

University of Bath UCU Branch meeting
Wednesday 1st February 2017 1.15 pm 6E2.2

- 1 41 members in attendance, 13 apologies for absence
- 2 Minutes of Annual General Meeting held on 14 December 2016
<http://bath.web.ucu.org.uk/files/2012/07/AGM-minutes-2016.pdf>
agreed as a correct record.

3 Vacant branch committee positions noted:

Branch secretary
Branch negotiating secretary
Recruitment officer
BME members rep
International members rep
Lecturer/Reader rep
Professorial rep

4 Local claims on gender pay equality and casualization

UCU National Executive has instructed branches to submit local claims in respect of both these elements of the 2016 national pay dispute. The branch committee is preparing these claims with support from our Regional Office.

[UCUBANHE10 \(.pdf\)](#) |

Some discussion of the risks involved in submitting local claims, as this might open the door to local bargaining and local pay. There is a national ratification panel which has to sign off all local agreements to ensure that they are consistent with national bargaining principles.

Suggested that this matter might form the basis of a motion to UCU Congress to ensure that clear lines are drawn about what is acceptable and what is not.

Agreed that there would be a further branch meeting to approve both local claims before their submission.

5 Motion: University of Bath UCU and the NSS Boycott

SU Education Officer, Ben Davies addressed the meeting and asked for UCU support for the NUS boycott of the NSS. The following motion was agreed by the meeting, with none voting against:

This Branch Notes:

- UCU and the National Union of Students (NUS) are sister organisations committed to promoting the interests of students and staff.
- Bath Students' Union (SU) is asking students not to complete the National Student Survey (NSS) as part of the NUS's campaign to boycott the NSS and in line with recently passed SU policy.
- The aim of the NSS boycott campaign is to stop the Teaching Excellence Framework (TEF) and secure its withdrawal as an instrument.
- Both UCU and the NUS oppose the TEF.
- Bath SU has given Bath UCU support in its struggle for fair pay and job security for staff.
 - The Royal Statistical Association has noted that there is no 'statistical association' between 'student satisfaction as measured by the National Student Survey (NSS)' and 'Teaching Quality'. A recent Times Higher story highlighted that a University of Reading study found '[s]tudents who are taught by black or ethnic minority academics are less likely to rate their courses positively in the National Student Survey...the ethnicity of lecturers was one of the most significant influencers on the overall satisfaction of UK undergraduates'.

This Branch Believes:

- The TEF's crude metrics will be used as proxies for teaching quality. The stated aim of the TEF is to reward excellent teaching, but there is no connection between the metrics to be employed and teaching excellence.
- The TEF will neither identify nor encourage excellent teaching.
- The TEF's primary purpose is to further marketise Higher Education.
- The TEF does not command popular support at the University of Bath or elsewhere in the sector.
- Given the current parliamentary opposition to the Higher Education Bill, this is a good opportunity for students and staff to oppose the government's HE reforms.
- UCU members should not interfere with or impede the ability of students who wish to fill in the NSS.

This Branch Resolves:

- Release a joint statement with Bath SU to explain our position and promote the campaign.
- Encourage members to give SU representatives and students a platform to promote the campaign, for example through lecture shout-outs and emails to class lists.
- Encourage members to display NSS boycott posters and leaflets.
- To provide members with a summary of UCU's and the SU's national and local positions and encourage them to share this information with students and colleagues.

- To encourage Bath UCU members to support the boycott so long as they fulfil their contractual duties.

Post meeting note: see UCU national webpages for more information on this, including links to posters. Paper copies of the posters are in the TU office and will be circulated to departments shortly. In the meantime please download and display widely.

<https://www.ucu.org.uk/boycott-the-nss#statement>

6 Pay inequality

Following sustained national and international media coverage of the Bath VC's pay and expenses, the meeting agreed to lobby the meeting of University Court on 23rd February about the failure of the University Council to respond to requests for greater transparency and accountability in the decisions of the University Remuneration Committee.

7 Report from Joint Union Consultation and Negotiation Committee (JUCNC). Two items are currently being progressed with participation from all three recognised unions:

- TU participation in job evaluation and grading process
- University redundancy avoidance policy

8 Notices

Feb: UCU day of action on workplace racism

Plan an activity to [support our campaign](#) and raise awareness in workplaces. [Film showings](#), meetings to promote or discuss [our survey of BME staff](#), distribute [posters and leaflets](#). Confirm your plans with [Chris Nicholas](#) or get in touch for help and ideas.

Annual meeting for staff on casual contracts 24 February London

UCU is stepping up the campaign against casualisation in our sector and [we're getting results](#). Hear campaign reports and discuss how to step up the fight in our branches. A vital part of our democracy – electing the anti-casualisation committee, which advises the NEC.

[UCU777 \(.html\)](#) | [UCU777 \(.rtf\)](#)

UCU National Executive Committee elections

Voting is from Wednesday 1st February. Our candidate is Michael Carley. Please support Michael by voting for him in this election. It is about time we had a rep from Bath and from the South West on the NEC.

UCU Congress, Brighton 27-29 May

Deadline for motions: **Friday 17 March 2017.**

Our branch is entitled to send 2 delegates

UCU Equality reps conference: 17th February 2017

The conference is for equality representatives at branch and regional level who lead on delivering equality at those levels. The conference will focus on the equality bargaining priorities of the union. Participants will also be given an overview of current work and signposting to resources.

[UCU768 \(.html\)](#) | [UCU768 \(.rtf\)](#)

Bath Trades Council 125 anniversary event

Saturday 18th February 3-10pm

Twerton Park, Bath

The event is in support of immigrants, especially important in the present climate, and the date was chosen as the last Saturday before the One Day Without Us day of action. There will be Syrian food, live music, a film on the Grunwick dispute, and talks from various groups involved in supporting migrant workers.

[Book here](#)

South West TUC Newsletter

<http://us7.campaign->

archive1.com/?u=ebd004a8047907dc47d269fd1&id=004725499f&e=d3a96a376c

One Day Without Us 20 February 2017

Information provided by branch member:

There are, so far, two events planned for the day - one on campus and one in town. In each case, the key element is a gathering at 1pm to coincide with similar gatherings across the country. We'll then be part of a Twitter/social media storm created when hundreds (thousands?) of photos of gatherings and messages of support are posted online.

The campus gathering will be outside the Library and the town gathering outside Primark.

Further information can be found in these links, and I've attached a poster for the campus event and a flyer for the town event.

The national 1DWU website is here:

<http://www.1daywithoutus.org/>

The University event Facebook page:

<https://www.facebook.com/events/604117253131911/>

The town event Facebook page:

<https://www.facebook.com/events/244971152607157/>