



SU council agenda
Thursday 30
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 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.

Guest Speaker

To note: Shakira Martin, NUS National President will address Council on Understanding and Campaigning on Student Poverty and will be available for questions from Councillors.

2170 Membership

To receive: The list of members notified to the Democracy and Governance Coordinator, by 12 noon on Friday 24 November 2017 who together with the Student Officers make up the Council.

2171* Minutes of the Meeting held on Thursday 16 November

To receive: The minutes of the meeting held on Thursday 16 November. (See pages 11-20)

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

2172 Matters Arising

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

2173 Club, Society and Peer Support Group Constitutions

To note: That standard Constitutions have been received from:

a) **Beat Society** whose objects shall be: "to spread awareness of the organisation 'Beat' and reduce the stigma associated with eating disorders. This will be achieved by organising fundraising events both inside and outside of the university to raise money for Beat. We want Beat to be an enjoyable society that advocates a positive change in attitudes towards eating disorders through fun events that everyone can enjoy."

b) **Bicycle Repair and Recycle Society** whose objects shall be: "To teach students and staff, through workshop sessions, how to fix and maintain a bicycle. We shall use the abandoned bikes on campus and then offer them to students on a very cheap loan basis, specifically students who do not have the finances to purchase their own."

c) **UEA Societea:** whose objects shall be: "To create a society dedicated to tea and drinking of tea; it will be an all-inclusive social environment and aims to be alcohol free. We hope to enjoy tea socials which will appeal to non-drinkers."

To note: The above Societies have been recommended for approval by Societies Executive.

To note: Societies Executive commented on the above:
Beat Society– they will need to be aware of potential confidentiality issues and be clear on what their aim is, to avoid students thinking it might be a kind of counselling service
Bicycle Repair & Recycle Society – they must make sure they aren't conflicting with the aims of other local companies, such as Dr Bike

To consider: Appropriate action.

2174 Appointments

To receive: There are vacancies for: a Postgraduate member of the Senate Student Discipline Committee; a Postgraduate member of the Senate Student Appeals Committee.

To appoint: Representatives to the above positions.

2175 Approval of Guest Speakers

To receive: The following list of proposed guest speakers for the Spring Term:
25 January: no speaker, NUS Conference Resolutions
8 February: Jon Sharp, Director of Student Support Services on UEA's mental health strategy
1 March: Becky Price, Widening Participation Manager on Widening Participation, Progression and Achievement at UEA
19 April: David Richardson, Vice-Chancellor on Working in Participation to Make UEA Even Better

To approve: Invitations to the above speakers.

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.

2177 Student Officer Committee Report

To receive: A verbal report from the Chair of SOC

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.

2178 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.

2179 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:
theme's from Shakira's presentation**

- **Student poverty**
- **Cost of living on campus**
- **Student debt**

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/>

2180 Defending and Supporting Direct Action

To receive: A resolution from A Mulcairn (Leeway Society) and L Auger (Non-Portfolio Officer). (attached pages 26-28)

To consider: Appropriate action.

2181 Meat Free Mondays

To receive: A resolution from R Klim (Ethical Issues Officer) and C Harling (Vegan Society). (attached pages 29-30)

To consider: Appropriate action.

2182 Working to End Student – Staff Sexual Misconduct

To receive: A resolution from A Mulcairn (Leeway Society) and M Colledge (Postgraduate Education Officer). (attached pages 31-34)

To consider: Appropriate action.

2183 UEASU Response to OfS Consultation

To receive: An emergency resolution from M Leishman (UG Education Officer) and L Aldridge (PPL School Convenor). (attached pages 35-36)

To consider: Appropriate action.

2184 Going it Alone: Improving Dissertation Support

To receive: An emergency resolution from M Leishman (UG Education Officer) and L Aldridge (PPL School Convenor). (attached pages 37-38)

To consider: Appropriate action.

2185* Time, Date and Place of Next Meeting

To note: That the next meeting will be held at 7 pm, Thursday 25 January in Lecture Theatre 3.

That the deadline for submission of resolutions to the meeting is **5 pm, 16 January.**



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 16 November
Paper:	UC 2171
Author:	Tony Moore
Purpose:	Record of decision making

Key Points

Approved invitation for NUS President Shakira Martin to come to next meeting, Shakira will be talking about student finance and student poverty

The Pro-Vice Chancellor (Academic) was unable to attend current meeting

Approved new Student Opportunities Groups: **SciComm Society, Consulting Society,** and **Coeliac and Gluten Free Society**

We had a low turn-out, 47, so Council cancelled Open Discussion session

Proposer withdrew the People and Planet motion on **disinvestment from fossil fuels** as after a five year campaign UEA has just agreed to disinvest

Policies passed:

2165 – **Cheap as Chips** mandates the Union to provide basic hot food or hot drink for £1

2166 – Changes to the **Staff Protocol**, the part of the Union rule book that governs the relationship between Union staff, Union staff, and Union members

2167 – Wide range of approaches to improving the **bus service to campus** including asking **other operators** to consider running services and **legal compensation for bad service** by **First Bus** (Council deleted a demand that bus engines should be turned off outside student accommodation and deleted a belief that some First staff are rude to students and there is no effective complaints procedure)

2168 – Lobbying the University to ensure there is **equality of access for all students** including wheelchairs users and other students with disabilities to all facilities but particularly the **Library** and the **Arts Hub**

Union of UEA Students Purpose:

“To enrich the life of every UEA student”

Minutes of Union Council

16 November 2017

Voting Members present:

Mohaned Alhasan (International Students Officer (Non-EU)), Jack Annand (Business Society), Amy Atkinson (Women+ Officer), Lucy Auger (Non-Portfolio Officer), Chris Ball (Non-Portfolio Officer), Jack Bear (American Football Club), Connor Alex Bell (Think Tank Society), Heather Bingham (Conservation and Wildlife Society), Daniel Box (LDC YR3 UG), Thai Braddick (Momentum Society), Emilia Bugg (Umbrella Liberations Society), Sophie Bunce (Concrete), Tom Cascarini (Glee Showchoir Society), Maddie Colledge (Postgraduate Education Officer), Amelia Court (Publishing), Emily Cutler (Students with Disabilities Officer), Liam Deary (LGBT+ Officer (Trans & Non-Binary)), Chloé D'Hondt (Philosophy Society), Felipe Dissehna (Networking Society), Ruth Flaherty (PG Assembly), Katherine Frost (Headlights Comedy Society), Jake Goddard (Nightline Society), Jessica Gossett (Physio Society), Ollie Gray (Surf Club), Eliza Gurner (Tap Club), Oliver Hawksley (Bad Film Society), Andrea Hejdánková (Triathlon Club), Luke Hewardine (Fencing), James Houghton (Rock Climbing Club), Thomas Howard (Magic Society), Orla Knox-Macaulay (Amnesty Society), Camille Koosyial (Activities & Opportunities Officer), Oliver Kuhl (Taekwondo Club), Mary Leishman (Undergraduate Education Officer), Veronica Leung (International Assembly), Lidia-Veronica (Lucaciu Korean Society), Connie Man (Pharmacy Society), Lewis Martin (Mature Students Officer), Lauren Moreton (PG Assembly), Abbie Mulcairn (Leeway Society), Matthew Mulligan (ENV SOC), Hannah Murgatroyd (Disabilities Liberation Soc (Physical Illness)), Rikke Nagell Kleven (Swimming Club), Charlie Norman (PSY Other YR UG), Finn Northrop (Non-Portfolio Officer), Ben Plummer (Table Tennis Club), Tamanna Rahman (Women+ Liberation Association (BME)), Peter Read (Consulting Society), Ellie Reeves (LGBT+ Liberation Society (Women)), Jack Robinson (Campaigns & Democracy Officer), Aaron Scott-Carter (AMS YR3 UG), Imogen Claire Shapland (NATSCI Society), Matthew Shields (Cricket Club), Ben Smith (Boxing), Andrea Sterling (Manson Latin American Society), Abu Tadesse (DEV

PGT), Antonia Wilde (Waterpolo Club), Ananya Wilson-Bhattacharya (Feminist Society), James Yule (Gluten Free)

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), T Moore (Campaigns and Democracy Coordinator)

Apologies: N Stokes (Chair), I Edwards (Welfare, Community and Diversity Officer), N Littolff (Cheerleading Stunt)

Section 1 – Housekeeping

Note: Chair was absent due to illness and the chair was taken for this meeting by S Lam (Deputy Chair)

Quorum

47

Guest Speaker

Chair noted that Prof Neil Ward, the Pro-Vice-Chancellor (Academic) had been unavailable to attend the meeting.

Chair noted that the Democratic Procedures Committee (DPC) had met earlier in the week and had concluded that the programme of guest speakers for the year needed to be approved by a vote in Council.

Chair proposed that Council vote on the invitation for Shakira Martin, NUS National President to speak on the theme of 'Understanding and Campaigning on Student Poverty' at the next meeting.

Council agreed by, 45 votes for, 3 votes against with 1 Councillor abstaining from voting, to issue an invitation.

Chair noted that approval of the programme of invited speakers for the Spring Term would be agreed at the next meeting.

2155 Membership

Council noted the new members added to the Register.

Council noted that the Amendment to the Bye Laws adopted at the 2 November meeting had been approved by the University and, accordingly, Faculty and School Convenors were, henceforth, members of Union Council.

2156 Minutes of the Meeting held on 2 November

Minutes agreed.

2157 Matters Arising

None noted.

2158 Club, Society, and Peer Support Group Constitutions

There were no objections made to any of the Societies.

J Annand (Business Society) welcomed the creation of Consulting Society and wondered whether the two groups might collaborate on future projects.

A speaker from Consulting thanked Business for the offer and noted they would be in contact.

Council approved SciComm Society, Consulting Society, and Coeliac and Gluten Free Society by: 45 votes for, 3 votes against with 1 Councillor abstaining from voting,

2159 Appointments

Chair asked any Councillors interested in the PG positions on the Senate Disciplinary and Appeals committees to contact the Democracy and Governance Coordinator.

Section 2 – Reports

2160 University Committee Reports

There were no reports received.

2161 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 and Part Time Officers.

T Howard (HIS Convenor), online, raised concerns as to Pride's maintenance of data security; TH believed that members' sexual identities had been revealed by Facebook posts and email correspondence.

L Deary (LGBT+ Officer [Trans & Non-Binary]), noted apologies for any issues that had arisen; LD noted that Pride had trained volunteers as to social media use and the training had addressed the issue. As to email use, LD noted that there was a box on the website that members could tick and, again, this should address the issue.

2162 Trustee Board

J Robinson (Campaigns & Democracy Officer) apologised on behalf of I Edwards, the Chair of Trustees, who had been unable to attend Council. JR noted that there were no significant items to report as the Board had not met since the last meeting of Union Council.

2163 Reports from Representatives

There were no verbal reports.

L Auger (Non-Portfolio Officer) proposed a procedural item to defer Open Discussions to another meeting.

L Martin (Mature Students Officer), on behalf of the Democratic Procedures Committee (DPC), advised Council that, in the light of the guest speaker's withdrawal, the DPC had recommended moving from

the Teaching and Learning topics to a discussion around the theme of 'If There Were One Thing You Could Change About Council...'

L Auger (Non-Portfolio Officer), proposing, noted they were a member of the DPC and the intention had been to canvass a wide number of Councillors as to improvements to the running of Council; LC believed the low attendance at the current meeting would mean that only a small number of Councillors would take part and the consultation would not be credible.

E Cutler (Students with Disabilities Officer), against, thought the discussion section should form a part of every Council meeting and should go ahead.

The procedural motion to defer the Open Discussion to a future meeting was adopted by 41 voted for, 2 votes against with 5 Councillors abstaining from voting.

Section 3 – Open Discussions

Deferred. (See above)

Section 4 – Policy Making

2164 Support the People and Planet Day of Action

L Martin (Mature Students Officer), as proposer, noted they were withdrawing the resolution as, somewhat to People and Planet's surprise, the University had decided to withdraw their investments from the fossil fuels industry and had made an announcement to this effect the previous week. LM noted that the successful achievement of the campaign's aims was gained by the hard work of activists over the previous four years.

2165 Cheap as Chips

L Moreton (PG Assembly), proposing, believed they were the first non-Student Officer from the floor to bring a resolution to Council in the current year. LM noted the inspiration for the resolution had come when they were working late in the Library on a cold night and had nothing to warm them up. LM noted the resolution would provide students with one hot drink or hot food item for £1. LM noted they had seen a petrol station on the A11 which offered chips for £1 and thought that if an outside commercial organisation could do this then a students' union should be able to do so for its members. LM noted the resolution provided for different food options including rice and noodles but the selection would be left to the discretion of the Union's catering experts. LM believed that the proposal would benefit all students and Council would be seen to be working for the interests of all students.

A Councillor from the floor wondered where the food and drink would be sold.

LM thought that, ideally, this would be from an outside stall that would stay open late at night but that the decision on location would be taken by Union management.

There were no speeches against.

The resolution was adopted by 45 voted for, 3 votes against with 1 Councillor abstaining from voting.

2166 Ratification of the Staff Protocol

M Colledge (PG Education Officer), proposing on behalf of I Edwards Chair of Trustees, noted that the revised Protocol had been approved by the Trustees for ratification by Council. MC believed the revisions clarified the role of Union staff in the development of policy and the democratic process. MC noted the stricture in the Protocol that prohibited discussion of staff performance or actions in Union meetings which was important as staff were not allowed to take part in democratic decision making: they could only give advice on procedure of provide information, they had no right of reply in meetings. MC noted there were some changes to the complaints by staff section and that a reference to complaints by students had been changed to complaints by members.

D Box (LDC Other Year UG) asked for clarification as to Clause 28B in the Code.

M Colledge (PG Education Officer), in clarification, noted that the clause carried over from the previous version of the Code and extended the prohibition of criticism of staff to media, including social media, as, similar to in Union meetings, staff did not have a right to reply.

There were no speeches against.

The resolution was adopted by 42 voted for, 1 vote against with 5 Councillors abstaining from voting.

2167 First Bus? More like Worst Bus...

J Robinson (Campaigns and Democracy Officer), proposing, apologised for the absence of I Edwards. JR noted most Councillors would be going home from Council by bus and believed they would have a real interest in the issues addressed in the resolution. JR argued that a failing bus service represented a barrier to education as it resulted in students missing the start of lectures and exams and added to the stress and pressure of student life. JR assured Council that the resolution was not a vendetta against First Bus but was a considered response to the failure of the company to meaningfully engage with the Union. JR argued that the problem with the existing relationship with the company was that it was based around the discount student

bus pass of which the company sold a huge amount at the start of the academic year; JR believed this meant that the company had no financial incentive to maintain and improve services for the rest of the year. JR pointed to the case of Sheffield where pressure from the students' union had led to First Bus improving their service. JR concluded by asking Council to help stop the bus service continuing to be a barrier to education.

H Bingham (Conservation and Wildlife Society), against, noted not being against the aims of the resolution but having deep concerns about its approach and the way it had been drafted. HB noted they had spoken to the University and to First Bus and neither had registered an increase in complaints in the current academic year as stated in the resolution. HB believed there had been attempts to improve the service which was far from perfect but one had to be realistic as to what was possible given the volume of traffic in the city. HB noted that First Bus held a monopoly on services to campus which made the comparison with Sheffield futile, this was a far larger city with rival bus companies and a far larger student population. HB believed a comparison with similar sized cities to Norwich would be more productive. HB argued that the bus pass represented a good deal for members and was less than half the cost of a young person's card and a third less than an adult card. HB argued that if the Union pressed too hard it might lose the gains it had made. HB believed that a sensible course would be to focus on improvements to the 21 and 22 routes to relieve the pressure on the 25 and 26 routes.

A Mulcairn (Leeway Society) moved a procedural motion to take the resolution in parts.

A Mulcairn (Leeway Society), proposing, moved to delete Believes 10 which referenced alleged rude behaviour by some First Bus staff and an apparent lack of effective complaints procedure and Resolves 7 which referenced bus engines being left running when parked outside student accommodation. AM declared a personal interest as a family member was a driver at First Bus. AM stated that the engines were kept running as the drivers needed to keep the buses warm both for themselves while they were parked and for passengers when they had begun their journey. AM believed, as to complaints, that this should be a two-way process as students could behave awfully on buses and male students had made sexist remarks to female drivers.

E Cutler (Students with Disabilities Officer), against, argued that the Union was a students' union and not a bus drivers' union and that the Union should be representing its own members not those of other unions.

O Taylor (Amnesty Society), for clarification, asked that surely a students' union should be concerned about universal rights and justice rather than just those for its own members.

E Cutler (Students with Disabilities Officer), in clarification, noted that the intent of Believes 10 was not to attack the rights of drivers but to

note that there appeared to be no effective complaints procedure in place.

A Mulcairn (Leeway Society), in clarification, noted they would be in favour of a two-way complaint procedure.

A questioner from the floor, for clarification, wondered if action against Picturehouse was deemed acceptable logically action against another commercial company, First Bus, should be acceptable.

Chair ruled the question to be a speech and therefore out of order.

Council moved to a vote, in parts, on Believes 10 and Resolves 7 of the resolution.

Council adopted the proposal to delete Believes 10 and Resolves 7 by 31 voted for, 9 votes against with 8 Councillors abstaining from voting.

M Alhasan (International Students Officer [Non-EU]), seconding the amended resolution, argued that the service was currently late and unreliable and the bus app did not work. MA noted students had reported missing train connections and medical appointments due to the unreliable bus service. MA observed that the cost of the bus pass had risen whilst students felt the service had deteriorated. MA thought that students should stand up for their rights to access a reliable bus service.

H Bingham (Conservation and Wildlife Society), against, believed the increase in the cost of the pass to be minimal and noted this was the first increase for three years. HB believed that the deterioration in service had to be seen in the context of the increased numbers of cars on the roads in the city and the resultant traffic congestion. HB believed that the way forward was to get cars off the road and work with different group including First Bus to support public transport.

L Moreton (PG Assembly), for clarification, noted that First Bus, in previous years had run a discount scheme in that if a student bought a pass in the first two weeks of term the cost was reduced but the offer had not been available for the current year.

J Robinson (Campaigns and Democracy Officer), in summation, thanked Councillors for the quality of the debate. JR believed that the role of students' unions involved sometimes working with and sometimes working against external agencies. JR observed that the Union had tried extremely hard and devoted a lot of resources to working with First Bus and the University but there had made no progress. JR believed the Union should not remain silent when queues of students trying to get home reached almost to the INTO building. JR argued that Council should not give a free pass to First Bus management and should fight for students' interests, in particular those student groups hardest hit by the decline in the service: part-time students and nursing students.

The amended resolution was adopted by 27 votes for, 17 votes against with 5 Councillors abstaining from voting.

2168 Making the Library and the Arts Hub Accessible Again

E Cutler (Students with Disabilities Officer), proposing, noted the large number of sets of stairs on campus and in particular in the Lasdun Wall. EC noted the problems this posed for disabled students. EC reported that, if one was a wheelchair user and could not get out of one's wheelchair, one could not access the Arts Hub. EC observed that disabled students used the Hubs considerably more than students without disabilities and this made the denial of service even more serious. EC noted that the Access All Areas group had patched up a solution but EC believed this to not be good enough. EC reported on the Library that students in wheelchairs could not use the lift or use the aisles between the shelves. EC believed the Union should work toward a future where all students would have equal access to all facilities at the University.

R Klim (Ethical Issues Officer), for clarification, wondered whether equal access would include equality for students with invisible disabilities.

E Cutler (Students with Disabilities Officer), in clarification, noted all students would decidedly include students with invisible disabilities. EC hoped that the University would, one day, have a dedicated learning suite for disabled students similar to the one established at UCL.

There were no speeches against.

The resolution was adopted by 45 votes for, 2 votes against with 1 Councillor abstaining from voting.

2169 Time, Date and Place of Next Meeting

Chair noted the next meeting would take place on Thursday 30 November.

R Klim (Ethical Issues Officer), for information, reported that they would be taking part in a sponsored sleep-out for the Benjamin Foundation, a local charity that worked with the young homeless. TK noted that the sleep over would raise funds for and awareness of the charity's work that had been affected by government cuts and wider austerity policies. RK encouraged Councillors to attend and/or publicise the event.



reports

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



Note: due to the extremely short turnaround between meetings, the reports section will feature verbal reports with PowerPoint presentations to the meeting.



open discussion

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



Open Discussion Briefing: Student Finance and Poverty

Following on to Shakira's presentation to Council, we will be at these issues

- **Student Poverty**
- **Cost of Living on Campus**
- **Student Debt**



policy papers

- all of the policy proposals that council will be debating



2180 Defending and Supporting Direct Action

Proposer: Abbie Mulcairn (UEA Leeway Society)

Secunder: Lucy Auger (Non-Portfolio Officer)

Union notes:

1. There are many activist groups and societies which use grassroots direct action as an integral part of achieving political and social change on campus. Fighting for change is a core principal of the Student Union.
2. Activism takes a diverse range of forms, be it industrial action, civil disobedience, boycotts, occupations, marches, petitions or direct action.
3. The history of UEA SU activism has set it apart from other groups, organisations and student unions.
4. Direct action on campus has had vast impacts on the Union and University. In the last few years there have been direct actions in opposition to the Teaching Excellence Framework, the Universities investment in fossil fuels, and has even saved courses from closing.
5. Direct action has resulted in direct wins for students – last year's 'Prayer in the Square' resulted in the University not closing Muslim prayer spaces on campus and has brought the Universities religious discrimination on to the agenda.
6. Direct action in support of women's rights for example the Carry that Weight marches and Reclaim the Night have forced the university to take sexual violence and violence against women seriously and as a result have launched a collaborative Changing the Culture taskforce to address the pressing issue of sexual harassment on campus.
7. Many women+ students report feeling disempowered and shut out of 'traditional' forms of protest, as masculinist modes of protest dominate and women+ students are undermined and written out of protest histories and organising spaces.
8. There has been a longstanding tradition of attending national demonstrations for free education and standing in support with local organisations and groups facing injustice in the community
9. Over the last couple of years, the levels of grassroots activity and direct action happening on campuses has somewhat decreased
10. That nevertheless, activists and groups on campus continue to ask for support and advice for carrying out direct action and campaigning for change on campus.

Union believes:

1. That direct action will never not be relevant, useful and important and should always be a tool that is available when the Union is fighting for change. The campaign for free, democratic and accessible education will only be won when we fight using direct action along with every other tactic available.
2. That a commitment to direct action will guarantee continued successes and wins for the student movement
3. That in the fight against this government's plans to marketize higher education, direct action on both local and national levels is essential, and thus we need activists and SU officers across the country to be equipped

with the skills and knowledge necessary to plan and carry out direct action.

4. That as well as practical knowledge, it's important that activists have access to strong political and historical arguments as to why direct action is powerful and necessary.
5. We have a significant number of activists with first-hand experience and knowledge when it comes to direct action, who can be called upon to share that expertise with fellow members and/or with activist groups if requested. This knowledge should be utilised by the Student Union and Union officers to offer skills sharing opportunities.
6. That whilst it's important to recognise the ways in which the student movement is shifting and changing, and to adapt our political strategies accordingly, we must ensure that we do not lose all connection with direct action and that it remains a core aspect of our broad strategy in pushing for change.
7. Due to little guidance from the University and Students Union activists are uncertain about what direct actions are allowed and not allowed and what punishments students who participate may be subject to.
8. There needs to be clearer lines and guidance about how to partake in direct action on campus and the rules surrounding this.
9. We are facing increased attacks on our right to protest during a time of unprecedented austerity measures. These include the routine use of kettling, indiscriminate batoning by police, excessive charging of protesters and sentencing in courts, as well as educational institutions collaborating with the Police and Government to shut down our democratic rights.
10. Women students and other liberation groups have been at the front of tackling misogyny in our own movements, providing much needed solidarity and challenging our own organisations to take women's political voices seriously. If the Union wants to support liberation campaigns it should show help and encourage liberation causes and committees to politically organise.
11. There is no one right way to protest. As a Union, we must champion and offer a diversity of tactics and methods, bringing our communities together to make change.

Union resolves:

1. That as part of the updated version of the uea.su website, there should be a 'direct action' hub which will contain: key political arguments on why direct action is effective and necessary, a brief history of direct action in the student movement and links to resources about how you can do direct action on campus.
2. To mandate the Campaigns & Democracy Officer to lead workshops led by direct action groups at the start of the year to help students organise and learn how to hold demonstrations. The groups invited should be proposed and voted on by all liberation officers of that academic year.
3. To actively reach out to liberation groups within the union, explicitly providing liberation subcommittees, campaigns, associations and caucuses with relevant contacts and resources necessary to conduct autonomous direct actions.

4. That the Student Union should provide support and resources for student activists who are involved in direct action on campus as well as clear indication that activists are welcome to contact the Advice Centre for help and support and advice relating to direct action
 5. That, where appropriate, UEA SU will actively seek to collaborate with other grassroots organisations to coordinate direct action around educational issues.
 6. That the Student Union should provide resources and materials for all student campaigns in line with Union policy so they are not paying out of their own pockets. This should include; free printing, banner-making materials, megaphone, and access to the union's communications team. Any other materials should be requested at the discretion of the Student Officer Committee.
 7. To reintroduce an Activist Fair over the Welcome Week period. This should be a full day event in the LCR where local community groups and activist organisations are invited to host a stall so students can engage with wider action in Norwich as well as on campus (for example, Norwich People's Assembly, Norwich Soup Kitchen, Norwich Pride etc.).
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2181 Meat Free Mondays

Proposer: Rob Klim (Ethical Issues Officer)

Secunder: Callum Harling (Vegan Society)

Summary

This motion is the result of consultation with student leaders about introducing the "Meat Free Monday" campaign at UEA. The purpose of this motion is to trial the campaign in Unio Pizza and gather data as to whether students have taken up the opportunity to reduce their carbon footprint and live a more ethical life.

Union notes:

1. 'Meat Free Monday' is a not-for-profit campaign which aims to raise awareness of the detrimental environmental impact of eating meat, and to encourage people to help slow climate change, preserve precious natural resources and improve their health by having at least one meat free day each week.¹
2. The Food and Agriculture Organization of the United Nations (FAO) estimates that livestock production is responsible for 14.5 per cent of global greenhouse gas emissions, while other organisations have estimated it could be as much as 51 per cent.²
3. World scientists on the UN Intergovernmental Panel on Climate Change (IPCC) agree that we need to reduce the amount of greenhouse gases in the atmosphere by 80 per cent by 2050 in order to avoid catastrophic climate change.³
4. Student Unions such as UCLU, Bucks Student Union, and Bath Spar Student Union have run similar campaigns on their campuses.⁴

Union Believes:

1. We should encourage and give students the opportunity to reduce their individual environmental impact.
2. As a student's union we already have strong ethical policy and practices and should continue that legacy by encouraging students to join this campaign.
3. That we should set a positive example to the rest of the student movement and encourage other student unions to join us in this campaign.

Union Resolves:

1. To trial the campaign in Unio Pizza for a month, with a specifically designed menu and discounted vegetarian and vegan options for a Monday.

¹ <https://www.meatfreemondays.com/about/>

² <https://www.meatfreemondays.com/about/>

³ <https://www.meatfreemondays.com/about/>

⁴ <http://studentsunionucl.org/articles/meat-free-mondays-at-uclu;> [https://www.bucksstudentsunion.org/ents/event/3001/;](https://www.bucksstudentsunion.org/ents/event/3001/) <https://www.bathspasu.co.uk/events/9156/427/>

2. To gather data during this month of how well the campaign has performed, and use this data to assess the next steps for the campaign.
 3. To advertise this campaign through social media and other forms of communication available to UEASU.
 4. To release a blog post in support of the campaign and detailing our plans in this regard.
 5. To recommit to our long-term goal of maintaining a wide and varied selection of vegetarian and vegan food in our food outlets.
 6. To mandate the Ethical Issues Officer to lobby the university to support the campaign in the same manner that we have.
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2182 Working to End Student – Staff Sexual Misconduct

Proposer: Abbie Mulcairn (Leeway Society)

Seconder: Madeleine Colledge (Postgraduate Education Officer)

Union Notes:

1. That the NUS Women’s Campaign defines sexual harassment as behaviour that is “unwanted, persistent and of a sexual nature”. Sexual harassment includes:
 - a. Unwanted sexual comments (including comments about your body or private life);
 - b. Unwelcome sexual invitations, innuendoes and offensive gestures;
 - c. Wolf whistling, catcalling or offensive sexual noises;
 - d. Groping, pinching or smacking of your body;
 - e. Having your skirt or top lifted without consent;
 - f. Someone exposing their sexual organs to you without consent
2. The Union has zero tolerance policy towards all sexual assault and misconduct on our campus
3. A third of women students will be victims of sexual assault while on campus.⁵ Only around 15% of victims report the incident to the police and only a tiny fraction of these end in criminal convictions
4. Approximately 85,000 women and 12,000 men are raped in England and Wales alone every year; that's roughly 11 rapes (of adults alone) every hour.⁶
5. The NUS Lad Culture Audit report revealed that there’s lack of clarity around the complaints and disciplinary procedures in universities across the country.⁷
6. NUS Women’s Campaign and Students Unions around the country have taken steps to tackle sexual misconduct between students on campus but until now there has been very little research and guidelines around staff to student sexual misconduct
7. UEA (SU) conducted their own survey and found that:
 - a. 78% of participants had experienced unwanted groping, pinching or touching in a sexual manner
 - b. 50% were not aware of how to report an incident on harassment or assault on campus outside of Union settings
 - c. over 70% said “I didn’t think any action would be taken” as a reason for not reporting incidents⁸
8. The Zelic Report was created in 1994 to give guidance to universities about how to deal with sexual assault cases. It tells universities not to

⁵ <http://www.telegraph.co.uk/women/womens-life/11343380/Sexually-assault-1-in-3-UK-female-studentsvictim-on-campus.html>

⁶ <https://rapecrisis.org.uk/statistics.php>

⁷ <https://www.nusconnect.org.uk/resources/lad-culture-audit-report>

⁸ [http://s3-eu-west-](http://s3-eu-west-1.amazonaws.com/nusdigital/document/documents/21410/46de837745898f0f8636ecd318f20db2/1839_Stand_by_Me.pdf)

[1.amazonaws.com/nusdigital/document/documents/21410/46de837745898f0f8636ecd318f20db2/1839_Stand_by_Me.pdf](http://s3-eu-west-1.amazonaws.com/nusdigital/document/documents/21410/46de837745898f0f8636ecd318f20db2/1839_Stand_by_Me.pdf)

- investigate cases and not to go through disciplinary procedures until the victim had gone through the police system.
9. In 2016 UEA(SU) repealed the Zellick Report from their own governance structure and are currently addressing the issue through the 'Changing the Culture Taskforce'. This taskforce is concerned with creating a centralised reporting system.
 10. So far, the Changing the Culture Taskforce has not addressed staff to student sexual misconduct at UEA.
 11. NUS Women's Campaign and the National Union of Students have partnered with lobby and research organisation 1752 Group to work on a ground-breaking piece of research into sexual misconduct by the university staff towards students.
 12. This pioneering project will draw on expertise from the 1752 Group (mainly led by academics) to carry out a national survey of staff and students with an anticipated 3000 responses from students and staff, as well as the qualitative research examining how institutions respond to this issue.⁹
 13. A recent study in the US found that 1 in 6 women postgraduate students and 1 in 20 women undergraduate students had experienced sexual harassment from a lecturer or a university advisor¹⁰
 14. A Guardian investigation revealed that almost 300 claims have been made in a 6 year period across 120 different institutions and lawyers say these complaints are just the tip of the iceberg¹¹
 15. Women are often scared to disclose incidents of rape by male academics as they do not think perpetrators to have their careers ruined as a result. This is not an isolated experience.¹²

Union Believes:

1. Sexual assault is a deeply gendered issue and we should recognise the power structures that operate particularly between male academics and female students.
2. Considering the rates and statistics of sexual assault and harassment at UEA (see Notes 7), it is not unreasonable to assume that sexual misconduct is as rife within academia as the student population.
3. Sexual assault does not just happen in student nightclubs. It happens in the classroom and in office hours as well. Sexual violence is a systemic and institutional problem which requires deep institutional solutions.
4. Evidence shows that 82% of rapes are never reported to the police and of these, only 1 in 5 results in court proceedings. For the few cases which do enter the court system, the average length of the court process is 1 year and 4 months from report to verdict – at which point many victims may

⁹ <https://1752group.com/national-campaign-launch/>

¹⁰ <https://1752group.com/national-campaign-launch/>

¹¹ <https://www.theguardian.com/education/2017/mar/05/students-staff-uk-universities-sexual-harassment-epidemic>

¹² <https://www.timeshighereducation.com/features/there-culture-denial-around-sexual-misconduct-academia#survey-answer>

no longer be studying at the university. This means in practice, the majority of victims of sexual violence would see no action taken by their university¹³

5. The quality of University reporting procedures and support services across the UK are inconsistent and inadequate.
6. That Universities need to have a clear, preventative strategy with dealing with sexual violence
7. That Universities need to fund and support services, particularly counselling, for survivors.
8. Student staff sexual misconduct is an area that has not been researched and investigated. The University should be proactive in ensuring that the position of power of employed staff have is not manipulated.
9. In light of student-staff sexual misconduct cases, Universities need adequate policies, procedures and support for students who experience sexual misconduct from university staff
10. One of the main functions of a University is to conduct research yet they have failed to research what is happening in their own institutions. It is clear the Universities have an interest in maintaining their reputation and
11. Dr Anna Bull, co-founder of the 1752 Group believes Universities may have vested interests in remaining silent. She said "Young women are often terrified about the consequences if they make a complaint about a staff member. So when they do, the universities chief concern is to downplay any wrongdoing and protect its own reputation by keeping the whole thing quiet"¹⁴
12. A major story about sexual misconduct within the institution at Goldsmiths led Professor Sara Ahmed to resign over failures to adequately address the problem. The problem requires an institution-wide, deep level approach to rewrite guidelines around reporting, reconsidering hiring policies, and defining professional codes of conduct.
13. Many female students do not know what relationship they should expect with academics and as a result there may be any number of cases of sexual misconduct at UEA which have gone unreported and ignored.
14. Institutions must have a policy on staff-student sexual relationships. This needs to specify the actions to be taken should a relationship occur. It should include continued monitoring of the relationship. This must include all university staff and students, irrespective of the role of the staff member and whether they have direct or indirect responsibility for the student's academic progress.¹⁵
15. Because of the nature of postgraduate research programmes, where a PhD student may be sharing a work space with their supervisor full-time, or other members of academic staff, the majority of sexual misconduct cases go unreported for fear of repercussion or impact on their future

¹³ http://s3-eu-west-1.amazonaws.com/nusdigital/document/documents/21410/46de837745898f0f8636ecd318f20db2/1839_Stand_by_Me.pdf

¹⁴ Ibid.

¹⁵ <https://1752group.com/strategic-priorities/>

career. Their PhD funding may be restricted to a particular supervisor's research project, meaning that they cannot change supervisor.

16. Previous cases have demonstrated that universities are reluctant to reprimand academic staff for sexual misconduct who hold bring in large amounts of research funding.
17. Due to many postgraduate taught programmes containing small cohort sizes, it is not uncommon for the course director to also teach the majority of a student's modules, be their advisor, and their supervisor. The associated risks from reporting are very high for this group of students.

Union Resolves:

1. To use all Union resources, including student officer's social media pages to promote the National Survey run by the 1752 Group and NUS Women's Campaign (<https://www.snapsurveys.com/wh/s.asp?k=150963117909>)
2. To build into the central reporting system, a way for students and staff to report misconduct or assault which is sensitive to race, gender identity, sexual orientation, and physical or mental health related ability, which will not have an adverse effect on the victim's future participation in academia.
3. For Union representatives on the Changing the Culture Taskforce to work with the 1752 Group to create a set of guidelines around preventing student-staff misconduct, and an enforceable code of conduct which clarifies for both the staff and student the boundaries of the professional relationship at UEA. These guidelines and code of conduct must include a section specifically for PGR student-staff misconduct because of different risk factors involved.
4. To lobby the University to keep a record of anonymised data and statistics of incidents and allegations and to make publicly available all reports on incidents of sexual misconduct¹⁶
5. To lobby the University to commit to supporting students and staff both academically and pastorally through recognising the long-term impact of sexual violence. To lobby specifically for an increase in funding for SSS and counselling services for survivors of sexual assault and violence.¹⁷
6. To lobby the University to train all teaching and academic staff on sexual misconduct and appropriate boundaries with students, and to immediately remove any known perpetrators at the institution.¹⁸

¹⁶ <https://1752group.com/strategic-priorities/>

¹⁷ Institutions must recognise that each allegation of sexual misconduct represents a long term process which can easily take years to resolve. This requires on going support for the student. Such support may include the provision of long-term counselling services that may be external to the institution, access to legal services, providing support for international students whose immigration status is at risk if studies are delayed, support for students whose funding for postgraduate studies may be withdrawn through lack of progress, and providing undergraduate students with extensions for deadlines. Institutions need to be sensitive to the varied costs that delays in completing studies have on students.

¹⁸ Once UEA has policy around staff-student misconduct in place, any staff or student found to have violated this policy should be fired from the institution and data about known perpetrators should be shared across educational institutions. We recommend that any staff who are under investigation for cases of sexual misconduct should be suspended while the investigation takes place. All information pertaining to the victim should be kept anonymised and in line with Data Protection policy.

2183 UEASU Response to OfS Consultation

Proposer: Mary Leishman (UG Education Officer)

Seconder: Luke Aldridge (PPL School Convenor)

Union Notes

1. The Department for Education is currently consulting on reforms to the way Universities are regulated

Union Believes

1. That when a course closes students are often let down by poor "teach out" arrangements or by being shunted to another University
2. That too little attention is paid to subjects which are poor at widening participation like medicine.
3. That many students from disadvantaged backgrounds struggle to access the wider benefits and activities on offer at University.
4. That in an HE Market it is no-one's job to fix big problems like the massive gap in participation in HE in some regions.
5. That in some new private providers there is no evidence of meaningful student representation.
6. That students tell us that they repeatedly choose modules that turn out to be full or try to choose modules that clash because of timetabling.
7. That academic services like advising sometimes fall short of the standard agreed in UEA wide policies
8. That many of the wider non academic services like SSS and space on campus are under huge strain due to expansion
9. That at UEA when a student has a problem they can turn to the SU for advice- but the SU is not well funded and in many smaller Universities there's no such access to help
10. That very few students are aware of their legal rights when it comes to education
11. That too many students tell us that they were not prepared for the full costs of University life
12. That students are unhappy that the cost of accommodation on campus has risen by more than inflation every year for a decade
13. That students are also unhappy that their tuition fees subsidise UEA's loss making catering service
14. Many students tell us they are disappointed about how few hours teaching they have and how large their classes are
15. That OfS is to "take action" on "freedom of speech" on campus

Union Resolves

1. To lobby for all Universities to be required to put in place Student Protection Plans in the event of course and module closure rather than just institution closure. These should protect the widest range of student interests which include proper compensation in the event of change of location or institution.
2. To argue that access regulation should examine efforts to widen participation, progression and achievement at subject level- especially in professions like accountancy and medicine.
3. To argue that access regulation should examine not just course access, progression and achievement but access to the wider student experience and the barriers faced by disadvantaged groups.
4. To recommend that all Universities should be required to collaborate to widen access to students in particular "HE Cold Spots" like Norfolk
5. To argue that a culture of student representation should be regarded as a "baseline feature" of Higher Education in the UK rather than an optional extra.
6. To argue that "alternative" provision like two year degrees should have additional protections to prevent students and the taxpayer being ripped off
7. To ensure that student agreements rule out promoting modules which turn out to be full and learning pathways/joint honours courses that turn out to be impossible because of timetable clashes
8. To argue that Universities should promise and clear entitlements and standards on academic and student services (things like personal tutors, library services, assessment & feedback) with redress for students if they do not
9. To argue that all Universities facilitate access to and fund free independent advocacy for students who have a complaint, want to make an appeal, or are accused of an academic or disciplinary offence.
10. To ensure that Universities that offer "opportunities" like trips abroad or links to employers are required to deliver on their promises
11. To continue to oppose the TEF in its current form and to argue for students to be able to access data and information that is relevant to them instead of "medals"
12. To ensure that OfS takes action to ensure that students are aware of their rights and how to enforce them.
13. To argue that OfS should take action on hidden course costs
14. To ask OfS to investigate excess profits from courses that are cheaper to run and services like accommodation.
15. To recommend that OfS take forward work on "teaching intensity" which seeks to look at contact hours and class sizes
16. In any debate about Freedom of Speech to protect students' rights to take action collectively through their SU on hate speech.
17. To include the above in UEASU's response to the consultation and report back to Council on the outcome in the New Year.

2184 Going it Alone: Improving Dissertation Support

Proposer: Madeleine Colledge (Postgraduate Education Officer)

Seconder: Luke Aldridge (PPL School Convenor)

Union Notes:

1. Completion of a dissertation, or final research project, is a requirement of many degree programmes at UEA.
2. With the weighting of dissertations ranging from 20 to 100 credits, they can hold huge bearing on the degree classification that an individual achieves.
3. The University currently has no policy to regulate dissertations at undergraduate or postgraduate level. This has led to extreme variation across the university in: the way dissertations are submitted and marked, the time frame provided to complete a dissertation, what is expected of the supervisor role, and the provision of research methods training.
4. A significant number of postgraduate taught students undergo their dissertation over the summer period, when many academics are on research leave. This can result in supervision and support being harder to access.
5. From the period of 24th July to 9th October 2017 uea(su) conducted a piece of research into the experiences of students on postgraduate taught (PGT) courses during the completion of their dissertations.
6. Our research found the following:
 - a. Dissertation submission dates varied by up to four months between Masters courses.
 - b. Over 50% of respondents had at least 3 weeks variation between the advertised course end date, and their dissertation submission date.
 - c. 55% of respondents were not made aware of when their dissertation was due until 3 months into their course.
 - d. 1 in 4 respondents said they would have liked more research methods training.
7. Many undergraduate courses do not provide optional research training for dissertation students. There is also no correlation between schools providing research methods training on undergraduate courses, which have corresponding courses at masters or PhD level.
8. There is no consistency at undergraduate level regarding the credit weighting of dissertations compared to word count.

Union Believes:

1. There are major concerns for students who have variation between their dissertation submission date and advertised course end date. This can impact on their accommodation, but more seriously, a significant gap can place tier 4 visa students at risk.
2. The variation between submission dates in both the January and September submission periods, should reduced to no more than 2 weeks.
3. The university should coordinate accommodation contracts to fall more closely in line with final submission periods, with no more than 2 weeks variation.
4. Currently the dissertation experience is based on a lottery system, where limit on supervision hours, specialist training, timeframe given to complete, and information provided by the school, can all become factors that advantage some individuals over others.
5. While it is acceptable for there to be school-specific practice, there are minimum standards of support and guidance that all students should expect.
6. Every postgraduate student should receive a handbook at the start of their course that provides clarity on the dissertation process, what they can expect from their supervisor, and the sources of support available.
7. UEA should develop a policy to regulate the dissertation process, including specific expectations of supervisors.

Union Resolves:

1. To mandate the Postgraduate Education Officer to continue to work with the University to fulfil the recommendations of the PGT Students' Dissertations Support Report.¹⁹
2. To develop a policy in partnership with the University's Dissertations Working Group with the aim of creating a more consistent and uniform dissertation experience.
3. Further to the recommendations of the PGT Dissertations Support Report, the Education Officers will also lobby for optional research methods training across undergraduate programmes that include a dissertation or large research project.
4. The Education Officers will also request that the Dissertations Working Group review credit weighting of undergraduate dissertations in relation to word count across all schools.

¹⁹ <https://www.uea.su/pageassets/postgraduate/thehonestyproject/PGT-Masters-Support-Report.pdf>