

From: Northumbria Announcements <it.announce@northumbria.ac.uk>

Sent: Monday, February 16, 2026 16:23

Subject: A message from Professor Tom Lawson

This message is being sent to all colleagues but is most relevant to academic colleagues

Please Note: This email has been resent due to a broken link

A message from

Professor Tom Lawson



Dear Colleagues,

I am writing to provide an update on UCU's industrial action that took place on 12 and 13 February, and to outline what is required from UCU members who participated and/or choose to participate in the remaining days of action. In total ten days of strike action are scheduled across February and March 2026, and our priority remains minimising disruption to our students.

Notifying the University

117 colleagues have informed the University that they took part in at least one day of action last week. Most have also confirmed how they will reschedule affected sessions or otherwise mitigate the impact on students.

All colleagues who take part in strike action must notify the University on their first day back at work after each period of action, using [the mandatory online notification](#).

Example:

If you take part on 17, 18, and 19 February, you must submit the form on 20 February (or your next working day).

Some colleagues have already shared their intention to participate and outlined their mitigation plans. This [optional advance notification](#) is not required but is appreciated, as it helps us plan and manage the action effectively.

Minimising Impact on Students

The potential disruption from 10 days of action over a short period is significant. To protect student learning, colleagues are required—where appropriate to their role—to:

- prioritise teaching and student-facing activity on non-strike days,
- reschedule missed sessions to non-strike days,
- ensure dissertation supervision continues on non-strike days, and
- complete mitigations as close as possible to the original missed session.

This requirement is a reasonable management instruction, which if not followed would constitute action short of a strike.

Action Short of Strike (ASOS)

We appreciate that most colleagues have already put effective mitigations in place. Refusal to prioritise specific work will be considered partial performance of duties. As the University does not accept partial performance, we reserve the right to withhold pay for each day impacted by partial performance.

Communication with Students

Colleagues who choose to tell students that they intend to participate in the action must make clear that the University will take steps to cover sessions wherever possible.

Colleagues must not discuss the dispute with students during teaching sessions, nor display related materials on Blackboard or via any University-provided teaching resources.

Picketing on days of strike action

We respect trade union members' legal right to take industrial action and to participate in picketing. Picketing must follow the law by remaining calm and non-threatening, allowing people and vehicles to enter and exit freely, and avoiding excessive noise or behaviour that could cause a nuisance or obstruction [UCU has published picketing guidance](#) to enable colleagues to exercise their rights safely and respectfully.

Further Information

Please consult [the online FAQs](#) for further details on expectations during industrial action, ASOS, and the University's approach to pay deductions where required.

Best wishes,

Tom **Professor Tom Lawson, FRHistS**

Deputy Vice-Chancellor and Provost



