

Preparing for a marking sanction

The case for our claim

- ▶ Defence of education
- ▶ Stopping pay erosion
- ▶ Making up pay loss of 13%
- ▶ Defending national bargaining
- ▶ Winning the Living Wage
- ▶ Resisting austerity

The dispute is winnable

- ▶ The money is there
- ▶ Employers want to spend the money on buildings, IT and executive pay
- ▶ Pay rise of £125,000 for Vice Chancellor of University of Sheffield
- ▶ Employers want to reduce proportion of income going on staff pay
- ▶ Industrial action is needed to get the employers to make an improved offer

What does a marking sanction mean?

- ▶ Not marking
- ▶ Not communicating marks
- ▶ Not giving feedback which indicates a mark
- ▶ Not attending examination boards

Not marking

- ▶ This sanction covers all assessed work, both coursework and examinations
- ▶ It includes formative and summative assessment
- ▶ It is not marking, **not** 'mark and park'
- ▶ It applies to undergraduate, postgraduate and all other assessed courses and degrees

Not communicating marks

- ▶ When a marking sanction is operated some staff, e.g. non-members, will still mark
- ▶ The 'not communicating marks' is about stopping these marks reaching examination boards
- ▶ Marks should not be entered on paper, or on-line, not communicated verbally or in writing
- ▶ **The role of academic related members is very important here**
- ▶ Marks should not be communicated to anyone (students, colleagues etc.) since these marks can then be forwarded to boards

Not giving feedback

- ▶ Formative feedback may be given when students are preparing coursework
- ▶ No feedback should be given on work submitted for marking
- ▶ This is because feedback can be used to deduce either pass/fail decisions or on the possible approximate mark of an assignment.
- ▶ This would be a problem if universities try to progress or graduate students on the basis of partial sets of marks.

Not attending examination boards (and related meetings)

- ▶ Members should not attend examination boards or any meetings dealing with examination board business
- ▶ Members should also not attend meetings to prepare for examination boards, e.g. mark checking meetings, meetings to discuss academic conduct (plagiarism) or meetings to discuss mitigating circumstances.
- ▶ Members should also not attend meetings post-examination boards to discuss student progression issues or similar matters.

Preparing for the marking sanction

- ▶ The role of branch officers and the branch committee and departmental reps – be ready to advise on queries from members
- ▶ Ensure all members understand what the sanction means
- ▶ Keep talking to Student Union officers and reps
- ▶ Union recruitment – recruit HPLs and graduate teaching assistants
- ▶ Build up union teams on degree programmes who are committed to holding the line

When the sanction starts

- ▶ Response to threats of 100% or other punitive pay deductions for partial performance – escalate to all-out strike action
- ▶ Challenge any management bullying or pressure to do marking
- ▶ Counter attempts to employ scab markers
- ▶ Have regular union meetings at departmental, site and branch level
- ▶ Maintain information on which examination boards are not happening and publicise