

## University and College Union

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**To** Branch and regional committee secretaries, conference delegates

**Topic** **On-line interim further education sector conference, Saturday 12 December 2020: AGENDA**

**Action** **Motions and amendments for debate and decision**

**Summary** A further education sector conference takes place on Saturday 12 December, to deal with the FE sector conference business that would have been taken at the cancelled interim on-line Congress and sector conferences 28-30 October 2020

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### **On-line interim Further Education Sector Conference**

**12 December 2020**

An on-line interim further education sector conference meeting takes place on Saturday 12 December 2020.

This will deal with the business that had been ordered into the agenda for the FE sector conference on Thursday 29 October (which was cancelled).

Set out in this document:

**Late motions, conduct of business, timetable p. 2-3**

**Motions for debate p. 4-18**

**Appendix 1: Motions not ordered into the core agenda p.19-25**

**Appendix 2: Late motion not ordered into the agenda p.26**

**Appendix 3: Principles for the conduct of the on-line interim Congress p. 27-29**

## **1 Late motions and amendments**

CBC met on 8 December and received two late motions submitted by branches by the relevant deadline. One late motion was ordered into the agenda (L1, ordered after motion FE18).

One late motion was not considered to meet the criteria for late motions and is set out at the end of the agenda for information (B1, appendix 2).

## **2 Principles for the conduct of business and conduct of votes**

The temporary set of principles previously put forward for the on-line interim Congress will, as far as practical, apply to this sector conference (appendix 3). Those principles are appended at the end of this circular. Point 17 on voting will not apply.

Voting will be conducted by an on-line ballot, for which members will be emailed with a secure link. Before the start of the conference, delegates will be asked, using this method, to adopt the agenda, and the principles for the conduct of business.

After the close of the conference, delegates will be asked to vote on all motions moved at the conference, by the same means.

Delegates were asked to register in advance their requests to speak. The chair will call speakers based on those requests received.

Motions not ordered into the 'core agenda' are set out in appendix 1. The process for creating the agenda was summarised in the initial circular of arrangements, [UCU/1051](#), which follows the arrangements put in place for the interim on-line Congress originally scheduled for October, [UCU/1038](#).

## **3 Conduct of business: on-line meeting format**

This meeting will be conducted using Zoom. Registered delegates have been emailed directly with information about joining and participating in the meeting, including a link to a session at which delegates can test their connection if they wish. If you are a registered delegate and do not think you have the information you need to join the meeting, please contact Sue Bajwa in the first instance [sbajwa@ucu.org.uk](mailto:sbajwa@ucu.org.uk)

## **4 Timetable**

Note: Recognising the difficulties that can be presented by long unbroken periods in front of a screen, additional short breaks will be taken within each session.

### **Saturday 12 December 2020**

#### **Interim on-line Further education sector conference**

- 11:00 Welcome and opening business including
  - Report of the conference agenda committee
  - Update from Andrew Harden, Head of further education
- 11:20 Covid-19 crisis (motions FE1-FE4)
  - Black Lives Matter (motion FE5)
  - Equality issues (motions FE6-FE7)
- 12:10 Workload and other issues (motions FE8-FE13)
  
- 13:00 Lunch break
  
- 14:00 Pay (motions FE14-FE18, L1)
- 14:50 Adult education; prison education (motions FE19-FE22)
- 15:15 Anti casualisation; job roles; TPS (motions FE23-FE26)
- 15:40 Inspection and governance; qualifications and curriculum; surveillance in FE (motions FE27-FE30)
- 16:00 Close of conference

## Further education sector conference

### Motions for debate

#### ***Covid-19 crisis***

#### **FE1 No return to face-to-face teaching Further education committee**

Notes:

1. UCU's five tests.
2. Official figures state that over 41,000 people have died from the Coronavirus. Excess deaths are at least 60,000.
3. Recent government calls for people to work from home if possible, but not extended to education workers.
4. Independent SAGE and WHO, believe social distancing, test, track and isolate and the use of PPE, in controlling pandemics, are central.

Believes that UCU's five tests have not been met.

Resolves:

- a. To continue to campaign for online teaching as the default position within the colleges.
- b. To encourage members to move towards the escalation strategy as outlined by UCU if the branch feels that their college is not safe.
- c. To call upon UCU to organise *an additional* national FE reps' meeting around the theme of No return to unsafe workplaces

#### **FE2 Safety Yorkshire and Humberside regional FE committee**

Conference welcome the General Secretary's stance on COVID 19 health and safety. However, not enough emphasis has been placed on the impact of COVID on FE.

While much has been made about the situation in schools, the students FE educates are older, ranging from 14 - 90! Many come from disadvantaged and BAME backgrounds where COVID is having a disproportionate effect. We know that FE senior management has an appalling record regarding the well-being of FE staff.

Conference resolves:

1. to commit to the health, safety and well-being of FE staff and students.
2. that UCU and the General Secretary will campaign for the safety of FE staff and students.

3. that the GS will raise at the highest levels the potentially hugely dangerous situation in regard to COVID 19 in FE.
4. to call for comprehensive, regular testing of staff and students along the lines of the PHE directives.

### **FE3 Funding Yorkshire and Humberside regional FE committee**

With youth NEET numbers expected to be in the millions as a result of COVID 19 it is vital that government both secures and increases real funding for Further Education Colleges.

Colleges are incurring additional expenses in order to provide equipment and training that will allow staff and students are able to access online learning.

FE has suffered 25% cuts in funding as a result of Tory Government policies. This has had disastrous results on education in FE.

In light of these cuts and the increase in NEET numbers UCU resolves:

1. to campaign to secure a real funding increase from government
2. to lobby government to provide emergency funding for colleges so that this money is not taken from already stretched budgets.

### **FE4 Lifetime skills guarantee Croydon College**

This conference notes the government announcement on 29 September of the Lifetime skills guarantee, offering funding for college courses to people over 18 without a level 3 qualification. This conference further notes that it will only be offered for training for "skills valued by Employers". This conference agrees this measure falls woefully short of what is required to provide free and meaningful education to adult learners, and the restriction will invite college leaders to chase funding streams for meaningless instrumental courses rather than a fully rounded approach to learning and development. This conference re-affirms its commitment to campaign for meaningful education choices for adult learners, and demands the caveat that only skills valued by employers qualify be removed from the funding criteria for the Lifetime skills guarantee.

### ***Black Lives Matter***

### **FE5 Black Lives Matter in our colleges, prisons and communities Further education committee**

FESC notes the UCU document 'Building anti-racist workplaces: a short guide for UCU branches'

FESC believes:

1. The Black lives matter protests have created a movement with the power to achieve real change in the workplace.

2. Every College must have a plan of action to tackle racism in pay, conditions, treatment and the curriculum.
3. The abolition of fees and loans; the restoration of EMA, real jobs and apprenticeships can be central to overcoming racial and class inequality in Further education.

FESC resolves:

- a. to call on regions to host BLM briefings to restart the campaign in colleges.
- b. Encourage branches to hold a special meeting to initiate a BLM local organising plan with a set of demands to engage local employers to create anti-racist colleges and de-colonised curriculum.
- c. Call upon the National Joint Forum to add BLM to the agenda.

### ***Equality issues***

#### **FE6 LGBT+ Visibility in FE LGBT+ members' standing committee**

Conference notes:

1. FE has been under-funded
2. increased collaboration between secondary and further education
3. not all FE institutions routinely monitor LGBT+
4. continued hetero and cis normativities in curriculum materials and delivery.

Conference believes:

- a. FE should be properly funded
- b. schools and FE institutions should work together ensuring that LGBT+ inclusive education doesn't 'fall between the cracks'
- c. curricula should be reviewed ensuring inclusion of LGBT+ lives, history and issues
- d. without data it isn't possible to fully chart LGBT+ experiences in FE
- e. sexual orientation and gender identity should be routinely monitored, with stats made available on recruitment, promotion, pay and retention
- f. intersex voice and issues should be addressed and promoted.

Conference calls for:

- i. UCU report about LGBT+ data in FE
- ii. research into experiences and visibility of LGBT+ people in FE workplace and curriculum including prisons
- iii. resources for and promotion of LGBT+ celebrations particularly groups with less legal recognition e.g. non-binary, intersex people.

## **FE7 FE race casework data Black members standing committee**

Conference notes that UCU stores data on the number and type of legal cases it takes forward in further and adult education on behalf of its members including race discrimination cases. Conference also notes that claims for racial discrimination are notoriously difficult to win at tribunal. Many cases settle before they reach the point of tribunal because employers are fearful of the negative publicity surrounding discrimination claims.

Conference believes it is important that casework data in further and adult education is published on a regular basis and made available to members to allow scrutiny, transparency and to ensure the effectiveness of support given to members.

Conference resolves to:

1. collect casework data in further and adult education and publish it
2. publish the types of cases/complaints raised by members in each region
3. publish the number of cases involving race discrimination and the number of cases taken to Employment Tribunal by the union

## ***Workload and other issues***

### **FE8 Student attendance monitoring Croydon College**

Workload pressures on all staff in further education has been further exacerbated by the drive to improve student attendance alongside cuts in admin support and student support provision. Student attendance data is being used to harass and bully staff and students alike. Conference:

1. notes that further education students elect to study but often face personal social and financial barriers to learning
2. resolves to mount a campaign of opposition to data chasing measures on attendance and for increased student welfare support.

### **FE9 Workloads and the erosion of contact time Yorkshire and Humberside regional FE committee**

Conference notes:

1. a trend of reducing face-to-face teaching time on study programmes
2. "blended Learning", "directed study" or online courses can often still necessitate preparation and marking
3. to meet their contracted hours, each lecturer has to teach more classes and deal with a greater number of students, which further reduces the number of lecturers
4. this increases workload and is particularly detrimental to English and maths teachers

5. the majority of students in FE struggle with independent learning. Time is being wasted and outcomes are affected.

Conference calls on FEC and the education committee to:

- a. campaign against any reduction in contact hours or replacement with self-directed study
- b. engage with awarding and funding bodies to ensure that the definition of guided learning hours is not being abused.

#### **FE10 Women, workload and care leave Women members standing committee**

FESC notes:

1. Women continue to bear the brunt of reproductive labour and all that entails: work; child care; disabilities and elderly parents etc.
2. Women working in colleges are also role models to young people, and adult learners, who often experience the same difficulties managing care for people in their families.
3. It is vital that women are supported to lead a good work/life balance and for colleges lead the way in model employment practices.
4. Some colleges do have dependent's leave entitlements, including emergency unpaid leave to resolve sudden gaps in support. However, we note that in other countries, leave in these circumstances, is paid and workers with dependents are allowed a certain amount of paid per month.

FESC resolves to:

- a. research care leave entitlements available in other countries
- b. campaign to encourage employers to negotiate better care leave policies
- c. develop a model care leave policy.

#### **FE11 Measuring and monitoring stress in the workplace UCU Wales (FE)**

FESC notes an increasing number of members are experiencing stress and mental ill health at work which is often caused or exacerbated by excessive workloads and toxic workplace cultures. FESC notes the difficulty in accurately evidencing the level of mental ill health in the Sector.

FESC believes that members should have confidence that UCU will support members experiencing such issues. We need to insist that health and safety legislation, which requires employers to tackle mental health risks at source, is effectively implemented.

FESC calls upon UCU to:

1. roll out the Health and Safety Executive's Management Standards survey for stress at least once a year to all members. This would enable UCU to evidence, measure and monitor stress and mental ill health in workplaces



across the FE sector

2. support and provide training to health and safety representatives to undertake workplace investigations regarding stress, mental health and workload.

### **FE12 Student behaviour      Bradford College**

This Conference notes the behaviour of students continues to be a key reason for members' stress and anxiety at work. English and maths teachers in particular continue to bear the brunt of student behaviour as the compulsion to complete English and maths GCSE continues.

College managers are failing to put in measures in place to protect staff against the worst treatment and leave individual teachers to manage behaviour themselves without back-up.

This Conference resolves to:

1. call on UCU to commission research into good student behaviour policies and their effectiveness
2. support branches to develop better and stronger student behaviour policies with management to ensure an effective approach to aggressive and bullying behaviour from students to staff.

### **FE13 Menopause – adapting local policies in FE      Women members standing committee**

FESC notes that people affected by their perimenopause or menopause don't always:

1. know when they have started
2. know how long they will last, or if they have finished
3. have people to talk to about it
4. know what symptoms to look out for.

The nature of working in an FE setting means self-consciousness can be an added source of stress for members.

Some people experience menopause early, often due to medical treatment, surgical procedure or underlying conditions, sometimes naturally before the age of 40.

Performance and attendance can undoubtedly be affected in some cases, and workers must know that they will be treated with the dignity and respect that they deserve.

FESC resolves that

- a. all members must ensure colleagues to be treated equally, both at work and in the union
- b. all branches must ensure their institutions have a menopause policy, favourably comparable with a model policy recommended by UCU.

## **Pay**

### **FE14 FE England pay Further education committee**

Conference approves the report on the FE England 2018/19 pay round and progress in the 2019/20 round as circulated in FE branch circular [UCUBANFE21](#).

### **FE15 2020/21 pay campaign London regional committee**

Conference notes:

1. the success of the 'FE Fights Back' campaign
2. the success of UCU branches winning fractionalisation deals
3. the £400,000m extra funding and the government promise of more
4. EPI report findings that FE staff have high levels of anxiety and the lowest levels of wellbeing among educators.

Conference believes:

- a. whilst the 'FE Fights Back' campaign has achieved real gains not all members have experienced improvement to their pay and conditions
- b. the AoC has reneged on its promise to ring fence extra funding for pay
- c. UCU needs to launch a campaign that brings all members up to the level of those who have succeeded in making gains.

Conference resolves:

- i. UCU to organise a national industrial action ballot over pay
- ii. to encourage branches to submit local claims on fractionalisation
- iii. the pay and fractionalisation campaign to be framed around the decline of the wellbeing of staff.

### **FE16 Continue the fight for FE pay Yorkshire and Humberside regional FE committee**

FE sector conference notes many colleges had successes in the 18/19 pay campaign with many making gains from the #FEFightsback campaign. Some branches achieved between 2-5% pay rises, and improvements on part two elements. 19/20 has been quiet.

The AoC failed to stand up for staff working in its colleges and, as a result, poor pay continues in FE and the gap between FE and school sector pay continues to grow. There is an exodus of staff; English and maths back to school and

vocational staff back to industry.

FE sector conference calls on FEC to:

1. encourage all branches to put in the national pay claim and help them be active in the campaign
2. organise pay mobilisation meetings in different regions to share successes and inspire others
3. pressure the AoC to honour the pay bargaining mechanism
4. coordinate industrial action in support of FE sector pay.

**FE17 Supporting branches to pursue national priorities through local collective agreements          Further education committee**

Conference notes that branches have secured collective agreements on the unions' national priorities of reducing casualisation, closing the equality pay gap and reducing workloads. These collective agreements deliver real improvements for our members.

Conference reiterates national priority status of these issues and calls on FEC to:

1. accelerate work to support and empower our branches to pursue local claims in relation to casualisation, the gender pay gap and workloads
2. ensure that bargaining guidance and campaign packs are worked into appropriate training resources
3. ensure the delivery of branch briefings and training events tailored to these priority issues
4. ensure that agreements and success stories are shared and publicised throughout the union.

**FE18 Motion on pay 2021-22 claim          Further education committee**

Notes 30% cut in pay since 2009.

Believes:

1. Pay remains a central issue for all lecturers working in the sector.
2. To attract a new generation of practitioners to FE pay in the sector must be addressed.
3. FE staff have been, and still are, on the frontline of the battle against the pandemic and pay awards must reflect this sacrifice and commitment.
4. Now is the time for government to fund FE to enable the sector to rise to the challenge of the crisis.

Resolves:

- a. To launch a campaign around the 20/21 pay claim which calls for a *'move towards the full restoration of college pay'* In line with inflation since 2009.
- b. UCU to support branches in negotiating a 'national plus' claim involving both pay and non-pay elements that are relevant to the specific branch's context.
- c. To call an industrial action ballot over the 20/21 claim.

**L1 No to the pay freeze Capital City College Group – CANDI Lifelong Learning**

Notes:

- 1. Government's Public Sector pay freeze.
- 2. FE pay has effectively been cut by 30% in the last decade.
- 3. Resolution Foundation figures reveal that the pay freeze will cut pay on average by £1,200.
- 4. Government's previous promise to fund and revolutionise FE.
- 5. Government increase in military spending by £16.5bn

Believes:

- a. Those working in education or public services should not be made to pay for the public health crisis.
- b. The government have wasted billions of public finances on private companies on Track and tracing apps that have failed to deliver.
- c. There is money for warfare and but not education.
- d. All workers, private and public, deserve a pay rise.

Resolves to support UCU call to campaign for a pay rise now and to prepare for industrial action to pursue our aims.

**Adult education**

**FE19 Adult education in crisis London region FE sector**

Conference notes that:

- 1. since 2010, funding for adult and community education (ACE) has been cut by 45% by successive Conservative governments
- 2. we need these cuts reversed, buildings reopened, courses revived, and staff employed on proper wages, terms and conditions.

Conference resolves to:

- a. launch a campaign to defend (ACE)
- b. organise a national conference for all working in ACE, to ACE students and other interested parties such as the Centenary Commission, 'Adult Education 100' campaign, the WEA and other bodies. The purpose of this conference

will be to secure, defend and develop the funding for all organisations working in ACE. The purpose of this conference will be to secure, defend and develop the funding for all organisations working in ACE.

- c. work with Unison to ensure their members who work in ACE are involved in the campaign and conference.

## **FE20 Adult education funding          Further education committee**

Conference notes that:

1. courses funded by the adult education budget (AEB) take place in local authority adult and community education and in further education colleges
2. in both settings the courses transform the lives of their students and the communities they live in
3. the benefits of this type of learning address issues such as mental health, isolation and loneliness.
4. the AEB has been devolved in some areas
5. funding for these courses has been slashed by 40%.

Conference resolves to:

- a. campaign for an increase in the AEB
- b. work with the #LoveOurColleges stakeholders to raise the profile of Adult Education and jointly lobby for an increase
- c. campaign with those authorities that have devolved responsibility for Adult Education for an increase in the AEB.

## ***Prison education***

### **FE21 Prison education and disabled members          Disabled members standing committee**

Conference notes

1. that government spending on prisons has declined under austerity in real terms by 14%
2. prison education is run by privatised firms who have been shedding jobs and cutting costs over recent years
3. there have been a number of cases of disability discrimination—both in refusing reasonable adjustments and in open discrimination in comments and behaviours towards disabled members in prisons around the country.

Conference believes

- a. prisoners, many of whom are disabled themselves, need good quality education as a means of development and rehabilitation

- b. that staff deserve to be treated with dignity and respect.

Conference resolves to

- i. put an explicit demand for disabled members dignity and reasonable adjustments into prisons national contract negotiations
- ii. ensure that prison reps and members get access to high quality legal advice and support by organising a disabled members briefing and network meeting across the prison branches.

## **FE22 Stopping the race to the bottom for prison educators      Novus prison education**

Conference notes that over the course of the marketisation of Prison Education under the new PEF contract, members working in Prison Education have steadily seen the erosion of their terms and conditions to become some of the worst in the FE sector.

This worsening situation is unacceptable to our members who are leaving the profession.

Conference believes key priorities for the union to be:

1. recognise Prison Education as a career
2. develop a standard national contract of terms and conditions including access to TPS for all Prison educators to ensure that contractors can only compete with each other on quality of provision
3. campaign for the removal of the responsibility for Prison Education from the MOJ to the DofE.

Conference resolves to:

- a. develop an early careers and career development campaign for prison educators
- b. work with the JUPG to facilitate a political lobbying campaign of the Justice Minister, Shadow Justice team and employers.

## ***Anti-casualisation***

### **FE23 Agency Workers Regulations (AWR)      Sheffield College**

Conference notes that supply and casualised staff have been particularly affected by the deregulation, privatisation and underfunding of the FE education system.

The only legal protection is the Agency Workers Regulations (AWR). Conference believes that many agencies are not complying with AWR.

Conference instructs the FEC to:

1. campaign to inform all UCU members affected, appraising them of their legal entitlements

2. provide an online tool for members to claim and train UCU officers to support members with their AWR claim
3. work with the Employment Agency Standards Inspectorate (EASI) to prioritise the enforcement of the AWR for agencies operating in the Education sector, and to take decisive action against agencies who avoid the AWR
4. work with EASI, REC and APSCO to enforce robust sanctions are in place and enforced for those agencies who use the Swedish Derogation contracts after April 2020.

#### **FE24 Secure employment for adult community education workers Anti-casualisation committee**

FESC notes

1. ACE providers in colleges, local authority and third sector providers, continue to keep staff on insecure contracts citing shorter courses and courses with unknown take up as the reason
2. all teachers are teachers and ACE teachers and staff must be valued as such
3. UCU needs to seek satisfactory contracts of employment for those teaching on shorter courses or those vulnerable to closure courses.

FESC resolves to:

- a. research good practice models for staffing shorter courses and develop guidance and policy models
- b. campaign for all education staff to be treated and valued equally.

#### ***Job roles***

#### **FE25 Rise of the non-lecturer roles in FE                      The Manchester College**

Sector conference notes:

1. UCU members include staff who engage in teaching or related activity but who are not employed on a teaching or lecturing contract, many on precarious contracts
2. widespread casualisation, unfair working practices, diminished professional status, heavy workloads and unpredictable hours are common for non-lecturer roles
3. FE restructures have introduced new job titles that undermine the specialist teacher and SEND provision, resulting in a lower pay grading and service conditions.
4. The introduction of new T levels could lead to more non-lecturer roles being introduced through work-based learning and assessments.

Sector conference instructs UCU to:

- a. relaunch the 'Concerns of the rise of the non-lecturer roles in FE' - bargaining for academic recognition
- b. launch an anti-casualisation campaign specific to non-lecturing roles in FE
- c. update support materials to reflect current position
- d. create a visible, dedicated area on UCU for educational practitioners and consider a FE committee to support non-lecturer members.

### ***Pensions***

#### **FE26 Campaign against increased employer contributions to TPS Southern regional FE committee**

Sector conference notes:

1. the financial damage caused in HE institutions by increased employer contributions to TPS and the use of this as a pretext for redundancies and other attacks on working conditions
2. the threat of similar increased contributions and attacks in FE.

Conference:

- a. condemns the government's refusal to implement measures to mitigate the impact of increased employer contributions
- b. regards this refusal as a direct attack on the long-term viability of FE institutions.

Conference instructs the FEC to:

- i. support action, up to and including strike action, in any FE institution threatening attacks on pensions, jobs or working conditions under the guise of making savings consequent upon employer pension contribution rises.
- ii. organise a high profile national campaign to demand the government fund FE institutions to meet increased employer contributions, and
- iii. establish a working party specifically to defend TPS.

### ***Inspection and governance***

#### **FE27 Accountability and industry experience for FE leadership teams Nottingham College**

Conference recognises that FE institutions need competent and experienced CEO/principals, but asserts that (despite the need to be business-like) the key business of FE colleges remains the provision of opportunity and education for our local communities.

Conference believes that appointing senior managers with no direct experience of education devalues and dismisses the expertise of teaching and support staff,



resulting in a failure to adequately address the needs and requirements of staff and students alike.

Conference resolves that our key demands in relevant negotiations with employers include:

1. person specifications for leadership roles should always include a requirement to provide either evidence of recent teaching or demonstrate understanding of teaching and education
2. existing college leaderships should demonstrate a meaningful and ongoing understanding of Further Education in order to foster and maintain effective and harmonious relations between senior management and staff involved in delivering or supporting teaching in the curriculum.

### ***Qualifications and curriculum***

#### **FE28 Government withdrawal of funding for BTEC Courses      Hugh Baird College**

The government has clearly stated its case in FE that it wants to focus on A Levels, Apprenticeships and T levels.

Currently in consultation as to whether it will provide public funding for BTEC Courses, the government is now drawing up a hit list based on a criteria of quality, purpose, necessity and progression.

Such an approach will likely remove some very good courses and deprive colleges of the chance to provide a wide variety of valuable courses and skills to their local communities and employers.

This motion calls on UCU to question government decisions of quality, purpose, necessity and progression on courses selected for removal.

It requests UCU to question the basis of the decisions they make in relation to true value of the skills to individual employers and local communities.

#### **FE29 New post-16 maths curriculum      Kirklees College**

Conference notes that:

1. MEI have developed "a new curriculum in maths for post-16 GCSE students with a greater emphasis on applying maths in realistic contexts"
2. Government have not yet approved the new qualification as an alternative to GCSE maths for condition of funding
3. There is a need for a qualification of this type for resit students in FE.

Conference calls on UCU to:

- a. campaign for the adoption of the new qualification for use in colleges
- b. support the development of a similar alternative to GCSE English.

## ***Surveillance in FE***

### **FE30 Confronting surveillance cultures in further education      Migrant members standing committee**

Conference notes:

1. that the Home Office places the requirement to monitor migrant workers and students on further education institutions
2. that guidance from the Home Office is vague, results in huge variation, and in overreach by employers beyond formal requirements
3. that migrant staff and others caught up in monitoring and surveillance around migration status report high levels of stress and anxiety
4. that such surveillance may particularly disincentivise migrant workers to apply to the further education sector
5. That private companies are being hired for immigration processing and rule enforcement.

Conference resolves:

- a. to oppose surveillance of the migration status of FE staff and students
- b. to map the variation in interpretations and implementation of Home Office rules across the FE sector, including any reliance on private companies
- c. to take legal advice on how FE branches can resist surveillance of migrant staff and students, and develop clear guidance for FE branches, ahead of Congress 2021.

## **Appendix 1: Motions not ordered into the core agenda – further education sector conference (as numbered in [UCU/1043](#), D29-D42)**

### **D29 Monitoring the implementation of anti-casualisation deals                      Anti-casualisation committee**

FESC notes:

1. some FE branches have made gains recently on anti-casualisation deals and this needs to be celebrated and replicated
2. where deals have been done, those branches need support to ensure these deals are implemented
3. those branches need to be vigilant that some other form of casualisation does not creep in, eg. an increased dependency on agency contracts
4. increase of agency workers is a sign of not enough permanent staff and it can create a toxic climate between agency workers and 'established' staff.

This conference resolves:

- a. to keep pushing the anti-casualisation agenda
- b. ensure branches have support to ensure all deals are fully implemented
- c. call on relevant UCU bodies to gather data on agency/subsidiary worker use
- d. support branches to recruit these workers and for UCU to fight for recognition and bargaining rights for these members.

### **D30 Adult education for all                      Hackney ACE**

Conference believes:

1. in and affirms its support for the adult learning sector and its critical role in providing high quality adult education for all.
2. all learning is important for social equality, prosperity, better mental wellbeing and civic participation in society
3. a free and accessible adult education centre in all our cities and towns is a public good
4. a narrow employment and skills strategy will not provide a broad curriculum for all
5. a marketised model will not have at its core the needs of adult learners and the communities they live in.

Conference resolves to:

- a. set up meetings with the Mayor of London to implement a London lifelong learning strategy

- b. promote campaign and protect adult community education in colleges and our communities
- c. campaign against the use of exploitative employment models in post 16 sector
- d. support a wider adult education campaign for all in FE and ACE.

**D31 A coordinated approach to the adult and community education sector  
Hackney ACE**

Conference notes that:

1. UCU needs to develop its work in the Adult and Community Education sector of UCU
2. repeated ACE motions to Conference have been passed unanimously but not enough resources or time have been dedicated to acting upon their demands
3. a more joined up approach to developing union participation in ACE is needed.

Conference demands that:

- a. the demands from previous year's motions are revisited and fulfilled. Including making proper use of the FOI data, holding the ACE national meeting earlier in the year and production of a targeted recruitment video
- b. that dialog is opened with sister unions that represent workers in ACE about how to develop a more coordinated approach to union representation in ACE.

**D32 Guided learning hours Coleg Gwent**

FESC notes the majority of qualifications come with a set of guided learning hours (GLH). These are a set as a standard to ensure sufficient teaching contact to deliver the course professionally.

FESC believes that the GLH have been subject to varying changes due to a college's organisational needs and not the need of the learner. This is often at the detriment of the learners and increases the workload of the lecturer. Given UCU's ongoing campaigns to tackle the issue of excessive contact hours, this may inadvertently give a college the opportunity to reduce the GLHs even further.

FESC calls for:

1. an investigation into the possible widespread abuse of cutting down GLHs to lower than the actual standard and the increase of heavy workload by stealth
2. any recommendations to be looked at and incorporated by ROCC to highlight this abuse.

**D33 Health, wellness and mindfulness****Activate Learning City of Oxford**

Research published by the Education Policy Institute that shows that lecturers in FE have the lowest levels of positive well-being and stand out as having high level of anxiety among educators.

Conference notes the sudden interest in 'health and wellbeing' for staff in FE by college management often evidenced on the splash pages of college websites with such details as:

1. tips on managing stress
2. making the most of our health and well-being facilities
3. boosting nutrition
4. contact details for Employees Assistance programmes

This narrow approach to 'well-being' turns a collective social and work problem into one that the individual is expected to solve themselves. The collective solutions that should be pursued to aid staff well-being are reduced workloads, more holidays and better pay and conditions.

**D34 Possession of weapons on FE campuses  
Further education committee****The Manchester College,**

Conference notes:

1. knife crime is any crime that involves a sharp instrument: a kitchen knife, piece of glass, potato peeler, knitting needle etc
2. there has been a sharp rise of incidents involving students carrying knives in our institutions and some aggressive behaviour
3. whilst colleges and prison classrooms need to keep students and staff safe, they do not have the ability or the resources to counter the complex societal problems behind the rise
4. these are major health and safety and safeguarding issues and some of our members are working in unsafe workplaces
5. these crimes should not be used to target any particular demographic as the problem is universal.

Sector conference instructs UCU to:

- a. provide guidance for branches dealing with this problem through negotiation with employers and provide literature and posters
- b. encourage the invitation of guest speakers from organisations such as No More Knives
- c. Commission research into how widespread this problem is.

**D35 All prison workers have the right to be safe at work      Novus prison education**

Conference notes the Safe inside report by JUPA in July 2019 recorded assaults on prison Staff in England and Wales increased by 21% to 10,231 and sexual assaults rose 37% to 138. A JUPA survey s also found that 25% had been victims of violence in the last 12 months. Adding that 53% reported exposure to psychoactive drugs and that 63% reported feeling unsafe at work.

Conference believes:

1. that all workers, regardless of workplaces have the right to feel safe and be free of physical and psychological injuries at work
2. that we would not accept workers and students learning in squalid classrooms, daily incidents with learners under the influence of NPS and threats against staff in other educational establishments.

Conference resolves for UCU to continue its work with JUPA and the Safe Inside Charter, in order that campaigning for properly resourced and adequately serviced prisons takes place.

**D36 Learning support      Croydon College**

This conference notes the deplorable cuts in learning support provision at a time when student need is increasing due to mental health and cuts in welfare provision. This conference recognised that the pay and contracts of support staff are far below their responsibilities. This conference resolves to mount a campaign for the regrading and full recognition of support staff commensurate with their responsibilities.

**D37 LGBT+ migration in FE      LGBT+ members standing committee**

Conference notes that

1. some LGBT+ people come to the UK because they believe it is supportive of their LGBT+ identity
2. LGBT+ migrants and refugees face discrimination:
  - around being LGBT+
  - because of LGBT+ intersections with race and / or nationality
  - assumptions that coming from certain countries means not being supportive of or identifying as LGBT+

Conference also notes

- a. some ESOL learners come to the UK fleeing LGBT+ persecution, hoping to live openly
- b. the ESOL curriculum can be heteronormative, not usualising LGBT+

- c. fear about attitudes can silence talk about LGBT+ rights
- d. some organisations are reluctant to promote commitment to LGBT+ rights because they are driven by profit and wanting to work with LGBT+ hostile countries.

Conference resolves to:

- i. re-affirm the union's commitment to intersectionality including LGBT+ migrants and refugees
- ii. promote and engage with international LGBT+ rights work
- iii. demand LGBT+ inclusive curriculums and teaching systems that recognise, embrace, usualise and actualise LGBT+ rights.

### **D38 OFSTED not fit for purpose City and Islington College Camden Road**

Sector conference notes:

1. UCU's policy to abolish Ofsted
2. NEU campaign against Ofsted.

Conference believes:

- a. Ofsted is not fit for purpose
- b. Ofsted plays no role in raising the level of educational standards
- c. Ofsted inspection regime reinforces a one dimensional and restrictive educational practice which limits students educational experience and increases staff workload and stress.
- d. Ofsted assessment methodology is simplistic, impressionistic and de-contextualised
- e. Ofsted thrives on fear and intimidation and has no place within education.

Conference resolves:

- i. UCU to launch a campaign to abolish Ofsted including lobbying its department's headquarters and where possible calls upon other educational unions to support.
- ii. UCU to develop an alternative inspection framework which at its core is developmental and collaborative and to organise a launch in Parliament.

### **D39 Area reviews and mergers leading to loss of staff governors West Midlands regional FE committee**

Congress notes:

1. Area Reviews have led to larger and more complex organisations.
2. Staff and student governors are best placed to provide context to merged colleges.

3. There has been a decline in staff governors following mergers and therefore a diminishing of staff voice.

Congress resolves to:

- a. campaign against further loss of staff governors
- b. campaign on restoring staff representation on governing boards
- c. to escalate the matter with relevant bodies such as the AOC with a view to change the Instruments and Articles of Governance to protect staff governor numbers on governing boards and staff voice.

#### **D40 Transparency in governors' committees UCU Wales (FE)**

Conference notes that FE colleges are in receipt of considerable public funds from Government but are autonomous corporate bodies.

Conference believes that FE college governors should adhere to the Nolan Principles of Governance. In Particular they should be transparent in how they use public monies.

Conference calls upon FE national negotiators to raise the issue of governance transparency with employers to demand that all minutes (apart from those deemed to be confidential) of governing body meetings be published on easy accessible internet sites so interested parties including staff and students can hold the governing bodies to account. This should include the minutes of any sub committees.

#### **D41 Safeguarding of academic freedoms West Midlands FE sector regional committee**

Conference notes all professional working within the FE sector should have the right to exercise their freedom to debate issues of the world without institutional constraints and censorship, including the right to express one's opinion publicly about the institution they are working for or the education system as a whole. Academic freedoms must be protected and the FE sector needs to be in line with the HE sector.

Conference resolves:

1. to call upon UCU to campaign for the safeguarding and protection of academic freedoms
2. to include in the campaign means to ensure that all FE colleges have written policy to protect the individuals' rights.

#### **D42 T levels and FE Activate Learning City of Oxford**

Conference notes the gradual introduction of T levels in some colleges from September 2020. This move to this new qualification is problematic for the following reasons:



1. delays and uncertainty about their introduction with some colleges deciding to withdraw provision
2. significant geographical gaps in provision
3. the degree to which employers' organisations have had an undue influence on the curriculum design and will have over the assessment process
4. major problems in providing the 'industrial placements' which amount to two days a week for each student
5. the viability of running classes alongside BTEC classes in terms of student numbers
6. the standard of the courses and the qualifications needed for entry
7. the threat to long standing qualifications such as BTEC.

Conference asks UCU FE sector committees and officials to monitor progress on T levels and report back next year to FE conference.

## **Appendix 2: Late motion not ordered into the agenda**

*Not considered to meet the criteria for late motions*

### **B1 Stop Ofsted visits until COVID 19 crisis resolved Trafford College Group**

Conference notes that Ofsted will return to the full inspection regime in January 2021.

Conference believes that any Ofsted visit will lead to:

1. higher levels of stress and anxiety
2. a serious impact on the mental health and well-being of staff
3. an increase in an already stretched workload with further on staff to be 'Ofsted ready'.

Staff in FE are already experiencing:

- a. pressure to cover staff absences due to staff self-isolating or those who have contracted Covid19
- b. lack of training and support to deliver on-line learning
- c. lack of adequate resources and equipment for those working from home.

Conference resolves to:

- i. call for urgent lobbying of appropriate bodies to halt all Ofsted visits
- ii. support FE staff to oppose all formal lesson observation until we return back to some kind of normality
- iii. support all FE staff to challenge the decision through appropriate media channels
- iv. work with sister unions/organisations to challenge Ofsted

### **Appendix 3: Principles for the conduct of the on-line interim Congress 28-30 October 2020**

#### The agenda

1. Motions for this Congress meeting are those submitted by branches by the original motion deadline of 13 March 2020, plus any late motions and amendments received by the deadline of 12 noon on Friday 2 October.
2. From these motions, a group comprising the chairs of the NEC's sub-committees, chair and vice chairs of its sector committees and the Congress business committee (the 'agenda group') will meet to identify a small number of motions from each sub-committee section of the agenda, plus a group of late motions, to create a 'core' agenda of motions which will be moved, debated and voted on at this on-line interim Congress meeting. The agenda group may also identify a small number of 'reserve' motions to be taken if all 'core' motions have been dispensed with and time remains on the agenda. As a guide, it is expected that not more than 12 core Congress motions will be identified, and not more than 12 core motions in respect of each sector conference.
3. No rule change motions will be taken by this meeting of Congress.
4. No late motions will be accepted after the deadline of 2 October 2020. No emergency motions will be accepted during the course of the Congress meeting.
5. Following the publication of the core agenda, representations about the ordering of motions can be made in writing in accordance with instructions issued by UCU head office, to be received not later than 12 noon, 22 October 2020. The chairs of NEC sub-committees, chair and vice chairs of sector committees and the Congress business committee will meet to consider such representations.
6. The conference will be asked to adopt the agenda as circulated by the agenda group, and any amendments to that agenda recommended by the agenda group as a result of any representations received.
7. No business that does not appear on the agenda will be brought before the conference.

The agenda will include addresses from the President and General Secretary and an update report from the Honorary Treasurer on the union's finances.

#### Conduct of business

8. The chair of Congress and the sector conferences shall be as set out in the Congress standing orders. The quorum for these conferences shall be as set out in the Congress standing orders.
9. All delegates who wish to speak in the debate of motions, including movers and seconders of motions, shall give advance notice of their wish to speak, including

an indication of whether they will speak for or against a motion, in accordance with instructions issued by UCU head office, which will include a deadline for such notification. The submission of a request to speak in a debate does not guarantee that a delegate will be called to speak. The chair will order and call speakers with due regard to a balanced debate, the participation of different delegates across the conference, and the time available.

10. Movers of motions shall be allowed five minutes, and all other speakers three minutes. At the discretion of the chair these times may be reduced. Speakers shall introduce themselves by their name and the branch or other body that they represent.
11. The movers of motions shall have a right of reply which will be exercised at the close of the debate on that motion or group of motions.
12. No points of order, points of information, or procedural motions (that the question be now put; that the meeting proceeds to next business) or challenges to the chair shall be taken at the conference.
13. A motion to remit any motion on the core agenda or any reserve motion to the NEC (or HEC or FEC as appropriate) shall be taken only if advance notice of the motion to remit has been received in accordance with point 6 above.
14. The chapters of the NEC's report to Congress shall be moved formally.
15. Any questions on the annual report shall be submitted in writing not less than five working days ahead of the opening of the meeting and shall be answered in writing, ahead of the conference if practical.
16. It shall not be in order for any participant on the floor of, or addressing, Conference, to utter or display offensive language (including discriminatory language) or criticisms of individual Union employees or individual members who have no right to address Conference and complaints against whom should be pursued through properly established procedures. In the event that any of these occur, the Chair shall immediately ask the participant to withdraw the remarks and apologise to the Conference and the individual(s) concerned. If the participant refuses to do this, or persists thereafter, the Chair shall exclude that individual (or individuals) from the rest of the Conference proceedings. (Congress standing order 36).

#### Voting on motions

17. Voting on motions shall be conducted electronically within the on-line conference. The chair will allow not less than 30 seconds for votes to be cast. No decisions of the conference will be deemed to have been made without such a vote having taken place.

#### Technical issues

18. The decisions of the meeting shall not be invalidated by reason of any individual member's difficulty in participating for reasons of broadband, software or hardware failure.

#### Suspension of the on-line event

19. The chair shall have the discretion to suspend the on-line conference in the event of disorder or serious technical failure.

#### Election of the Congress business committee

20. A call for nominations to the Congress business committee shall be made and nominations dealt with in accordance with the standing orders of Congress, except that any ballot required will be conducted electronically shortly after the event among the relevant delegates who participated in the conference.