

## University and College Union

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**To** Branch and regional committee secretaries

**Topic** **On-line interim Congress Saturday 13 and Tuesday 16 February 2021: arrangements including registration and deadline for late motions**

**Action** **Submit late motions by 17:00, Friday 29 January 2021**  
**Register delegates and delegates to give advance notice of their speaking requests by 17:00, Wednesday 3 February 2021**

**Summary** Congress will take place on Saturday 13 February and Tuesday 16 February 2021, to deal with the Congress business that would have been taken at the cancelled interim on-line Congress 28-30 October 2020

**Contact** Catherine Wilkinson, Head of constitution and committees ([cwilkinson@ucu.org.uk](mailto:cwilkinson@ucu.org.uk)) – Conference business; Sue Bajwa, Conference officer ([sbajwa@ucu.org.uk](mailto:sbajwa@ucu.org.uk)) – Delegate registration

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### On-line interim Congress

#### Saturday 13 and Tuesday 16 February 2021

An on-line interim Congress will take place on Saturday 13 and Tuesday 16 February 2021.

This will deal with the business that had been ordered into the agenda for the cancelled interim on-line Congress on 28-30 October 2020 which was cancelled.

**All delegates must now register for the on-line interim Congress that will be held on 13 and 16 February 2021 conference by 17:00 Wednesday 3 February 2021.**

**Advance notice of delegates wishing to speak must also be submitted by this deadline of 17:00 on Wednesday 3 February.**

**The deadline for the submission of late motions is 17:00 on Friday 29 January.**

Interim on-line sector conferences took place separately in December.

The motions ordered into the agenda for the October meeting, as ordered in branch circular [UCU/1043](#), (the agenda for the interim on-line Congress), are set out in this circular.

## 1 Timetable of dates: on-line interim Congress, 13 and 16 February 2021

Friday 11 December 2020	Dates for on-line interim Congress circulated to branches
Friday 18 December 2020	Branch circular setting arrangements for interim on-line Congress issued calling for registration, advance notice of delegates' speaking requests, and urgent late motions
17:00, Friday 29 January 2021	Deadline for late motions
17:00, Wednesday 3 February 2021	Deadline for delegate registration Deadline for advance speaker notification
Thursday 4 February 2021*	Agenda group meets (CBC + chairs of NEC sub-committees)
Tuesday 9 February 2021*	Final agenda published
Saturday 13 February, and Tuesday 16 February 2021	Interim on-line Congress, 11:00-13:00, 14:00-16:00

\*subject to confirmation

## 2 Registration, access and delegate entitlement

### 2.1 Registration

All delegates for this on-line Congress should register by **Wednesday 3 February 2021**. Full details can be found here:

<https://www.ucu.org.uk/Congress2020>

The registration form can be found at <https://ucu.wufoo.com/forms/ucu-interim-congress-february/>

**All delegates MUST register their attendance in advance of the conference. Rights to access and vote at the meeting cannot be given to delegates who have not registered in advance, by the registration deadline.**

**Delegates who registered for the cancelled October conference are not automatically registered for the February dates and must register if attending.**

### 2.2 Access

UCU is aware that difficulties can arise for some members if they are asked to

spend long unbroken periods focussing on a screen. For this reason, sessions are limited in length and additional short breaks will be included.

The registration form includes space for disabled members to inform UCU of any additional needs, and we will contact delegates about their requests. If you have any specific access queries please contact Sue Bajwa [sbajwa@ucu.org.uk](mailto:sbajwa@ucu.org.uk) in the first instance.

### **2.3 Technical assistance**

This meeting will be held using Zoom. There will be an opportunity for delegates to test their ability to log-in if they wish to do so. There will be help available for technical queries, however, delegates should be aware that there are issues that it will not be possible to resolve – such as connection speed and hardware issues.

### **2.4 Delegate entitlement**

All institutions are entitled to send delegates to Congress on the basis of one delegate per 400 members or part thereof. A full table of sector conference delegate entitlement by branch will be made available at <https://www.ucu.org.uk/Congress2020>. For queries about delegate entitlement, please contact Sue Bajwa in the first instance, [sbajwa@ucu.org.uk](mailto:sbajwa@ucu.org.uk)

## **3 Business of this Congress**

### **3.1 Business ordered for on-line interim Congress 28-30 October 2020**

This Congress is a re-scheduling of the interim on-line Congress that did not take place on 28-30 October 2020. A core agenda was created for that conference in accordance with the arrangements set out in branch circular [UCU/1038](#).

In summary, the core agenda is intended to focus on decisions on key issues and priorities and setting the union's direction in key areas. It is an attempt to deliver a productive and democratic interim conference whilst being honest about the limitations of the format of the event and the time available.

### **3.2 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 apply to this sector conference where relevant. Those principles are appended at the end of this circular (appendix 2). Point 17 on voting will not apply; voting will be conducted before and after the conference using the method adopted for the interim on-line conferences held in December.

Ahead of the start of the Congress, delegates will be asked, by means of an on-line ballot, to adopt the Congress business committee's report (the agenda) and

the principles for the conduct of business. After the close of the Congress, delegates will be asked to vote on all motions moved at the Congress by the same means.

### **3.3 Advance notice of delegates' requests to speak**

Advance notice will need to be given of all delegates' requests to speak in the debates, including the movers and seconders of motions.

[A form for the submission of speaking requests can be found here](#)

**The deadline for requests to speak on the motions set out in this circular is 17:00 Wednesday 3 February 2021.**

## **4 Late motions**

### **4.1 Submission of late motions**

Due to the length of time that has elapsed since the previous late motion deadline, the opportunity for branches to submit late motions is being re-opened. Branches considering late motions are reminded of the purpose of the interim on-line Congress: **to focus on decisions on key issues and priorities and setting the union's direction in key areas.**

All late motions must satisfy all the following criteria (in accordance with Congress standing order 10):

- i. it is urgent or timely and requires a decision of Congress or sector conference;
- ii. it could not have been submitted within the prescribed time limit; and
- iii. it has been approved in accordance with the standing orders of Congress and the branch/local association rules – Congress standing orders require general branch meeting to be called to approve motions.**

**In submitting a 'late' motion the submitting body must explain how the above criteria are met.** A form will be made available for the submission of late motions at <https://www.ucu.org.uk/Congress2020>. Alternatively, they can be submitted by email to [congressmotions@ucu.org.uk](mailto:congressmotions@ucu.org.uk) – emails must provide all the information required including details of how the motion was approved.

The receipt of all late motions will be acknowledged. If you do not receive acknowledgement, please contact UCU **before the deadline** (17:00, Friday 29 January) – by email to Catherine Wilkinson ([cwilkinson@ucu.org.uk](mailto:cwilkinson@ucu.org.uk)).

## **Interim on-line Congress**

### **Motions for debate**

*These motions are as published in branch circular [UCU/1043](#), Final agenda for interim Congress 28-30 October 2020.*

#### **Introduction**

#### **1 Composite: Civility and kindness: democracy, equality, diversity, and inclusion National executive committee, The Manchester College**

Congress notes:

1. Some UCU meetings have been increasingly characterised by tension, raised voices, and an atmosphere that can be aggressive and intimidating
2. the quality of an argument is not enhanced by uncivil behaviour
3. were incivility to become normalised, it would have significant consequences for equality of participation and of representation, marginalising, or even excluding, those who are disinclined to tolerate or adopt this behaviour
4. UCU members or staff who have experienced domestic or workplace aggression may be affected by such conduct
5. UCU members and staff who attend meetings are all entitled to dignity and respect.

Congress further notes Standing Order 6.1 and instructs the NEC to ensure that Chairs of meetings receive training in dealing with unacceptable language/behaviour.

Congress calls upon Chairs and members to actively challenge bullying behaviour and/ or language that is aggressive, intimidating, that misrepresents facts, or which targets individuals.

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

#### **2 No return to face-to-face teaching (Lifelong Learning) CCG City and Islington**

Notes:

1. UCU's five tests.
2. Official figures state that over 42,000 people have died from the Coronavirus.
3. Excess deaths are at least 60,000.

4. Government calls for a return to workplaces.
5. Independent SAGE and WHO, believe social distancing, test, track and isolate and the use of PPE, in controlling pandemics, are central.

Believes:

- a. that UCU's five tests have not been met.
- b. that the government's latest attempts to stem the virus is too little and too late.

Resolves:

- i. To campaign for online teaching as the default position within colleges and universities.
- ii. To encourage members to move towards the escalation strategy as outlined by UCU if the branch feels that their college is not safe.
- iii. Support students and UCU branches taking action to protect themselves and their communities.

### **3 Impact of COVID-19 on Disabled workers' reasonable adjustments Disabled members standing committee**

Notes

1. That work stability and retention of disabled people are being threatened by Covid-19
2. That failure to implement recommended OH reasonable adjustments and subjecting disabled workers to unnecessary medical reassessments constitutes disability discrimination
3. That institutional policy that disregards the principles of EDI threatens job security and retention
4. That COVID-19 is creating an atmosphere for institutions to evoke capability procedures by ignoring requests for reasonable adjustments, undermining the dignity of Disabled people

Believes deeper engagement is needed with Disabled members at every level of UCU.

Resolves

- a. To support branches through training in the implementation of appropriate reasonable adjustments for Disabled workers considering COVID-19
- b. call on NEC to audit the levels of disability discrimination and its intersection with other oppressions and job insecurity
- c. To reinforce the importance of the UCU Reasonable Adjustment Passport and guidance.

#### **4 Women, COVID, care and workload Women members standing committee**

Congress notes:

1. Full lockdown, including closure of schools, nurseries and adult care provision has created additional labour, heavily impacting women members
2. This labour continues during partial lockdowns when dependents and vulnerable adults are at home in isolation.

Congress believes:

1. The failure to plan for and fund large-scale social care needs during the pandemic is a threat to women's rights
2. The detriment is especially strong for casualised workers
3. Treating women and other carers as an unpaid labour reserve is discriminatory and harmful
4. Carers are entitled to a reasonable adjustment in workload
5. When schools / care provision closes carers must have the right to a reduced workload without detriment

Congress calls on UCU to:

- a. Urgently develop model branch policy to negotiate reduced workload for Covid carers
- b. Campaign for carers to be included in equality legislation
- c. Facilitate branches in demanding reasonable workload adjustments for carers.

#### **5 Covid-19 and immigration detention Migrant members standing committee**

Congress notes:

1. Universities are creating new compliance regimes for students in light of Covid-19 health and safety measures
2. Some are engaging private security companies, such as Mitie who run immigration detention centres for the HO, to enforce these rules
3. Racialised students on Tier 4 visas are vulnerable to being detained and deported if found in violation of constantly shifting rules

Congress believes it is UCU policy to oppose the UK's racist and xenophobic hostile environment policy in all of its manifestations, and this includes the inhumane practices of immigration detention and forced removal.

Congress resolves:

- a. To lobby government to shut down all immigration detention centres and to end the practice of indefinite detention, including hotel detention
- b. To demand that universities and colleges sever any partnerships with security or facilities management corporations that run prisons, detention centres or that engage in military subcontracting

## **6 Progress LGBT+ liberation now      LGBT+ members standing committee**

Wider society presumes people identify their gender with the sex assigned at their birth and are straight.

LGBT+ people remain largely unreflected and sometimes vilified in mainstream media.

Arguments around academic freedom are used to silence, dispute and condemn LGBT+ identities.

Covid19 related restrictions have shrunk our social world negatively impacting on LGBT+ lives e.g. being confined in unsupportive homes, outness, isolation from support networks, lengthened medical waiting lists. Shelving gender recognition reform has had further negative impact.

Legal recognition that Equality Act 2010 covers non-binary people from the moment of self-declaration is welcome.

Congress resolves to

1. Explore, establish and support innovations in UCU LGBT+ work progressing gender identity including GRA reform
2. Dismantle the exclusivity of cis and hetero normativities in all UCU work
3. Develop branch action plans challenging the use of academic freedom arguments against LGBT+ people
4. Promote and campaign for LGBT+ liberation, visibility, mental health, well-being and education

## ***Black Lives Matter***

## **7 UCU and Black Lives Matter      Black members standing committee**

Congress notes the global uprising of the Black Lives Matter movement highlighted by the tragic murder of George Floyd in America. Conference notes that the movement shines a light for all of us on systemic racism.

Congress further notes that this systemic racism is again in evidence when we assess the disproportionate Covid death tolls in the black community.



Conference believes that members in further, higher, adult and prison education must fully support the BLM movement and that UCU branches must play an active role in delivering an anti-racist workplace.

Congress resolves to:

1. Request that branches support and work with their local BLM group
2. Provide branches with a template for recruiting a dedicated Race Equality Officer
3. Request all branches produce a report on anti-racist activity within their branch
4. Provide a forum for branches to share and disseminate information relating to ongoing anti-racist activity

## **8 Tackling race, racism and structural racism in Higher and Further Education Liverpool John Moores University**

Congress notes:

1. The tragic killing of George Floyd by the police is part of a long history of racism.
2. The Black Lives Matter movement is challenging systemic racism across the world.
3. The UK is not innocent and our universities are part of this systemic racism.
4. Campaigning for the retention and progression of permanent Black and Asian academic staff in higher and further education must be a priority for UCU.

Congress supports:

- a. the call for decolonising the curriculums and our institutions.
- b. The removal of the awarding gap, between Black and Asian students and white students should be part of this process.

Congress resolves:

- i. to consider and implement a plan of action, including if necessary the use of industrial action if the above calls are not heeded.
- ii. that our Black members and committees should be at the centre of this campaign.

## **9 Opposing the new DFE curriculum guidance CCCG City and Islington (Camden Road)**

Notes:

The new DFE guidance on curriculum states:

1. Schools should not allow the teaching of anything that is deemed to be anti – capitalist.

2. Schools must not allow discussions about organisations that publicly state the desire to abolish or overthrow democracy or capitalism.

Believes:

- a. This authoritarian extension of the Prevent agenda further infringes on free speech and a broad and critical education.
- b. The guidance is an attempt to prevent schools discussing issues arising from the BLM and Environmental movement.
- c. If allowed to go ahead this guidance will make it illegal to refer to large tracts of British history and politics including the history of British socialism, the Labour Party and trade unionism, all of which have at different times advocated the abolition of capitalism.

Resolves UCU to launch a campaign with other education unions to oppose the DFE guidelines.

## **Business of the equality committee**

### **10 Remembering and celebrating Nita Sanghera committee**

#### **National executive**

Congress notes with sadness the tragic death of Nita Sanghera who would have been the first black woman president of UCU Further we note the extensive and exceptional work undertaken by Nita in promoting anti-racism and a wide variety of other equality issues for our union.

Congress therefore agrees:

1. to rename the annual equality committee fringe the 'Nita Sanghera Equality Fringe'
2. to initiate an annual Nita Sanghera equality award to be issued to a UCU member who has shown outstanding commitment and excellence to equality in our union.

### **11 Remembering Nita Sanghera**

#### **Black members standing committee**

Congress notes the hugely positive role Nita Sanghera played in supporting black colleagues across the country. Congress also notes the extensive work done by Nita Sanghera to resist the growing far right threat and her targeting by far right groups as a consequence.

Congress believes that there is a real threat to the employment and career of those who speak out against racism across our sectors accompanied by a growing media threat to academic freedom for those who speak out critically on race through public channels.

Congress resolves to:

1. reinvigorate our work on regional equality networks championed by Nita
2. establish a bursary/award scheme for ethnic minority student(s) in further and higher education in Nita's name
3. reflect our policy for elected regional equality strand officers in regional standing orders
4. recognise the elected BMSC as a vital democratic voice to be listened to in addressing this silencing of critical voices.

## **12 Underrepresentation at Congress/NEC Black members standing committee**

Congress notes the underrepresentation of black staff from both the further and higher education sectors at all levels of the union's democratic structures. Congress also notes the positive work being undertaken to increase engagement and develop black activists and the increase in numbers attending the annual Black Members' Conference.

Congress believes it is vital to ensure participation of black members at all levels of the union and is keen to address the issue in a systematic way.

Congress resolves to:

1. develop proposals to increase the numbers of black members at national meetings
2. present the proposals to Congress 2021 for implementation
3. consider the following as part of the proposals: mentoring support programmes, training courses on development and leadership programmes for black members.

## **13 Disability and casualisation Disabled members standing committee**

Congress notes

1. that just over 50% of disabled people of working age are in employment but HESA data indicates that only just over 4% of academic staff declare a disability
2. that there is no data on the numbers of staff on casualised contracts who declare a disability
3. that research indicates that the growth of casualised and zero hours contracts makes it even harder for disabled workers to secure the reasonable adjustments they need to do their jobs.

Congress resolves:

- a. to campaign for HESA to collate data on the intersection of protected characteristics and employment status
- b. to set up a working group tasked with contacting members on casualised contracts to establish:
  - i. whether those with a disability as defined in the Equality Act 2010 have declared a disability
  - ii. whether they have received the reasonable adjustments that they require, and
  - iii. the obstacles they face in the workplace.

### **13A.1 Disabled members standing committee**

Add, at end of point 'Notes, 1': 'with only 2.7% of professors declaring a disability'

Add, at end of point 'Notes, 2', 'facing significant obstacles in gaining employment and developing careers in both sectors'

In point 'Notes, 3', delete 'zero hours'. After 'contracts', delete 'makes it even harder for disabled workers to secure'; replace with 'is an additional barrier to secure'

Insert new 'Notes, 4'

4. That the implementation of the REF is fundamentally ableist and entrenches disability discrimination

In point 'Resolves, 1', after 'HESA', insert 'and equivalent body in FE'

Delete point a. under 'Resolves, 2'; replace with

a. The efficacy of the REF code of practice in mitigating disability discrimination calling on funding bodies to ensure any mechanism to review is developed in consultation with employees'

Delete point c under 'Resolves, 2', and in consequence delete 'and' from the end of point b.

## **14 Making UCU events more accessible: the provision of quiet spaces Southern retired members**

Congress recognises that some members, for example neurodivergent and hearing impaired people, can face challenges when attending large meetings, conferences and Congress, where there are high levels of sound and visual stimuli. In the UK one in seven adults has hearing impairments and this ratio increases with age. The number of people who are neurodivergent is unknown but is probably greater than previously thought. Since these are relatively common difficulties, Congress requires that:

1. those planning and organising UCU events consider these challenges and how they can be minimised
2. at larger events a quiet room with subdued lighting should be provided for people who need temporary respite from high levels of sound and/or visual stimuli
3. at conference and Congress dinners a room adjacent to the main dining area should be provided for those who require a quieter environment to enjoy their dinner.

**15 No outsiders, no borders      Birmingham City University**

Congress notes:

1. the important role to be played by all education sectors in challenging harmful policing of LGBT+ people's choices, behaviours and identities
2. the recent targeting of Parkfield, Anderton Park and other schools in Birmingham for delivering education designed to promote LGBT+ equality
3. the harm done by weaponisation of LGBT+ rights to support racist views in place of deconstructing homophobia, transphobia and other forms of LGBT+ oppression across society
4. the legacy of colonialism in the threat to the survival of LGBT+ people around the world
5. the heightened threat to LGBT+ migrants in a time of escalating deportation in the hostile environment.

Congress resolves:

- a. to call on the government to end the delay of reform to the GRA in the interest of member and student safety
- b. to work with sister unions to develop intersectional education resources where LBT+ rights and the fight against the hostile environment are clearly linked.

**16 Composite: Trans solidarity Manchester Metropolitan University, UCL**

Congress notes:

1. reported transphobic hate crime in the UK and elsewhere has risen steeply recently as the right and far-right have grown
2. even a supposedly left-wing paper has published an aggressively transphobic cartoon
2. the parliamentary Women and Equalities Committee made 30 recommendations in 2016 to improve trans rights and trans people's lives,

including self-identification under the GRA to obtain a gender recognition certificate and a new birth certificate

3. the Tory government's consultation on these has not reported despite closing in October 2018.

Congress condemns transphobia in education and elsewhere and reiterates its solidarity with trans and non-binary people, and resolves to:

- a. call on the government to immediately publish the consultation report
- b. support calls to implement all of the Women and Equalities Committee's recommendations
- c. support lobbies and protests to ensure this happens, which will also be a way of uniting all those who oppose transphobia.

## **17 Gender pay gap Women members standing committee**

Despite valuable action the gender pay gap across post 16 education remains. This is fuelled by a majority of women in the lower quartiles of pay, especially those on inferior casualised contracts and multiple oppressions of women in intersecting equality strands also with similar pay gaps. Maternity pay, sick pay and reasonable adjustments fuel this pay gap.

Congress resolves to:

1. promote this issue with political parties and file an early day motion at Parliament to secure further statutory provision to force employers to comply
2. progress a full review and mandatory equal pay audit across all sectors for hard evidence of the real progression gap
3. hold the special NEC on unequal pay to progress this issue
4. improve guidance for negotiations in branches on specific sectoral issues
5. promote facility time for women and casualised women reps in branches and at national UCU meetings.

## **18 Facility time and equality of representation for women members Women members standing committee**

Congress notes that under-representation of women in trade union leadership and structures has been identified by the TUC (see Sisters to the Front: Women FTO's conference 2020). UCU needs urgently to address this matter within our own structures. In furtherance of this fundamental aim Congress instructs branch and regional committees to adopt the following principles to address under-representation of women in committee positions:

1. women should be actively encouraged to take on branch committee roles

2. equitable facilities time should be allocated to women holding branch committee positions
3. men holding multiple positions should step aside from at least one position to create space for women representatives
4. women should be given first consideration as delegates for Congress
5. regional officials should be tasked with supporting these principles
6. branch committees should annually monitor and report on the implementation of these principles to the WMSC.

## **19 Addressing the migrant pay gap Migrant members standing committee**

Congress notes:

1. the imposition of immigration related fees (including, but not limited to, visa fees, the immigration health surcharge, and indefinite leave to remain fees) leave migrant workers systematically disadvantaged
2. that the Home Office generates excessive profit from these fees
3. that these fees are rarely reimbursed by employers
4. that failure to reimburse fees for dependents reflects a significant equality issue.

Congress resolves:

- a. to lobby local and national politicians, as well as the Home Office and Department for Health and Social Care, calling for the abolition of all government imposed immigration fees associated with migration to the UK
- b. that UCU gather data on migrant support policies across HE and FE, including fee reimbursement, legal support, and hiring practices.
- c. to campaign for a standard UK-wide policy of employer reimbursement of all immigration related fees, as well as the associated tax burden
- d. to report back on these activities at Congress 2021.

## **Business of the strategy and finance committee**

### **20 International campaigns and solidarity work National executive committee**

Congress recognises the importance of international solidarity in defending education, academic freedom, workers' rights and climate justice and the value of working with Education International, TUC, Amnesty and other affiliated

solidarity organisations.

Congress recognises the ongoing nature of many of these campaigns, including:

1. defending educators and trade unionists at risk in places such as Turkey, Brazil, Iraq and the Philippines
2. ensuring justice for the Palestinian people and a sustainable peace process in Colombia
3. supporting the global right to public education and ensuring an equality dimension to UCU's international work.

Congress calls on NEC to build on its initiatives in these areas and to continue to engage members, branches and regions in effective international solidarity work.

## **21 Establishing a gender-based violence commission University of Exeter**

Congress notes:

1. widespread serious concerns about UCU's procedures for internal complaints of gender-based violence and harassment
2. high retraumatisation risks for survivors of sexual and domestic violence, abuse, and harassment.

Congress believes:

- a. violence and harassment have no place in our movement.
- b. UCU responses to gender-based violence should be:
  - trauma-informed
  - sensitive
  - responsive to survivors' needs

Congress resolves to create a gender-based violence commission which will:

- i. report to Congress 2021
- ii. be elected by and from branches and the equality committees of the Union, to ensure intersectional representation.
- iii. review UCU's responses to harassment and violence
- iv. conduct a trauma-informed impact assessment of procedures under Rule 13.
- v. design and conduct meaningful consultations with survivors, seeking advice from specialist survivor support organisations including (not limited to) Rape Crisis England and Wales, Survivors Trust
- vi. recommend new procedures to be regularly reviewed by these external



expert organisations

vii. be granted the ability to send, via the NEC, motions to Congress 2021.

## **22 #Metoo Truth and Reconciliation University of Sheffield**

Congress notes:

1. the importance of the #metoo movement globally in redressing gender inequality
2. sexual harassment and sexual violence occur in progressive organisations, including trade unions such as our own
3. rape culture is enabled by institutions and structures that harbour perpetrators and create an environment hostile to survivors.

Congress believes:

- a. there is an urgent need to address this issue within our union, our universities and the society more generally
- b. the misuse of confidential processes can shield perpetrators from scrutiny, further traumatise survivors and enable further abuse to take place.

Congress resolves to support an independent third-party expert review of existing policies, practices and procedures in the union in order to:

- i. improve structures for reporting
- ii. improve support for survivors
- iii. facilitate investigation of past practice to ensure a supportive environment for survivors
- iv. consider what measures should be implemented to ensure that the union is accountable to its membership.

### **22A.1 National executive committee**

Add:

Congress commits to rooting out sexual violence and instructs NEC to urgently appoint an independent review of past UCU cases wherever survivors request it,

Inquiry to be conducted

- with appropriate safeguarding, appropriate confidentiality for all parties and counselling available to all witnesses
- under terms designed in conjunction with survivor organisations such as 1752 and with the input of NUS

The work of the SH taskforce to feed into the equality committees.

## **23 Disclosures of trauma, abuse, and harassment**

**University of Leeds**

Congress notes:

1. UCU's deep commitment to fighting discrimination and oppression.
2. UCU's commitments to ending all forms of harassment, misconduct and violence in our institutions and UCU.

Congress recognises that appropriate training is necessary for anyone who may be in receipt of such disclosures.

Congress agrees:

- a. it is vital for UCU reps and staff to respond appropriately and sensitively when members disclose traumatic events, whatever the context of such disclosures.
- b. mishandling any disclosure of violence, harassment, or misconduct is likely to intensify survivors' pain and trauma.

Congress resolves that:

- i. training for reps and staff shall be reviewed urgently, and updated to specifically include input from survivor support organisations.
- ii. all procedures connected to the rules of this union shall be urgently updated to reflect the necessity of responding appropriately, ensuring respectful and professionally-informed support is provided whenever a disclosure of trauma, abuse, or harassment is made.

## **24 The life of the democracy commission West Midlands regional committee**

Congress welcomes the work that the democracy commission had undertaken, in an attempt to restore full accountability and transparency to decision making in our union.

Congress notes that the life of the democracy commission closed at the end of the December 2019 special Congress.

Congress is disappointed at the appalling lack of time allocated to this special Congress leading to the failure of 50% of the motions being heard, debated and voted on.

Congress instructs that the life of the democracy commission be extended to the annual Congress in May 2021. At this point it gives a summary of its work to Congress, and there should be a vote on extending the commission for a further year. If needed the terms of reference should be revised at this time.

## **25 Case work Sheffield College**

There is no data published by the UCU on case work: 'by gender and other protected characteristics'. It is important that case work data is published on a termly and annual basis, and made available to members to allow scrutiny, transparency and determine effectiveness of the support given to members by the UCU. Congress instructs UCU executive to:

1. collect case work data and publish it
2. publish the number of cases dealt by each region on a termly basis and data is collated nationally and shared with members'
3. publish the type of cases/complaints raised by members in each region.
4. publish the number of cases dealt involving discrimination and the number of cases taken to the Employment Tribunal by the UCU.
5. UCU to provide compulsory training for all staff and officers undertaking case work on equality and discrimination.

## **26 Ending work-related stress in post-16 education University of Bournemouth**

Congress notes that workload related stress is endemic in FE and HE. The Health and Safety Executive (HSE) has issued new criteria for investigating cases of work-related stress and announced that it will inspect stress in the workplace if specific criteria are met (September 2019). The HSE have stated that stress is a priority area in their strategy, and that it will investigate if it receives evidence that a number of staff are experiencing work-related stress or stress-related ill health.

Congress resolves that without delay UCU will:

1. seek to work with the Health and Safety Executive with a view to prosecuting Post 16 education employers where staff are experiencing work related stress and/or ill-health.
2. call on employers to commit to zero avoidable harm in the workplace, and be explicit that this includes mental health as well as physical health, as an essential minimum.

## **27 Even more efficient membership data for ballots West Midlands regional committee**

Congress notes:

1. motion 58 in the 2019 Congress established that efficient membership data management is essential for successful ballots.

2. branches need to easily identify members eligible for ballots.
3. branches need to store and access local information about members for effective GTVO activity.

Congress resolves:

- a. to implement the changes requested in Motion 58 of the 2019 Congress
- b. to include the following four fields in data exports: 'Primary employer', 'Mail returned date', 'Returned reason', 'Ballot excluded reason'
- c. to add three new fields for branches and include them in data exports: 'Branch Comments' (Free text), 'Branch GTVO Status' (Options: 'Voted', 'Not voted', 'Will vote', 'Rather not say', 'Re-requested ballot paper', 'Other'), 'Branch GTVO Comments' (Free text)
- d. to ensure funds are made available so that functionality can be put in place whether through updating, or even replacing, existing systems.

## **28 'People before profit' programme                      Croydon College**

Congress notes the launch of the People Before Profit: Emergency Programme for Jobs, Services and Safety on 29 September 2020

Congress believes that this programme can help to shape the resistance we need to prevent workers and the poorest and most vulnerable bearing the brunt of a health emergency and economic crisis not of their making. The Tories withdrawal of the furlough could lead to a genuine jobs massacre. The ending of the prohibition on evictions and ongoing attacks and scapegoating on a million people 'without papers' are creating conditions for an economic disaster.

Congress supports the People Before Profit emergency programme initiated by John McDonnell MP, PCS General Secretary Mark Serwotka and others.

Congress resolves to adopt this programme and to consider ways we can take up its demands in the interests of our members, and publicise them.

## **Business of the recruitment, organising and campaigning committee**

### **29 GTVO and union participation National executive committee**

Congress notes the enormous effort made by branches, members and UCU staff working together to deliver effective industrial action.

Congress welcomes the continued focus by ROCC on GTVO as a key part of this process which has resulted in an average increase in ballot turnout since the passing of the Trade Union Act of around 25%.

NEC is instructed to continue prioritising increased participation in the union and specifically:

1. directly supporting branches in dispute, including via GTVO
2. expanding training opportunities for activists
3. prioritising small branches
4. continuing to grow the union through recruitment, and
5. providing support for priority, national industrial campaigns.

### **30 For a successful industrial action strategy University of Cambridge**

Congress notes that a successful industrial action strategy requires extensive and critical knowledge of the strengths and weaknesses of all actors in an industrial dispute and adequate resourcing that facilitates branch organising capacity.

Congress notes that relevant actors are, but are not limited to, employers, employers' representatives, UCU branches, students and relevant political bodies.

Congress instructs the NEC to:

1. commission robust mapping of the strengths, weaknesses, opportunities and threats of all relevant actors within a dispute prior to initiating any industrial actions
2. assess in detail the capacity of each branch to effectively organise their membership to take the required action, and
3. where necessary, provide extra resources to specific branches, including in the form of additional local organisers, to achieve those ends.

Congress instructs the NEC to develop its industrial action strategy with due consideration given to the information provided by the mapping exercise.

### **31 Industrial action that can win City & Islington College Camden Road**

Congress notes:

1. the HE four fights and USS campaigns
2. the FE fights back campaign
3. the commission for effective industrial action.

Congress believes:

- a. the industrial action campaigns that have taken place in HE and FE demonstrate that escalating strike action is the most effective means of securing better pay and conditions
- b. the use of disaggregated or aggregate ballots is a tactical question
- c. the GTVO campaign has proven to be a successful tool to overcome the 50% threshold
- d. UCU experiences of taking effective industrial action are ones that can be shared across the movement
- e. equality issues must be central to all industrial campaigns.

Congress resolves:

- i. UCU to organise a conference called *Taking effective industrial action: Solidarity and beating the thresholds*
- ii. to approach other unions like the NEU, PCS, CWU and others to support and help organise the conference.

## **32 Commission for sustainability, professional development and job security    Anti-casualisation committee**

Congress recognises UCU's Commission for Effective Industrial Action (CEIA) reported that the Union's strength is best applied by:

1. identifying key issues which motivate current and prospective members
2. extensive preparation, member involvement, recruitment and sustained action, in diverse forms

Congress resolves to, replicate CEIA's model:

- a. establish a commission
- b. draw up recommendations for a one-day special Congress discussing subsequent actions
- c. commission's membership to be elected by and from this annual Congress, constituted by lay members from all devolved nations and regions
- d. regional committees, devolved nations and branches be encouraged to organise discussion of the same issues.

The commission will report on how UCU might work towards:

- i. secure employment, particularly reduced use of atypical, agency and subsidiary workers
- ii. lifelong learning, in-work training and professional development
- iii. sustainability; financial, social, psychological and environmental
- iv. the development or application of educational technologies that support the above.

### **33 Sick pay and reasonable adjustments      Anti-casualisation committee**

Congress notes:

The coronavirus crisis has exposed the shocking lack of access to both statutory and occupational sick pay for casualised workers across post 16 education. This has been a long running inequality for casualised workers. It is a Health and Safety issue forcing members into debt or to work when they are not well. Getting paid and unpaid reasonable adjustments for people on insecure contracts is also a scandalous inequality.

Congress resolves to:

1. campaign for equal rights to full and equal occupational and statutory sick pay access for all workers
2. campaign to highlight the need for extra protection for insecure workers to obtain reasonable adjustments under the equality act legislation
3. call for the ACC and DMSC to work together on these issues
4. produce guidance for branches
5. call on UCU to work with other unions and campaign groups on these issues.

### **34 Indexation of pensions and benefits      Eastern and Home Counties retired members**

Congress deplores the behaviour of governments in index shopping; resulting in the higher RPI being used in collecting revenue whilst using the lower CPI when paying out pensions and benefits.

Congress charges the NEC to organise a campaign, in conjunction with other public sector unions, to index pensions and benefits using the RPI. Further an exploration should be made into constructing a "silver index" that more properly reflects the impact of inflation on pensioner households.

### **35 Level of the state pension Yorkshire and Humberside retired members**

Congress notes with concern the fact that none of the mainstream parties included in their 2019 election manifestos a commitment to increasing the totally inadequate basic state pension nor to raising it to levels comparable with the state pension in European Union countries. It notes the popular misconception of pensioner affluence.

As more and more people will be retiring without a decent occupational pension – including many UCU members in both further and higher education – the state pension needs to be set at a level which would eliminate pensioner poverty.

The failure of political parties to recognise this situation makes it more important than ever to support the work of the National Pensioners Convention and to mount a major campaign in the trade union movement to give all workers a decent state pension in retirement.

Congress calls on the NEC to work actively within the TUC to this end.

### **36 Rights to a private and family life UCU Wales**

The Human Rights Act state that individuals have a right to a family life. In many institutions there are growing demand on our time which has a detrimental effect on our time that we can spend with our family.

Congress calls upon all further and higher education institutions to sign a pledge that they honour family life and undertake working parties with representatives from unions to look at this matter within this year.

#### **36A.1 LGBT+ members standing committee**

In first sentence replace 'state' with 'states' and insert 'and private' after 'family'.

In second sentence, replace 'demand' with 'demands' and 'with our family' with 'outside of work'

In third sentence, insert 'and private' after 'family'.

### **Business of the education committee**

#### **37 Education policy National executive committee**

Congress notes the education committee's work to develop UCU's profile across issues including admissions reform; managerialism; climate change; academic freedom; and the life changing impact of FE, adult and prison education.

Congress believes UCU's increasing public policy influence stems from working to clear objectives set by Congress and long-term planning by the committee and



calls for the development of a new three year programme of work focused on:

1. challenging marketisation and managerialism in education
2. promoting the benefits of investment in all forms of lifelong learning
3. defending the professional status of staff
4. campaigning for fair admissions
5. developing UCU's distinctive response to climate crisis.

Our successful Cradle to Grave conferences show members' appetite for engagement with education policy. Congress therefore instructs the NEC to consider ways in which branches, regions and nations can contribute to the development of policy on education and professional issues.

### **38 Automation and new technology UCU Scotland**

Congress welcomes UCU Scotland's Automatic University report, which outlines the impact of automation and artificial intelligence (AI) in our sectors and begins to set out some of the challenges and opportunities posed by new technology.

Congress notes that automation and AI is changing the nature of work for staff in the post-16 education sectors. Congress calls upon UCU to use this report as a base to develop the union's strategy to new technology – which should include workshops, bargaining guidance, reps training and development - to protect jobs and professionalism, and to develop new opportunities for all of those working and studying in post-16 education.

### **39 Composite: Implementing a climate emergency industrial revolution Yorkshire and Humberside regional committee, South East regional committee, Southampton University**

Congress notes with gratitude the support of student unions and societies in the Four Fights and USS disputes.

Congress believes that UCU should build on its positive relationship with students by advocating for action on today's most pressing issue: the climate emergency. Congress notes the acceleration of the climate emergency threatening our planet which cannot wait for another five years for action.

Congress believes that trade unions can play a vital role in bringing about urgent climate action and a worker-led transition, rooted in workers' rights and social justice. Congress congratulates UCU for its role in winning the TUC to back a 30 minute walk-out for the 20/09/19 international climate strike.

Congress resolves to

1. pressure senior management to make binding commitments to meaningfully reduce their universities' and colleges' carbon footprints, to divest from

carbon intensive businesses, and to record the climate impacts of their collaborative business projects within their sustainability reporting

2. to continue UCU's support for the youth climate strikes, building on the UCU's work stoppage for earth strike, and call upon other unions to follow suit.

Congress calls on UCU branches to:

- a. work with universities and colleges and other campus unions to declare a climate emergency and embed carbon reduction strategies in all areas of work
- b. develop student/staff climate forums on every campus
- c. support further calls for co-ordinated strikes against the effects of climate change to force politicians to act
- d. urge employers to implement green policies. Such measures can include:
  - i. educating staff and students about environmental issues
  - ii. running premises in more environmentally friendly ways
  - iii. consider environmental issues when purchasing
  - iv. adopting travel and communication policies which reduce the need for frequent flying and driving, and encourage the use of environmentally friendly travel
  - v. publicising proposals for just transition from fossil fuel production.

Congress also supports working with NGOs and environmental groups to exchange ideas and implement solutions.

### **39A.1 Open University**

Add after point 2 under Resolves:

3. Identify measures to ensure the overall environmental impacts of institutions' activities are reduced, with the costs borne by employers, rather than have those impacts or costs shifted to employees. Research and guidance should address the unprecedented increase in homeworking caused by COVID and casualisation.
4. Urgently pressure government, directly and via the TUC, to increase financial and regulatory support for residential energy, heating and insulation efficiency, addressing fuel poverty whilst delivering warmer winter homeworking

**40 Composite: Action on climate change and CoP26 UCU Scotland, University of Glasgow**

Congress welcomes the declaration of climate emergencies at several institutions. Congress deplores the limited action too late institutions are taking and the fact that not all have disinvested from other carbon investments.

Congress notes:

1. the 26th Conference of Parties to the UN Framework Convention on Climate Change in Scotland in November 2020
2. the Paris Agreement demand for a rapid reduction in greenhouse gas emissions to keep average temperatures below 2°C above pre-industrial levels
3. the Scottish Government's target of reducing greenhouse gases to net zero by 2045
4. Friends of the Earth's demand of net zero by 2040, and Extinction Rebellion's by 2025
5. UCU involvement in trade union campaigns to tackle climate change, including the campaigns for climate jobs and just transition, and
6. UCU Scotland's membership of the Scottish Just Transition Partnership, which led to the establishment in Scotland of the Just Transition Commission.

Congress instructs NEC and the general secretary to work together with branches and student unions to:

1. determine best practice in action against climate change and circulate a briefing to branches to support campaigning
2. together with other trade unions, put pressure on the government to take stronger action against climate change, support an end of fossil fuel extraction and a just transition to a zero carbon economy urgently, with full involvement of the trade union movement.

Congress encourages branches to work together with student unions to:

- a. campaign and put pressure on management to implement this best practice and disinvest if they have not done so
- b. organise teach-outs and other activities on climate change during all industrial action
- c. actively participate in student climate strikes and the protests and the CoP26 meeting in Glasgow in November and in civil society activities associated with CoP26.

## **Appendix 1: Motions not ordered into the core agenda**

### **Report of the strategy and finance committee**

#### **D1 Appointment of auditors National executive committee**

Congress approves the appointment of Knox Cropper as the union's auditors for the year ending 31 August 2020.

#### **D2 Financial statements to 31 August 2019 National executive committee**

Congress receives the union's audited financial statements for the 12-month period ending 31 August 2019 as set out in UCU/1011.

#### **D3 Budget 2020-21 National executive committee**

Congress endorses the budget for September 2020 – August 2021 as set out in UCU/1012.

#### **D4 Review of subscription rates National executive committee**

Congress accepts the Treasurer's report on progress with the review of subscription rates and bands and endorses the changes to band structures and subscription rates from 1 September 2020 set out in UCU/1013.

#### **D5 Further and higher education branch funding South West regional committee**

This Congress recognises the importance of branches being able to fund local activities such as recruitment within their branch and calls for a report on how many further and higher education branches do not have their own bank account.

Further, this Congress calls for a specific plan to ensure that local branches set up and actively engage in a funded, approved bank account.

#### **D6 Israeli visa restrictions on international educators to Palestine University of Brighton (Grand Parade and Falmer)**

Congress notes the:

1. severe Israeli visa restrictions on academics contracted by Palestinian universities
2. 2009 address to Congress by PFUUPE general secretary, and joint PFUUPE/UCU agreement
3. UCU policy supporting Palestinian education, and opposing Israeli oppression
4. call by Friends of Bir Zeit (Fobzu), already supported by UCU, for visa representations to the Israeli Government

5. refusal of the British Government to intervene.

Congress resolves UCU will:

- a. again request the UK HE Minister to ask the Israeli Government to abandon restrictions, and will publicise the response
- b. liaise with Fobzu on joint representations with Palestinian universities and NGOs
- c. publicise the Right to Enter campaign to UCU members in a subject-specific, dedicated e-mail, encouraging branches to debate the issue
- d. host a multi-campus, UK-wide speaking tour for Palestinian academics on educational restrictions in Palestine, and
- e. sponsor a UCU West Bank delegation, for report back, on Israeli restrictions on Palestinian education.

#### **D7 Big Ride for Palestine Bradford College**

The Big Ride for Palestine (TBR) is an annual cycle ride to raise awareness and practical support for the Palestinian people. Over 6 years, £170,000 has been raised for children's sports programmes in Gaza.

The brutal siege of Gaza has rendered the enclave uninhabitable, yet Israel has responded to protests at the Gaza fence with lethal force, killing Palestinians, including children and medical workers, and maiming thousands with live fire.

Trump's 'deal of the century' has reemphasised American approval for Israel's plan to entrench its system of Apartheid.

TBR is opposed to all forms of racism, including anti-Semitism and Islamophobia and reserves the right to criticise the actions of any government or state that discriminates against its citizens on the grounds of race, ethnicity or religion

Congress resolves to:

1. sponsor TBR
2. publicise the 2020 Ride and encourage members to join as riders or volunteers.

#### **D8 Middle East London regional committee**

Congress notes that governments across the Middle East remain responsible for severe abuses of academic freedoms and human rights, while the region's students and educators continue to mobilise for social justice and democracy. Congress notes with concern new 'partnerships' between UK HEIs and education providers leading to the export of degree courses and the creation of 'branch campuses', in particular in the Gulf and Egypt.

Congress believes that such partnerships risk UK universities and colleges colluding in human rights abuses by authoritarian regimes of both local students and staff and UK-based staff required to work in the region.

Congress resolves:

1. to instruct the NEC to work with MENA Solidarity Network in developing local and national resources to aid branches in campaigning and negotiating
2. to instruct the NEC to contact other campus trade unions and the NUS to discuss the potential for a joint campaign over this issue.

#### **D9 Solidarity with the people of Latin America National executive committee**

Congress notes the upsurge in popular struggles in many countries in Latin America, including:

1. massive worker and student mobilisations in Chile
2. the national strike in Colombia on 21 November
3. indigenous people-led protests against the coup in Bolivia
4. growing opposition to the far-right policies of President Bolsonaro in Brazil, including from women, LGBT+, black and indigenous peoples.

Congress stands in solidarity with these progressive social and political forces in Latin America.

Congress, therefore, calls on the NEC to work with Education International, TUC and union-backed solidarity groups such as Justice for Colombia, the Brazil Solidarity Initiative and Scholars for Academic Freedom in Brazil in support of their campaigns for peace, social justice and democratic rights in Latin America.

#### **D10 Composite: Protesting the Nicaraguan government's treatment of protesters Northumbria University, University of Edinburgh**

Congress notes:

1. that in April 2018 Nicaraguans took the streets to protest changes to the social security system that would increase worker contributions and reduce the benefits received
2. that, the Nicaraguan government responded with lethal force, leaving over 328 people dead, with Amnesty International confirming that most died 'at the hands of state agents'
3. that, as of 13 February 2020, 61 protesters remain in detention, 144 students had been expelled from universities, and over 98,000 Nicaraguans have been forced into exile without any prospect of a safe return.

Congress condemns the actions of the Nicaraguan government.

Congress resolves:

- a. to support Nicaraguan exile groups in the UK
- b. to promote events organised by Nicaraguan activists and academics who visit the UK to raise awareness of the current crisis
- c. to communicate our concern about the Nicaraguan government's actions to the Rights, International, Social and Economics Department of the TUC.

**D11 Electronic voting at Congress, FESC and HESC** **Glasgow Caledonian University**

Congress notes that:

1. counting each card vote takes 5-10 minutes which means approximately an hour of time can be lost each day of Congress, FESC and HESC that could be devoted to debate and policy making
2. electronic voting can help ensure that views expressed reflect individual views and help thus an accurate picture of opinions
3. the technology is available at reasonable cost to enable electronic voting and is widely used, including by the TUC
4. a majority of delegates at Congress 2018 voted in favour of the use of electronic voting when a count was needed, but not the two-thirds majority required for a rule change.

Having reconsidered the matter, this Congress instructs that electronic voting be introduced at all subsequent Congress, FESC and HESC.

Congress asks NEC to put forward changes to standing orders to enable this.

**D12 Reporting on motions remitted to NEC and sector conference committee**  
**Southern regional committee**

Congress notes:

1. a motion may be remitted if the relevant conference votes to do so; and that remitting a motion provides a means of avoiding a vote either for or against;
2. Congress motions are remitted to the NEC and sector conference motions to the relevant sector committee, and
3. that the relevant committee considers the matter before the next annual meeting of Congress (Standing Order 24).

Congress calls on the NEC to consider shortening the reporting cycle for motions remitted at Congress - from one year (next annual meeting of Congress) to six

months.

**D13 Addressing the representation of retired members at Congress Scottish retired members branch**

Congress notes RMBs are only permitted to submit motions to main Congress.

Congress further notes motions from RMBs on pensions, a legitimate concern to retired members, have been rejected because pensions business is reserved to sector conferences.

To address the effective disenfranchisement of a category of members in an area of direct concern to them, Congress instructs NEC to consider how this issue might be addressed and include:

1. the introduction of a session in Congress where wider pension matters are discussed, recognising that the details of the two schemes remain the preserve of the relevant sector conference.
2. the addition to the CBC guidelines of a sentence to the effect that where an RMB submits a motion to Congress which is deemed by CBC to be sectoral but which is of clear and legitimate concern to retired members, said motion may be added to the appropriate sectoral business.

**D14 Review of geographical NEC/regional boundaries Eastern and home counties regional committee**

Congress notes that the English regional areas used for organising (the basis of regional committees) are different from UCU's English voting regions (based on the defunct Regional Development Agencies). For example, institutions in Buckinghamshire such as the Open University sit within the electorate for the NEC Southern region while simultaneously belonging to Eastern and Home Counties regional committee (not South regional committee).

This situation impedes the organising work of regional committees, creates practical difficulties for NEC members in representing constituencies, and is very confusing for members.

The NEC is asked to commission a report looking at the effects of this situation on voting and representation, and to consider if the boundaries can be made coterminous following the boundaries set by the regional committees.

**D15 National hustings Open University**

UCU should hold recorded hustings for the posts of general secretary (and Deputies) and the Presidential team in order to increase voter engagement, ensure parity and meet accessibility obligations.

The NEC should create a small election group of 5 to oversee the hustings events and choose chairs.



In advance of the election several dates should be provided to candidates to find one that all can attend, if necessary, via remote participation. Expenses should be paid to candidates including for travel, childcare or other caring cover.

The election group should agree a contingency plan for illness or other non-attendance - for example by allowing a recording of timed answers.

Members should be made aware of this source of information before the ballot opens. They should be able to submit questions in advance, anonymously. The event should be live-streamed and recorded. The recording should be available on the UCU website with a transcript.

#### **D16 Employees engaged by the general secretary under NEC procedures Southern regional committee**

Congress notes:

1. the general secretary is the chief executive of the Union, responsible for duties specified by the Rules and Standing Orders of the Union, and duties allocated by the national executive committee
2. The general secretary acts in accordance with the instructions of the national Executive Committee; and may delegate any power or duty of, or allocated to, the general secretary under these Rules to another employee of the Union as the general secretary shall determine, and
3. employees other than the general secretary shall be engaged by the general secretary under procedures agreed by the national executive committee.

To that end, Congress instructs the NEC to review and amend, if necessary, the NEC procedure used by the general secretary for engaging employees; and for the purposes of ensuring fairness, equity and transparency in the appointment process.

#### **D17 Review of legal scheme          Sheffield Hallam University**

Congress notes the current operation of the UCU legal scheme regarding employment disputes is failing to meet the needs of members and caseworkers, impeding timely access to advice and placing an undue burden on caseworkers without legal expertise.

Unlike the personal injury element of the scheme, accessing appropriate advice in employment disputes is overly complex and lacks transparency. Members and caseworkers face multiple hurdles in accessing appropriate advice.

Congress instructs the NEC to make alterations to the legal scheme regulations to allow caseworkers to directly and easily access initial advice from UCU lawyers, as is the case in many sister unions.

Congress notes that UCU requires a legal scheme that meets the needs of our

most vulnerable members and appropriately supports caseworkers. It calls for the NEC to commission an independent review of the scheme, to assess what further change is needed to achieve these aims.

#### **D18 Membership forms Coleg Gwent**

Congress notes that due to decisions made at UK level, UCU membership forms were phased out in favour of an online service.

Congress understands that keeping up to date membership forms could be costly and often needed updating every year. We believe that whilst online subscription can be useful, sometimes the use of a membership form can aid in recruitment especially in the Welsh language. This will enable local reps to print them off as needed in their institutions. Thus, any costs involved will be minimal as photocopying materials should be deemed reasonable according to the "reasonable use" of facilities with the ACAS Codes of Practice 3 "time off for trade union duties and activities".

Congress calls for the production of membership forms both in Welsh and English in PDF formats.

#### **Report of the education committee**

#### **D19 University democratisation: all-staff senior management elections and General Assemblies Cardiff University**

To seek mandates to fundamentally democratise all UK universities, UCU will organise all-staff e-ballots in each.

Where a majority votes for democratisation:

- a. UCU will organise elections for mandated "shadow" senior managers (vice-chancellors, executive boards, governing bodies, heads of colleges, departments/ directorates)
- b. initial electorates will be all staff members on the payroll of the relevant departments, unless specified otherwise by democratisation e-ballots
- c. UCU will introduce all-staff General Assemblies at departmental levels and above, to debate and vote on key issues (including electronically)
- d. each university's whole-university General Assembly will be its mandated "parallel" governing body
- e. General Assemblies will vote on electoral timetables, electorates, fractional votes (part-timers, students?), and recall ballot trigger thresholds
- f. full democratisation will be achieved by political and social pressure and where necessary by legal and industrial action, to turn shadow managers

into actual managers

g. and General Assemblies into legal governing bodies.

## **Report of the equality committee**

### **D20 Toward a stronger Equality Act      National executive committee**

Congress notes the tenth anniversary of the Equality Act. Congress condemns the continued failure to establish full rights and protections for all disadvantaged and discriminated groups in our workplaces.

Congress highlights, the gender and BME pay gaps, the failure to implement time limits for reasonable adjustments and the rise in hate crime and anti-Semitism. LGBT+ people continue to face harassment and sexual harassment, and discrimination based on race, nationality and migrant status blights our campuses.

Congress calls on the NEC to publish a comprehensive audit of the failures of the Equality Act as a basis for further campaigning and lobbying by the union, in collaboration with others, to protect what we have and to achieve what we need.

The audit should be published to all members focusing on equality in the workplace, its intersectional aspects and its interaction with other issues such as casualisation, workloads and barriers to career progression.

### **D21 Fighting racism and the Tories' hostile environment - in memory of Nita Sanghera      Yorkshire and Humberside regional committee**

The election of Boris Johnson signifies the intensification of the Tories' racist hostile environment. The scapegoating of migrants, refugees and the Muslim community will only get worse.

Johnson's government is building on its links with racist populist politicians like Trump and Victor Orban.

Congress opposes the Tories' racist 'points based' immigration system and reaffirm our support for freedom of movement.

Congress reaffirms our total opposition to the Islamophobic Prevent agenda.

In the light of the tragic early death of our president elect, Nita Sanghera, Congress supports a further joint UCU/Stand Up To Racism campus tour - under her name - and supports the 2021 UN anti-racism day protests.

### **D22 Prevent      Bradford College**

Congress notes:

The Prevent strategy continues to be part of one of our legal duties yet despite

some attempts to show concern about far-right concern the recent training continues to stereotype and categorise Muslims as vulnerable for radicalisation.

In recent months it was revealed that peaceful organisations such as CND and anti-racist organisations such as Stand up to Racism are on the watch list with the implication that teachers should be wary of students joining these kind of organisations.

Congress resolves to:

1. continue to campaign to scrap the Prevent strategy
2. continue to campaign for anti-racist policies
3. continue to campaign for free universal education and youth services for all to break down the barriers in our communities.

### **D23 Raise awareness of hidden disabilities in educational establishments UCU Wales**

Congress notes that many educational establishments have delivered excellent training to raise awareness of the main types of disabilities. These disabilities are often visible and/or easily identified.

It is often the case that staff (and students) are not aware of hidden disabilities and the effect of these on the person concerned. Congress calls upon educational employers' bodies to ensure that hidden disability is identified as a vital training need within all educational establishments, and active steps are taken to raise awareness of this type of disability.

### **D24 Challenging 'fluentism' in education      East Midlands regional committee**

Congress is asked to raise awareness of 'fluentism' in education and produce resources for that purpose.

Fluent speech is normalised and education relies heavily on oral communication for delivery of teaching as well as for managing and promoting itself. In so doing education desires and privileges fluent speech and so the dysfluent, stammering voice is marginalised as deficient and undesirable. Dysfluent speech risks disrupting the apparent efficient flow of communication and also threatens the management of time constrained oral communications. This is another instance of where the drive to efficiency and excessive workloads harms an inclusive response to all staff and students with disabilities. Dysfluent speech has been neglected and needs to be reclaimed as different not deficient.

### **D25 Trans solidarity    Croydon College**

Congress notes:

1. transphobic hate crime has increased as the right and far-right have grown
2. misleading transphobic claims by a minority of feminists and socialists are also common, aimed at excluding trans people from single-sex spaces and blocking amendments to the Gender Recognition Act including self-declaration for a gender recognition certificate
3. the Tory consultation on these has not reported since closing in October 2018 but seems likely to be negative.

Congress:

- a. condemns the shameful transphobic Morning Star cartoon in February and calls on the paper to fully revoke its trans-critical stance
- b. condemns transphobia in any context but particularly in education
- c. rejects attempts to cloak anti-trans campaigning and views with spurious 'free speech' or academic freedom arguments.

Congress resolves to campaign for the government to support self-declaration and implement the parliamentary Women and Equalities Committee's 30 recommendations to improve life for trans and non-binary people.

## **D26 Refugees, migrants and racism      Chesterfield College**

EU border forces are beating back refugees entering the continent after Turkey opened its borders. People escaping poverty and war deserve our support and solidarity not racism, scapegoating and violence.

The Greek government's threats to deport any refugees as soon as they arrive is the latest example of the brutal fortress Europe policies and the hostile environment for refugees and migrants.

Congress defends the right of freedom of movement for refugees and migrants.

Congress encourages all UCU branches to organise solidarity work with refugees with organisations like Safe Passage, Care 4 Calais and Stand Up To Racism. Congress supports the Stand Up To Racism international conference this October and the call for UN anti-racism day protests in March 2021.

## **Report of the recruitment, organising and campaigning committee**

### **D27 Anti-union laws      London regional committee**

The Tories pledged to create new laws to force workers to provide a minimum service during transport strikes in the Queen's speech 19 December 2019.

The UK already has the toughest anti-trade union laws in Europe. Unchallenged they will keep making it harder for workers to take effective action.

If they succeed in impeding transport strikes they will try to do similar things in other industries. It is only by coming together as a union movement that these attacks can be stopped.

1. in light of this to call on our union to write to transport unions to offer solidarity
2. UCU will offer its support and solidarity to rail unions involved in action and resolves to build links with RMT/ASLEF/TSSA/Unite at a local level
3. calls on TUC to facilitate an urgent national campaign against this legislation which should include a national day of action.

## **D28 Pay in the public sector, for teaching staff, for MPs Activate Learning City of Oxford**

Congress notes the 3.1% pay rise automatically awarded to MPs in March 2020. This brings the MPs wage to £81,932. Ministers are paid an additional salary which, for the current Education Secretary, amounts to another £71,090.

The 3.1% increase supposedly reflects the average change in public sector earnings over the year. However, it is difficult to see how this pay increase reflects increase in pay in further and higher education over the last year.

Of course, MPs also can claim expenses and many MPs also have 'second jobs' which bring them additional income taking them well away from the everyday experiences of their constituents. Congress proposes that MPs and Ministers should only take the average pay in the public sector, for a period of time, to make them more aware of the pay crisis in FE and HE

## **Appendix 2: 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.