

University and College Union

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To Branch and local association secretaries

Topic **Unconfirmed minutes, Further Education Sector Conference, Congress, 28 May 2017**

Action **For adoption**

Summary **This circular provides the unconfirmed minutes of the Further Education sector conference held in Brighton, 28 May 2017 and includes decisions taken on motions.**

Contact Andrew Harden, Head of Further Education (David Bussell, Head Office Administrator/minutes)

Draft unconfirmed minutes (draft in progress)

FURTHER EDUCATION SECTOR CONFERENCE, Brighton

1 Opening Business

- 1.1 The Chair and President Elect welcomed delegates and called Conference to order.
- 1.2 The Chair asked conference to note that delegates would be given 5 minutes to move a motion and 3 min minutes to support it.
- 1.2 It was announced that ballot papers for the election of four national negotiators were available from reception and the deadline for return was 1pm on Monday. Delegates were asked to note that Lesley Kane had withdrawn from the election.
- 1.3 Conference asked permission to appoint the following UCU staff as tellers: Julie Kelley and Nick Varney. This was **approved**.
- 1.4 The Chair invited Gordon Watson, Chair of CBC to move the conference agenda.

2 Adoption of the report of the Congress Business Committee

- 2.1 Alan Barker, Chair of CBC welcomed delegates.
- 2.2 The CBC Chair raised the conference agenda. Conference was asked to note that Motion L8 would be taken after Motion FE38.
- 2.4 Following this, the CBC Chair moved the report to conference, and conference **adopted** the report.
- 2.5 Sean Vernell challenged the ordering of Motion B10, which had been taken off the agenda following a unanimous ruling by the CBC that it was not allowed on the basis that it wasn't Congress business. He asked FESC to reinstate it on the agenda, claiming that the FEC needed to defend its sovereignty. Chris Jones seconded the

challenge. The CBC Chair responded that the CBC felt that the motion was cross-sectoral. The CBC Chair put the ruling to a vote. The challenge was **carried** and the motion put back on the agenda.

2.6 The minutes of the FESC, 2016 were **approved** by conference.

3 Adoption of the minutes of FE Sector Conference 2 June 2016

3.1 The Chair asked Conference to adopt the minutes of the 2016 FE Sector Conference as a correct record.

3.2 The minutes of the FESC, 2016 were **approved** by conference.

4 Report from the Head of Further Education

4.1 Andrew Harden addressed the Conference.

Andrew reported that he'd recently written to college Principals in England telling them that one of the main things that attracted people to working in FE was the difference they could make for their students, but that the issue of Pay was causing their staff to leave FE in droves. Meanwhile, our prison members were being confronted with extremely challenging working environments, and Adult Education was being subjected to swingeing funding cuts.

Andrew asked members to reflect on where we were compared to where we were at in Liverpool last year. He talked about the Cameron government slashing the Adult Education Budget, and our reaction to those cuts – mobilising the support of every significant organisation involved in further education and pulling the sector together to fight for its future. As a sector, we have gone from a situation of swingeing funding cuts to significant increases in funding going forward.

Andrew spoke of the impact of Brexit on FE - a reduction in the supply of skilled workers from Europe and the simple truth is that Britain will need to grow its own skilled workforce. He stated that whether it be Brexit or issues of social cohesion generally, there was no doubt in his mind that a big part of the answer was increased investment in FE.

On Area Reviews, Andrew said he felt the issue had turned out to be less damaging to the sector than initially thought. The government's appetite for using area reviews to reduce FE provision appeared to have declined following Brexit, however, the "business" end of the process when the proposed mergers actually happened would be the test of this.

As more mergers take place, more opportunities will arise for branches to seek improvements and open up discussions on things like precarious contracts, workloads and non-lecturer roles. Andrew noted that we are providing guidance for branches to make the most of these opportunities.

The devolution of Adult Education and skills funding to the cities is on the horizon. It is likely that it will present uncertainties and opportunities. For Adult Education there is a suggestion that devolution could lead to consolidation of ACE providers which could enable a more stable workforce on better paid less precarious contracts. In Manchester, where devolution plans are most advanced, we are

working closely with our sister union UNISON to better understand the implications. It has always been UCU's policy that colleges be brought back under local authority control and it may be that devolution takes us closer to achieving that goal.

Andrew shared another example of where UCU has been making a difference. In March, UCU's Annual meeting for members who taught in Prisons was the best attended ever at a time when we had also seen membership growth in Prisons.

Andrew talked about UCU demands on MOJ, saying nothing was changing anytime soon, and therefore safe ways of working must be built in. We were clear that the tension created by governors wanting education providers to sweep health and safety under the carpet must be designed out through the commissioning criteria.

Andrew paid tribute to our reps in the prison branches, who are fighting hard and winning a safer workplace and a safer classroom for their students. Conference joined him in thanking them.

Andrew talked about some of our recent successes. Over the previous two years some branches have been submitting the national pay claim together with local claim elements as part of UCU's strategy to pursue meaningful national bargaining.

The following were examples of where these National Plus Part 2 claims had delivered real wins for members:

- Sussex Coast College Hastings secured access to full incremental progressing lifting the pay ceiling by £5500 and improvements for precarious staff.
- Gateshead College secured a 3.5% pay increase and ongoing talks on gender pay.
- Sandwell College secured access previously denied to point 8 on the lecturers scale.
- Runshaw College secured an agreement on workload allocation that reflects adequate time for marking together with the 1% increase.
- Andrew then shared a couple of examples of branches who had taken action and won disputes:
- With a turnout of 55.2%, members at Hull College won a dispute on redundancies with a statement from the principal that specifically no UCU member would be made redundant.
- And on a 52.8%, members at South Downs College defended attacks on their terms and conditions.

Andrew talked about national bargaining on pay in FE England. He repeated Sally, saying it was broken. What UCU wants is meaningful, binding national bargaining that is implemented in all colleges. Unfortunately, that is not what we have. The state of national bargaining in FE England does not meet our needs. Colleges have ceased to engage with a national bargaining process in any meaningful way, and our members have ceased to engage with the process as well.

If we are to bring the employers back to the bargaining table, we are going to

need to step it up a gear. We have a strategy that has started to deliver wins for members on pay and on issues that are important to them in their workplace. By submitting the national claim locally, together with additional elements that relate to local issues, UCU has been winning gains for members on pay and conditions.

These claims have been building branch capacity and allowing members to see at close hand that the more members in UCU the stronger our bargaining power is. We must continue with this twin track approach, encouraging more branches to submit National Plus Part 2 claims locally to deliver gains for members and build the union. In order to break through and embarrass the national minimum bargaining we must provide strategic support to branches to win disputes on pay and conditions.

5 Debate of Motions

FE1, FE England pay was moved by Jenny Prideaux, *Further Education Committee*, seconded by Brian Hamilton (*Novus*), and **carried**;

Conference approves the report on the FE England 2016/17 pay round and progress in the 2017/18 round as circulated in FE branch circular UCUBANFE/9.

FE2, Close the Pay Gap was moved by Richard McEwan, *London Regional FE Sector Committee*.

FE2A.1 was moved by Amy Jowett, *Anti-Casualisation Committee*, and was **carried**;

To Believes 3: add 'and support staff's' after 'lecturers'

To Believes 4: add at end: 'with staff on casual contracts facing an even starker differential'

FE2A.2 was moved by Carolyn Campbell, *Women Members Standing Committee*, and was **carried**;

Add new point 5.:

'5. This situation is further exacerbated by the gap in terms of grades.'

Renumber existing point 5. Point 6. and amend: after 'employers' insert 'and between genders'.

FE2A.3 was moved by John Murphy, *Blackburn College*, and was **carried**;

After point 5 insert:

'Conference notes:

The catch up element with the employers in the 2017/18 claim.'

Insert after 'Conference resolves to':

'Organise a pay campaign that highlights the gross inequality between principal's and

staff pay.'

FE2A.4 was moved by Sean Vernell, *London Regional FE Sector Committee*, and was **carried**;

After point 5., insert:

'Conference notes the Labour Party commitment to campaign on controlling pay differentials in the general election.'

Add new paragraph at end of motion:

'Call a national day of action in support of the 17/18 claim and closing the pay gap between principals/CEOs and main grade lecturers at the beginning of the autumn term. Activities to include: lunchtime protests, stalls and selfies.'

FE2A.5 was moved by Allister Mactaggart, *London Regional FE Sector Committee, Chesterfield College*, and was **carried**;

Add at end of motion:

'Conference notes:

1. the 50% turnout threshold for industrial ballots.
2. UCU's GTVO campaign tool kit.

Add Believes:

1. reaching 50% turnout threshold is achievable with a well organised and dynamic campaign.

Add Resolves:

1. to organise a national ballot for industrial action if the AoC don't agree to UCU's 2017/18 claim.
2. To set out a GTVO action plan for every branch by organising regional briefings to ensure turnout reaches at least 50%.

FE2A.6 was moved by Matthew Pritchard, *East Midlands Regional Committee*, and **carried**;

Add new bullet point:

'6. Motion FE1, covering similar ground to this motion, was passed at last year's sector conference and not implemented in full by the FEC.'

Add at end of motion:

'Conference demands that all motions passed at this meeting are put into effect by the FEC.'

FE2 was carried as amended by FE2A.1, FE2A.2, FE2A.3, FE2A.4, FE2A.5, FE2A.6;

Conference believes that:

1. pay is a key issue for members. A union that can't defend its members' pay will not have a long term future
2. our employers have implemented the pay freeze with no challenge to government policy. They have been insulated from cuts with record salaries. This cannot continue
3. the decline of lecturers' and support staff's pay since the crisis is now 20% in real terms
4. the average principal is paid 3.5 times that of the best paid lecturers. In many cases this rises to 5 times that of a main grade lecturer. This is an historic differential with staff on casual contracts facing an even starker differential
5. this situation is further exacerbated by the gap in terms of grades
6. a campaign rooted in exposing and overcoming the injustice of the pay gap between the employers and between genders will be popular with members
7. conference notes the Labour Party commitment to campaign on controlling pay differentials in the general election
8. motion FE1, covering similar ground to this motion, was passed at last year's sector conference and not implemented in full by the FEC.

Conference notes:

The catch up element with the employers in the 2017/18 claim.

Conference resolves to:

Organise a pay campaign that highlights the gross inequality between principal's and staff pay.

Call on negotiators to develop a claim that seeks to close the gap between principals' and lecturers' pay.

Call a national day of action in support of the 17/18 claim and closing the pay gap between principals/CEOs and main grade lecturers at the beginning of the autumn term. Activities to include: lunchtime protests, stalls and selfies.

Conference notes:

1. the 50% turnout threshold for industrial ballots
2. UCU's GTVO campaign tool kit.

Believes:

Reaching 50% turnout threshold is achievable with a well organised and

dynamic campaign.

Resolves:

1. to organise a national ballot for industrial action if the AoC don't agree to UCU's 2017/18 claim.
2. to set out a GTVO action plan for every branch by organising regional briefings to ensure turnout reaches at least 50%.

Conference demands that all motions passed at this meeting are put into effect by the FEC.

FE3, Pay is a Professional issue was moved by Nina Doran, *City of Liverpool College, Arts Branch*, and **carried**;

Conference notes that:

1. some colleges are choosing to ignore the recommendation made by the AoC on pay
2. many have local practices significantly at variance from UCU's 2016-17 pay and conditions claim.

Conference resolves:

To produce a Pay Strategy that will include:

- a. lobbying for equal pay audits in all FECs to address any gender pay gap
- b. establishing permanent posts for hourly paid, temporary, fixed-term or casual staff working in FECs commensurate with hours worked
- c. pressing FECs to become Living Wage Foundation accredited
- d. greylisting of colleges that do not pay the AOC recommendation
- e. establishing a 'Disinvestors in People' badge for FECs with poor practice on pay and to use social media and local/national press to name and shame them.

FE4, Equality data collection in Further Education was moved by Abdul Rashid, *Black Members Standing Committee*, and seconded by Nita Sanghera.

FE4A.1 was moved by Steve Boyce, *LGBT Members Standing Committee*, and **carried**;

Insert after second paragraph:

'Conference believes that a robust and supportive collection of data is important across all protected characteristics. Conference notes that collection of data is often limited to disability, race and sex. Conference calls for collection of data on sexual orientation and gender identity to be promoted, routinely undertaken and

recommended in all sector work on monitoring as a key part of advancing work in these equality areas.'

FE4 was carried as amended by FE4A.1;

Conference notes that there is no data collection agency currently operating within the Further Education sector. In HE the Higher Education Statistics Agency collect and publish detailed information about the UK higher education sector enabling analysis of issues relating to recruitment and progression of black staff.

Conference believes that a similar agency in FE would assist in highlighting and challenging institutional discrimination. Occasionally, institutions offer mentoring and training for black staff to address perceived equality failings. Conference rejects this deficit model of progression with its onus on the victim having some inherent failing and seeks to reassert that lack of progression is due to institutional failings and systemic racism.

Conference believes that a robust and supportive collection of data is important across all protected characteristics. Conference notes that collection of data is often limited to disability, race and sex. Conference calls for collection of data on sexual orientation and gender identity to be promoted, routinely undertaken and recommended in all sector work on monitoring as a key part of advancing work in these equality areas.

Conference resolves to work with key stakeholders in the FE sector to compile and publish recruitment and progression data to include all protected characteristics.

FE5, Gazelle, Collab and AoC was moved by Isla Goldsmith, *Activate Learning (City of Oxford College)*.

FE5A.1 was moved by Rob Goodfellow, *Further Education Committee*, and **carried**;

Replace point 4. with:

'4. The AoC is restructuring due to falling income and consulted its members on continuing with national bargaining. It has decided to keep the existing arrangements of a non-binding recommendation on pay.'

Replace last paragraph with:

'Conference demands meaningful and binding national bargaining in further education and lacks confidence in the existing national structures to deliver this. Conference calls on UCU to continue to seek structures that can deliver for members and defend the sector as a whole.'

FE5 was carried as amended by FE5A.1;

1. Conference welcomes the apparent demise of the Gazelle group of FE Colleges which now has only 6 remaining members out of the total of 23.
2. Collab has replaced the 157 group of colleges and now has 35 members but no membership fees published.
3. Chief executive of Collab Ian Pretty has revealed that the Collab group of 35 colleges will now concentrate on joint commercial activity on seven key sectors, and aims to be at the vanguard of developing the Institutes of Technology proposals outlined by the government.
4. The AoC is restructuring due to falling income and consulted its members on continuing with national bargaining. It has decided to keep the existing arrangements of a non-binding recommendation on pay.

Conference demands meaningful and binding national bargaining in further education and lacks confidence in the existing national structures to deliver this. Conference calls on UCU to continue to seek structures that can deliver for members and defend the sector as a whole.

FE6 (EP), Precarious employment was moved by Amy Jowett, *Further Education Committee*, and seconded by Tiernan Graber, *Blackpool and the Fylde College*.

FE6A.1 was moved by Cecily Blyther, *Anti-Casualisation Committee*, and **carried**;

Add at end of point 2 before semi-colon:

', with better communication networks for HPL Reps, including the use of social media, in order to combat the isolation that many workers on casual contracts feel.'

FE6 was carried as amended by FE6A.1;

Conference notes that precarious work remains endemic in further, adult and prison education, with more than a third of teaching staff employed on insecure contracts and some colleges experimenting with new forms of insecure work through internal agencies and subsidiary companies.

Conference also notes the work done nationally to pressure more colleges to negotiate with UCU and welcomes those examples where branches have secured better contracts and improved pay for casualised staff.

Conference resolves to:

1. continue building national campaigning pressure
2. provide support for branches to help them organise and campaign on precarious employment, with better communication networks for HPL Reps,

- including the use of social media, in order to combat the isolation that many workers on casual contracts feel
3. provide bargaining and negotiation support for branches to win better contracts and more security for precariously employed staff in FE and adult education
 4. encourage branches to demand management implement the AoC's 2016/17 agreement.

FE7, Improving contracts for FE HPLs in light of AoC negotiations was moved by Gwen Vickers, *Anti-Casualisation Committee*, seconded formally, and **carried**;

Conference notes the AoC response on the issue of casual contracts in recent pay negotiations. The AoC stated, 'It is recommended the colleges continue to regularly review their establishment..., in line with the regulations and any existing agreements, colleges should identify any staff who have been employed on fixed term contracts of four years or more and take any appropriate action needed.'

Considering this, conference calls for all FE branches to identify members who have been employed for 4 years or more on casual contracts and to pursue their cases for fractionalisation.

To support this call, conference requests:

1. regional officers are instructed to support FE branches to identify members and pursuing fractionalisation
2. the National Anti-casualisation pledge includes a section about this for FE branches.

FE8 (EP), Equal Opportunity and Equal Pay for Continuing Professional Development was moved by Cecily Blyther, *Anti-Casualisation Committee*, and **carried**;

Conference notes all staff must:

1. have equal opportunity to receive training that supports and enhances the remit of their work
2. be paid an equivalent rate for training time
3. not be discriminated against, whether they are permanent or casualised, as well as taking into account all protected characteristics
4. receive appropriate training, which benefits students and colleges.

In CPD, casualised staff do not have equal opportunities. Training days are often voluntary, and sometimes, HPLs are required to take part and even to lead sessions.

Conference believes that training and CPD should be equally available to casualised staff and - especially when training is mandatory - it must be paid properly.

Conference calls on UCU to campaign for:

- a. casualised staff to have equal opportunity for CPD
- b. existing legislation on payment for training is followed
- c. staff to be paid no less than their normal teaching rate on training days.

FE9 (EP), Safe space for FE students and staff was moved by Steve Boyce, *LGBT Members Standing Committee*, seconded formally, and **carried**;

Conference notes the findings in the Pride and Prejudice in Education report:

60% of students in further education reported witnessing bullying based on sexual orientation. One in 10 said they witness it every day.

75% of non-binary FE learners stated that their place of learning was not supportive.

17% of staff reported experiencing bi, homo and/or trans phobic bullying.

Conference calls on UCU to:

1. continue and extend its work to campaign to create a supportive environment and inclusive curriculum for LGBT+ people
2. work with other organisations in the FE sector to explore what is being done to support LGBT+ staff and students and follow up recommendations from the Pride and Prejudice report
3. continue to support LGBT History month including encouragement of regional FE based history month festivals to be organised in February 2018 and celebrate the work of LGBT+ educators.

FE10 (EP), Gender identity inclusivity within the FE environment was moved by Steve Boyce, *LGBT Members Standing Committee*, seconded formally, and **carried**;

The FE environment can be one where UCU members support learners who are beginning to express and explore their identity. This can mean some LGBT+ learners come out and some may start transitioning.

Conference calls on branches to:

1. read and use the UCU guide to Gender Identity
2. encourage their institutions to give training to staff to help understand and support their trans students better
3. look at monitoring forms to make sure, and where appropriate call for, options that enable staff and students to identify as more than just a binary gender when they complete these forms.

Conference also calls on UCU nationally to:

- a. continue to promote the sexual orientation and gender identity training for reps and regions to encourage more reps to enrol on this course
- b. support colleges and departments in celebrating and promoting gender identity diversity at every opportunity possible including in the curriculum.

FE11, Gendered hate crime, ESOL and community activism was moved by Elaine White, *Women Members Standing Committee*.

FE11A.1 was moved by Mandy Brown, *Further Education Committee*, and **carried**;

Add to notes:

'4. The publication of the Casey Review and the consequent all-party recommendations, some of which seek to blame migrants and especially women for not learning English.'

Add to resolves a.: 'and to publicly challenge the myths within the Casey Review and subsequent all-party reports.'

FE11A.2 was moved by the *Women Members Standing Committee* and **carried**;

Under Conference notes add point 4.:

4. The racist, sexist 'weaponising' of women in UKIP election calls to ban the burka and screen 'at risk' girls for FGM, which promotes surveillance and control of women under the guise of freedom.

FE11 was carried as amended by FE11A.1, FE11A.2;

Conference notes:

1. the 35% reduction to the Adult Skills budget which funds ESOL since 2009 and the 22% drop in ESOL participation; the disproportionate impact this has for women
2. the feed of government misinformation on learner refusal to engage in ESOL and harm this does in endangering migrants and masking the desperate state of provision
3. the rising level of community hate crime following Brexit and the specific vulnerability of women to gendered race hate crime as seen in recent incidents in Milton Keynes and Worcester
4. the publication of the Casey Review and the consequent all-party recommendations, some of which seek to blame migrants and especially women for not learning English

5. the racist, sexist 'weaponising' of women in UKIP election calls to ban the burka and screen 'at risk' girls for FGM, which promotes surveillance and control of women under the guise of freedom.

Conference resolves to:

- a. work with Action for ESOL and other relevant groups to amplify ESOL cuts and challenge misinformation and to publicly challenge the myths within the Casey Review and subsequent all-party reports
- b. build community campaign work to highlight and fight hate crime
- c. establish resources to support branches in developing work such as the 'We are all immigrants' themed learning weeks to promote solidarity against hate crime on a classroom and campus-wide basis.

FE12 (EP), Women learners and a national education service was moved by Rhiannon Lockley, *Women Members Standing Committee*, seconded formally, and **carried**;

Conference notes:

1. the climate of cuts and area reviews in FE which acts to shut down free access to education for all; the specific impact of this on women and other marginalised groups
2. the barriers created in social participation by lack of educational opportunity and affordable childcare
3. the culture of corporate values within and around FE which promotes business need at the expense of social and learner needs; the actual and potential role for FE as an agent for democracy, emancipation and empowerment
4. the national education service proposed by Jeremy Corbyn which recognises the social value of FE beyond business need and commits to universal free childcare and lifelong access to education.

Conference resolves:

- a. to work with students, communities, colleges and all relevant political parties to promote the national education service and campaign for this to be established.

FE13, Creating anti-racist colleges was moved by Nita Sanghera, *Black Members Standing Committee*, seconded formally, and **carried**;

Conference notes:

1. the failure of the sector to tackle the under representation of black staff in FE. 11% of staff are black as opposed to 22% of 16-18 year olds and 29% of adult learners
2. that evidence shows that black staff, on average, are better qualified than their white counterparts.

Believes:

- a. that institutional racism is the main barrier to the recruitment and progression of black staff
- b. mentoring and training, whilst useful, falsely implies there is a skills deficit amongst black staff
- c. colleges need to be transformed into anti-racist institutions if they are to reflect the communities that they serve.

Resolves:

- a. to collect data on the racial profile of colleges
- b. to provide guidance for branches to help remove the barriers to appointment and progression of black staff and promote racial equality
- c. to make available and promote reports and resources from the 'we are all immigrants' themed learning weeks to branches.

FE14 (EP), Migrants & refugees support, funding increase for ESOL provision was moved by Safia Flissi *South and City College Birmingham*, and seconded formally.

FE14A.1 was moved by Steve Boyce, *LGBT Members Standing Committee*, and **carried;**

Insert new second paragraph:

'UCU notes that many existing and potential ESOL learners are LGBT+ people who have fled persecution and a lack of LGBT+ rights and protection in countries of origin.'

Add new final paragraph:

'UCU resolves to work with sector and community organisations to promote LGBT+ visibility within ESOL in sustainable and structured ways and to provide resources to help support LGBT+ ESOL learners within their places of study and in the community.'

FE14A.2 was moved by Mandy Brown, *Further Education Committee*, and **carried;**

Insert after third paragraph: 'Conference condemns the use of unaccompanied child refugees as bargaining chips in Brexit negotiations.'

Conference believes the UK can and should take in far more children than the tiny numbers that it has, and that the Dubs amendment should be enacted now.'

Insert before final paragraph: 'Conference resolves to encourage branches to continue to work with organisations such as Care for Calais to build solidarity and support for refugees.'

FE14 was carried as amended by FE14A.1, FE14A.2;

Conference notes the increase of 'hate crime' directed to migrants and refugees and the growth of racism.

UCU notes that many existing and potential ESOL learners are LGBT+ people who have fled persecution and a lack of LGBT+ rights and protection in countries of origin.

Conference also notes the reduction of ESOL funding despite the increasing number of people in need of ESOL classes.

Conference believes education is a key for community cohesion and integration and is far more effective than any prevent strategy.

Conference condemns the use of unaccompanied child refugees as bargaining chips in Brexit negotiations.

Conference believes the UK can and should take in far more children than the tiny numbers that it has, and that the Dubs amendment should be enacted now.

We are committed to stand up against racism in solidarity with migrants and refugees and wish to continue to campaign for more funding, increase of bursaries and places for migrants and refugees in colleges and universities.

Conference resolves to encourage branches to continue to work with organisations such as Care for Calais to build solidarity and support for refugees.

Conference reaffirms continuous support for these strategies.

UCU resolves to work with sector and community organisations to promote LGBT+ visibility within ESOL in sustainable and structured ways and to provide resources to help support LGBT+ ESOL learners within their places of study and in the community.

FE15, An Agency Workers' Branch was moved by Allister McTaggart, *Chesterfield College*, seconded formally, and **carried**;

FESC notes the provision for an agency workers' branch (UCU Rules 12.6.1).

It allows NEC to establish such a branch 'at its own volition or in response to a written

request to the general secretary by not less than 20 members working through an agency contract'.

They don't all have to work through the same agency or at the same workplace.

They can be members of both the agency workers' branch and a workplace branch if they wish (one would be their main branch).

An agency workers' branch could send motions and delegates to Congress and raise the issue of agency work.

We call on the NEC, in consultation with the ACC, to:

1. find ways to contact and recruit more agency workers
2. invite them to request the establishment of an agency workers' branch.

FE16, Subsidiary organisations - an attack on terms and conditions was moved by Dave Langcaster, *Yorkshire and Humberside Regional FE Sector Committee*, seconded formally, and **carried**;

Conference notes with concern the increasing practice of institutions setting up subsidiary organisations to manage delivery of short-term funded contracts.

Institutions use these to transfer staff from the main institution, often under redundancy threats, and generally on inferior terms and conditions and short- or fixed-term contracts. Many involve staff travelling out of their home areas.

This is an attack on terms and conditions that UCU has fought to achieve, and leaves members in precarious jobs with no guarantee of continued employment.

Conference calls on UCU to take urgent steps to halt these practices, including:

1. an urgent review of institutions to establish how widespread the practice is
2. a research project to establish how terms and conditions in subsidiary organisations compare with those in the main institution, to inform a national campaign
3. putting pressure on employers who raise such proposals to protect jobs, terms and conditions of members.

FE17, Subsidiary Companies in FE was moved by Chris Jones, *Wales FE Sector Conference*, seconded by Brian Hamilton (*Novus*), and **carried**;

FESC notes that an increasing number of colleges have now or are intending to set up subsidiary companies.

FESC is concerned that a number of these companies have no recognition agreements

with UCU and lecturers can be possibly employed by them on inferior terms and conditions.

It's requested that the full extent of this issue is to be investigated and the findings brought to FESC.

FE18 (EP), Area reviews and disabled workers was moved by Elane Hefferman, *Disabled Members Standing Committee*, seconded by John Murphy (*Blackburn College*), and **carried**;

Area reviews are being implemented at a time of sustained and significant budget cuts resulting in the loss of learners and staff. Colleges are looking for further efficiencies which will lead to course and campus closures, job losses and consequently the loss of access to education for disabled students, some of whom would benefit from learning which is not vocationally-focussed. Disabled staff are concerned that not only are their jobs at threat but accessing new workplaces may put them at a disadvantage.

Employers are keen to make efficiencies which will include reasonable adjustments and access to work budgets. This Conference calls for:

1. UCU to demand the publication of equality impact assessments
2. branches to raise equality impact assessments with their employers and demand information about the impact on disabled workers work and access to work
3. branches to feed information to national UCU to gain a picture of the impact.

FE19, Recognition/facilities was moved by Justin Wynne, *South East Regional FE Sector Committee* and seconded by Tiernan Graber (*Blackpool and the Fylde College*).

FE19A.1 was moved by Cecily Blyther, *Petroc*, and **carried**;

In point 2, replace the word 'deserve' with 'have'.

In the last paragraph, after 'Sector conference therefore calls for UCU to', start a new line and insert the letter a.

At the end, replace the full stop with a semi-colon and add the following:

- 'b. ensure there are mechanisms to fully include and support staff on casualised contracts;
- c. avoid any discriminatory practice by allowing those representatives who are casualised to make full use of facilities time in order to train for and carry out their union duties;
- d. provide tangible, practical help for staff on casualised contracts to obtain the facilities time (or a payment in lieu) to which they must be entitled.'

FE19 was carried as amended by FE19A.1;

Sector conference agrees that facilities time is crucial because:

1. it allows branches to represent members on conditions of service which is vital to help them run effectively
2. it allows branch members to be represented in disciplinary hearings, a right that all employees have
3. it creates a route to the employer, crucial for tackling problems early on and making sure they don't escalate
4. it allows union representatives to carry out a number of specialist roles in relation to health and safety at work, improving access to learning and skills, and improving equality and diversity in the workplace.

Sector conference therefore calls for UCU to

- a. create an updated negotiation pack for branches in the light of all the mergers in FE and other changes being proposed to win good recognition/facilities agreements and for regions/regional officials to share good practices
- b. ensure there are mechanisms to fully include and support staff on casualised contracts
- c. avoid any discriminatory practice by allowing those representatives who are casualised to make full use of facilities time in order to train for and carry out their union duties
- d. provide tangible, practical help for staff on casualised contracts to obtain the facilities time (or a payment in lieu) to which they must be entitled.

FE20, Membership/recruitment offers was moved by Peter Monaghan, *Eastern and Home Counties Regional FE Sector Committee*, seconded formally, and **carried**;

Conference recognises the challenge to membership recruitment that all unions including UCU are facing. With that in mind conference orders UCU to put in place the following action:

1. where there is in existence a competing union to UCU for membership at a college, UCU gives permission for that branch only to match any existing recruitment offers that the other union is offering so that recruitment efforts can take place from an equal footing.

An example for clarity would be; if a competing active branch of another union is offering 50% off membership fees for a limited time to join, then that particular UCU Branch should be given permission to match that offer.

FE21, Strengthening ACE participation in UCU was moved by Amy

Jowett, Hackney ACE and seconded formally.

FE21A.1 was moved by Lorraine Godkin, *Manchester Adult Education Service*, and **carried;**

After first sentence insert new paragraph:

'Conference notes that ACE members are often in the position of being the largest union in an ACE organisation but the smallest within the Local Authority. This can create negotiation/recognition difficulties which are not fully recognised or supported by UCU.'

Add new point 5:

'5. Give greater recognition of the unique position of some ACE members who continue to work within a Local Authority and provide tailored support for those members negotiating in these circumstances.'

FE21 was carried as amended by FE21A.1;

Conference recognises the important work done in the Adult and Community Education sector and notes that those employed to deliver Adult and Community education are often under-represented in UCU.

Conference notes that ACE members are often in the position of being the largest union in an ACE organisation but the smallest within the Local Authority. This can create negotiation/recognition difficulties which are not fully recognised or supported by UCU.

Moreover it notes that ACE needs additional resources and support to counter the continuing lack of participation in the union.

Conference reaffirms its commitment to strengthening ACE participation and to motions passed at previous conferences to improve work with this sector.

Conference instructs officers and NEC to:

1. prioritise developing a clearer picture of ACE membership and explore ways to enable these members to organise collectively
2. support regional officers in developing current ACE branches and trying to build new ones where we have members
3. create an online platform for ACE to organise, whether as part of UCU's website, on Facebook or other software eg. Loomio
4. make a recruitment video similar to the one made for prison education

5. give greater recognition of the unique position of some ACE members who continue to work within a Local Authority and provide tailored support for those members negotiating in these circumstances.

FE22, ACE and the HOLEX Adult and Community Learning area reviews was moved by Millie Wild, *Hackney ACE*, seconded by Jim Thakoordin (*Eastern & Home Counties Regional Committee*), and **carried**;

Conference notes the HOLEX report into Adult and Community Learning. Conference notes two recommendations for future infrastructure in this document - 'Merge all the services to form four/five new services, one for each sub-regional partnership area' or create 'Community Education Hubs. 4/5 of the larger FE colleges or SDIs become the education hub and the LA services are merged into the colleges' structure with a remit to keep local centres of delivery.'

Conference commits to following the future development of these plans with caution and affirms its belief that ACE providers offer an important service which is not available elsewhere.

Conference instructs the NEC and organisers to:

1. liaise with other unions representing workers that will be affected by these plans, i.e. Unison
2. ensure that HOLEX and other bodies that are involved liaise with UCU
3. fight to defend jobs and conditions across the sector if these plans progress.

FE23 (EP), Governance and accountability was moved by Duncan Harris, *East Midlands Regional FE Sector Committee*, seconded by Allister Mactaggart (*Chesterfield College*), and **carried**;

Conference notes:

There have been examples in several FE colleges of principals being involved in businesses outside of their own colleges. This is reminiscent of the corruption we saw in the 1990s.

Conference believes:

1. this is a clear conflict of interest
2. governing bodies should be able to identify such conflict but they seem to be unwilling or unable to do so
3. this is partly as a result of the lack of representation on governing bodies
4. that governing bodies should hold senior managers to public account for their actions.

Conference instructs the FEC to:

Publicise any corrupt practices and highlight instances where governing bodies have failed to act and to campaign for:

- a. greater staff representation on governing bodies
- b. their composition to be more reflective of the local community
- c. an end the practice of requiring staff governors to withdraw when important decisions are made.

FE24, Transparency and accountability was moved by Matt Early, *Hackney Community College*, seconded by Alison Lord (*Tower Hamlets College*), and **carried**;

Conference notes that all FE colleges have a duty to be transparent, and employ democratic procedures and due process in their treatment of college matters concerning all stakeholders; unions, staff and the public, and to publish all relevant documents according to the ICO's Freedom of Information Act, Definition Document for Colleges of Further Education.

Conference notes that FE colleges are obliged to share any major policy changes, conflicts of interest, financial details and reports with staff, include a democratically elected representative on the board of governors, and regularly update this information on the college website for the public to view.

Conference instructs FEC to:

1. circulate and promote the ICO Definition Document for Colleges of Further Education
2. launch a campaign for all colleges to have democratically elected staff governors
3. fight to ensure all colleges publish financial documents and relevant college reports in the public domain on an up-to-date and regular basis.

FE25, Funding and proposed 'insolvency' legislation was moved by Safia Flissi, *South and City College Birmingham*, seconded by Nita Sanghera (*Bournville College of FE*), and **carried**;

UCU calls upon the government to revise plans, detailed in the Technical and Further Education Bill, that describe what will happen when a college encounters financial difficulty.

The current proposals will allow colleges to be declared "insolvent", meaning banks will reassess risk for all colleges and increase lending charges or refuse essential loans altogether. After years of underfunding, colleges will feel forced to aim for bigger surpluses, to conserve cash, to control staff costs and cut capital spending.

The priority must be action to protect students, courses and assets for the benefit of local communities, with funding and support for post-16 education at the level required to meet local needs.

FE26 Composite: Mobilising support for prison educators and the fight for prison safety was moved by Gina Hillsdon, *Further Education Committee, West Midlands Regional FE Sector Committee, Yorkshire and Humberside Regional FE Sector Committee, Milton Keynes College Prison Education Branch*, and seconded by Karen Bruin (*Novus*).

FE26A.1 was moved by Brian Hamilton, *Further Education Committee*, and **carried**;

In 'Conference calls', point i., delete 'full' and replace with 'broad and balanced'.

FE26A.2 was moved by Karen Bruin, *Yorkshire and Humberside Regional FE Sector Committee*, and **carried**;

Under 'Conference notes:'

Insert new point 2. after point 1. and re-number the other items accordingly

New point 2.:

'2. The numerous drug-related incidents as evidenced in the recent Panorama programme;'

Under 'Conference calls on the NEC:' add a new point iii. after points i.-ii.

New point iii.:

'iii. to develop clear H&S guidance specifically tailored for Prison Educators and seek to negotiate its incorporation within the Commissioning Contract.'

FE26 was carried as amended by FE26A.1, FE26A.2;

Conference notes:

1. the chaotic privatisation of our prison service and resulting failure to staff and run prisons safely
2. the numerous drug-related incidents as evidenced in the recent Panorama programme
3. the systematic dismantling of prison education including reduction of staffing to levels which routinely compromise safety and the short-sighted vandalism of the prison curriculum through privatisation and cuts
4. the dangers prison educators work with, including pressure to work with large groups and individuals known to be intimidating or violent, failure to listen to staff concerns around safety, and regular failure to risk assess learners

5. the December riot at HMP Birmingham, and the failure of G4S and the government in managing this or resolving the conditions which created it.

Conference further notes with dismay and frustration:

- a. the lack of progress by the Union following a national survey of members in November 2016
- b. the UCU/Institute for Education 2014 survey which highlighted health and safety as a key concern, yet little changed as a result.

The survey results identified many areas of concern impacting upon our prison members in dangerous working conditions. Members are exposed to dangerous practices e.g. escorting prisoners alone, physical and verbal assault and are expected to engage in unpaid working time.

Conference calls on the NEC:

- i. to prioritise the launch of a high profile national prison education campaign and accompanying industrial strategy to address these issues with the employer and for a broad and balanced prison curriculum that leads to long term safety within prisons
- ii. to work with the POA and any other relevant groups to fight for the safety of all prison workers
- iii. to develop clear H&S guidance specifically tailored for prison educators and seek to negotiate its incorporation within the commissioning contract.

It is time to make a significant difference to prison educators who work in difficult circumstances and for less pay than our FE colleagues. Survey results on their own do not change the working lives of our members.

FE27, Composite: Workload and health and well-being was moved by Carolyn Campbell, *Further Education Committee*, and seconded by Mark Wilson (*Wales Further Education Sector Conference*).

FE27A.1 was moved by Justin Wynne, *South East Regional FE Sector Committee*, and **carried**;

Insert new third paragraph after second paragraph ending 'workload survey':

'Conference also notes statements made regarding workload. Such statements include "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".'

Insert new paragraph before final paragraph commencing 'Conference resolves to':

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

FE27 was carried as amended by FE27A.1;

Conference notes that stress and mental health related illnesses often lead to sickness absences from work, often for long periods of time. This is no doubt impacted by an increase in job insecurity, growing workloads, dealing with students' welfare and in some cases a lack of support from workplaces.

Conference also notes the 2016 UCU workload survey.

Conference also notes statements made regarding workload. Such statements include '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'.

Conference welcomes the updated branch bargaining guidance in UCUBAN/FE6 as the basis for practical support to branches campaigning and negotiating on workloads.

Conference believes that UCU needs to develop effective workplace organisation to reduce workload intensification across the devolved nations. Excessive workload is a significant cause of work-related stress for our members and a barrier to quality educational provision.

Conference recognises that the statutory rights and functions for trade union safety representatives are a key element of local and national workload collective bargaining.

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

Conference resolves to:

1. to gather information on a breakdown of sickness absences in FE colleges over the last few years
2. support branches/sites to secure agreements with the employers to carry out suitable and sufficient risk assessments, to identify and control risks associated with unreasonable working hours and workload intensification
3. to support local campaigns and negotiations for improved workload agreements
4. to support an increase in the number of trade union safety representatives throughout the sector.

Sector conference also calls upon UCU to sign the Time to Change organisational pledge and encourage all academic institutions to follow this good example.

FE28, Sickness policy was moved by Dasos Loizou, *Lambeth College*, seconded formally, and **carried**;

Conference notes:

1. the increase in workloads across further, Adult and offender educators as a result of cuts and redundancies
2. the increase in punitive implementation methods of colleges' sickness absence policies
3. that members are often now placed on a disciplinary process for being off sick
4. that colleges are insisting an Occupational Health reference is the only acceptable medical evidence for sickness absence.

Conference believes:

A. that staff wellbeing and workload assessments should be central to every stress and sickness policy.

Conference resolves:

- i. to draw up a set of national guidelines for sickness absence policies for use as a negotiation and bargaining tool
- ii. to look into:
 - a. the right of members to not disclose their medical records to others and
 - b. the primary authority of a GP sick note

and mount a legal challenge where these rights are being broken.

FE29, Industrial strategy was moved by Anita McGowan, *Croydon College*, seconded formally, and **carried**;

Sector conference notes the urgency of responding to both the economic and environment crises in the UK. Dealing with one without the other is not an option if we are to comply with our legal and moral obligations. We recognise the devastating cuts to funding in the FE and adult learning sectors. We note successive government failures to integrate sustainable development into education, skills, and industrial policy.

We call upon UCU to campaign for an industrial strategy centred on the just transition to a low carbon economy. To work with the TUC, other unions, and union-focused campaigns to ensure apprenticeships:

1. are adequately funded and delivered primarily within the FHE sector

2. provide quality training, decent pay, and lead to real jobs
3. address the skills needs of a low carbon economy.

UCU must ensure that sustainability issues are mainstreamed into all policy and campaign work.

FE30, Colleges as a community resource was moved by Dave Langcaster, *Hull College*, seconded by Justin Wynne (*Sussex Coast College Hastings*), and **carried**;

Conference celebrates the vital role FE Colleges play in their local community, providing life chances that allow people to achieve their full potential through non-traditional routes.

Conference notes that:

1. colleges are increasingly diversifying into national and international projects, which often take precedence over their duty to provide services to the local community
2. UTCs, schools and other training providers are competing with established FE colleges for students
3. experience and expertise in providing for specific local needs is being lost in this competitive environment.

We therefore call on the union to:

- a. launch a national campaign which highlights the value of colleges as community resources that should be protected from 'marketisation'
- b. put pressure on college principals/CEOs to work with their LEPs in reducing competition in local further education provision
- c. work with the AoC to lobby parliament to end the fragmentation in FE.

FE31, For Genuinely Equal and Developmental Observation Policies was moved by Pat Roche, *Disabled Members Standing Committee*, and seconded by Tiernan Graber (*Blackpool and the Fylde College*).

FE31A.1 was moved by Lorraine Godkin, Manchester Adult Education Service, and carried;

After 'disabled staff' at the end of the first paragraph add 'and staff with learning disabilities and difficulties'

In point 1., after 'disability' add 'and learning disability or difficulty'

FE31 was carried as amended by FE31A.1;

Conference is concerned about the impact of learning walks on disabled staff, and those living with a physical or mental health condition which is exacerbated by stress. The livelihood of teachers and learning support staff should not be threatened by a few minutes' observation of a class outside of all context in a disruptive walk-through. Constant fear of experiencing such assessment can have a seriously detrimental impact on the well-being of disabled staff and staff with learning disabilities and difficulties.

Conference calls upon the NEC to:

1. prepare advice and information for branches in relation to disability and learning disability or difficulty and learning walks and lesson observation
2. highlight good practice guides to support robust negotiations on observations
3. support branches which are campaigning against the imposition of learning walks which target individual performance and are not genuinely developmental and/or which take no account of disability. This support is to include positive responses to branches seeking to ballot for action.

FE32, Use of cameras to monitor performance was moved by Kevin Lynch, *Sunderland College*, seconded by Vincent Morley (*Hugh Baird College*), and **carried;**

Conference opposes the use of classroom-based cameras for quality assurance purposes on the grounds that it:

1. can be used for capability
2. poses potential safeguarding issues
3. lends itself to 'modelling' of the 'perfect lesson'
4. can be used to view classroom activity remotely
5. can be used to quantify data without the observed lecturer's knowledge.

The disadvantages of using cameras outweigh the argument that standards could be improved. The practice of remote viewing, and the recording and storing of teaching sessions creates a management-led orthodoxy when it comes to teaching-learning content and methods. Quantifying data, relating to specific techniques used in teaching, could be used to decide competence.

Conference calls on UCU to make it official policy to oppose the introduction of cameras for quality assurance in teaching.

FE33, UCU Members in Prisons are Teachers not Prison Officers was moved by Brian Hamilton, *NOVUS Prison Education*, seconded by Steve Boyce (*People Plus*), and **carried;**

Conference notes the UCU report from 2014: Prison Education - Professionalism against the odds found that despite 97.1% of prison educators possessing level 4 or above qualification, there were a number of factors that hindered a fully professional approach to prison education including insufficient:

1. teaching resources for educators to carry out their job effectively
2. access to adequate past education records
3. staff to deliver a continuous quality education.

Conference notes Prison Branches reporting these factors are now significantly more acute. Branches also report that members are increasingly being asked to carry out non-teaching roles- including escorting and searching prisoners.

Conference believes that as well as a breach of OLASS 4 - carrying out these non-teaching duties can change the nature of the learner/teacher relationship.

Conference instructs FE Committee to commission research into teacher/learner relationship in prisons and the potential impact on staff and prisoners of this mission creep.

FE34, Defending general FE was moved by Sean Vernell, *Further Education Committee*, seconded by Abdul Rashid (*Sheffield College*), and **carried**;

Conference notes:

1. the government's aim to create 3 million apprenticeships by 2020
2. that the majority of those taking up the government's apprenticeships are over twenty-four
3. there are 800,000 16-24 year olds not in education, training and work.

Conference believes:

- a. that the government's apprenticeship programme is not working. The vast majority of these 'apprenticeships' are little more than short term training schemes that do not lead to stable employment
- b. that FE must be more than a sector simply providing skills training for employers
- c. that FE plays a unique role in educating those who did not achieve what they were capable of at school through a wide range of subjects.

Conference resolves:

- i. UCU to put forward its own charter for jobs and apprenticeships

- ii. any campaign around apprenticeships must be framed in a wider defence of the general FE.

FE35 (EP), No to compulsion in Further Education was moved by Sean Vernell, *City and Islington College, Camden Road, Further Education Committee*, seconded by Chris Jones (*Neath Port Talbot College*), and **carried**;

Conference notes:

1. that in 2013 law was passed making it illegal for those between the ages of 16-18 not to be in work, education or training
2. 800,000 16-24 year olds are without work, education and training.

Conference believes:

- a. that young people need to be inspired to learn and not forced
- b. that compulsion leads to young people becoming even more alienated from the liberating influence of education
- c. that compulsion is having a dramatic impact on workload. The increase in systems to monitor and track student attendance is consuming lecturers' time
- d. that these systems are increasingly being used to discipline lecturers who are unable to keep up with these demands.

Conference resolves:

- i. UCU to campaign for the repealing of the 2013 Act making it compulsory for 16- 18 year olds to be in work education and training
- ii. to campaign for the reintroduction of EMA.

FE36, Themed based learning was moved by Demetrios Hadjidemetriou, *City and Islington College, Camden Road, Further Education Committee*, and seconded by Richard McEwan, *London Regional Committee Regional Committee*.

B10, Further Education Committee (*reinstated amendment to motion FE36*) was moved by Sean Vernell, *City and Islington College*, and **carried**;

Add notes 3:

'3. The government's apparent U-turn on compulsory GCSE English and maths resits in FE.'

Add believes d.:

'd. That a new English and maths qualification structured around project based learning would be a far more inspiring and fulfilling model for students than the current GCSE/FS models.'

Add resolves ii:

- 'ii. UCU to campaign towards 100% project based English and maths curriculum to replace the exam based models.'

FE36 was carried as amended by B10;

Conference notes:

1. the successful #weareallimmigrants themed learning week involving six colleges across London
2. that by 2020 subject based learning in Finland's schools will be replaced with a themed based curriculum
3. the government's apparent U-turn on compulsory GCSE English and maths resits in FE.

Conference believes:

- a. that British education has not fundamentally changed since the 19-century based, as it is, on exams and the compartmentalisation of disciplines
- b. that the curriculum must reflect the needs of an era of globalisation. An era that breaks down the barriers between events, peoples, and societies
- c. that the new citizen growing up in this world will need an education that mirrors this development. One that is based on themed learning rather than a narrow skills/training approach
- d. that a new English and maths qualification structured around project based learning would be a far more inspiring and fulfilling model for students than the current GCSE/FS models.

Conference resolves:

- i. UCU to send a fact-finding team to Finland to gain knowledge and understanding of the themed based learning changes
- ii. UCU to campaign towards 100% project based English and maths curriculum to replace the exam based models.

FE37 (EP), UTCs and Government education was moved by Isla Goldsmith, *Activate Learning (City of Oxford College)*, seconded by Elane Hefferman (*Disabled Members Standing Committee*), and **carried;**

Conference agrees with Michael Gove (writing in the Times) that University Technical Colleges are an 'experiment that has failed'. Gove stated that twice as many UTCs are inadequate as outstanding according to OFSTED. UTCs have lower GCSE scores, make less progress academically and acquire fewer qualifications than their counterparts in

comprehensive schools.

1. 15 of the UTCs opened between 2010 and 2013 were running at less than 50% capacity and 7 have closed since 2010 because of low student numbers and financial difficulties
2. the Conservative manifesto in 2015 aimed to put a 'UTC within reach of every city' as part of the marketisation of education
3. financial resources that could have been used for further education colleges have been wasted with buildings now closed and young people's futures affected.

Conference calls for the re-integration of UTCs into mainstream education and an end to this experiment.

FE38 (EP), Save our Trade Union Studies Departments was moved by Simon Bruce-Jones, *Further Education Committee*, seconded by John James (*Coleg Gwent Newport*), and **carried**;

Conference notes Trade Union Studies Departments:

1. have supported, developed and built the confidence of over half a million union representatives in the last ten years
2. are vital to the movements' ability to equip volunteer reps with the skills and knowledge they need to build our unions and deliver for members.

Conference believes that face to face trade union education that brings people together and where experiences are shared creates a unique and potent environment for developing reps and building unions.

Conference celebrates the amazing work done by our trade union educators and their contribution to the union movement and endorses the work UCU is doing to fight for trade union studies in colleges.

Conference resolves that UCU will continue to:

- a. as a primary resource, use and support trade union studies departments
- b. encourage sister unions to use trade union studies departments
- c. campaign and fight for funding for trade union education.

L8, Redundancies at Activate Learning was moved by Isla Goldsmith, *Activate Learning Branch*, seconded formally, and **carried**;

Conference notes the decision of Activate Learning (Reading, Oxford and Banbury FE colleges) to announce on the 23rd May - 71 possible redundancies with 128 in the redundancy pool. This is a further sign of the devastating cuts in further education that

have been taking place over many years.

Conference supports the UCU Branches at Activate Learning in opposing compulsory redundancies; if redundancies take place they should be on a voluntary basis.

6 End of sector conference

- 6.1 In closing sector conference, the Chair, thanked all delegates for their cooperation and UCU staff for their hard work and brought the day to a close at 5:00 pm.