

Dear Dr Michael Spence,

I hope this finds you well. I'm writing to raise the issue that UCL and its security subcontractor, Bidvest Noonan, have decided to fire and rehire all outsourced security staff. In the process, they will make 40 redundancies, and the rehired staff will be on worse working conditions with cuts to their hours. This affects our colleagues at [BUILDING/DEPARTMENT].

This move comes after a long standing campaign from UCL security staff to be brought in-house, as already this workforce (the most racialised workforce at UCL) has among the worst pay and conditions on campus. It is not clear how this restructure and redundancy programme follows any of the stated principles of the Deans and Professional Services Director's Race Equality Pledges 2020. In fact, it seriously undermines them. The fact that long-serving, predominantly racialised colleagues are facing job cuts and downgrading at the height of a cost of living crisis is deeply concerning. This, after these same colleagues risked their lives during the pandemic to keep our university secure.

I will quote from UCL's Race Equality Charter adopted by the Council in November 2019:

*Action for race equality exists because racism exists in our daily lives, our institutions and society at large. Racism in the UK is the exercise of historic power relations that produce discrimination and is ideologically driven...Racism must be fought by everyone. This statement names the challenge.*

I strongly agree with this principle, but I do not believe UCL is truly fulfilling its responsibility to this pledge. As long as the university enables outsourcing companies to persistently mistreat migrant and Black and Asian facilities staff and subject them to a stressful redundancy process for arbitrary reasons, such as this, UCL is *not* fighting racism. The university is not taking action against racism, but is actually perpetuating the inequality and 'historic power relations' that it claims to be fighting.

I am also very concerned that the removal of dedicated security staff in [BUILDING NAME] will threaten the safety and security of our staff and students and will diminish the convivial atmosphere in the department. I have close personal relations with security staff in our building and I rely on them for signposting students and guests, collecting mail, and maintaining building entrance policy. The absence of continual security in our building will severely impact our department and our workloads.

These changes do not have to take place. There is a consultation period between now and the end of July. There is no reason why the [BUILDING NAME] should adopt these new arrangements if they are not in the best interests of the staff and students who use this building. I implore you to intervene in this process, and to reconsider these changes, and to prioritise the university's commitments to the Race Equality Charter.

With many thanks, and best wishes,