

**UCU Email to DVC, KAREN BRYAN, and HR Director, GAIL BRINDLEY.  
9/10/18**

Dear Karen,

We were very disappointed that when we turned up last week to the meeting we had requested as a Dispute JNC it had been transformed into something very different with a very different set of people in attendance. We asked you why you would not discuss the policy with staff representatives and why – if you were following the Recognition Agreement – you were refusing to accept that we should discuss the lecture recording policy specifically. You did not answer. Instead, Gail asserted, several times, that the meeting was to ‘clarify’ our very lengthy response to your brief comments sent to us earlier. With respect, if you had further questions, those should have been sent in advance of the meeting. This raises suspicions that the real aim was to avoid substantive discussion. Gail also asserted that you would answer our questions about why senior management was choosing to ignore the Recognition Agreement with the unions and whether this meant that you were de facto de-recognising us.

It is with great regret therefore that we note that you have still not sent answers to these crucial questions, nor have you identified any areas of our detailed paper that you do not understand. We note also that you are now completely in breach of the Recognition Agreement. We do not understand why you should have chosen to take this approach over a policy that is neither central to the University nor incapable of agreement if we discussed it. UCU has already explained that members are not necessarily opposed to recording lectures but are concerned about the arrogation of intellectual property rights to the University in breach of their contracts, custom and practice and HEFCE advice. They are also very worried about the lack of safeguards for staff and students.

Since we are keen that this does not escalate, we would be prepared to attend a Dispute JNC on Wednesday before or after the JNC that has already been scheduled although it is considerably outside the time period laid out in the Recognition Agreement.

We look forward to hearing from you.

Best wishes,

Dr Amanda Sackur  
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