



11 March 2026

Formal Notice of Dispute

We are writing collectively on behalf of UNISON and UCU to confirm that we are entering into a formal dispute with Anglia Ruskin University over the proposed restructuring of its Research and Innovation Services function which has implications for our wider University.

The restructuring proposal and the consultation process continue to lack the clarity and supporting detail required for staff to understand the direction, purpose, or consequences of what is being proposed. The process followed so far has failed to demonstrate the level of rigour or transparency expected to ensure efficiency and effectiveness of service delivery.

Consultation meetings provided by Management for staff to engage with the process have not delivered clear or consistent answers. Many colleagues are leaving these sessions feeling more unsettled than reassured, and this ongoing uncertainty is causing significant levels of distress at a time when Management should be providing clarity and support.

In view of these concerns, and the detrimental effect they are having on staff, we have concluded that the consultation in its current form cannot be regarded as fair, sufficient or safe. For that reason, entering into a formal dispute is necessary.

The University must pause the Research and Innovation Services restructuring process immediately. Staff must be given suitable opportunity to gather and review the full rationale and evidence behind the proposal, and to receive proper explanations from management.

Proceeding without such a pause risks undermining both the integrity of the process and the confidence of staff.

We request that a meeting be arranged within 10 days to discuss the dispute and agree how this will be taken forward.

We look forward to constructive engagement with Anglia Ruskin University

Yours sincerely,

ARU UNISON Branch Executive & ARU UCU Branch Executive