

Statute 24 Motion departmental motion

(originally passed by Centre for Applied Linguistics and subsequently endorsed by the Centre for Education Studies)

We wish to engage constructively in debate around the possible reform of Statute 24. We welcome the lengthening of the consultation period, and highlight the following broad concerns about the proposals.

- We believe that the introduction of common policies across all staff groups would not, in fact, lead to fairness and equality, since it would deprive academic staff of protections specific to the nature of their role.
- Procedures about academic grievance, dismissal and redundancy should not be primarily situated at departmental level. To do so would place an unfair burden on heads of department. It would expose individuals to job insecurity if their academic priorities and/or ideologies differed from those of their line managers, and would therefore stifle debate.
- Detailed procedures about academic grievance, dismissal and redundancy should not be moved from Statute to HR policy, precisely because the latter can be easily changed without recourse to debate among those stakeholders currently represented by the University Council. Procedures in Statute form a stable part of terms and conditions of employment, whereas procedures in HR policy would not.

While opposing the suggestions that policies should be common across all staff groups and that procedures around academic dismissal and redundancy should be removed from Statute, we recognise that Statute may need reform. Collectively and individually, we will engage constructively in a process to agree appropriate reforms. We see an opportunity for Warwick to be sector-leading in its commitment to the day-to-day practice of academic freedom, from which academic excellence can proceed.