

JCNF 2025-06 UCU P3 – Risks and hazards to staff health and safety

Due consideration and mitigation of risks and hazards to staff health and safety

- Before the Academic Futures process, risks to staff health and safety have been a serious concern across the university. The [2023 Staff Survey](#) reported that 39% of staff felt unable to cope with the stresses of their job.
- The unions have consistently raised concerns over the risks associated with work-related stress, poorly-managed change and other psychosocial hazards arising from the Academic Futures restructuring and redundancies processes. The UCU staff survey on the impacts of the Academic Futures process reports widespread and severe manifestations of stress, anxiety and depression; 88% of respondents said that the Academic Futures process had negatively affected their health and wellbeing and that the University has not offered adequate wellbeing and mental health support during this process. Since UCU released the impacts survey to UEB on 1 May, no additional measures for staff support have been provided.
- The unions have consistently raised concerns over the health and safety risks to staff posed by the transnational education (TNE) plans, including physical and mental risks to health and life. Since 24 March, the unions have repeatedly requested for the risk assessment and risk mitigations for TNE, including staff travel and teaching in Kazakhstan from September 2025. No risk assessments, mitigations, or evidence of support planned for staff members have been provided.
- We request that University Management properly implement the H&S 'hierarchy of controls' by prioritising **preventative** measures not just post-crisis support. We also request that management run the HSE survey across the whole university to assess the current level of staff wellbeing; and provide material support for colleagues with regards to retraining and career planning.