1. TEACHING AND LEARNING

What happens to teaching and learning during industrial action?

- The University is remaining fully open throughout the industrial action. The majority of teaching and assessment is taking place as planned, although we appreciate the impact differs across Schools and Departments. More than 75% of our academic staff are not members of the University & College Union.

- Please assume that teaching and learning activities are going ahead, including the supervision of projects and dissertations, and that you attend as planned unless you hear otherwise from your lecturer or School. Similarly, you should continue to submit assignments to existing deadlines.

- Schools are working hard to reschedule lost sessions wherever possible, provide catch-up resources through Moodle and extend deadlines where helpful. Please keep in touch with your School for information specific to your circumstances.

How will I know if my seminar, lecture or other session is disrupted by industrial action?

- Where sessions are likely to experience disruption, your School will endeavour to give you advance notice where at all possible. However, staff do not have to inform the University in advance that they intend to take industrial action, so this might not be possible in every case.

- Should a member of staff not arrive for a teaching session at its planned start time, you should wait for a few minutes to be sure that your lecturer is not late before leaving the room.

- Please note that unless a class has been disrupted, normal attendance monitoring will take place. It’s worth remembering that the student Attendance Policy means you must attend all activities to pursue your studies required by your School.

What should I do if my session is disrupted by industrial action?

- Please accept our apologies if this does occur. Our libraries, computer rooms, and other learning environments and services will be available throughout the period to enable you to continue your studies and independent learning.

- Schools will reschedule lost sessions wherever possible, provide catch-up resources through Moodle and extend deadlines where helpful. Please keep in touch with your School for information specific to your circumstances.

What if my viva, oral examination or presentation is disrupted?

- The planned industrial action does not include a boycott of marking or assessment. Should oral examinations, assessments and vivas coincide with the industrial action they will be rescheduled at the earliest opportunity.
2. EXAMS AND ASSESSMENTS

If my sessions are disrupted and not rescheduled, how can I be assessed on those topics in examinations or assessments?

- Exams will commence on Monday 21 May with revision week commencing 14 May, and timetables will be issued w/c 26 March.
- For your assessments and exams, we will ensure that you are not disadvantaged if you have missed any learning due to the strikes, while of course maintaining the highest standards.
- Schools are taking steps to check that assessments, exams, coursework and other assignments reflect the learning that has taken place.
- Where a question or task requires learning that has been disrupted by strikes, this will be changed or replaced with an equivalent question or task covering material which has been delivered.
- Assessment methods will be maintained in the same proportions, for example, 10% presentation, 30% coursework, 60% exam.
- Importantly, we will maintain our quality and standards at all times, with full regard to the QAA and our Quality Manual, so that you can be assured that your exams assessments will be as robust as they always are.

What if the assessment cannot be changed?

- On the limited occasions where an assessment cannot be changed, then Boards of Examiners will make overall adjustments to marks in recognition of the additional difficulties faced by the students on the affected module.
- The intention will be to ensure that the cancellation of teaching has no detrimental effect on any student in terms of the marks they receive. In such circumstances you should not be required to submit a claim for extenuating circumstances.

Will we be entitled to an extension for dissertations or other submission of work due to the industrial action?

- You should assume that any deadlines set for submitting work, including dissertations, still apply as normal. Your Schools will aim to maintain assessment deadlines, but also look at where revised deadlines might be helpful for you.
- Unless you have been told of a change to a specific submission date, the stated deadline will stand, and you will not be automatically entitled to an extension if the submission or dissertation deadline falls within the period of industrial action.
- If the industrial action has a specific detrimental impact on your personally, you might be able to make a request for Extenuating Circumstances, which supports students with exceptional, unforeseeable, short-term circumstances which affect their ability to study or take assessments.

Will my work be marked if lecturers are on strike?

- Yes, the mandate for industrial action does not include a marking boycott.
3. INTERNATIONAL STUDENTS

How will the strikes affect my Visa in terms of my attendance record?

- Your Tier 4 visa conditions are not affected by the industrial action. Unless you are specifically advised that a session has been disrupted, you should attend as normal, and the normal processes for attendance monitoring will apply to sessions which are not disrupted.

- If a session is disrupted due to industrial action, this will be recorded by the University as a cancelled session, and this will not have a detrimental impact on your attendance record for the purposes of your Tier 4 visa.

As an international student, do I still need to ask for permission if I want to return to my home country during the period of industrial action? What are the implications for my visa?

- The industrial action does not change the normal requirements for compliance in terms of your Tier 4 study visa. You should continue to request permission for absences in the normal way.

4. COMPLAINTS AND COMPENSATION

Can I request compensation or a refund of fees?

- Our priority as a University is to ensure that the industrial action - strikes or ASOS - does not adversely affect our students.

- The University was open as usual on strike days; the majority of teaching in most Schools proceeded; libraries, computer rooms, and services were and continue to be available to enable students to continue their studies and independent learning.

- Given the actions we are taking to minimise disruption to students’ learning, we feel that circumstances giving rise to a right to financial compensation are unlikely to arise. Fees cover a very wide range of services, not just tuition, and our focus remains on addressing any disruption where it occurs, rather than providing financial recompense.

- Of course, you can raise complaints through the recognised Student Complaints Policy - and can also contact the Students’ Union for advice - usually this will be when you have evidence in support of the complaint.

Why do you deduct salary from staff who take strike action, and what will you do with it?

- It is common employment practice not to pay staff for the time they are not at work when on strike.

- We will use this money specifically to support our students during the industrial action, and ensure their studies are not adversely affected by the strikes.
5. THE INDUSTRIAL ACTION

What is the University’s position on the dispute?

- Above all we sincerely apologise for any disruption you are experiencing, and want to assure you we are doing all we can to ensure teaching, learning and assessment is not adversely affected.

- This is a national pension scheme of 400,000 members in universities across the country. It is right that a national solution is negotiated by employer (UUK) and staff (UCU) representatives - no single university or Vice-Chancellor should have influence on their own.

- The University supports the proposal published on Friday 23 March which Universities UK and the University and College Union are now consulting their members on.

- You can read more here, but the key points are to maintain the pension scheme as it is until April 2019, and suspend the industrial action, while a jointly agreed independent panel of experts reviews the valuation of the scheme.

- To examine the different perspectives on the dispute, please go to UUK, USS and UCU.

When is the industrial action?

- The University and College Union (UCU) has held a series of day-long strikes at Nottingham and more than 60 other universities across 22-23 and 26-28 February, and 5-8 and 12-16 March. Further strike days may be announced by UCU for the summer semester.

- Action short of a strike will run from 22 February to 19 June 2018, where UCU members are asked by the union to work to contract and not to undertake specific duties.

How might picket lines affect me?

- Picketing is where staff taking part in industrial action gather outside their place of work in order to seek to persuade others not to work. Picketing is only allowed at or near entrances to and exits from the picket’s own place of work.

- Pickets can request permission to explain their dispute to those entering or leaving the workplace (including students). These activities must be carried out peacefully at all times.

- However pickets do not have the right to stop any person crossing the picket line; force a person to listen to them; stop any vehicle; assault, threaten, intimidate, abuse, harass or defame anyone; cause alarm or distress; or obstruct any path, road, entrance or exit.