

First Quarter Completed.....

Gosh, we are rapidly heading for a festive break, and it's been a busy time since the start of the academic year. Phil Sayce (Phil.Sayce@uwe.ac.uk) our chairman, and the exec team, have been working hard keeping the branch up to date and monitoring current issues. You are probably disappointed in the results of the UCU industrial action ballot (held in October and November) but National have conducted a member's consultation (*Have your say: UCU Rising strategy consultation*) which should be published very soon (if not already) to gauge the next steps or click the link to get the most up to date information is [UCU](#).

Locally, our Vice-Chair, Chris Mason, (Christopher4.Mason@uwe.ac.uk) has highlighted that for some local members their MAB deduction calculations were wrong. Please check your deductions and contact us immediately if you think there is an error.

Carolyn Sissoko (ROCC Carolyn.Sissoko@uwe.ac.uk) and Richard Broomhall (Anti-casualisation officer) conducted a survey of Associate Lecturer UCU members to find out how many have had problems with their contracts. Interestingly, 10 out of 11 responses had not received a contract before they started teaching and only 1 had received their contract in a timely manner. Click [THIS](#) link for UCU National advice and support.

The **UCU Office at Frenchay**. The office has had a spring clean (yes, we know its winter!) Sarah and Christine spent a few hours, sorting, tidying, and cleaning the office and its now ready for work! Two people can easily use the space. There are also meeting rooms in the Union building if you'd like to meet Reps there.



UCU wins five-year long USS pension dispute.

UCU's members have voted to end their dispute with university employers over the Universities Superannuation Scheme (USS), which is the UK's largest private pension fund.

Over 99% of 19k UCU members who took part, voted to bring the dispute to an end after employer body UUK made an offer of full restoration. The vote brings the dispute, which has seen a total of 69 days of strike action since 2018, to a close.

Pension benefits are now set to be restored by Monday 1 April 2024. This reinstates the previous accrual rate of 1/75. Increases the defined benefit threshold from £40k to around £70k and removes the 2.5% pa cap on pension increases before and after retirement which will better protect pensions against inflation.

Additionally, a one-off pension payment of around £900m to help make good the money members have lost since April 2022. The restoration and one-off payment mean an extra £16-£18bn will now go into pension pots. The agreement also paves the way for new contribution rates to be introduced as soon as January 24. This is likely to bring employee contributions down from 9.8% to 6.1%, putting more money into UCU members pockets.

The restoration is the first time a UK union has achieved a reversal of a pension cut of this magnitude.



News from UWE's LGBT+ Staff Network.

Hello network members,

Please be warned that this statement contains statistics of hate crimes and refers to transphobia and discrimination. Please feel free to share this statement with relevant networks in case others require support from the content outlined in our statement.

This is a statement regarding the gender ideology speech by Conservative party members on the 4th October 2023. Particularly comments made by Prime Minister Rishi Sunak. We feel, their comments on trans and non-binary people were abhorrent and unjust. Some of the iTrans, non-binary and gender diverse or non-gendered people make [0.5% of the British population](#) and the [hate crimes made against them has risen by 186%](#) in the past 5 years. It is probable that these rates will keep climbing as the government deploys hostile language when referring to the trans community. However, this is just not a trans issue. As we see increasing numbers of hostile comments and negative portrayals of the community, [sexual orientation hate crimes have also risen by 112%](#) in the past 5 years, demonstrating that an attack on any member of the community is attack against us all. It is now more than ever that we need to stand together, we need our community, and we need our allies to challenge discriminatory comments and speak on the injustices' they witness.

To our trans siblings, we know you must be feeling attacked, hurt and scared. We know its hurtful to constantly be paraded in the media. It is scary to not know if you will be subject to a hate crime incident, it is scary to be under constant attack and it is scary to just be your authentic self in this time. We all deserve to be ourselves and live our life to its fullest, we are extremely proud of our trans members, and we stand with you. You are not alone.

If you require support, you can access the following:

Internal:

Staff:

- [Employee Assistance Programme](#)
- [SHOUT: 24/7 Crisis Text line: If in distress, text 'UWE' to 85258](#)
- [Dignity at Work advisors](#)
- [Hate Incident Reporting](#)

Students:

- [Report and Support](#)
- [24/7 Student Support and Triage Team](#) (0117 328 4000)
- [SHOUT: 24/7 Crisis Text line: If in distress, text 'UWE' to 85258](#)
- [Student Support Advisers - Study support | UWE Bristol](#)
- [Wellbeing Services](#)

External:

- SARI - report and support service for victims of hate crime. <https://saricharity.org.uk/get-help/victims/> 0117 942 0060
- LGBT Switchboard - provide advice and support to LGBT+ individuals in the UK. <https://switchboard.lgbt/> 0800 0119 100
- Samaritans - can provide non-judgemental support and help, particularly if you are experiencing a mental health crisis. <https://www.samaritans.org/> 116 123
- Mindline Trans+ - confidential emotional and mental health support helpline and signposting service for anyone who is trans and/or gender diverse. <https://www.mindinsomerset.org.uk/our-services/adult-one-to-one-support/mindline-trans/> 0300 330 5468
- Mindline helpline - confidential helpline providing a safe space to talk to someone. <https://bristolmind.org.uk/help-and-support/mindline/> 0117 203 4419
- TransCaf - a Bristol-based community group for people aged 18+ who are trans and/or gender diverse. <https://transcaf.mailchimpsites.com/>
- Crossroads - a transgender social support group based in Wick near Bristol. <http://www.bristol-crossroads.org.uk/>
- Freedom - a social and information space run by Off the Record for anyone aged 18-25. <https://www.otrbristol.org.uk/what-we-do/freedom>

LGBTQ branch rep. Clive.Warn@uwe.ac.uk

Stressed?

Report stress to your line manager as soon as possible so action can be taken to help eliminate or reduce stress to a safe level. Your manager will work with you to identify the specific causes of your stress and help you address them.

If your stress is related to a personal issue, your manager could allow you some flexibility and time. They will advise you of any appropriate leave (such as [carer's leave](#) or [compassionate leave](#)), or consider allowing unpaid leave. Your manager may review your work to see if some could be prioritised or deadlines extended to reduce additional work pressures.

If your stress is work related, your manager will work with you to identify the specific causes of stress. The [HSE's set of management standards for stress](#) (external link) cover the six primary causes of stress at work. Your manager should carry out a wellbeing at work action plan to identify the issues and the actions to effectively manage stress. Follow-up meetings will be scheduled to review progress against the actions and check whether further support is required.

If reporting stress to your line manager would not be appropriate you should contact [People Services Advice Team](#) for advice and guidance or [Click HERE](#) for more staff support and [HERE](#) for EAP.

Not a UCU member yet? Here's how to join:

<http://join.ucu.org.uk>



Season's Greetings From the UCU exec team.

EXPOSED

#ExposedCampaign

UCU will be launching a union-wide **Exposed** campaign to uncover government interference, monitoring and meddling in our sectors. Further education staff are being forced to monitor their students and have come under investigation themselves under the **Prevent duty**. In higher education, a government minister has **smearred our members**. As a result, UK Research, and Innovation (UKRI) have suspended their advisory board on Equality, Diversity, and Inclusion. Even worse, **UCU have discovered government employees are compiling secret dossiers on our members**. We have reached out to your local reps to find out how these attacks are manifesting themselves in your workplaces and will be exposing case studies from across our sectors and across the country. We will be providing members with resources and tools to get involved individually, as part of your branch, and to support our national campaign. The government, opposition parties, the media, legal avenues - we will leave no stone unturned in our campaign in defence of our members.

Names and Contacts of UWE UCU reps:

- **CHSS College Rep:** Glenside (role share) Clive Warn clive.warn@uwe.ac.uk and Judith Worthington judith2.worthington@uwe.ac.uk
- **CBL College Rep:** Margaret Roberts margaret3.roberts@uwe.ac.uk
- **CATE College Rep:** Chris Mason christopher4.mason@uwe.ac.uk
- **Anti-Casualisation Officer:** Richard Broomhall richard.broomhall@uwe.ac.uk
- **Academic Related Staff Rep:** Matt Proom matt.proom@uwe.ac.uk
- **Black Members Rep:** **Vacant**. Please contact ucu@uwe.ac.uk if you are interested in serving.
- **Researcher's Rep:** **Vacant**. Please contact ucu@uwe.ac.uk if you are interested in serving.
- **Disabled Members Rep:** Judith Worthington judith2.worthington@uwe.ac.uk
- **Women's Rep:** Charlotte Selleck charlotte.selleck@uwe.ac.uk
- **LGBTQIA+:** Clive Warn clive.warn@uwe.ac.uk

General members meeting dates 2024 vis TEAMS.

- Thursday 22nd February 2024 at 16.30
- Wednesday 22nd May 2024 at 13.00
- Tuesday 3rd September 2024 at 10.00
- Friday 6th December 2024 at 12.00
ucusecretary@uwe.ac.uk