

Wednesday 18 June 2025: Response to VC's response to migrant members

To the DUCU Committee,

I write with regards to your letter of 12 June to the Vice-Chancellor on international matters, having spoken with both the Vice-Chancellor and the PVC EDI.

We would be happy to discuss further via JCNG the issues you raise about dependent costs for staff and Tier 2 and Tier 4 visas, noting that the University has very little financial flexibility at present.

You may be aware that there is a staff network for International Staff. The PVC EDI meets with this group. This would be a suitable forum to raise any issues and concerns, some of which could be escalated in turn to the People Committee.

The PVC EDI also sits on a number of community liaison groups that regularly discuss instances of hostile or unacceptable behaviour directed at international staff and students within the city environment.

It is always a matter of explicit University policy and communications that all staff are greatly valued, and that the University publicly seeks to offer support and affirms the value of our remarkably international community.

We do this notably via the widely consulted and recently adopted Inclusive Durham framework, with its strategic aims of “creating the cultural conditions for inclusion for both staff and students” and “enhancing a sense of belonging and community in our staff and students”.

In addition, the International Office team and HROD teams regularly offer individual support and assistance to international staff whenever difficult or severe circumstances arise.

Best wishes,

Lucian Hudson
Executive Director, Communications & External Relations