

Minute 19/12:

In response, the Vice-Chancellor commented that the local UCU dispute with the University over issues which had been the subject of extensive and positive local negotiations over the past year was disappointing. The subcommittee had addressed casualisation, along with issues such as the gender pay gap, and had made good progress towards agreement; some issues, such as ~~fixed~~ ^{fixed} contracts for research staff, could not easily be resolved locally, ~~as~~ ^{as} they were largely driven by the funding practices of the research councils.

Mr McAulay commented that, while the ballot had been at local level, the issues were clearly sector

- (vii) The President of Reading UCU asked for clarification on the Promotions Appeals process and the guidelines on disclosure of any personal circumstances which were relevant to the promotions process and appeal process. The Chancellor explained that an individual could choose not to disclose circumstances other than to the Head of School who would make a judgement on reasonable adjustments, and the detailed information would not be made available to the members of the panels. This had been endorsed as best practice by the current Dean of Diversity. Professor Lesnik-Obersteir commented that, as Reading UCU equalities officer, she would be interested in discussing some procedural issues and would contact the new Dean of Diversity to do this in due course;
- (viii) Dr Schroeter asked for clarification on the apparent need to put in a flexible working request to avoid on the grounds of childcare responsibilities as he asked to teach between 5 and 6 pm. The Director of HR undertook to share the detail of this, which he suspected related primarily to the timetabling form, rather than to the formal HR process;
- (ix) Mrs Pellow commented that the tone and content of emails to staff relating to actions following the strike days had been varied and in some cases conflicting. The Director of HR suggested he could share the text of an email which would be sent imminently to staff on re

Tuesday 4 February 2020 at 10.30 am
Wednesday 27 May 2020 at 10.30 am

