



KNOW YOUR RIGHTS

WHY ARE THE STRIKES HAPPENING?

Members of UCU (a Trade Union for staff) have voted in favour of industrial action regarding pensions, pay and working conditions. The strikes are happening nationally and will affect a number of Universities. You can find more information about the strikes on the University Website.

WHEN ARE THE STRIKES DUE TO TAKE PLACE?

Planned strike action is occurring on:

LENT TERM

- Week 18: No action week commencing 6 March
- Week 19: Wednesday 15 through to Friday 17 March
- Week 20: Monday 20 to Wednesday 22 March inclusive



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WHAT CAN I DO IF I AM AFFECTED?

Not all members of staff are members of UCU and not all members will choose to strike, this means that students will be impacted upon differently. If you feel the strikes have affected you and your studies then you may wish to take one or more of the below suggested actions:

INFORMAL ACTION:

- **Speak to your department** - departments will be putting in place contingency plans to mitigate the strikes. Your department should contact you directly regarding any changes to your timetable or academic deadlines. If you believe your department has not put in place appropriate mitigation then please contact them directly.
- **Speak with your Academic Reps** - you can speak with your Reps and provide them with information on how the strikes have impacted upon your studies. Reps can collate this information and feed that back to your department/faculty.
- **Keep records** - keep detailed records of how the strikes have affected you including dates/times of missed teaching hours. This will be helpful in case you decide to take more formal action at a later date. If you have an ILSP take note of how the strikes have impacted upon you and your plan.

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WHAT FURTHER ACTION CAN I TAKE?

After speaking with your department regarding the strikes, you may wish to submit a formal complaint to the University. This doesn't mean you aren't supporting lecturers striking, this is just a formal way to take action. You will need to think about how you have been impacted, and what you would like as an outcome. I.e.:

- Has cancelled teaching affected your ability to reach your academic potential? How could this be rectified?
- Have the strikes led to lab experiments being cancelled or damaged? What could be done to correct this?

FORMAL COMPLAINT:

In order to submit a formal complaint students will be required to follow Stage 2 of the University Complaints Procedure. This requires students to submit a complaint via an online form. You may also be able to submit a joint complaint by choosing one person to act as spokesperson. The Advice Team can support students in the following ways:

- Explain the University's complaints procedure
- Help you to construct your complaint and advise on any evidence you can submit to support your case
- Support you to attend any meetings with the University in relation to your complaint
- Help you to submit your complaint to the Office of Independent Adjudicator (OIA) if you are dissatisfied with the outcome you receive



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WILL I GET COMPENSATION?

It is possible to request compensation as part of a formal complaint, but there is no guarantee that a request for compensation will be successful. The Advice Team are unable to advise students regarding quantifying how much compensation they may wish to ask for. If you are considering requesting financial compensation then we would advise you to take a look at the following links which you may find useful:

<https://www.oiahe.org.uk/students/industrial-action-faq-for-students/>

<https://www.officeforstudents.org.uk/for-students/student-rights-and-welfare/student-guide-to-industrial-action/>

HOW DO I GET FURTHER ADVICE?

The Advice Team are here to support you regardless of whether you are for or against the strikes.

Groups of students may also want to contact their Academic Reps (via Teams Talk to your Reps Teams space(s)) to help reps collate the impact of Industrial Action.

MORE ABOUT UCU

There are a variety of resources from signage to info packets and leaflets on why UCU is striking and how you can show support. The UCU have a variety of resources available that may be useful: <https://www.ucu.org.uk/article/12475/Resources>

