

UCU Glasgow General meeting

30 September 2025

12noon – 1.30pm

AGENDA

Chair: Duncan Lowther

Members present: 52

1. Welcome & Introductions

Duncan Lowther, UCU Glasgow Vice-President welcomed everyone to the meeting.

2. Minutes of last meeting

[29 April 2025 Minutes](#)

The minutes were approved.

3. Matters Arising

From AGM – Motion about Palestine requested that Court divest from its investments in companies.

Maha thanked members for work on this. Duncan confirmed that this was shared with Court and that Court met last week but cannot share further information yet. The letter that UCUG Officers sent to Court can be shared with UCUG members.

From April GM – Has there been an update on university finances now that student numbers are finalised?

UCUG are establishing a Finance working group to better assess university finances and invite members to join.

4. Officers' updates

Maha Rafi Atal (Honorary Secretary) gave an update on local pay spine negotiations – the payspine is determined nationally, but locally universities can decide where to place jobs on that payspine and at Glasgow the lower end of the payspine has

become compressed. This disproportionately affects members of Unison, who are currently in dispute. In January the university withdrew its own proposal from negotiations, and now the working group is costing new proposals. Duncan and Maha are attending all trade union meetings with management on this issue.

Members raised concerns about reporting of university finances and were supportive of new Finance Working Group.

Maha also gave an update on redundancies and non-renewals of fixed term contracts across the university. UCUG have been supporting these members through casework and are initiating negotiations in schools where many members are affected: SOE, SPS, MVLS. Members should contact ucug@glasgow.ac.uk if you know of other areas affected.

Finally, Maha gave an update on the recognition agreement. The agreement was redrafted in April and would have removed UCUG's right to negotiate on behalf of professoriate. UCUG Officers refused to sign and are working on agreeing to new wording that would allow us to continue to negotiate on behalf of professors. Next step to take to UCUS for legal advice.

Duncan Lowther (Vice-President) gave an update from Court, that he was permitted to share, that the University of Glasgow has put together a £1m fund towards displaced students, particularly Palestinian students.

Amy Cullen (Anticasualisation Officer) gave an update on work around redundancies and anticassualisation. Amy was involved in negotiations in SOE for fixed term redundancies and is keeping in touch with other groups facing fixed term redundancies. Amy is concerned about the use or absence of Equalities Impact Assessments and is following up on that. Amy is also supporting anticassualisation subcommittee on open ended research funded contracts. Please get in touch with Amy for more ways to get involved in anticas.

Committee and Area Rep vacancies were presented and are listed on the branch website. Please contact ucug@glasgow.ac.uk for more information on becoming a UCU rep or caseworker.

5. Re-introduce all Subcommittees & Working Groups

Maha presented a list of existing subcommittees and working groups to recruit to these groups (available on the branch website). Also invited members to set up new working groups, which (unlike subcommittees) don't require committee approval.

6. Subcommittee & Working Group updates

Sarah Currier: *LGBT+ subcommittee chair & EHRC working group chair*

Encouraged members to join the LGBT+ subcommittee, which currently has 22. They are planning an October social, open to everybody, more details to follow! The EHRC working group was set up in advance of the EHRC ruling coming into effect (EHRC ruling that definition of sex under equalities act be interpreted as sex assigned at birth). Expecting support from UCU UK, but can't know how to respond until the code of practice comes out – until then the working group is gathering resources. New members welcome!

Maha Rafi Atal: *Migrant members subcommittee chair*

UCU UK made available funds for branches to campaign on local issues. The Migrant members subcommittee is campaigning for visa reimbursement for members. Scheduled to meet next week. New members welcome!

Marion Hersh: *Disabled, Neurodivergent, and Deaf Members group*

Marion is currently setting up a new group for Disabled, Neurodivergent, and Deaf Members open to everyone who identifies as one or more of those categories. UCU follows social model, and members do not need a formal diagnosis to join this group. Contact Marion or ucug@glasgow.ac.uk to join or for more information.

Vladimir Unkovski-Korica: *Casework coordinator*

A lot of new casework has come in over the summer, which is a pattern across Scottish Universities. Vlad made an appeal for new caseworkers, and there is training available as well as shadowing and continued support.

7. We are the University!

HEC made decision based on consultative e-ballot, negotiations on pay and redundancies. Ballot period from Oct 20-Nov 28. Important that we reach the 50%

turnout threshold to make the ballot count and to demonstrate strength of member engagement. Posters and flyers were available in the meeting room today, and can be collected from the branch office (68 Oakfield Ave)

8. Local motion

Hanno Brankamp proposed the motion, and Kate Botterill seconded it. The motion passed (Motion copied below)

9. AOB

There are a lot of new PhD students in coming weeks for induction – branch could approach PGR conveners about attending PGR inductions

Amy Cullen introduced and thanked Kirsty Graham, new Branch Administrator/Organiser.

Member asked if there is a subcommittee on divestment. Interested members can email Maha Rafi Atal or ucug@glasgow.ac.uk

Local motion: Defending Migrants On and Off Campus - PASSED

Proposer: Hanno Brankamp, Seconder: Kate Botterill

UCUGlasgow notes rising attacks by fascists and the far-right on asylum-seekers, refugees and other migrants across the UK. The [‘Unite the Kingdom’ march](#) , the [‘Unity Rally’](#) in Glasgow, protests outside hotels housing asylum-seekers, and [‘flagging’](#), show the urgency to counter far-right threats to migrant life.

UCUGlasgow believes:

1. Migration should not be a crime.
2. The right to asylum must be protected.
3. As a University of Sanctuary, UoGlasgow has an obligation to oppose fascism, racism, and xenophobia.

UCUGlasgow resolves:

1. To continue defending rights of migrants in UCU and UoGlasgow
2. To call on UoGlasgow to:
 - a. make good on [pledges against racism](#) and make a public statement against recent xenophobic and racist aggressions.
 - b. clarify how policy on bullying/harassment addresses anti-migrant/xenophobic hate crime and how the University ensures migrant/minoritised students/staff safety.
 - c. deliver sustained commitment to working with grassroots community organisations who support and safeguard migrants.