**Wednesday 14 October 2026**

**Bath UCU Branch Meeting**

**(Hybrid Meeting)**

46 people were in attendance

**Negotiations Update**

Sandhya Moise (hereafter SM) shared the latest updates regarding the Committee's negotiations work:

The next Joint Academic Consultation and Negotiation Committee (JACNC) meeting is on the 23 Nov 2026. Committee members in attendance will be: Ben Ralph, Sandhya Moise, Fran Amery and Michael Carley.

Workload and WAMS: SM reminded members that she circulated the final version of the WAMS report to members today. This will also be sent to the Workload Task and Finish Group, where Michael Carley sits as Bath UCU's representative. SM encouraged members to approach her should they have any feedback, especially on the recommendations section.

Fran Amery (hereafter FA) shared an update from the Equality, Diversity and Inclusion Committee, where she sits as Bath UCU's representative. FA noted that the Committee will soon discuss changes to the University's policy on paternity leave. The current provision is far from ideal, and FA welcomed upcoming changes to the policy. The Chair Ben Ralph (hereafter BR) noted that this change was also made possible by the initiative of a member who approached the Committee to raise concerns about the current paternity leave policy.

**Update on MAIT (European) closure**

Miguel Fialho (hereafter MF), Director of Studies for the MAIT (MA in Interpreting and Translation) programmes, shared an update on the announced closure of the MAIT European programme. Following the motions passed by this branch and the one passed by the Academic Assembly, the VC sent a letter outlining his responses to both motions over the summer. This letter was circulated to branch members by the Branch President. MF noted that in his letter, the VC stressed that colleagues running the MAIT European programme made changes to it as a result of the review process. However, MF stressed, the changes the VC mentioned are not relevant to the MAIT European programme, but apply instead to other two distinct MAIT programmes. A response to the VC's letter was sent over the summer by MF, where it was also stressed that colleagues involved in the programme were available to work collaboratively with the Faculty to make the programme more sustainable. In response to this letter, the VC recently wrote to MF asking to please not invest any effort into this as the decision to shut down the programme is definitive.

BR noted that the motion presented at the extraordinary meeting of the Academic Assembly over the summer was also discussed at Senate, where the VC reiterated that the decision could not be reversed.

A debate followed, voicing members' disappointment about the Senior Management's position.

**Upcoming Special HE Sector Conference meeting**

BR explained that UCU national is holding a Special HE Sector Conference meeting at 1 pm today, which will be attended by BR and Galadriel Ravelli (hereafter GR) as branch delegates.

The meeting, which is a special edition of the yearly UCU Congress, was called upon request of over 20 branches to discuss the Union's strategy about pay and redundancies. Only three motions were presented, focussing on different strategies. The first motion, whose subject is also the main one being discussed at the conference, concerns developing a different strategy to address the ongoing HE crisis. Instead of opening disputes with the employer (UCEA), the plan is opening a dispute with the Secretary of State for Education (namely the government) over the sector's funding. The second motion, while supportive in principle of this proposal, ultimately rejects it, noting the risky implications of pursuing it such strategy until these concerns have been fully resolved. The third motion proposes a wider political campaign to lobby Parliament and run a ballot over pay and job security, while also supporting the core of the first motion's proposal.

GR noted that the Working Group focussing on the proposal included in the first motion has received legal advice from two different independent counsels, both stressing that opening a dispute with the SoS for Education would entail entering a political (and not trade) dispute, which would present significant legal challenges.

A discussion followed, where members expressed different views over the best course of action to tackle the ongoing crisis.

A vote was held to give members the possibility of sharing their views over the three motions. The recorded votes in favour were as follows:

Motion 1: 5

Motion 2: 0

Motion 3: 4

**WAMS Report**

**Motion on Trans Equality**

FA presented the motion on Trans Equality, which was seconded by the Bath UCU Committee. The motion responds to the Task and Finish Group currently reviewing University policy and practice in light of the revised EHRC code of practice on services, public functions and associations. It calls on the University to ensure the safety of trans, non-binary and intersex people in 'single sex' spaces on campus, and to substantially increase provision of 'all gender' and accessible facilities. Members voted unanimously in favour of the motion.

**AOB**