



students
transforming

SU council agenda
Thursday 2 November
19.00
lecture theatre 3



SECTION 1

HOUSEKEEPING

This part deals with notices, membership, minutes, matters arising, new Clubs and Societies and appointments.

Expenses

Remember – the Union (of UEA students) may be able to reimburse you for travel or carer expenses that you incur attending this meeting. Please contact Tony, the Democracy and Governance Coordinator, anthony.moore@uea.ac.uk for more details.

How to access the online meeting facility

If you cannot attend in person on Thursday and would like to use the online facility, please email xxxxx at officerassistants@gmail.com before 5 pm on the day of the meeting.

Constitution and Bye-Laws

The Union's governing document, the Articles of Association, and its rule book, the Bye-Laws, can be found [here](#) (Articles) and [here](#) (Bye-Laws).

To note: Starred items are, ordinarily not for discussion in the meeting; any queries on these items should be addressed to the Chair prior to the meeting.

2138 Membership

To receive: The list of members notified to the Democracy and Governance Coordinator, by 12 noon on Friday 27 October 2017 who together with the Student Officers make up the Council.

2139* Minutes of the Meeting held on Thursday 19 October

To receive: The minutes of the meeting held on Thursday 19 October. (See pages 12-25)

To approve: The minutes as a true and accurate record of the meeting.

2140 Matters Arising

To receive: Any matters arising from previous minutes not covered elsewhere on the agenda.

2141 Club, Society and Peer Support Group Constitutions

To note: That standard Constitutions have been received from:

a) **Compass Society** whose objects shall be: "to provide a safe environment for people from all walks of life to carry out random acts of kindness on a regular basis to represent Seventh Day Adventists on campus. Cater to the holistic needs of our members by addressing physical, emotional, mental and spiritual aspects of our life. Setting up a home environment whilst away from home."

b) **Consulting Society** whose objects shall be: "to equip students with the necessary skills to thrive in a career in business consulting. We will do this by utilising guest speakers, networking events, etc and with the eventual aim of working on real consulting projects for student start-ups."

c) **Kurdish Society** whose objects shall be: "to bring the Kurdish culture into UEA teaching the history and ideology of the Kurds. This society aims to bring everyone together from all backgrounds."

d) **Pasta Society** whose objects shall be: "Bring people together with similar interests and tastes. Develop people's culinary abilities. Create an opportunity to socialise without alcohol."

e) **Turkish Society** whose objects shall be: "to provide a foundation and platform for Turkish and Turkish-Cypriot students. Welcome all other students interested in the Turkish culture, history, traditions and food. Organise socials, meetings, events in order to fulfil the first two objectives. Unite and bring together students from all backgrounds and cultures, in search of educating one another."

To consider: Appropriate action.

To note: Societies' Executive considered the proposed societies and have made a set of recommendations; for these see page 26.

2142 Appointments

To receive: The results of the ballot for Union Council representatives on University and Union Committees. (see page 27)

To note: There are vacancies for: a Postgraduate member of the Senate Student Discipline Committee; a Postgraduate member of the Senate Student Appeals Committee and a FMH member of the Travel and Expeditions Committee.

To appoint: Representatives to the above positions.

SECTION 2

REPORTS

In this part of the meeting, Councillors receive reports on what the elected Officers and the Trustee Board have been doing.

Reports from University Committees

The Full Time Officers and some Councillors sit on key University Committees, if any big issues are coming up that will affect students, they report them to Council.

SOC Report

The elected Student Officers meet as the Student Officer Committee (SOC) where they decide on how to run campaigns and on how to implement the policies passed by Union Council. This section is your chance to scrutinise the work of SOC and to hold the Student Officers to account for the work they have been doing on your behalf.

Trustee Board Report

The Trustee Board is the governing body of the Union and is responsible for setting the strategy of the Union, ensuring its good governance, overseeing its financial performance and its legal compliance. The Board is made up of Student Officers, Student Trustees elected by Union Council and four outside external expert Trustees. The Chair who is a Student Officer reports to Council and, as with SOC, you can scrutinise the work of the Trustees and hold them to account.

Reports from Representatives

This is where Councillors can bring ANY matter of concern to their constituents directly to the attention of Council.

To receive: Any reports from Union Representatives on University Committees.

To consider: Appropriate action.

2144 Student Officer Committee Report

To receive: Reports from the Full Time Officers. (See pages 29-36)

To note: That the Campaigns and Democracy Officer and the Welfare Community and Diversity Officer Reports will be circulated prior to the meeting.

To note: That the approved minutes of all meetings of SOC can be viewed at <https://www.uea.su/union/governance/studentofficercommittee/>

To consider: Appropriate action.

2145 Trustee Board

To receive: A verbal report from the Chair of the Trustee Board.

To note: That the approved minutes of all meetings of the Board can be viewed at <https://www.uea.su/union/governance/trusteeboarddocuments/>

To consider: Appropriate action.

2146 Reports from Representatives

To receive: Reports from representatives, on major issues not covered elsewhere on the Agenda; that they wish to draw to the attention of Council, especially, where those issues require support or action by the Union, or which are likely to be discussed at University Committee meetings on which the Union is represented.

To consider: Appropriate action.

SECTION 3

OPEN DISCUSSIONS: Policy Development Session

For this meeting we will be looking at the Government's new regulator for universities, the Office for Students (OfS). (For a quick intro to the OfS, please see page 38)

SECTION 4

POLICY MAKING

In the final part of the agenda, Council debates policy proposals known as 'resolutions'. After they are debated, Councillors vote on the resolutions and, if passed, they become official Union policy.

Councillors can propose changes to the resolutions, these are called 'amendments'.

Submitting an amendment

If you would look to propose an amendment to any of the resolutions please send it to the proposer and the Chair at the earliest opportunity before the meeting to see if the proposer is willing to incorporate it into their resolution. If they reject your amendment, please send it to Tony, the Democracy and Governance Coordinator, anthony.moore@uea.ac.uk as soon as possible after you find out it has been rejected. The deadline for amendments to reach Tony is 48 hours before the start of the meeting.

Where you can find current policy

All current Union Policy is available online at <https://www.uea.su/democracy/unionpolicy/>

2147 Night of the Living Wage: Boycott Picturehouse

To receive: A resolution from L Martin (Mature Students' Officer) and C Norman (UEA Young Greens. (attached p. 40)

To consider: Appropriate action.

2148 Transition at UEA

To receive: A resolution from C Koosyial (Activities and Opportunities Officer) and M Leishman (UG Education Officer). (attached pp. 41-42)

To consider: Appropriate action.

2149 Student Finance

To receive: A resolution from I Edwards (Welfare, Community and Diversity Officer) and E Cutler (Students with Disabilities Officer). (attached p. 43)

To consider: Appropriate action.

2150 Academic Support at UEA

To receive: A resolution from M Leishman (UG Education Officer) and R Purtil (Environment Officer). (attached pp. 44-45)

To consider: Appropriate action.

2151 Code of Conduct for SU Members

To receive: An Amendment to the Bye Laws from C Koosyial (Activities and Opportunities Officer) and J Robinson (Campaigns and Democracy Officer). (attached pp. 46-55)

To consider: Appropriate action.

2152 Making the Role of Education in Council Clearer

To receive: An amendment to the Bye Laws from M Colledge (Postgraduate Education Officer) and M Leishman (Undergraduate Education Officer). (attached pp. 56-57)

To consider: Appropriate action.

2153 Employment Rights for Postgraduates Who Teach: No to Casualisation in HE

To receive: A resolution from M Colledge (Postgraduate Education Officer) and R Flaherty (PG Assembly). (attached p. xxx)

To consider: Appropriate action.

2154* Time, Date and Place of Next Meeting

To note: That the next meeting will be held at 7 pm, Thursday 16 November in Lecture Theatre 2.

That the deadline for submission of resolutions to the meeting is **5 pm, 7 November.**



housekeeping

- minutes of last meeting
- societies exec recommendation of new societies
- list of vacancies for council representatives on university and union committees



Minutes

Subject:	Union Council
Date:	Thursday 19 October
Paper:	UC 2139
Author:	Tony Moore
Purpose:	Record of decision making

Key Actions:

- Elected Nick Stokes (Darts Society) as Chair and Sean Lam (Lacrosse) as Deputy Chair of Council
- Councillors questioned the Director and Deputy Director of Estates on student concerns including: disability access, teaching space and sustainability
- Approved the following new Student Opportunities Groups: Bowling Society, Cancer Support Society, Chemistry Society, Don't Be a Wasteman Society, Foodcycle Society, Lego Society, Paramedic Society, Peace and Freedom Society, Radical Youth Society, Reggae Appreciation Society, Spanish Society and Think Tank Society
- Consideration of SciComm Society was deferred until a future meeting
- At the first meeting, Council has a lot of administrative business to get through and it only managed to consider one of the policy resolutions on the agenda before the 10 30 guillotine.
- This was 2135 Giving the SU Back to its Members which was rejected by Council

Union of UEA Students Purpose:

"To enrich the life of every UEA student"

Minutes of Union Council

19 October 2017

Voting Members present:

Aaron Scott-Carter (AMS YR3 UG), Abbie Mulcairn (Leeway), Abigail McIlpatrick (Hockey Women's), Abu Tadesse (DEV PGT), Adi Goldman (Hickling and Barton), Alex Stacey (Poker), Alice Marks (LGBT+ Liberation Society, Disability), Amanie Mathurin (Ethnic Minorities Officer), Amber Sheldon (Paramedic), Amy Atkinson (Women+ Officer), Ananya Wilson-Bhattacharya (Feminist), Andrea Hejdánková (Triathlon), Antonia Wilde (Waterpolo), Apple Bustamante (Shotokan Karate), Ben Plummer (Table Tennis), Ben Smith (Boxing), Bethany Pearson (Assassins), Callum Harling (Vegan), Camille Koosyial (Activities & Opportunities Officer), Charlie Norman (PSY Other YR UG), Charlotte England (Bowling), Chloé D'Hondt (Philosophy Soc), Chris Ball (Non-Portfolio Officer), Connie Man (Pharmacy), Dalel Makhsut (DEV YR2 UG), Daniel Box (LDC YR3 UG), Daniel Mastrangelo (Geek), Dominic Clarke (Live Music Society), Edward Capstick (Touch Rugby Club), Eleesha Kyriazis (Judo and BJJ), Eliza Gurner (Tap), Ellie Johns (Crossfit), Ellie Reeves (LGBT+ Liberation Soc, Women's Place), Emily Cutler (Students with Disabilities Officer), Emily Ward (Speech and Language), Finn Northrop (Non-Portfolio Officer), Freddy Harris (Spanish), Freya Leslie (Ultimate Frisbee), George Goldberg (Livewire), Georgina Raymond (Sailing and Powerboat), Giorgia Rose (Art), Hannah Murgatroyd (Disabilities Liberation Society, Physical Illness Place), Haqqeem Abdul Razak (Malaysian), Harry Jordan (Social Society), Heather Bingham (Conservation and Wildlife Society), Hywel Finden-Browne (Windsurf & Paddleboard), Imran Ahmed (Buddhist), India Edwards (Welfare, Community & Diversity Officer), Jack Annand (Business Society), Jack Bear (American Football Club), Jack Robinson (Campaigns & Democracy Officer), Jack Sayer (Korfball), Jacob Chamberlain (The Broad Magazine), Jake Goddard (Nightline), James Houghton (Rock Climbing), Jemma Bailey (Non-Portfolio Officer), Jenna Chapman (RAG Soc), Jonathan Squire (Games), Jordan Shepherd (Marrow), Katherine Frost (Headlights Comedy), Khalil Al Wazir (People and Planet), Laura Graham (Sport and Exercise Medicine), Lauren Moreton (PG Assembly), Lewis Martin (Mature Students Officer), Liam Deary, (LGBT+ Officer, Trans & Non-Binary), Lizzie Carter (LGBT+ Liberation Society, Open Place), Lucy Auger (Non-Portfolio Officer), Lucy

Dewar (Language and Communications Studies), Maddie Colledge (Postgraduate Education Officer), Mae Kabore (LGBT+ Officer, Open Place), Mary Etheridge (Food Cycle), Mary Leishman (Undergraduate Education Officer), Matin Mahmoudi (BIO Soc), Matthew Shields (Cricket), Mbarak Shakuwe (Law), Michael Kyriacou (PG Assembly), Miles Folkes (ENV Other YR UG), Misha Camp (International Development), Mohaned Alhasan (International Students Officer, Non-EU), Mohib Iqbal (Indian Society), Naomi Littolff (Cheerleading Stunt), Nick Stokes (Darts), Nissi Kristo (Indonesian), Oldrich Capek (Rock and Alternative Music), Oliver Hawksley (Bad Film Society), Oliver Kuhl (Taekwondo), Omari Edwards (Kett House), Patrick Hall (Quiz), Pui Lok Leon Cheung (Hong Kong Soc), Raasul Merali (Kazakhstan), Rhys Purtill (Environment Officer), Rob Klim (Ethical Issues Officer), Ruby Galley (Gymnastics), Sam Brown (Christian Union Society), Samuel Bruce (Model UN), Sean Lam (Lacrosse), Shinichi Williams (Filmmaking), Sophie Bunce (Concrete), Sophie Ritchie-Yates (Women's Association), Sophie Sibley (Rugby Women's), Thai Braddick (Momentum), Theo Smith (Capoeira), Tim Barker (PG Assembly), Tom Grimshaw (Cycling), Tyler Bell (CMP YR2 UG), Uzoamaka Ndukuba (Afro-Caribbean Society), William Richardson (Economics), Zoe Brown (Chemistry Society), and Zoe Freeman (AMS YR2 UG)

Chair: S Lam

In Attendance:

E Folan (Campaigns and Democracy Policy Analyst), Jim Dickinson (Chief Executive), J Clare (Head of Campaigns and Policy), A Efstratiou (Student Support) and F Munro (Student Support)

Apologies:

J Gossett (Physio Society), K Wodenitscharow (International Students Officer, EU Place) and S Stevens (Disabilities Liberation Society, Mental Health Place)

Section 1 – Housekeeping

Quorum

102

2120 Membership

Council noted the new members added to the Register.

2121 Appointment of Chair and Deputy Chair

N Stokes (Darts) and S Lam (Lacrosse) came forward as candidates for Chair.

N Stokes was elected Chair.

S Lam came forward as Deputy Chair.

S Lam was elected Deputy Chair.

Note: N Stokes had to leave the meeting due to a previous commitment. S Lam chaired the meeting in N Stokes' absence.

2122 Presentation by the University's Director of Estates

Roger Bond (Director of Estates) and Rose Jenkins (Deputy Director) outlined the aspirations of the Department to involve all stakeholders, including students, in the development of the campus and sketched out the University's long term development aims.

M Folkes (ENV Other Year UG) wondered what could be done to improve the, what M Folkes believed to be, woeful service provided by First Bus.

RB highlighted the growing road congestion within the City which impacted on the bus service to campus. RB mooted the alternative of the University providing its own bus service but noted, also, that the University was in constant contact with First Bus exploring ways to improve the existing service. RB asked Councillors to take part in the Bus User Forum and to help keep the pressure on the company.

E Cutler (Students with Disabilities Officer) believed there had been no progress as to accessibility on campus: EC reported that the new lifts in the Library were not fire resistant and that, across campus, fire doors often did not function due to maintenance problems.

H Murgatroyd (Disabilities Liberation Society, Physical Illness Place) confirmed the issues around electric doors not working and noted this was a fire safety issue for wheelchair users. HM noted their own particular problem in not being able to access the Arts Hub without dismantling their wheelchair.

RB asked for Councillors to pass the details of the breakdowns to Estates. RB highlighted the problems with the existing lifts: as Estates were constrained by the Listed Building requirements they had to continually apply piecemeal solutions when what was needed was the installation of entirely new lift shafts. RB noted that it would be possible to put in new shafts during the Teaching Wall refurbishment.

J Bailey (Non-Portfolio Officer) observed that the refurbishment was scheduled for 2021 and wondered whether this meant that much of the Arts building would be inaccessible for wheelchair users until then.

RB reiterated that Estates would continually look at 'work around' solutions prior to the refurbishment.

RJ reported that the Access All Areas working group had not yet met in the current academic year but that there would, although there had been some delays, be a £250,000 budget to improve accessibility with half allocated to construction and half social support.

L Deary (LGBT+ Officer (Trans & Non-Binary) wondered as to why the majority of toilets in new buildings were not gender neutral.

RJ reported that there had been complaints raised as to all toilets being gender neutral so Estates had responded by taking a pragmatic approach intended to provide maximum choice and to satisfy as many staff and students as possible.

LD wondered as to the nature of the consultation over the change: RB stressed it came after the initial installation as one needed to consult after people had had experience of using the facilities.

R Klim (Ethical Issues Officer) reported that some students from different cultural backgrounds had experienced difficulties using gender neutral facilities. RK added that there had also been concerns raised by self-defining males who, when attending the LCR, preferred to use a urinal facility.

T Barker (PG Assembly) wondered where the planned new buildings would be sited and whether Estates kept track of the increase in student numbers and the ability of facilities to absorb the increased demand.

RJ reported that Estates analysed a wide range of data on service use across campus. RJ stressed that the new buildings would provide a significant increase in teaching space and that Estates would be consulting with students as to how to maximise usage of the available space.

RJ reported that the University had been working with the City Council on the planning details for an extension to the Teaching Wall but if this proved to not be viable it would be looking at other possible campus sites.

A questioner from the floor wondered if an ecological impact assessment would be made for the Colney Lane development. RJ confirmed there would be an assessment and that they would put the questioner in touch with the survey group.

A questioner from the floor observed that it was only four weeks into term and the study space in the Library was already full at peak times.

RB stated Estates would be looking at providing extra pop-up study spaces in the Teaching Wall; RB believed it important to incentivise students to break an almost umbilical link to the Library and see the merits of using the space available across campus.

RJ noted that Estates would be looking at the need to provide 24-hour access to the study spaces in buildings other than the Library.

H Bingham (Conservation and Wildlife Society) queried whether the sustainable development goals would be embedded in the planning for the new buildings

RJ confirmed the goals would be a key part of the process and students were welcome to become involved. RJ noted Estates' pride in its commitment to sustainability and conservation; RJ highlighted the installation of the largest bat roof in Norfolk, part of the refurbishment of Earlham Hall, as an example of the department's commitment.

Chair thanked RB and RJ for their presentation and for taking questions from Councillors.

Councillors held an Open Discussion on the theme of How Can We Make a Better Campus?

2123 Remit of the Council

Noted without comment.

2124 Standing Orders on Conduct of Union Meetings

Noted without comment.

J Dickinson (UEASU Chief Executive) showed a NUS video, based on NUS National Conference, underlining standards of behaviour expected of members at Union meetings.

2125 Minutes of the Meeting held on 4 May

Minutes agreed.

2126 Matters Arising

None noted.

2127 Club, Society, and Peer Support Group Constitutions

Chair moved that all the constitutions of the proposed Societies that had been unconditionally recommended for approval by Societies Executive be considered in a bloc.

There were no objections made to any of the Societies.

Council approved: Bowling Society, Cancer Support Society, Chemistry Society, Don't Be a Wasteman Society, Foodcycle Society, Lego Society, Paramedic Society,. Reggae Appreciation Society, and Spanish Society.

Council considered the proposed Peace and Freedom Society. A speaker from the proposed Society stated that it would be affiliated to the group in Norwich and would focus on the refugee crisis; the speaker added they had been in talks with Amnesty Society who had no objections to the proposal.

Council approved Peace and Freedom Society.

Council considered the proposed Radical Youth Society. A speaker from the proposed Society stated that they would focus on the promotion of Christianity in association with the performing arts and part of their programme would include a weekend of confidence building and networking in Wales.

M Folkes (ENV Other YR UG) wondered whether there would be an overlap with other Christian Societies such as the Christian Union.

S Brown (Christian Union) stated that the proposed Society would be very different from the Christian Union and believed it should be approved.

Council approved Radical Youth Society.

Chair noted that there were no representatives of the proposed SciComm Society present.

Council deferred consideration of SciComm Society to a future meeting.

Council considered the proposed Think Tank Society. A speaker from the Society stated that they would be a discussion group focused on ideas that members would post on a discussion board and they had gathered a lot of expressions of interests.

L Auger (Non-Portfolio Officer) asked as to what kind of external speakers the Society would be inviting. The Society's representative stated that guests would include students interested in climate change as well as local politicians.

Speakers from the floor wondered how different from TED-X the Society would be and, given the general reputation of think tanks, how inclusive it would be.

R Kabore (LGBT+ Officer, Open Place) stated there would be no clash with TED-X's activities.

A speaker from the Society stated that it would be following the SU's rules on inclusivity and would give a warm welcome to all SU members.

Council approved Think Tank Society.

2128 Appointments

J Robinson (Campaigns & Democracy Officer) outlined the role descriptions for the vacant positions on SU and University committees. JR noted that the places would be filled by online elections and the results would be announced early in the coming week and reported to the next meeting of Council.

2129 University Committee Reports

There were no reports received.

2130 Student Officer Committee (SOC) Report

C Ball (Non-Portfolio Officer), as Chair of SOC, gave a verbal report highlighting the work of the Full Time Officers.

M Kabore (LGBT+ Officer, Open Place), as Deputy Chair, gave a verbal report highlighting work undertaken by the Part Time Officers.

L Auger (Non-Portfolio Officer) believed that, for accountability to work, SU democracy needed to be transparent. L Auger noted they had tried to find the minutes of Management Committee, the sub-committee of the Trustee Board where the Full-Time Officers meet to take decisions on operational matters, and the last to be published was from January 2016.

J Robinson (Campaigns & Democracy Officer) agreed, as to the importance of Management Committee's minutes being available to Union members, and noted that they would investigate why the minutes had not, as yet, been published.

A Mulcairn (Leeway) asked, as to the actions of the Change the Culture working group, as there had been concerns expressed as to the graffiti warnings the group placed around campus in Freshers' week which had highlighted the threat of violence posed on university campuses ; AM believed that the graffiti had made members, particularly trans members, feel unsafe.

I Edwards (Welfare, Community & Diversity Officer), as a member of the working group, stated that there would be a big publicity launch in February and that the Councillor's feedback was an example of what was needed to help formulate the group's approach. On the graffiti statements, IE argued that they were meant to be informative but also challenging.

2131 Trustee Board

Chair noted that this item had been delayed due to the recent resignation of M Colledge as interim Chair of Trustees; Chair noted the Trustees' apologies and assurance that a report would be made to the next meeting.

2132 Reports from Representatives

There were no verbal reports.

J Robinson (Campaigns & Democracy Officer) drew Council's attention to the two items raised by A Tadesse (DEV PGT): prices in the Shop and the bus service. JR stated they would investigate the Councillor's points and report back to Council.

2133 Practice Resolution and Debate

Due to time considerations, this item was dropped from the agenda.

Chair announced the results of the Priority Policy Ballot and the resultant order of debate.

2135 Giving the SU Back to its Members

J Robinson (Campaigns & Democracy Officer), proposing, stated they first got involved in Union politics when there had been a referendum on banning a song from the LCR: they and their flatmates had felt empowered by being able to take part in the referendum.

JR believed the Union was at a crossroad and that the resolution would give power back to students. JR argued that if Council was debating a ban or a controversial proposal it needed to take the student body with it.

JR argued that, at present, students did not have faith in the Union's democratic process and all the great work the Union did was often discredited by decisions taken without consultation: JR believed the resolution would fix this problem.

JR pointed to the Nestle ban which had stood the test of time and was still Union policy; JR believed this was because it had been passed by a referendum with full consultation of all the members.

JR asked that Council hand back power to the members and to break the continuing decline in legitimacy that was happening to Union democracy.

JR stated that Council had been created before the internet: the Union had the capacity available to run multiple referendums and genuinely

involve the members in decision making. JE asked that Council choose the right road to restore power to the membership and adopt the resolution.

M Kyriacou (PG Assembly), against, agreed with the proposer that the Union needed reform but argued that the resolution would not achieve this as it was, MK believed, riddled with inconsistencies. MK argued there were technical mistakes in the proposed Bye Law change. MK wondered why, if the argument was there were too many democratic bodies, had the Union created a raft of new ones. MK observed that new bodies had been created to increase engagement and believed these should be given time to bed in and assessment made as to their success in engaging members.

MK argued the resolution erroneously conflated representation with engagement. MK noted that Council was supported by the Democratic Procedures Committee yet the resolution had been brought to the first Council of the year before the DPC had met to consider it.

MK concluded by stating they found offensive the resolution's implication that Councillors, who were elected and were dedicated to representing their constituents, should be viewed as 'hacks'.

C Ball (Non-Portfolio Officer), for clarification, wondered whether it was permissible, within the Code of Conduct for Meetings, for speakers to shout into the microphone; CB believed this harmed accessibility as did the clapping that had greeted the end of the previous speech.

M Kyriacou (PG Assembly), in clarification, noted that they had only been elected the previous evening and the only guidance they had had had been the video shown earlier evening which had not contained any warning against speaking loudly. MK apologised if their loud voice had harmed accessibility.

J Robinson (Campaigns & Democracy Officer), for, thanked the previous speaker for challenging the resolution as this was the first time one of JR's resolutions had been challenged at Council; JR argued this demonstrated the lack of scrutiny that Council gave to proposals. As to the speaker's arguments, JR argued that the new student leadership bodies had been created to make it easy for students to become involved in decision making and it was not inconsistent with the aims of the resolution which was, also, to widen participation in decision making.

JR reminded Council that, in terms of widening participation, at present because of Council's inaccessibility its numbers drop toward the end of term and this meant that sometimes only 28 people were empowered to change the constitution of a body with 16,000 members; JR believed this to be totally unacceptable.

JR underlined the facts contained in the National Student Survey data that students thought the Union to be unrepresentative; JR argued that most Councillors could understand the difference between representation and engagement but that few of the wider membership would.

JR stated that the new bodies were elected and JR was confident that their members had been returned by far more votes than those cast for Union Councillors.

JR believed that if Councillors wanted to ban a product or a service that it was unacceptable for the decision to be made by just a few people in a room.

JR agreed that it was part of their role to engage the membership in Union democracy and JR believed that the resolution was the best way to increase that engagement.

JR noted in relation to the DPC that its relentless focus had been on how to involve students from outside Council in the democratic process.

JR urged Councillors, before they made any decisions to ban anything, to get out of the Council chamber, to talk to students and take part in a referendum campaign.

M Colledge (PG Education Officer) stated it was never a nice experience to speak against another Full Time Officer but MC believed the resolution to be democratically unsound. MC wanted to bring Councillors' attention to one part of the resolution in particular: the idea of Management Committee filtering students' ideas and proposals for implementation. MC wondered how this proposal sat with the resolution's ostensible aims of widening student involvement in Union democracy. MC argued that, under the proposal, a closed meeting of Full Time Officers could take up one student's proposal for implementation without any further consultation; as a member of the committee, MC felt deeply uncomfortable being given this amount of unmediated power. MC stated that the infamous decision to ban sombreros had been made in a closed meeting of Management Committee without any wider student consultation.

M Camp (International Development Society), for clarification, asked for a definition of democracy: as both Union Councillors and Full Time Officers were elected representatives it would be helpful to have a working definition in the context of the debate.

C Norman (Young Greens) asked as a Point of Order that speakers should address the Chair rather than fellow Councillors.

J Robinson (Campaigns & Democracy Officer), in clarification, thought the definition to be: the ability of as many people as possible to influence decision making, the power of the majority over the minority.

T Braddick (Momentum), for clarification, asked, in light of the extra powers the resolution would give to the Campaigns & Democracy Officer, what would be the limits on which proposals would be sent for decision by referendum.

J Robinson (Campaigns & Democracy Officer), in clarification, noted that the text of the referendum question would be exactly the same as any proposal that had been submitted to Council: the Campaigns & Democracy Officer would not be given any extra powers.

Council approved another round of speeches.

J Robinson (Campaigns & Democracy Officer), for, addressed M Colledge's point about the powers of Management Committee by arguing that the resolution did not give the Committee any extra powers; the point was it would reduce the powers of Council. JR argued that the crux of the resolution was whether we trusted ordinary members to make decisions; not the minor changes that would allow Management Committee to consider ideas from individual students. JR noted disappointment that Councillors with criticisms had not submitted any amendments prior to the meeting.

M Colledge (PG Education Officer), for clarification, reported that J Robinson had been on leave during the run-up to the amendment deadline and uncontactable for the submission of amendments.

A Mulcairn (Leeway Society), against, argued that the reality of the resolution was far from the intentions of widening democracy that the proposers had spoken of; AM urged Councillors to read the Resolves carefully as, AM believed, they were fundamentally at odds with the resolution's purported aims. AM noted that the Resolves would give the Campaigns & Democracy Officer the power as to how ideas and proposals would be submitted by individual to students to Council; AM believed this to be a direct transfer of power away from Council to one person, the same person who had placed the current resolution before Council. AM believed the proposal to be a repugnant power grab by one Full Time Officer.

M Kabore (LGBT+ Officer, Open Place), in summation, thanked Councillors for an interesting debate. MK noted, when starting as Councillor, being unsure as to what Council did, how to make change and how the views of students from outside Council were taken into account. MK believed that, despite recent changes, there had been little progress toward making Council an inclusive and understandable space. MK argued it should be simple: when asking to ban something the Union should ask all students their opinion not just those who were most involved. MK believed the Union did some wonderful things to empower students but that, as things currently stood, the great majority of students were alienated from Council. MK argued that the points made about an increase in Management Committee's powers were incorrect: Management Committee's remit was operational matters and the day-to-day running of the Union and the proposal fitted exactly within the current remit, there would be no extension of its powers. MK believed a small group of Councillors had raised the matter and the reason they had raised it had been to hold on to their power. MK asked Council to vote for the resolution and restore members' trust in the Union. MK believed the Union needed reform and to make its decision-making more legitimate and there was no better way to do this than, when big decisions were made, to simply ask the members.

The resolution fell by 26 voted for, 42 votes against with 16 Councillors abstaining from voting.

Chair noted that the guillotine had fallen declared the meeting over.

Chair noted the next meeting would take place on Thursday 2 November.

Societies' Executive Recommendations on Propose New Societies

Compass:

"Provide a safe environment for people from all walks of life to carry out random acts of kindness on a regular basis to represent Seventh Day Adventists on campus. Cater to the holistic needs of our members by addressing physical, emotional, mental and spiritual aspects of our life. Setting up a home environment whilst away from home."

Comments - The constitution is rather similar to other religious societies and could be a little more specific. Plans for longevity should also be considered.

Consulting Society:

"To equip members with the skills required to succeed in the consulting field. We will do this through workshops, projects and networking events."

Comments – The constitution is a little unclear as to what field of consulting will be covered – this could be made more specific.

The Society have since amended their objects to: "To equip students with the necessary skills to thrive in a career in business consulting. We will do this by utilising guest speakers, networking events, etc and with the eventual aim of working on real consulting projects for student start-ups."

Kurdish Society:

"Bringing the Kurdish culture into UEA teaching the history and ideology of the Kurds. This society aims to bring everyone together from all backgrounds."

Comments – The aims are very clear – overall recommendation.

Pasta Society:

"Bring people together with similar interests and tastes. Develop people's culinary abilities. Create an opportunity to socialise without alcohol."

Comments – The aims are very clear – overall recommendation. It will be useful to have a society focusing on improving student culinary skills.

Turkish Society:

"Provide a foundation and platform for Turkish and Turkish-Cypriot students. Welcome all other students interested in the Turkish culture, history, traditions and food. Organise socials, meetings, events in order to fulfil the first two objectives. Unite and bring together students from all backgrounds and cultures, in search of educating one another."

Comments – Overall recommendation.



ELECTION RESULTS

Union and University Committees

Democratic Procedures Committee (DPC)	Lucy Auger, Tim Barker, Jenna Chapman, Omari Edwards, Lewis Martin, Abbie Mulcairn, Charlie Norman, Finn Northrop
Finance Committee	Jenna Chapman, Daniel Mastrangelo
Appointments and HR Committee	Ellie Johns, Thai Braddick
Change the Culture Task Force	Due to a technical problem, the results for this election were delayed and will be announced prior to the meeting
Estates Forum	Liam Deary, Miles Folkes, Shinichi Williams, Hannah Murgatroyd
Senate Student Discipline Committee (SDDC) UG place	Oldrich Capek
Senate Student Discipline Committee (SDDC) PG place	Vacant
Senate Student Appeals Committee (SADC) UG place	Due to a technical problem, the results for this election were delayed and will be announced prior to the meeting
Senate Student Discipline Committee (SADC) PG place	Vacant
Travel and Expeditions Committee FMH Place	Vacant
Travel and Expeditions Committee HUM Place	Theo Smith
Travel and Expeditions Committee SCI Place	Sophie Rollo
Travel and Expeditions Committee SSF Place	Misha Camp



reports

- reports and papers from student officers, committee meetings and councillor reports



Officer– 2 November 2017

Activites and Opportunities officer

Main Priorities/ Manifesto

Priority	Description and Update
Looking at organisation and management of Opportunities within the union	Summer – 19/10/2017 Working with members of staff to ensure that process within the union are running smoothly and efficiently for students.. this includes applications for student events, grant requests, membership etc..
BUCS #TakeAStand	<p>19/10/2017 Organising and planning the year, marketing and social media of campaign. Talking to the sports clubs and presidents about #TakeAStand and what this all means. Asking the Presidents to sign the charters, showing support through social media channels and rainbow laces etc..Looking to set up working groups in liberation groups to see what we can action this year!</p> <p>26/10/2017 Successful application to sit on the BUCS inclusion board, quarterly meetings hoping to further tackle inclusion in sport. First meeting Monday 31st October.</p> <p>Beginning to work and plan #ThisBUCSGirlCanWeek</p>
Do Something Different	<p>19/10/2017 We are now in partnership with The University to deliver a 'Do Something Different' programme throughout the year, culminating in a week of highlighted events. I have been attending project meetings to combine academic events and student led activities to help create an exciting and skill based programme!</p> <p>26/10/2017 Regular project meeting helping to steer the final design and marketing of the project. Looking into and analysing the demographics of student engagement and evaluating how we can efficiently interlink inter-school based events and SU events.</p>
ueaccess	<p>19/10/2017 Assisting UEA+Sport with the rolling out of their new referral scheme where through a referral process through SSS students can have access to 6 free session of activities within the uea+sport!</p> <p>This also is paired with an disability access open evening at the Sports Park where students and student leader can have disability confidence training and take</p>

	part in some sport activities. We are doing this with Dr Katharine Deane. And widening this out into the community Active Norfolk are
Soc/Sports Exec	19/10/2017 Training new exec members on expectations, and agreed on recommendations for the first set of grants for the year.
Livewire – ‘Have your say’	26/10/2017 Helping with Jack with his manifesto point on accountability on the show ‘have your say’ which involves speaking to and holding FTO’s to account on their remits and manifesto points.
Investigating SportsPark access for different student groups.	26/10/2017 In response from part-time and postgrad students, I am supporting Madeline in looking into issues surrounding students when accessing services in the SportsPark.
SSPAC Meetings	26/10/2017 (Student sport and physical activity committee) First meeting of the year, this is a strategic meeting focusing on the overall running of physical activity at UEA – this meeting focused on post freshers demographics and other strategic implications following sports move over to the University.

Membership Engagement

Event	Purpose and anything to report on
Freshers	Meeting students at a fresher daytime and evening nighttime events.
Induction talks	Chatting to students about University and SU life – engaging with students about their academic rights
Attending sport club sessions and matches	Supporting teams at Local and BUCS fixtures, attending some GIAG sessions to answer questions and check generally things are going well.
Committee Training	Supporting staff with the delivery of committee training on running a club and soc, healthy and safety and media training!
Change One Thing	Chatting with students about ‘Change One Thing’ with the VC asking students what they would like to change about UEA to make it even better! 2 nd session of change one thing in the library! Almost double the amount of responses since the last session!
University Challenge interview panel	Sitting in on the auditions for UEA University Challenge application – we haven’t had a team in 11 years!
Sports night	Attending and helping out with Sports Night, gaining feedback on how to make the night better and bigger for all students.
NUS Zones – Sheffield	Attending NUS Zones Conference in Sheffield, looking at how the work of FTOs in the NUS Union Development Zone, to better student Activities. Engaging with SABS across the country to share best practice to again

	further develop activities and opportunities here at UEA SU.
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Officer– 2nd November 2017

Officer Title Postgraduate Education Officer

Main Priorities/ Manifesto

Priority	Description and Update
Better Support for Part-time Masters Students	Collecting examples of timetabling issues. Had a meeting with the PGT Coordinators and Nigel Shed (timetabling) about what options are available for providing timetables earlier to part-time students, and those with childcaring responsibilities. Because the timetabling software needs a significant technological development, a compromise was reached. Learning and Teaching Services are going to develop a picture guide for students to manually look at where their modules are scheduled through Evision. This will provide some insight for those who need to arrange childcare or work.
Improving the Masters dissertation experience	Conducted a large survey which received 128 responses from 2015-17 Masters students. Report is now complete and due at the Student Experience Committee on November 23 rd . I have been added to two university PGT LTS groups to work through these issues –The Dissertation Working Group will meet in November and we are expanding our research to include undergraduate experience. I am also in contact with Accommodation as variation of submission dates are causing issues for housing contracts.
PGR Training Space	Alumni Funding secured for the development of PGR Training suit. Location found, but we are awaiting confirmation from Spaces Management Group.
Postgraduate Sport	PG Swim cards and Yoga relaunched this October. We are trying to find an instructor to teach another sports session. We are requesting that UEA Sport start to analyse data on the number of postgraduates participating in clubs, ueactive and the Ziggurat challenge in light of a reluctance to provide postgraduate specific services.
PhD Employment Rights	Report into the experience of our PhD students who work as Associate Tutors has been taken to the Student Experience Committee. We are working with the PVC for Research and Innovation to set timelines for all our recommendations. Monitoring update from the University due in December. Myself and the Postgraduate Committee have coordinated a national campaign encouraging PhD ATs to join UCU in light of membership becoming free.

	We now have a huge wall vinyl in the Graduate Centre displaying the Postgraduate Employment Charter. UCU are going to hold a information day in the graduate centre with a stall to encourage people to join.
Postgraduate Student Voice and Representation	A lot of time has gone into increasing the number of PGT course reps within the University. The Code of Practice for Representation with our newly added section for PGR representation has now been passed by PGR Executive.
Protecting International Masters students from Plagiarism	On request from students, we are in conversations with the faculty for Social Sciences to get Turnitin available for students to use. This will allow students to check for plagiarism before they submit coursework.
PhD Post-Submission Emails	Meeting with ITCS about an alternative email solution for PhD students after they have submitted their Thesis. A survey of preferred email options was circulated.

Membership Engagement

Event	Purpose and anything to report on
PG Freshers events	I organised and attended a wide range of postgraduate welcome events. Attendance was strong. It gave me a good opportunity to talk to students about how they were finding their first few weeks.

Officer– 2nd November 2017

Officer Title Undergraduate Education Officer

Main Priorities/ Manifesto

Updates from last meeting in red

Priority	Description and Update
Free online readings	Talis was mandated at the end of the summer term, there are now 800+ reading lists uploaded onto the system across the university. The new system allows the library to see all reading lists and create a strategy for providing all reading materials (either online, or if not possible in paper form). Uptake by academics over the summer has been varied, I have used the summer to monitor and keep the library up to date when I've heard of problems with implementation across the university. The university has registered 55% compliance on Talis over the summer, over quadrupling the number of reading lists the library has access to. There is still work to be done and there is great practice to be learned from in HUM. Will continue to champion Talis implementation in meetings.
More support for course reps	have worked with staff over the summer to put together a new improved training books and training plans. We have met with SPOs over the summer and run democratic online elections in the first weeks of terms. It looks like we'll be able to provide all reps with a T-shirt and we'll be training reps up for their new role this week. Due to their still being spaces for course reps, we have run a second set of elections to increase rep numbers. We have also trained course reps and convenors in the last week. More training next week! Also Maddie has submitted a motion to make our school convenors (school head-reps), so they can vote of educational policy.
More study space	195 new spaces opened last week in the library, we have also made blue bar into a better space for daytime studying.
Timetabling	zoning of the university campus was implemented over the summer meaning schools are generally allocated a 'zone' on campus in which their lectures can be, reducing commutes between lectures. We have also made contact with the university urging them to sort

	out the late release of timetables for some med students.
Late night food and drink in the Library	at the end of last year after my campaign, the library allowed the SU to put vending machines on floor 0, allowing students to access food, drink and free hot water 24 hrs of the day. On student recommendation we are now looking at what stationary and others useful items could also be put in the vending machine to help students. In response to student request we will also be launching an emergency stationary/electronics vending machine in the library.
Training of academic advisors	under investigation it turns out the university has many many forms of academic advisor training but doesn't monitor any of it meaning we can know when advisors are falling through the gaps. We are lobbying the university to create a basic training that covers signposting and mental health training, that all advisors must take so training can be monitored and we can ensure all students receive a good experience from their academic advisor. I have had more meetings regarding this and have been given a copy of the current online training to review. I have a further meeting on Monday to discuss implementation and monitoring with hub staff.
Employability	- I am still exploring employability, i am not sure that what I suggested on my manifesto is the most effective way to help students and hope to work with careers central in the next few months to shape something that will help students improve their employability prospects.
PhD Post-Submission Emails	Meeting with ITCS about an alternative email solution for PhD students after they have submitted their Thesis. A survey of perferred email options was circulated.

Other Business

Assessment and Feedback	in the NSS the university can 70th in the country for A&F, a very poor result for the university. I have also had students contact me about not being able to access exam papers and exam feedback. These issues are being raised with the university. The aim is to get course directors to provide higher quality assessment briefs that directly link to mark schemes so assessments are fairer and feedback is more helpful. We had a really positive and collaborative meeting with the university where they committed to a set of standards students
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	<p>should be able to expect from their schools with regards to Assessment and Feedback. See here: buff.ly/2zQausZ . I will now work with the university to see that these standards are being upheld.</p>
<p>Training and settling in</p>	<p>- I have spent a good part of the summer, attending training, meeting with members of the university and reading in order to prepare me for the year ahead. This week we attended NUS Zones Conference where I learned more about: Brexits effect on HE, challenging the black attainment gap, and why we should ensure that the history of the holocaust is not forgotten by the student body. I also met national officers and met with other Education Officers from other universities to share ideas and practical ways to manage the workload of being a full-time officer.</p>
<p>Trustee Board</p>	<p>I have taken over as the Chair of the Appointments and HR Committee, and have spent time meeting my new committee and collecting an understanding of the challenges and projects we will face in the year ahead.</p>



open discussion

- a time for group discussions on key issues that can ultimately influence policy



Open Discussion Briefing: The Office for Students

As part of changes introduced in legislation this summer, a new arm's length regulator for Universities- called the "Office for Students"- is being created.

The government is seeking views on behalf of the new Office for Students (OfS) regarding how regulation of the higher education sector will work. The OfS will then introduce the new "regulatory framework" over the next few years with what it calls "an unflinching focus on the student"

We have the opportunity to feed in to this consultation on behalf of UEA Students.

The consultation sets out

- the proposed new regulatory approach
- what this will mean for the sector and students
- proposals for how new "higher education providers" will enter the system

This session will include a short presentation from the SU Chief of Staff on the proposals from the OfS and give you a chance to discuss and feedback thoughts, and ideas and views that can inform Mary and Maddie's response to the consultation.



policy papers

- all of the policy proposals that council will be debating



2147 Night of the Living Wage: Boycott Picturehouse

Proposer: Lewis Martin (Mature Student Officer)

Seconder: Charlie Norman (UEA Young Greens)

Council Notes

1. That workers at the Picturehouse cinema chain are engaged in a campaign to win the Living Wage, union recognition, maternity and paternity pay, sick pay and other rights, and have taken numerous days of strike action in the last six months. The strike is spreading, beginning at one cinema and now taking place at six.
2. That Picturehouse, whose CEO is paid £1.2 million, is owned by Cineworld, which made £83.3 million in profits in 2015.
3. That the strikers are calling for a boycott of the companies as part of their campaign, and that NUS has called for student unions to deny them access to freshers' fairs and other marketing opportunities.

Council Believes

1. That this is an inspiring example of low paid, precarious, private sector workers – a majority of them women and many of them migrants – organising and taking action to improve their rights. More such struggles are much needed.

Council Resolves

1. To support the Picturehouse strikers and send them a public message (and publish it on our website).
 2. To write to Picturehouse and Cineworld telling them they will not be allowed to come to our freshers' fair or have other dealings with our SU until the dispute is over.
 3. To encourage our members to support the workers' campaign.
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2148 Transition at UEA

Proposed: Cam Koosyial (Activities and Opportunities Officer)

Seconded: Mary Leishman (Undergraduate Education Officer)

Union Notes

1. In SU research carried out in March 2017 on the topic of extra opportunities for students, including Do Something different and a "week 0", 50% said that they would prefer a non-academic timetabled first week in order for them to settling in and orientate themselves both to campus and to student life.
2. Research conducted by Higher Education Policy Institute (HEPI) on student perceptions had a section on social integration, where nearly 50% of respondents said they felt completely or somewhat unprepared to live with people they had never met before
3. Part of HEPI's report focussed on mental health of new students in the first 4 weeks of study . The results indicated strongly that over 90% of students are likely to feel tired, lacking in energy, or under strain in these first weeks.

Union Believes

1. There is a desire among students for a period of time at the beginning of semester to explore UEA in their own time, rather than lectures and academic teaching starting too soon.
2. Many students will have not even have moved into their new accommodation before having to navigate campus for the start of the academic year.
3. Part of the anxieties associated with meeting new people could lie around not having time to get to know flatmates properly, something closely linked with going straight into academic study after moving in. Having clear and structured time to get know flatmates could offset this.
4. A transition period is also important for the non-traditional first year students; those such as mature or commuting students who may not be living on campus.
5. Having a week 0 without teaching would allow students the flexibility of making their first week as a student what they want it to be within their own interests and capabilities.
6. It would be beneficial for UEA to explore the possibility of a consistent, institution-wide approach to transitioning new students into University life- an example of this is the 'I love HUM' initiative. Although this includes elements of academic study and timetabled events, uea(su) is really impressed with the balance of more social and orientation-based events with lectures and seminars.
7. Another element of transitions for students is those going from UG to PG study at UEA. uea(su) has noticed several examples of issues within this transition period, including students' UG emails being turned off once they finish, even if they are carrying on to PG study.
8. This can create many problems for students, including missing valuable information and causing inconsistency in their student experience. UEA's advertisements for PG study use the phrase "stay where you are", but it is very difficult for students to feel part of a smooth and well-managed transition if the simplest of things, such as a continued email and IT account, cannot be provided.

9. All students should be offered training on independent directed learning; financial literacy and budgeting; dealing with emergency household situations; resilience skills; sexual harassment/discrimination

Union Resolves

1. To mandate the FTOs to lobby the Student Experience Committee on transitions.
 2. To call on all faculties to run "I love HUM" style programmes with central coordination for University wide activities and initiatives.
 3. To work with UEA to undertake a university-wide review of school-based support for students' transition to postgraduate taught and research level study, in partnership with students, the PGR Service, professional services.
 4. To ensure the review considers the needs of particular groups who are more likely to find the transition challenging, such as first in- family applicants, applicants who identify as LGBT+, and applicants from particular socio-economic backgrounds
 5. To report back on progress on these issues later in the term.
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2149 Student Finance

Proposer: India Edwards (Welfare, Community and Diversity Officer)

Seconded: Emily Cutler (Students with Disabilities Officer)

Union Notes

1. Current UEA students and alumni are reporting difficulties with finances without the upcoming changes: nearly 30% of students spoken to as part of a November 2016 Quality Conversation said that they were not informed of or prepared for how much everything would cost at UEA
2. In this year's NSS comments, 33 students spoke negatively about their experiences with money and finance.
3. NUS' priority this year is a Student Hardship Commission.
4. Private sector rents in Norwich are averaging 11% more expensive this year than last.
5. The University has raised the cost of on campus accommodation by more than inflation every year for a decade.

Union Believes

1. Students are facing ever more difficult decisions to make around student finance, particularly in the context of the government changing the regulations around loans and bursaries.
2. This means that, in the upcoming years, financial support and options will be more limited for those looking to go to University, with the biggest changes being on Health Sciences courses.
3. The press and media obsess over fees but it's day to day maintenance and costs where students are feeling the biggest pinch.
4. The range of finance-related issues faced by students at UEA indicates that more needs to be done to support and inform them during their time here.
5. With the upcoming national changes, UEA should act to ascertain the reality of UEA students' finances and ways in which better support could be provided.
6. UEA should acknowledge the crisis of student cost of living by following up on the recommendations of uea(su)'s 'Real Cost of Study' report to look at wider average costs of participation rather than mere "charges"
7. UEA should conduct an investigation on different types of students with different financial circumstances, providing information as to their avenues for support and their ability to participate.
8. UEA should work with the SU to carry out a strategic review of the student financial picture at UEA to inform decision making
9. A single UEA committee that includes student representation should oversee all charges/fees levied on students.

Union Resolves

1. To mandate the Welfare and Community Sub Committee to carry out priority campaigning work on student finance this year.
2. To work with NUS to contribute to its Hardship Commission.
3. To demand that student consultation and representation are a feature of all decisions on UEA costs, charges and fees.

2150 Academic Support at UEA

Proposed: Mary Leishman (Undergraduate Education Officer)

Seconded: Rhys Purtill (Environment Officer)

Union Notes

4. The 2017 results of the Guardian's Annual Student Experience Survey found that 87% of first year students struggle to cope with social or academic life .
5. uea(su)'s Student Union Survey 2017 uncovered that out of 16 factors (ranging from money, to mental health, to accommodation), UEA students' highest priority was academic achievement; with 76% of respondents rating it as their number one concern.
6. Since 2014 UEA's NSS results have seen a steady decrease in satisfaction with academic support, with the sharpest drop being between 2016 and 2017.
7. Of all NSS comments featuring the words 'advisor' or 'adviser', 28% of them were negative. Of these negative comments, over half were specifically about lack of availability of advisors.
8. Students have also shown a decrease in satisfaction with support available to them more generally when needing to make study choices.
9. All schools with the exception of MTH and EDU have seen a decrease in satisfaction with the NSS question "good advice was available when I needed to make study choices on my course". CMP, LAW and BIO have seen the most significant drop, with -19%, -15% and -13% respectively.
10. Of 1,000 that should have received training, less than 200 of UEA's academic advisors have completed training.

Union Believes

1. Students within the same schools are having completely different experiences when it comes to academic advisors which brings into question the systems by which advisors are allocated, trained and monitored.
2. A factor that has contributed to a decrease in satisfaction of academic support is students' difficulties with deadlines and extenuating circumstances.
3. Academic advisors should play a key role in providing advice or at least being a first point of contact for students in need of guidance.
4. UEA should also consider the role of Careers Central and any staff with employability responsibilities within each school.
5. UEA should review its system for training academic advisors and ensure that none can begin to practice as advisors until they have had correct, up-to-date training.
6. UEA should review information provided to students around academic support, setting out clearly the standard of what they can expect. This should include centralised provision through SSS, provisions within their school (such as academic advisors), and support via the students' union.

Union Resolves

6. To mandate the Education Sub Committee to pursue the above objectives through lobbying and committee membership.

7. To brief faculty convenors, school convenors and student reps on the detail applicable to their faculty or school and encourage them to pursue the issues within faculties and schools.
 8. To report back on progress on these issues later in the term.
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2151 SU Code of Conduct (An Amendment to the Bye Laws)

Proposer: C Koosyial (Activities and Opportunities Officer)

Seconded:

Union Notes:

1. The SU's Code of Conduct is a Bye Law that sets out how misconduct by members will be handled
2. Each year the Trustee Board holds a case review discussion to identify improvements

Union Believes:

1. Several minor changes should be made to better explain procedures and clarify expectations
2. There is a need to take account of the move of support for SU Sports Clubs to the University

Union Resolves

1. To make the minor changes identified in red and to add to the Code as per the section in purple.
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Bye-Law 12: UEA Students' Union Code of Conduct

Preamble

1. This Code sets out the procedures to be followed in the case of disciplinary action against an individual member ("the member") of UEA Students' Union ("the Union")
2. Disciplinary issues arise when problems of conduct are raised and the Union seeks to address them through the agreed procedures.
3. For the purpose of this procedure, members are defined as in the Constitution and Bye-Laws.
4. This procedure also applies to non-members acting in volunteer roles in the Union.
5. This does not include any of the Union's staff, **or members acting in a capacity as paid staff**, who shall be subject to an internal staff disciplinary procedure.
6. The code concerns the disciplinary rules and procedures that operate within the Union. The Union believes that rules and procedures are necessary for promoting orderly relations as well as fairness and consistency in the treatment of individuals.
7. It is important that Members know what standards of conduct and performance is expected of them. As a result this policy shall be publicly

available to members of the Union and shall be provided to members in relevant settings.

Scope

8. Disciplinary action may be taken in respect of any breach of discipline:
 - a. On the Union premises;
 - b. While the member is using the Union facilities or at a Union event;
 - c. While a member is representing or acting on behalf of the Union at any event of whatever kind and wherever held;
 - d. In relation to actions or incidents between two or more representatives of the Union in any or none of the settings above, or in relation to actions or incidents between the Union's representatives and other members, staff or stakeholders.
 - e. Any of the above where an interaction or incident is on social media.
9. Where a complaint is made about a group activity, including socials, demonstrations, and activity that can be classed as organised by the Union or any union group or in that group's name, a group of members may be subject to disciplinary action and penalties.

Meaning

10. Recognising that members have a right to freedom of speech and to protest, in this code a breach of discipline means (but is not limited to):
 - a. threatening or harassing any other person, whether physically or verbally;
 - b. assaulting any other person;
 - c. damaging any property, whether deliberately or negligently;
 - d. acting in contravention of the Union's Equal Opportunities Policies;
 - e. acting without due regard for the safety of others;
 - f. acting with dishonesty or with intent to defraud;
 - g. infringement of equal opportunities, safe space, no platform or staff protocol policies;
 - h. imparting to the press, television or radio, or any agency thereof, any expressly confidential material about the Union or any of its members or Officers, unless prior permission has been granted by the Trustee Board;
 - i. incurring unauthorised expenditure on behalf of the Union and/or misappropriation of Union funds or property;
 - j. organising initiation ceremonies*, and/or coercing others to drink alcohol to excess.

Panel and Supervising Trustee

11. The Trustee Board shall annually appoint a lay trustee to supervise the formal complaints procedure set out below. They shall annually report to the Trustee Board on the operation of this code.
12. It shall approve the arrangements for the forming of Disciplinary Panels by the Supervising Trustee which will always consist of:
 - a. at least two ordinary members
 - b. a student officer of a Students' Union;

- c. someone who is not an ordinary member of the Union;
- d. and a Union staff member acting in an advisory capacity in relation to due process.

13. Measures will be put into place to ensure a diverse membership of panels.

Licensed Premises

- 14. In the event of a complaint, incident or concern being raised within **SU Venues**, the following procedure will apply
- 15. Authorised staff will always have the right to refuse admission and to exclude members on the basis of their intoxication in pursuit of the license.
- 16. Where an alleged breach of the code occurs beyond the standard right to refused admission detailed above, authorised staff shall have the authority to exclude the member from the venue or to take any other reasonable action to prevent further immediate breaches of the code. This action, shall at the earliest opportunity **and wherever practical**, be reported to a nominated Duty Manager who shall endorse, amend or withdraw the restrictions pending a meeting with the accused.
- 17. Members who have been asked to leave, or removed from the building, will **wherever practical** be informed of why they have been excluded. They may then contact a Duty Manager at a specified time on the following working day. If the member fails to do this, the failure will be taken into consideration when the Duty Manager makes their decision.
- 18. When the member meets the Duty Manager they will be asked to provide a statement of their version of events and those of any witnesses they may choose. The Duty Manager will keep a record of this meeting for future consideration.
- 19. If the Duty Manager decided that the offence is of a minor nature, then they may impose a temporary licensed premises ban of up to four weeks, in consultation with a licensee.
- 20. Any member wishing to contest the decision of the Duty Manager may have their case referred into the procedure below.
- 21. If the Duty Manager deems the offence to warrant more than a four-week ban, then they will refer the member into the formal procedure below.
- 22. **Where an incident involves a member of the Trustee Board or Student Officer Committee or any sub-committee of either of these groups or any member of the Societies or Sports Executives, the Duty Manager will automatically refer the member into the formal procedure below**
- 23. Where an incident of theft from SU Outlets is found to have taken place, the member involved will be asked to meet with the SU Outlets Manager at the earliest opportunity. The SU Outlets Manager will keep a record of this meeting. When the member meets the SU Outlets Manager they will be given the option of accepting a ban of up to 12 weeks at the discretion of the SU Outlets Manager.
- 24. Any member not wishing to exercise the option of accepting a ban with its admission of guilt or wishing to contest the decision of the SU Outlets Manager as to the length of the ban may have their case referred into the procedure below.

Sports Fixtures/Facilities

25. In the event of a complaint, incident or concern being raised about behaviour at or in transit to a UEA Sports Fixture or training session, the following procedure will apply.
26. Where an alleged breach of the code occurs that is minor, authorised staff of the UEA Sports Department shall have the authority to investigate and the Director of Sport the authority to issue sanctions of suspension from club activity for up to 4 weeks.
27. Members will be informed of why they have been issued with a sanction and all allegations and sanctions will be recorded with the Democracy and Governance Coordinator.
28. Any member wishing to contest the decision of the Director may have their case referred into the procedure below.
29. If the Director (or Supervising Trustee) deems an offence to warrant more than a four-week ban, then they will refer the member into the formal procedure below.
30. Where an incident involves a member of the Trustee Board or Student Officer Committee or any sub-committee of either of these groups or any member of the Sports Executive, the Director will automatically refer the member into the formal procedure below"
31. Any member not wishing to exercise the option of accepting a ban with its admission of guilt or wishing to contest the decision of the Director as to the length of the ban may have their case referred into the procedure below.

Complaints

32. In normal circumstances complaints and grievances will be made in writing to the Supervising Trustee c/o the Democracy and Governance Coordinator at the Union. The written complaint should include the name and contact details of the complainant, the person to whom the complaint refers, the nature of the complaint and a preferred course of action to resolve the complaint.
33. The handling of disciplinary issues will not be dependent upon the making of a formal complaint; Trustees and Senior managers will make arrangements to ensure that matters of concern are raised and can be investigated as appropriate.
34. Members and elected officers should refer to the Democracy and Governance Coordinator who will advise on this code.
35. When:
 - a. A disciplinary matter arises, or
 - b. A complaint is made, or
 - c. A matter or concern is referred to this procedure
 the Supervising Trustee shall first determine whether this policy is appropriate for the issue(s) being raised. In making the judgement the Supervising Trustee will be careful to ensure that matters of misconduct are handled through this procedure, but that matters of political performance are rightly referred to the appropriate accountability procedures.
36. The Supervising Trustee may at any time determine that the nature of a complaint or referred issue is sufficiently serious that the issues should be referred to the University's disciplinary procedures for investigation/resolution.

37. The University may determine that a complaint that it is in receipt of should be such that the issues should be referred to this code for investigation/resolution.
38. Subject to data protection and registration agreement procedures, the union and University will respectively routinely share information about suspension and disciplinary action in pursuit of the effective and operation of premises and activities.
39. Any member involved in a case will be routinely advised of support available to them either through the SU or the University Student Support Service as appropriate.

Investigations

40. If this procedure is used, the Supervising Trustee will appoint an impartial party to investigate the matter (where impartial means someone not involved with the member(s) affected in the case).
41. The investigation should establish the facts and where appropriate obtain statements from any available witnesses. The investigation will seek to establish whether in the view of the investigator there is a case to answer and if so gather evidence to that end.
42. Having carried out an investigation, the investigator will make a report to the Supervising Trustee. The Supervising Trustee will then decide whether to drop the matter, arrange informal coaching, advice or counselling, or to arrange for the matter to be dealt with under the disciplinary procedure.
43. At the start of the investigation, the complainant and respondent will receive a letter of formal notification outlining the nature of the complaint being investigated and the name and contact details of the person dealing with the investigation.
44. Respondents are encouraged to submit a written statement in response to the allegations. The deadline for doing so is seven working days after the date of formal notification of the investigation but may be extended if the investigator is not able to supply full details of the allegations until the investigation interview. The statement should attach copies of any other documents on which the respondent wishes to rely.
45. The investigator may opt to conduct interviews with complainants/victims, witnesses or respondents as appropriate. Interviews may include robust exploration of the allegations involved in the case. Anyone taking part will be informed of the right to bring a friend to support (but not take part in) the interview. Statements summarised or transcribed from an interview will be sent to participants for approval.
46. Should the respondent not respond to communications or refuse to engage with the investigation process, s/he will be deemed to have nothing to add to the investigation.
47. The investigator will consider statements and any other documents received from the complainant and respondent as soon as practicable. The Union aims to confirm the outcome of its investigation to the complainant, the respondent, and other interested parties within 14 working days of the date of the formal notification of the investigation, subject to having been able to contact all relevant parties within this time. If it is not practicable to comply with these deadlines, for example due to relevant parties being on holiday,

they may be extended by discretion, normally up to a maximum of 7 further working days.

48. It should be recognised that being the subject of a complaint can be a difficult time for an individual, and so the Union will undertake the investigation with appropriate discretion, care and consideration. The Union will endeavour to ensure all steps in the process remain fair and in line with equal opportunities policy and procedures.
49. No member involved in a matter covered by this code should comment publicly on the incident. Failure to observe this requirement will result in disciplinary action being taken under this code.

Informal Procedures

50. Minor cases of misconduct and poor performance are best dealt with informally. It may be necessary to issue an informal warning, but the Supervising Trustee will ensure that these areas are discussed with the objective of helping the member to make appropriate improvements.
51. At this stage the member will be made fully aware of what steps need to be taken to address the conduct issue. They will also be told when this will be reviewed and over what period.
52. Members will be informed of what action will be taken if they fail to improve either their performance or conduct (see below). Informal warnings and/or counselling are not part of the formal disciplinary procedure and members should be made aware of this.

Stages of Disciplinary Action

53. The Supervising Trustee will decide whether a matter should be dealt with informally or formally under the disciplinary procedure. Disciplinary panels and appeal panels will be made up of different people for fairness.
54. There are different types of action that can be taken that vary in their severity. The disciplinary hearing will decide the severity of the misconduct and the appropriate action.
55. These are:
 - a. Formal Verbal warning;
 - b. Written warning;
 - c. Termination or suspension of all membership entitlements or some act of partial suspension or termination, which in the case of employed elected officers could result in contract termination.

Disciplinary Hearings

56. Before a decision is reached or any disciplinary action taken there will be a disciplinary hearing at which the member will have an opportunity to state their case and answer the allegations that have been made. The appointed investigator will present their findings at the disciplinary hearing.
57. The Panel will hear the case. The member will be notified of a disciplinary hearing in advance and will be provided copies of statements given by any witnesses or other written evidence to be used. Hearings will be arranged as far as possible at a mutually convenient time and place and the member will

have the right to be accompanied by a colleague or representative of their choice (who may support but not participate in the hearing).

58. During a disciplinary hearing, the case against the member will be presented in detail by the appointed investigator. If the member challenges the substance of the witness statements then witnesses may be called to the hearing where the member will have the opportunity to ask them questions.

59. Any new evidence introduced at this stage will be presented to all parties and arrangements made to enable cross examination.

60. Where disciplinary action is necessary the member will be informed of the decision.

61. This will be in writing and will state:

- a. Details of the misconduct that has resulted in the disciplinary action;
- b. The level of disciplinary action;
- c. Any recommendations/action required to prevent future disciplinary action;
- d. The consequence of failure;
- e. Details of the appeal mechanism;
- f. If appropriate the length of time the warning will last before it is disregarded.

62. **Formal Verbal Warning** This will occur in cases of minor infringements and can be given by a member of the Panel. A note of the warning will be kept on file for six months but then disregarded for disciplinary purposes. The warning will be given in the presence of the panel and the member will be entitled to have a colleague or representative present when the warning is given.

63. **Formal Written Warning** This will occur when the infringement is more serious or is a failure to improve behaviour during the currency of the previous warning and can be given by the Panel. A copy of the written warning will be kept on file for twelve months but then disregarded for disciplinary purposes.

64. **Suspension of benefits or other sanction** If a member's conduct still fails to improve the final stage may be:

- a. Partial disciplinary suspension of membership entitlements;
- b. Temporary disciplinary suspension of some or all membership entitlements;

65. Where a person, in a paid role, is suspended pending a hearing or whilst an investigation is carried out they will continue to be paid by the organisation.

66. **Disciplinary termination of all membership entitlements** The decision to suspend or terminate entitlements (as listed above) is taken by the Panel. The member will be informed as soon as is reasonably practicable, of the following:

- a. the decision and the reasons for the termination or suspension of entitlements;
- b. the date on which the agreement between the Union and the member will terminate, information on the right of appeal including how to make the appeal and to whom.

67. The decision to suspend or terminate entitlements shall be confirmed in writing.

68. At any of the above stages the panel may resolve to:

- a. recommend that the member should undergo training;
- b. exclude the member from some or all future Union events or activities.

Summary Termination of Entitlements

69. In rare circumstances a member's entitlements may be summarily terminated if it is established that after investigation and hearing that there has been an act of gross misconduct, major breach of duty or conduct that brings the organisation into disrepute.

70. Acts that may constitute gross misconduct include, but are not limited to:

- a. Theft, fraud and deliberate falsification of records;
- b. Physical violence or threats;
- c. Deliberate damage to organisational or personal property;
- d. Serious incapability whilst representing the Union brought about through alcohol or illegal drugs;
- e. Misuse of the organisation's property or name;
- f. Bringing the organisation into serious disrepute;
- g. Serious infringement of health and safety rules;
- h. Serious bullying or harassment;
- i. Sexual misconduct;
- j. Serious infringement of equal opportunities, safe space, no platform or staff protocol policy.

71. Because the ability to hold elected office in the Union is dependent upon membership status and one of the rights and privileges of membership, termination of all entitlements would represent a termination of that holding of office. In the case of employed elected officers, this would therefore represent a termination of contract.

Suspension

72. In certain circumstances for example cases involving gross misconduct, where relationships have broken down or where it is considered there are risks to property or the Union's responsibilities to other parties, consideration should be given by the Supervising Trustee to a period of suspension of membership rights with or without entitlements whilst an unhindered investigation is conducted.

73. Such a suspension should only be imposed after careful consideration and should be reviewed regularly to ensure that it is not unnecessarily protracted. Excluding a member from participation in Union activities is not in itself a form of disciplinary action whilst the investigation is progressing. The member will be entitled to seek advice, for example legal advice, the cost of which will be met by the member.

74. Because the ability to hold elected office in the Union is dependent upon membership status and one of the rights and privileges of membership, suspension of entitlements would represent a suspension of that holding of office.

Appeals

75. A member will notify the Panel of their intention to appeal against a decision by a disciplinary panel within six working days of receipt of the confirmation letter. The appeal should be made in writing stating the grounds upon which the appeal is to be made and must be received by the Panel within a further 10 working days.
76. An appeal hearing will normally be held within ten working days of receipt of the letter of appeal. An appeal will be heard by a panel (see below), who have previously had no involvement in the case. The panel shall be made of the following:
- A Student Trustee;
 - An External Trustee;
 - A member of University staff.
77. A member will have the right to be accompanied by a colleague or a representative of their choice. The member will be notified of the results of the appeal in writing within five working days of the hearing.
78. Members should note that an appeal is designed to remedy any defects in the disciplinary process rather than repeat the investigation of the disciplinary process.
79. Therefore grounds for appeal are:
- Unfairness of judgement;
 - The severity of the penalty;
 - New evidence coming to light;
 - Procedural irregularities;
 - Extenuating circumstances;
 - Bias of disciplining officer;
 - Unfairness of the interview;
80. Possible outcomes of an appeal :
- The appeal is upheld and the disciplinary sanction reduced or removed;
 - The appeal is upheld and there is a request for a re-investigation or rehearing;
 - The appeal is denied and the original decision is upheld.

Recording Disciplinary Procedures

81. Accurate records will be kept detailing:
- any breach of disciplinary rules or unsatisfactory performance;
 - the Member's defence or mitigation;
 - the action taken and the reasons for it;
 - whether an appeal was lodged, its outcome and any subsequent developments;
82. These records are to be kept confidential and retained in line with the above disciplinary procedure and the Data Protection Act 1998. Copies of any meeting records will normally be given to the individual concerned (in certain circumstances information shall be withheld, for example to protect a witness).

*Initiation Definition: An initiation ceremony is an event in which members (often new members) of a group are expected to perform a task or tasks as a means of gaining credibility, status or entry within that club. This may involve

peer pressure (though not explicitly) exerted on students, and may compromise a person's inherent dignity as a person by expecting, forcing or requiring an individual to drink alcohol, eat mixtures of various food stuffs, nudity and behaviour that may be deemed humiliating.

2152 Making the Role of Education in Council Clearer: A Change to the Bye Laws

Proposer: Madeleine Colledge (Postgraduate Education Officer)

Seconded: Mary Leishman (Undergraduate Education Officer)

Union Notes:

1. The 2017 Review of the Code of Practice for Student Representation, passed by UEA's Learning and Teaching Committee, formally created the role of School Convenors.
2. This role, previously recognised as the Student Co-Chair on Student Staff Liaison Committees, has ensured that there is school-level representation between Course Reps and Faculty Convenors.
3. Currently Faculty Convenors can be co-opted by resolution onto Union Council.
4. Both School Convenors and Faculty Convenors are members of the SOC Education Sub-Committee and are encouraged to develop educational policy in partnership with the Undergraduate Education Officer and Postgraduate Education Officer through this Committee.

Union Believes:

1. That by requiring Faculty Convenors to be co-opted by resolution, this provides a barrier to participation in Union Council.
2. School Convenors should be able to obtain a seat on council in their capacity as a School Convenor, and not in the capacity outlined by Bye Law 1.11.3 which can prove confusing and a barrier to participation in Union Council.
3. It is wrong that School Convenors can contribute to educational policy development, but not hold a voting seat at Council where said policy is approved.
4. Membership of Faculty Convenors and School Convenors to Council should be automatic on their election.

Union Resolves:

1. Delete Bye Law 1.11.3 'one of the undergraduate students elected to the Board of Study, Staff-Student Liaison Committee or equivalent body, from each School of Study, elected by and from their number;'
2. Replace Bye Law 1.11.3 with 'the School Convenors from each School of Study elected by and from their number.'

3. Delete Bye Law 1.11.6 'the Faculty Convenors (co-opted by resolution of Union Council);'
 4. Replace Bye Law 1.11.6 with 'the Faculty Convenors from each Faculty elected by and from their number.'
 5. Replace Bye Law 1.11.11 with 'A Student Member from each of the Student Officer Committee Sub Committees with the exception of the Education Sub-Committee;
A representative from each major Student Accommodation cluster on campus.'
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2153 Employment Rights for Postgraduates Who Teach: No to Casualisation in HE

Proposer: Madeleine Colledge (Postgraduate Education Officer)

Seconder: Ruth Flaherty (Postgraduate Committee)

Union Notes:

1. In 2012 an NUS Report into the experience of postgraduates who teach found that 'one in four postgraduate teachers thought the allocation of teaching was unfair.'¹
2. Five years since this report, this should be improved upon by the University of East Anglia. A piece of research commissioned by the uea(su) Postgraduate Committee found the following:
 - A. Only 58% of declared Associate Tutor positions were transparently advertised.²
 - B. Over 77% of PhD Associate Tutors experienced no formal application process when applying for work.³
 - C. Over 38% of Associate Tutors received no training, or were trained after starting teaching.⁴
 - D. Contracted pay for Associate Tutors is often not reflective of actual hours worked. Many PhD students who teach do not receive pay that is inclusive of prep time, marking, or office hours.
 - E. Not a single PhD Associate Tutor who participated in our research had been made aware of their ability to join a trade union by the university.
3. Becoming a member of University and College Union (UCU) is free for PhD students who teach, and can provide a source of professional advice for employment rights and additional training.
4. Teaching opportunities are vital for PhD candidates who are self-funded, or want to continue on to an academic career.
5. The UCU calculates that 68% of research staff in higher education are on fixed term and insecure contracts. A further 54% of all academic staff in higher education institutions are employed on insecure contracts.
6. In certain schools at UEA, over 50% of teaching is delivered by Associate Tutors on casual contracts.

Union Believes:

1. That the rise of casual contracts in higher education is compromising the basic employment rights of thousands of academic staff.
2. That the use of casual contracts leads to job insecurity and should be condemned.

¹ https://www.nus.org.uk/Global/1654-NUS_PostgradTeachingSurvey_v3.pdf

² <https://www.uea.su/pageassets/postgraduate/thehonestyproject/PhD-Students-as-Associate-Tutors-report-June-revision.pdf> (page 4)

³ <https://www.uea.su/pageassets/postgraduate/thehonestyproject/PhD-Students-as-Associate-Tutors-report-June-revision.pdf> (page 5)

⁴ <https://www.uea.su/pageassets/postgraduate/thehonestyproject/PhD-Students-as-Associate-Tutors-report-June-revision.pdf> (page 9)

3. That the hiring and training of Associate Tutors is poorly managed and monitored at UEA, resulting in the exploitation of our PhD students who teach.
4. This can lead to undue strain on PhD students' mental health.
5. The lack of a transparent recruitment process for all Associate Tutor positions can result in those who have established relationships with their school or supervisor profiting over others.
6. The lack of clear HR processes in recruitment can result in BME, Female, or LGBT+ PhD students being less likely to obtaining teaching experience due to unconscious bias.
7. Students at UEA have the right to be taught by well supported and adequately paid academic staff.
8. Tackling exploitation of those at 'the bottom of the chain' in low security areas, like that of PhD Associate Tutors, benefits job security across the sector as a whole.
9. That all postgraduates who teach should be offered a contract that properly reflects the work they are expected to do.
10. That the recruitment process for postgraduates should be fair, transparent and equitable.
11. That postgraduates should receive a fair rate of pay for all hours worked.
12. The university should continue to implement and monitor the recommendations of uea(su)'s 'PhD Students as Associate Tutors'⁵ Report.

Union Resolves:

1. To replace policy 1589 'A Better Deal for Postgraduates that Teach' with this policy.
2. To mandate the Postgraduate Committee to work with other Student Unions across the country in a joint campaign to encourage PhD Associate Tutors to join UCU.
3. To mandate the Postgraduate Education Officer to continue to work with the university to implement and monitor the recommendations of uea(su)'s 'PhD Students as Associate Tutors' Report.
4. To mandate the Postgraduate Education Officer to publicise UEA's Policy on Postgraduate Research Employment⁶.
5. To mandate the Postgraduate Education Officer to continue to push for UEA to publicly sign UCU's Postgraduate Employment Charter⁷.
6. To mandate the Postgraduate Committee to use UCU's Postgraduate Employment Charter in an awareness raising campaign for PhD employment rights.
7. To mandate the Student Officer Committee to support UCU in any current, or future, campaigns to win continuity of employment and fairer contracts for casualised staff.

⁵ <https://www.uea.su/pageassets/postgraduate/thehonestyproject/PhD-Students-as-Associate-Tutors-report-June-revision.pdf>

⁶ <https://www.uea.su/pageassets/postgraduate/thehonestyproject/Policy-on-Postgraduate-Research-Student-Employment-in-Teaching.pdf>

⁷ http://studentsunionucl.org/system/files/attachments/nus- ucu_pg_employment_charter.pdf