

University and College Union

Carlow Street, London NW1 7LH, Tel. 020 7756 2500, www.ucu.org.uk

To Branch and local association secretaries

Topic **Unconfirmed minutes of UCU Congress 2017**

Action For information; for adoption at Congress 2018

Summary Minutes of the Congress meeting held 27 – 29 May 2017

Contact Catherine Wilkinson, head of constitution and committees
(cwilkinson@ucu.org.uk)

Meeting of the Congress of the University and College Union (UCU)

27 – 29 May 2017, Brighton Centre, Brighton

FIRST SESSION OF CONGRESS, SATURDAY MORNING, 27 MAY

1 OPENING BUSINESS

- 1.1 Rob Goodfellow, President and Chair, welcomed delegates.
- 1.2 Congress appointed Regional Officials and Regional Support Officials of the union to act as tellers.

2 REPORT OF THE CONGRESS BUSINESS COMMITTEE

- 2.1 Alan Barker, Chair of the Congress Business Committee moved the second (UCU/799) and third (UCU/799B) reports of the Congress Business Committee. A request had been received from the Black Members' Standing Committee that its amendment 58A.2 be withdrawn. John James of Coleg Gwent Newport requested that text omitted from motion C31 be added to composite motion FE27. Terry Brotherstone of the Scottish Retired Members' branch moved that motion B3 be ordered onto the agenda. Carlo Morelli of the NEC proposed that the Congress Business Committee's advisory note to amendment 14A.4 be withdrawn. Alan Barker responded to these points.
- 2.2 A minute's silence was held to remember the victims of the Manchester bomb.
- 2.3 The proposal to order B3 onto the agenda was **LOST**. The reports of the Congress Business Committee were **ADOPTED**.

3 ADOPTION OF MINUTES OF CONGRESS 2016

- 3.1 *Matter arising (item 14.7, motion 58)*: the chair responded to a request for information about advice provided on immigration issues under the union's legal scheme. 134 members had used the service, mainly for Brexit-related queries and advice on applying for residency status.
- 3.2 The minutes of Congress 2016 set out in UCU/795 were **ADOPTED**.

4 Address by ROB GOODFELLOW, UCU PRESIDENT

Rob Goodfellow, President, addressed Congress.

Joanna de Groot, President Elect, was in the chair.

5 CONGRESS BUSINESS SECTION 1: STRATEGY AND FINANCE (open session)

5.1 Motion L1, *Manchester*, was moved by Rob Goodfellow, President.

Motion L1 was **CARRIED by acclaim:**

Congress sends our deepest condolences vice-president to the families of the victims of the Manchester bomb.

The victims include students from schools and colleges across the North West and beyond and we know that staff will be doing everything possible to help with the grief and trauma caused.

UCU as a union of educators believes it is only through unity and understanding that society can move forward from such a devastating attack.

UCU condemns any organisation or individual that creates disunity or a climate of fear.

We extend our solidarity to the people of Manchester who, in the aftermath, have demonstrated the city's values of community, openness and warmth.

The President announced that the General Secretary and Honorary Treasurer had agreed a donation of £1,000 to the Manchester victims' fund.

Rob Goodfellow, President, was in the chair.

5.2 Motion 1, *UCU's international campaigns and solidarity work*, was moved by Vicky Knight, Vice President, on behalf of the NEC. Congress approved a request through the chair that Elane Heffernan (observer, incoming NEC) of Hackney Community College be permitted to speak in the debate. *Amendment 1A.1* was moved by Christina Paine of the London Regional Committee on behalf of the Disabled Members' Standing Committee:

Insert new sentence at the end of point 4.

'5. To provide guidance to branches on the education rights of refugees and asylum seekers to enable branches to challenge poor and discriminatory practice. This to include the particular rights given to disabled refugees and asylum seekers;'

Renumber existing point 5 as 6.

Amendment 1A.1 was **CARRIED**. Motion 1, as amended, was **CARRIED**:

Congress recognises the value of international solidarity work, e.g. the role played by UCU and others in securing the release of Miguel Beltrán and Huber Ballesteros in Colombia.

Congress, however, recognises the ongoing nature of many of these campaigns, including a continuing need:

1. to defend academic freedom and thousands of dismissed educators in Turkey

2. to demand 'Truth for Giulio Regeni' and Justice for Egypt's Disappeared
3. to strengthen UCU's links with sister unions in countries such as Colombia, Turkey, Palestine and Zimbabwe
4. to fight for the rights of refugees, including access to further and higher education
5. to provide guidance to branches on the education rights of refugees and asylum seekers to enable branches to challenge poor and discriminatory practice. This to include the particular rights given to disabled refugees and asylum seekers
6. to challenge the UK government's role in promoting the privatisation of education in the global south.

Congress calls on UCU to build on existing work in these core areas and to continue to engage regions, branches and members in relevant international activities. Congress invites regions and branches to consider how they can contribute.

- 5.3 Motion 2, *Oppose Trump's UK visit*, was moved by Saira Weiner of Liverpool John Moores University on behalf of the North West Regional Committee and seconded by Rhiannon Lockley of Halesowen College. *Amendment 2A.1* was moved by Sean Wallis of the NEC:

Add to 'Congress further notes':

- 'b. Congress recognises that there are real tensions between some protestors
- c. Welcomes the TUC offer to coordinate protest to ensure one demonstration
- d. The importance for UCU members to mobilise fully for this event.'

Amendment 2A. 2 was moved by John Murphy of Blackburn College:

Add to (end of) resolves:

- 'iii To work with Stand Up to Trump and Stop Trump campaigns, Stop the War, Stand Up to Racism, the TUC and TUC-affiliated unions, the NUS and other campaigning organisations to build the largest possible united protests – if Trump's planned visit goes ahead.'

Jim Thakoordin of the Eastern and Home Counties Regional Committee spoke in the debate.

Amendments 2A.1 and 2A.2 were **CARRIED**. Motion 2, as amended, was **CARRIED**:

Congress notes:

1. **Trump's election has given confidence to the Right globally**
2. **his administration's 'Muslim ban' and plan to 'Build a wall' to exclude Mexican migrants demonstrate the reactionary nature of his presidency**
3. **other measures will seriously impact on women, LGBT+ people and other vulnerable groups and on tackling climate change**
4. **a Trump-led USA will want post-Brexit trade deals with the UK which will further marketise, monetise and privatise UK educational provision.**

Congress further notes:

- a. **that resistance to Trump is growing, with waves of protests across the world**
- b. **congress recognises that there are real tensions between some protestors**
- c. **welcomes the TUC offer to coordinate protest to ensure one demonstration**
- d. **the importance for UCU members to mobilise fully for this event.**

Congress congratulates the Women's March, Owen Jones, Stand Up To Racism, Stop the War and other organisations that have organised opposition to Trump on the streets.

Congress therefore resolves:

- i. **that following Theresa May's invitation we oppose any visit by Trump to the UK**
- ii. **to support calls for a united mass protest to oppose such a visit**
- iii. **to work with Stand Up to Trump and Stop Trump campaigns, Stop the War, Stand up to Racism, the TUC and TUC-affiliated unions, the NUS and other campaigning organisations to build the largest possible united protests - if Trump's planned visit goes ahead.**

5.4 Motion 3, *Syria*, was moved by Julia Roberts of the NEC on behalf of Lambeth College and seconded by Margot Hill of the NEC.

Motion 3 was **CARRIED**:

Congress believes that:

- 1. **the US's self-appointed role as moral agent is not justified**
- 2. **Trump's bombing of Syria and the dropping of a MOAB on ISIS militants will ultimately risk sharpening existing conflicts**
- 3. **military intervention, whether by the West or Russia, has added to the pain and suffering experienced by civilians and has forced millions to become refugees**
- 4. **if Trump and May wish to help Syrian and Afghan people, they should facilitate a serious programme of refugee settlement in the US and UK.**

Congress resolves to continue to publicise the plight of refugees and to encourage practical support for measures to defend and support migrant workers and refugees.

5.5 Motion 4, *Defend academic freedom and campaign against repression in Turkey*, was moved by Keith Simpson of City, University of London.

Joanna de Groot, President Elect, was in the chair.

Amendment 4A.1 was moved by Rob Goodfellow, President:

After point 3, insert new point 4:

'4. Congress also notes the result of the 16 April referendum to give additional new executive powers to the President of Turkey and expresses its deepest concerns, given the alleged irregularities, one-sided media coverage and limitations on

fundamental freedoms during the referendum campaign.'

Amendment 4A.1 was **CARRIED**. Motion 4, as amended, was **CARRIED**:

Congress notes and condemns:

- 1. attacks on Turkish academics who signed the Academics for Peace petition, together with associated journalists and politicians**
- 2. suppression of free press in Turkey**
- 3. violence against Kurdish people**
- 4. Congress also notes the result of the 16 April referendum to give additional new executive powers to the president of Turkey and expresses its deepest concerns, given the alleged irregularities, one-sided media coverage and limitations on fundamental freedoms during the referendum campaign.**

Congress instructs the NEC and the general secretary to:

- a. campaign for the immediate release of arrested university teachers, journalists, and politicians**
- b. call on the Turkish government to stop the persecution of 'Academics for Peace', to re-instate all academics (with compensation), and ensure signatories are protected against public threats**
- c. call on UK universities, colleges and other institutions to support persecuted academics and to freeze collaboration with Turkish universities taking action against academics**
- d. initiate a campaign of protest letters and emails to Turkish universities which have taken action against signatories of the 'Academics for Peace' petition**
- e. call on the British government to demand reinstatement of democratic freedoms in Turkey and an end to violence against Kurds**
- f. call for a ban on arms sales to the Erdogan regime until these are achieved.**

Rob Goodfellow, President, was in the chair.

5.6 Motion 5, *Professor Kamel Hawwash*, was moved by Ruth Barley of Sheffield Hallam University.

Motion 5 was **CARRIED**:

Congress notes with dismay that Professor Kamel Hawwash, a UCU member at the University of Birmingham, was prevented from entering Israel on 7th April on a trip with his wife and young son to visit relatives in occupied East Jerusalem.

Congress notes that Prof. Hawwash was banned under the new Israeli boycott law, which prevents activists accused of supporting BDS (Boycott, Divestment and Sanctions) from entering Israel.

Congress notes that BDS is a non-violent human rights movement and believes that Israel's action is an attack on basic freedom of speech as well as on the right to family life.

Congress instructs the general secretary to write to the Israeli embassy and the FCO to urge that the ban on Prof. Hawwash and all non-violent human rights campaigners be lifted.

- 5.7 Motion 6, *Violence against gay men in Chechnya*, was moved by Marion Hersh and seconded by Steve Boyce, both of the NEC.

Motion 6 was **CARRIED**:

Congress condemns the violence against gay men in Chechnya. More than 100 men have been rounded up, beaten, tortured and some killed on suspicion of being gay. Congress applauds the work of the Russian NGO helping gay men to escape but believes that LGBT people are entitled to safety wherever they are.

Congress calls on UCU to:

- 1. with the TUC, issue a public statement and write to the Russian and Chechen authorities urging them to cease their denials of the existence of gay people, stop the violence and any men rounded up are released immediately**
- 2. make representations to the UK government and devolved nations to put pressure on the Russian and Chechen authorities to stop the violence**
- 3. ensure the UCU LGBT Conference includes this issue at its autumn conference**
- 4. continue working with organisations like LGS Migrants, Amnesty and ILGA to ensure Chechen gay men can achieve a place of safety.**

- 5.8 Motion 7, *French elections*, was moved by Sean Wallis of the NEC.

Motion 7 was **CARRIED**:

Congress believes that:

- 1. Marine Le Pen's entry into the second round of the French Presidential elections should be seen as a warning to us all of the potential for fascist organisations to become mainstream**
- 2. campaigning by Unite Against Fascism and other organisations has helped to marginalise the fascist BNP and EDL in the UK but we cannot be complacent**
- 3. the Tories' attacks on migrants and refugees backed up by UKIP and the right wing press could lay the basis for the resurgence of the far right here.**

Congress resolves to continue supporting anti-racist and anti-fascist organisations to defend the rights of migrant workers and refugees in campaigning on campuses and in communities to oppose the growth of racism and islamophobia.

- 5.9 Motion 8, *Central European University*, was moved by Joanna de Groot, President Elect, on behalf of the NEC.

Motion 8 was **CARRIED**:

Congress notes with dismay the attack on the Central European University [CEU] from legislation recently passed by the Hungarian government. This

legislation poses a direct threat to the autonomy and perhaps the existence of CEU by establishing requirements about the courses they provide and the staff who they may employ, challenging basic principles of academic freedom.

Congress urges all UCU members to add their names to the petition supporting CEU and ask the incoming NEC to ensure that UCU works with its European and international union colleagues to campaign on CEU's behalf.

- 5.10 Motion 9, *Hard, clean and red, white and blue Brexits*, was moved by Allister MacTaggart of Chesterfield College on behalf of the East Midlands Regional Committee. *Amendment 9A.1* was moved by Marion Hersh of the NEC:

In final sentence, after 'work with other' add 'trade union, equality, community and other'.

Add at end of motion after 'students':

'and specifically to campaign for:

1. all existing equality, human rights and environmental legislation to be maintained and strengthened
2. the continuing entitlement of UK organisations and individuals to participate in Horizon 2020, Erasmus and other EU funding and exchange programs to be maintained
3. for a further referendum on EU exit once the conditions are known.'

William Podmore of the Central Group HE, Steven Watson of the University of Cambridge, Jimmy Donaghey of the NEC, Aberlado Clariano-Piga of the Southern Regional Committee and Paul Hubert of the University of Kent spoke in the debate. Richard McEwan of the London Regional Committee proposed that *amendment 9A.1* be taken in parts. The proposal was **CARRIED**.

Parts 1 and 2 of *amendment 9A.1* were **CARRIED**; part 3 was **LOST**. Motion 9, as amended, was **CARRIED**:

Congress notes:

1. **the recent EU referendum was won by the 'Leave' campaign.**
2. **the British government seem to be planning for a 'hard Brexit', accompanied by provocative, xenophobic and sometimes racist language by government ministers.**

Congress believes:

- a. **that members and students are suffering from uncertainty about their futures following the promised 'clean' break**
- b. **there may be a sharp movement away from workers' rights won over the last decades, many of which only exist as a result of our relationship with the EU**
- c. **that the interests of post-16 education are best served by following a less strident policy and attempting to maintain a reasonable working relationship with Europe.**

Congress instructs the NEC to work with other organisations to help fight government policies that will have a deleterious effect on the rights of our members or the future of our students and specifically to campaign for:

- 1. all existing equality, human rights and environmental legislation to be maintained and strengthened**
- 2. the continuing entitlement of UK organisations and individuals to participate in Horizon 2020, Erasmus and other EU funding and exchange programs to be maintained.**

5.11 Motion 10, *Incorporating legal protections into collective agreements post Brexit*, was moved by Elizabeth Lawrence, Immediate Past President, on behalf of the Yorkshire and Humberside Regional Committee and seconded by Sara Weiner of Liverpool John Moores University.

Motion 10 was **CARRIED**:

Congress notes that European Union law addresses important areas of legal protection in respect of equality, employment rights, health and safety and the environment. Depending upon the final form in which the UK exits the European Union, these legal protections may be significantly modified or wholly repealed.

Congress therefore calls on the NEC to:

- 1. campaign for the continuation of these legal protections post-Brexit**
- 2. develop a programme of work to ensure that these legal protections are embedded in collective agreements and institutional policies as far as possible, in order to minimise any negative impact of Brexit on these rights.**

This programme of work should consist of:

- a. an audit of existing national and local collective agreements to check for areas where aspects of EU law could helpfully be incorporated in these agreements**
- b. a programme of negotiating work to extend collective agreements to maintain employment protection, legal rights and other fundamental rights.**

5.12 Motion 11, *Permanent residence rights for EU nationals*, was moved by Jen Broadhurst of Glasgow Caledonian University. Will Podmore of the Central Group HE spoke in the debate.

Motion 11 was **CARRIED**:

Congress condemns the UK government's use of EU nationals currently living in the UK as 'bargaining chips' in the upcoming Brexit negotiations and calls on the government to provide them with a unilateral guarantee of residence rights.

Congress condemns the Home Office's labyrinthine permanent residence procedures and supports Sophie in 't Veld MEP's stated intention to set up a European parliament cross-party taskforce in order to investigate EU nationals' experiences in this respect.

Regarding the permanent residence qualifying criteria, congress calls for the removal of the requirement that EU nationals must have Comprehensive Sickness Insurance in order to qualify as exercising their treaty rights as self-sufficient residents.

Congress notes the immense contribution EU and non-EU immigrants make to our society, economy and culture and calls on members to write to MPs and MSPs from all parties to demand that they give voice to the positive case for immigration.

- 5.13 Motion 12, *Impact of post-Brexit dispensation and higher education in Northern Ireland*, was moved by Veronique Altglas of Queen's University Belfast and seconded by Renee Prendergast of the NEC on behalf of Queen's University Belfast. Lucy Michael of the University of Ulster spoke in the debate.

Motion 12 was **CARRIED**:

This Congress notes with concern how future cross-border higher education research and teaching collaborations between institutions, north and south, will be jeopardised by the introduction of a 'hard' border in post-Brexit Ireland. Significant academic collaborations - many of which are and have been EU-funded - have made an invaluable contribution to peace-building and cross-community dialogue on the island.

UCU calls on MLAs and MPs to commit to ensuring that:

- 1. peace and political stability in Northern Ireland is not a casualty of Brexit**
- 2. HE institutions across the island can continue to collaborate on major research projects**
- 3. the right to remain is guaranteed to all existing EU staff and their families by granting permanent residence and waiving the five year residency requirement**
- 4. the current levels of protection given to EU workers are defended and extended to all UK workers.**

- 5.14 Motion L2, *Fraud in EU Referendum*, was moved by Marion Hersh of the NEC.

Motion L2 was **CARRIED**:

Congress notes allegations published in the Guardian on 14 May of serious fraud by the Leave Campaign in the EU Referendum Campaign involving expenditure very significantly above the legal limits, involvement of the American billionaire who financed the Trump campaign and measures to cover this up. In addition, despite evidence of this fraud the UK government has failed to investigate it.

Congress notes the potentially very significant impacts of 'Brexit' on education, trade unions and equality and environmental legislation.

Congress agrees to support calls for the immediate launch of a full public inquiry into the Leave campaign funding and the cover-up and for the Metropolitan police to pursue a criminal investigation.

- 5.15 Motion 13, *Free movement of labour*, was moved by Anna Duncan of the University of Oxford. Michael McKrell of the NEC, Will Podmore of the Central Group HE, Michael

Carley of the University of Bath and Ioanna Ioannou of University College London spoke in the debate.

Motion 13 was **CARRIED**:

Congress agrees that, while continuing to campaign against the Points-Based Immigration Scheme, we must defend existing free movement arrangements, both within and without the EEA.

Congress resolves urgently to campaign for the following:

- 1. the free movement of labour and opposition to the Points-Based Immigration Scheme**
- 2. an up-front guarantee for existing EU/EEA citizens in the UK to stay**
- 3. protection for EU research funding and EU students**
- 4. full recognition of workers' rights throughout EU withdrawal negotiations.**

5.16 Motion 14, *Freedom of movement of labour*, was moved by Phoebe Moore of Middlesex University on behalf of the London Regional Committee and seconded by Demetrios Hadjidemetriou of City and Islington College.

Amendment 14A.1 was moved by Adefemi Adekunle of Newman University on behalf of the West Midlands Regional Committee:

Add to Congress notes: '6. the necessity to recognise migration beyond the dimension of labour and to value free movement for all.'

In UCU resolves to campaign urgently with UNISON and other unions bullet point A:

Delete 'both', 'and without' and 'against Point Based Immigration Schemes'

and add 'B. to extend the right of freedom of movement to migrants from across the globe and oppose Point Based Immigration Schemes'

(So that it reads:'A. to defend existing free movement of labour within the EEA.B. to extend the right of freedom of movement to migrants from across the globe and oppose Point Based Immigration Schemes')

Re-letter existing points.

Amendment 14A.2 was moved by Paul Russell of the Yorkshire and Humberside retired members' branch on behalf of the Yorkshire and Humberside Regional Committee:

Add new clause B. under 'Given the current threats.....to campaign.....:

New clause B.:

'B. To guarantee full UK state pension rights to UK citizens living in the EU.'

Re-letter subsequent clauses.

Amendment 14A.3 was moved by Ioanna Ioannou of University College London on behalf on the LGBT Members' Standing Committee:

Add a new point E under UCU resolves to:

'rights of LGBT+ people should be recognised across the world . For those from nations where this is not the case there should be much better support and protection.' Re-letter subsequent points.

Add to point b. under further resolves: 'and increased work with and promotion of the work of organisations that support and protect LGBT+ migrants and LGBT+ rights globally.'

Amendment 14A.4 was moved by Carlo Morelli of the NEC on behalf of the University of Dundee:

Add further action point to 'UCU further resolves to:'

d. propose this motion to TUC Congress

Michael McKrell of the NEC spoke in the debate. The chair read out a request that point 5 of the motion and points a - c under 'further resolves to' be taken in parts. The proposal was **LOST**. Steven Watson of the University of Cambridge spoke in the debate.

Amendments 14A.1, 14A.2, 14A.3 and 14A.4 were **CARRIED**. Motion 14, as amended, was **CARRIED**:

Congress notes:

- 1. the threat to existing free movement of labour within the European Economic Area (EEA)**
- 2. the further threat to secure employment and residency of all migrant workers**
- 3. that at Congress 2016 UCU committed to campaigning 'for no change in the immigration status of EU residents if UK leaves EU'**
- 4. there is no reason why leaving the EU single market could not be combined with a unilateral decision to recognise the right of freedom of movement**
- 5. the lack of clear leadership from the trade union movement in the defence of the free movement of labour across Europe**
- 6. the necessity to recognise migration beyond the dimension of labour and to value free movement for all.**

Congress condemns:

- a. the actions of those in trade union leadership positions calling for control of borders, which reinforces the power of bosses in dividing the working class. To lift workers up we must organise for all, not reinforce division.**

Congress believes:

- i. that any restrictions on freedom of movement of labour, and our right to work without discrimination based on nationality, will put increasing competitive pressure on European Economic Area (EEA) staff, and thus affect staff as a whole and weaken our union**
- ii. the policy of austerity has been the cause of falling wages and rising workloads and that the current crises in vital services is the impact of continued under-investment in the country's infrastructure and public services by successive governments.**

Given the current threats to freedom of movement within the European Economic Area, UCU resolves to campaign urgently with UNISON and other unions:

- A. to defend existing free movement of labour within the EEA.
- B. to guarantee full UK state pension rights to UK citizens living in the EU.
- C. to extend the right of freedom of movement to migrants from across the globe and oppose Point Based Immigration Schemes.
- D. to publicise the benefits of immigration to this country.
- E. rights of LGBT+ people should be recognised across the world. For those from nations where this is not the case there should be much better support and protection.
- F. for an up-front guarantee for existing EU/EEA citizens in the UK to stay.
- G. for improved rights for all workers and for full recognition of workers' rights throughout EU withdrawal negotiations.
- H. for removal of international students from net migration targets.
for protection for EU research funding and EU students.

UCU further resolves to:

- a. lobby principals and VCs publicly to guarantee that for the indefinite future there will be no change in the employment or student status (including fee conditions) of EU/EEA staff and students.
- b. and increased work with and promotion of the work of organisations that support and protect LGBT+ migrants and LGBT+ rights globally.
- c. affiliate to the free movement of labour - campaign to defend freedom of movement across Europe post-Brexit.
- d. to support any branch/LA that walks-out in defence of a member of staff or student threatened with deportation.
- e. propose this motion to TUC Congress.

SECOND SESSION OF CONGRESS, SATURDAY AFTERNOON, 27 MAY

6 ADDRESS BY SALLY HUNT, UCU GENERAL SECRETARY

Sally Hunt, General Secretary, addressed Congress.

7 REPORT OF THE CONGRESS BUSINESS COMMITTEE

Alan Barker, Chair of the Congress Business Committee, moved the fourth report of the Congress Business Committee (UCU/799C). The fourth report was **ADOPTED**.

8 CONGRESS BUSINESS SECTION 2: STRATEGY AND FINANCE (private session)

- 8.1 Motions 21, *Appointment of auditors*, 22, *Audited financial statements*, 23, *Budget 2017-2018*, and 24, *Subscription rates*, were taken in the same debate and moved by Angela Roger, Honorary Treasurer, on behalf of the NEC.

Motion 21 was **CARRIED**:

Congress approves the appointment of Knox Cropper as the union's auditors for the year ending 31 August 2017.

Motion 22 was **CARRIED**:

Congress receives the union's audited financial statements for the 12-month

period ending 31 August 2016 as set out in UCU/787.

Motion 23 was **CARRIED:**

Congress endorses the budget for September 2017 - August 2018 as set out in UCU/788.

Motion 24 was **CARRIED:**

Congress endorses the subscription rates from 1 September 2017 set out in UCU/788.

- 8.2 Motion 25, *Subscriptions, recruitment, and student membership*, was moved by Sam Morecroft of the University of Sheffield on behalf of the Anti-Casualisation Committee. *Amendment 25A.1* was moved by Jenny Prideaux of the NEC:

Point i: Delete 'Add further graduations of' and replace with 'Examine further our'; between 'for' and 'lower' insert 'those in'.

Delete point ii and replace with:

- ii. Insert the NEC and SFC to work on these issues as matters of urgency in their consideration of membership and subscription matters and introduce changes at the earliest opportunity with rule.'

Mark Dunkerley of Bradford College and Vicky Blake of the NEC spoke in the debate.

Amendment 25A.1 was **CARRIED**. Motion 25, as amended, was **CARRIED**:

Congress notes:

- 1. greater variance between UCU subscriptions at the bottom of the scale than at the top; fees essentially double when earnings increase from <£9,999 to £10,000+**
- 2. a fair membership subscription scale is an important recruitment tool for those at the lower end of the salary scales, especially those on minimum wages**
- 3. those at the lower end of the scales are often of a younger demographic, quite often harder to reach yet represent the future of UCU**
- 4. free 'student membership' is a useful recruitment tool for PGR students (potential future 'full' UCU members)**
- 5. confusion among students who teach and are eligible to join as paying members, and over voting rights ('student members' cannot currently vote in union elections).**

Congress recognises:

- a. subscription fees are a major income stream for UCU and its operations**
- b. the importance of balancing income with recruitment, especially earlier career members who are typically paid less**
- c. the reality of precarious work and difficulties recruiting younger staff, those on lower salaries and casualised staff.**

Congress resolves to:

- i. examine further our subscription levels for those in lower income brackets to ensure membership is genuinely affordable for all, and that subs are proportionate to income**

ii. instruct the NEC and SFC to work on these issues as matters of urgency in their consideration of membership and subscription matters and introduce changes at the earliest opportunity within rule.

8.3 Motion 26, *Subscription rates and low ARPS membership density*, was moved by Sunil Banga of Lancaster University on behalf of the Academic Related, Professional Staff Committee.

Motion 26 was **CARRIED**:

Congress notes:

- 1. the ever-increasing cost of living**
- 2. the real-terms pay cuts ARPS members are facing year on year**
- 3. the lack of career progression opportunities and absence of a promotion process**
- 4. that the current subscription rates discourage some new ARP staff from joining UCU, which might explain low membership numbers of academic related, professional staff in some branches.**

Congress calls on the NEC to:

- a. collate information about ARPS membership density in all branches**
- b. collate information about ARPS pay**
- c. investigate new subscription rate structures, for example a discounted rate for the first year of membership**
- d. choose a model that is believed to encourage new ARPS to join UCU**
- e. bring proposals for the new subscription rate structure to Congress 2018 for discussion and ratification.**

8.4 Motion 27, *Union merger*, was moved by Justin Wynne of Sussex Coast College Hastings on behalf of the South East Regional Committee. Douglas Chalmers and Jimmy Donaghey, both of the NEC, and Ken Childerhouse of the South East retired members' branch spoke in the debate.

A vote on motion 27 needed a count which was **CARRIED** (for: 143, against: 129, abstentions: 16).

Motion 27 was **CARRIED**:

Congress is watching with interest the proposed merger of our sister unions the NUT and ATL. Their message of one strong union for all education is a strong one, and with continued pressure on workload and the further marketisation of education within the HE and research bill and stranglehold on trade unions in the TU act, this Congress calls on the general secretary and NEC to explore the possibility of a further merger with the proposed new union to create one strong, and united voice for workers in the UK education profession.

8.5 Motion 28, *Trade union victimisation*, was moved by Glyn Heath of the University of Salford on behalf of the North West Regional Committee. Christina Paine of the London Regional Committee moved *amendment 28A.1*:

Add at end: 'That the victimisation of reps such as Mark Campbell and David

Hardman at LMU weakens the position of all our activists. That UCU must defend its reps with all the means at the union's disposal especially against the backdrop of new anti-union laws.'

Amendment 28A.2 was moved by Christina Paine of the London Regional Committee on behalf of the Anti-Casualisation Committee:

Add at the end:

'Congress notes that victimisation of UCU members and reps on casualised contracts often goes unrecorded, taking the form of non-renewal of an FTC or not allocating hours to HPLs or ZHC staff.

Congress asks the NEC and branches to ensure that cases of victimisation are reported, including those involving members on casualised contracts, and include the latter in campaigns against victimisation and in anti-casualisation campaigns.'

Bernadette Driscoll (observer) of the London Regional Committee spoke in the debate.

*Amendments 28.1 and 28.2 were **CARRIED**. Motion 28, as amended, was **CARRIED**:*

The University of Salford UCU Branch raised the issue of trade union victimisation at National Congress in 2016 and Congress were almost unanimous in their support for the motion which called for greater protection of trade union safety reps, activists etc.

We call upon the NEC to engage in a vigorous and effective national campaign centred on the number of trade union reps who are currently discriminated against, harassed, made redundant etc.

That the victimisation of reps such as Mark Campbell and David Hardman at LMU weakens the position of all our activists. That UCU must defend its reps with all the means at the unions disposal especially against the backdrop of new anti-union laws.

Congress notes that victimisation of UCU members and reps on casualised contracts often goes unrecorded, taking the form of non-renewal of an FTC or not allocating hours to HPLs or ZHC staff.

Congress asks the NEC and branches to ensure that cases of victimisation are reported, including those involving members on casualised contracts, and include the latter in campaigns against victimisation and in anti-casualisation campaigns.

- 8.6 Motion 29, *TU victimisation and loss of membership*, was moved by Carol Cody of the City of Liverpool College. *Amendment 29A.1* was moved by Michael Mckrell of the NEC:

Insert after fourth paragraph:

'Congress notes that the elected Legal Services Panel have delegated authority from NEC on decision on whether to support individual members''.

Delete:

Point 2. And final paragraph and replace with:

'2. For the NEC to instruct the Panel to have due regard to the importance of

victimisation claims and ensure all possible legal avenues are explored and followed.'

Amendment 29A.2 was moved by Alison Cottell of the University of Surrey:

Add point 3:

'3. For UCU to review its legal support threshold, put members' welfare above financial caution and invest in effective legal representation in all cases affecting members' employment status.'

Pura Ariza of Manchester Metropolitan University and Karen Bruin of NOVUS Prison Education branch spoke in the debate.

Amendment 29A.1 was **LOST**. *Amendment 29A.2* was **CARRIED**. Motion 29, as amended, was **CARRIED**:

The victimisation of a UCU rep has a deleterious effect on branches and membership.

Reps are encouraging members to fight injustices yet when reps are targeted the arguments are obfuscated by the impression that UCU legal does not fight on behalf of its reps.

When members realise that UCU legal cannot support the rep because of perceived weak employment law the members vote with their feet.

If UCU legal is unable to support the case, over perceived weaknesses in evidence, members may lose trust.

Congress resolves:

- 1. for UCU to make provision for a sustained and targeted publicity campaign against colleges and universities on their TU victimisation**
- 2. for UCU to fund a test case on trade union victimisation**
- 3. for UCU to review its legal support threshold, put members' welfare above financial caution and invest in effective legal representation in all cases affecting members' employment status.**

For UCU Legal to accept all cases of trade union victimisation by any legal avenue available.

9 CONGRESS BUSINESS SECTION 1: STRATEGY AND FINANCE (open session) (continued)

- 9.1 Motion 15, *Free movement of labour and impact on women*, was moved by Elane Heffernan (observer, incoming NEC) of Hackney Community College on behalf of the Women Members' Standing Committee.

Motion 15 was **CARRIED**:

Regardless of different positions on the referendum, we are united in defending the rights of our EU colleagues, as part of our commitment towards migrant workers and opposition to points based immigration system.

EU workers in Britain, many of them women workers, face an uncertain future and a government set on using them as a bargaining chip in Brexit negotiations. At the same time university and college workers from non EU countries face increasing difficulty in gaining and maintaining permission to

work or bring family members, which especially affects women.

Conference demands that Theresa May confirm the rights of EU nationals working here to stay.

UCU pledges to defend migrant colleagues' rights.

Conference believes that every university and college should support staff with right to reside or leave to remain applications with advice and financial support where needed.

10 MESSAGE FROM GENERAL SECRETARY OF EDUCATION AND SCIENCE WORKERS' UNION (EGITIM-SEN), TURKEY

Mesut Firat, General Secretary, Education and Science Workers' Union (Egitim-Sen), Turkey addressed Congress via Skype.

Congress responded to the address with a standing ovation.

The President reported that it had not been possible for Mesut Firat to attend Congress as the Turkish government had confiscated his passport.

11 CONGRESS BUSINESS SECTION 1: STRATEGY AND FINANCE (open session) (continued)

- 11.1 Motion 16, *Just Transition*, was moved by Eurig Scandrett of Queen Margaret University on behalf of the UCU Scotland Executive Committee.

Motion 16 was **CARRIED**:

Congress notes and welcomes the agreement of a joint statement between UCU Scotland, the STUC, UNITE, UNISON, PCS, CWU, WWF Scotland, and Friends of the Earth Scotland in support of a Just Transition towards a low-carbon economy which protects the livelihoods of workers in industries affected by the transition. Congress notes the work of UCU members in bringing the statement together; supports a Just Transition; and resolves to work with members affected by a move to a low carbon economy, other trade unions, and environmentalists to ensure that the change from a fossil fuel to low carbon economy is one which is fair and just to all workers employed in those sectors affected.

- 11.2 Motion 17, *Climate change, jobs and airport expansion*, was moved by Peter Murry of the London retired members' branch. Steve Cushion of the London retired members' branch spoke in the debate. Paul Cottrell, National Head of Democratic Services, advised Congress that if passed the status of the motion would be advisory only as it was for the decision of the National Executive Committee to agree motions submitted to TUC Congress.

Motion 17 was **CARRIED**:

We call upon UCU to move the following motion at TUC congress:

To halt climate change we need to leave most of the reserves of carbon fuels in the ground. We need workers to insulate homes and buildings to conserve energy. Workers to build enough renewable power to meet all our energy needs. Workers to maintain the new systems the future of humanity depends on.

The conversion to a sustainable energy policy will provide millions of jobs world-wide as the pamphlet 'One Million Climate Jobs' demonstrates.

We campaign therefore for:

- 1. energy democracy and a rapid transition from fossil fuels**
- 2. stop all airport expansion**
- 3. government funding for green jobs training**
- 4. no fracking**
- 5. promote alternatives to short-haul flights, including publicly owned rail services**
- 6. a genuine commitment to reducing lethal air pollutants**
- 7. a just transition employment strategy to climate jobs and well-paid, skilled, sustainable employment**
- 8. support for improved links between anti-war, refugee and climate campaign movements**
- 9. action against TTIP, CETA and other trade treaties threatening climate justice**
- 10. a Climate Justice Fund funded by wealthy nations and polluting companies.**

11.3 Motion 18, *Air quality*, was moved by Angie Birtill of South Thames College.

Motion 18 was **CARRIED**:

Air pollution in the UK is a public health emergency. Over 40,000 people die each year from the air that they breathe - more than obesity and alcohol combined. A significant cause is carbon pollution arising from work and travel to work. It is an occupational health issue that employers take little responsibility for.

In the FHE sector many workplaces are in high pollution areas. Recent research shows that 43% of colleges in London are in locations that breach legal standards. Congress calls on UCU to:

- 1. campaign for a legal framework that addresses this health emergency**
- 2. promotes a programme of awareness raising for staff and students in the sector**
- 3. provide training and support for UCU environment and health and safety reps to tackle this issue in their workplace and communities**
- 4. work with the Greener Jobs Alliance, the Hazards campaign and other organisations promoting air quality action to deliver these objectives.**

11.4 Motion 19, *Supporting the work of the National Pensioners Convention*, was moved by Paul Russell of the Yorkshire and Humberside retired members' branch and seconded by Norman Jemison of the Northern retired members' branch.

Motion 19 was **CARRIED**:

Congress recognises that:

- 1. many UCU members will face retirement with an unsatisfactory occupational pension and a similarly unsatisfactory state pension**
- 2. they also face retirement in which they may need to rely on a chronically**

underfunded social care system and an underfunded and partly privatised NHS

3. the National Pensioners Convention, to which UCU is affiliated, and which is the only national voice of organised pensioners, campaigns tirelessly for improved pensions, for free social and health care, and many other services used by older people

4. the NPC relies predominantly on affiliation fees from trade unions as income from other sources diminishes.

Congress therefore agrees to ask the NEC to explore, together with the UCU representatives on the NPC Executive Committee, ways in which UCU members could contribute to the NPC, noting that a voluntary annual levy of £1 per head could raise over £100k.

11.5 Motion 20, *Job sharing of elected positions*, was moved by Jenny Prideaux of the NEC and seconded by Joanna de Groot, President Elect. A delegate (no name given) spoke in the debate.

Motion 20 was **CARRIED:**

Congress recognises that:

1. all members have the right to participate in the union at all levels

2. the dual occupancy of elected posts on a 'job-share' basis enables people to take up office who might not otherwise be able to do so

3. joint-officership (eg. branch secretary) already successfully functions at branch level

4. job-share of NEC, national officer and other elected positions would require the consideration of appropriate rule changes and the development of appropriate procedures and protocols.

In the interests of inclusivity and encouraging wider participation, Congress instructs NEC:

to investigate the pros and cons and practicalities involved in introducing dual occupancy within UCU structures. The investigation to include widespread consultation with members, branches, regional and national committees, including the equality committees. NEC to report back to Congress 2018 with any proposals for changes to the union's rules and procedures in the light of the outcome of the investigation/consultation.

11.6 Motion L6, *Supreme Court ruling*, was moved by Elane Heffernan (observer, incoming NEC) of Hackney Community College.

Motion L6 was **CARRIED:**

Congress notes:

The Supreme Court judgement on 24 May 2017 that deductions of strike pay for teachers should be at 1/365 not 1/260 per strike day.

Congress instructs:

NEC to investigate the legality of reclaiming from employers all strike deductions over the preceding 6 years higher than the 1/365.

Joanna de Groot, *President Elect*, was in the chair.

12 CONGRESS BUSINESS SECTION 4: EDUCATION

- 12.1 Julia Charlton, Chair of the Education Committee, moved section 4 of the NEC's report to Congress, business of the Education Committee.
- 12.2 Motion 35 was moved by Julia Charlton of the NEC.

Motion 35 was **CARRIED**:

Congress commends progress made by the Education Committee during 2016/17 in four key areas:

- 1. Proposals for a fairer post-qualifications admissions system**
- 2. Research into the transformational impact of FE which has become the brilliant 'FE Transforms' campaign**
- 3. A major comparative survey of staff's views on academic freedom**
- 4. A clear policy response to government legislation, including HE and Research Bill**

Congress believes that while policy development is important, engagement with members and stakeholders is equally vital, congratulates the Committee on its successful 2017 Cradle to Grave conference and supports the Committee's efforts to generalise its impact through local policy events.

In 2017/18, Congress asks the Committee to look at how universities and colleges support refugees; enable branches to localise the FE Transforms campaign; provide an effective critique of TEF and REF; produce the policy foundation for a campaign in support of Additional Learning Support funding.

- 12.3 There was no mover for motion 36, *Government education policy - Institutes of Technology*, submitted by Activate Learning (City of Oxford College), and the motion FELL.
- 12.4 Motion 37, *Apprenticeship Reforms*, was moved by Peter Monaghan of Cambridge Regional College on behalf of the Eastern and Home Counties Regional Committee. *Amendment 37A.1* was moved by Kamie Kitmitto of the University of Manchester on behalf of the Academic Related, Professional Staff Committee:
- Add at the end of point 2.: 'As part of this advice, ensure apprenticeships, particularly for academic related professional staff, feed into genuine and appropriately graded progression pathways.'

Amendment 37A.1 was **CARRIED**. Motion 37, as amended, was **CARRIED**:

Congress recognises that all political parties are supportive of increasing and expanding apprenticeships both in FE and also in HE with Degree Apprenticeships. From April this year reforms have been introduced that will have an effect on funding of these apprenticeships with the Apprenticeship Levy and at the same time changes to curriculum content is also being phased in from traditional "frameworks" to new 'standards'. Both initiatives give employers a greater influence over the development of apprenticeships then currently exists.

Congress asks for the following actions:

- 1. Research and develop a briefing paper on Apprenticeships in all**

sectors that includes what UCU thinks a quality apprenticeship should look like.

2. Give clear and detailed advice to branches on negotiating and organising around apprenticeship provision. As part of this advice, ensure apprenticeships, particularly for academic related professional staff, feed into genuine and appropriately graded progression pathways.

3. Nationally campaign to recruit and support staff working in apprenticeships who are very often expected to teach on non-lecturing contracts etc. often off-site and invisible.

12.5 Motion 38, *Marking*, was moved by Justin Wynne of Sussex Coast College Hastings on behalf of the South East Regional College. Mike Barton of Redbridge College spoke in the debate.

Motion 38 was **CARRIED**:

Congress:

1. recognises the negative role of marking in speeding up, standardising and rendering less autonomous the process of teaching;

2. deplores what systems like NSS have done to deform relationships between students and tutors;

3. notes the ways in which a hollowed-out model of feedback has become politicised as an instrument with which institutions discipline tutor relationships with students;

4. affirms the importance to learning of well-designed, rigorous, timely and constructive feedback but commits to resist the model of feedback which turns marking into an alienating business for 'satisfying' students as consumers;

5. commits to:

a. protecting 'turnaround time' as a measure of time determined by tutors not by centralised systems or league tables;

b. working with NUS to promote a participatory model of marking and feedback which recognises the rights of staff;

c. work at local/Regional level to combat reductions in 'turnaround' time not accompanied by a corresponding reduction in marking load.

12.6 Motion 39, *Education and training of workers in adult social care*, was moved by Samuel Eccleston of the Eastern and Home Counties retired members' branch.

Motion 39 was **CARRIED**:

Finally there seems to be a wider recognition of the inadequate provision of adult social care and that a proper service is vital to the efficient functioning of a comprehensive national health service.

However, despite surveys showing that many care workers feel that they have not been trained for the tasks they are asked to undertake, education and training of workers has not featured in the public debate.

A bewildering array of qualifications already exists but it is not clear who has been charged with ensuring that workers have access to appropriate courses

and are required to gain the consequent qualifications.

Congress calls on UCU to investigate this situation, preferably in concert with Unison and any other interested unions, with a view to establishing a nationally recognised and required framework of initial qualifications and continuing professional development.

- 12.7 Motion 40, *Academic freedom*, was moved by Allister MacTaggart of Chesterfield College on behalf of the East Midlands Regional Committee and seconded by Julia Charlton of the NEC.

Amendment 40A.1 was moved by Vicky Blake of the NEC on behalf of the Academic Related, Professional Staff Committee:

Add in point 1. after 'academics' – 'and academic related professional staff'.

Amendment 40A.2 was moved by Michael Carley of the University of Bath:

In second paragraph, replace 'wording of this amendment' with 'rule change'. Delete 'the Academics for Academic Freedom (AFAF) principles of Academic Freedom' and replace with 'the following principles'.

In point 1., delete ', both inside and outside the classroom, have unrestricted liberty' and replace with 'should be free within the law'

In point 2., delete text after 'that' and replace with 'employers have no right to curb the free speech of their staff, academic or otherwise, whether on political or commercial grounds, or to penalize them for the honest expression of a point of view.'

Sean Wallis of the NEC spoke in the debate.

Amendments 40A.1 and 40A.2 were **CARRIED**. Motion 40, as amended, was **CARRIED**:

Congress instructs the NEC to bring to Congress in 2018 a statement in defence of Academic Freedom as an addition to UCU Rules Section 2 'Aims and Objects'.

In reflecting on the rule change the NEC will consider the following principles:

- 1. that academics, and academic related professional staff, should be free within the law to question and test received wisdom and to put forward controversial and unpopular opinions, whether or not these are deemed offensive, and**
- 2. that employers have no right to curb the free speech of their staff, academic or otherwise, whether on political or commercial grounds, or to penalize them for the honest expression of a point of view.**

- 12.8 Motion 41 and *amendment 41A.1* were moved by Paul Errington of the NEC.

Delete point 2 and replace with:

'challenge, and support members who challenge, fake news and deliberate distortion of evidence.'

Sam Morecroft of the University of Sheffield spoke in the debate.

Amendment 41A.1 was **CARRIED**. Motion 41, as amended, was **CARRIED**:

Congress notes with concern the worrying trend towards post-truth political narratives and believes that UCU has a unique responsibility to stand up for evidence, enquiry and the truth. Congress also recognises that the Karran report commissioned by the Education Committee raises serious questions about the level of protection for academic freedom within universities and colleges and calls upon the Committee to:

- 1. instigate, alongside ROCC, a major campaign on academic freedom in the UK, focusing on the key issues of autonomy about what to teach or research, security of employment and academic governance;**
- 2. challenge, and support members who challenge, fake news and deliberate distortion of evidence;**
- 3. engage with the wider public on the importance of evidence, expertise and truth as the foundations upon which a civilised society is built.**

12.9 Motions 42 and 43 on *Prevent* were taken in the same debate. Motion 42 was moved by Allister MacTaggart of Chesterfield College and seconded by Dave Muritu of the NEC. Motion 43 was moved by Chris Cocking of the University of Brighton and seconded by Mark Abel of the South East Regional Committee.

Motion 42 was **CARRIED**:

Congress notes that:

- 1. The statutory duty imposed on schools, colleges and universities has been widely discredited across a broad range of opinion, including the Muslim community, education and student unions, legal specialists and even within law enforcement agencies.**
- 2. The government's refusal to repeal this legislation or conduct an independent public enquiry.**

Congress believes that:

- a. The Prevent narrative in colleges and universities is fuelling the climate of Islamophobia and anti-Muslim hate crime and feeding into the general climate of racism against minorities, including migrants and refugees.**

Congress resolves to:

- i. Call for and campaign for withdrawal of the Prevent statutory duty.**
- ii. Support members boycotting Prevent where there's a clear breach of equality and anti-discrimination duties.**
- iii. Encourage branches to order the Stand Up to Racism pamphlet: 'Prevent: Why We should Dissent' (with contributions from UCU NEC, NUT NEC, NUS, Michael Mansfield QC and Muslim Engagement and Development).**

Motion 43 was **CARRIED**:

Congress notes the rapidity and extent of the reach of Prevent into College and University Campuses.

It notes and deplores the way College and University leaders have engaged with their duty to implement Prevent.

Congress notes further the difficulty staff have in discussing Prevent at

work. The restrictions on external speakers in HE, for example, the duty to demonstrate 'British Values' in FE, have contributed to a context of increasing surveillance, fear and intolerance. These are racialized structures: they have a heavier impact by far on our Muslim colleagues and students even as they also hold the potential to impact other forms of identity and activity in HE and FE.

Congress commits UCU to redouble its efforts to defeat Prevent in education, and to do this by finding ways to publicly articulate our core values of equality, diversity, academic freedom and debate as central to post-16 education.

- 12.10 Motion L7, *Stop the Climate of Fear, No troops on Campus*, was moved by Margot Hill of the NEC and seconded by Mark Dunkerley of Bradford College. Ashley Tiffen of the University of Cumbria and Abelardo Clariana-Piga of the Southern Regional Committee spoke in the debate.

Motion L7 was **CARRIED**:

The Government's decision to raise the terror threat to critical has seen increased deployment of armed police and military on our streets and on our campuses. We are concerned that there is a danger that this could prove counter-productive.

Congress recognises that the deployment of armed police and troops and the Government threat to extend the prevent agenda will further divide our communities and lead to a climate of fear.

Congress opposed the deployment of armed police or troops on campus and any extension of the prevent agenda and resolves to make this position clear to Government.

- 12.11 Martin Ralph of the University of Liverpool read out a statement in support of the cleaners on strike at LSE and thanked Congress for agreeing to a collection for the strikers' hardship fund.

- 12.12 Motion 44, *Anti-racist education*, was moved by Martin Ralph of the University of Liverpool and seconded by Richard McEwan of the London Regional Committee. Will Podmore of the Central Group HE spoke in the debate.

Motion 44 was **CARRIED**:

Congress notes that the election of Donald Trump, the rise in support for the European far right and the poisonous debate (from both official "Leave" and "Remain" campaigns) during the EU referendum have led to a spike in hate crime in the UK and fear of the growth of racist and fascist movements.

With 'fake news' dominating the dialogue around the question of immigration it is vital that as teachers we combat the myths being peddled by politicians and the media.

Congress believes that:

- 1. The use of Prevent on our campuses is at the centre of demonising Muslim students and the wider Muslim community.**
- 2. UCU members have to be pro-active in opposing Prevent and combating racist ideas on the campuses and in the colleges.**

Congress instructs:

a. the NEC to organise a national conference on anti-racist education and to encourage UCU regions and branches to develop a strategy to develop an anti-racist curriculum.

12.13 Motion 45, *Decolonise kyriarchal education by resourcing collaboration to Liberate The Curriculum*, was moved by Dave Muritu of the NEC on behalf of the Black Members' Standing Committee. Congress approved a request made through the chair that Nathaniel Adam Tobias Coleman (observer, Black Members' Standing Committee) be permitted to speak in the debate. Emma-Jane Phillips proposed remission of motion 45. Sam Morecroft of the University of Sheffield asked a question about resourcing the action called for in the motion. Dave Muritu of the NEC responded.

A vote on remission of motion 45 needed a count which was **LOST** (for: 101, against: 125, abstentions: 7).

Motion 45 was **CARRIED**:

Conference notes that:

1. Kyriarchy, as defined by Elisabeth Schüssler Fiorenza, is 'a complex pyramidal system of intersecting multiplicative social structures of superordination and subordination, of ruling and oppression'.

2. In supposedly "post"-colonial education, the legacy of the British Empire is colonial kyriarchy: perspectives from the peak of this colonial pyramid are promoted, as if they set a universal standard.

3. This structural propping-up of these minority perspectives unjustly determines what:

- **research is funded,**
- **curricula are taught, and**
- **assessments are made, in recruiting, retaining, and progressing both students and staff.**

Conference further notes that:

a. 'Liberate The Curriculum' aims to empower students with tools to decolonise kyriarchal education.

b. It does this by amplifying local decolonial campaigns—such as 'Why Is My Curriculum White?', 'Rhodes Must Fall', 'Decolonising SOAS'— spreading their good practice nationally.

Conference resolves to resource local branches to work strategically with (decolonial groups within) local student unions to 'Liberate The Curriculum'.

12.14 Congress **ADOPTED** section 4 of the NEC's report, business of the Education Committee.

12.15 Blaise Nkwenti-Azeh of the University of Manchester raised a point of order and moved that motion 30 now be taken. The chair responded that motion 30 would be taken on 29 May. Alan Barker, Chair, Congress Business Committee, clarified that any delegate could propose any motion.

12.16 A mass photo in support of 'I'm standing up to racism in the general election' was

taken.

THIRD SESSION OF CONGRESS, MONDAY MORNING, 29 MAY

13 INDRO SEN, COLLEGE OF NORTH WEST LONDON

Indro Sen from the College of North West London addressed Congress.

14 REPORT OF THE CONGRESS BUSINESS COMMITTEE

Alan Barker, Chair of the Congress Business Committee, moved the fifth report of the Congress Business Committee. Jenny Prideaux of the NEC moved that motion L9 should not be ordered onto the agenda. The chair of the Congress Business Committee responded. A vote on the ordering of motion L9 needed a count which was **CARRIED** (for: 122, against: 50). The fifth report of the Congress Business Committee was **ADOPTED**.

15 CONGRESS BUSINESS SECTION 1: STRATEGY AND FINANCE (private session)(continued)

- 15.1 Motion 30, *UCU legal support for race equality cases*, was moved by Kamie Kitmitto of the University of Manchester and seconded by Glyn Heath of the University of Salford. *Amendment 30A.1* was moved by Michael McKrell of the NEC:

Point 3.: delete all after 'notes' and replace with:

'the fact that UCU has not supported some race discrimination cases because race discrimination cases can be difficult to prove, and hence expensive to challenge.'

Point 4.:

after 'exploiting' insert 'this'; delete from 'the fact' to 'incidents'; after 'implications' insert 'to claimants and UCU'. (Point 4 to read: 'Congress believes that universities are exploiting this because of the financial implications to claimants and UCU arising from unsuccessful litigation.')

Point 5.: delete from 'put members' to 'invest in'; before 'effective' insert 'and ensure'.

Jim Thakoordin of the Eastern and Home Counties Regional Committee spoke in the debate.

Amendment 30A.1 was **CARRIED**. Motion 30, as amended, was **CARRIED**:

- 1. Congress welcomes the recent UCU efforts to progress the race equality agenda in our workplaces, particularly, the Day of Action against Workplace Racism. However, more needs to be done in practical terms to challenge racism in the form of legal support for Black members facing discrimination.**
- 2. It is becoming apparent that employers in the sector are using in-house legal teams to thwart grievances and disciplinary cases relating to alleged race discrimination.**
- 3. Congress notes the fact that UCU has not supported some race discrimination cases because race discrimination cases can be difficult to prove, and hence expensive to challenge.**
- 4. Congress believes that universities are exploiting this because of the financial implications to claimants and UCU arising from unsuccessful**

litigation.

5. Congress calls on UCU to review its legal support threshold, and ensure effective legal representation in race equality cases.

15.2 Congress **ADOPTED** section 1 of the NEC's report, business of the Strategy and Finance Committee.

16 CONGRESS BUSINESS SECTION 3: RULE CHANGES (private session)

16.1 Motion 31, *Embedding equalities Congress motions*, was moved by Michael Carley of the University of Bath on behalf of the South West Regional Committee.

Motion 31 was **CARRIED**:

Amend standing order 49 in list following 'Congress Business Committee shall determine its recommendations on:' to add:

'ix the addition of an amendment to include all appropriate protected characteristics in the categories covered by a motion.'

16.2 Motion 32, *Local branch/association rules*, was moved by Douglas Chalmers of the NEC. *Amendment 32A.1* was moved by Sean Wallis of the NEC on behalf of the London Regional Committee:

In the first sentence of the new 12.6, add at the end 'or varied by Rules motions to subsequent Congresses.'

In the second sentence, replace the words 'the rules in Schedule D' with 'these Model Local Rules'.

Delete final sentence referring to Schedule D.

Mark Wilson of Cardiff and Vale College and Lesley Kane of the Open University spoke in the debate.

Amendment 32A.1 was **CARRIED**. Motion 32, as amended, was **CARRIED**:

In Rule 12.6, delete final sentence and replace with:

'Branches/local associations shall by 1 December 2017 adopt their own rules which shall be consistent with the Model Local Rules agreed by Congress 2016 or varied by rules motions to subsequent Congresses. Thereafter these Model Local Rules will be deemed to have been adopted by all remaining branches/local associations as their local rules.'

Delete final sentence referring to Schedule D.

The General Secretary responded to a question raised in the.

16.3 Motion 33, *Qualifying period*, was moved by Liz Lawrence, Immediate Past President, on behalf of the NEC. *Amendment 33A.1* was moved by Vicky Blake of the NEC on behalf of the Anti-Casualisation Committee:

After '6 months', replace full stop with comma, and add at end:

'unless a pattern of casualised work in the post-16 education sector can be proven within the preceding 24 months.'

Amendment 33A.1 was **CARRIED**. Motion 33, as amended, was **CARRIED**.

In rule 4.1, delete '12 months' and substitute '6 months', unless a pattern of casualised work in the post-16 education sector can be proven within the preceding 24 months.'

16.4 Motion 34, *New political fund rules*, was moved by Simon Bruce-Jones of the NEC.

Motion 34 was **CARRIED**:

Delete Rule 2.6 and replace with:

'To pursue political objects in accordance with the relevant legislation as set out in Schedule C to these rules.'

Delete Rule 38 and replace with new Schedule C which can be found as appendix 2 in the Congress agenda.

Congress moved into open session.

17 CONGRESS BUSINESS SECTION 5: EQUALITY

17.1 Motion 46, *Defending the equality agenda*, was moved by Dave Muritu, Chair of the Equality Committee, on behalf of the NEC. *Amendment 46A.1* was moved by Elaine White of the NEC on behalf of the Women Members' Standing Committee:

After fourth paragraph, insert new paragraph:

Congress particularly condemns the call by UKIP to ban the burka because we believe that it will lead to an increase in hate crime. Congress also condemns the racist misogynist call from UKIP to subject girls to invasive medical surveillance under the claim of reducing FGM. The French 'burkini' ban last summer showed how this demonised the Muslim community and women have the right to wear what they wish without state interference.

Remission of motion 46 was proposed by a delegate (no name given). Marion Hersh of the NEC raised a point of order and proposed a drafting amendment to the motion: to replace 'Islamophobia' with 'anti-muslim racism'. The chair responded to the proposal. Anita McGowan of Croydon College spoke in the debate. Chris Whyley of the NEC asked a question and the chair responded.

A vote on remission of motion 46 needed a count which was **LOST** (for: 73, against: 112; abstentions: 4).

A delegate (no name given) proposed the motion be taken in parts: that a decision be taken on the exclusion of the following words from the first paragraph: 'and propagate racism, sexism, anti-Semitism, Islamophobia and discrimination against disabled and LGBT+ people' and then the remainder of the motion.

Amendment 46A.1 was **CARRIED**. The amendment from the floor to delete from the first paragraph 'and propagate ... LGBT+ people' was **CARRIED**. Motion 46, as amended, was **CARRIED**:

Congress condemns the rise of authoritarian populism and of politicians and parties who attack equal rights.

Congress affirms UCU's commitment to defending all aspects of the equality agenda and the rights of refugees and migrants.

Congress supports the professional work of UCU members who in their teaching, research and other duties promote equality, diversity, inclusion

and widening participation.

Congress congratulates all those who have protested against Trump and other hate-mongers. It calls on UCU members to participate in relevant campaigns and protests in defence of equal rights and against the politics of hate.

Congress particularly condemns the call by UKIP to ban the burka because we believe that it will lead to an increase in hate crime. Congress also condemns the racist misogynist call from UKIP to subject girls to invasive medical surveillance under the claim of reducing FGM. The French 'burkini' ban last summer showed how this demonised the Muslim community and women have the right to wear what they wish without state interference.

Congress calls on the government to cancel the proposed state visit of President Trump.

A delegate (no name given) and Michael Carley of the University of Bath raised points of order. The chair responded.

The chair called for the mover of motion 47.

Safia Flissi of South and City College Birmingham challenged the chair which was seconded formally.

Joanna de Groot, President Elect, was in the chair.

Safia Flissi of South and City College Birmingham spoke to the challenge to the chair. Liz Lawrence, Immediate Past President, spoke against the challenge to the chair. Rob Goodfellow, President, responded.

On a vote, the challenge to the chair was **LOST**.

Rob Goodfellow, President, was in the chair.

17.2 Motion 47, *Enforcing the DDA*, was moved by Kate Clayton of the West Midlands retired members' branch. Sharon Sweeney of the University of Dundee proposed remission of motion 47. Marion Hersh of the NEC and Paul Lunn (observer, Coventry University) spoke in the debate.

Motion 47 was **REMITTED**:

Today in Britain, 22 years after the DDA, disabled people still experience humiliation on public transport, when there are no accessible toilets on trains, no announcements on buses and taxis refuse to carry them.

They feel despair as their benefits and care budgets are cut and the work assessment process is prejudiced against them.

People with sensory impairments face constant discrimination when they cannot access information, at colleges and universities, at work, in the high street.

Individuals with mental health issues or learning difficulties are demonised or handed over to the Police to be dealt with. Language is changing, the Government now talks about being "really disabled".

Congress calls on the NEC and the Equality Unit, now that surveys, campaigns and supporting literature are in place, to focus on enforcement of the legislation, with politicians, the TUC, employers and service providers and report back at Congress 2018.

Joanna de Groot, President Elect, was in the chair.

- 17.3 Motion 48, *The disability pay gap*, was moved by Emma-Jane Phillips of the NEC on behalf of the Disabled Members' Standing Committee.

Motion 48 was **CARRIED**:

This Congress welcomes the priority of gender pay by national UCU and the move towards local claims. The pay penalty for disabled people remains perniciously high. According to the EHRC's 'How Fair is Britain' disabled men experience a pay gap of 11% compared with non-disabled men, while the gap between disabled women and non-disabled women is double this at 22%. Disabled women experience a 31% pay penalty compared to non-disabled men.

Disabled people may also have higher living costs related to their disability. Analysis of the situation in HE and FE is challenging due to the reluctance of members to disclose a disability due to discrimination and prejudice.

Congress calls upon UCU to:

- 1. run a confidence in disclosure campaign and disseminate resources**
- 2. request data from employers on disabled workers pay through equal pay audits**
- 3. identify actions for branches to assist in the eradication of the disability pay gap.**

- 17.4 Motion 49, *Defending the right of life affirming education for all*, was moved by Dave Muritu on behalf of the Disabled Members Standing Committee. Congress approved a request through the chair that Elane Heffernan (observer, incoming NEC) of Hackney Community College be permitted to speak in the debate.

Motion 49 was **CARRIED**:

Congress believes that recent developments in FE and the split between academic and technical education enshrined in the Green Paper threaten the participation of disabled students.

GCSEs requirements and funding rules requiring progression, have encouraged many principals of merged FE colleges to weed out those who they perceive may hold down success rates and require expensive ALS.

Disabled staff are threatened by reorganisation redundancies. DSA cuts damage participation in HE. Disabled people's participation in apprenticeships is 50% of that in traditional FE.

Congress reaffirms the right of disabled people to generalised FE, to HE and insists upon the right to inclusion in apprenticeship/skills training.

Congress instructs NEC to:

- 1. highlight impact of Tory post-16 education policy on people with impairment**
- 2. work with disabled organisations & other unions in campaigning for sufficient resources for Reasonable Adjustments in apprenticeships, ALS and DSA**
- 3. call a national day of action in 2017.**

Rob Goodfellow, President, was in the chair.

17.5 Motion 50, *Women's value in the workplace*, was moved by Christina Paine of the London Regional Committee on behalf of the Women Members' Standing Committee.

Amendment 50A.1 was moved by Sue Abbott, of the NEC on behalf of the Women Members' Standing Committee and was seconded by Emma Nagouse of the University of Sheffield:

Add after point 4:

In particular Congress agrees to:

- a. work with other campus trade unions and NUS on the theme 'sexual harassment is a trade union issue', including meetings and high profile publicity
- b. launch regional UCU women's networks to address this and other gender equality issues
- c. ensure gender equality is a standing item on regional and branch committees.

Amendment 50A.1 was **CARRIED**. Motion 50, as amended, was **CARRIED**:

Women's work and contribution to society is valued less than men's. This creates pay inequality; blocked progression and aspirations; poor maternity rights, lack of affordable childcare to support work/life balance; and precarious contracts. UCU's guidance on sexual harassment and domestic abuse showed the effects of both on women at work. In the Trump era equality and value are under threat from an increasingly aggressive male extremism. For black women this is exacerbated further. We need a collective voice to say no to discrimination.

Congress calls for:

- 1. a national campaign to ensure these intersecting issues are at the forefront of UCU's work**
- 2. UCU to campaign about the lack of access to the tribunal system**
- 3. UCU to publicise guidance on domestic violence and sexual harassment through branches and ensure the Istanbul convention is recognised in workplaces**
- 4. the Rate for the Job website to include women's career progression and casualisation.**

In particular Congress agrees to:

- a. work with other campus trade unions and NUS on the theme 'sexual harassment is a trade union issue', including meetings and high profile publicity**
- b. launch regional UCU women's networks to address this and other gender equality issues**
- c. ensure gender equality is a standing item on regional and branch committees.**

17.6 Dave Muritu, Chair of the Equality Committee, moved section 6 of the NEC's report, business of the Equality Committee, which was **ADOPTED** by Congress.

17.7 Motion L9, *A commission: making it democratic*, was moved by Jo McNeill of the NEC

and seconded by Liz Lawrence, Immediate Past President. Angela Roger, Honorary Treasurer, provided a point of information on the costing of the motion. Catherine Pope of the University of Southampton, and Sean Vernell and Amanda Williams, both of the NEC, spoke in the debate.

Motion L9 was **CARRIED**:

Congress notes:

1. **the General Secretary's announcement that she wishes to launch a commission into industrial action and bargaining strategies.**

Congress resolves:

- a. **that the membership of that commission must be elected by and from this annual Congress and must be made up of lay members from all the devolved nations and regions**
- b. **regional committees, devolved nations and branches must be strongly encouraged to organise specific meetings to discuss the issues that are to be discussed by the commission**
- c. **the commission to draw up recommendations to put to a one day special Congress to discuss industrial bargaining and action strategies**
- d. **the Congress should be made up of cross sector and sector sessions.**

Iain Banks of the University of Glasgow asked a question about election of the Commission. Liz Lawrence, Immediate Past President, responded with a point of information and the chair also responded.

18 CONGRESS BUSINESS SECTION 6: RECRUITMENT, ORGANISING and CAMPAIGNING

- 18.1 Motion 62, *Key issues in 2017/18*, was moved by Jenny Prideaux, Chair of the Recruitment, Organising and Campaigning Committee on behalf of the NEC. *Amendment 62A.1* was moved by Sean Wallis of the NEC:

At the end of the motion, add

'In furtherance of these objectives after the general election, Congress resolves to propose a National Demonstration in Defence of Education, inviting other education unions, NUS, and campaign groups such as Action for ESOL and the HE Convention, to participate.'

Douglas Chalmers of the NEC spoke in the debate.

Amendment 62A.1 was **CARRIED**. Motion 62, as amended, was **CARRIED**:

Congress notes progress made in 2016/17 with the following priority campaigns: in support of EU nationals and international colleagues; working with NUS on Prevent, boycott of NSS, refugee issues and the successful national demonstration; highlighting the transformative impact of FE, opposing the disastrous HE Bill; standing up for fair pay and transparency; working alongside the ACC and BMSC against casualisation and workplace racism; and supporting branches in dispute.

Congress welcomes the high profile of UCU in standing up for education and those who work in it and instructs the Committee to continue to focus its energy and resources on these key issues in 2017/18.

In furtherance of these objectives after the general election, Congress resolves to propose a National Demonstration in Defence of Education, inviting other education unions, NUS, and campaign groups such as Action for ESOL and the HE Convention, to participate.

18.2 Motion 63, *Staff subsidising employers*, was moved by Kate Servant of the Open University.

Motion was 63 was **CARRIED**:

Congress notes that:

- 1. there have been complaints from members who have had difficulty claiming legitimate expenses from their employers and have ended up out of pocket in some cases**
- 2. that some institutions do not provide clear information to staff about expense rates, how to claim, or about maximum amounts that can be claimed for certain things (eg. overnight accommodation)**
- 3. that some members have ended up paying for equipment that they have been assessed as needing as a reasonable adjustment.**

Congress asks the NEC to contact branches with guidance on employers' obligations, negotiating advice, and asks branches to press employers to provide clear, up to date, and easy to access information on institution web sites including expense rates, how to claim, and maximum amounts.

18.3 Motion 64, *Bilingualism of documentation for use in Wales*, was moved by John James of Coleg Gwent Newport on behalf of Wales Congress and seconded by Josh Robinson of Cardiff University.

Motion 64 was **CARRIED**:

The Welsh Language (Wales) Measure 2011, gave the Welsh Language official status in Wales. The Welsh language's official status has a legal effect, which means that Welsh should be treated no less favourably than the English language in Wales.

Public bodies in Wales, which include FE and HE institutions, must comply with the standards set out in the measure and as such the use of English language only posters and leaflets on their premises is no longer acceptable.

The union must be able to use appropriate materials to recruit, inform and publicise the union to both members and non-members.

Congress calls on UCU head office to recognise this requirement and to produce all written materials bilingually for distribution in Wales.

18.4 Motion 65, *Union learning and training*, was moved by Marion Hersh of the NEC on behalf of the University of Glasgow.

Amendment 65A.1 was moved by Elaine White of the NEC on behalf of the Anti-Casualisation Committee:

In first paragraph: after 'more flexible', add 'and accessible,'; after 'different ways,' add 'or who face additional difficulty in accessing training (e.g. obtaining paid time for training, accessing training venues).'

Point 1, add at end: 'recognising that discrimination is often on multiple, intersecting fronts.'

Add new point 4: 'Ensure all training recognises that casualisation is both a factor in and tool of discrimination and includes practical approaches for activists and branches to build the fight against this.'

Add new point 5: 'Provide tangible, practical help for staff on casualised contracts to obtain paid time for union learning and training.'

John James of Coleg Gwent Newport proposed remission of the following words in point 2 of the motion: 'including online, as well as face to face'. Marion Hersh of the NEC responded on behalf of the University of Glasgow.

Amendment 65A.1 was **CARRIED**. The remission of 'including online, as well as face to face' proposed from the floor was **CARRIED**. Motion 65, as amended, was **CARRIED**:

This meeting recognises the importance of union learning and properly trained reps, but notes that current learning and training opportunities could be more flexible and accessible, and support members who learn best in different ways or who face additional difficulty in accessing training (e.g. obtaining paid time for training, accessing training venues).

This meeting requests that UCU NEC:

- 1. step up the recruitment of union learning reps, with a particular focus on women, disabled, black and LGBT+ members recognising that discrimination is often on multiple, intersecting fronts.**
- 2. investigate and implement more flexible ways of providing union learning and training.**
- 3. investigate and implement ways of providing accreditation for experience as well as training, particularly in the case of established activists who have gained experience at a time when little training was on offer.**
- 4. ensure all training recognises that casualisation is both a factor in and tool of discrimination and includes practical approaches for activists and branches to build the fight against this.**
- 5. provide tangible, practical help for staff on casualised contracts to obtain paid time for union learning and training.**

18.5 Motion 66, *Support for newly joined members*, was moved by Michael Carley of the University of Bath:

Motion 66 was **CARRIED**:

Congress instructs NEC to develop proposals for a consistent set of rules covering newly-joined members who approach the union for support, in particular after the start of disciplinary or other management process. At present, there is no framework for branch officers to decide on whether, to support such members. The only rule covering support for members with

reference to length of membership is the rule on qualifying period for access to legal scheme.

Any proposed framework should consider:

1. whether the member has been in the union for a short period because they are in their first job in the sector
2. whether they have joined only after management action against them
3. any previous membership in another trade union before entering the sector
4. whether they are lapsed members of UCU.

Guidance should be issued in the form of a policy which branch officers can apply to new personal cases.

- 18.6 Motion 67, *Developing the national anti-casualisation campaign*, was moved by Amy Jowett of the NEC on behalf of the Anti-Casualisation Committee.

Motion 67 was **CARRIED**:

Congress recognises the importance of the national anti-casualisation campaign and celebrates its successes. Congress also notes that the campaign needs to reach out to more branches in supporting them to fight the use of casual contracts in their work places.

This meeting welcomes the promise of £1 million to support the campaign from the General Secretary and hopes the money can be put to good use as quickly as possible.

Congress requests that relevant officers:

1. begin plans for an anti-casualisation road show that will visit as many areas of the country as possible
2. support the development and roll-out of the anti-casualisation branch pledge which branches can publicly sign up to, committing to improving contracts for casually employed staff
3. ensure that anti-casualisation is at the heart of all our union's activities.

- 18.7 Motion 68, *Back door zero-hours contracts*, was moved by Christina Paine of the London Regional Committee on behalf of London Metropolitan University, City branch.

Motion 68 was **CARRIED**:

Congress congratulates all those activists who have campaigned over years to expose the unfairness of zero-hour contracts. It welcomes UCU's negotiating efforts to end these contracts and replace them with contracts with guaranteed hours.

Congress notes that some employers, while ostensibly moving away from zero-hours contracts, are trying to bring in zero-hours contracts through the back door by creating new contracts which still do not provide guaranteed hours or pay.

1. Congress calls on branches to be vigilant about the danger of back door zero-hours contracts.

2. It resolves that these contracts do not merit ratification and should be energetically resisted in negotiations and campaigns.

- 18.8 Motion 69, *The future of trade union education*, was moved by Simon Bruce-Jones of the NEC on behalf of Shrewsbury Colleges Group and seconded by John James of Coleg Gwent.

Motion 69 was **CARRIED**:

Congress notes that trade union education faces the twin threats of funding cuts and the decline of classroom based training due to the TUC's move to online learning. Congress agrees that trade union education should be fully funded and multi union and where possible classroom based. Therefore the UCU is instructed:

- 1. to research and prepare a report on the advantages of classroom based training over online training. The final report should be submitted to the appropriate TUC bodies to ensure TUC policy supports the principle of classroom based learning**
- 2. to set up a working group to explore the options for the future funding of trade union education. Including the option of being fully funded by the unions. The working group should involve trade union studies tutors. The agreed final report should be submitted to the TUC for adoption and implementation.**

- 18.9 Motion L3, *Tolpuddle Martyrs Correspondence*, was moved by Michael Carley of the University of Bath on behalf of the South West Regional Committee and remission of paragraph 3 proposed:

Therefore, Congress resolves to donate £200 to the Tolpuddle Martyrs Museum to support the purchase of the Vicar of Tolpuddle's correspondence.

Remission of paragraph 3 was **CARRIED**:

Therefore, Congress resolves to donate £200 to the Tolpuddle Martyrs Museum to support the purchase of the Vicar of Tolpuddle's correspondence.

Motion L3, as amended, was **CARRIED**:

The Tolpuddle Martyrs Museum has recently (18 May) requested support from trade unions for the purchase of letters written by the then Vicar of Tolpuddle concerning the case of the Tolpuddle Martyrs. The vicar betrayed the Martyrs by falsely denying the existence of an agreement on pay, an act for which the vicarage windows suffered just retribution, so he is a central figure in the Martyrs' story.

In the words of the museum 'These letters will add considerably to the discussion around the Martyrs, trade unionism, justice and democracy.' It is estimated that the cost of acquiring the correspondence, and of appropriate security and environmental conditions, will be £5000.

- 18.10 A Justice for Colombia video (Huber Ballesteros) was shown followed by a mass photo in support of 'Truth for Giulio Regeni'.

FOURTH SESSION OF CONGRESS, MONDAY AFTERNOON, 29 MAY

19 The chair announced amounts raised in the following collections:

- Education and Science Workers' Union (Egitim-Sen), Turkey: £659 to be rounded up to £2,000 by UCU;
- LSE cleaners: £437.60.

20 CONGRESS BUSINESS SECTION 6: RECRUITMENT, CAMPAIGNING AND ORGANISING (CONTINUED)

20.1 Motion 70, *Electronic meetings and tele- and video-conferencing*, was moved by Michael Carley of the University of Bath on behalf of the South West Regional Committee.

Motion 70 was **CARRIED**:

Electronic means of conducting meetings are becoming more common, and are especially valuable for regions and nations with widely-scattered branches and poor transport links, and for branches with multiple sites. Given the increasing use of video-conferencing facilities, it is probable that important decisions will be taken at meetings where not all of those present are physically in attendance.

Congress therefore instructs NEC to draw up guidance for the electronic conduct of meetings. This guidance should include, but would not be limited to:

- 1. the definition of a quorum**
- 2. advice for chairs on ensuring full participation, with equitable speaking rights for those physically and virtually present**
- 3. amendments to standing orders, including rules for voting where necessary.**

Guidance should not be excessively prescriptive but is intended to establish a framework for electronic meetings and avoid the risk of a decision being contested because procedures were not clear.

20.2 Motion 71, *Recruiting health & safety reps and right to time off*, was moved formally.

Motion 71 was **CARRIED**:

Health, safety and welfare, including stress, are major and serious issues across the education sector. With expected attacks on our members' conditions, rights and safeguards it is imperative that UCU responds and actively develops H&S reps in each branch with reasonable time off from duties.

Congress supports and actively encourages UCU branches using the Safety Reps and Safety Committee Regulation 1977 to recruit and establish H&S reps in all branches with 'reasonable' remission from duties.

Congress notes that health and safety reps have the right to time off 'as is necessary' to carry out their functions. This is clear under the SRSC regulations 1977.

Congress believes that this time should be in addition to any local facility arrangement. This should be organised so that no undue burden is placed on

the UCU health and safety rep which may hinder them in undertaking inspections, attending meetings and communicating with members.

Congress requests that all branches:

- 1. look to their own arrangements in order to secure the full rights to time off for their health and safety rep**
- 2. ensure the UCU health and safety rep has sufficient facilities to undertake inspections of all premises**
- 3. wherever possible, have at least one UCU health and safety rep per campus**
- 4. ensure all UCU health and safety reps attend training to enable them to carry out their functions.**

20.3 Motion 72, *Work related stress*, was moved by Eurig Scandrett of Queen Margaret University on behalf of UCU Scotland Executive Committee. *Amendment 75A.1* was moved by Justin Wynne of Sussex Coast College Hastings on behalf of the South East Regional Committee:

Add at end:

'Congress also notes statements made regarding workload in FE and HE such as "26% of further and higher education staff work in excess of 50 hours a week during term time; 75% describe their job as stressful; and 46% say their work involves unrealistic time pressures".

Congress agrees it is now time for a concerted effort to reduce this pressure and calls on UCU to bring a national campaign on workload to a head.'

John James of Coleg Gwent Newport spoke in the debate.

Amendment 72A.1 was **CARRIED**. Motion 72, as amended, was **CARRIED**:

UCU recognises the work and commitment of members who have campaigned to ensure university workplaces and practices are not detrimental to physical or mental health. Health and safety is rightly a key priority for our union.

Numerous factors across the sector, including workload, performance management, managerialism, and precarious employment have contributed to growing numbers of colleagues being medically unfit for work due to work-related stress. However, many employers have been slow to tackle work related mental health issues or to identify steps to support safer working.

Congress urges HESA to introduce an annual sector wide survey of all University staff, to include the HSE Management Standards Indicator questionnaire, and that HEIs be required to collect data on work-related stress absences as part of their HESA return. By collectivising the issue UCU can highlight poor practices, support members, and tackle the underlying causes of work-related stress.

Congress also notes statements made regarding workload in FE and HE such as '26% of further and higher education staff work in excess of 50 hours a week during term time; 75% describe their job as stressful; and 46% say their work involves unrealistic time pressures'.

Congress agrees it is now time for a concerted effort to reduce this pressure and calls on UCU to bring a national campaign on workload to a head.

- 20.4 Motion 73, *Retired members*, was moved by Elizabeth Lawrence, Immediate Past President, on behalf of the NEC and seconded by Norman Jemison of the Northern retired members' branch.

Motion 73 was **CARRIED**:

Congress recognises the importance of encouraging all UCU members to continue in membership on retirement, their rights to participate in the work of the union and the valuable contribution that they make to UCU. Congress notes that the current arrangements for the participation and support of retired members have not been reviewed since the formation of UCU and still reflect the traditions of the predecessor unions, eg, half of UCU retired members are in retired member branches with concomitant rights under rule and half are attached to ordinary branches.

In light of this, and the call for a review agreed by Congress 2016 (motion 56), Congress instructs the NEC to carry out a review of the arrangements for the organisation, rights and support of retired members and to bring any proposals to Congress 2018. The review to include consultation with retired member branches, retired members, other branches and regional committees.

- 20.5 Motion 74, *Excessive pay and remuneration for FE and HE leaders*, was moved by Marian Mayer of the Southern Regional Committee.

Motion 74 was **CARRIED**:

Congress notes the excessive increases in pay and remuneration within senior leadership teams in both FE and HE sectors, at a time when real pay for the vast majority of employees has continued to be severely eroded.

Noting the excellent work done by UCU in producing the 'Transparency at the Top?' report, we instruct the NEC to coordinate with other trade unions to mount a sustained campaign to challenge the endemic inequity in pay in every sector of the economy.

- 20.6 Motion 75, *Government Withdrawal of Bursaries for Nurse Training*, was moved by a delegate (no name given) on behalf of the Southern Regional Committee.

Amendment 75A.1 was moved by Paul Errington of the NEC on behalf of Teesside University:

Delete: 'nurse training' in first sentence of second paragraph and replace with 'professional health care training'. Delete second sentence of second paragraph.

Third paragraph, delete text after 'Congress calls on the NEC' and replace with:

'to work with sister unions through the HEJLC and campaign for the re-introduction of bursaries for professional health care training and to produce an impact assessment report investigating the dangers to health education provision and the diminishing applications as a result of the removal of bursaries and to organise a special conference for health educators and health professionals, to discuss and develop strategy for campaigning for its restoration.'

Maureen Harrison of the University of Southampton spoke in the debate.

Amendment 75A.1 was **CARRIED**. Motion 75, as amended, was **CARRIED**:

Congress recognises that the crisis facing the NHS is underpinned by a variety of factors, prominent amongst which is the growing shortfall in trained staff. This shortfall compromises patient safety, creates workplace stress and low morale for existing staff and has led to increased spending on expensive agency staff. Recruitment of NHS health workers from the EU has been badly affected by uncertainties resulting from the government's approach to Brexit.

In such challenging circumstances it makes no sense at all to withdraw training bursaries provided to those undertaking professional health care training. Congress considers that this ill-conceived policy will inevitably lead to fewer applications for nurse training and the shortfall of trained nurses in the NHS becoming much greater.

Congress calls on the NEC to work with sister unions through the HEJLC and campaign for the re-introduction of bursaries for professional health care training and to produce an impact assessment report investigating the dangers to health education provision and the diminishing applications as a result of the removal of bursaries and to organise a special conference for health educators and health professionals, to discuss and develop strategy for campaigning for its restoration.

- 20.7 Motion 76, *Early retirement on a decent pension*, from East Midlands retired members' branch was moved formally.

Motion 76 was **CARRIED**:

Congress notes the pressure to accelerate the rise in State Pension Age and consequently the Normal Pension Age of both USS and TPS pensions which is an easy way to cut the cost of pensions. The government intends that people spend only a third of their life on state pension. However, the Centre for Policy Studies, influential with the government, advocates putting the state pension into 'run-off' and introducing a 'senior citizens' pension', payable from the age of 80. The ONS has shown that whereas life expectancy in UK rises so do years spent in bad health and inability to work.

Congress calls on the UCU in conjunction with other unions, especially in the educational sector, to organise a campaign to lessen the impact of actuarial reduction on pension entitlement and make it easier to achieve retirement with enhancement on the basis of bad health.

- 20.8 Motion 77, *Protection of public open space*, was moved by Ken Childerhouse of the South East retired members' branch.

Motion 77 was **CARRIED**:

UCU recognises that the standard of living of its members depends not only on salaries and pensions but on a wide range of publicly provided and financed services. Many of these make use of public open space. Congress condemns widespread private incursions into public open space, including the selling off of schools/college playing fields. Congress calls on UCU to lobby for the protection and adequate resourcing of these vital, environmentally friendly public assets so beneficial to its members.

- 20.9 Motion 78, *General election*, was moved by Sean Vernell of the NEC on behalf of the London Regional Committee and seconded by Jo McNeill of the NEC. Douglas

Chalmers of the NEC proposed that point 5 of the motion be taken separately. The proposal was **CARRIED**.

Parts 1 - 4 of the motion were **CARRIED**. A vote on part 5 of the motion needed a count which was **CARRIED** (for: 107, against: 79, abstentions: 7).

Motion 78 was **CARRIED**:

Congress believes:

a Tory win in the 8 June general election will be a disaster for workers and public services.

Congress resolves:

- 1. to campaign with a message of defend education, defend workers' rights, no to austerity, racism and war**
- 2. to engage our members around this message through all possible means and to take part in campaigning activities on such themes, particularly with Stand Up To Racism**
- 3. to encourage branches to hold hustings meetings for candidates (except fascists), if possible alongside other unions and student organisations**
- 4. to take part in marches and protests that highlight our areas of concern during the election period—such as marches against the school funding cuts**
- 5. while recognising that our union is not affiliated to any political party, to call in this election for a vote for Labour.**

20.10 John Murphy of Blackburn College proposed that paragraph 7.9, section 5, Recruitment, Organising and Campaigning, of the NEC's report to Congress be remitted to the NEC. Jenny Prideaux, of the NEC and chair of the Recruitment, Organising and Campaigning Committee, responded. The proposal to remit paragraph 7.9, section 5, of the NEC's report to Congress was **CARRIED**. Subject to the remission of paragraph 7.9, Congress **ADOPTED** section 5 of the NEC's report, business of the Recruitment, Organising and Campaigning Committee.

21 CONGRESS BUSINESS SECTION 5: EQUALITY (CONTINUED)

21.1 Motion 51, *Improving equality*, from Wales Congress was moved formally.

Motion 51 was **CARRIED**:

With the success of the 'leaders equality training' event in January, it is important to monitor the representation of all strands of equality within all levels of an organisation, including, operational, academic, operational management levels, and strategic management.

To help achieve this, congress requests that UCU officials request all educational establishments to supply detailed breakdown of information relating to all the different strands of equality within all the levels within their organisations.

21.2 Motion 52, *Dying to work*, was moved by Ron Mendel of the University of Northampton. *Amendment 52A.1* was moved Pauline Hall of the South East Regional Committee:

Insert a new point 2 and renumber accordingly:

'2. the application of some institutions' sickness policies, particularly in the case of hourly paid staff, fails to recognise that being able to make a monthly pay claim to ensure sick pay is paid is impractical';

Amendment 52A.1 was **CARRIED**. Motion 52, as amended, was **CARRIED**:

Congress notes:

- 1. facing a terminal illness can be traumatising**
- 2. the application of some institutions' sickness policies, particularly in the case of hourly paid staff, fails to recognise that being able to make a monthly pay claim to ensure sick pay is paid is impractical**
- 3. losing one's job can have dire consequences, such as:**
 - **reduced income and financial insecurity**
 - **a loss of 'Death in Service' and/or Life Assurance payments to family member**
 - **undergoing a stressful HR procedure**
 - **a loss of dignity associated with employment**
- 4. that universities and colleges have a duty of care to their employees**

Congress agrees to support the TUC's Dying to Work Voluntary Charter which would:

- a. treat terminal illness as a 'protected characteristic' and**
- b. offer terminal ill employees protection against dismissal on capability grounds.**

Congress resolves to:

- i. launch a coordinated campaign with each UCU branch to seek the endorsement of the Voluntary Charter by every university and college**
- ii. work closely with the regional TUC secretaries on the campaign; and**
- iii. promote the voluntary charter through its regular communications with members.**

21.3 Motion 53, *Campaigning for a woman's right to choose*, was moved formally.

Motion 53 was **CARRIED**:

Congress notes:

- 1. that worldwide, anti-choice activists want to restrict women's access to safe and legal abortions. In the USA, there are new restrictions in many American states and President Trump has already indicated wanting further restrictions including on overseas aid funding. Poland is proposing severely restricting access and Ireland has not yet repealed the 8th amendment. About 25% of the world's population live in countries with highly restrictive abortion laws including Northern Ireland. It is the 50th anniversary of the 1967 Abortion Act, which in England, Wales and Scotland gives access to safe, free and legal abortion yet these women who have made difficult choices, face aggressive anti-abortionists outside clinics**
- 2. the impact pregnancy discrimination has in reproductive choice**

3. **the global threat to women's health and agency in relation to reproductive choice**
4. **the UK growth of intimidation tactics and the danger these present**
5. **the role of education in defending the position of women as rational decision makers.**

Congress resolves to:

- a. **stand in solidarity with women throughout the world supporting the right to choose**
- b. **reaffirm its policy to defend the right to free, safe, legal and accessible abortion**
- c. **supports the campaign to extend the 1967 Act to Northern Ireland**
- d. **continue to work with Abortion Rights UK**
- e. **campaign for all pregnancy issues to be recognised within maternity legislation and workplace maternity policies, and for paid time-off to attend appointments related to pregnancy-decision counselling and abortion procedures**
- f. **campaign for the recognition of women's agency in our classrooms, institutions and communities.**

21.4 Motion 54, *Inclusion of non-binary facilities and sport provision*, was moved by Ioanna Ioannou of UCL on behalf of the LGBT Members' Standing Committee.

Motion 54 was **CARRIED**:

Congress believes that post-school education institutions should include all staff and students in the life of the organisation including sports. Congress is concerned that, during construction or renovation of facilities, institutions are neglecting their duty of care by not providing gender-neutral toilets, and changing facilities that are accessible to all.

Congress calls on:

1. **branches to advise their organisations that provision of gender-neutral facilities are not at the expense of accessible facilities or single sex provision but additional to these**
2. **branches to ensure UCU equality reps sit on institution planning boards/committees**
3. **branches to work with student unions to adopt BUCS guidance and policies around gender identity facility provision**
4. **UCU to research and provide guidance on LGBT+ inclusion in university and college sporting provision**
5. **UCU to work with BUCS, Out Sport, and the EGLSF to campaign for sporting provision that is clearly inclusive of all gender identities.**

21.5 Motion 55, *Gender identity*, was moved by Marion Hersh of the NEC. Saladin Meckled-Garcia of UCL proposed that points 1 and 2 of the motion be taken separately. Pura Ariza of Manchester Metropolitan University spoke in the debate. The proposal to take the motion in parts was **CARRIED**.

Parts 1 and 2 of the motion were **CARRIED**. Motion 55 was **CARRIED**.

Congress recognises that the disadvantages of gender assignment at birth, including contributing to stereotypical socialisation based on assigned gender, the gendering of employment and income, and the invisibility and marginalisation of non-binary people.

Congress asks the Equality Committee in consultation with the Equality standing committees to:

- 1. develop policy which challenges the thinking and practices which underpin gender assignment at birth**
- 2. develop and implement proposals for a campaign to remove the requirement and practice of gender assignment at birth. This should involve other trade unions, human rights organisations and community groups**
- 3. develop and carry out training on gender identity and the rights of all genders in the workplace**
- 4. review and propose revisions to UCU policies and procedures to avoid discrimination against non-binary members while maintaining measures to increase the representation of women.**

22 ADDRESS BY KATE ALLEN, DIRECTOR OF AMNESTY INTERNATIONAL

Kate Allen, Director, Amnesty International, addressed Congress.

23 CONGRESS BUSINESS SECTION 5: EQUALITY (CONTINUED)

- 23.1 Motion 56, *Education, sex worker safety and collective organising*, was moved by Rhiannon Lockley of Halesowen College and seconded by Bob Jeffery of the Yorkshire and Humberside Regional Committee. Douglas Chalmers and Rachel Cohen both of the NEC, and Eurig Scandrett of Queen Margaret University spoke in the debate. A delegate (no name give) proposed that the motion be now put which was seconded formally and **CARRIED** by Congress.

Motion 56 was **CARRIED**:

Congress notes:

- 1. as many as 1 in 20 students are involved in work in the sex industry**
- 2. recent NUS findings that students work in this area for primarily financial reasons**
- 3. the high proportion of LGBT and disabled students represented in sex work**
- 4. the impact of FE cuts and rising tuition fees in blocking exit from the sex industry.**

Congress believes:

- a. that sex workers, like all oppressed groups, have the right to organise collectively**
- b. that criminalisation of sex work prevents collective working and increases risk to sex worker safety.**

Congress resolves:

- i. to work with the NUS and any other relevant group to highlight the impact**

cuts and fees have in trapping workers in the sex industry, and campaign for free access to education

ii. to support self-organised sex workers in their call for decriminalisation of sex work to allow collective working and improved safety for sex workers.

23.2 Motion 57, *International Holocaust Remembrance Alliance (IHRA) definition of anti-semitism*, was moved by Mark Abel of the South East Regional Committee on behalf of the University of Brighton.

Amendment 57A.1 was moved by Kamie Kitmitto of the University of Manchester on behalf of Queen's University Belfast:

Under 'Congress notes',

Insert after point 2.:

'3. the close similarity between the IHRA and EUMC definitions, including their conflation of antisemitism with criticism of Israel;'

Renumber subsequent points accordingly.

Delete from existing point 4:

'and close similarity between IHRA and EUMC definitions'

In existing point 5, replace 'Israel Apartheid Week' by 'Israeli Apartheid Week'.

Add new point after existing point 5:

'The legal opinion from Hugh Tomlinson QC, obtained by PSC and other groups, characterising the IHRA definition as confusing, not legally binding, and putting public bodies that use it at risk of 'unlawfully restricting legitimate expressions of political opinion'.'

Add after 'Congress resolves that UCU dissociates itself from the IHRA definition':

'and will make no use of it (e.g. in educating members or dealing with internal complaints)'

Amendment 57A.2 was moved by Steve Cushion of London Retired Members' Branch:

Add at end:

'Recalling the experience of Fraser vs UCU, we call upon the NEC to take a position against any university management that reacts to spurious accusations of anti-semitism by banning speakers who are opposed to the policies of the State of Israel but who have not in any way expressed racism against Jewish people.'

Sarah Brown of the NEC, Marian Carty of Goldsmiths, University of London and Judith Suissa of UCL Institute of Education spoke in the debate.

Amendments 57A.1 and 57A.2 were **CARRIED**. Motion 57, as amended, was **CARRIED**:

Congress notes:

- 1. UCU's exemplary anti-racist work, eg. Holocaust Memorial Day materials**
- 2. policy (2011) dissociating UCU from the 'EUMC working definition' of anti-semitism**
- 3. the close similarity between the IHRA and EUMC definitions, including**

their conflation of antisemitism with criticism of Israel

- 4. that government has formally adopted the IHRA definition of anti-semitism**
- 5. that this definition conflates anti-semitism with criticism of the state of Israel and has been used to intimidate academics who are engaged in activities that are critical of the policies of the Israeli government but that are not anti-semitic**
- 6. government-inspired attempts to ban Palestine solidarity events, naming Israeli Apartheid Week**
- 7. The legal opinion from Hugh Tomlinson QC, obtained by PSC and other groups, characterising the IHRA definition as confusing, not legally binding, and putting public bodies that use it at risk of 'unlawfully restricting legitimate expressions of political opinion'.**

Congress re-affirms:

- a. UCU's condemnation of all forms of racial or religious hatred or discrimination**
- b. UCU's commitment to free speech and academic freedom**
- c. the importance of open campus debate on Israel/Palestine.**

Congress resolves that UCU dissociates itself from the IHRA definition and will make no use of it (eg. in educating members or dealing with internal complaints).

Congress instructs:

- i. NEC to contact all members in a dedicated communication urging report to NEC of all repressive uses of the IHRA definition**
- ii. conduct research about the implications of the use of the IHRA definition**
- iii. general secretary to write to VCs/principals urging staff protection from malicious accusations, and freedom of political criticism**
- iv. president to issue, and circulate to members, a detailed press statement on UCU's criticism of the IHRA definition**
- v. lobby government to seek a review of its endorsement of the IHRA definition and to replace it with one that will both protect free speech and combat anti-semitism.**

Recalling the experience of Fraser vs UCU, we call upon the NEC to take a position against any university management that reacts to spurious accusations of anti-semitism by banning speakers who are opposed to the policies of the state of Israel but who have not in any way expressed racism against Jewish people.

- 23.3 Motion 58, *Equality reps attending the equality conference*, was moved by Sussanh Hanlon of Northumbria University. *Amendment 58A.2* had been withdrawn. *Amendment 58A.1* was moved by a delegate (no name given) on behalf of the LGBT Members' Standing Committee:

In second sentence, delete from 'Granting' to 'their characteristics' in line 3.

Replace with:

'Ensuring key points from these conferences are reported to all equality reps through, for example, a briefing to equality reps and/or the equality reps conference'

Second paragraph, second sentence delete from 'sympathetic' to 'attending'.

Replace with:

'constantly developing their understanding and solidarity with the issues raised.'

Delete final two sentences of the motion (from 'There already is'), and replace with new paragraph:

'Conference resolves to ensure that all equality reps are informed about all aspects of the equality conference.'

The chair advised that as Congress was now out of time for completion of Equality Committee business motions 58-60 would be remitted to the NEC. Motion 61 had been withdrawn. Mark Wilson of UCU Wales challenged the chair.

Joanna de Groot, President elect, was in the chair.

Mark Wilson of UCU Wales spoke to the challenge to the chair. Julia Charlton of the NEC spoke against the challenge to the chair. Rob Goodfellow, President, responded.

On a vote, the challenge to the chair was **LOST**.

Rob Goodfellow, President, was in the chair.

23.4 Congress **ADOPTED** section 6 of the NEC's report, business of the Equality Committee.

24 CLOSING BUSINESS

24.1 Election results

The Chair announced the following election results:

Congress Business Committee:

HE members elected: Alan Barker (University of Lincoln), Malcolm Povey (University of Leeds), Martin Levy (Northumbria University)(casual vacancy)

FE members, elected: Robert Clunas (Leeds City College), Carol Cody (City of Liverpool College)

USS Superannuation Working Group:

Negotiators: Marion Hersh (University of Glasgow), Carlo Morelli (University of Dundee), Renee Prendergast (Queen's University Belfast)

Reserve: Amanda Williams (University of East Anglia)

24.2 The President called on Congress to welcome the incoming President Joanna de Groot. The incoming President addressed Congress and introduced the officers for 2017-18. She thanked the staff at the Brighton Centre, UCU staff and the Congress Business Committee. She thanked Rob Goodfellow for his chairing of Congress and delegates for their contribution.