

**Paul Little**  
**City of Glasgow College**  
**By Email only**

20 March 2026

Dear Paul

I write on behalf of the EIS and EIS-FELA to express serious concerns regarding the City of Glasgow College's handling of the current health and safety dispute that has arisen within the Welding Department of Riverside Campus.

As you know, our members have a statutory right to raise health and safety issues; and the College has a statutory responsibility to respond appropriately to health and safety concerns raised by staff.

As you also know, our members have an indisputable, democratic right to strike.

Given these matters of fact, it is deeply troubling that rather than engage with our members, listen to their justified concerns and put in place the necessary and very reasonable measures requested, the College appears, instead, to have sought to intimidate our members into silence, even labelling concerns in respect of insufficiently mitigated risk from carcinogens in the air in the welding workrooms as 'alarmist'.

Clearly, BAE Systems do not consider the risk of carcinogenic poisoning to be inconsequential- they send their apprentices to CoG to undertake learning in welding, fully equipped with the requisite respiratory protective equipment. Clearly BAE Systems understand the risk to health from insufficiently controlled welding fumes, and they understand the risk of personal injury claims, so have responded accordingly.

It is a matter of consternation, and indeed key grounds for this dispute, that CoG's general safety standards for staff and students, fall far short of matching BAE's commitment to ensuring the health and safety of their apprentices.

Having been advised of the issues by EIS officers and the striking welders, it is starkly obvious to me that the measures needed to end this dispute are quite simple and straightforward: provision of respiratory protective equipment, appropriate risk assessments and proper training for staff.

As I understand it, the solutions that the Branch is seeking have been conveyed to the management of the College. These solutions are easily affordable and quickly implementable. In such a context, it is quite incredible in the true sense of the word that the College has allowed this dispute to develop to the extent that it has; and further, that the College seems intent on inflaming matters further by refusing to talk to the Branch Reps; demanding that our members sign a register to declare their intention to work (rather than officially or unofficially withdraw their labour) on strike days, implicitly threatening disciplinary action and explicitly threatening to withhold salary if they fail to do so; and rescinding permission for some of our members at CoG to attend today's EIS-FELA Conference.

This amounts to a litany of Fair Work breaches; a wrecking ball attitude to industrial relations; and, above all, a failure to grasp the seriousness of our members' health and safety concerns, and the legal responsibilities that CoG has as an employer of people—people who have rights at work, and people with family and friends who love and care about them and their safety at work.

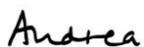
I am sure that you will agree that everyone has a right to come home safely from a day's work and a right not to have their long-term health endangered by going to work each day. In 2026, at a state-of-the-art institution such as CoG is, health and safety in the workplace should not be contentious.

In essence, on behalf of the EIS and EIS-FELA, I am calling on you to focus the resources of CoG on dispute resolution, retracting the incendiary measures I have outlined, without delay. I very much hope that you will respond as requested in the interests of dispute resolution, the safety of our members and their students, and uninterrupted learning and teaching.

I must add that the EIS is prepared to pursue a satisfactory outcome for our members in City of Glasgow College using all industrial, political and legal avenues, as should be necessary, such is the seriousness of the health and sa

I urge you to meet with EIS officials without delay. The opportunity for the College to resolve this dispute amicably in the interests of all parties, and swiftly, is right there.

Yours sincerely



Andrea Bradley  
EIS General Secretary