



Branch Meeting Agenda

Date: 23 April 2026

Time: 13.15-14.15

Location: 3E 3.5 and Teams

1. Welcome and Apologies
2. Preparations for the AGM
3. Negotiations Update
4. WAMS and Workload Survey
5. Research Centres Situation
6. Support for the Fossil Free Careers Campaign Motion - Sandhya Moise
7. Proposed amendment to Congress motion SFC21 Demilitarising higher education – Michael Carley
8. London Peace Conference resolution - Mihika Chatterjee
9. Any Other Business

UCU Bath Motion to Support the Fossil Free Careers Campaign

Proposer: Dr Sandhya Moise

Seconder: Dr Galadriel Ravelli

This branch notes:

1. UCU Congress 2022 voted to back the student-led Fossil Free Careers campaign,^{1,2} coordinated by People & Planet, calling on university careers services to align their operations with sustainability considerations, in particular by declining to actively promote oil, gas, and mining companies.
2. Underpinning this, UCU Congress 2017 resolved to "work with members affected by a move to a low carbon economy, other trade unions, and environmentalists" to campaign for a Just Transition.³
3. HEI careers services that actively promote roles in fossil fuel, mining, and weapons industries risk contributing to serious and foreseeable societal harm, whether through climate damage or lethal violence. Active promotion of such employers by a university careers service constitutes institutional endorsement and is incompatible with a commitment to social and environmental responsibility.
4. The University of Bath's Careers Sustainability Policy (2025)⁴ commits the service to embedding sustainability considerations into how it promotes its services and events, and its vacancy advertising policy reserves the right to decline employers it deems unsuitable. However, despite these stated commitments, no formal ethical framework for employer screening is publicly available, meaning fossil fuel and weapons companies continue to be actively promoted.
5. The University of Bath currently scores zero⁵ in People & Planet's University League assessment for having a careers policy that excludes harmful sectors, lagging behind peer institutions. Active promotion of specific employers is not impartial guidance and genuinely evidence-based careers advice should reflect the realities of decarbonisation and the foreseeable decline of fossil fuel industries.

This branch resolves:

1. To implement Congress 2022 policy by actively working with People & Planet to publicly support the student-led Fossil Free Careers campaign.
2. Call on the University of Bath to support the Careers service to align its operations with sustainability considerations, particularly by ceasing the active promotion (including declining to platform at careers fairs and events) of oil, gas, weapons, and mining companies.

3. To publish this motion on the branch website and share it more widely through branch communications.

1 <https://www.ucu.org.uk/article/12829/UCU-motion-backs-Fossil-Free-Careers-campaign>

2 <https://www.ucu.org.uk/article/12299/Recruitment-and-campaigning-motions>

3 <https://www.ucu.org.uk/article/8795/Business-of-the-strategy-and-finance-committee-2017-open-session#16>

4 <https://www.bath.ac.uk/legal-information/university-of-bath-careers-sustainability-policy/>

5 <https://peopleandplanet.org/university-league/2024/u1424/university-of-bath>

Amendment to Congress Motion

To be discussed at the University of Bath UCU on 23rd April 2026

Proposed amendment to Congress motion SFC21 Demilitarising higher education

Congress resolves to:

- v. support the ending of placement and internship relationships with arms manufacturers;
- vi. defend the right of staff to raise the nature of arms companies in their teaching and research.

The motion currently reads:

SFC21 Demilitarising higher education – Welfare over warfare

University of Warwick¹

Congress notes:

1. BAE Systems produces F-35 components used in bombing Gaza;
2. Universities maintain research links with arms manufacturers including BAE Systems, Leonardo, Atomic Weapons Establishment, and Teledyne
3. Many institutions have ethical investment policies prohibiting investments in arms companies, especially those complicit in war crimes

Congress believes:

- a) The military-industrial complex profits from human and environmental devastation
- b) University partnerships with arms companies violate their stated ethical commitments
- c) Public institutions have a civic duty to advance peace and sustainability

Congress resolves to:

- i. Support the Demilitarise Education open letter calling on universities to adopt the dED Treaty
- ii. Campaign for institutional transparency and termination of partnerships contravening ethical standards and international law
- iii. Organise campus events amplifying the campaign with staff and students
- iv. Build coalitions with UNISON, Unite and other unions supporting demilitarisation of education.

¹ UCU Congress 2026, First Report of the Congress Business Committee, <https://www.ucu.org.uk/media/15700/UCU2210/pdf/UCU2210.pdf> (accessed 16 April 2026).

London Peace Conference resolution

Proposer: Dr Mihika Chatterjee

Secunder: Dr Ben Ralph

This branch notes:

1. The success of the Paris Peace conference held on the 4/5 October 2025 which attracted 4,000 people and delegates from 18 different countries.
2. That the conference foregrounded opposition to renewed arms spending and the consequent attack on workers' living standards that this requires across Europe.
3. That the conference amplified the voices of the Palestine solidarity movement.
4. That the aims of the conference are supportive of the positions taken at this year's TUC in favour of 'wages not weapons' and support for the Palestine movement.
5. That a second European conference announced in Paris is planned for Central Hall Westminster, London, on 20 June 2026.

This branch believes:

1. That this is an initiative wholly in line with the TUC resolution on 'wages not weapons' proposed by UCU.
2. That in a darkening international situation and in the face of the growth of the far right across Europe it is necessary to broaden and deepen international links between trade unionists, anti-war movements, and progressive forces.
3. That the London conference held under the banner of 'The People of Europe Demand Peace', and the slogans 'Wages not Weapons', and 'Welfare not Warfare' deserves the support of trade unions in the UK.

This branch resolves:

1. To lend our support to the conference and to encourage our members to attend.
2. To make a donation of £ 100 towards the conference costs.
3. To circulate material advertising the conference.