

## **Oxford UCU Branch Motion**

**Passed at Branch Extraordinary General Meeting on 14<sup>th</sup> October 2025**

### **Solidarity with BCU UCU Members**

#### **Background**

Our comrades at Birmingham City University UCU are in dispute with the University's senior management over pay and conditions, including a wave of ideologically driven cuts, "silent redundancies", and the imposition of aggressive and divisive performance targets. Although BCU is a member of the Universities and Colleges Employers Association (UCEA), the leadership of the University has not signed up to the Joint Negotiating Committee for Higher Education Staff (JNCHES) process for (at least) the last three years. UCU is the only recognised union at the institution, and therefore represents many technical, clerical, and academic-related professional staff as well as academics.

#### **Oxford UCU notes that:**

1. Over 200 BCU staff have left the institution this year after the creation of the "Mutually Agreed Resignation Scheme", in which employees were told that if they were "tired" or didn't agree with the decisions of leadership then they should leave.
2. Staff are locked out of sector-wide national negotiations by the leadership's repeated refusal to sign up to JNCHES.
3. UCU members have served notice for eight days of industrial action, including strikes, between Tuesday 30 September and Wednesday 15 October. The branch intends to ballot for further industrial action.
4. We have offered solidarity, and financial hardship support, to other UCU branches whose members are being threatened with redundancy, including via the motion passed on 11 February 2025.

#### **Oxford UCU believes that:**

1. Staff should not feel pressured to quit their jobs due to disagreements with the University's leadership, especially when the leadership refuses to engage with staff or with sector-wide pay and conditions negotiations.
2. Aggressive and divisive performance targets do nothing to drive up standards in Higher Education.
3. Our comrades at BCU, and the students who attend the University, deserve better than an ideologically driven programme of cost-cutting and erosion of real-terms pay and conditions.

**Oxford UCU resolves to:**

1. Send a message of solidarity with UCU members at Birmingham City University in their struggle to be afforded dignity and decent working conditions.
2. Donate £500 to the BCU UCU hardship fund, matching the amount donated to each of the branches supported in our 11 February 2025 motion.