



Crisis Justice Manchester: Towards a Better Normal

The University of Manchester has been an enthusiastic proponent of the UK model of Higher Education that was in crisis long before the Covid-19 outbreak. However, we suggest that the most effective response will arise through addressing the crisis as a question of how best the University of Manchester community - its staff, students and stakeholders - can continue to deliver its core goals of excellence in teaching, research and social responsibility. We believe that our response must be guided by the following eight values:

1. **Community responsibility:** The University of Manchester it should set an example by protecting jobs and using the skills and expertise of its employees to find ways of resolving the crisis.
2. **Full transparency:** Good decision-making requires the scrutiny of the models informing the process and the expected outcomes. Without full such scrutiny is impossible. Accordingly, we need full transparency from our managers on the forecasts and assumptions underpinning decision-making.
3. **Democratic Governance and a Sustainable Funding Model:** We envision a university guided in the interests of knowledge and education by the values of collegial and democratic governance, where the leadership of our university is accountable to its staff and students.
4. **People first:** We do not accept that any projected shortfall of income must mean job losses, non-renewal of our precarious colleagues' temporary contracts, reductions to GTA provision, the cutting or lack of extensions for student bursaries, or other measures which harm our students, colleagues and teachers.
5. **Job security and equality:** The crisis should not compound insecurities and inequalities in our university; it must be taken as an opportunity to address them.
6. **Exceptional circumstances; exceptional measures:** We ask that the work we are doing to adapt our work and our education is explicitly recognised by managers as exceptional, dependent on our goodwill and collegiality, and is temporary.
7. **Prioritise our Safety:** A recent invitation to UCU to nominate a delegate for the back to work planning group is a beginning; the campus trade unions, the students' union, and other staff groups and fora must be widely and meaningfully consulted.
8. **Sustainability:** We demand that our university play a leadership role in the green transition needed.

We believe that in order to have any chance of succeeding, the University of Manchester's response to the Covid-19 crisis must be based on these eight values. Let us collectively imagine a better way out of the pandemic.