



Dump the hard hats.

Invest in people not

buildings. Workers

are the foundations

of Oxford Brookes.

WHAT IS HAPPENING AT THE UNIVERSITY?

Oxford Brookes University (OBU) is currently facing a third round of voluntary severance (VS).

Over 800 people have been sent a VS letter across all four faculties. The Vice-Chancellor's Group (VCG) now says it needs to make £6.5m savings, or 5% of staffing costs. This could mean well over 100 people leaving by the summer, and more savings in the next academic year have already been announced.

WHY IS OBU IN SUCH BAD FINANCIAL SHAPE?

- OBU has one of the highest levels of external borrowing in the UK as a percentage of total income (92.3%).
- This debt is due to a range of questionable expenditures including estate development financed by loans involving strict covenants.
- Overambitious recruitment targets: for example, in June 23, the VCG budgeted, based on faculty projections, with a 21% increase in postgraduate recruitment for 23/24. These projections inform future investments and give creditors a false sense of the university's potential finances.*

WHAT DO WE WANT?

- **Better communication on the finances** and a policy to 'open the books'
- **A pause on any major capital investments** and reversal of new plans
- **Prudent recruitment targets** that do not lead to further financial gambling
- **Reduce costs of VCG** through senior management pay cuts
- **Establish a joint staff committee** where staff and unions have negotiating power with management, and with accountability for management's decisions
- **Establish a contractually-binding** working hours and duties agreement
- **Support the national call to reinstate student cap**, and pressure VCG to lobby the Universities and Colleges Employers Association (UCEA) and Government

CHANGE THE VISION

Help us develop a new model of financial viability that includes staff and students in decision-making and make sure the VCG negotiates with us on workloads.

Join UCU: www.ucu.org.uk/join and help us pressure the VCG and the Board of Governors. This branch achieved important concessions this year but we could achieve so much more if more people join us. <https://oxfordbrookes.web.ucu.org.uk>

*Full analysis: <https://tinyurl.com/36z7fsvx>



www.ucu.org.uk/join

Twitter: @BrookesUCU
Instagram: @Oxford_Brookes_ucu