

# Ewan McGaughey for UCU General Secretary

Rebuild UCU → Transform UK education → [www.ewanmg.uk](http://www.ewanmg.uk)

## How We Win

We must transform UCU to win by rebuilding internally, and having a strategy of collective action, legal action, and publicity. If you vote, we'll negotiate from a position of strength, with these goals:

1. **Fair pay**: reverse the over 13% real pay cuts since 2019 with sectoral bargaining in HE and FE, never fail a ballot ever again. Every penny of employer USS contribution reductions to staff.
2. **Democracy**: majority staff-elected governing bodies in every university and college.
3. **Equality**: end the gender, race and disability pay gaps with structural reform, including 26 weeks paid parental leave regardless of gender.
4. **Job security**: written collective agreements in every workplace.
5. **Restore USS**: two-thirds elected board, and a pro-planet, pro-labour shareholder voting policy.
6. **Rebuild UCU**: boost our legal department, back UCU staff + back branches with facility time
7. **A living planet**: 100% clean energy at UCU, now, and universities, pensions + endowments
8. **Free public education**: fair tax, not forced-fees, in a new National Education Service



### About Ewan

- Worked in academic career in labour rights, pensions, governance and public services
- Over 20 casualised jobs since age 14,
- Professor of Law, King's College London, research associate, University of Cambridge
- Volunteer advocate, Free Representation Unit – winning in Employment Tribunals
- Worked with numerous unions and political parties, including the TUC, ETUC, ACTU, Labour Party, Bernie Sanders 2020 campaign
- Branch president of KCL UCU Sept 2020 to Dec 2023, negotiating major deals:
  - **highest London Weighting**, 42% pay up
  - among **highest paid parental leave** in UK, 20 weeks maternity, 6 paternity, aiming to 26 weeks for all, non-gendered
  - **reversed three discriminatory dismissals** – for maternity, disability, got jobs back
  - more **staff-elected on governing Council**
  - first **written collective agreement** in over a decade, codifying job security rights,
  - went from failing ballot threshold to **among highest turnouts in the UK**,
  - biggest **crowdfunded court case against USS directors** – pension restored the week we got leave to appeal,
  - **two local ballots to negotiate** our wins, and **succeeded without a strike**.

## Support for Ewan

“... proven his tactical and strategic understanding of how to fight successfully for UCU members” - Prof Diamond Ashiagbor, [Kent](#)

“... internationally respected labour law scholar... will contribute to breaking the negotiating stalemate and falling standards that we’ve been witnessing” - Nicola Countouris, Professor of Labour Law and European Law, [UCL](#)

“... he led a successful local strike action at KCL during my tenure as Graduate Teaching Assistant Representative... adopted a local version of the Postgraduate Researchers as Staff 2023 Manifesto.” - Dr Raul Zepeda Gil, Oxford, [Development Studies](#)

“He has drive and commitment and seems to know how to get things done!” - Prof Ruth Dukes, Glasgow, Principal Investigator of [Work on Demand](#) project

“... a force of nature... Add to this the bold legal action that he jointly co-ordinated to fight for our pensions and a picture emerges of an energetic + effective modern day union leader ” - Prof Crawford Spence, KCL, Business

“Ewan is an extremely valued and committed academic colleague... His eight-point platform for the UCU GS addresses effectively all the issues that colleagues in universities are facing today..” - Prof Aristeia Koukiadaki, Manchester, and the International Labour Organization

“Ewan made the impossible possible. Having already greatly benefited from his work at King’s, I have the utmost confidence in Ewan’s ability to lead UCU” - Dr Christine Cheng, KCL, War Studies

“Ewan is one of the most dedicated and focused advocates for university staff I have ever known.” - Prof Neil Davies, UCL, Medical Statistics

“... used his academic expertise to campaign for pensions justice and has also led the KCL UCU branch to become one of the most successful in the country” - Dr Kevin Tennent, York, [Business](#)

**To get more information or get involved in the campaign,  
check out [www.ewanmg.uk](http://www.ewanmg.uk) + vote!**

