

## **Oxford UCU Branch Motion**

**Passed at Branch Extraordinary General Meeting on 11<sup>th</sup> March 2025**

### **Solidarity with SOAS Tutors 4 Change**

#### **This branch notes:**

- In October 2024, SOAS Tutors (including Graduate Teaching Assistants and Teaching Fellows) published a [report on their working conditions](#), revealing issues of chronic low pay and marking time, as well as a pattern of rapidly increasing class-sizes.
- The SOAS Tutors 4 Change and SOAS UCU branch brought these findings and a list of proposals to the employer. On improving pay, the employer refused to negotiate on the teaching multiplier and offered no concrete assurances, nor a timeline for redressing the marking rate; and on issues of class sizes and contract duration they stated that they were not willing to negotiate at all.
- In response, as of 28 February 2025, SOAS Tutors 4 Change have been working to contract, including a ban on taking on additional marking duties. This will impact an estimated 4,000 assessments, unless the employer returns to the negotiating table.
- SOAS Tutors 4 Change are building a [support fund](#) to enable precarious tutors to participate in the industrial action.

#### **This branch believes:**

- The employer at SOAS should negotiate with tutors to resolve the dispute.
- Across the Higher Education sector, including, notably, [at the University of Oxford](#), employers have eroded workplace security and exploited precarious labour for too long.
- Grass-roots industrial action is an effective strategy for winning local disputes which we, as the members of UCU, should support in the absence of funding ratified by the central union leadership. (For some recent examples of effective grassroots industrial action, see [Goldsmiths](#), and the [University of Cambridge](#)),

#### **This branch resolves:**

- To donate £500 from the University of Oxford UCU reserves to the SOAS Tutors 4 Change fighting fund.
- To send a message of solidarity from Oxford UCU to SOAS Tutors 4 Change, and to publicise the dispute and our solidarity through the branch's social media and email accounts.