



University of Bath Unison Annual General Meeting 2026

Date: Thursday 19th March 2026, 10-11.45am

Venue: 3 West North, 3.7 and via Teams

Attendees

- Wendy Brooke
- Lily Blackmore
- Cameron Malone
- Shane Edwards
- Julie Samways
- Colin Brestrich -Sciones
- Neal Scotcher
- David Roberts
- Steve Nicolson
- James Every
- Rob Cooper
- Nicola Lloyd
- Alison Borgelin
- Bentley Crudgington
- Caroline Thomas
- Rachel Sherring-Lucas
- Sara Barrett
- Simone Osborn
- Tracey Stenson Jukes
- Alison Mayes
- Guest: Stuart Melvin

Apologies

- Paul Bisby
- Rachel Willis
- Angela Harrington

1. Welcome

RC welcomed members in the room and online

2. Minutes of the 2025 AGM

The minutes were accepted as an accurate record of the meeting

3. National HE Pay Ballot Information

Pay Ballot 2025-26

- 17 years of real terms pay cuts for HE
- 28% reduction in HE worker pay in real terms since 2010
- 75% Unison members are concerned about coping with the cost of living
- This cannot continue. It's not sustainable.



Background: The Public Sector

- | | |
|-------------------------------|--------|
| • Inflation - RPI (July 2025) | • 4.8% |
| • Armed Forces | • 4.5% |
| • Doctors | • 4% |
| • Teachers | • 4% |
| • Nurses | • 3.6% |
| • Civil Servants | • 3.4% |
| • University workers | • 1.4% |



Background: The Offer

- 1.4% pay rise for all staff
- Inflation was 4.8% (July 2025)
- A real terms pay cut of 3.4%



Background: Last ballot

- We did not reach 50% turnout
- 87% of people voted yes for strike action
- If 30 more people vote in this ballot, we will get across the threshold



The 2026 Ballot

- Ballot opened on 27 February and closes on 27 March
- Call the hotline if you don't have ballot papers: **0800 0857 857**
- Vote by **Friday 20 March**



What does this mean for the University of Bath?

- The University CAN afford to pay you fairly.
- In 2025 the University made £21.3 million surplus (profit).
- Senior management plan to invest **£1.3 BILLION** into buildings and infrastructure over the next 15 years.
- You are worth just as much as buildings.



4. Presentation of Annual Report on Branch Activities including Financial Report

Our Branch



Our Branch is made up of:

- 244 members
- 46 retired members (up 2)
- 2 unemployed members (up 1)

We have:

- 11 Committee members (down 1)
- 9 Stewards (up 1)
- 3 Health and Safety rep (up 2)

Finance Update



- Total funds held by branch increased slightly during the year from just over £35k to just over £36k – this included additional donation support the Branch offered during 2025.
- Donations was the largest spend category last year, with expenses to support members to attend training, meetings & conferences being the second.
- This year, we have extended the budget for printing & communications, to focus on making our branch more visible across campus.
- Year-end 2025 audit has been completed and passed, with two new member auditors taking part to complete this in Jan 2026.

Case Work



43 Cases (up 7) including

- Grievance
- Disciplinary
- Long term sick
- Pension
- Capability
- Job Evaluation
- Bullying and Harassment
- Workload
- Stress
- Investigations
- Flexible working requests
- Dignity and Respect

Committees and Working Groups



Regular Meetings

- Joint Unions Consultation and Negotiation Committee (JUCNC)
- Trade Union Consultation Meeting (TUCM)
- Trade Union Policy Review Group
- Trade Union – Reward meetings
- Health and Safety committee
- Campus Union meetings

Pay and benefits groups

- Pay and Grading Negotiations
- Equality of Pay Working Group

Other

- Travel Advisory Group

Policy Reviews



We have formally reviewed the following policies:

- Investment
- Redundancy policy
- Reproductive health
- Acceptable IT use
- Paternity and Maternity Leave
- CCTV code of practice
- Disciplinary
- Capability
- Grievance
- Managing Sickness
- Dignity and respect
- Personal and professional relationships

Health and Safety



- Over the last year our H&S officer and reps have raised concerns and issues on the H&S committee and directly with the University.
- Regularly attend the University H&S committee and Unison SW H&S Committee.
- Currently working on high temperatures policy for extremely hot days.

If you have Health and Safety concerns, please tell Steve Nicholson on s.nicholson@bath.ac.uk

Other Activities



Pay

- Members in the Portering cleaning and operations team won protection for their weekend pay.

Campus Union Solidarity

- Collaborated with UCU and Unite to put pressure on the University e.g. redesign the pay scale.
- University of Bath investment policy – pushing to stop investment in fossil fuel and arms companies.

Other

- Donated to other Unison branches taking strike action: Cathedral Schools Trust, University of Bristol.
- Organising for members to attend the Together Alliance March to stand up to the far right.
- Agreed Gender Pay Collective Agreement – yet to be implemented.
- New communication strategy to keep everyone informed.
- Attended staff inductions.
- Training for branch officers: sick pay, challenging far right, trans rights, employment law, gender equality

5. Ratification of elected stewards

- Alison Borgelin
- Rob Cooper
- Bentley Crudgington
- James Evemy
- Beck Freeman
- Nicola Lloyd
- Julie Samways
- Tracey Stenson Jukes
- Rachel Willis

6. Election of Officers

- Chair: Rachel Willis
- Secretary: Rob Cooper
- Treasurer: Nicola Lloyd
- Membership Officer: Julie Samways
- Education Coordinator: Tracey Stenson Jukes
- Environment Officer: Alison Borgelin
- Communications Officer: Nicola Lloyd and Lily Blackmore (job share)
- Health and Safety Officer: Steve Nicholson
- LGBT+ Officer: Bentley Crudgington
- Pensions Officer: Steve Nicholson
- Casework Officer: Julie Samways
- Learning Representative: Tracey Stenson Jukes
- Equality Representative: Bentley Crudgington, Alison Borgelin and Lily Blackmore
- Health and Safety Representatives: Steve Nicholson, Julie Samways and James Evemy
- Workplace contacts: Sara Barret and James Evemy

- SW HE Committee Reps: Rob Cooper and Lily Blackmore

7. Affiliation to Bath Trades Council

Agreed by all to continue affiliation with the Bath Trades Council.

8. Branch Action Plan

Branch Action Plan 2026-2027



- **Activist Recruitment:** Sports and Recreation, SU, Security, Learning rep
- **Activist Support and Development:** rep training on campus, organising conversations
- **Membership Growth:** be more visible, walk arounds, staff networks, stalls
- **Organising Opportunities:** member led organising supported by officers
- **Communications:** update webpages, review comms strategy
- **Equalities:** equal pay and oppose trans bathroom bans

Organising Priorities 2026-27



- **Pay:** National Higher Education Pay Ballot and Local Pay Negotiations
- **Divestment:** pressure University to stop investing in fossil fuel and arms companies
- **Commercial Services Review:** protect jobs and conditions following this review

9. Address from Stuart Melvin, Area Organiser for Cathedral Schools Trust.

Meeting Closed 11.15am