

# KNOW YOUR RIGHTS UNDER THE TEACHING CONCORDAT

Campaigning by UCU for better terms and conditions for staff on teaching-only contracts led to the creation of the Teaching Concordat which came into effect from October 2020.



**This is a UCL-wide policy and applies to all staff on Teaching Contracts**

**1** "Rolling annual fixed term contracts, where people are repeatedly re-employed year after year, will not be used; only one renewal is permissible before a contract should be converted to open-ended."

This means that your contract should only be renewed once. If they renew it a second time, it should be converted to a permanent (open-ended) contract. After four years in post, you also have legal right for your position to be made permanent under the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002.

**2** "All open-ended teaching roles should be at G8 and above."

**3** 10-15% of your workload should be reserved for personal scholarship time.

This means that if your teaching workload is 0.5FTE then you should be paid between 0.55FTE and 0.575FTE.

**4** Fixed term contracts may only be used to cover staff who are on maternity / paternity / sick leave / secondment / bought out on research grants; to pilot new/ risky activities; to provide additional teaching capacity at short notice due to increased, unexpected student demand; where industry expertise is required.

**5** Short fixed term contracts (of less than a year) will be avoided wherever possible, and there will be no 9 or 10 month (summer lay-off) contracts.

Term-time-only contracts will only be used when positively chosen by the employee.