

Motions to Congress and Special HE Sector Conference



Motion for UCU Congress

UCU to move from Equality to Equity

Congress notes that Equality means an individual or group is given the same resources or opportunities, whereas Equity recognises that each person has different circumstances and allocates the resources and opportunities needed to reach fairer outcomes.

Congress believes that not everyone has the same starting point and as a trade union and movement we should be striving for Equity rather than Equality.

Congress resolves to move UCU towards the principles of Equity rather than Equality, to implement the title of Equity Officers instead of Equality Officers and to bring a motion to the TUC to ask the UK trade union movement to do the same.

Motion for Special HE Sector Conference

UCU to encourage students to pressure management during strike action

Conference notes the impact of strike action on University Management is uncertain; universities don't lose income from strikes and are able to blame lost learning experienced on UCU.

Conference believes that as a primary pillar of its strike policy, UCU should develop a strategy which systematically engages students to pressure management, including but not limited to, asking all students who have lost formal learning opportunities due to the strike action to email the University's Senior Management Team expressing their dissatisfaction.

Conference resolves to authorise a working group to examine ways to encourage students to pressure management over the impact of strikes, and authorise the provision of legal advice for ideas under consideration by the working group.