

Oxford UCU Branch Motion

Passed at Branch AGM on 23rd June 2026

This motion was ratified by the AGM following a unanimous but inquorate vote at the Branch Extraordinary General Meeting on 28th April 2026.

UCU complaints process is dysfunctional

This branch notes:

“UCU is committed to putting equality at the heart of everything we do. We have a proud history of challenging racism across further and higher education, and of reflecting critically on our own structures and practices to ensure that our anti-racist work is meaningful, effective and accountable.” (UCU Friday email, 24th April 2026)

- Oxford UCU delegates witnessed/experienced racial harassment at UCU Annual Congress 2025 25–26 May.
- In June, they submitted a Rule 13 complaint for possible disciplinary offenses.
- As of 27th of April 2026, the investigation period for this complaint has still not concluded.
- Given that once the investigation concludes, the hearing process is advertised to take 6 weeks, it is highly unlikely that there will be any outcome of this complaint before UCU Congress 2026 (27–29 May).

This branch believes:

- It is unacceptable for a complaint of this nature to take more than a year to be processed.
- The extended complaints procedure, the lack of concern for the complainants and the absence of any consequences for the respondent worsens the harm already caused by the original incident and increases the likelihood of future harm.

This branch resolves:

- To make a representation to the National Executive Committee to express our dissatisfaction with the complaints procedure and our concern regarding the systemic issues that may be contributing to this dysfunction, including the ongoing trade dispute with Unite UCU, insufficient staffing, and a procedure that fails to protect complainants.
- If there is no resolution to the complaint by 25th of May 2026, Oxford UCU delegates may decide to withdraw their participation in the 2026 Annual Congress and Higher Education Sector Conference in protest over the failure of UCU to handle our complaint relating to Congress 2025.