

defend jobs  
defend education

## SAVE THE ARTS AT UAL

### What's happening to our university?

- 16 courses are to be closed at London College of Communication, including ones that are profitable.
- Hundreds of jobs are to go across all our colleges.
- There has been a failure to follow procedures for course closures and redundancies.
- There has been a failure to consult staff and students.
- UAL management are putting business before arts education.

# SAVE THE ARTS AT UAL

## WHY IS UCU IN DISPUTE WITH UAL MANAGEMENT?

We believe that management has failed to follow correct procedure for course closures and redundancy. The Head of College at LCC has unilaterally closed courses. Consultation has been a travesty of good practice everywhere and all previous practice at the University. The University management has backed these actions.

We believe that the consultation process in all cases has been seriously flawed. We have raised concerns about failures in both collective and individual consultation. Some staff have been issued with redundancy notices before their individual consultation meetings.

Management have a duty to establish fair processes for selecting staff for redundancy with objective criteria in order to avoid discrimination. We believe that they have completely failed to do this.

We believe that management has failed to offer fair opportunities for redeployment across the university. The only opportunities for redeployment offered have been highly selective and largely restricted to senior levels.

## WHAT IS HAPPENING TO OUR UNIVERSITY?

We believe that the redundancy and restructure of the University of the Arts has been grossly mishandled.

- Workloads for staff who remain are rising.
- Staff morale has plummeted.
- Final year students have been left without dissertation supervisors.
- New students have been enrolled onto courses without being told that their courses are listed for closure.
- The reputation of our University and our colleges will be damaged in the public eye.

## THERE IS ANOTHER WAY

We believe that management must take a step back and work with us to try to rebuild trust at the University. We're calling on the management to:

- halt planned course closures
- withdraw redundancy notices
- begin full and meaningful consultation over the future of the University
- negotiate with us proper protocols for the conduct of restructure and a proper redundancy and redeployment agreement.

We must work together to protect arts education in London and the UK. That's why this dispute is not just about jobs. It's about the future of education in the arts.

## MORE MANAGEMENT FAILURE... THREAT OF STRIKE ACTION

So far we have been unable to persuade management to reach an agreement with us. Members are angry and this further management failure has persuaded us that we may need to ballot for strike action.

If management persist in forcing through this flawed exercise without properly engaging with the unions, UCU will ballot for action.

## WHAT YOU CAN DO

If you are a student, find out more about the campaign and leave us a message of support here: <http://ual.web.ucu.org.uk>

If you are a UCU member, contact us to find out how you can help. Email: [lwalsh@ucu.org.uk](mailto:lwalsh@ucu.org.uk)

If you are not a member, join now here: [www.ucu.org.uk/join](http://www.ucu.org.uk/join)

**Join your union today  
at [www.ucu.org.uk/join](http://www.ucu.org.uk/join)**

*defend jobs, defend education*

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