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Dear Vice-Chancellor,

cc Director of Human Resources

We are writing following the EU referendum result following concerns raised by University of Bristol UCU members.

University of Bristol staff and students are naturally concerned about the consequences of Brexit for Bristol. To some extent the University has addressed this in its initial communications. We welcome measures such as 'The EU referendum result: information and updates' page, the University's membership of the 'We are international' campaign and collaboration with the Mayor of Bristol.

The current juncture is one that the University – its staff, students, leadership – did not seek. In all likelihood, the result of the referendum was a blow for the vast majority of Bristol staff, students and stakeholders. The University has been put in an unenviable position: the current uncertainty is uncertainty for all.

We recognise that the University as an institution is endeavouring to support and assist those affected by the referendum result, and have have a number of questions and points that we would appreciate your response to

- Will the University commit to indefinite leave to remain (ILR) for all staff who are current EU citizens, as well as their families/dependents? Media attention has naturally focused on academic mobility; however, our success as a community and an institution depends on a far wider profile of EU staff than this: language tutors for example, many of whom are on short-term contracts, and would be likely to be most exposed to any new constraints on EU migration.
- Is the University planning on calling publicly on the government for an up-front guarantee that all EU staff would be granted ILR within the next two years, independent of the outcome of any exit negotiations?
- What steps is the university taking to reaffirm its commitment to internationalization? We welcome the very positive step of the #WeAreInternational campaign. The Brexit vote has focused attention on the great value to the HE sector of our diverse and international staff and student body. However, British immigration law has been a major constraint on

mobility for staff from outside the EU for years. With the shape and direction of British immigration policy as a whole currently up in the air, we believe that this is an important time for the university to make a public commitment to all its foreign-born staff and students, and to lobby the government on these terms. It is also a good time for the university to review, and improve, its administrative and financial commitments to its international staff.

- Is the University conducting a risk assessment of Brexit on the institution?
- Is the University considering offering some form of legal support/assistance for staff adversely affected by Brexit?
- Is the University considering any local measures as regards addressing any funding 'gap' resulting from EU funders either withdrawing funding opportunities or discouraging collaboration? How does this funding uncertainty related to the obligations and responsibilities around performance as detailed in the University of Bristol academic role profiles?
- Is the University committed to maintaining those parts of our University ordinances that correspond to EU employment-related law and directives?
- Can the University use Bristol's Remain vote as part of a public campaign to emphasise that Bristol is open-for-University-business?

Yours,

University of Bristol UCU Executive