

# UCU UWE

## November 2016

*LISTENING TO, WORKING WITH, PROMOTING THE NEEDS OF MEMBERS  
AND STRIVING FOR A SECURE FUTURE.*

## *Branch news.....*

**What to do if you are being bullied or harassed – advice for UCU members**

**Do not ignore it**

If you feel that you are being subjected to bullying or harassment – whether or not it is on the grounds of your gender, race, sexuality, disability, religion or belief, or any other reason, or for no obvious reason at all - do not feel that it is your fault or that you have to tolerate it.

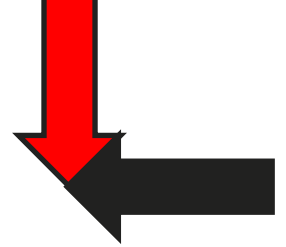
Many people ignore bullying and harassment for fear of being labelled a troublemaker but it is unlikely that the conduct will stop if you ignore it. The bully is often doing this to try and exert control, so silence may be interpreted as acquiescence.

**Check out the UCU and UWE policies on bullying and harassment .**

- ⇒It is NOT ok to overwork a member of staff
- ⇒It is NOT ok to be shouted at by a member of staff
- ⇒It is NOT ok to micro manage experienced academics
- ⇒It is NOT ok to ignore staff or their essential messages
- ⇒It is NOT ok to call staff in at excessively short notice
- ⇒It is NOT ok to dismiss legitimate staff concerns
- ⇒It is NOT ok to be hypercritical of staff
- ⇒It is NOT ok to threaten staff
- ⇒It is NOT ok to withdraw staff from roles without fair reason
- ⇒It is NOT ok to mislead staff
- ⇒It is NOT ok to engage in hyper surveillance of staff
- ⇒It is NOT ok to intimidate staff
- ⇒It is NOT ok to cause offence to staff
- ⇒It is NOT ok to blame staff for issues outside of their control



## Robust management style or bullying?



Most employers are reluctant to admit their managerial culture is based on, or includes, bullying. There is a body of research that purports to present evidence that bullying is counter-productive, and much assertion of this as fact from bodies like ACAS and the HSE, but still there are employers who deliberately adopt a confrontational and aggressive approach to managing staff. They must believe there is some advantage that outweighs the disadvantages.

Some employers accused of bullying often claim that it isn't bullying, it is simply a robust managerial approach; and that in an academic environment, staff should be able to deal with that by argument and debate. This simple questionnaire should help you test if your employer is a bully or merely "robust". The more you tick, the more it is likely you are being bullied. This should lead you to decide if you need to conduct a more thorough survey.

Element of managerial behaviour	Experienced	Witnessed
Constant criticism of a staff member's professional competence		
Spreading stories and innuendo about members of staff		
Removing responsibilities from staff members		
Always giving the same staff member trivial tasks to do		
Shouting at staff in private		
Shouting at staff in front of colleagues or students		
Making threats		
Persistently picking on staff in front of others or in private		
Failing to include staff in meetings, briefings etc		
Obstructing professional development opportunities		
Blocking promotion		
Ignoring a staff member's views and opinions		
Belittling individual members of staff		
Constantly attacking a member of staff's personal standing		
Deliberately ignoring an individual's contribution		
Excluding individuals from work activities		
Adopting different rules for different people		
Excessive monitoring		
Excessive and unnecessary criticism		
Generating unrealistic expectations		
Regularly making the same person the butt of jokes		
Overloading and unrealistic work allocation		
Setting a person up to fail by giving impossible tasks or deadlines		
Failure to support staff having difficulty		

Examples of other types of offensive behaviour .....

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# Charter for the treatment of casualised staff

**UWE UCU is seeking a commitment from our employer on the following:**

A fair rate of pay for all hours worked by hourly-paid staff including sufficient time for preparation, marking, administration, student support and scholarly activity.

Annual pay rises and incremental progression for all staff.

Working conditions for staff on casualised contracts that are comparable to those on permanent, full-time contracts.

Increased job security for staff currently on casualised contracts – transferring hourly-paid to full-time or fractional permanent contracts, and fixed-term staff to permanent contracts.

Ensuring systems are in place that significantly reduce the risk of redundancies for all staff including those on hourly-paid, fixed-term contracts or whose posts are underpinned by fixed-term external funding eg redundancy avoidance committees, effective redeployment and retraining policies.

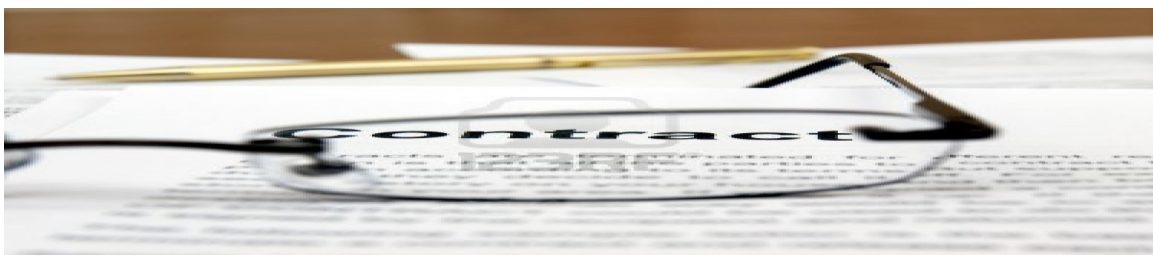
Ending the use of zero-hours contracts.

Ensuring staff are employed on contracts that state they are employees and not give bogus self-employment status.

Fair treatment and pay for postgraduates who teach.

Support for ongoing access to professional development opportunities.

For staff that leave the sector, increased support for careers outside academia eg specialist career support and training.



# Five Compelling Reasons to persuade your colleagues to join UCU

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**When UCU members have a problem at work, they don't face it alone. They seek the union's expert advice for free. Last year our branches provided face to face advice for more than 28,000 UCU members.**

**When UCU members are involved in a disciplinary or grievance hearing, they don't face it alone. Our case workers sit alongside and represent them. Last year we supported more than 8,000 UCU members in disciplinary or grievance hearings.**

**When UCU members require legal help they don't wrack up hundreds of pounds in solicitors' fees. Our legal advocacy team provide the best lawyers and get the best results with no charge for UCU members. Last year we won more than £10m for UCU members treated unfairly at work.**

**When UCU members want a pay rise they don't stand alone. Our negotiators use the collective power of 110,000 members to make the case for everyone. Last year we negotiated salary increases for more than 110,000 UCU members covering more than 500 employers.**

**When UCU members want to get more out of their job they use our career enhancing Continuing Professional Development programme. While non-members pay £200 a course, UCU members get them free.**

Last year we helped more than 15,000 staff get access to our CPD programme including courses on classroom management, applying for research funding and voice care.

UCU specialises in providing high quality representation for education staff in colleges, universities, prisons and adult learning institutions. That is what makes us, in the words of The Guardian, 'Britain's biggest academic lobby.'

Be part of it. Join UCU now from as little as 99p a month and get a free copy of our Staff Survival Guide packed full of useful advice, tips and hints to get the most of your job.

