

Campaigns

Safe to Speak Up

July 13th 2022 UCU informs management at JNCC that it continues to call for a proper and thorough investigation into the **Safe to Speak Up** issue. UCU argues the investigation should be led by an independent chair with fair representation of unions on the steering group with and appropriate personnel appointed to the steering group.

July 5th 2022 UCU writes to chair of **Safe to Speak Up**/Open Herts steering group to say UCU is boycotting the steering group.

July 1st 2022 UCU AGM votes overwhelmingly for UCU to boycott the **Safe to Speak Up**/Open Herts steering group due to the three concerns all being rejected by the chair of the committee.

May 5th 2022 UCU and Unison write joint letter to chair of **Safe to Speak Up**/Open Herts steering group outlining three concerns about the review's steering group.

April 13th 2022 UCU writes again to the chair of governors expressing its concerns.

March 25th 2022 UCU writes to the chair of governors expressing its concerns regarding the **Safe to Speak Up**/Open Herts issue/steering group

February 8th 2022 UCU writes to the VC to state its disappointment that he did not reply to the email of 2nd December regarding **Safe to Speak Up** concerns. UCU repeats its call for an independent chair to lead the UH review and points out the resignation in December 2021 of the Deputy VC is an ideal opportunity to appoint an independent chair.

February 2nd 2022 UCU raises **Safe to Speak Up** concerns at JNCC and calls for an independent chair to lead the UH review and an apology from the VC for the lack of progress on the issue since it was first raised publicly with him in 2019.

December 2nd 2021 UCU writes again to the VC raising **Safe to Speak Up** concerns

November 25th 2021 The VC writes to reject UCU's concerns about his decision to appoint the Deputy Vice chancellor to lead the UH **Safe to Speak Up** review.

November 24th 2021 At JNCC, UCU raises its concerns regarding the conflict of interest arising from the appointment of the Deputy Vice Chancellor to lead the **Safe to Speak Up** review.

November 4th 2021 UCU writes once again to the VC about **Safe to Speak Up** concerns

October 7th 2021 The VC announces, in his online address to UH, that a **Safe to Speak Up** review will be led by the Deputy Vice Chancellor

October 6th 2021 UCU informs JNCC that it feels there has been insufficient enthusiasm from management to deal with **Safe to Speak Up** concerns.

June 25th 2021 UCU replies to the VC expressing disappointment at his response to the **Safe to Speak Up** concerns.

June 5th 2021 The VC replies to UCU's recent email to him on **Safe to Speak Up** concerns.

May 4th 2021 At a UH-wide Strategic Plan One meeting UCU again raise **Safe to Speak Up** concerns. The Chair of meeting says management are taking the issue very seriously.

January 21st 2021 UH Pulse survey 2020 shows less than half of respondents give a positive response to the question “I think it is **Safe to Speak Up** and challenge the way things are done in the university”.

May 6th 2020 UCU sends a **Safe to Speak Up** report to HR for one UH SBU (Strategic Business Unit).

January 23rd 2020 UCU HBS rep again raises **Safe to Speak Up** concerns with the VC

January 15th 2020 - UCU first raises **Safe to Speak Up** concerns at a Joint Negotiating Consultative Committee (JNCC) meeting this is where the recognised trade unions (RTUs) meet UH senior management). UCU has consistently raised safe to speak up concerns at JNCC since this date.

December 17th 2019 - UCU first raises **Safe to Speak Up** concerns at a meeting with HR.

27th November 2019 - a UCU HBS rep first raises the **Safe to Speak Up** concerns with the Vice Chancellor publicly. These had been highlighted in the UH Staff Pulse Survey of 2019 results as a concern throughout the University but especially in the Hertfordshire Business School.