

# Congratulations to City, University of London for successfully joining the University of London

## A benefit to students, but is it really a benefit to staff?

### ANNUAL LEAVE

Taken from the University of London website, and applies to Academic and Administration, Management and Professional Staff

*7.1 Full time employees are entitled to 30 working days paid holiday in each leave year plus such bank and other public holidays as are observed by the central University.*

*7.2 In addition to bank and public holidays, there are certain other days at Easter and Christmas (called University Closure Days) on which the central University will be closed. Details of the additional leave that may be taken on the University Closure Days by certain employees is available on the University of London website.*

<http://www.london.ac.uk/4298.html#c7219>

This is a significantly more generous annual leave entitlement than the one at City. We hope to initiate discussions about this in the near future.

### GOVERNANCE & TRANSPARENCY

Many of the other Colleges of the University of London have a more democratic Governance structures than City, with some having elected members of staff sitting on the governing body, the only elected person on City's Council is the President of the Students Union.

City, University of London should be working towards a more open, transparent and democratic model of governance.

### LONDON WEIGHTING

We are looking to ensure that City staff benefit from any improvements to the London Weighting which other UoL institutions have fought for.

<http://www.london.ac.uk/5688.html>

**A message from the  
University and College Union**



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## **EQUALITIES**

Many of the UoL colleges have a large Equality, Diversity and Inclusion team and their contact details, policies etc. are visible and easy to find on their web pages.

City's resourcing in Equality and Diversity advice and support is tiny by comparison.

While there have undoubtedly been many improvements on the City website, thanks to the efforts of the Marketing Team, much information is hidden on the intranet, difficult for staff to find and impossible for external visitors. The content should be easily available to anyone who wishes to access it.

## **EQUALITIES – PAY**

City has the highest gender pay differential at professorial level of all University of London Colleges and note with interest that LSE have conducted detailed analysis and are now proposing pay rises for female academic staff to close the gap see <https://www.timeshighereducation.com/news/lse-give-female-academics-pay-rises-close-gap-men>

**City, University of London UCU Branch are looking forward to working with other UoL institutions through its regional structure. We will be raising these issues over the coming year and hope to ensure our members have the best possible working conditions and benefits.**

**Come join the fight for better conditions and pay for Staff**  
<https://www.ucu.org.uk/join>

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