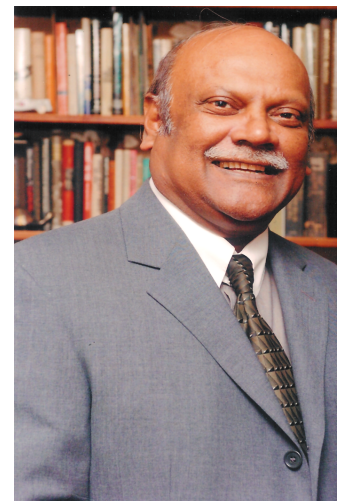


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1. **Austerity is Not Working. Support Your Union**

For over 30 years, the British people have been the victims of a giant swindle. A swindle supported by all the major political parties, a swindle based upon a lie, that if we encouraged the rich to create wealth, then the whole country would benefit. New Labour fell in the same trap during their 13 years in government 1997-2010. The end of Labour's rule, the rich was richer and the poor poorer. Since 1980, successive governments have done all they could to help the rich and powerful.



They privatised every state industry, they lowered the top rates of tax, they allowed tax avoidance/evasion, they encouraged non-dom residency, they lowered corporate tax rates, they de-regulated, they crippled the unions, they subsidised low pay via the welfare system and they even bailed out the banks. All they have achieved is a vast transfer of wealth from the poor to the rich. The Labour Party applied "a light touch" in Gordon Brown's words towards challenging the excesses of the City bankers, hedge funders and financial speculators. It was Labour that bailed out the bankers by rewarding them with hundreds of billions of pounds from the public purse. The Con/Dem government followed the same path.

The public fell for this fraud because they deluded us into believing that we'd never had it so good, we were living beyond our means, we were overpaid and under-worked, millions were living on benefits and exploited the welfare state, the unemployed were work shy, poor were poor because they were not prepared to get off benefits and find work and free college and university education could no longer be provided.

It was all a con trick. Peoples' lifestyles were fuelled by easy credit and an unsustainable housing bubble. Fewer houses were built under the Tories and Labour than in previous decades, thus ensuring high prices and high rents for landlords. Credit, twinned with inflated house prices, funded the illusion of prosperity for decades. However, with the collapse of the mortgage, lending, mis-management of the financial markets since 2008, this façade has now been shattered in Britain, America and in many EC countries. Governments of all political persuasions have decided not to make those responsible for the financial crisis pay for their mistakes, but instead to make the working class and middle classes pay the price for getting their countries out of massive debts, by pouring massive sums of public money into rescuing the banks and the financial systems.

Nearly all of us are deeply affected by this crisis, having to survive in a situation of massive cuts in public expenditure, welfare benefits, education, housing benefits, wages, pensions, living standards and interests from savings, whilst prices are allowed to escalate massively. As a consequence there are nearly 2 million children living in households surviving below the poverty level and over 7 million families and pensioners are having to survive well below the poverty level acknowledge by the government.

Despite all the cuts, rising unemployment, austerity measures and suffering, the government is borrowing even more money and are determined to make even further cuts in the coming years, whilst allowing inflation to continue to increase well beyond increases in pay, benefits, pensions or savings. The average household debt now stands at nearly £60,000. Total personal debt stands at over £1.5 trillion, a figure which will only increase as a whole generation leaves University/college already heavily in debt. Through debt, they have allowed us to own homes, they have allowed us to own cars, they have allowed us to go on holiday.

This is where Neo-liberalism, supported by every successive Government since Thatcher, has brought us. The prospect for future governments reversing the situation is very unlikely. Massive debt and worsening living standards will plague tens of millions of us for the many years to come, whilst there will be immense wealth for the few. We have a government with a Cabinet of millionaires who are committed to look after their class through tax cuts for the rich, higher profits and cheaper labour to exploit. These greedy will never be satisfied. They are planning even further attacks on trade unions, the NHS, local government, education and benefits.

They keep taking, and like fools, we keep giving. The ruling elite already have our land, gas, electricity, railways and water. They already own our politicians, our media and our police. But it's never enough. They are now coming for our pensions, our NHS, our roads, our schools and our green spaces. Under the pretext of 'austerity', they are making it easier to sack us, making us work longer hours for less pay, forcing our kids to work for nothing, raising the retirement age whilst cutting our pensions and weakening our health and safety laws.

Jim Thakoordin, Chair BMSC

2. UCU Financial Situation



At the last National Executive Committee (NEC) meeting on Friday 15 March, members of the NEC were faced with some major decisions on how to resolve the serious financial problems facing the union. It had been

reported to previous NECs that due to falling membership the union will need to cover a projected shortfall of £2 million each year from 2015 on current expenditure levels to avoid major problems, including possible threats to the very existence of the UCU.

Since September 2011 when the membership stood at 121,127, the situation has gradually deteriorated to 116,437 members in February 2013, which reflects the reductions of staff in FE and HE. 2012 was a disastrous year for the union having lost thousands of long term members whose union contributions were relatively high. The full-time Officials and the lay officers at the workplace worked extremely hard to recruit new members and achieved massive successes, but the decline in staffing, especially at senior levels meant that despite all the efforts the union was losing substantial income from membership.

Recruitment is the lifeblood of our union and all members are asked to do their utmost to increase the membership in every sector. Density of membership is relatively low. It is estimated that there are some 300,000 workers who are eligible to join the UCU, but only around one third are in the UCU. More staff is likely to join the union if they are approached appropriately. So come on colleagues, we all have a job to do. The NEC is mindful that the loss of income cannot be met from simply increasing the membership fees, as a number of people are leaving due to the cost of membership at a time when they are suffering from a serious decline in their incomes and living standards.

Hard choices

The General Secretary and her Senior Management Team (SMT) produced a report on how to resolve the financial crisis and still maintain the high quality of services to members. Resolving the crisis could even see improvements in the services to members in future years. It will take exceptional efforts by all concerned to ensure that recruitment of new members outnumber those leaving. In

2012, membership loss totalled nearly 20,000, although there were lots of new members especially those in casual and temporary jobs. It is estimated that at the present rate the union will continue to lose around 3,000 members each year due to cuts and efficiency savings. The UCU fees are on average higher than the other unions in Education, so raising fees at a time when our members have hardly had any pay increases, could very well be a disaster. Since 2009/10 the total increase in HE pay amounted to .2.2% and 2.8% in FE whilst union fees went up by 24.5%. There is also a £6.5 million shortfall in the pension scheme following the merger of NATFHE and the AUT.



The UCU has been fortunate to have an excellent Treasurer and a General Secretary (GS) who have alerted the union to the problems over the years. Everyone wants a strong union, but staffing and services cost a lot of money. The UCU spends over 57% of its

income on staff costs, which is a great deal higher than the average union. It has been recognised by the GS, Treasurer and the majority of the NEC that the financial problems could not be remedied without substantial savings in staff costs. The GS, SMT, Treasurer and the NEC would like to reduce the number of staff and make savings across all UCU activities, structures and interests without introducing compulsory redundancies (CR). They would rather a voluntary redundancy (VS) scheme and only apply CR if insufficient staff savings cannot be made through VS.

Given the massive deficit and the cost of operating a VS and possibly a CR strategy, which will cost well over £1 million and be ongoing for future years, the situation is very grim indeed. The GS and the SMT with the help of the Treasurer and NEC Officers have examined all the union assets in the UK, including the possibilities of closure, sale, renting and relocation, as well as other savings on capital and revenue items in order to address the shortfall. Detailed analysis has been carried out in terms of increasing subscriptions, reducing the number of days at Congress, reducing the cost of the NEC, committees and working groups, reducing and renegotiating affiliations to outside bodies and making greater use of our property and assets. The NEC voted by a majority to recommend specific savings to the next UCU Congress in May.

Unite behind the GS, the NEC and save our union

It is my personal view, having been on the NEC of NATFHE since 1999, followed by my involvement in the NEC of the merger with the AUT and the formation of the UCU, that we can achieve great things providing that we are united and determined to face realities. WE have a duty to save our union. Our members are desperate for our services. The trades' union movement has a long and glorious history of representing working people and surviving massive onslaughts from employers and governments, and living to fight other battles ahead. Let us do our duty as black and white workers, unite and fight to save our union and improve services to our members.

Jim Thakoordin – in a personal capacity as a member of the NEC

3. A Labour Government will drastically reduce Student Visas

...According to Yvette Cooper Shadow Home Secretary

In her speech to the Institute for Public Policy Research, on 7 March 2013, Ms Cooper admitted that Labour had not always got it right on the issue while in government and the impact of immigration must be properly managed so it was "fair for all". She said that "student visa loopholes are allowing tens of thousands of people to enter the UK without any checks"



Ms Cooper admitted errors by the last government and said Labour must do more to recognise the economic impact of immigration. She also said that "Labour let immigration get out of control while in power." According to Ms Cooper her party had not always been "ready to talk about problems" but said it knew that "that needs to change".

Ms Cooper also stated that the reduction in net migration of 72,000 since the election in May 2010 has been caused by more Britons leaving the UK or choosing not to return, as well as a drop of 38,000 in students coming to study in the UK. For Ms Cooper genuine foreign students were being blocked while short-term student visas were being increasingly abused. She said "We will support the government where it introduces sensible policies and we will point out where they are getting things wrong,"

Ms Cooper claimed there were 150,000 reports about people possibly abusing student visas, which had not been checked by the UK Border Agency. "Legitimate university students are included in the target even though they bring billions into Britain - and those are being squeezed. Yet student visitor visas aren't included - and growing abuse in that category is being ignored. Stronger checks are needed on shorter-term student visitor visas."

More checks on student visas

Ms Cooper said the number of such visas has gone up by 30,000 a year since the election even though applicants do not have to meet any academic requirements to be eligible and no checks are made on whether they study or overstay. She also called for more to be done to stop illegal immigration, with the UK Border Agency carrying out unannounced inspections at colleges, universities and workplaces and officials being given the power of arrest.



On the issue of migration from within the EU, she said it was right for the government to be looking at newcomer's ability to access benefits and the health service but this must be done in a "sensible" way.

She said it must be made explicitly clear in the existing residency rules that migrants cannot claim Jobseekers Allowance within a few days or weeks of arriving and would be expected to live in the country for some time or to contribute before they get something back.

She also said a future Labour government would insist on maximum transitional controls on migration from countries joining the EU in future.

As members of the UCU we must recognise the adverse impact this policy, supported by both Labour and the present government will have on jobs, diversity and learning within our institutions. There are also questions about the attempts to squeeze out students from poorer countries in Africa and Asia who brings with them a great deal of positive qualities that benefit our institutions. Black students are not scroungers. They bring with them a lot of financial resources and work experience.

Mehdi Husaini, Member, BMSC

4. The Points-Based Immigration System in Action – Update

The points based immigration system launched by the UK government in 2008 introduced new restrictions on workers and students entering the UK from outside the European Economic Area (EEA). This created a number of obligations for post-16 education institutions, restricting their ability to recruit and retain international staff and introducing new monitoring requirements in relation to international students.



For FE and HE institutions, the system pertains mainly to highly skilled staff (Tier 1), staff who are skilled workers with a job offer (Tier 2), students (Tier 4), and sponsored researchers (Tier 5).

This also involves a licensing system for all educational institutions wishing to accept international students, leading to the vetting of educational institutions by the UK Border Agency (UKBA) and Home Office. Monitoring duties are imposed on all sponsoring institutions, applying to all non-EEA students and staff and requiring reporting to the UKBA.

Developments since 2010

Since the election of the coalition government in 2010, there have been a number of changes to the system, introducing further restrictions, and increasing the burden on institutions.

The changes in place since March 2011 include:

- **International students on courses shorter than 12 months can no longer bring dependants into the country;**
- **The scrapping of the Post-Study Work Scheme, no longer automatically allowing non-EEA graduates to work in the country for two years after the end of their studies;**
- **An average 15% cap of the 'Certificates of Sponsorship' delivered to educational sponsors. This affects universities' ability to choose staff according to their academic and research priorities, forcing them to work within UKBA 'quotas' instead and restricting their academic freedom.**

This tightening of restrictions was followed in August 2012 by the UKBA decision to revoke the 'Highly trusted sponsor' status of London Metropolitan University, which increased an atmosphere of paranoia among many institutions, fearful of similarly losing their 'highly trusted' status. Many have thus responded by introducing more heavy-handed procedures for monitoring the performance, behaviour and activity of international staff and students.

These procedures impact directly on international staff who are subject to monitoring and to all staff requested to implement procedures to monitor international students, including

monitoring of attendance and performance (often against arbitrary benchmarks that do not apply to UK/EEA students).

UCU policy and guidance to branches

Where members are asked to implementing monitoring procedures, branches and local associations should remind institutions, in line with UCU policy that:

- **Differential treatment of students or staff due to their place of origin, nationality or citizenship amounts to discrimination on the grounds of race. This is unlawful under the Equality Act (2010).**
- **Branches may wish to consider referring the institution to the General Duty of the Public Sector Equality Duty to ascertain whether the college/university has considered its equality obligations properly in policy formulation with regard to overseas staff and students.**
- **To operate a system of targeted monitoring of students or staff would make UCU members complicit in a discriminatory process, and potentially open to legal challenge. A mistaken confirmation of another person's identity or eligibility by an individual employee could trigger legal proceedings against that member of staff. Handling, requesting or supplying documents for this purpose would be to make oneself personally complicit in its implementation, irrespective of whether you are required to make the judgement of eligibility.**
- **The confirmation of another person's identity on the basis of official documents, and the declaration of satisfaction regarding their right to residency or employment, are difficult judgements that require substantial training and experience. These are now highly charged legal affirmations.**
- **Any legal responsibilities arising out of the Government immigration rules fall upon the institutions themselves, not individual employees. Institutions should not be passing on legal responsibilities to police immigration rules to individual members of staff.**
- **Contracts generally do not include responsibility for immigration monitoring, which is part of the work of the Borders Agency, and staff cannot, under the terms of our contracts, be asked to act in that capacity. To comply with a request to operate such a system would constitute, potentially, an agreement by individual staff to the alteration of our contracts to include monitoring for immigration purposes. We are not contracted as immigration officers for the UK Borders Agency.**

- **The new immigration regime is having a damaging impact on the international reputation of UK education. International students face stringent financial requirements and are now subject to quotas which make it increasingly difficult to enter the UK educational system. International student numbers have dropped and potential applicants are now being put off by the message that they are unwelcome and by reports of the discriminatory treatment that will face them if they come to the UK.**

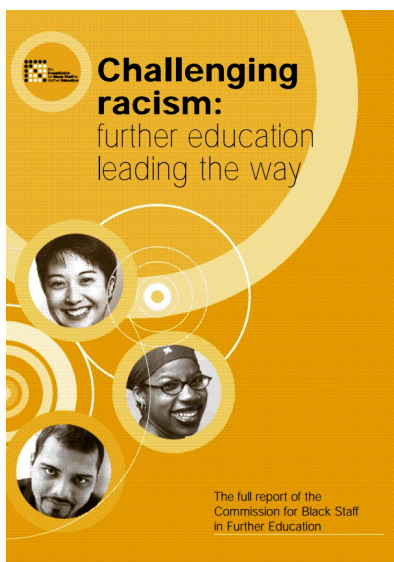
International students bring widespread benefits to the UK. The government inclusion of them in their immigration number controls is at great cost to the UK. UCU strongly believes that international student numbers should be removed from the government calculations of its migration targets. This is a view shared by sector bodies, and also the chair of five cross-party parliamentary committees who wrote to the prime minister in January 2013 requesting that international students be removed from net migration targets. Education institutions across the UK should be focusing on the campaign to remove students from these arbitrary numerical controls. Branches/LAs should encourage their employers to work with them to campaign against this arbitrary cap, and remind them of the damage it is causing.

UCU branches and LAs are advised to make the above positions clear in discussions with the employers, while expressing understanding for the difficult position in which the university/college has been placed. Branches/LAs are further advised that in whichever way this difficulty was to be overcome, it should not be at the expense of the moral integrity or political consciousness of staff.

Branches/LAs are urged to debate this issue in the process of formulating local policy in accordance with national policy. Discussions may be facilitated with input from head office or the regional office.

Jim Thakoordin and Chris Nicholas, UCU Equality Support Official

5. Experiences of black and minority ethnic staff in the further education sector



The Commission for Black Staff in Further Education Report

In 2002 the Commission for Black Staff in Further Education (CfBSFE) published a report on the underrepresentation of black staff in the sector. The report made a series of recommendations designed to empower black and minority ethnic staff to aspire to leadership positions and to enable the further education sector to address the issues in relation to the under-representation and career progression of black staff.

More recent data (Lifelong Learning UK, 2010) suggests that despite the implementation of equalities legislation and various initiatives to support the progression of black

and staff groups, they are still under-represented in management and leadership roles in the further education sector, despite often being more qualified than their white counterparts.

The literature on the experiences of the black workforce in the further education sector remains dominated by the work of the CfBSFE published in 2002, over a decade ago. The report was based on the views of 200 staff working in further education colleges in England in 2000 from both black and white British backgrounds. The key findings from the report are summarised below:

- **Equality policies do not always work in practice because there are no clear codes of practice. This means that policy implementation can be uneven and inconsistent, particularly in relation to grievances and performance appraisals.**
- **Under-representation of black professionals in leadership and management positions may be inadvertently influenced in subtle ways. Photographs of leadership teams and board members displayed in reception areas of organisations which depict teams of a white ethnic background for example may indicate to visitors, potential staff and students that individuals from black and minority ethnic backgrounds are not able to progress to these positions.**
- **Concerns over racially-biased internal and external recruitment and selection, particularly during restructuring and mergers. Discrimination is reinforced by the undervaluing of non-traditional qualifications and overseas experience, the use of inconsistent and ineffective equalities monitoring data, and informal recruitment practices. The appointment of senior management positions often involves governors with little or no equalities training, and who are unlikely to be from a black and minority ethnic background.**
- **Racial stereotyping and discrimination is significant and black staff are under pressure to prove themselves and take on a disproportionately heavy workload.**
- **Complaints and grievances related to bullying and harassment are not taken seriously; there is a lack of transparency in processes relating to complaints and grievances with staff from black and minority ethnic backgrounds often isolated.**
- **In some instances trade union branches do not have the expertise or knowledge to address race issues and support black staff. This leads to staff from these groups being reluctant to join a trade union or existing union members not receiving appropriate advice. However, the report noted some positive work by some trade unions into race equality, for example in publicising that racism exists and the need for it to be tackled.**

Following the Commission's report, the then Department for Education and Skills (DfES) commissioned the Office for Public Management (OPM) to undertake a scoping exercise to assess the interventions that would be necessary to improve the diversity profile of the further education sector (DfES, 2006). The study reviewed work that had been undertaken since the publication of the Commission's report to support greater diversity in the sector.

This largely critical study of the sector's track record on making progress on workforce reform found that institutional practice to widen the diversity of the workforce was highly variable.

In 2008, the Centre for Excellence in Leadership (CEL), which is now part of the Learning and Skills Improvement Service (LSIS) revisited these issues to identify how far the position of black staff had changed. The report published by CEL echoed the Commission's report in that many black and minority ethnic staff still felt ignored, had low morale and were keen to leave the sector. The staff described their experiences as feeling trapped beneath glass, or even concrete, ceilings and of not being able to win promotion on merit as they believed that promotion was achieved through informal networking, from which they felt excluded.

Exploring reasons for low levels of retention of both white and black and minority ethnic staff more closely it was noted that many left the sector due to stress and a desire for greater job security.

Comparing the experiences of staff from both black and white backgrounds it was found that black staff were more likely to be dissatisfied with their jobs and therefore more likely to be actively applying for other jobs. In 2010 the Lifelong Learning UK Annual Workforce Diversity Profile observed that the number of people leaving the sector was over two per cent higher as a proportion of the workforce for black staff than for white staff, indicating that black staff may continue to face greater challenges in their employment than white staff.

Black staff continue to be underrepresented in management and leadership roles (Lifelong Learning UK, 2010) which can lead to low morale and a desire to leave the sector (CEL, 2008). This indicates that despite much research, effort and commitment over the past decade, black staff still face barriers in their career progression that ultimately lead to their leaving the sector.

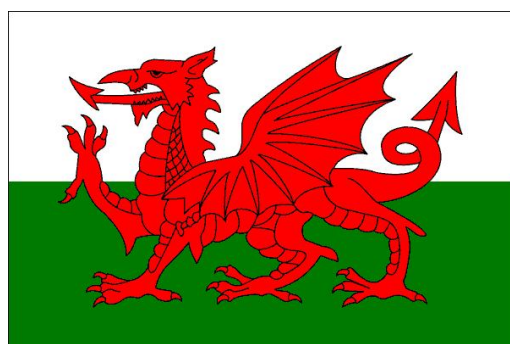
There is little research exploring destinations of black and minority staff who leave the sector and whether and why their experiences are improved in their new places of work.

More worryingly for all staff has been the coalition Government's rolling back of equality legislation particularly with regard to the Public Sector Equality Duty (PSED). Much of that which was achieved as a result of the joint stakeholder approach of the CfBSFE was steered by holding institutions to account utilising the specific duties of the PSED. With the greatly eroded duties to be found in England (Wales and Scotland have actually had their specific duties enhanced) all UCU branches must now focus more closely on organising around equality to address the significant barriers still faced by black staff.

Jim Thakoordin and Chris Nicholas

6. Black members network in Wales, progress report

UCU often comes under criticism, rightly or wrongly, by many in the black community as failing their cause. I am therefore proud to say that UCU Cymru is very prominent and wants to actively promote the cause of equality, and raise the concerns of black staff and start tackling the



inequalities and unfairness which is faced by both FE and HE members of UCU here in Wales.

It is because of the active work undertaken by the Welsh regional UCU office in Bridgend, that I went to a meeting chaired by Margaret Phelan, a few years back to encourage black members to start taking an active role in the union, prior to this I just paid my monthly dues, and moaned at how bad things were getting.

In recent years, structures have been put in place to enable a more proactive approach to equality issues and the cause of black staff, we now have an equality officer position in the UCU Cymru committee, and there is a very proactive stance taken by regional officials, especially Karen Williams to ensure that a Welsh regional black network starts to form. We are currently in the process of having an initial meeting of black members from Welsh UCU branches to see how to progress further.

At our recent Welsh Congress, I was please to meet members from local universities, some of whom are in the process of setting up a black network with their universities – more of this in the next newsletter.

The recent HE and FE re-organisations which are taking place in Wales are having a profound effect on all staff but in particular our black members. In some local Welsh communities despite there being over 30% of black students in some FE colleges, black members do not form any part of the top four levels of management, and are not even

Visible in the support staff. It is this type of inequalities, and institutionalism that we are planning to confront, once we have a network.

In Welsh universities, we have many black members both male and female, who are unable to progress past a glass ceiling, it is interesting that some English colleagues have said that they too do not progress as they are not Welsh!

Some notable successes include empowering long standing fractional black staff, to start questioning their personnel departments and managers as to why they are not being offered full-time contracts, whilst other colleagues are. In one notable recent case, a black member was able to achieve a full contract, after he put together a portfolio of evidence pointing out how he was a better candidate than others who have been promoted, made full-time staff etc. He felt that this was only possible because of the support given by black members in raising his concerns.

Perhaps our best example of furthering the cause of black staff in Wales is that we have a black woman who is leading a local UCU branch – Vida Greaux, she is also the UCU black rep on the Equalities Committee.

Whilst UCU Cymru is doing everything to help black staff, the colleges and universities unfortunately are not. Black members who are already disproportionately low, are now seeing more suspensions, and disciplinaries, than their non-black counter-parts. In this regard we in Wales are suffering the same problems as our black colleagues in the rest of the UK.

Nitin Rajyaguru, member BMSC

Comment from the editor:

This is great news Nitin, This is the first time we have had a UCU Black Members Network in Wales. We hope the network will grow in numbers and influence.

7. Black members network in Scotland, progress report



This is a personal response. As a Union activist I was not aware that setting up of Regional Black Members Networks was a Congress mandated issue.

In trying to further this agenda one has been frustrated by the difficulty of contacting BME members towards achievement of this objective.

While it is expected that we do some networking among ourselves the problems are not always understood.

We have local associations with few Black faces and in my School which employs over a hundred staff. I am the only Black member so the contact circle is small. I am a fair minded person but my observations have led me to conclude that race issues are not high on the Union agenda.

I was Equality Officer for Scotland for a year having put my name forward and was elected with no opposition. One just wonders whether a contested election would have led to an active debate on equality issues. I resigned because what I felt was a wider neglect of equality issues in general at my workplace. These were ignored both by my local association and the Regional staff and the Executive on which I sat..

We are now in a position where the full time Officer of the Union in Scotland has agreed to circulate an invitation to a meeting with Chris to Black Members in Scotland to progress the agenda. Chris is currently doing a doodle poll to assess who is available on the dates given.

Attendance was usually low at the Equality network I used to chair. Black members may be apathetic because of the historical context which shapes their perceptions but I am not in the blame culture business. One of the key issues is to find out why more and more Black staff do not want to be active Union members.

If a 'legal' framework exists for formation of these networks then they should be activated whether members attend preparatory meetings or not. Once a small group of activists start meeting and are given access to black members e-mails then we can control our own destiny.

The situation in Scotland has been disappointingly slow to shift in to gear. I have sent a request for a meeting date (offering a number of potential dates) none of which were acceptable. I will send a further request this week. Unfortunately, having to send a new request will set us back to the extent that we will have little to report to the next meeting of the BMSC.

In Wales, I have been in touch with Nitin and Karen (the local BDO). Nitin is in regular contact with the Wales office but he has had some issues to deal with in relation to his employer which means he has not been able to secure a date. He has promised to call me

this week with an update. Karen and I remain willing and able to take things forward as and when we can establish a firm meeting date.

Northern Ireland

Chris Nicholas and Jim Thakoordin are in contact with the key UCU contacts in Northern Ireland. We understand that there has been some progress, and an informal group has started at Queens University in Belfast. This is good news and we are hoping to assist our colleagues to set-up a formal group soon.

Davidson Chadema, member BMSC

8. Message from Sally Hunt, General Secretary, UCU

Dear colleague,

Over the next few months the Knowledge Economy campaign* will be making the case for investment in colleges and universities to every politician, but we need your help.

It is easy to help us:, and you will be making a real difference.

1. sign up as a supporter here so we can send you or if you prefer follow us on twitter: [@investnextgen](https://twitter.com/investnextgen)
2. send us your and your students' stories - why is what you do important and what would you do with more investment? Send to: info@knowledgeeconomy.org.uk
3. if you are a member of a professional body ask them or even your employer to sign up to Knowledge Economy so we can make a united case for a better deal. Complete the form here: <http://www.knowledgeeconomy.org.uk/support> or email: info@knowledgeeconomy.org.uk

Everyone knows these are difficult times, not least for UCU. Increased redundancies in further and higher education have led to falls in membership.

While difficult decisions will have to be taken to ensure UCU's survival as an independent union, please rest assured we will continue to prioritise campaigns on funding, workloads and living standards.

You can help us by encouraging others to join UCU using your unique link which will also enter you into our prize draw:

<http://join.web.ucu.org.uk/ref-107956&FA186860&LE016>

Best

Sally Hunt
UCU general secretary

*Knowledge Economy- invest in opportunity was formed following a meeting between UCU and other sector bodies across FE and HE. We will announce our full list of partners after Easter: <http://www.knowledgeeconomy.org.uk> 20 March 2013-03-20

9. Useful information

You will find some leaflets containing basic information below - these are only introductions and are not a substitute for talking to your union rep. Both members and branches may find our [Ban bullying and harassment](#) page useful.

If you believe you're being bullied, the chances are, you are

-  [Word version \(.doc\) \[144kb\]](#) |  [PDF file \(.pdf\) \[22kb\]](#)

http://www.ucu.org.uk/media/docs/7/3/identify_bullying.doc

What to do if you are being bullied or harassed:

-  [Word version \(.doc\) \[163kb\]](#) |  [PDF file \(.pdf\) \[22kb\]](#)

http://www.ucu.org.uk/media/docs/5/s/bullied_memadvice.doc

What to do if you witness bullying or harassment:

-  [Word version \(.doc\) \[157kb\]](#) |  [PDF file \(.pdf\) \[18kb\]](#)

http://www.ucu.org.uk/media/docs/l/s/bully_witness_advice.doc

Guidance for those accused of bullying or harassment:

-  [Word version \(.doc\) \[160kb\]](#) |  [PDF file \(.pdf\) \[23kb\]](#)



http://www.ucu.org.uk/media/docs/9/r/bully_accused.doc

If you have suffered race discrimination:

-  [Word version \(.doc\) \[158kb\]](#) |  [PDF file \(.pdf\) \[22kb\]](#)

http://www.ucu.org.uk/media/docs/k/m/racediscrmem_1.doc

Age discrimination and the age regulations – some questions answered:

-  [Word version \(.doc\) \[171kb\]](#) |  [PDF file \(.pdf\) \[29kb\]](#)

http://www.ucu.org.uk/media/docs/n/r/agedisreg_faqs_1.doc

Advice on disability discrimination law:

-  [Word version \(.doc\) \[181kb\]](#) |  [PDF version \(.pdf\) \[153kb\]](#)

http://www.ucu.org.uk/media/docs/p/1/ucu_disdiscrimlawadvice_aug09.doc