London  
Photo credit: Jane Atkins



# CAMPAIGNING

**Our campaigns team works on everything from making sure as many members as possible vote in our ballots to helping persuade more than 10,000 new members to join UCU every year. Members are at the centre of our campaigns, whether they are about signing petitions, writing to MPs, participating in union votes or getting involved in how the union is organised.**

## Keeping members up to date

UCU keeps members up to date with 'the Friday' – our weekly campaign update email which is read every week by more than 90,000 members. The message provides the latest news on pay and conditions, our key campaigns and issues outside education that we think members should know about.

## Members in dispute

For many members, the most important aspect of UCU is the solidarity and support the union provides to those who are unfortunately in dispute with their employer. Where a dispute is of national significance, UCU creates a dedicated campaigns team to work with local members. Our aim is to give members the best chance to win and we do this

by providing support on the ground, organising solidarity across UCU and highlighting the dispute in the media and in politics.

## Building the union

UCU has more than 3,000 local representatives and we strive to ensure they are the best trained and informed 'reps' around. Our 'Build the Union' programme aims to support existing reps but also provide support to those who are interested in getting more involved in the union. A good way to start is by volunteering to be a contact. A contact is someone who is willing to take on a range of smaller tasks that help raise the profile of the branch among colleagues. You can volunteer here <http://btu.web.ucu.org.uk/volunteer>

## Recruiting young members

**U**CU campaigns staff work hard to identify and develop new young activists, who can lead the union forward as older members retire.

To this effect, the campaigns team has created an Early Careers Network which currently stands at 11,000 subscribers who receive monthly communications about events, resources, support and current campaigns.

The team has created dedicated materials for early careers staff including the 'UCU Early Careers Guide for New Staff' which provides new entrants to the profession with a concise source of information on getting their first job, what to expect, getting the most from their career and what to do if things go wrong.

There are also guides for those completely new to trade unions: 'What is a union?' – educational material aimed at explaining what a trade union does and why younger staff should join; and 'Understanding pensions' – a basic guide to what new staff need to know about pensions.

The union's continuing professional development offer, 'Learning for Life', has proved to be an excellent recruitment tool for promoting the union to new and younger staff and in particular those on casual or insecure contracts who often miss out on employer-run CPD provision.

Since the courses began running in 2012, there has been an 8% increase in the number of new members aged 35 or under.

A survey of younger members had highlighted the demand for career advice and professional development resources and a pilot run of 'Early Careers' CPD courses was over-subscribed and extremely popular with members. Participants were likely to remain engaged with the union and many have subsequently become active in their branches.

The campaigns team also carries out joint work with NUS to recruit employed postgraduate members, as well as promoting free membership for students.

<http://cpd.web.ucu.org.uk>

## Sharing information quickly

Social media is becoming more and more important to modern campaigning. UCU uses our Facebook and Twitter presence to spread the message about education and the people who work in it. If you are happy to share our messages with colleagues and friends why not join our Urgent Action Network here [www.ucu.org.uk/campaign-action-network](http://www.ucu.org.uk/campaign-action-network)



## Learning for life

UCU members gain access to our acclaimed 'Learning for Life' Continuing Professional Development (CPD) programme. Learning for Life aims to equip staff to get the most out of their career.



## Spotlight on... continuing professional development

Our Continuing Professional Development (CPD) for members is designed to equip you with practical skills to take back to the workplace and to give you confidence

and guidance to make the most of your career. Our courses cost £200 but are free of charge to UCU members. We aim to make them as accessible to members as possible with events running in a wide range of locations.

### Research grant application writing

Professor Andrew Derrington, author of The Research Funding Toolkit, presents a one-day workshop aimed at helping academics write better research grant applications. Course content includes:

- understanding how research funding decisions dictate the content and structure of a grant application
- practical exercises on how to design fundable research projects
- developing writing skills to present your project effectively to any research funder

### Classroom management

Delivered by a highly experienced educational psychologist, this course will help you develop strategies for managing student behaviour in the classroom. Course content includes:

- identifying key issues for managing the classroom
- preventative strategies and techniques
- developing the way your students learn, behave and relate to each other
- examining sanctions, expectations, and motivations

## Voice care training

A practical and interactive workshop designed to help you find, use, enjoy and maintain your voice. This workshop looks at ways to keep your voice healthy as well as use it to best advantage in a teaching environment. Course content includes:

- improving understanding of how voice is made and what affects it
- how teaching staff can best protect the voice, in order to prevent strain and loss.
- improving vocal stamina
- increasing awareness of voice skills in communication

## Skills for education staff

These popular courses help you learn new skills, develop confidence and meet and network with other education professionals and include:

- Leadership in education
- Mentoring
- Time management
- Assertiveness skills

## Downloadable guides

The CPD programme offers a wide range of downloadable guidance including:

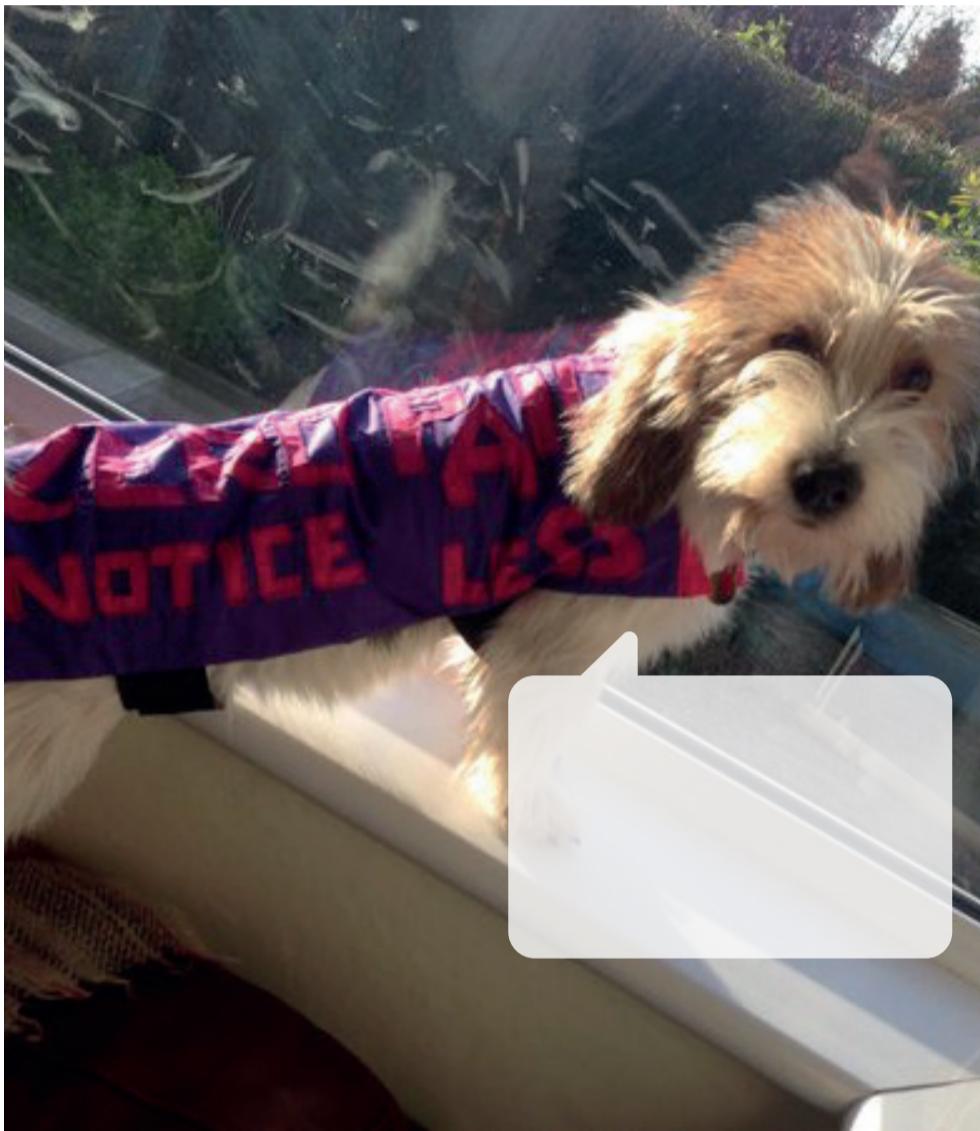
- Applying for jobs in post-school education
- Classroom management
- Practical guides to Twitter and Facebook
- Writing a good research grant application
- Getting your first lecturing job
- Career development toolkit for researchers
- Writing academic CVs

You can put yourself down for a course or view a downloadable guide here <http://cpd.web.ucu.org.uk>

# COMPETITIONS

## Caption competition

This is Luna who is about to join her first picket line at Hull College. What is she thinking? Prize for best entry. Visit our Facebook page to enter the competition:

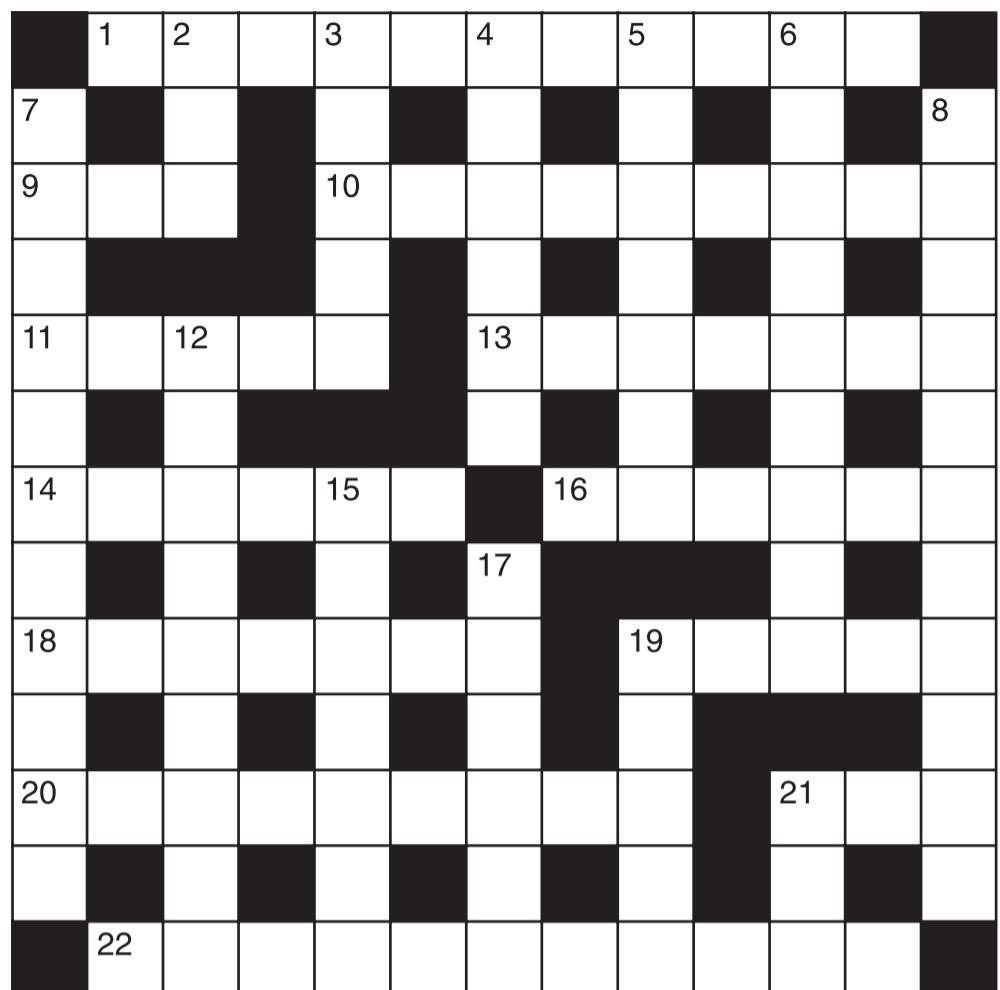


### Monthly caption photo competition

Check <https://www.facebook.com/ucu.campaigns/> for our monthly photo caption competition.



## Crossword



### ACROSS

- Loiter at the bar, perhaps? (5,6)
- In favour of a number, say (3)
- One not in favour of French farm vehicle (9)
- Deduce finer solution (5)
- Son has drink of paint (7)
- Doctor and drug addict get the cat (6)
- Part of the head's building? (6)
- Possibly rates it more flavoursome (7)
- Calendar girl? (5)
- Not to be sniffed at? (9)
- Car crashes round the bend (3)
- Desolation of Dave around Waterloo, for example (11)

### DOWN

- Sailor on the road? (3)
- Drain out at the lowest point (5)
- Demonstrate at the cricket international (6)
- Work on railway track to make it iridescent (7)
- What a composer writes on? (9)
- Ratification needed to get airman off it? (11)
- Brick used as a windshield? (6,5)
- Course for going round in eighty? (9)
- Some water I treasure in a part of Africa (7)
- Passionate study in painting (6)
- Girl returning something valuable (5)
- Fuss concerning one party (3)

## Education Support Partnership (formerly known as Recourse) is the charity for the education workforce.



At Education Support Partnership, we understand the unique pressures that working in academia puts on people. Our 24 hour helpline for education professionals gets around 30,000 calls a year from lecturers and other education staff who have reached breaking point.

That's why we provide independent, confidential support, to help people deal with stress and anxiety, bullying, career and money worries, and a range

of other issues. It's also why we provide training and professional services to help university leaders engage, energise and look after their staff.

**Call our free confidential helpline on 08000 562 561 any time for support.**

Visit [www.edsupport.org.uk](http://www.edsupport.org.uk) for more information on how we can help."

# Your UCU contacts

## 1: NORTHERN IRELAND

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<https://www.ucu.org.uk/ni>

## 2: SCOTLAND

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[mseNIor@ucu.org.uk](mailto:mseNIor@ucu.org.uk)  
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## 3: WALES

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**Regional support official:**  
 Phil Markham  
**Regional support official:**  
 Bethan Thomas  
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## 4: NORTH EAST

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**Regional support official (FE):**  
 Joyce McAndrew  
**Regional support official (HE):**  
 Jon Bryan  
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 Marie Monaghan  
**Regional support officer:** Tim Leighton  
**Regional support officer:** Roger Grigg  
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 Andy Young (HE)  
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## 11: SOUTH

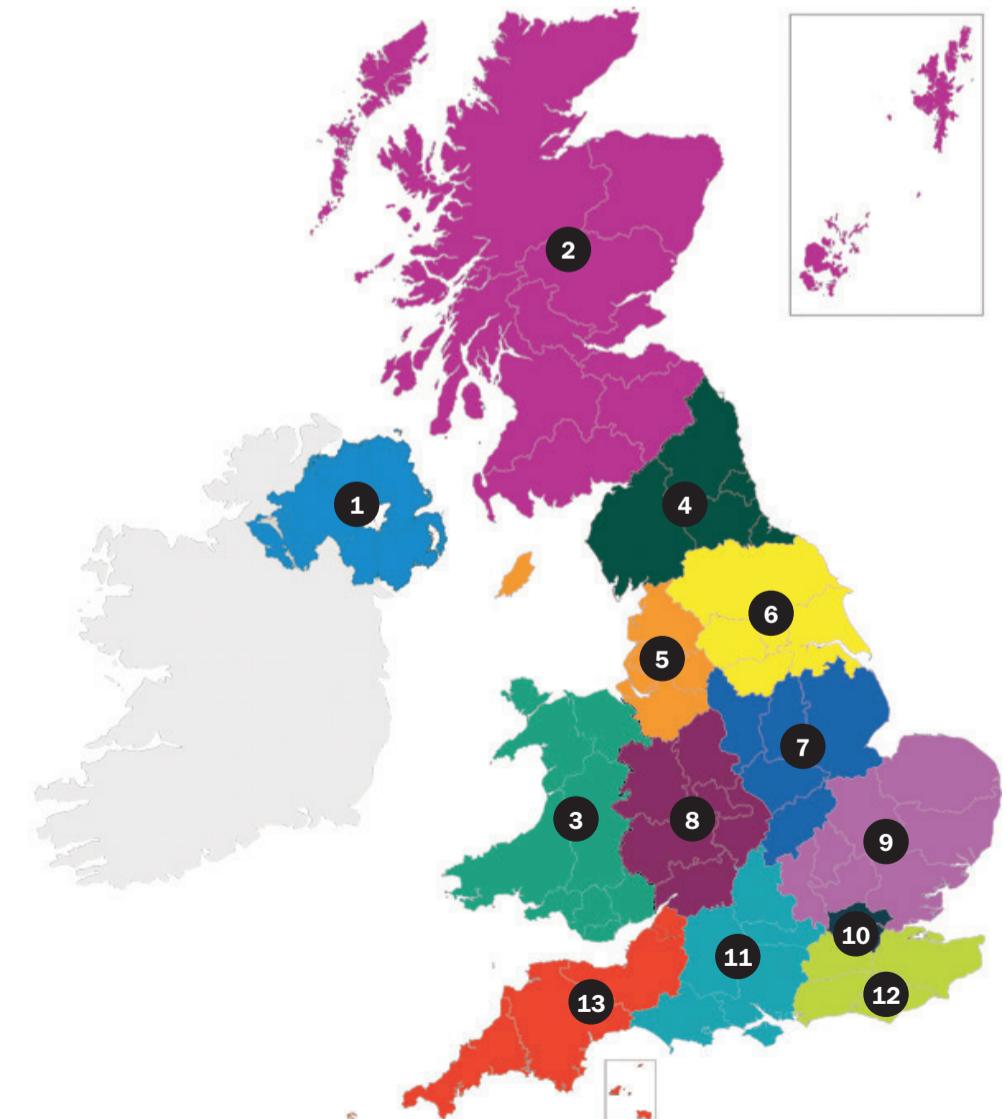
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## 13: SOUTH WEST

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