

**To: All students**  
**From: VC communications**  
**Date: 19 November 2021**  
**Title: Industrial action – important update**

Dear students,

Further to my email of Friday 5 November, I now have more information to share with you about planned industrial action at Durham.

### **Summary**

- Three days of strikes are planned for this term (1 to 3 December 2021 inclusive).
- Our highest priority is maintaining access to learning and education and ensuring our students are able to achieve their learning outcomes.
- Policies concerning assessments and examinations, and actions designed to mitigate the effects of the strike on teaching and learning, will be shared with students and staff on Monday 29 November.

### **Background to the dispute**

The industrial action taking place is in relation to two national disputes; potential changes to the Universities Superannuation Scheme (USS) pension fund and pay and wider issues. You can find out more about these disputes on our dedicated [webpage](#).

### **Plans for industrial action**

We have been notified that **three days of strikes** are planned for this term, to take place on **1, 2 and 3 December 2021** inclusive. We may be notified of further strike dates in due course.

Action short of a strike (ASOS) is also planned on a **continuous basis from 1 December 2021** and may continue until no later than 3 May 2022. ASOS will involve UCU members of staff 'working to contract and not volunteering to do more'.

### **Minimising the impact on our students**

Only a percentage of our staff are members of UCU and of those members, not all voted for industrial action.

As staff are not legally obliged to tell us in advance whether they intend to participate in strike action, it is impossible to know in advance which teaching and learning activity will be disrupted. You should therefore act on the assumption that classes will take place as scheduled, and that assignments can be submitted as usual. The library, and study spaces in the Teaching & Learning Centre, will remain open.

### **Policies to Mitigate the Educational Impact on Students of UCU Industrial Action**

We'd like to reassure you at this stage that mitigating the impact of industrial action on students is our highest institutional priority.

Policies concerning assessments and examinations, and actions designed to mitigate the effects of the strike on teaching and learning, will be shared with students and staff on

Monday 29 November.

**Further information**

A dedicated webpage containing more detailed information, including answers to FAQs, can be found at [www.durham.ac.uk/industrial-action](http://www.durham.ac.uk/industrial-action). If you have any general questions, please contact [strike.action@durham.ac.uk](mailto:strike.action@durham.ac.uk).

Best wishes,

Antony Long  
Acting Vice-Chancellor and Warden