

## **Motion Title; In House In City**

**Proposer: Shaima Dallali**

**Secunder: Maimuna Bushale**

### **This Union notes:**

1. City, University of London has made public statements that profess the University's commitment to:

“... contribut[ing] to the global good of society.”

“... building and maintaining an environment which values the diversity of its students, staff and all its community.”

“... a collegial environment of equality and mutual respect.”

“... challenging all forms of inequality”

2. City, University of London offers their staff good terms and conditions of employment, however this is not available to cleaning and catering staff. They are employed by private companies rather than by City University. The private companies give them only statutory minimum terms and conditions.
3. City, University of London are operating a 2-tier workforce where those employed privately are treated like 2<sup>nd</sup> class Citizens.
4. Staff employed as cleaners or caterers are disproportionately women and/or black and minority ethnic (BAME). Many are migrant workers.

UNISON, the trade union representing cleaning and catering staff, is running an #InHouseInCity campaign for cleaning and catering services to be brought 'in house', i.e. to be directly employed by City, University of London. Many students and staff have already added their names to UNISON's #InHouseInCity petition.

5. City University have claimed that the process to bring staff in house would be too expensive (they estimate it would cost £1M a year). However, the facts cannot be ignored. Last year, the President was paid an annual salary of £344.5K, 105 colleagues employed by City were paid over £100k and at the end of 2019, City reported a yearly operating surplus of £10.9M (excluding movements on pension provisions).
6. City, University of London also claim that these staff do not provide services that are part of City's core business. Ensuring we have a clean environment to study and food for staff and students ARE core services!

7. King's College, LSE, Goldsmiths, Birkbeck and SOAS have already managed to bring all staff in house whilst UCL and University of London are all in the process of bringing their outsourced staff back in.

**This Union believes:**

1. Catering and cleaning staff should be in house meaning they would be directly employed by City, University of London, and would have the same terms and conditions as every other employee at City.
2. That ALL staff are to be treated with dignity, equality and justice.
3. That catering and cleaning staff do provide services that are a part of City's core business as they ensure our university is kept a clean and a pleasant environment for students to study and they also provide us the food that allows us to stay engaged in our studies.
4. This has not been an issue for students previously, not because we do not care, but because we were not aware cleaners and caterers were being treated as 2nd class citizens. Many students are still unaware.
5. That City, University of London needs to start practicing the values it professes to hold.

**This Union Resolves:**

1. The Students' Union will work with Unison to campaign for the University to bring catering and cleaning staff in house.
2. The Students' Union will make clear and public their stance regarding this campaign by, but not limited to, writing to the University President and University Council, posting statements on the Students' Union social media and encouraging students to sign UNISON's petition.
3. The Students' Union will work to inform students of the employment conditions of cleaning and catering staff and the #InHouseInCity campaign by devising a communication strategy with UNISON.
4. The Students' Union will communicate with, participate and support upcoming #InHouseInCity rallies and protests by UNISON.