

## Newsletter contents

- UCU on UWE's Financial Situation
- Stop The Cuts campaign
- Modern Slavery
- Workload planning reminder for 2025/26 year
- National Membership Officer request
- Info on the Tolpuddle Martyrs Festival
- UCU National Training dates
- Who is your rep? List of contacts
- Members meeting and AGM dates
- UCU National Congress info
- Check your PENSION
- UCU UWE Picnic date

## UWE UCU on [UWE's Financial Situation](#)

### Summary

While the whole university sector in the UK is facing difficult financial circumstances, it is important to observe that UWE is uniquely positioned to weather these challenges without compulsory redundancies. **Firstly**, UWE's liquidity position is extremely strong, and as a result even if UWE's lenders were to accelerate UWE's debt, UWE can afford to pay off that debt in full and still have over £100 million in cash and short-term investments. (full article [HERE](#)). This is a completely different situation from that faced by the more troubled UK universities. **Secondly**, since the Covid-19 crisis UWE has successfully grown UWE's student numbers by 7% per annum on average, while at the same time keeping staff growth down to 3% per annum. For this reason, staff costs have been steadily declining as a percent of income from 59% in 2019-20 to 53.2% in 2023-24. In short, UWE has been streamlining its workforce for years and is currently operating at a ratio of academic staff to students of 1:23, the lowest it has been in a decade. **Thirdly**, the reductions that have already taken place in staff costs have not been effective in reducing total expenditures at the university, which have added up to 98 to 99% of income for the past three years. This history indicates that any further reduction in staff risks resulting in costs rather than savings. **Finally**, over the past year UWE was able to turn a predicted £16 million deficit into a £7.3 million surplus. When university forecasting is subject to this much variability it should be taken with a pinch of salt. Overall, there is every reason to believe that UWE is well positioned to weather the current crisis in the university sector without having to resort to compulsory redundancies (full article [HERE](#)).

## Modern Slavery in the UK: Coercion, False Promises, and the Role of Unions

Modern slavery is not just a distant problem—it exists here in the UK, often hidden in plain sight. Thousands of people, including migrant workers and vulnerable individuals, are coerced into work through threats, manipulation, and false promises. As trade union members, understanding and challenging these practices is vital to protecting the rights of all workers. Under the [Modern Slavery Act 2015](#), it is illegal to exploit people through slavery, servitude, forced or compulsory labour, and human trafficking. However, these crimes continue to thrive in industries with weak labour protections, poor oversight, and informal work practices. Many victims are recruited with, or working under, **false promises**; promises of decent jobs, good pay, or training opportunities. The reality is, they are subjected to long hours, withheld wages, and threats of violence or deportation. **Coercion** takes many forms, from psychological pressure to debt bondage, making it extremely difficult for workers to escape or seek help. This is where **unions play a crucial role** by organising workplaces, raising awareness, and negotiating strong collective agreements, unions can help identify exploitation early and push for better protections. Union reps are often the first to spot warning signs and offer a trusted lifeline to vulnerable workers. Recent changes to immigration and labour policies have made it harder for some victims to be recognised and supported. That's why trade union voices are essential in calling for stronger enforcement, more support for survivors, and laws that put workers' rights first, not border controls. Modern slavery undermines all labour standards. By standing together, union members can help expose abuse, support affected workers, and push for a fairer system where every job is safe and dignified.

### What about UWE?

We never think modern slavery exists close to our home, and any university is a place you'd never expect to see it. In our case work we see attempts to remove bundles after work has been done, promises of concessions, payback or carry over being made only for managers to renege or explain away their concessions. It's difficult for us to equate these actions to modern slavery when there such demeaning examples of modern slavery around the world, but the law is clear; context is important and any attempt to undermine a proper contractual employment relationship by coercion, 'revaluing the bundle' or shaving bundles off teaching and learning work, for example, is a red flag, and a red line for us! Proper scrutiny and process must be followed and an adequate mechanism for redress<sup>2</sup>, and escalation of concerns, is essential to safeguard us all. The context of our working lives with UWE is a contractual relationship and any attempt to coerce, or override, the promises made, being 'policy' or 'the college has made this decision' must be taken in the context of an employment relationship, not a friendship, or a volunteer for a role. This is the starting point for any workload conversation. Those making 'rules' and those 'applying' them are all implicated in ensuring fairness in that employment context, but so are those observing and not escalating concerns. There is no ability for an individual to agree to mistreatment, coercion or pressure under the law, and **we should all be vigilant to escalate our concerns where we see colleagues being 'forced', 'coerced' or 'manipulated'.**

More information [Anti-Slavery.org](#) and [We Are Causeway.org](#)

UCU UWE BRISTOL  
2025 ANNUAL GENERAL MEETING  
TO BE HELD ON THURSDAY 22<sup>ND</sup> MAY 2025  
LINK WILL BE SENT TO ALL MEMBERS  
CLOSER TO THE DATE

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

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

### A message from the National Membership Officer Dawn Fielding

UCU conducts annual membership checks to meet its **legal requirements**. You will shortly receive an email from UCU head office checking whether the data we hold for you is accurate. This will include your membership number, workplace and branch. If you want to check or update your membership details in advance, please visit [My UCU](#).

If you have multiple employers in sectors represented by UCU, please register each one as an 'additional employment'. This will link all your eligible employments to a single membership number, allow secondary branches to represent you, and eliminate duplicate subscriptions.

### Use [My UCU](#) to view & update your membership record:

- amend personal details
- update contact information
- review subscription band
- transfer to direct debit or update your bank details
- change workplace and employment information

## Names and Contacts of UWE UCU reps:

- **CHSS College Reps: Glenside** (role share)
  - Clive Warn [clive.warn@uwe.ac.uk](mailto:clive.warn@uwe.ac.uk)
  - Judith Worthington [judith2.worthington@uwe.ac.uk](mailto:judith2.worthington@uwe.ac.uk)
- **CHSS College Reps: Frenchay**
  - Anne Foley [Anne.Foley@uwe.ac.uk](mailto:Anne.Foley@uwe.ac.uk)
- **CBL College Rep:** (role share)
  - Rick Ball [Richard.Ball@uwe.ac.uk](mailto:Richard.Ball@uwe.ac.uk)
  - Mary Young [Mary.Young@uwe.ac.uk](mailto:Mary.Young@uwe.ac.uk)
- **CATE College Reps: Frenchay**
  - Chris Mason [christopher4.mason@uwe.ac.uk](mailto:christopher4.mason@uwe.ac.uk)
- **CATE College Reps: Bower and City**
  - Margaret Roberts [Margaret3.Roberts@uwe.ac.uk](mailto:Margaret3.Roberts@uwe.ac.uk)
- **Anti-Casualisation Officer:**
  - Richard Broomhall [richard.broomhall@uwe.ac.uk](mailto:richard.broomhall@uwe.ac.uk)
- **Academic Related Staff Rep:**
  - Matt Proom [matt.proom@uwe.ac.uk](mailto:matt.proom@uwe.ac.uk)
- **Race and Ethnicity Rep:**
  - Amelia Baldwin [Amelia.Baldwin@uwe.ac.uk](mailto:Amelia.Baldwin@uwe.ac.uk)
- **Researcher's Rep:**
  - Margaret Roberts [Margaret3.Roberts@uwe.ac.uk](mailto:Margaret3.Roberts@uwe.ac.uk)
- **Women's Rep:**
  - Charlotte Selleck [charlotte.selleck@uwe.ac.uk](mailto:charlotte.selleck@uwe.ac.uk)
- **Health and Safety Reps** (role share)
  - Phil Sayce [Phil.Sayce@uwe.ac.uk](mailto:Phil.Sayce@uwe.ac.uk)
  - Chris Mason [Christopher4.Mason@uwe.ac.uk](mailto:Christopher4.Mason@uwe.ac.uk)
- **Green/sustainability Rep:**
  - Judith Worthington [judith2.worthington@uwe.ac.uk](mailto:judith2.worthington@uwe.ac.uk)
- **LGBTQIA+ Rep:**
  - Clive Warn [clive.warn@uwe.ac.uk](mailto:clive.warn@uwe.ac.uk)
- **Disabled Members Rep:**
  - Vacant

## UCU National Training

As a workplace rep you are entitled to time off for training click [HERE](#) for more info.

Our branch needs **MORE REPS!!** Click [HERE](#) for how to be a branch rep.

What does a rep do? They sustain the branch in different roles:

1. Recruiting,
2. Organising,
3. Representing members,
4. Campaigning
5. Admin

**Our branch desperately needs more,**

- Case workers
- H&S reps

**CAN YOU HELP?** Speak to any of the exec for more info, or email [UCUSecretary@uwe.ac.uk](mailto:UCUSecretary@uwe.ac.uk)

An email came out from Tracy Humphry regarding **checking pension contributions** due to UWE payroll not being able to access legacy pension info after July 25. Please check your records before Uwe can no longer access them. You can do this by signing up to "My Pensions Online" via your pension provider:

- [Teachers Pensions](#)
- [Local Government Scheme](#)
- [Universities Superannuation Scheme](#)

Check your pension record online to ensure both your salary and service information is correct. If, however, you find any discrepancies, please email [uwe.pensions@uwe.ac.uk](mailto:uwe.pensions@uwe.ac.uk) directly, detailing your national insurance number, scheme name and a short description of your query, by no later than 30<sup>th</sup> April 2025. The dedicated team will contact you by the 31<sup>st</sup> of May 2025 once your query has been fully reviewed.

**CLICK HERE TO SIGN THE STOP THE CUTS PETITION** to stand against cuts and to advocate for proper funding for higher education!



**STOP**

**The**

**CUTS:**

**FUND** £

Higher Education

**NOW!**

**UCU**

University and College Union

***[ucu.org.uk/stopthecuts](http://ucu.org.uk/stopthecuts)***

## UCU Branch-Principles for workload planning (April 2025)

It is important we manage our workloads. A manageable workload means you can feel well and be effective at work.

### Key principles of the UWE WAMS model

1. **UCU** has always been in dispute of this, not least as it is a crude 'measurement'.
2. It is a planning tool only.
3. Workload must be planned by you in negotiation with your line manager by the end of June. You must feel able to agree this and be an active part of planning your workload.
4. Do not accept work that does not come with workload bundles.
5. The expectation is that workload is planned to 90% of the maximum.
6. You cannot be compelled to accept more than the maximum.

Note that UCU branch are aware that workload planning and allocation is being reviewed/updated by UWE. UCU branch to date has not been involved in review or creation of any new approach despite having requested this.

### FAQ's

- 1. What are the key principles of the UWE WAMS model?** The UWE WAMS model is a planning tool that helps manage workloads. It's important to plan your workload in negotiation with your line manager by the end of June. The expectation is that workload is planned to 90% of the maximum.
- 2. What happens if I go above my maximum workload?** Going above your maximum workload is not recommended. It will not result in financial or other rewards and can mask the real demand for more resources.
- 3. How many bundles does a full-time equivalent staff member deliver?** A full-time equivalent staff member will deliver up to a maximum of 654 bundles. This is unlikely to be allocated all at the start of the academic year and there will be a need to build in contingency (usually 10%).
- 4. How should I plan my scholarly and annual leave?** You should plan your scholarly activity and annual leave in advance, in full. It's a priority to take it and get those much-needed rests. If you cannot plan leave, other work must be removed to accommodate this leave.
- 5. What happens if I have annual leave left to take at the end of the year?** If you find yourself over bundled or with leave left to take, discuss with your people manager and this may be carried over into the next year - up to 5 days (Pro-rata). [AL policy](#)
- 6. What should G grade staff (lecturer) and H grade staff (senior lecturer) be aware of?** G grade staff (lecturer) must not module lead, unless it is part of an agreed development plan and with supervision of an H grade (senior lecturer) colleague.
- 7. What if I don't have bundles allocated for work?** If you don't have bundles allocated for work, then the work is voluntary, unpaid and not recognised.
- 8. What should I do if I don't feel I have enough resource allocated?** If you don't feel you have enough resource allocated, raise this with your line manager. There is always an option to review resource.
- 9. Who should I contact if there are any problems?** Meeting with your line manager is always your first step when there are any problems. If this becomes problematic, then contact your UCU Rep.

Taken from the UWE WAMs Policy [Academic Planner and WAMS](#)

Dear Colleagues,

We have set another date for the 1-day Introduction to Casework course.

Should you wish to attend please register via the link at the bottom of the email.

**Due to course arrangements and logistics applications for this course will close at 12 noon on Monday 16 June 2025. If your application arrives after this date, it may not be processed. Please book early as this course is very popular.**

### **Course content**

In this course you will look at the following areas:

- UCU legal support scheme
- the role of the rep
- effective communication with members seeking advice and representation
- sources of support and information for members seeking representation
- the importance of using individual cases for collective organisation and describe the circumstances and ways in which this can be done
- how to develop a collaborative approach with the member and manage their expectations
- confidentiality and conflicts of interest
- your own rights and take care of your own well being when handling personal cases
- how your institution/employers policies and procedures relate to individual representation
- systems for dealing with individual casework in your branch
- online communication with members and issues raised by the Covid-19 pandemic

**Register via this link: [UCU - Representing individual members: an introduction to casework: 18, June, 2025, South West, Online](#)**

**UWE UCU PICNIC** The annual UCU picnic will be held on 6 May from 12.30 to 14.30 at the Union Bungalow, Felixstowe Court, Frenchay Campus (use 2FC120 to find the building on the campus map). Lunch will be provided. We will be circulating an invite and requesting your RSVP soon.

During the picnic at 13.00 we will hold a meeting to review the past year and seek your input about UCU's activities and support for members going forward. Please come join us and help set the agenda for UCU in 2025-26!

### General members meeting dates 2025 vis TEAMS.

- AGM and OGM Thursday 22<sup>nd</sup> May 2025
  - Thursday 4<sup>th</sup> September 2025
  - Wednesday 10<sup>th</sup> December 2025
- [ucusecretary@uwe.ac.uk](mailto:ucusecretary@uwe.ac.uk)

## Tolpuddle Martyrs Festival 2025



### A brief history of the Tolpuddle Martyrs movement.

Tolpuddle, in Dorset, has been a great place of importance to the Labour Movements. In 1834, six agricultural workers swore an oath to form the Friendly Society of Agricultural Labourers during a labour dispute over wage cuts that reduced their income to near-starvation levels. Such unions were illegal and the six were charged, convicted and sentenced to penal transportation (to Australia). When news broke of the harsh sentences there were mass protests by sympathisers, which led to pardons for the six farm labourers. Over the subsequent decades, Peoples Charters, Reforms and Voting rights were appealed for. In 1868 the Trade Union Congress was formed. The first Tolpuddle Martyrs Festival was held in 1948 to celebrate the memory of the six agricultural workers and the trade union movement. Many high profile guest have spoken at the festival like, [Billy Bragg](#), [Tony Benn](#), [Estelle Morris](#) and [Jeremy Corbyn](#).

[Tickets](#) to the 2025 festival on sale 31 March 2025 and the festival will run from 18<sup>th</sup> to 20<sup>th</sup> July.

## UCU Congress 2025

24<sup>th</sup> to 26<sup>th</sup> May at [ACC Liverpool](#)

This will be a [HYBRID](#) conference (yes, you did read that correctly!)

Please let us know if you would like to attend ([ucu@uwe.ac.uk](mailto:ucu@uwe.ac.uk))

Click [HERE](#) for more details