

Motion to be voted on at the General Meeting of Wednesday 15th July 2026

Support our International Members of Staff on Visas

Cardiff UCU notes:

- that Teaching Associates (TAs) play a vital role in delivering many of the university's degree programmes
- that some TAs are international members of staff, who rely on a work visa for their right to stay in the UK
- that Cardiff University is paying the TAs below what is common in the sector and below the current salary threshold required by UKVI for the TAs to be able to renew their visas
- that because of this, one of the TAs has already been forced out of her job and had to leave the UK
- that several other TAs are facing a similar risk to their job and their right to stay in the UK, with at least one of them facing this risk already in two months from now

Cardiff UCU believes:

- that Cardiff University's policy of paying some of its international members of staff less than is required for them to renew their visas should be seen as:
 - implementing redundancies through the back door,
 - in conflict with the principle of *cynefin*, and
 - a case of *indirect discrimination* in the sense of the Equalities Act 2010, as it disproportionately affects people with protected characteristics (the data shows a clear over-representation of non-white ethnicity and non-western religions among those affected)

Cardiff UCU resolves:

- to support its international members of staff in any necessary way
- to bring up this topic in its discussions with the university as an important issue that needs to be solved
- to examine the possibilities for legal action, should the issue remain unresolved

Proposed by Martin Caminada (COMSC dep rep)

Seconded by Gabriell Bramley (Anti-Casualisation Officer)