

Extraordinary Meeting

Referendum Result: UCU Strike Action



**THE SU
UNIVERSITY
OF BATH**



Agenda

- Referendum results
- Strike action background
- Strikes action planned
- Impact on student led activity
- Coordinating group action
- Complaints/ appeals
- Key resources



**THE SU
UNIVERSITY
OF BATH**

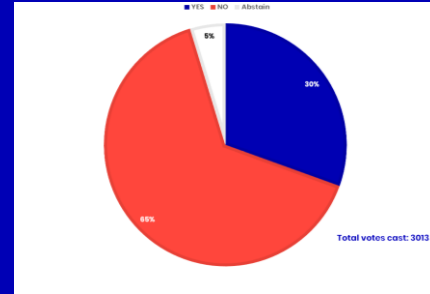


Referendum Results

A referendum was held from Friday 7th February -17th February.

Students at the University of Bath were asked the following Question:

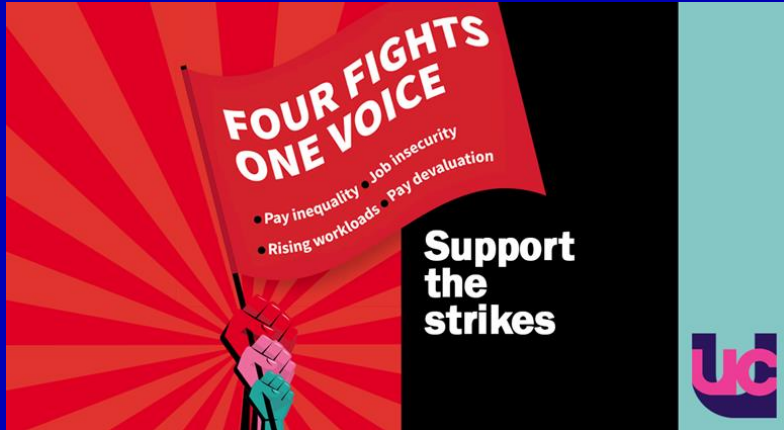
Should The SU support the strike action called by the UCU between the dates of Thursday 20th February to Friday 13th March?



Results	Votes
YES	920
NO	1,952
ABSTAIN	141
Total votes	3,013

As a result of the referendum, our student community voted for the SU to not support the UCU strike action between the dates of Thursday 20th February to Friday 13th March.

Strike Action Background



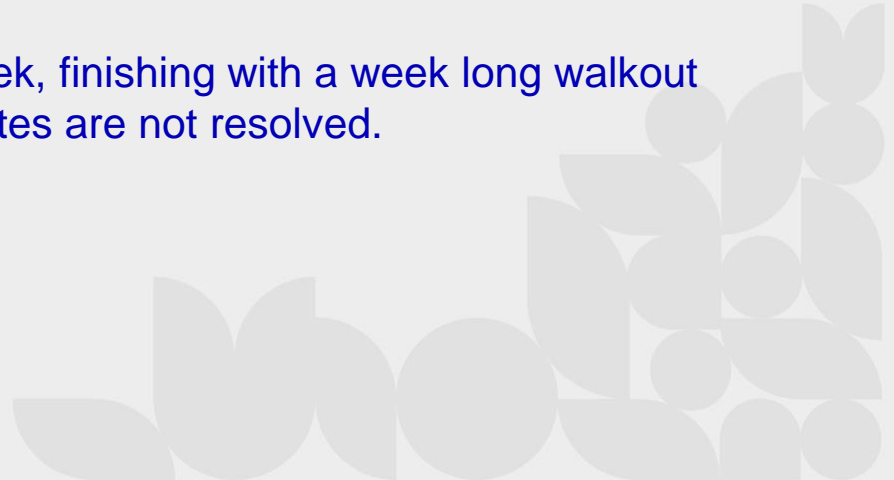
- Academics, professional services staff and Postgraduates are striking at 74 universities across the UK, including University of Bath.
- The current actions cover two disputes; the pensions dispute and the 'four fights' dispute over pay, workloads, inequality and casualisation of employment.
- The disputes are being negotiated at a national level by Universities and College Union (UCU) with Universities and Colleges Employers Association (UCEA) Universities Superannuation Scheme (USS).
- The local branch of UCU is also negotiating with senior members of staff at the University of Bath.

Strike Action Planned

- Staff at the University of Bath will be taking place in an organised withdrawal of labour over the next four weeks including; 'action short of strike' and walkouts.
 - **'Action short of strike'**- means that staff will only take part in work that they are contracted to do, which could include; not covering absent colleagues and boycotting marking and assessment.
 - **'Walkout'**- employees will collectively leave the workplace as an act of protest.
- Strike action is intended to escalate each week, finishing with a week long walkout in the week starting on the 9th March if disputes are not resolved.



**THE SU
UNIVERSITY
OF BATH**



Walkout dates for February and March

Week 1	Week2	Week 3	Week 4
Thursday 20 th Friday 21 st February	Monday 24 th Tuesday 25 th Wednesday 26 th February	Monday 2 nd Tuesday 3 rd Wednesday 4 th Thursday 5 th March	Monday 9 th Tuesday 10 th Wednesday 11 th Thursday 12 th Friday 13 th



Impact on Student-led activity

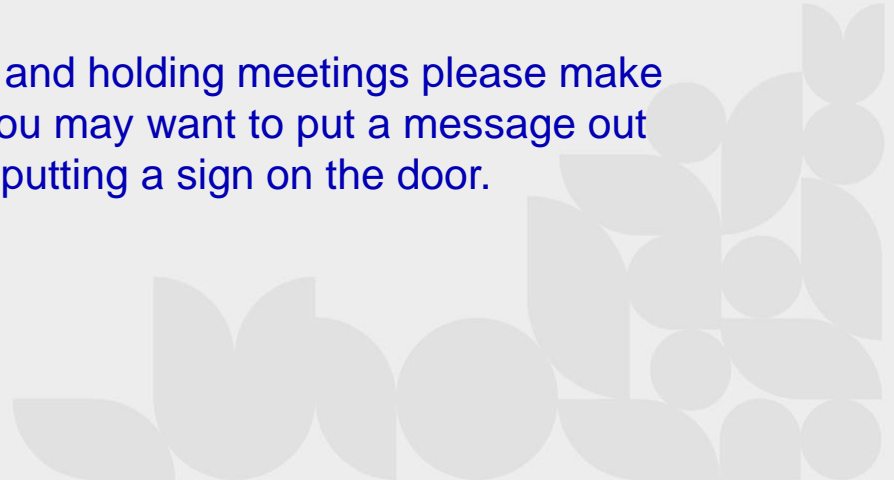
Attendance for student led activity during strikes may increase or decrease dramatically and its worth thinking about catering to different sized groups when planning.

If you feel comfortable holding meetings are running sessions please do so as usual.

If you don't feel comfortable running sessions and holding meetings please make your peers and relevant staff members aware. You may want to put a message out on social media, via email or Moodle, as well as putting a sign on the door.



**THE SU
UNIVERSITY
OF BATH**



Mitigate the impact

- Identify actions your department are taking and alternate arrangements
- Increase your own research and reading where possible
- Check your emails and Moodle
- Keep a daily record of the impact e.g. missed academic activities, limited or no access to key staff etc
- Ask for an extension (individually or as a group)
- Access Support Services
- Keep your Academic Rep updated

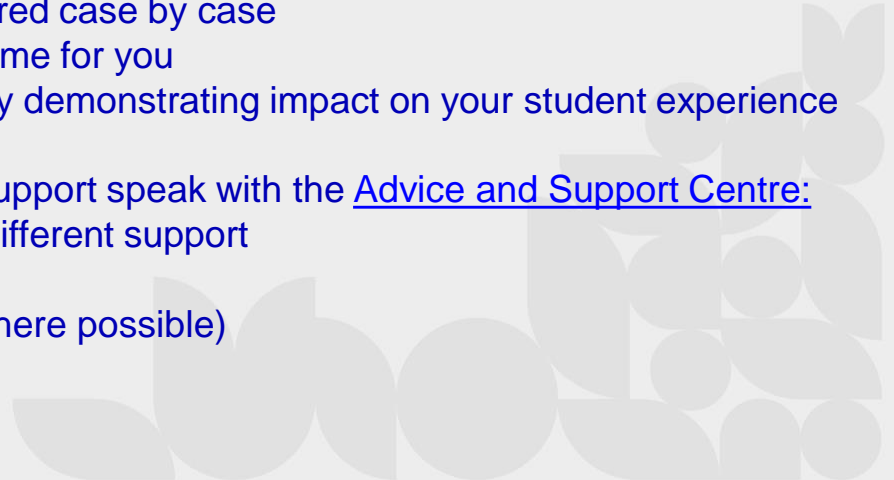


Processes available to you

Process:	What is this process for:	When can you do it:	What are the potential outcomes if successful:
Complaint (individual)	A student complaint is an expression of dissatisfaction levelled by a student against a service or facility of the University.	Anytime	<ul style="list-style-type: none"> • Arrangements made to address issues • Potential compensation
Complaint (group)	<p>As above and felt to be a shared issue, experienced by more than 1 person</p> <ol style="list-style-type: none"> 1. Benefits – Solidarity with peers 2. Disadvantages – The strength in any process is about demonstrating personal impact, it may be weakened by group approach <p><i>*Departments wherever they can will be trying to mitigate for you as a group</i></p>		
Individual Mitigating Circumstance	To inform the Board of Examiners the conditions which temporarily prevent you from undertaking or significantly impact your performance in an assessment. The measure is not impact on you, it's impact on that assessment.	For any assessment and submitted no later than 3 working days after assessment deadline	<ul style="list-style-type: none"> • Resit without a cap (1st attempt) • Progression to next stage (no resit) • Trailing assessments to next stage if possible • Consideration at classification
Academic Appeal	The Academic Appeals process allows you to appeal against a decision taken by a Faculty, School or Doctoral Board of Studies about your academic studies or academic outcome.	At the end of an academic outcome e.g. UGs July PGT 2 nd semester	<ul style="list-style-type: none"> • Resit without a cap (1st attempt) • Progression to next stage (no resit) • Trailing assessments to next stage if possible (not in final year = resit) • Consideration at classification

Recommendations

1. Mitigate the impact wherever you can
2. Assess the impact on you **after** the strikes and consider your options
3. Feedback to department via Staff Student Liaison Committees, each course will be audited for impact
4. If you opt to complete a university process consider:
 1. Each case is individual and will be considered case by case
 2. University will consider best possible outcome for you
 3. You need to **present a strong case**, clearly demonstrating impact on your student experience
5. If you want advice on your options or want any support speak with the [Advice and Support Centre](#):
 1. Discuss your options and signpost you to different support
 2. Review the documents you produce
 3. Attend meetings with you as an Adviser (where possible)



Key Resources

Info for Academic Reps

<https://www.thesubath.com/academicreps>

SU Advice

<https://www.thesubath.com/advice/academic/>

Processes available:

Complaints

Individual mitigating circumstances

Academic Appeals

SU Strike Updates

<https://www.thesubath.com/elections/referenda/strikes/>

University Strike FAQs

<https://www.bath.ac.uk/guides/industrial-action-faqs-for-students/>



Academic Reps

thesubath.com/academicrep

Academicreps@bath.ac.uk

01225 38 5424

Advice

thesubath.com/advice

suadvice@bath.ac.uk

01225 38 69061

 @thesubath

 @thesubath

 @thesubath

