

University and College Union

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To	Branch and local association secretaries
Topic	Unconfirmed minutes of UCU Special Congress 18 October 2018 to discuss any outstanding business of the Congress 30 May – 1 June 2018
Action	For information; for adoption at Congress 2019
Summary	Minutes of the special Congress meeting held 18 October 2018
Contact	Catherine Wilkinson, head of constitution and committees (cwilkinson@ucu.org.uk)

Special Congress: to discuss any outstanding business of the Congress 30 May – 1 June 2018 (not to discuss new business)

18 October 2018, Hilton Manchester Deansgate

1 OPENING BUSINESS

- 1.1 Vicky Knight, president and chair of Congress, welcomed delegates.
- 1.2 Delegates were provided with the motions outstanding from the meeting of Congress held 30 May – 1 June 2018, which formed the agenda for this special meeting of Congress.
- 1.3 Congress appointed those regional officials and regional support officials of the union present to act as tellers.

2 REPORT OF THE CONGRESS BUSINESS COMMITTEE

- 2.1 Alan Barker (University of Nottingham), chair of the Congress business committee (CBC), moved a timetable of business for the day. Congress **AGREED** this timetable.
- 2.2 The chair proposed a suspension of standing orders to reduce speaking times to three minutes for movers of motions and two minutes for all other speakers. The proposal was **CARRIED**.

3 SECTION 1: BUSINESS OF THE STRATEGY AND FINANCE COMMITTEE TO BE TAKEN IN PRIVATE SESSION

- 3.1 Mike Finn of the University of Exeter moved that motion 10, *No confidence in UCU General Secretary Sally Hunt*, be withdrawn.

Sean Vernell (NEC) spoke.

Motion 10 was **WITHDRAWN**.

- 3.2 Motion 11, *Censure of UCU General Secretary*, was moved by Stan Papoulia of Kings College London and seconded by Satvinder Juss of Kings College London.

Catherine Pope (University of Southampton), Marian Mayer (Southern regional committee), Ann Gow (NEC), Sean Wallis (NEC), Adam Ozanne (NEC), Carlo Morelli (NEC), Rhiannon Lockley (NEC), Mike Finn (University of Exeter), Philippa Browning (University of Manchester), Nalini Vittal (University College London), Douglas Chalmers (president elect) and Justine Mercer (NEC) spoke in the debate.

Rachel Cohen (City, University of London) proposed a drafting amendment: that the words 'by the higher education committee chair' be deleted from point 1. Congress AGREED.

Lesley McGorrigan (University of Leeds) raised a point of order.

Stan Papoulia (Kings College London) exercised a right of reply.

Renee Prendergast (NEC) and Mesar Hameed (University of Bath) raised points of information. Douglas Chalmers (vice president) replied.

Motion 11, as amended by the drafting amendment from the floor, was **CARRIED**:

Congress notes:

- 1. the decision not to give branch representatives a vote on the UUK proposal at the 28 March USS meeting held at Carlow Street**
- 2. the subsequent claim made by the General Secretary (GS) that the majority of branch representatives wanted an immediate ballot of members**
- 3. the failure of the GS to provide any verifiable evidence to support this claim.**

Congress believes:

- a. a member-led union requires clarity, transparency and accountability of its decision-making processes**
- b. the GS failed to meet these requirements in reporting the 28 March meeting.**

Congress resolves:

- i. to censure the GS for relaying branch positions at the 28 March meeting whose accuracy, in the absence of a vote, or provision of a detailed written list of positions, could not be verified**
- ii. to ensure that in future branch representatives' positions are recorded in a clear and verifiable manner.**

4 SECTION 2: RULES CHANGES

- 4.1 Motion 12, *Rule change: resignations* was moved by Steve Sangwine, honorary treasurer, on behalf of the NEC, and seconded formally.

Motion 12 was **CARRIED** by a two-thirds majority:

Rule 10.1, second sentence, delete 'after the month'

Dave Eagle (Teesside University) raised a point of information. Paul Cottrell, National head of democratic services, replied.

- 4.2 Motion 13, *Rule change – updating terminology: use of LGBT+ and trans*, was moved by Ryan Prout of the NEC and seconded formally.

Motion 13 was **CARRIED** by a two-thirds majority:

Rule 18.11.2, first sentence, delete 'transgender'; replace with 'trans'. Immediately following, add '(LGBT+)'. Final sentence, delete 'lesbian, gay, bisexual and transgender', replace with 'LGBT+'.

Rule 19.6, second clause, 'lesbian, gay, bisexual and transgender'; replace with 'LGBT+'.

Rule 20.5, clause viii, delete 'transgender (LGBT)'; replace with 'trans (LGBT+)'

Rule 23.1, in clause iii, delete 'LGBT' and 'LGBTMSC'; replace with 'LGBT+' and 'LGBT+MSC'

Add new rule 38.2, Interpretation of rules

38.2 In these rules, 'LGBT+' means lesbian, gay, bisexual, trans, or any other non-heterosexual or non-binary identity.

- 4.3 Motion 14, *Congress standing orders: speaking times*, was moved and seconded formally on behalf of the NEC and south west regional committee.

Mandy Brown (NEC), Michael Carley (NEC), Richard McEwan (London regional committee), and Janet Farrar (NEC), spoke in the debate.

Motion 14 was **LOST**.

Congress standing order 19, delete 'five', replace with 'four'; delete 'three', replace with 'two'.

- 4.4 Motion 15, *Congress standing order: rights of observers*, was moved by Robert Clunas of the NEC and seconded by Janet Farrar of the NEC.

Dave Muritu (NEC) spoke in the debate. Robert Clunas (NEC) exercised a right of reply.

Motion 15 was **LOST**.

After standing order 21, add new standing order (re-number as necessary):

Only delegates to Conference may speak in debate, including moving, seconding and speaking to motions, and moving and responding to procedural motions. Observers shall have no right to speak in debate.

5 SECTION 3: BUSINESS OF THE EQUALITY COMMITTEE

- 5.1 Motion 19, *Progressing equality in our workplaces*, was moved by Dave Muritu of the NEC and seconded formally.

Motion 19 was **CARRIED**:

Congress commends progress made by the equality committee during

2017/18 in its work on challenging sexual harassment, parents' rights at work guidance, the disability toolkit 'David's story', the gender identity and sexual orientation guidance and survey and the continued success of day of action against racism.

Congress further commends the input and advice from the equality standing committees, the equality conference and the equality reps conference which help shape and develop our strategies and approach to delivering more equal workplaces. It is recognised by all national UCU equality bodies that branches need more support and advice in furthering equality.

Congress supports the committee in continuing to focus on these issues by working with branches as well as influencing and changing the government and public narrative that informs our equality rights and the culture we all have to live and work in.

- 5.2 Motion 20, *Intersectionality*, was moved by Victoria Showunmi of the NEC on behalf of the women members' standing committee, and seconded by Steve Boyce of the NEC, who also moved amendment 20A.1 on behalf of the LGBT members standing committee:

Amendment 20A.1:

Insert as a new penultimate sentence of the first paragraph, in between the words 'fragmentation.' and 'Identity':

'Intersectionality as a tool enables understanding and helps reflect complexities inherent in experiences.'

Add new bullet points after 'Congress calls ..':

4. ensure all work is framed by intersectionality thereby exploring equality dimensions, seen and unseen, including class, diversity of gender and sexual identities, neurodiversity and race
5. utilise organising histories and contemporary understandings within LGBT+ communities informing how an intersectional lens enables vocalisation of diverse experiences.
6. review UCU structures using the lens of intersectionality and make suggestions for improving practice.

Nalini Vittal (University College London), Tom Murray (south west retired members branch), and Elane Heffernan (NEC) spoke in the debate.

Congress **AGREED** to delete the words 'Identity politics does not fragment, inequality and oppression do' from the end of the first paragraph of the motion.

Motion 20A.1 was **CARRIED**. Motion 20, as amended, was **CARRIED**:

As a union, we are committed to ensuring equality, fairness and justice for all members. In order to achieve this, there needs to be a recognition of the ways in which different strands of identity and oppression intersect. People are not neatly compartmentalised into separate boxes and it is vital that platforms are available for all. For true solidarity, we need to be speaking to

and with each other and acknowledging and celebrating our intersectional differences. Our work needs to be framed with intersectionality in order to avoid tokenism and fragmentation. Intersectionality as a tool enables understanding and helps reflect complexities inherent in experiences.

Congress calls on NEC to:

- 1. provide training and education about intersectionality**
- 2. approach campaigns and struggles through an intersectional lens**
- 3. maintain the spirit of intersectionality as set out by Kimberlé Crenshaw (1989) and avoid neoliberal interpretations.**
- 4. ensure all work is framed by intersectionality thereby exploring equality dimensions, seen and unseen, including class, diversity of gender and sexual identities, neurodiversity and race**
- 5. utilise organising histories and contemporary understandings within LGBT+ communities informing how an intersectional lens enables vocalisation of diverse experiences.**
- 6. review UCU structures using the lens of intersectionality and make suggestions for improving practice.**

5.3 Motion 21, *Disciplinary procedures and mental health*, was moved by Chiara Vassell of Croydon College on behalf of London Metropolitan University, and seconded formally.

Amendment 21A.1 was moved formally on behalf of the University of Manchester:

Add:

4. UCU should further encourage its members, universities and colleges to be open about mental illness and health when and where ever possible so as to change taboos, myths and prejudice.

Amendment 21A.2 was moved by Deej Fabyc of London Metropolitan University on behalf of Birkbeck, University of London:

Add at end:

4. UCU campaigns for universities and colleges to establish local networks for staff with lived experience of mental health conditions and ensures the networks are centrally involved in key decisions (such as recruitment of counsellors) and policy development.
5. UCU seeks advice on mental health from established service user-led groups such as the National Survivor User Network.

Elane Heffernan (NEC), Phillippa Browning (University of Manchester) and Mike Lammiman (University of Hull) spoke in the debate.

Amendment 21A.1 was **LOST**. Amendment 21A.2 was **CARRIED**. Motion 21, as amended by 21A.2, was **CARRIED**:

The social model states that a person becomes disabled by the

environmental and attitudinal barriers that they encounter, not by their medical condition. Mental health issues are exacerbated severely by a bullying, punitive, corporate style of management and by redundancy procedures. Reps have to deal with members in states of severe depression, suicidal ideation or situations of extreme stress especially when undergoing disciplinary and capability procedures. Although universities and colleges provide student mental health support, and UCU provides training on mental health in the workplace, there needs to be more provision.

Congress asks that:

- 1. UCU provides more training and counselling support to members and their reps in extreme situations**
- 2. UCU campaigns for mental health first aiders available on all university and college sites and that mental health issues are not stigmatised**
- 3. UCU campaigns for institutions to provide regular adequate risk assessments for mental health of staff across the sectors.**
- 4. UCU campaigns for universities and colleges to establish local networks for staff with lived experience of mental health conditions and ensures the networks are centrally involved in key decisions (such as recruitment of counsellors) and policy development.**
- 5. UCU seeks advice on mental health from established service user-led groups such as the National Survivor User Network.**

- 5.4 Motion 22, *Composite: Resisting the growth of European far right and fascist organisations and Football Lads Alliance (FLA)* was moved and seconded formally on behalf of the West Midlands regional committee, Yorkshire and Humberside regional committee and the University of Leeds.

David Harvie (University of Leicester) spoke in the debate.

Motion 22 was **CARRIED:**

Congress notes:

- 1. several thousand Football Lads Alliance supporters marched in London last October, including a big racist and far right element, led by ex-EDL leader Tommy Robinson, and with planned marches in Birmingham and elsewhere**
- 2. FLA marchers threw bottles, beer cans and coins at SUTR protesters. An SUTR protestor was called a 'Black bastard'**
- 3. the march for a 'white Europe' by up to 60,000 fascists and nationalists in Warsaw in November 2017**
- 4. the new Polish law criminalising criticism of Polish wartime collaboration with the Nazis**
- 5. the election of dozens of fascists and Nazi sympathisers to the German parliament after the last election**
- 6. the growth and recent electoral successes of far-right and fascist parties**

in Hungary, Germany (AFD) with 93 MPs, Austria, the Czech Republic, Italy and the Front National in France (FN)

7. the push from the right to commemorate the legacy of Enoch Powell's speech in the Midlands on the anniversary of his Rivers of Blood speech.

Congress believes:

- a. these dangerous trends are fuelled by anti-migrant Fortress Europe policies promoted by European governments and Europe-wide austerity measures hitting workers and the vulnerable
- b. the British trade union movement's role in pushing the BNP and EDL to the point of extinction
- c. fascists use vehicles like the FLA to grow.

Congress reiterates UCU's commitment to opposing the growth of racism and fascism and to encouraging local branches to work with student unions, other campus unions, and other organisations such as Unite Against Fascism and Stand Up to Racism.

Congress resolves:

- i. to support Stand Up to Racism initiatives to further expose racist and fascist elements of the FLA
- ii. to support Stand Up to Racism, Show Racism the Red Card and other fan-based anti-racist initiatives which fight racism in the clubs and football grounds
- iii. to encourage members to join the Unite Against Fascism visit to Auschwitz in November.

- 5.5 Motion L2, *Tackling racism within colleges and universities*, was moved by Dave Muritu of the NEC and seconded formally.

Motion L2 was **CARRIED:**

Congress notes that on 1 May 2018, Exeter University expelled a number of students for "unacceptable racist, sexist and bigoted behaviour".

Recent events at Exeter and also at Nottingham Trent where a student recorded people chanting "we hate the blacks" outside her room have highlighted that the situation for black students is becoming intolerable.

Congress believes that colleges and universities have a responsibility and a duty of care to all students, and that the learning experience of black students is being undermined because of such open racist hostility.

Congress further believes that institutions must abide by their obligations under the General Duty of the Public Sector Equality Duty to foster good relations and eliminate unlawful discrimination, harassment and victimisation.

Congress resolves to:

- 1. work with the NUS to ensure complaints of discriminatory behaviour are dealt with adequately**
- 2. ensure that colleges and universities meet their Public Sector Equality Duty obligations in full.**

5.6 Motion 23 was moved and seconded formally on behalf of the NEC.

Amendment 23A.1 was moved formally on behalf of Redbridge College and University of Brighton (Grand Parade):

Under Congress notes add:

Congress congratulates the recent NEU (NUT section) conference for its robust resistance to any proposed restrictions on pupils wearing the hijab and the prospect of Ofsted inspectors questioning Muslim girls on this matter.

Nalini Vittal (University College London), Roddy Slorach (Imperial College London), Marion Hersh (NEC) and Satvinder Juss (Kings College London) spoke in the debate.

Amendment 23A.1 was **CARRIED**. Motion 23, as amended, was **CARRIED**:

Congress notes:

- 1. the announcement that Ofsted inspectors will question primary school girls wearing the hijab**
- 2. the Sunday Times campaign to ban the hijab in primary schools**
- 3. the decision by St Stephen's school in East London to ban wearing the hijab by girls aged 8 and under. St Stephens also called for the government to override school autonomy on uniform.**

Congress believes these are very worrying developments.

Congress congratulates the recent NEU (NUT section) conference for its robust resistance to any proposed restrictions on pupils wearing the hijab and the prospect of Ofsted inspectors questioning Muslim girls on this matter.

Congress further notes although St Stephen's reversed its decision, the hijab issue is central to the growth of Islamophobia globally. We have seen Donald Trump's 'Muslim ban' and the 'Burka ban' in France. The majority of targets of anti-Muslim hate crimes in Britain are women and girls. Those wearing the hijab, niqab or robe are disproportionately targeted.

Congress opposes discriminatory targeting of Muslims on the basis of dress, including bans on the hijab or questioning of Muslim students by Ofsted inspectors.

5.7 Motion 24, *Maternity pay for casualised staff in post-16 education*, was moved by Marion Hersh of the NEC and seconded by Vicky Blake of the NEC.

Cecily Blyther (NEC) spoke in the debate. Marion Hersh exercised a right of reply.

Motion 24 was **CARRIED**:

Women on casualised contracts experience huge detriments in their terms

and conditions including maternity provision. Casualised lecturers work usually in term time and for less pay than their permanent comparators. The qualifying conditions for statutory maternity pay and leave has a detrimental impact on their ability to access support at a time when it is most needed. Employers' own maternity pay and leave policies could help to eradicate this issue.

Congress resolves to:

- 1. work with Maternity Action and Working Families to campaign for a maternity framework for all parents regardless of contract status**
- 2. use the guide 'Working Parents' as an opportunity to raise awareness and produce additional guidance**
- 3. survey branches for information about the impact of the statutory framework and local policies including access to shared parental leave**
- 4. raise this issue with universities and colleges and to review their local maternity policies.**

5.8 Motion 25, *Sexual harassment*, was moved by Sue Abbott of the NEC on behalf of the women members standing committee and seconded formally.

Amendment 25A.1 was moved by Emma Maguire of the University of Sheffield:

In the first paragraph delete 'unspoken' and replace with 'unacknowledged'.

Delete 'resolves' 1.

Insert: Encourage UCU branches to organise workshops and meetings around the issue of sexual harassment and to campaign for institutions to develop bespoke policies on sexual harassment and staff-student relationships, in line with 1752 group recommendations.

Kitty Howarth (East Midlands regional committee) and Bruce Baker (Newcastle University) spoke in the debate.

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

Sexual harassment has received growing media coverage recently, running through our political organisations, entertainment industries, universities and colleges and our trade union movement. UCU is working with the Students Union and 1752 group to address this producing far reaching policy complemented by branch training/hotline. UCU's survey revealed sexual harassment as a serious unacknowledged problem, embedded within predominantly male white power structures. We need to change this culture.

Congress resolves to:

- 1. Encourage UCU branches to organise workshops and meetings around the issue of sexual harassment and to campaign for institutions to develop bespoke policies on sexual harassment and staff-student relationships, in line with 1752 group recommendations.**

2. **organise a #metoo campaign across our colleges and universities and produce a series of posters, stickers and badges which state 'no to sexual harassment'**
3. **provide training for reps supporting victims of abuse**
4. **guidance concerning cases brought against UCU reps**
5. **training and support for reps and for members who come forward, especially the casualised and PhD students who risk losing out for speaking out.**

5.9 Motion 26, *Composite: Combatting domestic abuse and violence against women*, was moved by Ann Gow of the NEC on behalf of UCU Scotland and Glasgow Caledonian University.

Amendment 26A.1 was moved formally:

In the second sentence delete 'irrespective of' and replace with 'and is not dependent on'.

Add at the end of the last sentence, 'Targeted advice should be given to casualised female workers who often suffer in silence, have low confidence in unions or management to protect them; risk losing work for speaking out and who cannot take required time off to recover or escape their perpetrators as implied by the Istanbul convention'.

Amendment 26A.1 was **CARRIED**. Motion 26, as amended, was **CARRIED**:

Congress recognises that domestic abuse is an issue which affects staff and students in the HE, FE and ACE sectors of post-16 education and is not dependent on class, race, or gender, and welcomes legislative steps to eliminate all elements of this. Congress notes and supports the Domestic Abuse Bill recently passed by the Scottish Parliament which recognises the concept of coercive control as a crucial element used by the perpetrators of abuse. Congress welcomes the Scottish Government's commitment to tackling violence against women by supporting the NUS Scotland campaign against violence against women on campus.

Congress also welcomes universities which have prioritised the elimination of gender-based violence on campus.

UCU endorses the Scottish Government's recognition of the need to address all forms of violence against women as part of a coherent analysis of gender-based power, and encourages UCU branches to support local campaigns to tackle gender-based violence that adopt this approach.

Congress asks the union to ensure that current advice to members regarding domestic abuse should draw on best practice in all different jurisdictions of the UK to ensure that our advice to members is relevant, up to date, effective and practical. Targeted advice should be given to casualised female workers who often suffer in silence, have low confidence in unions or management to protect them; risk losing work for speaking out and who cannot take required time off to recover or escape their perpetrators as

implied by the Istanbul convention.

- 5.10 Motion 27, *The fight for equality of access to work*, was moved by Elane Heffernan of the NEC on behalf of the disabled members standing committee and seconded formally.

Amendment 27A.1 was moved formally on behalf of the anti-casualisation committee.

After guidance at the end of a. add 'recognising the difficulties casualised staff face in getting reasonable adjustments, due to their inferior contractual situation, lack of voice or disclosure exacerbated by their precarious status'

Cecily Blyther (NEC) spoke in the debate.

Amendment 27A.1 was **CARRIED**. Motion 27, as amended was **CARRIED**:

Congress notes:

- 1. only 47% of working age disabled adults are in work, compared to 76.4% of non disabled adults**
- 2. disabled people's equality of access to work paying a living wage, is frustrated because of the structural inequality of our society**
- 3. universities and colleges should endeavour to remove barriers to work to ensure workplaces are accessible to all disabled staff**
- 4. a lack of reasonable adjustments for disabled workers is a major barrier to maintaining employment.**

Congress resolves to:

- a. ensure UCU supports disabled staff in negotiating and implementing reasonable adjustments through training and guidance, recognising the difficulties casualised staff face in getting reasonable adjustments, due to their inferior contractual situation, lack of voice or disclosure exacerbated by their precarious status**
- b. work with other unions and disabled people's organisations to campaign for the extension of equality legislation to introduce a time limit for making needed adjustments**
- c. use the Day of Action on Disability to focus on issues around access and implementation of reasonable adjustments.**

Congress urges every branch to participate in the day of action.

- 5.11 Motion 28, *Medical cannabis*, was moved by Paul Lunn of the University of Coventry on behalf of the disabled members standing committee and seconded by Emma-Jane Phillips of the NEC.

Motion 28 was **CARRIED**:

Cannabis as a medicine provides effective relief for chronic conditions including chronic pain and multiple sclerosis. The MS Society announced there is sufficient evidence of its effectiveness. Many disabled people use cannabis illegally to help alleviate a condition or issue.

Countries including Portugal, Spain, Canada, and several states in the USA have decriminalised it. In the UK cannabis possession can lead to a 5-year sentence.

Sativex is a cannabis based medicine which is licenced in the UK for MS. It is not available on the NHS and is only available on private prescription, costing over £400 per month.

Cannabis could support a disabled person staying in employment.

Congress calls on the NEC to:

- 1. work with other organisations to campaign for the legalisation of possession, supply and cultivation of medical cannabis within the UK**
- 2. to campaign for Sativex and other cannabis based medicines' availability on the NHS.**

5.12 Motion 29, *LGBT+ perspectives and presence in education*, was moved by Louise Gooddy of Accrington and Rossendale College on behalf of the LGBT members standing committee and seconded formally.

Pura Ariza (Manchester Metropolitan University) spoke in the debate.

Motion 29 was **CARRIED:**

There have been some moves toward including diverse voices in learning materials in FE and HE curricula. However, the role played by curricula and disciplinary canons in reasserting and reproducing differential power relations and Western-centric paradigms continues.

Congress believes that:

- 1. the diverse voices of LGBT+ and other equality groups should be integral to education including in the classroom and in research**
- 2. learning is an emancipatory practice, whatever the field**
- 3. emancipation doesn't simply come through inclusion or assimilation into curricula or disciplinary canons.**

Congress asks NEC to:

- a. take an active role in reimagining educational institutions and reflecting on how they maintain social hierarchies**
- b. organise a collection of educational resources promoting LGBT+ visibility across post-school education**
- c. promote LGBT+ research including through the biennial UCU LGBT+ research conference**
- d. create a database of people working in LGBT+ studies**
- e. with NUS articulate strategies to decolonise the curriculum.**

5.13 Motion 30, *Global awareness of history and the current struggle*, was moved by Steve Boyce of the NEC on behalf of the LGBT members' standing committee, and seconded

formally.

Motion 30 was **CARRIED:**

Congress commends close partnership working of UCU and Amnesty International, including:

- 1. the case of Giulio Regeni, a PhD student killed whilst working in Egypt**
- 2. UCU LGBT+ action supporting Amnesty campaigns e.g. reported abduction and murder of gay men in Chechnya.**

Congress notes that:

- a. progressing equality isn't simple e.g. the recent repeal of the laws on same-sex marriage in Bermuda. Hard-fought gains can be overturned. We must be on-guard.**
- b. we must maintain acute awareness of the history of struggle. Recent backlash against trans visibility has mirrored actions around section 28.**

Congress reaffirms

- i. that equality and liberation are at the forefront of our work**
- ii. commitment to ongoing work with organisations and campaigns particularly Amnesty International and LGBT History Month.**

Congress calls for development and implementation of strategic actions promoting gender identity and broader intersectional LGBT+ equality based on UCU LGBT+ survey findings, including regional networks.

6 SECTION 4, BUSINESS OF THE STRATEGY AND FINANCE COMMITTEE to be taken in open session

6.1 Motion 33, *Support the Picturehouse strike*, was moved and seconded formally.

Motion 33 was **CARRIED:**

Congress notes that:

- 1. BECTU members at six Picture House cinemas are in dispute for the London Living Wage and fair terms and conditions**
- 2. in 2014 Ritzy workers struck for 13 days, succeeding in raising their wage to £9.10ph (26% rise)**
- 3. Picturehouse is owned by Cineworld, which made £83.8 million profit in 2015**
- 4. the strikers are seeking to extend the dispute to other Picturehouse cinemas and have called a boycott of both Picturehouse and Cineworld cinemas as part of the campaign**
- 5. Picturehouse strikers have spoken at UCU anti-casualisation meetings and their struggle against precarious contracts is an inspiration for those fighting casual contracts in all workforces.**

Congress resolves to:

- a. **send a message of solidarity to striking BECTU Picturehouse members**
- b. **send a £250 donation to the strike fund**
- c. **mobilise support throughout UCU by advertising future picket lines and protests**
- d. **advertise the boycott of Cineworld among members and promote it publicly.**

6.2 Motion 34, *Unfair treatment of international staff and students taking strike action*, was moved by Stefan Kesting of the University of Leeds and seconded formally.

Simon Smith (Coventry University) spoke in the debate.

Motion 34 was **CARRIED**:

Congress notes:

- 1. **recent strikes have brought to the fore the differential treatment for staff requiring visas to work**
- 2. **the right to strike is protected under article 28 of the EU Charter of Fundamental Rights**
- 3. **that reporting unauthorised absences before they reach 10 consecutive days is discretionary.**

Congress believes:

- a. **that none should fear reprisals for engaging in lawful industrial action**
- b. **that UCU has a duty to protect the right to strike for all members.**

Congress resolves:

- i **to establish a new position for international staff representatives**
- ii **to demand that universities and colleges protect international staff from any implications arising from participation in strike action**
- iii **to lobby political parties for changes in Home office regulations and demand the recognition of an 'equal right to strike' for any worker on visas**
- iv **to bring the issues to the European Court of Justice if necessary.**

6.3 Motion 35, *No to union busting at Coventry University!*, was moved and seconded formally.

Justine Mercer (NEC), Simon Smith (Coventry University), and Paul Lunn (Coventry University), spoke in the debate.

Motion 35 was **CARRIED**:

Congress notes:

- 1. the shameful history of Coventry University (CU) Group in blocking union representation for members across their subsidiary companies.
- 2. the good faith lost by CU Group in breaching agreements to allow union representation for these members.

3. the sham union organised by CU Group in their most recent attempt to block the democratic rights of our members.
4. the successful demonstrations organised by Coventry University UCU to fight this.
5. that the actions of CU Group are an attack on our union as a whole.

Congress resolves:

1. to give full national support to Coventry University UCU in all future resistance including demonstrations and any other actions.
2. to urge members to lobby MPs to support EDM 1178 backing union recognition across CU Group.
3. that this issue must be championed by our union leadership.

6.4 Motion 36, *International solidarity*, was moved by Brian Hamilton of the NEC and seconded formally.

Amendment 36A.1 was moved formally on behalf of the London regional committee:

Add at end:

Congress resolves to publicise and urge branches to organise regular solidarity events and collections in support of refugees, and to join in with building solidarity delegations to bring support to refugees, working with groups including Care4Calais and Stand Up to Racism. And to work with refugee organisations supporting refugees and asylum-seekers who are being excluded from education.

Steve Lui of the NEC spoke in the debate.

Amendment 36A.1 was **CARRIED**. Motion 36, as amended, was **CARRIED**:

Congress recognises the importance of an international dimension to UCU's work and the value of working alongside EI, TUC, Amnesty and other affiliated solidarity organisations.

Congress welcomes union initiatives to:

- 1. defend academic freedom and educators at risk in countries such as Turkey**
- 2. defend freedom of association and the rights of education workers in countries such as Iran**
- 3. support rights to education, notably for women and refugees, and the importance of the equality dimension in international work (e.g. LGBT+ rights in Chechnya)**
- 4. support a global response to the privatisation and marketisation of public education, including the threats posed by global education providers such as Bridge International Academies**
- 5. encourage the sharing of international experience and mutual solidarity between trade unions (e.g. Zimbabwe, Palestine and Colombia).**

Congress calls on UCU to build on current work in these areas and to continue to engage regions, branches and members in our key international campaigns.

Congress resolves to publicise and urge branches to organise regular solidarity events and collections in support of refugees, and to join in with building solidarity delegations to bring support to refugees, working with groups including Care4Calais and Stand Up to Racism. And to work with refugee organisations supporting refugees and asylum-seekers who are being excluded from education.

6.5 Motion 37, *Free speech Israel*, was moved by Mark Abel of the NEC on behalf of University of Brighton (Grand Parade) and seconded formally.

Ron Mendel (East Midlands regional committee), Ryan Prout (NEC), Tom Hickey (University of Brighton) and Cathy Pope (University of Southampton).

Motion 37 was CARRIED:

Congress notes the:

- 1. continuing attempts to conflate antisemitism and anti-Zionism**
- 2. government's attempted use of the discredited IHRA definition of antisemitism to deter campus criticism of Israel**
- 3. bans on activities in Israeli apartheid week**
- 4. use of security costs to prevent meetings**
- 5. imposition of so-called 'neutral' chairs on Middle East meetings, offending the integrity and professional competence of academic staff**
- 6. successful defiance of censorship at some universities, and successful challenge to the imposition of chairs at LSE.**

Congress believes this campaign:

- a. is a form of censorship, and infringes academic freedom, and freedom of speech**
- b. violates universities' legal obligations (Education Reform Act 1988, Education Act (no.2) 1986, and Equality Act 2010).**

Congress resolves to:

- i. urge branches to host meetings and debates on Palestine which might otherwise be subject to censorship**
- ii. inform members about UCU policy on Israeli discrimination and illegal occupation, and on opposition to all forms of racism, including antisemitism.**

6.6 Motion 38, *Gaza protest and the Israeli response*, was moved by Margot Hill of the NEC and seconded formally.

Motion 38 was **CARRIED:**

Congress registers

- 1. the continuing weekly murder through March and April of Gaza civilians by IDF snipers (c.40 deaths and c.3,000 injuries by beginning of May)**

2. **reported use of dum-dum bullets to maximise trauma**
3. **renewed Israeli bombing, damaging infrastructure and killing more civilians.**

Congress believes:

- a. **Israeli policy seems designed to render life unliveable for Palestinians, enabling further colonisation by Israeli settlers**
- b. **the use of military might, forced expulsion, systematic constitutional discrimination inside Israel, fully attested use of torture against prisoners, abrogation of Palestinian human rights, and illegal settlement of Palestinian land, are central moral and political issues of today.**

Congress instructs the General Secretary to:

- i. **write urging the British Government to reconsider arms trading and military/intelligence cooperation with Israel**
- ii. **write to the Israeli Ambassador to protest at these murders**
- iii. **issue a press release.**

6.7 Motion 39, *Support the Catalan people's democratic right to self-determination*, and amendment 39A.1, were moved by Marion Hersh of the NEC on behalf the University of Glasgow and seconded formally

Amendment 39A.1:

In Congress notes, add:

- vi. the arrest under a European warrant of former Catalan Education minister Professor Clara Ponsati, currently working at St Andrews University.

In Congress resolves, add:

- iv. contact the Scottish government urging non-compliance with any order to extradite her to Spain, as her arrest is politically motivated
- v. encourage members to participate in broad-based campaigns for her release
- vi. develop links and provide solidarity to Catalan education Tus.

Ryan Prout (NEC), Anthony O'Hanlon (University of Liverpool), Michael McKrell (University of Central Lancashire) and Pura Ariza (NEC) spoke in the debate. Marion Hersh (NEC) exercised a right of reply.

Eurig Scandrett (UCU Scotland) moved remission of amendment 39A.1.

Remission of amendment 39A.1 was **LOST**.

Amendment 39A.1 was **CARRIED**. Motion 39, as amended, was **CARRIED**:

Congress notes:

1. **the 92 percent 'yes' vote for Catalan independence in October 2017 on a 43 percent turnout, and the Catalan parliamentary elections in December 2017 returned a majority for pro-independence parties**
2. **calls from Catalonian trade unionists — eg education workers and**

firefighters—for solidarity from the international trade union movement

- 3. the imprisonment of members of the Catalan government and leaders of civic society under charges of rebellion and sedition.**
- 4. the arrest under a European warrant of former Catalan Education minister Professor Clara Ponsati, currently working at St Andrews University.**

Congress believes:

- a. the Catalan people have a right to self-determination**
- b. the Spanish state has the right to disagree with independence, but the Catalan people must be able to determine their future.**

Congress resolves to:

- i. message the Intersindical Alternativa De Catalunya expressing solidarity with the Catalan people's right to self-determination**
- ii. call for the release and acquittal of all political prisoners**
- iii. support actions and initiatives defending democracy and condemning the Spanish state's crackdown in Catalonia.**
- iv. contact the Scottish government urging non-compliance with any order to extradite her to Spain, as her arrest is politically motivated**
- vi. encourage members to participate in broad-based campaigns for her release**
- vi. develop links and provide solidarity to Catalan education Tus.**

6.8 Following the return of Congress from a lunch break, Megan Povey (University of Leeds) proposed a suspension of Congress standing orders to allow the debate of the business of the equality committee to be continued. This proposal was **CARRIED**.

6.9 Motion 31, *Transgender rights*, was moved by Rhiannon Lockley of the NEC on behalf of Halesowen College and seconded by Megan Povey of the University of Leeds.

Holly Smith (UCL Institute of Education), Marion Hersh (NEC), Eurig Scandrett (UCU Scotland) and Friday Jones (Open University) spoke in the debate.

Motion 31 was **CARRIED**:

Congress notes that:

- 1. trans people, staff and students in FE and HE, face considerable hostility and discrimination**
- 2. in 2017 the government announced a consultation on the 2004 Gender Recognition Act, which currently involves a medicalised process to obtain a gender recognition certificate involving a diagnosis of 'gender dysphoria', and living as the desired gender for at least two years**
- 3. trans organisations have proposed changes to obtain a gender recognition certificate through self-declaration, as currently in Denmark,**

Ireland and Malta.

Congress further notes the government has delayed the consultation after a sustained anti-transgender press campaign.

Congress resolves to:

- a. oppose any moves to delay or abandon the consultation over changes to the GRA**
- b. support the proposed amendments and make a submission to the consultation on this basis**
- c. promote trans equality in the workplace and encourage branches to commemorate Transgender Day of Remembrance each November.**

7 SECTION 5: BUSINESS OF THE EDUCATION COMMITTEE

7.1 Motion 49, *Education*, was moved by Julia Charlton of the NEC and seconded formally.

Amendment 49A.1 was moved by Alistair MacTaggart of Chesterfield College on behalf of the East Midlands regional committee:

Add at end:

Congress urges the education committee to review, assess and incorporate the experiences of branches and members of the many strike committees, teach outs and extra-curricular educational experiences for staff, students and supporters during the USS strikes and rallies and to consider how these experiences can be used to invigorate the union's 'Cradle to Grave' strategy. A session on these experiences should form part of the next Cradle to Grave conference.

Douglas Chalmers (president elect) spoke in the debate.

Amendment 49A.1 was **CARRIED**. Motion 49, as amended, was **CARRIED**:

Congress commends progress made by the education committee during 2017/18 in its work on widening access; the transformational nature of FE and HE; defence of academic freedom and continued opposition to the marketisation of education.

Congress welcomes the committee's comprehensive statement of UCU policy from cradle to grave as part of its work in support of a National Education Service and encourages all political parties to develop their own NES.

Congress strongly supports the committee's commitment to engaging with members and stakeholders, congratulates the committee on its successful 2018 Cradle to Grave conference and welcomes its decision to review the format and venue of the conference to maximise participation across the UK.

Congress urges the education committee to review, assess and incorporate the experiences of branches and members of the many strike committees, teach outs and extra-curricular educational experiences for staff, students and supporters during the USS strikes and rallies and to consider how these

experiences can be used to invigorate the union's 'Cradle to Grave' strategy. A session on these experiences should form part of the next Cradle to Grave conference.

- 7.2 Motion 50, *Managerialism*, was moved and seconded formally on behalf of Northumbria University.

Amendment 50A.1 was moved by Cecily Blyther of the NEC on behalf of the anti-casualisation committee:

Add after 'equality' in the last sentence, 'precarity, membership of a union,'

Add to the end, 'Congress also resolves to encourage members to submit information about experiences connected to this issue to a specially designed page on the UCU website.'

Nils Markusson (Lancaster University) spoke in the debate.

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

Education staff widely report burnout, stress, poor health and overall dissatisfaction at work. One cause is rampant managerialism, which is forcing staff into bureaucratic functions and routines that deflect their attention from academic priorities of teaching and scholarship. Managerialism embodies groupthink within a technocracy set on recasting education as a relationship between student-consumers and service providers. Subsequently, staff have been led to adopt new responsibilities, as purveyors of student satisfaction, organisers of enhancement experiences, marketers for degrees, and cast for institutional promotional materials.

UCU recognises in general the need to adapt to political and economic changes, and calls on employers to facilitate adaptation through collegiate decision-making, rather than a top-down approach. Nonetheless, Congress resolves to continue to resist and counteract managerialism, including by researching and reporting on its presence and consequences in education, especially in regard to issues of equality, precarity, membership of a union, stress and health and safety.

Congress also resolves to encourage members to submit information about experiences connected to this issue to a specially designed page on the UCU website.

- 7.3 Motion B1, *University admissions from Access programmes*, was moved by Pauline Hall of the South East regional committee, and seconded formally.

Motion B1 was **CARRIED**.

Congress notes that Access students in FE are being asked for ridiculously high grades for University entry since replacing the previous pass/fail system with a grading system of pass, merit or distinction.

Congress agrees that UCU should campaign for Universities to redress the unrealistic entry requirements, eg distinctions across the board, for our students. Congress also notes that Access students already face many

barriers to education, such as immigration status and access to funding, these practices should therefore be deemed discriminatory.

7.4 Congress **ADOPTED** the report of the education committee.

7.5 Motion 51, *New members and officer guidance*, was moved by Justin Wynne of the NEC on behalf of Sussex Coast College Hastings and seconded formally.

John James (UCU Wales), Bruce Baker (Newcastle University) and Rachel Cohen (City University) spoke in the debate.

Marion Hersh (NEC) moved remission of motion 51. Remission was **LOST**.

Justin Wynne (NEC) proposed that the motion be taken in parts. Congress **AGREED**.

Bullet point 3 of motion 51 was voted on separately and **CARRIED**. Motion 51, in its entirety, was **CARRIED**:

Congress states the structure of UCU can be daunting for new members: branch officers, regional officers, sector conferences and ending with Congress. By laying out the roles and responsibilities clearly UCU will grow membership and engagement. Therefore, Congress resolves to:

- 1. provide case studies by officers, for officers, about what their roles and responsibilities are**
- 2. produce an info graphic and video to explain UCU's structure to be sent to all new members**
- 3. provide half day training for officer roles via regional offices.**

7.6 Motion 52, *Windrush*, was moved by Steve Cushion of the London retired members branch and seconded formally.

Motion 52 was **CARRIED**:

Congress notes that the people of the 'Windrush' generation have helped to build this country. They belong here.

Congress condemns the disgusting behaviour of the British government in creating a 'hostile environment' for immigration by targeting these long-standing UK residents and their families. The threat of deportation, loss of access to work and public services, to those who have, over the years, paid taxes and national insurance, is not acceptable on any level. At least one individual who worked in education lost his job when he was asked to reapply for his position. Unable to produce the documents requested he found himself in a position of no man's land.

Some 7,000 students have been accused by the Home Office of 'faking proficiency in English' and ordered to leave the UK.

It is Theresa May both as minister and as Prime Minister who is responsible for the racially discriminatory and divisive 'hostile environment' policy aimed at Commonwealth citizens and all migrant communities, a policy that hits our members and students. Citizens, our sisters and our brothers, have been treated with contempt. Those involved in imposing such practices should be

held to account.

The resignation of Amber Rudd does not end the Windrush scandal. An apology from the Prime Minister is not enough and, not good enough. Nor will a 'forced' apology help to rebuild the lives shattered by separation and emotional, psychological and financial hardship. The Government needs to acknowledge the many contributions made by Windrush and put it right, right now.

Congress calls on the NEC to:

1. call on branches to raise awareness with all members of the root cause of this policy – it is a deliberate racist policy
2. restate our position on discriminatory practices in the workplace and society as a whole and campaign to remove all forms of racism and promote harmony
3. actively oppose the 'hostile environment' strategy on our campuses
4. build on its previous work defending migrants by updating its materials putting the positive reality of the role migrant workers play
5. initiate an annual 'Windrush day' on campuses working with migrant and anti- racist organisations to promote the positive contribution of migrants
6. continue our support for the rights of overseas students and international staff seeking guarantees from governments and employers in the light of Brexit negotiations
7. encourage members to write to their MPs and Councillors with their objections and horror at the treatment of citizens
8. support and encourage campaigns against deportations both at a local and national level, working where possible with other trade unions trades councils and the TUC
9. demand the scrapping of Theresa May's 2014 racist immigration act and support the call for:
 - a. a complete amnesty for all of the long-term residents who are now threatened with deportation or the curtailment of their rights
 - b. an immediate reinstatement of citizenship and the associated rights
 - c. a real and actual timeline for compensation.

7.7 Motion 53, *Deportation charter flights to Nigeria*, was moved and second formally on behalf of the NEC.

Motion 53 was **CARRIED**:

Congress notes with deep concern the planned mass charter deportation flight to Nigeria in the next few days (information circulated by Movement for Justice on 4 May).

Congress opposes forced deportations and considers mass charter deportation flights particularly brutal and secretive. Congress is further concerned about the likely presence on this flight of:

- 1. O, classified by home office as adult at risk level 2 and who has PTSD**
- 2. Windrush generation entitled to UK citizenship.**

Congress calls on General Secretary, members and branches to write to:

- a. Immigration Minister and Home Secretary to stop all mass deportation flights, including pending Nigerian one**
- b. Yvette Cooper to halt O's deportation.**
- c. MPs, Diane Abbot, reporters to highlight the situation, call for an end to mass deportation flights and for O to be given leave to remain.**

and use social media to publicise the Nigerian deportation flight and O's situation.

- 7.8 Motion 54, *Supporting non-UK EU nationals and their partners from third countries*, was moved by Justine Mercer of the NEC on behalf of the University of Lincoln and seconded formally.

Motion 54 was **CARRIED:**

Congress notes that employers, landlords, mortgage lenders, etc. are dealing with uncertainties created by Brexit by discriminating against non-UK EU passport holders so as not to fall foul of real or imagined Home Office regulations. This and the Home Office's 'hostile environment' for nationals from other countries also affects UCU members, including those from third countries in relationships with non-UK EU nationals.

The Home Office has asked people to leave within two weeks or face deportation, often on dubious grounds. Branches do their best to support members but are not necessarily equipped to do so in these circumstances. A dedicated caseworker at national level would be useful not only to help members but also to collect data on the number of people affected.

Congress asks that UCU provide a specific contact at national level for members and branch officers requiring advice and support until legal certainty has been restored.

- 7.9 Motion 55, *Defend post-16 education national demo in autumn*, was moved by Peter Bicknell of the Newcastle College Group (Lewisham and Southwark College) on behalf of the London regional committee and seconded formally.

Elane Heffernan of the NEC moved amendment 55A.1 on behalf of the disabled members standing committee:

Add at end of motion

The demonstration to include participation of disabled members by:

1. including disabled members in planning
2. a well publicised accessible shortened route with stewards receiving

appropriate guidance that disabled members can join if they wish

3. signers at the rally
4. consideration of a section that remains free of whistles and loud drumming etc.

Congress also urges all regions and branches to begin to include planning for disabled members participation in protest and strike events.

Amendment 55A.1 was **CARRIED**. Motion 55, as amended, was **CARRIED**.

Post-16 education faces an ongoing assault headed up by the Tory government of privatisation, marketisation and casualisation.

While staff face pay freezes and attacks on their pensions, students pay record tuition fees. But VCs' and college principals' pay are at record levels.

With growing opposition to attacks on education and support from the Labour front bench for a progressive vision for our colleges and universities we want to build the biggest possible resistance.

As part of this process Congress calls on NEC to initiate a major demonstration to defend education in London in the autumn term and seek support from NUS, other campus unions and the wider movement.

The demonstration to include participation of disabled members by:

1. including disabled members in planning
2. a well publicised accessible shortened route with stewards receiving appropriate guidance that disabled members can join if they wish
3. signers at the rally
4. consideration of a section that remains free of whistles and loud drumming etc.

Congress also urges all regions and branches to begin to include planning for disabled members participation in protest and strike events.

- 7.10 A report having been circulated in the hall, Alan Barker (University of Nottingham and chair of CBC), reported on the receipt of two emergency motions which CBC recommended were not ordered onto the agenda.
- 7.11 Elane Heffernan (NEC) challenged the report of CBC. The challenged was seconded formally.
- 7.12 The chair asked Congress to vote whether to accept the emergency motions for debate, which required a two-thirds majority. Votes were counted 128 in favour of acceptance, 82 against, with 8 abstentions. A two-thirds majority not having voted in favour, the motions were not accepted for debate.
- 7.13 Motion 56, *Recruitment, organising and campaigning*, was moved by Emma-Jane Phillips of the NEC and seconded formally.

Motion 56 was **CARRIED**:

Congress notes the work of ROCC in supporting members and branches to Get the Vote Out; its work for early career and international staff; the fight against marketisation; and campaigning for a fair alternative to fees and loans for students and instructs NEC to prioritise in 2018/19 the generalisation of GTVO and its benefits to every branch in the union.

- 7.14 Motion 57, *Social media*, was moved by Alistair MacTaggart of Chesterfield College and seconded formally.

Rhian Keyse (University of Exeter), Sean Wallis (NEC) and Cecily Blyther (NEC) spoke in the debate.

Motion 57 was **CARRIED**.

Congress notes that a number of institutions have cited alleged staff use of social media, including during their own time and off premises, in pursuing disciplinary procedures against members generally on the grounds of 'bringing the institution into disrepute'.

Congress resolves to task the appropriate UCU national committee to examine this situation and produce clear guidelines for members in respect of the use of social media, the boundaries and dangers to be aware of, and the policies branches should seek to negotiate with managements.

There are issues of freedom of speech as well as management infringements on the legitimate roles of union representatives involved and the union needs to support and empower staff to take all necessary action in order to prevent heavy handed, bullying and inappropriate management behaviour and management encroachment on the private lives of staff or on the roles of union reps.

- 7.15 Motion 58, *Free speech and white supremacists*, was moved by Nita Sanghera, vice president, on behalf of the Black members standing committee and seconded formally.

Motion 58 was **CARRIED**:

Congress notes:

- 1. the use of 'freedom of speech' discourses to defend the right of white supremacists and right populists to insult and attack immigrants, Muslims and Black people without consequence (for example Berkeley Free Speech week)**
- 2. the framing of free speech within a Eurocentric 'clash of civilisations' narrative deeming Black, immigrant and Muslim communities in particular as incapable of free speech**
- 3. the silencing and discrediting of those who challenge racism and colonialism, or draw attention to the consequences of UK foreign policy (notably Lola Olufemi)**
- 4. the unwillingness by politicians to recognise the threat to academic freedom and freedom of speech posed by Prevent.**

Congress affirms academic freedom and freedom of speech and condemns these attempts at co-option by right populists and white supremacists.

Congress resolves for guidance and campaign resources to be produced to branches to organise public events to raise awareness of these issues.

- 7.16 Motion 59, *British values?*, was moved and seconded formally on behalf of Sutton College.

Motion 59 was **CARRIED:**

At least four major Muslim organisations and countless education professionals in schools and colleges have noted the underlying racism of this government's 'Prevent Strategy'.

The attempt by central government to peddle wider human values as being somehow particularly British values is made even more pernicious by the failure to uphold those values within its own practice.

This Congress calls on the government to reverse the obligation on schools, colleges and universities to teach British values and to promote in its place an agenda that unites rather than divides.

Congress further demands that this agenda be devised in consultation with and the agreement of those charged with delivering it, rather than simply foisting it upon them.

In the event of the government ignoring or rejecting this demand, this union will work with all education unions to organise a boycott of the Prevent agenda.

- 7.17 Motion 60, *Turning free members into active members*, was moved by Sam Morecroft of the University of Sheffield, and seconded formally.

Motion 60 was **CARRIED:**

Congress notes:

- 1. the introduction of free UCU membership for some casualised staff has partially addressed some issues that arise when recruiting in FE and HE**
- 2. many casualised staff find UCU structures bewildering and resources difficult to find**
- 3. large numbers of postgraduate students have joined UCU, notably during the USS dispute. Many have been at the forefront of the strike, despite (usually) not 'qualifying' for the pension scheme.**

Congress resolves to:

- a. consolidate and promote practical advice for branches to establish and manage strike hardship funds, including clear instructions and worked examples to support casualised workers whose contracts and working conditions vary (e.g. when demonstrating proof of income)**
- b. develop and promote materials to support casualised members in understanding and engaging with UCU's internal democratic culture at all**

levels

- c. **produce material promoting the annual meeting for staff on casualised contracts to casualised and free subscription members.**

7.18 Motion 61, *Supporting casualised staff taking strike action*, was moved by Sam Morecroft of the University of Sheffield and seconded formally.

Amendment 61A.1 was moved by Mesar Hameed of the University of Bath:

Add to the end: '5. reintroduce paper membership forms to facilitate recruitment of casualised staff and others on picket lines, at recruitment stalls and elsewhere in the workplace.'

Friday Jones (Open University) and Steve Sangwine (honorary treasurer) spoke in the debate.

Amendment 61A.1 was **CARRIED**. Motion 61, as amended, was **CARRIED**:

Recent UCU industrial action highlights incredible solidarity from casualised members across sectors, despite low pay, poor working conditions, and often not qualifying for a pension. Deductions disproportionately affect casualised members; many experience difficulty obtaining proof of contracts and lost income.

To support secure work and security in retirement for everyone, Congress resolves to:

1. **publish annual breakdowns of figures for casualised members joining UCU across sectors and job roles**
2. **ensure language in industrial action publicity is inclusive of all job roles (avoiding erasure inherent in shorthand like 'lecturers' union')**
3. **produce guidance and targeted materials to support branches in publicising issues affecting casualised staff in diverse roles during industrial action**
4. **support branches to build on national fighting fund provision through working with casualised members to ensure practical solidarity and support at branch level, e.g. through hardship funds, food parcels and ensuring vulnerable casualised members feel protected during industrial action**
5. **reintroduce paper membership forms to facilitate recruitment of casualised staff and others on picket lines, at recruitment stalls and elsewhere in the workplace.**

7.19 Motion 62, *Casualised staff*, was moved and seconded formally on behalf of University of Brighton (Eastbourne and Hastings).

Motion 62 was **CARRIED**:

Congress notes that an increasing number of members are casualised staff. The reality for many or most is that in both FE and HE many they are on either short term contracts, zero hours contracts or are hourly paid. Staff in both sectors are often pitted against each other.

Congress agrees that the campaigns to challenge such practices should be prioritised and increased - practices that leave highly skilled lecturers having insecure employment and the stress of having to input a lot of unpaid and unrewarded work on the vague promise of a post and vie for the said post with colleagues and comrades are completely unacceptable.

7.20 Motion 63, *Campaign on pay in regions*, was moved by Kevin Bean of the north west regional committee and seconded formally.

James Brackley (University of Birmingham) and John James (UCU Wales) spoke in the debate.

Motion 63 was **CARRIED**.

Congress notes:

- 1. the power of collective action**
- 2. the role of the region in coordinating action and offering assistance**
- 3. pay is a central issue: our members are suffering the effects of years of pay cuts, and the media is reporting our colleagues' difficulties balancing their commitments to education and paying bills**
- 4. a pay campaign can be galvanising for recruitment among part-time, casualised and full-time staff**
- 5. pay exposes discrepancies and inequality.**

Congress agrees:

- a. a national and regional effort that produces a roadshow on pay where regions are central in campaigning across branches**
- b. regions to plan and facilitate regional campaigning rallies, with appropriate funding**
- c. for regions to empower members and branches to come together to participate in activities on the pay issue and recruit members**
- d. regions to actively support local branches to prepare and pursue Part 2 claims.**

7.21 Motion 64, *Carillion and lessons for outsourcing in FE and HE*, was moved by Rachel Minshull of the Yorkshire and Humberside regional committee and seconded formally.

Amended 64A.1 was moved formally on behalf of the women members standing committee:

Add bullet point iv 'demand that institutions conduct an equality impact assessment'

Marian Carty (Goldsmiths University of London) and Steve Boyce (NEC) spoke in the debate.

Amendment 64A.1 was **CARRIED**. Motion 64, as amended, was **CARRIED**.

Congress notes that:

- 1. January's collapse of Carillion, the UK's largest outsourcing company, threatened 30,000 jobs directly plus thousands more in suppliers**
- 2. F&HE will be directly impacted due to PPI, cleaning, security and other void Carillion contracts**
- 3. the government ignoring profit warnings and continuing to treat Carillion as preferred bidder was gross incompetence and cronyism.**

Congress believes university and college student and staff interests will be best served by bringing services in house. Carillion's failure discredits:

- a. the Tories' strategy for delivering public services through outsourcing and privatisation**
- b. neoliberal privatisation as a fundamentally anti-working class economic scam**
- c. capitalism.**

Congress instructs the NEC to:

- i. develop, publish and promote an explicit alternative educational strategy based on universal free education from cradle to grave**
- ii. a national and local industrial action strategy to stop privatisation and marketisation, working with student and other unions to protect our universities and colleges as public institutions under the democratic control of staff, students and communities**
- iii. send a letter to all institutions demanding that they end outsourcing of student and staff services and call upon them to enter negotiations with the relevant trade unions to negotiate the bringing back of services in house**
- iv. demand that institutions conduct an equality impact assessment.**

7.22 Motion 65, *Fighting austerity in local government*, was moved and seconded formally on behalf of the University of Sheffield.

Motion 65 was **CARRIED**.

Congress notes:

- 1. that much of the Tory austerity onslaught is administered through cuts to local authority grants**
- 2. that Northamptonshire County Council has literally run out of money and many councils are now using reserves to meet their legal obligation to provide services**
- 3. that Labour Councils jointly control budgets of £75 billion (more than the state budgets of 16 EU countries) with reserves of £13.5 billion**
- 4. that the weak and divided Tory government does not have the political legitimacy to impose austerity on local government**
- 5. the success of the Sheffield 'People's Budget' campaign and other similar**

initiatives up and down the country.

Congress resolves:

- a. to urge all councils to refuse to carry out any further cuts to jobs and services**
- b. to campaign to restore local government funding**
- c. to show solidarity and support to councillors who refuse to vote for cuts.**

7.23 Motion 66, *Climate change and the TUC*, was moved and seconded formally on behalf of the London retired members branch.

Amendment 66A.1 was moved formally on behalf of South Thames College:

Add at end:

Congress notes UCU support for the Just Transition Statement in Scotland adopted at the UCU Congress, 2017.

Congress calls upon the UCU:

- a. to support the adoption of a similar Just Transition statement circulated by the Greener Jobs Alliance and campaign for UK wide implementation
- b. NEC to lobby the TUC for adoption and for branches to get the endorsement of Trades Union organisations
- c. to affiliate to Campaign Against Climate Change Trade Union Group.

Amendment 66A.2 was moved formally on behalf of the NEC:

Add at end:

And to further campaign for the TUC to:

- c.** encourage affiliates to affiliate to the Campaign Against Climate Change and the Campaign Against Climate Change Trade Union Group and attend demos and other events organised by them with their banners
- d.** support campaigns for carbon disinvestment and ethical investment policies, including by pension funds, local councils, colleges and universities and public bodies.

Eurig Scandrett (UCU Scotland) spoke in the debate.

Amendment 66A.1 was **CARRIED**. Amendment 66A.2 was **CARRIED**. Motion 66, as amended, was **CARRIED**:

Congress recognises that the motion on Climate Change at this year's TUC makes progress towards the resolution at UCU Congress 2017. However, Congress regrets that there is no mention of opposition to fracking or airport expansion. Congress therefore calls upon the UCU NEC to continue to campaign within the trade union movement in support of all the demands raised in our 2017 resolution:

- 1. energy democracy and rapid transition from fossil fuels**

2. **stop airport expansion**
3. **no fracking**
4. **promotion of alternatives to short-haul flights, including publicly owned rail in UK and Europe**
5. **a genuine commitment to reducing lethal air pollutants**
6. **a just transition employment strategy to climate jobs and well-paid, skilled, sustainable employment**
7. **improved links between anti-war, refugee and climate campaign movements**
8. **action against trade treaties threatening climate justice**
9. **a climate justice fund funded by wealthy nations and polluting companies.**

Congress notes UCU support for the Just Transition Statement in Scotland adopted at the UCU Congress, 2017.

Congress calls upon the UCU:

- a. **to support the adoption of a similar Just Transition statement circulated by the Greener Jobs Alliance and campaign for UK wide implementation**
- b. **NEC to lobby the TUC for adoption and for branches to get the endorsement of Trades Union organisations**
- c. **to affiliate to Campaign Against Climate Change Trade Union Group.**

And to further campaign for the TUC to:

- i. **encourage affiliates to affiliate to the Campaign Against Climate Change and the Campaign Against Climate Change Trade Union Group and attend demos and other events organised by them with their banners**
- ii. **support campaigns for carbon disinvestment and ethical investment policies, including by pension funds, local councils, colleges and universities and public bodies.**

7.24 Motion 67, *Universal credit*, was moved and seconded formally on behalf of the East Midlands regional committee.

Motion 67 was **CARRIED:**

Congress notes that:

1. **universal credit has been beset with IT failures and delays**
2. **its implementation has resulted in cuts to the benefit bill at the expense of unemployed and low paid workers, and reduces accessibility to further and higher education for the most vulnerable members of society.**

Congress believes that UC must be scrapped.

Congress resolves to campaign for an end to UC and for a properly staffed

and funded social security system to include:

- a. a welfare state based on need, ensuring decent standards of living for all**
- b. an end to the benefits sanctions regime**
- c. an end to current work capability assessments (to be replaced with a genuinely empowering supportive system); outsourcing social security contracts to the private sector; inadequate staffing levels; benefit caps**
- d. a living wage based on a nationally recognised minimum income standard**
- e. full implementation of the TUC's Welfare Charter.**

7.25 Motion 68, *Crisis in the NHS*, was moved by Allister MacTaggart of Chesterfield College on behalf of the East Midlands regional committee.

Amendment 68A.1 was moved formally on behalf of the disabled members standing committee:

Insert at the end of first paragraph 'Congress welcomes...'

UCU supports the social model of disability but recognises that disabled members often need support from the health service so its existence is critical to disabled members ability to live and work.

Congress applauds the immense contribution to the health of the nation provided by the hard working nurses, doctors, and ancillary staff who provide a fantastic service despite harsh budgetary conditions imposed by the Conservative government.

Ron Mendel (East Midlands regional committee) spoke in the debate.

Amendment 68A.1 was **CARRIED**. Motion 68, as amended, was **CARRIED**:

Congress notes:

- 1. the NHS is in crisis. Many hospitals are regularly on 'black alert'**
- 2. the NHS desperately needs proper funding.**

Congress believes:

- a. staff are experiencing severe stress because of increasing demands and falling staffing levels**
- b. the Tories' sustainability transformation plans are being used to disguise a further £22 billion of cuts.**

Congress welcomes Labour's 2017 manifesto pledges. However we cannot wait for a change of government. The TUC must organise solidarity with NHS workers and fight for the NHS now.

UCU supports the social model of disability but recognises that disabled members often need support from the health service so its existence is critical to disabled members ability to live and work.

Congress applauds the immense contribution to the health of the nation

provided by the hard working nurses, doctors, and ancillary staff who provide a fantastic service despite harsh budgetary conditions imposed by the Conservative government.

Congress resolves:

- i. to show solidarity for NHS workers fighting back**
- ii. to affiliate to Health Campaigns Together and support its initiatives including 7 July Health Campaigns Together national event in conjunction with the TUC, Labour and other parties and campaigns supporting the NHS**
- iii. to show support for national demonstrations for the NHS in its 70th year.**

7.26 Motion 69, *The future of social care*, was moved by Norman Jemison of the Northern retired members and seconded formally.

Amendment 69A.1 was moved formally on behalf of the NEC:

Final clause, delete everything after 'Congress requests NEC to'. Replace with 'support and if possible speak to motions on social care at the TUC.'

Paul Russell (Yorkshire and Humberside retired members) spoke in the debate.

Amendment 69A.1 was **LOST**. Motion 69 was **CARRIED**:

Congress notes:

- 1. the ongoing crisis in social care and the prospect of a green paper consultation due in the summer**
- 2. UCU members often face a retirement dependent on a social care system that is underfunded, understaffed, and often unsafe**
- 3. working members often find themselves paying exorbitant costs of care for older relatives**
- 4. 80% of social care is provided by the private sector, whilst year-on-year local authority cuts undermine their profits and quality of provision.**

There have been cuts of 40% in care budgets; private care homes are closing and many are criticised for poor standards; at least 30,000 homes are sold to pay for care every year; self-funders - some of whom will be UCU retired members - are unfairly subsidising those residents receiving local authority support and over 1.2 million people are not getting the care they need.

Congress believes that the distinction between health care, as a free service, and social care, subject to charging, is unjustifiable.

Congress agrees to work within the TUC and with the National Pensioners Convention and others to support:

- a. the establishment of a National Care Service funded through general taxation, publicly provided and free at the point of use**
- b. UNISON's Ethical Care Charter for care staff**

- c. **the NPC's Dignity Code which covers the way in which older people in care should be treated**
- d. **a structured system of training and qualification for care staff.**

Congress requests NEC to submit a motion on social care to TUC.

- 7.27 Motion 70, *Defence of defined benefit pensions*, was moved and seconded formally on behalf of the East Midlands retired members.

Motion 70 was **CARRIED**:

Congress recognises that attack on defined benefit (DB) pensions has moved from the private sector into the public sector with the aim of shifting risk away from the employer onto the employee. Right wing think tanks such as the Centre for Policy Studies have discussed how to turn non-funded DB schemes such as the TPS into Defined Contribution schemes

Congress further recognises that a unified response from the union movement is necessary to defeat these attacks. The NEC is asked to encourage the TUC (which has been happily and legitimately involved in alliances to further collective DC schemes) to set up a campaign involving unions and other appropriate campaign bodies to defend DB schemes.

The NEC shall report back to Congress 2019 on the progress made.

- 7.28 Motion B14, *Protection from inflation for USS pension payments*, was moved by Mike Larkin of the Scottish retired members and seconded formally.

Motion B14 was **CARRIED**:

In proposing changes to the designed benefit USS pension by the Employers (Universities UK), USS noted that 'Benefits already earned by both active and deferred members are protected by law and in the scheme rules. Benefits already being paid to retired members are not affected by this decision'. There is, however, no explicit assurance that future payments to retired members will continue to be linked to inflation indices. The current arrangement of CPI index linked to a cap of 5% is inadequate for a sustained period of increased inflation.

Congress supports the continuation of inflation linked protection of pension payments for those currently retired and those that will retire with a defined benefit pension.

- 7.29 Motion B23, *UCU response to victimisation of trade union members*, was moved by Chris Bryant of the University of Salford and seconded by Marian Mayer of Bournemouth University.

Donna Brown (Royal Holloway University of London) spoke in the debate.

Steve Sangwine (honorary treasurer) moved remission of motion B23.

Motion B23 was **REMITTED**:

Salford University Branch like other Universities have engaged in successful strike action. As a result of such action UCU activists at the University of

Salford are now being targeted and now suffer retaliatory victimisation by our employer with disproportionate sanctions.

Attacks on trade union activists, must not be tolerated by the UCU at branch, regional and national level.

Congress votes for National UCU to ensure that:

1. full legal support up to and including court action is offered to all activists who are targeted
2. national UCU initiates a national academic boycott of all employers engaged in trade Union victimisation of UCU members
3. national and regional UCU officials to work with such Branches to provide campaigning funding and materials.

7.30 Motion L6, *Emergency motion - Justice for Grenfell*, was moved and seconded formally.

Motion L6 was **CARRIED BY ACCLAIM:**

The opening of the inquiry into the deaths of 71 people in the Grenfell Tower disaster has exposed the appalling failings of both the local council and the government.

Almost one year on many families still live in temporary accommodation while the government has still failed to ban the use of combustible cladding.

Congress offers our solidarity and support to the victims, families, community and to the emergency services that dealt with the disaster.

Congress supports the events organised to mark the anniversary on 14th June and the Grenfell solidarity demo organised by Justice 4 Grenfell, Fire Brigades Union on Saturday 16th June.

Congress agrees to send the national banner to the 16th June protest, advertise it widely and to match the donation made by the PCS to pay towards the cost of the demo, £1000.

7.31 John James (UCU Wales) asked a question on the report of the recruitment, organising and campaigning committee. Matt Waddup (national head of policy and campaigns) responded.

7.32 Congress **ADOPTED** the report of the recruitment, organising and campaigning committee.

8 CLOSING BUSINESS

8.1 Steve Sangwine (honorary treasurer) moved that all motion remaining on the agenda be remitted to the NEC.

Congress **REMITTED** all motions remaining on the agenda (motions 16-18, 32, L5, 40-48, L11).

8.2 Vicky Knight, in the chair, thanked delegates, staff at the venue, and UCU staff, for their contributions to the day.

8.3 Justine Mercer (NEC) moved a vote of thanks to the chair.

8.4 The chair closed the meeting of Congress.