

## Outcomes of Warwick UCU Open Meeting on EU Referendum Result

13 September 2016.

Dear Vice Chancellor Croft,

As you will remember, Warwick UCU organised an Open meeting on Wednesday 6 July in order to collate staff concerns following the referendum result. Some of these concerns were allayed in the all-staff meeting on Tuesday 12 July and UCU members appreciated the tone of the meeting and the information that was conveyed at the time and subsequently. What follows is a list of points that were generated by the Open meeting. All Warwick UCU members are being sent this letter, as are all the Open meeting attendees. For this reason, a formal written response would be appreciated, in due course.

### **We call upon university management to agree to the following actions:**

#### **For University of Warwick Staff:**

1. Imperial College has set up a legal and financial support package for European Economic Area (EEA) staff and their dependents to help staff understand their options - see <https://www.imperial.ac.uk/about/leadership-and-strategy/eu-referendum/support-for-european-staff/>

They are paying for a specialist immigration law firm (Farrer & Co) to provide one-hour of one-to-one advice for staff members. Warwick should do the same for all EEA staff, regardless of their grade.

2. The university should underwrite the cost of applying for UK citizenship for both new and existing staff, whatever their nationality. This should be written into the contracts of new staff, just like moving costs currently are.
3. Staff need to have several years' residency before they can apply for citizenship, so the money should be available when required, not necessarily on appointment.
4. Continuity of service for staff on casualised contracts needs defending because this can link to citizenship eligibility.
5. Given that a substantial amount of research funding is likely to be lost, we need an assurance from the University that research funding will NOT be used as a metric for redundancy in the foreseeable future.

**For University of Warwick Students:**

We are pleased to see that EU students will be charged home fees in 2016, 2017 and 2018. The information about the future of ERAMUS is also helpful.

6. Current and prospective PhD students need continued access to Research Council funding. The University should lobby for this on their behalf.

**For the Community:**

7. The university should organise a major event, either locally in Coventry, or nationally, with other universities to emphasize how much the whole HE sector benefits from its international staff and students.

**We call upon university management to lobby government as follows:**

1. All universities should make a collective announcement saying the rights of EU citizens must remain the same. This needs doing as soon as possible because it is already impacting recruitment. Vice-Chancellors need to articulate this demand at every opportunity.
2. There should be no new legislation at the same time as the BREXIT process. We appreciate that efforts to halt the progress of the Green/White paper have not been successful so far, but we need HE leaders to keep up the pressure.
3. Students should be taken out of immigration figures.
4. Universities should refuse to act as border guards for EU students.

Yours sincerely,

Warwick UCU Committee