

Motion 1: to be submitted to UCU Congress

UCU legal Support for Race Equality Cases

- Congress welcomes the recent UCU efforts to progress the race equality agenda in our workplaces, particularly, the Day of Action against Workplace Racism. However, more needs to be done in practical terms to challenge racism in the form of legal support for Black members facing discrimination.
- It is becoming apparent that employers in the sector are using in-house legal teams to thwart grievances and disciplinary cases relating to alleged race discrimination.
- Congress notes that since UCU inception, UCU Legal has not supported any race discrimination cases, purportedly because race discrimination is difficult to prove and, hence, expensive to challenge.
- Congress believes that universities are exploiting the fact that UCU is clearly reluctant to challenge such incidents because of the financial implications arising from unsuccessful litigation.
- Congress calls on UCU to review its legal support threshold, put members' welfare above financial caution and invest in effective legal representation in race equality cases.

Motion 2: to be submitted to HE Sector Conference

MMU Compulsory Redundancies

UMUCU notes that:

- MMU is threatening to make around 160 academics and many support staff redundant as it closes its Crewe campus over the next two years.
- In a consultative e-ballot with a turn out of over 50%, 88% of UCU members at MMU voted in favour of holding a formal ballot on industrial action if any UCU member is threatened with compulsory redundancy.
- MMU has, according to its 2015/16 Financial Statement, "sustained robust financial performance over recent years", with total reserves of £378.9m, equivalent to 127% of its 2015/16 income of £298m, and an operating surplus of £28m equivalent to 9.5% of total income.
- There is therefore no crisis to justify compulsory redundancies now or in the immediate future.

UMUCU calls on Manchester Metropolitan University to commit to no compulsory redundancies and to achieve this by working with the recognised trade unions.