

University and College Union University of Bradford Local Association



Extraordinary General Meeting

31ST JULY 2025

Industrial Action Works

- Newcastle University – conformation that no compulsory redundancies will occur
- University of Dundee – action has resulted in bailout and saved jobs
- Good turnout on pickets everyday
- Council heard protests
- Made local news again

<https://www.thetelegraphandargus.co.uk/news/25356203.tuc-concerned-university-bradford-planned-cuts/>

Demanded Concessions

- No compulsory redundancies
 - Willingness to explore post-TCP agreement
- Improved VR – offer, period, scope
- Pause Phase Two Academic
 - No pause but slightly revised timeline
- Sharing of data – financial, Phase Two
 - Some SSR data shared, some financial data shared
- Compensated hours - Implemented



Phase One – Status & Employer Response

- "Phase One to Phase Two Transition"
 - Staff at risk will have further consultation meetings
 - Considerations include
 - Impact on income, student recruitment, retention, and completion
 - Professional accreditation requirements and associated regulatory risk
 - SSRs would fall below benchmark & subject area is out of scope for P2 academic
 - Actively explore options to avoid compulsory redundancy
 - EB to reconsider enhanced redundancy package for staff remaining at risk
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Phase Two – LTSE & RSA, Rals, Central Admin

- Selection Ongoing
 - VR and compensated hours applications could be close to meeting savings
 - Employer to provide financial summary
 - UCU position – accept all VR applications and commit to no compulsory redundancies for these workstreams
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Phase Two – Academic

- Consultation closed
 - Timeline revisions
 - Poor take up of VR for staff in scope
 - Out of scope VR applications continuing

 - **Overall strike action is having an effect!**
 - The employer is moving
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Phase Three

- Mid-August to November
 - Technical Services
 - Engagement, Development and Communications (Theatre in the Mill)
 - End-September to December
 - EDI & CfID
 - Further ahead
 - Legal and Governance
 - Estates and Facilities
 - IT & Digital Services
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Industrial Action - Strategy

- Processing/notification of action takes at least* three weeks
 - Level of action needs to be strong enough show employer we are serious
 - Schedule action to take place at key dates
 - Phase One staff at risk August
 - Clearing 14th to 16th August
 - Phase Two selection results August (ARPS) & September (academic)
 - Semester 1 w/c 22/9/25
 - Can declare action and then postpone if employer makes satisfactory concessions
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Industrial Action – Strike Dates

- 10 days strike action total
 - ~~= Monday 30th June~~
 - ~~= Monday 21st, Tuesday 22nd, Wednesday 23rd, Thursday 24th & Friday 25th July~~
 - ASOS started
 - **Re-scheduled 3 days of strike action**
 - Thursday 14th, Friday 15th, Saturday 16th August
 - Can claim from hardship fund (once have pay slip showing deductions)
 - Ballot mandate runs until late November
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Industrial Action - ASOS

- Action short of a strike – started from first day of strike action
 - **working to contract;**
 - **not rescheduling lectures or classes cancelled as a result of strike action;**
 - **not sharing materials relating to lectures or classes cancelled as a result of strike action;**
 - **not covering for absent colleagues, vacant posts, or posts that are discontinued due to change management;**
 - **not undertaking any voluntary activities;**
 - **not undertaking duties which are not commensurate with the grade of the post;**
 - **not undertaking work related to timetabling;**
 - not using personal devices to conduct work;
 - not undertaking recruitment/admissions work;
 - not undertaking work related to marking or assessment.
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Motion 1

UoB UCU branch endorses an application for a further 10 days of strike action to be scheduled between August and November, alongside accompanying ASOS, following the strategy discussed at the 29th May and 31st July EGMs

Passed overwhelmingly

Hardship Fund – Motion Passed at AGM

The branch approves of supporting members taking industrial action from the local hardship fund. Payment will be as in line with national fighting fund rules and in sum of

- in the sum of £50 for the second and subsequent days of industrial action taken by the member earning £30,000 gross or more per annum (this is subject to a cap of 2 days)
 - in the sum of £75 for the second and subsequent days of industrial action taken by the member earning less than £30,000 gross or per annum (this is subject to a cap of 2 days)
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Motion 2

The branch approves of supporting members taking industrial action from the local hardship fund. Payment will be as in line with national fighting fund rules and in sum of

- in the sum of £50 for the second and subsequent days of industrial action taken by the member earning £30,000 gross or more per annum (this is subject to a cap of 3 days)
 - in the sum of £75 for the second and subsequent days of industrial action taken by the member earning less than £30,000 gross or per annum (this is subject to a cap of 4 days)
 - **Passed Unanimously**
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Motion 3

The UoB UCU branch thanks Huddersfield TUC for their solidarity and donation to our strike fund and approves affiliation to Huddersfield TUC

NB: the cost of affiliation will be £36, and we have members living in the area of Huddersfield TUC

Passed Unanimously

Individual Support

- Follow up individual consultation meetings will start soon
 - Important that you are accompanied
 - Will need to appeal – process and procedure

 - Do NOT start ACAS, or legal, process without discussing with union first
 - Do NOT have expectations around Employment Tribunal
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AoB



Belonging to a union means you have to participate and join together to win the battles being fought...

Otherwise, it's like joining the army and expecting only the officers to engage in combat. You don't win many battles that way!

