



JULY 2016

University and College Union UWE Branch



LISTENING TO, WORKING WITH, PROMOTING THE NEEDS OF MEMBERS AND CAMPAIGNING FOR FAIR PAY, FAIR WORKLOAD AND A BRIGHTER FUTURE IN HIGHER EDUCATION.....

Branch news

As we look forward to a peaceful summer, we hope all of you will be able to get some much needed rest at some point in August. The Branch Exec will be meeting in September to set the priorities for the next year. Please do take the opportunity to let us know what you all think the priorities should be. Add your voice to our voice and in solidarity we can work together to make sure that we are listened to.....



UCU campaigns for the improvement of the pay and conditions of further and higher education staff through the UK and for the provision of high quality education opportunities. This includes calling for genuine pay equality, promoting anti-casualization, fighting privatisation and campaigning for fair workloads. The Branch advises you all to carefully review your predicted workload for the 2016/17 academic year. Remember 550 workload bundles should be the Absolute CEILING. It is essential that during the current industrial action none of us accepts over 550 WLB. So start the year at no more than 500 WLB!

WORKING AT HOME:

You may well be aware that there has been messages sent to staff in HASS which challenge shared understanding of University guidance on working at home, which could be construed as a challenge to both professionalism and academic freedom to work where you feel you are most effective.

We would encourage members to reflect on their patterns of work and indeed where they feel they work most effectively.

Key Questions:

- ⇒ **What tasks are appropriate to complete at home?**
- ⇒ **If working at home was constrained would this condemn some staff to work efficiently?**
- ⇒ **Is it fair to expect staff to sit in their offices waiting for unbundled work to arrive?**
- ⇒ **Are we in any way obliged to act as teaching cover at short notice on modules we are not familiar with?**
- ⇒ **Don't we already have a well-being service for student support?**
- ⇒ **Don't we have individual responsibility to be part of a process that keeps our workload manageable?**

The branch would really like to hear your views so that we can collectively debate these important questions.....



- ◇ **We would like to congratulate our Branch Chair Professor Harriet Bradley on being elected as Labour Councillor for Brislington West. Harriet is a tremendous asset o our Branch and would always welcome some help with canvassing and leafletting, as well as of course debating issues of importance to our City.**
- ◇ **Nicky Goodall Branch Secretary has been elected Branch Secretary to the UCU South West Regional Exec, based in Exeter. UWE UCU Branch is one of the biggest branches in the South West, representing literally hundreds of members and we are very keen to participate fully in both regional and national debates to continue to raise the profile of our members.**
- ◇ **We welcome back our highly esteemed Glenside Rep Sandy Thomas from a significant period of sickness. It is wonderful to see Sandy back with us here at**

The Prevent duty

The 'Prevent duty' refers to Section 26 of the Counter-Terrorism and Security Act 2015 which contains a duty on specified authorities including colleges and universities to have 'due regard to the need to prevent people from being drawn into terrorism'.

The Prevent strategy was first published by the Government in 2015 and is part of their overall counter-terrorism strategy, CONTEST. The stated aim of the Prevent strategy is to 'reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism'.

The Prevent strategy had three specific stated objectives:

To 'respond to the ideological challenge of terrorism and the threat faced from those who promote it'

To 'prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support'

To 'work with sectors and institutions where there are risks of radicalisation'.

Many colleges and universities, including UWE, are already developing guidance and UCU have published a briefing on their website which is designed to inform members and allow branches to engage with that process.

At its 2015 Congress, UCU passed a policy which set out the following objections to the Prevent duty:

It will seriously threaten academic freedom and freedom of speech

The broad definition of terrorism will stifle campus activism

The intention to force our members to be involved in the racist labelling of students is unacceptable

The Prevent Agenda will force our members to spy on our learners, is discriminatory towards Muslims, and legitimises Islamophobia and xenophobia, encouraging racist views to be publicised and normalised within society | the monitoring of Muslim students will destroy the trust needed for a safe and supportive learning environment and encourage discrimination against BME and Muslim staff and students

The Prevent agenda will help racist parties such as UKIP to flourish.

Please do have a look at this guidance. The Branch is following up this issue by raising awareness of what the issues are and what the UWE organisational response is developing.

Key Questions: What do you think?

Five Compelling Reasons to persuade your colleagues to join UCU

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.

