

Wednesday 3 December 2025

Bath UCU Branch Meeting

1. Welcome and Apologies

[this was a hybrid meeting] The Chair Ben Ralph (hereafter BR) welcomed members to the second branch meeting of the academic year.

2. Solidarity Donations Update

The Branch Secretary Galadriel Ravelli (hereafter GR) shared an update on the solidarity donations made by the Branch. Since the [motion on solidarity donations was passed by the Branch](#) (30 October 2025), donations of £ 500 each were made to [Leicester UCU](#) and [Sheffield UCU](#). Both branches sent thank you messages that were shared with members:

Leicester UCU : “Thank you very much for your very generous donation of £500 to our fighting fund. It is appreciated by the Leicester branch more than you can imagine!”

Sheffield UCU : “That's wonderful news, thank you so much for such a generous donation, our members really appreciate it. We are keeping members updated on the wide ranging support we are receiving from across UCU and the wider trade union movement, and we know this is helping to steel their resolve as we continue to fight.”

3. Negotiation Committee Update

The Vice President and Green Rep Sandhya Moise (hereafter SM) shared an update on the Negotiation Committee’s work since the last branch meeting:

- Upcoming [JACNC](#) meeting: we asked to discuss WAMS and the situation of GTA/academic staff on casualised contracts. SM noted that the Negotiation Team has asked to access anonymised data on WAMS. Access to such data will allow us to map out workload distribution across the University. With reference to the second item, please see **point 4**.
- Upcoming [JUCNC](#) meeting: our team has asked to discuss the changes to research facility costings and closure of research facilities, while alongside the other two campus unions (Unite and UNISON) we asked to discuss the **Equality of Pay Collective Agreement** and the **Statement of Equality Objectives**.
- **Equality of Pay Collective Agreement:** Despite extensive negotiations between all three campus unions and HR working towards an Equality of Pay collective agreement throughout 2024, there has been no progress on this front for over a year. The campus unions have pressed management to resume negotiations so that we can agree on a commitment and plan to eliminating pay gaps relating to gender, race and disability.
- **Statement of Equality Objectives:** it is a legal requirement to release such statement (the previous one may be found here

<https://www.bath.ac.uk/publications/statement-of-equality-objectives-2023-to-2025/> , and HR had a draft ready that was not discussed with the tree unions. Therefore, we asked to discuss this at JUCNC.

4. Anti-casualisation and GTA Update (Joel Lazarus and Alex Yates)

Alex Yates (hereafter AY), the Branch's PGR Rep, shared an overview of the work that he and Joel Lazarus (Anti-casualisation Officer) are doing to map the situation of GTA and academic casualised staff across the University. They are interested in talking to GTA but also members of staff with a knowledge of the issue, and they would be keen on hearing also on good practices across the Department. As mentioned above, this item will also be raised at the next JACNC meeting. BR stressed that thanks to the union's work the University has a good anti-casualisation agreement, which has been praised by other branches. The problem now lies in discrepant implementation across the University.

Members were encouraged to contact AY (at ay557@bath.ac.uk) to discuss casualisation practices in their departments (particularly those working in the Departments of Chemistry, Economics, Life Sciences, Architecture and Civil Engineering, and Physics).

5. Divestment Update

SM briefed the branch about the latest developments on the work Bath UCU is doing on Divestment alongside the student society People and Planet and members of UNISON. The group is going to meet soon with the University's Director of Finance Martin Williams and the Director of Sustainability Richard Jackson to discuss key demands with regards to the University's Investment Policy (which is in the process of being updated, although there has been little consultation on this with the University community). A petition focused on divestment from fossil fuels and weapons will be launched soon by the aforementioned group: this will be supported by a social media campaign.

6. Ballot Results and GTVO Recap

Notes for this update were prepared by the Membership Secretary Kate Ehrig-Page, who could not be here. BR shared a brief review of the latest industrial ballot's aims to then illustrate the Committee's approach to the Get the Vote Out Campaign. Both at the national and local level, members who had not registered their vote were contacted and encouraged to vote. Fortnightly meetings with workplace contacts were held during the ballot period to discuss and monitor GTVO trends across various Departments/workplaces. BR stressed the importance of having workplace contacts across the University, and thanked those workplace contacts who have been actively involved in GTVO.

Commenting on the results, BR noted that while the 50% legal threshold was not achieved, there was a striking majority of votes in favour of industrial action as well as

Action Short of Strike (ASOS). It was stressed that the persistence of the current anti-union legislation poses key challenges to union organising. The postal vote element is also particularly problematic, as votes may get lost in the post. Finally, BR noted that among the three campus unions, Unite was the only one that reached the legal threshold. It is likely that the Union will consult members on the next steps.

The Chair opened the floor to members' comments and questions. There was a general sense of disappointment about the ballot's results, with some members stressing a lack of strategy/leadership in UCU's approach to the ballot at the national level. Other comments emphasised the general state of the HE sector and how the dominant narrative about its crisis might discourage members from being supportive of a ballot focused on pay.

The meeting ended at 13.10.