

Motion: Suspension of Observer Status on ATOG

This Branch Notes:

1. That following senior management's refusal to engage in a Medr-mediated social partnership scheme, this Branch was invited to sit as observers on the Academic Transformation Oversight Group (ATOG), successor to the Academic Futures group
2. That in September 2025, the Branch General Meeting voted to accept this invitation strictly on an observer basis, conditionally dependent on the inclusion of our other campus trade unions, UNISON and Unite
3. That management initially offered only a single, rotating seat for all three campus unions (a proposal rejected by all branches) before returning with an offer of two seats, which was accepted collectively across the three campus trade unions
4. That UCU representatives have diligently attended every ATOG meeting to date, providing explicit reports to the branch executive. This attendance has successfully provided critical intelligence, helping to inform union policy based on management's risk registers and senior-level discussions
5. That despite this engagement, management has shown no further support for genuine social partnership over the past academic year, continuing to reject a Medr-mediated scheme and failing to engage the branch executive regarding the new governance model and framework launched by the Vice-Chancellor
6. That management has failed, to date, to engage with the branch on Medr's statutory Staff Welfare initiative, which carries strict conditions of institutional registration. Crucially, management has failed to respond to union correspondence regarding the 31st July deadline for Stage 1, which mandates a collaborative scoping exercise with campus trade unions. Additionally, the Vice-Chancellor's absence from collective consultations and other meetings and fora is noted from May 2025
7. That further attempts have been made to downgrade industrial relations, including unacceptable behaviour toward union delegates at a recent Joint Consultative and Negotiating Forum (JCNF) and lack of engagement regarding potential contractual changes for certain Professional Services colleagues

This Branch Believes:

1. That our participation as observers on ATOG was agreed to in good faith to foster transparency and collaboration, but management is instead using it to project a false impression of "social partnership" while bypassing democratic union consultation
2. That a genuine social partnership cannot exist while management acts unilaterally on governance frameworks, contract changes, and exhibits adversarial behaviour at formal negotiating bodies like the JCNF

This Branch Resolves:

1. To immediately **suspend our observer status on ATOG** and formally notify senior management of this decision
2. To condition any future participation in oversight groups on a demonstrable commitment from management to collaborate transparently on democratic governance structures
3. To demand immediate, meaningful representation and involvement for all campus trade unions (UCU, UNISON, and Unite) in line with the spirit and requirements of the Medr proposals and statutory frameworks
4. To co-ordinate closely with UNISON and Unite regarding this suspension and our joint strategy moving forward to protect staff welfare and contractual rights