

DRAFT MINUTES OF THE UCL UCU ANNUAL GENERAL MEETING HELD ON 26th JUNE 2025

This hybrid Annual General Meeting took place online via zoom and in-person in Room B05, Darwin Building. The meeting was chaired by the President Holly Smith.

1. Chair's business

The Chair welcomed everybody to the meeting and apologised for its late-running due to technical difficulties associated with the hybrid format. Members were advised that the full documentation for the meeting could be found at <https://ucl-ucu.org.uk/agm-2025/>.

2. Minutes of Previous Meeting

The minutes of the previous annual general meeting on 27th June 2024 were agreed.

3. Matters Arising

There were no matters arising.

4. President's Annual Report

The President delivered her annual report which noted:

- The challenges across the sector with around half of the HE institutions considering compulsory redundancies.
- No mass redundancies at UCL but there are localised issues which could lead to redundancies, for example EASE which is being rolled out one faculty at a time, and which the three campus unions are united in opposing. Most recently the Bartlett Reps worked with Branch Officers to secure a guarantee of no compulsory redundancies. A new EASE consultation has been launched in Social and Historical Sciences.
- The recent challenges to the Statute 18 additional protections from the Disciplinary Reform Task and Finish Group and the fantastic organising work around it by UCU members.
- The introduction of MyAppraisal, which the Trade Unions were not consulted on, and the subsequent MyAppraisal Boycott which will be covered later in the agenda.
- The rising number of central casework requests received and how they've been dealt with by the Executive Committee and the need to recruit more Dept Reps in shortage areas. Anyone interested in finding out more about the role of the Rep and the support available is invited to contact the President, Holly Smith at holly.smith@ucl.ac.uk or ucu@ucl.ac.uk.
- A snapshot of joiners and leavers in different membership categories over the past year was shared, which showed a steady increase in union membership.

In relation to EASE, the Vice-President, Saladin Meckled-Garcia, proposed that a university-wide campaign is needed, rather than tackling the piecemeal roll-out to one faculty at a time and that another branch meeting should be called to take a stance on EASE as a whole.

5. Committee Elections 2025-26

The chair thanked all outgoing committee members for all of the casework they had undertaken and the meetings they had attended, and welcomed the new committee members joining. No Branch Officer positions were contested, and the number of nominations for ordinary committee members did not exceed the number of places available. Therefore the following were confirmed elected:

Branch Officers

President – Holly Smith

Vice President – Saladin Meckled-Garcia

Secretary – Sean Wallis

Treasurer – Danni Lamb

Casework Secretary – Matteo Tiratelli

Anti-Casualisation Officer – Maria-Novella Mercuri

Equalities Officer – Bella Vivat

Health and Safety Officer – Alun Coker

Environment Officer – Anca Tacu

Membership/Recruitment Secretary – Gargi Bhattacharyya

Ordinary Committee Members

Ilektra Christidi

Mark Newman

Benet Salway

Ala'a Shehabi

Nalini Vital

William Booth

Victoria Solomonidis-Hunter

Jane Rendell

Jonny Jones

Victoria Showunmi (ex officio)

6. Treasurer's Report

The Treasurer presented the [annual accounts](#) and advised that it had been a quiet year compared to previous years which had had the MAB and strike action.

Expenditure had mainly been on posters and leaflets, and the branch was in good financial health. The Treasurer confirmed that local subscriptions would not be increasing this year. Questions were taken from the floor, including a suggestion to hire a caseworker. Andy Young, the Regional Officer, confirmed that there are provisions for employing caseworkers directly which can be discussed further. It was agreed that the new Executive Committee and the London Regional Support Officer would talk further about these options.

7. Delegates' Report from Congress

Five UCL UCU delegates attended Congress 2025 which took place in Liverpool.

They were Benet Salway, Georgia Mantle, Ilektra Christidi, Kate Boldry and Nalini Vittal. George Mantle presented a report-back on behalf of the delegations. She reported that there were a number of motions reaffirming UCU's stance on war, trans rights, LGBT+ inclusion but that it was disappointing that some motions on disability

could not be discussed due to lack of time. The delegates met in advance to discuss branch policy in relation to voting, and the outcome of all motions can be found on UCU's website: <https://www.ucu.org.uk/Congress25>. Overall it had been a positive first-time experience and members were urged to put themselves forward to attend Congress next year.

8. Report on UCL campaign for insourcing with guest speaker

Guest speaker IWGB Chair: Farhana Uddin spoke about the conditions affecting outsourced staff at UCL and accepted a statement of solidarity from UCL UCU.

9. MyAppraisal with guest speaker from Birmingham City

The Branch Secretary, Sean Wallis, provided an update on the MyAppraisal boycott, and invited members to review the [FAQs on the branch website](#) and join the [myappraisal mailing list](#). Pete Crowther from Birmingham City UCU was invited to speak about performance management measures at BCU imposed on academic staff.

Motion 1: Solidarity with BCU UCU was moved by Sean Wallis and seconded by Sandra Leaton-Gray. Motion 1 was CARRIED (45 for (24 in person, 21 online), 0 against, 0 abstentions).

10. Reasonable Adjustments at UCL (Implications of Employment Tribunal)

The Chair explained that this item related to a proposed report-back on a particular UCL Employment Tribunal. However, this has been removed from the government website and officers are making inquiries. The Health & Safety Officer agreed to raise the issue on the Dept Reps list to share experience across the branch on supporting members with Reasonable Adjustments, which will be brought back to a future Executive Committee meeting.

11. Solidarity Request For Newcastle

Guest speaker Matt Perry, from Newcastle UCU, spoke about the lengthy ongoing dispute with their employer over compulsory redundancies and accepted a statement of solidarity from UCL UCU.

Motion 2: Solidarity with Newcastle UCU was moved by Sean Wallis and formally seconded by Bob Blizard. Motion 2 was CARRIED (44 for (23 in person, 21 online), 0 against, 0 abstentions). Matt Perry thanked the branch for the opportunity to speak and the donation of £5000. Nalini Vittal proposed pressure should be put on UCU HQ to provide more support.

12. Post Congress Support for the Trade union dispute with Secretary of State for Education over funding

Motion 3 was moved by Georgia Mantle and formally seconded by Kate Boldry. Motion 3 was CARRIED (37 for (21 in person, 16 online), 0 against, 1 abstention (online)).

The Chair thanked members for attending, apologised for the technical difficulties and reminded members of the branch social taking place at 5pm at The Marlborough Arms.

Meeting Closed