

Dear James Purnell (j.purnell@arts.ac.uk) and Naina Patel (n.patel@arts.ac.uk),

### ***Stop threatening tutors!***

On Friday 20 May 2022, University of the Arts London's 'Chief People Officer' Naina Patel threatened academic staff with 100% deduction of pay in response to the legally mandated marking and assessment boycott that began this week. If this threat is suggesting that deductions will be taken on an indefinite basis until the dispute is resolved - an effective 'lockout' - who will help us prepare for degree shows? We don't want [strike breaking consultants](#) marking our work.

Staff at UAL voted [overwhelmingly](#) for strike action and Action Short of Strike (ASOS), as a last resort after years of pay cuts and the continuous failure of Senior Management to undertake meaningful local and national action on casualisation, pay discrimination, or workloads.

Staff's local demands include negotiating with the staff unions on:

- [The worst parental leave policy pay in the sector](#) (only 4 weeks of full paid leave.  
The next shortest is a full sixteen weeks more, at 18 weeks).
- Publishing data on racist and ableist pay gaps in 2022, and coming up with clear plans to close them
- Reduced or capped workloads
- Role review for Course Leaders
- Commit to Associate Lecturers becoming permanent fractional staff with professional development

UAL has relied on exploitative casual contracts and unsustainable workloads for too long.

UAL's income is over £344 million. It made an operational surplus of [£10.5million in 2021](#). Where are our fees going?

UAL's own [ten-year strategy](#) focuses on 'Creating a better world. Climate injustice. Disinformation. Structural racism. Regional and economic inequality. At home and abroad, society is beset with deep-rooted social, cultural, environmental, and economic problems. Through our research and partnerships, and by targeting the sectors that matter, we can help solve them, and in doing so create a better world'.

The Royal College of Art worked with its unionised staff to [commit to making conditions better for staff and students](#). We demand that you do the same, and

**negotiate with UCU-UAL to end the boycott now** to avoid further disruption to our studies.

Sincerely,