

Bristol University & College Union General Meeting 24 Jan 2018 Motion

MOTION PRESENTED AT BRISTOL UCU BRANCH GENERAL MEETING 24/01/2018 REQUESTING MEMBERS' SUPPORT TO TACKLE THE GENDER PAY GAP

This branch notes:

- the gender pay gap at the University of Bristol is 16%;
- that women are under-represented higher up the career pathway and grading structures;
- that, despite the efforts made by UCU and others over many years, the gender pay gap persists;
- that, at the current rate of progress, it will take several more decades to close the gap;
- that, despite some progress on joint working on the Gender pay gap within the professoriat, there is a need for meaningful action to resolve many issues across academic and related staff.

This branch believes:

- that there is a need for the University's senior management to agree that closing the gap as a key organisational objective;
- that the University should commit to time-limited negotiations to reach an agreed action plan.

This branch agrees:

- that a meeting of women members should be convened as early as possible in February;
- that the branch's executive committee should agree a final version of the claim and submit it to the University management ASAP and no later than the end of February;
- that a public event open to members, staff and students should be held in honour of International Women's Day, and senior management should be invited to participate.