

## UCU Glasgow General meeting

29 October 2025

12.30 – 2pm

### MINUTES

Chair: Duncan Lowther/Ryan Field

Members present: 48

1. Welcome & Introductions

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

2. Minutes of last meeting

[30 September 2025 Minutes](#)

The minutes were approved.

3. Matters Arising

*From September GM* – UCUG branch passed the motion “Defending Migrants On and Off Campus”. UCUG branch officers have since written to UoGlasgow management as outlined in the motion and are awaiting a reply.

4. Introduction of Joint Presidents & new committee members

UCUG Branch Committee have voted to co-opt Ryan Field & Duncan Lowther as Co-Presidents; and to co-opt Sayantan Ghosal as Pensions Rep and Tariq Jankiewicz as H&S Rep.

There are still several [vacant committee roles](#), and the branch is in particular need of an Equalities Officer. Interested members should contact

[ucug@glasgow.ac.uk](mailto:ucug@glasgow.ac.uk)

Question from member about buyout for UCU reps. Reply from Maha Rafi Atal (Honorary Secretary): The university gives UCUG a total of 2.8 FTE facilities time as a branch, which is allocated among the committee. We inform the University of

this allocation, and the university's central HR teams tell line managers about it so that it's reflected in your workload model.

#### 5. 'We Are The University' ballot update

[Video of Jo Grady addressing UCU Glasgow](#) about the We Are The University Campaign. It is really important to pass the 50% Turnout Threshold, so please return your ballot and let us know that you've voted at [ucug@glasgow.ac.uk](mailto:ucug@glasgow.ac.uk)

If you have not yet received a ballot, please check your address and workplace on [MyUCU](#) and [order a replacement ballot](#)

#### 6. Officers updates

Ryan Field (Co-president) gave a brief update on continued meetings with POD. Ryan has stepped down from the Equalities Officer role to become Co-President, but is still taking Equalities seriously and is attending EDI POD meetings.

Duncan Lowther (Co-president) also gave a brief update that he will be meeting with POD tomorrow to discuss Unison's failure to agree in their pay spine dispute.

#### 7. Subcommittee & working group updates

None

#### 8. Local motions

- Sarah Currier proposed Local Motion 1, and Sam Rutherford seconded it. The motion passed (Motion copied below)
- Matt Mahon proposed Local Motion 2, and Hanno Brankamp seconded it. The motion passed (Motion copied below)
- Ryan Field proposed Local Motion 3 on behalf of the UCUG Branch Committee, and Duncan Lowther formally seconded it. The motion passed (Motion copied below)

## 9. AOB

Following up from the previous General Meeting, a member asked, “Is UCU doing anything in solidarity with refugees and asylum seekers?” Other members replied:

- There is a GRAMnet X UCUG event on November 11<sup>th</sup> at 4-7pm “Connecting Global Migration Struggles”, to connect UCU members and researchers with community members and organisers
- The community development team in the School of Education do some work with refugee and asylum seeker groups in Glasgow
- Through recent reshaping in SSPS, one of the new subject groups is “Social Anthropology & Migration”
- UCUG can also make donations to local organisations, more info here:

<https://glasgow.web.ucu.org.uk/donations-affiliations/donations/>

*End-of-Meeting group photoshoot with We Are The University banner*

## **Local Motion 1: Trans Inclusion in the University - PASSED**

**Proposer:** Sarah Currier; **Secunder:** Sam Rutherford

### **UCU Glasgow notes:**

- The delay in release of the EHRC Code of Practice in light of the Supreme Court ruling on the definition of 'sex' has led to widespread uncertainty and inconsistent responses across Scottish public institutions.
- UofG has not released any statement relating to access to facilities and services, or protection from harassment, for trans, nonbinary, intersex and gender nonconforming staff or students.

**UCU Glasgow affirms** our support for trans, nonbinary, intersex, and gender nonconforming staff and students, including the right to access facilities and services without impediment or harassment.

**UCU Glasgow resolves** to ask UofG Management to make their stance clear on these matters, outlining what concrete steps they have taken and will take to ensure inclusion, including in particular:

- Continued unhindered access to gender-aligned facilities.
- Continued commitment to the UofG policy on harassment and bullying, including on the basis of gender reassignment, which remains a protected characteristic.

## **Local Motion 2: Campus Voices for Palestine Tour - PASSED**

**Proposer:** Matt Mahon; **Seconder:** Hanno Brankamp

### **UCUG notes:**

- Genocide in Gaza and settler violence in the West Bank.
- The third Campus Voices for Palestine tour taking place 17th-29th November, organised by BRICUP BRICUP – British Committee for the Universities of Palestine and University Workers for Palestine.
- UCU support for the tour, including Congress 2025 motion SFC 77.
- Support from Emergency Committee for Universities in Gaza [gazauniversities.org](http://gazauniversities.org) and Right to Education at Birzeit University | The Right to Education Campaign | Birzeit University.

### **UCUG believes:**

- Scholasticide in Gaza is part of the wider genocide.
- The Emergency Committee continues to resist threats to the independence of Palestinian Higher Education.

### **UCUG resolves:**

- To host and sponsor an event during the tour, covering local costs for speakers (travel and accommodation) c.£200
- Develop plans for solidarity locally via the Emergency Committee and Right to Education.

### **Local Motion 3: Donations to UCU Birmingham City and Leicester UCU - PASSED**

Proposed by UCU Glasgow Branch Committee, formally by Ryan Field and seconded by Duncan Lowther

#### UCU Glasgow notes—

1. That branch officers have received requests for support from other UCU branches in relation to local strike action at Birmingham City University, University of the Highlands and Islands, and University of Leicester;
2. That the dispute at University of Leicester is a result of the Executive Board's refusal to rule out programmes of collective compulsory redundancy in the 2025-2026 academic year and one such redundancy programme has already begun;
3. That the dispute at Birmingham City University opposes the imposition of aggressive performance targets, which will put staff at annual risk of losing out on pay, progression and potentially job-loss on the basis of student satisfaction surveys, grades, and attainment gaps.

#### UCU Glasgow resolves—

1. To make a contribution to the UCU Birmingham City University Hardship Fund in the amount of £250;
2. To make a contribution to the Leicester UCU Fighting Fund in the amount of £250;
3. To make a contribution to the University of the Highlands and Islands UCU hardship fund in the amount of £250;
4. To send a public message of solidarity to each of these branches;
5. To support these strikes in any other relevant manner.