Autumn 2025

UCU Branch news

AN INFORMATION BULLETIN FOR MEMBERS AT UCU UWE | Bristol

UCU PROTECT EDUCATION NOW

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Welcome from Chair, *Matt Proom*

Welcome to the Autumn newsletter, I hope for those of you for whom the academic year has just begun this busy period is manageable and you can find a good sense of work/life balance. For those of you whose academic years aren't standard I hope the same applies to you? If not please be in touch with your local rep or the branch for support.

These are interesting and challenging times in society, a time where division feels as high now as it ever has done in my lifetime. Working in Higher Education also brings its challenges both

nationally and locally. You will read in this newsletter about the upcoming national ballot for Industrial Action on pay and the branches consultation on UWE's new workload model, please have your say on the workload model by responding to our survey, it is longer than usual, but we really need to accurately represent staff views and experiences. Likewise with the national ballot for industrial action – your vote counts so please use it!

In the coming weeks and months our reps and officials will be more visible around campuses, so come and say hello, share your views and we hope that during a time when the world can feel a bit wonky you can find strength and solidarity in your union.

UCU HE Ballot Update

from general secretary Jo Grady

UCU are announcing that UCU's higher education committee (HEC) has voted to call a statutory industrial action ballot for all members covered by the JNCHES negotiating umbrella[1].

We are quickly moving into the campaign phase. Reps are central to this effort, and your leadership will be key to winning the ballot and delivering a strong YES vote.

Why we are balloting

The employers' body, Universities and Colleges Employers Association (UCEA), has offered just 1.4% pay increase for 2025/26, far below inflation and imposed this on almost all staff from Friday 1 August 2025. This is yet another real-terms pay cut for university staff. Alongside our sister unions (UNISON, GMB, Unite, and EIS) we will stand united in demanding fair pay and respect for all university workers.

We expect to open the ballot in the week commencing Monday 20 October, and it will run for approximately 6 weeks.

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[1]https://list.mercury.ucu.org.uk/t/325297/103489753/25210/1/?c73c8e04=Y29udGFjdHM%3d&60bc612e=YnJvZmYtaGUtam5jaGVzMjUyNg%3d%3d&560a3889=V2UgYXJlIHRoZSBVbml2ZXJzaXR5OiBVQ1UgSEUgYmFsbG90IHVwZGF0ZQ%3d%3d&x=1a893ee3

The details are to be confirmed, but such a timeline will give us the chance to speak to members, answer questions, and keep energy high right up to the ballot deadline.

How we will support you

- A full campaign plan will be shared with you ahead of the ballot, setting out key dates, messages, and actions.
- Campaign materials, including leaflets, posters, and social media graphics, will be sent to branches so you have everything you need to run effective local campaigns.
- We will introduce the campaign plan to you in detail through briefing sessions and online meetings to ensure everyone feels confident and prepared.

Reps will play a leading role in talking to members, encouraging turnout, and building the case for a YES vote in every branch. With the right resources, and your energy on the ground, we can deliver a powerful message to employers and politicians:

We are the University and we will be heard.

Thank you in advance for your leadership and commitment. Together, we will make this campaign a success.

In solidarity

Jo Grady

UCU general secretary

Strike Ballot in October over the very disappointing pay offer this year!

UCEA's pay offer this year is a derisory 1.4% uplift even though inflation is well over 3%.

Recall our recent pay history

2020-21: 0% uplift when CPI was 1.1%

2021-22: 1.5% uplift when CPI was 2.1%

2022-23: 3% uplift when CPI was 8.8%

2023-24: 5% uplift when CPI was 6.4%

2024-25: 2.5% uplift when CPI was 3.1%

Now we are only being offered a 1.4% uplift with inflation well over 3%. By contrast in 2018-19 and 2019-20 pay uplifts were close to CPI. In short**, our real pay has declined by more than 11% over the past six years.**

What is most upsetting is that the university likes to produce a chart of how much tuition fees have declined in real terms from 2018-19, but is never willing to indicate how declining real staff pay, which makes up half of UWE's annual expenditure, has offset a significant portion of that decline in revenue. Our sacrifices to make the University work regularly go unrecognized.

UCU will be balloting for industrial action in October over pay. We will be contacting you again about this. Please look out for the ballot and be sure to vote!

Please be sure to share your views with us by email at ucu@uwe.ac.uk[2] or by contacting your School Rep.

UCU UWE branch

Spotlight: Matt Proom

Writing about oneself is hard, so, rather than ramble on about me, I thought I would reflect on my role as Branch Chair and how, or why, I think I've ended up in the role!

I grew up with my parents in Sheffield and my family included my Methodist Grandad, who was a strong union man, working at the oil depots at Ellesmere Port on Merseyside. Everyone he spoke about was his 'brother' or 'sister', and he had a strong sense of fairness and equality. My

[2] mailto:ucu@uwe.ac.uk

first memory of what I can now identify as 'an introduction to Social Justice', was when I was around the age of 7. I was in Morrisons shopping for groceries with my mother, and I had put a bag of oranges in the trolley; I was told by my mother to "Put them back on the shelf". Puzzled, I asked “Why?” My Mum proceeded to explain about the Apartheid in Africa and the boycott of South African goods.

Around the age of 11, my Mum abruptly ceased her Church of England faith, and I later found out this was because her friend's son had been murdered in Manchester in a racist attack. This gave me an early insight into real life inequality and justice, and shaped my values from an early age.

Fast forward a few years, and I was playing in touring punk bands and I found myself ready to get a proper job! I worked in jobs supporting people with Learning Difficulties before taking up a career in Social Work after completing my degree at.....yes, you guessed it UWE.

Social Work can easily, and understandably, be misunderstood. Whilst essentially employed as an agent of the state, it was rights-based practice which promotes human rights that drew me to the role; standing up for people when they were at their most vulnerable and making sure they got the correct care at all times was a key calling for me. I subsequently qualified as an Approved Mental Health Professional (AMHP), a role that is defined in the Mental Health Act. Never had a rights-based approach, grounded in principles of Social Justice, been more important to me when making decisions about people’s liberty. Throughout my Social Work employment, I was active within the UNISON branch, as a member, elected rep and elected officer. Fourteen years in roles that were as rewarding, and important, as they were challenging, saw me recognise I needed to leave full time Social Working Practice and share the passion I have for good, rights based Social Work to others entering the profession. This is how I ended up lecturing at UWE.

Looking into to the future is challenging, but I hope this insight into my background, provides you with a sense of what’s important to me and why I am passionate about Trade Unions and Social Justice. Academics, and other workers, in higher education need our workplaces to be ‘socially just’ and we have every right to fight for them! We are stronger together In
Solidarity

Don't Get Bullied about Bullying

by Kim Duffy

After experiencing and supporting others through gruelling grievance processes against bullying, I wanted to share some insights and learning which may be of help to others.

There are several misconceptions commonly held by staff, including HR and investigators which anyone making a claim should be aware of: Definition | Patterns | Burden of Proof | Victim Blaming | Identifying Harm | Appeals | Accountability.

Definition

If it feels like bullying, it *is* bullying. It is not a matter of intention.

Whether someone meant it as bullying, or not, is irrelevant.

If you are being subjected to behaviour which feels like undermining, gaslighting, coercion, defamation, scapegoating, abuse of power etc. this is bullying.

It doesn't matter whether it was meant (intended) to have that effect, what matters is it *did* have that effect on you.

For example:

- You are subjected to vague comments about your competence / suitability for a role / your job security – this is bullying.
- You are, without agreement, taken off work or moved from roles "for your own good" but you experience this as undermining, then it is undermining, which is a form of bullying.
- You are being told you must take on more work even though this will mean you are over bundled, and you are already feeling overworked, but you are made to feel you should be grateful to have a job – this is coercive intimidation, which is a form of bullying.
- You are told students, or others, have complained about you but you are not given any details, evidence, or opportunity to defend yourself – this is threatening behaviour, which is a form of bullying.
- You are new to a role and being held to serious account for not knowing a process. Noone and no training has informed you of the process – this is being 'set up to fail', which is a form of bullying.
- You are being told you are being monitored/under scrutiny for no good reason and/or without evidence – this is intimidation and a form of bullying.

Note: If you hear others making fun of (verbally or physically, e.g. rolling eyes), gossiping about, or making negative judgments about someone who is not present to 'get the joke' or defend themselves – this is bullying as it informs the views/culture of those present against that person, and in their absence. This conduct should be challenged, either in the moment or through follow up reporting/escalation/discussion/mediation.

Patterns

Whether bullying happens once or ten times, it is bullying. Bullying is not a matter of regularity. Whilst the seriousness of bullying behaviour can be seen to increase with repetition/escalation, any incident, even if it's isolated, is serious. So, whether it happens once or happens repeatedly can be relevant only in terms of severity (i.e. how 'bad' it is), not in terms of occurrence (i.e. that it happened).

To be clear: - even if you are made to feel this once, it is bullying. - if you are made to experience this repeatedly this just adds to the severity of the abuse. Bullying behaviour is often insidious, however, if investigators consider each 'micro' incident in isolation this fails to recognise the pattern of bullying behaviour therefore, put together the incidents meet the threshold.

Burden of Proof

The threshold for employment tribunals is 'balance of probabilities' not 'beyond a reasonable doubt'.

Investigators should be applying the principle of what *most likely* happened and what happened *for you*.

Therefore, they should not require irrefutable proof and should not consider effects on 'the reasonable man'.

Victim Blaming

If you make a claim, it is *your* claim and only your claims should be investigated. If other people have concerns, or counterclaims, or complaints about you they should follow a separate process to address these independently.

No claims against you should form part of the official investigation into your claims and if there are, this is victim blaming and potentially victimising you for raising concerns.

Identifying Harm

The category of 'partiality' is a nonsense in relation to harm. There cannot be a partial harm - there is either harm or there is not.

Whilst there can, for example, be the partial following of process, there cannot be a partial wound, assault or bullying - someone either was, or was not, harmed. You should not accept any 'partial' outcome in relation to bullying.

If an institution 'partially' uphold a claim of bullying, then the institution are saying bullying has happened and *must* therefore find the claim ‘upheld’, then speaking to the severity of this harm through the recommendations.

Appeals

You do not have to accept an investigators’ report and do not have to meet to discuss a set of recommendations you will appeal against.

So, you can spare yourself the indignity of having to talk through recommendations in relation to outcomes you formally dispute.

*

Accountability

Hold the institution to account for following their processes and timelines.

The institution will not return the favour if you afford them leeway.

If you are concerned about your treatment at work, please think about talking to your College/School Rep as they may be able to support with early interventions/resolutions.

Members are also encouraged to consider logging any concerning incidents with Report and Support[3] so HR have insight into incidents and patterns.

You are also welcome to get in touch directly if you would like advice about preparing for grievance meetings, interpreting investigation reports and/or responding to outcomes.

Kim Duffy

UCU College Rep (CHSS) & Academic Rep

Director of Learning & Teaching (SHSW)

For immediate personal support you can get in touch directly with UCU@uwe.ac.uk[4], contact one of our Dignity and Respect Advocates[5], the Employee Assistance Programme[6] and/or MYNDUP[7] and/or People Services Advice Team[8]. A full list of available support is available on the Wellbeing Support for Staff[9] webpage.

[3] https://reportandsupport.uwe.ac.uk/
[4] mailto:UCU@uwe.ac.uk
[5] https://uweacuk.sharepoint.com/sites/staff-intranet-people/SitePages/Dignity-and-Respect-Advocates.aspx?web=1
[6] https://uweacuk.sharepoint.com/sites/staff-intranet-people/SitePages/Employee-Assistance-programme.aspx?web=1
[7] https://uweacuk.sharepoint.com/sites/staff-intranet-people/SitePages/MYNDUP.aspx
[8] https://uwe.saasiteu.com/Modules/SelfService/
[9] https://uweacuk.sharepoint.com/sites/staff-intranet-people/SitePages/Wellbeing-support-for-staff(1).aspx

News from LGBTQIA+

by Clive Warn and Matt Proom

On the 12th of July UWE UCU members marched with the branch banner at Bristol Pride alongside the Bristol branch of the National Education Union and the LGBTQ+ community. This year's March had more of a protest feel to it which was perhaps unsurprising considering the recent Supreme Court ruling in the UK, the rise of transphobia in the media and wider institutions and international shifts away from diversity and inclusion.

Trade Unions marching in solidarity with oppressed groups to advocate for, defend and promote human rights is core union business, always has been and always will be!

Keep a look out for the branch banner at local and national events and come and say hello and join us. Contact the branch if you would like to join the Signal group to keep up to date with what's going on.

UWE UCU and sister Unions in collaboration and solidarity with the UWE LGBT+ Staff Network recently met with Steve West and Dan Wood to discuss implications arising from the recent Supreme Court guidance. Our Staff Network were able to share their experiences and concerns in relation to this recent ruling with the aim to ensure lived experience informs policy and

practice at UWE. As this work is ongoing, its useful to remind members of our shared commitment to work together towards equality.

UCU's position on trans inclusion

UCU supports trans workers' rights and, as champions of equality, we welcome the increased visibility and empowerment of transgendered and non-binary people in our society. It is our responsibility to promote equality and ensure the provisions of the Equality Act are implemented and adhered to by our members and in the sectors where we organise. This is also written into our rules. Our rules commit us to ending all forms of discrimination, bigotry and stereotyping.

UCU has a long history of enabling members to self-identify whether that is being black, disabled, LGBT+ or women. At UCU's annual congress and further and higher education conferences, policy on gender identity has been developed over many years.

UCU supports the right of all women (including trans women) to safe spaces and the continuation of monitoring that can help identify discrimination against women, men and those who identify as non-binary. UCU also supports a social, rather than a medical, model of gender recognition that will help challenge repressive gender stereotypes in the workplace and in society.

The fight for women's rights is far from won. For too many women, sexual harassment and domestic violence is a daily reality, alongside unequal pay and other forms of discrimination at work, including maternity pay and leave. UCU will continue to campaign hard to protect the rights of working women.

UCU is aware that the debate around gender identity has in some quarters become bitterly divisive. Our strength is to bring members together and to build bridges rooted in our values of equality. UCU opposes any violence, intimidation, bullying or disrespect towards any group that faces discrimination, and from whichever quarter. Trans people, including students and staff in tertiary education, face physical and verbal abuse, prejudice and discrimination, marginalisation and misrepresentation. UCU is fully committed to providing practical support and policy guidance for reps and trans members in challenging discrimination and harassment.

See below for more information.

https://www.ucu.org.uk/article/12038/Gender-identity-and-sexual-orientation-discrimination[10]

[10]https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ucu.org.uk%2Farticle%2F12038%2FGender-identity-and-sexual-orientation-discrimination&data=05|02|UCUSecretary%40uwe.ac.uk|af03d1d8ae5d4617fcff08ddda78c3c5|07ef1208413c4b5e9cdd64ef305754f0|0|0|638906934388454208|Unknown|TWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwL

A Message from the National Membership Officer

Dawn Fielding

Use 'MyUCU[11]' 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

UCU conducts annual membership checks to meet its legal requirements. If you want to check or update your membership details, please visit MyUCU[12]. 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.

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jAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D|0|||&sdata=qH%2BbFOcclARgY41BMvqJqOPxFbrOCq0YqVTQMkToLh4%3D&reserved=0

[11]https://my.ucu.org.uk/app/utils/login_form/redirect/membership%2Fmy_details?_ga=2.35825832.964701444.1753189663-1080081518.1753189663

[12]https://my.ucu.org.uk/app/utils/login_form/redirect/membership%2Fmy_details?_ga=2.35825832.964701444.1753189663-1080081518.1753189663

University and College Union

https://www.ucu.org.uk/decarbonise+decolonise[13]

[13]https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ucu.org.uk%2Fdecarbonise%2Bdecolonise&data=05|02|UCUSecretary%40uwe.ac.uk|d7bf835b077b40adb11c08ddf5f34c5c|07ef1208413c4b5e9cdd64ef305754f0|0|0|638937147492225184|Unknown|TWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D|0|||&sdata=bCZe5QIQ53a6jj7kMgmQOJLO%2F8N5vuJebbz8sh2cYQ4%3D&reserved=0

Decolonising Campus Project

from UCU EDI Group

Recent debates around safe spaces have brought attention to the experience of physical spaces on campus. This has led our EDI Group to propose a UCU Campaign to 'Decolonise our Campuses'.

In preparation, our EDI Group will be conducting a photographic review across UWE sites and invite members who are interested in being involved to get in touch with Anne.Foley@uwe.ac.uk[14] to indicate interest and availability (which campuses / weekdays).

UCU UWE at Tolpuddle Martyrs Festival 2025

by Matt Proom

Following on from Sarah's piece about Tolpuddle in a recent newsletter, UWE UCU were at the Tolpuddle Martyrs Festival 2025. Alas, the branch banner didn't make it but UWE UCU members were active all weekend, special mention to Laura and Rose from UWE who ran the radical history talks all weekend.

The march, in memory of the Tolpuddle Martyrs, saw us march alongside UCU president Maria Chondrogianni and other branches from across the country. Every Union you could think of was represented and we were accompanied by brass and samba bands all the way. The Tolpuddle Festival is a really welcoming event and is a reminder of the solidarity that exists within the trade union movement.

The finale of the Sunday was a banging Billy Bragg performance! If you haven't been to Tolpuddle then put it in your calendar for next year and let's have a bigger UWE UCU contingent next year.

[14]mailto:Anne.Foley@uwe.ac.uk

WAMS - planning ahead

Following the announcement in June of the University's plan to procure a new Academic Workload Management System[15] (AWMS) to replace the current system (WAMS) for the academic year 2026/27, on 4th September 2025 UWE announced a contract has now been signed with Simitive to provide the new system.

Simitive[16] are a Bristol-based education software company who have been delivering their workload management system to universities across the country for many years.

Thinking ahead to the new academic year, HERE [17]is the Academic Planner and WAMS - for managers and allocators information.

[15]https://uweacuk.sharepoint.com/sites/staff-intranet-internal-communications/SitePages/Plans-to-procure-a-new-Academic-Workload-Management-System.aspx
[16]https://www.simitive.com/
[17]https://uweacuk.sharepoint.com/sites/tasks-guides/SitePages/academic-planner-and-wams-for-managers.aspx?&xsdata=MDV8MDJ8fDYyYjZhNmVjN2NhOTQ1YzQxNzhlMDhkZGM5Y2YwYmY4fDA3ZWYxMjA4NDEzYzRiNWU5Y2RkNjRlZjMwNTc1NGYwfDB8MHw2Mzg4ODg2MTMyNTI3MDAwNDZ8VW5rbm93bnxWR1ZoYlhOVFpXTjFjbWwwZVZObGNuWnBZMlY4ZXlKRFFTSTZJbFJsWVcxelgwRlVVRk5sY25acFkyVmZVMUJQVEU5R0lpd2lWaUk2SWpBdU1DNHdNREF3SWl3aVVDSTZJbGRwYmpNeUlpd2lRVTRpT2lKUGRHaGxjaUlzSWxkVUlqb3hNWDA9fDF8TDJOb1lYUnpMekU1T20xbFpYUnBibWRmVFhwRmVGbDZWVEJQVkVsMFRXcFpkMWxUTURCYVZHaHRURmRKZVU1RVNYUlpla3B0VDBkUmVFNHlTWGhOZWxsNFFIUm9jbVZoWkM1Mk1pOXRaWE56WVdkbGN5OHhOelV6TWpZME5USTBPREExfDMzMDc2Mjg2NmQxMDQ3M2ExNzhlMDhkZGM5Y2YwYmY4fGVmOTU4OTA0YmQwYTRiZjFiOGExZTE0NmM5MzQzYTA4&sdata=VXZLODVXZ2xob05tQklqYUZuTStzL2NtK21CMzQ1MXE1SzFvNFhHTnkrMD0%3D&ovuser=07ef1208-413c-4b5e-9cdd-64ef305754f0%2CSarah7.Harding%40uwe.ac.uk&OR=Teams-HL&CT=1753268841960&clickparams=eyJBcHBOYW1lIjoiVGVhbXMtRGVza3RvcCIsIkFwcFZlcnNpb24iOiI0OS8yNTA3MDMxODgwOSIsIkhhc0ZlZGVyYXRlZFVzZXIiOnRydWV9

UCU Branch-Principles for workload planning (July 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 because 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.

The national agreement for post-92 universities, such as UWE clearly states:

- A **maximum** contact hrs of 550 hrs
- A **maximum** of 18 hrs of teaching per week (NB. Other duties should be recognised within this i.e.. Module leadership, etc. should be subtracted from this)
- 35 days annual leave, plus bank holidays and days when the institution is closed.
- A **maximum** of 38 weeks, two of which should be set aside for marking.

Health and safety must be at the heart of any workload. The responsibility for this is placed on the employer and **NOT** the employee. The employer must ensure the work is safe and does not make the employee unwell. As such, any workload should be underpinned by an organisational stress risk assessment that includes monitoring and review processes.

Key features:

- Workloads should be safe, fair and transparent
- Workloads should be feasible and manageable within a 'reasonable' week

- Workloads must recognise that staff are not working in their ‘own’ time (i.e. within contracted hrs) to fulfil their duties, this should include career developments.
- Workloads should take into account additional workload resulting from organisational change (e.g. programme reviews, migrating to new systems such as Blackboard Ultra)

Time allocation:

The hours allocated to teaching need to include contact time, preparation time, student support, assessment, marking, editing of material from lecture capture, and teaching related administration.

Student contact time

A detailed workload agreement should factor in all required contact time with students including non-academic pastoral duties and email contact time with students (third-party contact included). Members are increasingly being expected to respond to students outside of specified teaching time by a variety of methods. **The time needed to meet such needs should be factored into the overall workload of staff.**

Curriculum development

Adequate time for professional subject updating/ curriculum development time needs to be built into any workload model to allow staff to update themselves with their subject area.

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[18] or compassionate leave[19]), 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[20] (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[21] for advice and guidance or Click HERE[22] for more staff support and HERE[23] for EAP.

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[18] https://intranet.uwe.ac.uk/tasks-guides/Guide/carers-leave
[19] https://intranet.uwe.ac.uk/tasks-guides/Guide/compassionate-leave
[20] http://www.hse.gov.uk/stress/standards/
[21] https://intranet.uwe.ac.uk/people-groups/service/information-and-advice
[22] https://uweacuk.sharepoint.com/sites/staff-intranet-people-organisation-development/SitePages/hr-and-organisational-development.aspx
[23] https://uweacuk.sharepoint.com/sites/staff-intranet-people-organisation-development/SitePages/employee-assistance-programme.aspx

UCU UWE Bristol Branch Reps and Contact Details

Executive

- **Chair** - Matt Proom matt.proom@uwe.ac.uk[24]
- **Vice Chair** - Anne Foley Anne.Foley@uwe.ac.uk[25]
- **Secretary** - Sarah Harding sarah7.harding@uwe.ac.uk[26]
- **Treasurer** - Phil Sayce Phil.Sayce@uwe.ac.uk[27]
- **Branch Organiser & ROCC** - Carolyn Sissoko Carolyn.Sissoko@uwe.ac.uk[28]

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[25] mailto:Anne.Foley@uwe.ac.uk
[26] mailto:sarah7.harding@uwe.ac.uk
[27] mailto:Phil.Sayce@uwe.ac.uk
[28] mailto:Carolyn.Sissoko@uwe.ac.uk

- **Recruitment** - Kait Clark Kait.Clark@uwe.ac.uk[29]
- **Casework Lead** - Clive Warn Clive.Warn@uwe.ac.uk[30]
- **Health & Safety Lead** - Chris Mason Christopher4.Mason@uwe.ac.uk[31]
- **Equality Committee Chair** - Amelia Baldwin Amelia.Baldwin@uwe.ac.uk[32]

Executive College Reps

- **CHSS Rep Frenchay** - Greta Squire Greta.Squire@uwe.ac.uk[33]
- **SHSW Rep Glenside** (job share) - Judith Worthington Judith2.Worthington@uwe.ac.uk[34]
- **SHSW Rep Glenside** (job share) - Kim Duffy Kim.Duffy@uwe.ac.uk[35]
- **CBL Rep** (job share) - Rick Ball Richard.Ball@uwe.ac.uk[36]
- **CBL Rep** (job share) - Mary Young Mary.Young@uwe.ac.uk[37]
- **CATE Rep Frenchay** - Chris Mason Christopher4.Mason@uwe.ac.uk[38]
- **CATE Rep Bower & City** - Chris Mason

Specialist Area Reps

- **Anti-causation** - Margaret Roberts Margaret3.Roberts@uwe.ac.uk[39]
- **Academic Related Staff Rep** - Kim Duffy Kim.Duffy@uwe.ac.uk[40]
- **Race and Ethnicity Rep** - Amelia Baldwin Amelia.Baldwin@uwe.ac.uk[41]
- **Researcher Rep** (job share) - Rick Ball Richard.Ball@uwe.ac.uk[42]

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- **Researcher Rep** (job share) - Mary Young Mary.Young@uwe.ac.uk[43]
- **Disability Rep** - Charlotte Selleck Charlotte.Selleck@uwe.ac.uk[44]
- **Women's Rep** - Charlotte Selleck Charlotte.Selleck@uwe.ac.uk[45]
- **LGBTQIA+ Rep** - Clive Warn Clive.Warn@uwe.ac.uk[46]
- **Green/sustainability rep** - Miles Thompson Miles2.Thompson@uwe.ac.uk[47]
- **Membership officer** - Sarah Harding sarah7.harding@uwe.ac.uk[48]

UCU Member benefits

Remember there are lots of benefits [49]from being a UCU member including

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[49]https://www.ucu.org.uk/ucuplus

- UCU Law extra [50]- Legal help for you and your family
- UCU CPD [51]- a comprehensive programme of CPC
- Personal Injury Claims [52]- Specialist personal injury lawyers to help you
- Financial advice via Quilter[53] - Achieve your aspirations through expert financial planning
- Educational Suppor[54]t - Counselling, support, financial assistance and more.

Quick Poll

How useful was this newsletter?[55]

[50] https://www.ucu.org.uk/lawextra
[51] https://www.ucu.org.uk/cpd
[52] https://www.ucu.org.uk/piclaims
[53] https://www.ucu.org.uk/quilterfinancialadvice
[54] https://www.ucu.org.uk/educationsupport
[55] https://forms.cloud.microsoft/Pages/ResponsePage.aspx?id=CBLvBzxBXkuc3WTvMFdU8HhPc-SigCFHgMNiAVKOr71UMFRUNllYU1U1VFkyMEVaWE1IU1ZLVTlGNC4u

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