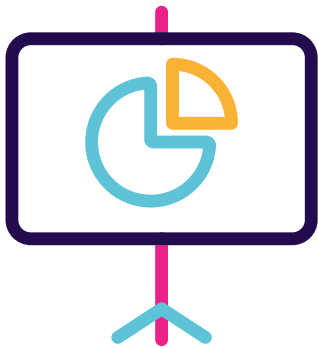


SUSSEX UCU AND YOU

WELCOME TO YOUR SUSSEX UCU NEWSLETTER

This newsletter shares with you the work that Sussex UCU is doing on behalf of members and for all staff and students at Sussex. If you have questions, comments or want to get involved, please get in touch!



PRESENTATION TO COUNCIL

On Friday 3 July Council discussed the draft budget through to October, at which point the budget will be revisited and finalised. Andrew Chitty (Sussex UCU VP) with Paula Burr (Unite Branch Secretary) gave a presentation on the McGettigan report and highlighted staff concerns about transparency, finances and autonomy. Papers relating to budget and discussions are not yet available. But the Combined Joint Negotiation Committee (Unison, Unite and UCU) have been promised an update on the draft budget by the Director of Finance. Please get in touch if you would like to be in our Finances Working Group.

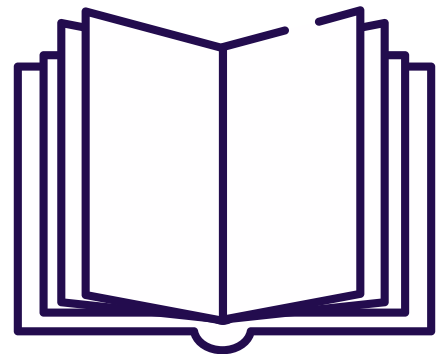


PROMOTIONS

At the Combined Joint Negotiation Committee on Friday 3 July, UCU pressed UEG about the University's decision to put promotions on 'indefinite pause'.

We were frustrated to learn that they had not undertaken an Equalities Impact Assessment before making the decision and concerned about the financial and professional implications for hardworking academic staff, and for the gender and BAME pay-gap.

UEG stated that they will carry out an EIA when they revisit the decision in October and will share the results with the trade unions.



ANTI-RACISM READING GROUP

Hosted by the UCU Anti-Racism working group and Decolonise Sussex, our first Anti-Racism Reading Group will meet on Thursday 23 July, 17:00 - 18:30. We will be discussing the Foreword and Introduction to Jason Arday and Heidi Safia Mirza (eds.) ***Dismantling Race in Higher Education*** (2018), available as an eBook [here](#).

All union members and students are welcome. Please email ucusussexantiracism@gmail.com for the Zoom invite and if you have any questions or suggestions.

9 July 2020



NEGOTIATION TRAINING

ONLINE WORKSHOP FREE FOR ALL UNION MEMBERS

Negotiation is an essential part of our role as members of a Trade Union, and beneficial to all employees. It is also a skill that requires instruction and practice to build confidence and success. **We are hosting an online half-day workshop on negotiation 7 Aug 9:30am-1pm for all Sussex Trade Union members.**

This online workshop will give participants a step-by-step approach to achieving a win-win outcome, even if the other party is not a natural win-win player and even if, as sometimes seems, the wins are mutually exclusive. This includes topics such as:

- Getting Your Best Win
- Understanding Their Perspective
- Dealing With Deadlock
- Complex, Multi-Party Dynamic Negotiations
- Negotiating Against Power
- Negotiating When You Cannot Fully Trust

The workshop will be led by Simon Horton, the lead trainer at Negotiation Mastery. He has taught hostage negotiators, some of the largest law firms and banks in the world, and many other household name organisations. He is also a Visiting Lecturer at Imperial College, London, and is the author of The Leader's Guide to Negotiation. He has previously run training for trade unions at University of Bristol.

Please register online [here](#) to attend.

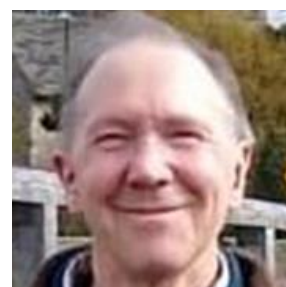
YOUR SUSSEX UCU TEAM: SIMON WILLIAMS

What is your role within Sussex UCU?:

As Hon Secretary I set up meetings and share responsibility for sending information to members.

What is your role at Sussex?

I am a tutorial fellow in SCLS where I convene the extended pre-sessional course.



What have you been working on within the union recently?

I've most recently liaised with UCU branch administrators and other rep/exec members in organising regular meetings.

Contact me about:

Members' representation in general meetings, communications to members, and questions related to the running of reps and exec meetings.

s.a.williams@sussex.ac.uk

9 July 2020



WHAT YOU CAN DO TO SUPPORT SUSSEX UCU WORK THIS WEEK



- Support our Crisis Justice Campaign on [Twitter](#) and [Facebook](#).
- Read our latest [blog posts](#).
- Email your [departmental rep](#) to get involved
- Become a UCU Health and Safety Rep (includes facilities time)
- Follow Council Candidate Max Savage on [Twitter](#)
- Get in touch (below) if you have issues to raise to the union's attention.
- Join the anti-racism reading group (ucusussexantiracism@gmail.com)
- Participate in our [Negotiation Training](#).

KEEP IN TOUCH WITH YOUR UNION

- Email: ucusussex@sussex.ac.uk
- Website: <https://ucusussex.wixsite.com/ucusussex>
- Twitter: [@SussexUCU](https://twitter.com/SussexUCU)
- Exec and Reps List: <https://ucusussex.wixsite.com/ucusussex/contacts>
- Crisis Justice Campaign Twitter: [@CrisisJusticeSX](https://twitter.com/CrisisJusticeSX)

