

# **UNION COUNCIL AGENDA**

**7.00 pm Thursday 8  
December 2016**

**The Enterprise Centre,  
Lecture Theatre (TEC  
LT)**

# 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](mailto: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 Josh at [officerassistants@gmail.com](mailto: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.

**2012            Membership\***

To note: The list of members notified to the Democracy and Governance Coordinator, by 12 noon on Friday 2 December 2016 who together with the Student Officers make up the Council.

**2013            Minutes of the Meetings held on Thursday 3 November and Thursday 17 November\***

To receive: The (delayed due to staff illness) minutes of the 3 November meeting and the minutes of 17 November. (See pages 12-38)

To consider: Appropriate action.

**2014            Matters Arising**

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

**2015            Club, Society and Peer Support Group Constitutions**

To note: No constitutions had been submitted for this meeting.

# **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.

**2016                    University Committee Reports**

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

To consider:    Appropriate action.

**2017                    Student Officer Committee Report**

To receive:      Reports from the Student Officer Committee. (See pages 40-51)

To consider:    That the approved minutes of all meetings of SOC can be viewed at

<https://www.uea.su/union/governance/studentofficercommittee/>

Appropriate action.

**2018                    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.

**2019                    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.

**2020                    Policy Lapse Report**

To note:        A Union policy automatically lapses after two years unless Council votes to retain it. In the Report, The Campaigns and Democracy Officer makes recommendations for policies to be kept and, also, for policies that have served their purpose to be lapsed early.

To receive:      The Report with its recommendations on retention and lapsing of policies. (See pages 52 - 53)

To consider:    Appropriate action.

To note: A minor change to the Bye-Laws is required in order to keep us up to date with changes in University staff's job titles.

**Amendment to the Bye-Laws: Dean of Students**

To receive: An amendment to the Bye-Laws from A Rust (Campaigns and Democracy Officer) and J Swo (Welfare, Community and Diversity Officer) to read:

Union notes: the University post of Dean of Students has been re-named the Director of Student Services.

Union resolves: to delete all references in the Bye-Laws to 'Dean of Students' and replace with 'Director of Student Services'.

To consider: Appropriate action.

**2021 Student Leadership Review Interim Report**

To receive: From The Campaigns and Democracy Officer, the Working Group's Interim Report. (See Pages 54-58 for the summary of proposals and the new leadership structure.

To consider: Appropriate action.

# **SECTION 3**

## **OPEN DISCUSSIONS: Policy Development Session**

**In this section of the meeting,  
Councillors have formative discussions  
in groups on key issues that have  
possible policy implications.**

**This meeting, the issue is: Off-campus  
Accommodation**

# **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](mailto: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/>



**2022            Every Click You Make, I'll be watching You**

To receive:    A resolution from A Hood (PPL Year 2 UG) and A Stokes (Liberal Democrats) (attached pp. 60-61)

To consider:    Appropriate action.

**2023            Affiliation to Students for Cooperation**

To receive:    A resolution from L Martin (The Broad UEA) and Ian Hare (UEA Food Coop) (attached pp. 62)

To consider:    Appropriate action.

**2024            Request for Motion of No Confidence in the Welfare, Community and Diversity Officer**

To receive:    A resolution from S Cross (PGR HIS) and David Cutting (PG Assembly) (attached pp. 63-64)

To consider:    Appropriate action.

**2025            All I want for Christmas is a slightly more accessible and effective council for all students**

To receive:    A resolution from C Ball (Non Portfolio Officer) and R Hemmings (Women's Caucus) (attached pp. 65-66)

To consider:    Appropriate action.

**2026            Give Students the Right to Fail**

To receive:    A resolution from T Antoniou-Phillips (Undergraduate Education) and M Colledge (Postgraduate Education) (attached pp. 67-68)

To consider:    Appropriate action.

**2027            Motion of Censure in Jo Swo, Welfare, Community and Diversity Officer**

To receive:    A resolution from N Hardwick (UEA MSC) and M Colledge (Postgraduate Education) (attached pp. 69-70)

To consider:    Appropriate action.

**2028            Sanitary Products are not a Luxury**

To receive: A resolution from A Mulcairn (Women's Officer) and Z Freeman (Women's Caucus) (attached pp. 71)

To consider: Appropriate action.

**2029 Time, Date and Place of Next Meeting**

To note: That the next meeting will be held at 7 pm, Thursday 27 January in the Enterprise Centre Lecture Theatre, the agenda closes at noon, Friday 2 December.

**SECTION 1  
HOUSEKEEPING  
PAPERS:**

**Minutes of the last  
two meetings**

## Minutes

Subject:	Union Council
Date:	Thursday 3 <sup>rd</sup> November 2016
Paper:	UC 1969
Author:	Josh Melling
Purpose:	Record of decision making

### Key Actions:

Approved constitutions for the following new Societies: **East African Playgrounds, First Love, Gujerati, Healthcare Arts and Performance, Social, UEAXCFN and Ukulele.**

**Aerial Arts** was, again, deferred for consultation

Council heard a talk on Student Finance and the different funding arrangements in place across the UK

Due to time constraints, Council cancelled the open discussions session on Student Finance; if any Councillors have any comments to make: please send them to the Chair

Council passed the following new policies:

**Making Council more Effective:** introduced changes to Council rules and organisation to try to make meetings speedier and more understandable

**Student Club Nights:** aims to give members more say on themes and to ensure all events are Never OK and Zero Tolerance compliant

**Shut down Yarls Wood:** to support the campaign and demonstration to close the Yarls Wood detention centre

**Housing Policy:** aims to lobby to get student input into UEA rent setting, more community engagement with a Good Neighbour Scheme and to raise Home Run Standards

**Talking to students:** range of initiatives for the Union's Officers to engage with the membership

**Brexit:** the Union will lobby for continuation of membership of the single market and the rights of movement for EU citizens to and from the UK; will campaign against anti-migrant violence and discrimination

**World Mental Health Day:** to ensure the event is held each year and is fully inclusive

**Animals on Campus:** any events where animals take part must be risk assessed and animal welfare must be a priority. To encourage groups to find alternative themes rather than using animals; Pet Therapy Sessions will be excluded from this

**LED Lightbulbs:** to ensure all lighting in Union House is up to best energy standards and replace all lower standard light bulbs

**Zero Tolerance to Hate Crime and Racism:** commitment to fighting these, to promoting UEA is United and affiliating to Black Lives Matter

**Changes to the Complaints Bye-Law:** enacted to firm up the timeline for the process and to transfer one level of appeal from SOC to Management Committee

**Assessment and Feedback:** campaigning to get UEA to adopt NUS' principles of student feedback, to back online marking, student rep input into the design of feedback and to lobby for individualised exam feedback.

A resolution on enforcing Union policy on refusing to host tax avoiding companies and extending this to Union activities anywhere on or off campus was defeated

Resolutions on affirmation of support for the NUS and on the re-organisation of Peer Support Groups were withdrawn.

## **Union of UEA Students Purpose:**

“To enrich the life of every UEA student”

## **Minutes of Union Council**

3<sup>rd</sup> November 2016

---

### **Voting Members present:**

William Richardson (Investment), Louisa Spear (Quidditch), Theo Antoniou-Phillips (Undergraduate Education), Sharmin Hoque (LGBT+ (open place)), Juliet Donaghy (NURSING SOC), Finn Northrop (Non-Portfolio Officer), Adelaide Sheard (MATHS), Orla Knox-Macaulay (ULTIMATE FRISBEE), Luke Aldridge (Blogging), David Harrington (Conservation and Wildlife), Madeleine Colledge (Postgraduate Education), Kirstyn Williams (PPL YR2 UG), Shaivya Ramani (HINDU), Lee Brown (LGBT+ (trans/non-binary)), Jen Templer (British Sign Language), Adrian-Ioan Moldovan (Amnesty International), Thomas Howard (HIS YR 2 UG), David Newland (Animal Welfare), Gina Kim (KOREAN), Susanna Jones (MUSIC), Ben Sulch (GEEK), Joseph Wilson (Chronic), Amy Rust (Campaigns and Democracy), Alicia Jeffries-Jones (TRAMPOLINING), Travis Payne (LACROSSE), Maelle Kabore (TEDX), Beth Summerfield (HUM), Eddie Basse (PSY PGT), Eilish Rolfe (LASER), William Sheard (wind surfing), Joe Zilch (Activities and Opportunities), Casey Neate (Casual Board Games), Bhavna Raghuvanshi (BEM Caucus), Thomas Gymer (Floorball), George Lankester (PPL Other YR UG), Adam Stokes (LIBERAL DEMOCRATS), Charlotte Manning (PPL UG), Lewis Martin (The Broad UEA), Jemma Bailey (Politics), Zoe Freeman (women’s caucus), Kate Snape (Students with Disabilities Officer), Oliver Healy (LDC UG), Emily Cutler (Economics), Jo Swo (Welfare, Community and Diversity Officer), Lucy Auger (MOMENTUM), Abbie Mulcairn (Women’s Officer), Charlotte Earney (PG Assembly), Rhys Purtill (Pride), Jemma Bello (Women’s Caucus), Jack Robinson (Non-Portfolio Officer), Alyssa Girvan (Nightline), Chris Ball (Non-Portfolio Officer), Francisco de Borja Martin Simon (NBS Y1), Time Cutler (Young Greens), Sarah Darley (SSAGO), Luke Sweeney (Horror Film), Louisa Ng (Commercial Awareness), Allan Claydon (Art), Ayumide Sotubo (ENS), Tarun Sridhar (Ethnic Minorities), Oksana Shlonimskaya (International Assembly), Robin Emmanuel (Christian), Oli Gray (SURF), Malaika Jaovisidha (International), Amy Atkinson (BIO Y1), James Houghton (ROCK CLIMBING), Sophie Hewson (Business), Peter Bush (HSC Y1), Charles Pritchard (Creative Writing), Tom Etheridge (Non-Portfolio Officer), Jack Spoor (MODEL UN), Luke Hewerdine (FENCING), Rebecca Hemmings (Womens Caucus), Misha Camp (Development), Harry Muter (TOUCH RUGBY), India Alderson-Edwards (Media Studies Society), Jenna Groves (PHYSICS & ASTRONOMY), Jak Maloret (PSY Other YR UG), Sophie Chapman

(Feminist), Jennifer Williams (LGBT+ caucus), Veronica White (Environment Officer), Elliott Simpson (UEA TV), Maria Fadul-Gomez (Disney)

**Online Members:**

Ruth Flaherty (PG Assembly), Alex Edge (WaterAid)

**Chair:**

Charlie Norman

**In Attendance:**

Tony Moore (Democracy and Governance Coordinator), Jim Dickinson (Chief Executive), Josh Melling (Democracy and Governance), Rosie Tarleton (Campaigns and Policy)

**Apologies:**

Amanie Mathurin (International Assembly), Leah Fitzsimons (Riding)

---

## **Section 1 – Housekeeping**

### **1969 Membership**

Membership had been noted.

### **1970 Minutes**

Minutes were approved.

### **1971 Matters Arising**

No matters had been raised.

### **1972 Club, Society, and Peer Support Group Constitutions**

C Ball (Non Portfolio) questioned what did the Social Society offer that is different to other societies.

(Social Society) noted they are attempting to fill in the gaps for people who are unsure what to do at University.

*Council approved constitutions for the following new Societies: East African Playgrounds, First Love, Gujerati, Healthcare Arts and Performance, Social, UEAXCFN and Ukulele.*

Chair noted Aerial Arts had been deferred for consultation.

### **1973 Appointment to UUEAS Sub-Committees and University Committees**

Noted positions are still open.

## **SECTION 2**

### **1974 University Committee Reports**

No reports had been heard.

### **1975 SOC Report**

A presentation had been given from J Swo (Welfare) T Etheridge (Non Portfolio) regarding the activities of SOC since the last meeting of Council.

Noted officers had all attended their relevant zone conferences.

T Antoniou-Phillips (Undergraduate Education) noted they had been working on the timetabling issues facing UEA, amongst other activities.



J Zilch (Activities and Opportunities) noted they had been working on the move to ueasport, other activities.

M Colledge (Postgraduate Education) noted they had been advocating for more to be done in terms of postgraduate mental health, other activities.

A Rust (Campaigns and Democracy) noted they had been working on a communication strategy for local community, and making sure students understand why the Union goes to demonstrations, other activities.

J Swo (Welfare, Community and Diversity) noted they had been working on raising awareness of sex workers rights, other activities.

L Brown (LGBT+ Trans and Non-Binary) S Hoque (LGBT+ Open Place) noted they had been working on bi-sexual and pansexual awareness week. Noted the following week is transgender awareness week.

T Etheridge (Non Portfolio) noted many activities that other part time officers had been involved in.

J Williams (LGBT+ Caucus) questioned how much the national demo will cost.

C Earney (Postgraduate Assembly) noted they had experienced difficulty with submitting a motion, asked what is being done to make Council as accessible as possible.

J Swo (Welfare) noted £80 on banners, and £50 on paint. Noted coaches cost a lot and funding for those is waiting for approval.

A Rust (Campaigns) noted her apologies for what had happened and ensured more will be done to prevent further issues.

J Bailey (Politics) questioned what the specific policies were that lobbied the University to do something about sex workers rights.

W Richardson (Investment) questioned the appropriateness of the posters used for the national demo, noted one displayed the phrase 'Tory Scum'.

J Swo (Welfare) noted there are resolutions in the second policy, and meetings with the University were had, where the University had said they would not hold any prejudice against student sex workers, but would not say this publically as there are students in HSC have certain caring and legal responsibilities. Also noted the event had been open to everyone and students were free to write what they want, however, noted the images can be removed if they offend anyone.

A Rust (Campaigns) noted the signs will not be taken on the demo.

R Purtil (Pride) noted there are no minutes from SOC meetings for this year on the website.

T Etheridge (Non Portfolio) noted there have not been enough meetings to approve them to the website.

J Donaghy (Nursing) questioned whether more support had been harnessed for eating disorders and alcohol addiction.

E Cutler (ECO) questioned when the lift to the top floor of Union House will be completed.

K Snape (Students with Disabilities) noted the liberating campus campaign discusses accessibility on campus, noted there are other aspects that should be considered to speak with them at the break.

J Swo (Welfare) noted estimates for the lift completion are at the end of the month.

A Mulcairn (Womens) questioned what plans are in place to oppose UEA signing TEF.

T Antoniou-Phillips (Undergraduate Education) noted UEA are in the first year of TEF already. Noted they are trying hard to stop the University from continuing.

## **1976 Trustee Board**

T Antoniou-Phillips (Undergraduate Education) noted there had not yet been a meeting since the last meeting of Council.

## **1977 Reports from Representatives**

No reports had been heard.

## **SECTION 3 – Open Discussion**

Council heard a speech from David Malcolm, a director within the NUS who works on student finance policy. They described the current frameworks for why the government have set limits for tuition fees. Noted the different types of support that are given, why and who can benefit.

Chair noted Council should take 10 minutes to discuss issues relating to what DM had spoken about.

J Robinson (Non Portfolio) noted there had been little time remaining therefore if anyone had questions they should be emailed to the relevant officer.

Chair noted if there had been any objections a discussion would have been had.

A procedural motion had been brought to Council by J Swo (Welfare) that asked Council to move item 1990 to the top of the agenda. Gave a speech in favour of the motion, noted it is not controversial.

Chair moved Council to a vote on item 1990.

*Council voted to move the item up the agenda.*

### **1990 Zero Tolerance to Hate Crime and Racism**

T Sridhar (Ethnic Minorities) gave a speech in favour of the motion. Noted personal experience with hate crime, noted there had been nothing in place that they could go to after the police were not helpful.

A Summation had been given to Council by T Sridhar (Ethnic Minorities) noted what will be worked on and put in place to fight hate crime in Norwich and campus.

Chair moved to a vote.

*Council adopted the resolution.*

### **1978 Let's Make Council More Efficient**

Chair noted as the motion had been an amendment to the bye laws, it would require a two thirds majority in order to be adopted.

C Earney (Postgraduate Assembly) gave a speech in favour of the motion, with amendments.

O Knox-Macaulay (Ultimate Frisbee) questioned what had been meant by accessibility.

C Earney (Postgraduate Assembly) noted to make Council more accessible to all who attend.

Summation had been waived.

Chair moved council to a vote.

*Council adopted the resolution.*

### **1979 Student Club nights**

T Etheridge (Non Portfolio) gave a speech in favour of the motion. Noted if external partners hold an LCR event they should be held to

the same standards on sexual assault as those held by the Union. Noted students safety and welfare should be put before profit.

Summation had been waived.

Chair moved Council to a vote.  
*Council adopted the motion.*

### **1980 Support #ShutDownYarlsWood Demonstrations**

A Mulcairn (Women's) gave a speech in favour of the motion. Noted it is a detention centre, where women are held until they are deported. Noted the way in which the women are treated in the prison is inhumane. Noted the aim of the demonstration is not just to shut down Yarls Wood but to make voices heard to the women inside.

J Bailey (Politics) questioned how much it could cost to go to the demonstration.

A Mulcairn (Women's) noted costs haven't been discussed yet, this motion is to get the ball rolling.

A point of clarification had been brought to Council by J Swo (Welfare) noted there should be no need for all the budgeting and money worries, SOC is allocated a large amount for campaigns each year. Noted if people really want to know a break down can be given to Council each term of expenditure.

Summation had been waived.

Chair moved Council to a vote.

*Council adopted the resolution.*

### **1981 No Platform for Unethical Companies: Update**

L Auger (Momentum) gave a speech in favour of the motion. Noted all clubs, societies, and peer support groups are allowed to host events with tax dodging companies on and off campus.

J Robinson (Non Portfolio) gave a speech against the motion. Noted no one condones tax avoidance, noted passing this motion is not the way to address the issue. Noted unreasonable requirements will be put on said groups at UEA to avoid organisations.

M Fadul-Gomez (Disney) questioned if this policy is not the way, then what approach should be used.

J Robinson (Non Portfolio) noted backing a policy to close tax loop holes would be better, noted there are too many companies that fall into this category.

W Richardson (Investment) questioned which companies would be prohibited. Noted charity status can be seen as tax avoiding, asked for clarification, noted the SU is a charity.

J Williams (LGBT+ Caucus) questioned whether YouTube personalities would then not be hosted due to their association to Google.  
(Horror Film) questioned what is meant by tax avoidance.

C (Casual Board Games) questioned other than sending a message what will this result in.

L Auger (Momentum) noted all the questions about what companies apply will be dealt with by SOC. Noted decision will not be made that negatively affect students.

R Purtil (Pride) gave a speech against the motion. Noted this motion would negatively affect students, especially in terms of organising events. Noted LGBT+ people need to be given confidence from people in the world of business.

E Bassey (PSY) noted the Councillor from Momentum had deflected the question regarding what companies will be banned. Questioned whether SOC will make a criteria and show that to Council before decisions are made.

T Etheridge (Non Portfolio) noted SOC would be the decision making body in terms of which companies.

A Summation had been given by L Auger (Momentum) noted SOC interprets policy that goes through Council. Noted the company that Pride wants to bring in and host is a company that actively facilitates tax dodging. Noted it will not stop students from doing anything on campus, please vote for the motion.

Chair moved Council to a vote.

*Council rejected the motion.*

## **1982 A Housing Policy that delivers for UEA Students**

A Rust (Campaigns) had given a speech in favour of the motion. Noted there are simply not enough beds for the amount of students at UEA. Noted action is needed now, prices are set to rise, and off campus alternatives do not exist.

Summation waived.

Chair Moved Council to a vote.

*Council adopted the resolution.*

A procedural motion had been brought to Council by A Rust (Campaigns). Asked Council to move item 1988 up the agenda to the next item.

Chair moved Council to a vote.

*Council voted to move the item up the agenda.*

**1988 The baa-baric use of animals on campus**

A Rust (Campaigns) gave a speech in favour of the motion. Noted there has not been enough done to support those on campus who believe in animal cruelty. Noted more needs to be done in the process for students to bring animals on to campus.

M Camp (Development) questioned what the current regulations had been for bringing animals on to campus.

A Rust (Campaigns) noted a simple risk assessment with a few more added questions regarding animals.

J Wilson (Chronic) questioned whether PAT would be affected.

A Rust (Campaigns) noted the motion states PAT would not be affected as they are trained to be in that environment.

E Bassey (PSY) noted, in union notes 2 states riding had brought a pony onto campus, noted the resolves had not said whether this was the wrong thing to do.

A Rust (Campaigns) noted maybe not wrong, but there are no procedures in place to for any issues to be mitigated before it happened.

Summation waived.

*Council adopted the resolution.*

**1983 Listening to students is a duty not a luxury**

A Rust (Campaigns) noted an SU needs to remain radical, noted speaking to students, and not making decision behind closed doors is a way to do this.

J Swo (Welfare) provided a speech against the motion. Noted they do not want to put officers under pressure to talk to students every

day. Noted not all officers are physically or emotionally able to talk to the stated amount of students.

F Northrop (Non Portfolio) noted that resolves 9 had been vague.

A rust (Campaigns) noted there are policies in place where motions get deferred to liberation groups. Noted this is vague so it is open for discussion how the engagement with students is approached.

W Richardson (Investment) questioned what happened to the petition section on the SU website.

T Etheridge (Non Portfolio) noted over summer web providers changed, some things had been lost in that process.

A summation had been given to Council from A Rust (Campaigns) noted the 200 student target is as an organisation as a whole. Noted this motion should be used as a tool as to how we engage with our students.

Chair moved Council to a vote.

*Council adopted the resolution.*

#### **1984 Not leaving without a fight**

J Robinson (Non Portfolio) gave a speech in favour of the motion. Noted as a Union it is important to shut down hate crime wherever we can. Noted the Vote Leave campaign has allowed for a new channel for hate crime. Noted this motion does not ignore the result, but says brexit should be done with students at the forefront.

D Harrington (Conservation and Wildlife) gave a speech against the motion. Noted if we remain in the single market, the UK would have to accept free movement of people and continue to pay the EU. Noted there had not been a downturn in economic activity.

E Cutler (Economics) gave a speech in favour of the motion. Noted Council had passed a motion to listen to students. Noted 75% of the student population voted to remain in the EU and we should listen to them.

W Richardson (Investment) gave a speech against the motion. Noted there had been no proof of increases in hate crime. Noted over this government we have had wage and employment growth.

E Basse (PSY) noted the motion should state it will listen to the voices of the brexitters.

J Robinson (Non Portfolio) noted their agreement.

J Swo (Welfare) questioned in resolves it talks about engagement with students, wondered what type.

J Robinson (Non Portfolio) noted mobilising students to get involved with their local MPs.

A Stokes (Liberal Democrats) noted free movement of people of people has a massive economic and social benefit, especially for the University.

A summation had been given to Council from J Robinson (Non Portfolio) noted a slim 52% should not give Theresa May a mandate to leave the EU. If we leave the single market EU students will be severely negatively effect.

Chair moved Council to a vote.

*Council Adopted the Resolution.*

### **1985 Keeping Peer Support Alive**

Chair noted this motion had been withdrawn.

A procedural motion had been brought to Council by T Howard (HIS) to move item 1991 up the agenda.

Chair moved Council to a vote.

*Council moved the item up the agenda.*

### **1991 Alteration to the Complaints Procedure**

Chair noted as the motion had been an amendment to the bye laws, it would require a two thirds majority in order to be adopted.

T Howard (HIS) gave a speech in favour of the motion. Noted there personal experience with the complaints procedure, noted the inaccessibility of the current system.

Chair moved Council to a vote.

*Council adopted the resolution.*

### **1986 World Mental Health Day**

J Robinson (Non Portfolio) gave a speech in favour of the motion.

Summation waived

Chair moved Council to a vote.



*Council adopted the resolution.*

**1987 Say Yes to NUS**

Chair noted this motion had been withdrawn.

**1989 LED Lighting in all Union Run Buildings**

V White (Environment) gave a speech in favour of the motion. Noted the lights in the SU bar are still not energy saving. Noted not only will it save on electricity bills but the lights will last longer.

S Darley (SSAGO) questioned whether this is an immediate change or when the lights die out.

Summation waived.

Chair moved Council to a vote.

*Council adopted the resolution.*

**1992 Assessment and Feedback**

T Antoniou-Phillips (Undergraduate) gave a speech in favour of the motion. Noted there will be a lapse in policy on this subject, therefore needs to be updated. Noted promptness has been improved, however, it needs to be of better quality.

M Fadul (Disney) question whether there would be a deadline for the coursework to be handed back.

T Antoniou-Phillips (Undergraduate) noted there needs be balance struck with quality and promptness, appreciates academics are under a lot of stress and do not want to create more of this.

(PSY) noted schools should ensure more students should be sat on the learning and teaching quality committee.

T Antoniou-Phillips (Undergraduate) noted this should happen.

E Bassey (PSY) questioned if there is any other way than lobbying that this can be enforced. Noted at their previous university there had been alternatives such as getting the mark back first, then feedback later, or getting short feedback, then if the student wanted more they could email the marker.

T Antoniou-Phillips (Undergraduate) noted committees higher up in the university receive reports on feedback numbers, noted have been pushing harder for prompt feedback from schools lagging behind.

Chair moved Council to a vote.

*Council adopted the resolution.*

**1993 Time, Date and Place of Next Meeting**

Chair noted the next meeting will be held at 7 pm, Thursday 17 November in the Enterprise Centre Lecture Theatre.

## Minutes

Subject:	Union Council
Date:	Thursday 17 <sup>th</sup> November 2016
Paper:	UC 1994
Author:	Josh Melling
Purpose:	Record of decision making

### Key Actions:

- Council accepted the constitution of **Friendly Runners Club**
- Council heard a speech from Jon sharp (Head of Student Services) and posed questions regarding the activities of his remit.
- Council discussed issues of student leadership within the Union, and noted how this issue can better be addressed.

Council had adopted the following resolutions.

- **Make Motions Easier** introduced changes to the format that Council agenda is sent out in, and how motions are written by Councillors.
- **Scrap Prescription Charges** mandating SOC to join the NUS campaign 'Scrap Prescription charges'
- **The fight for votes at 16** to make students and the local community aware that 16 and 17 year olds are knowledgeable and deserve to vote
- **Say Yes to NUS** publically reaffirming UUEAS commitment to the NUS
- **Remember Don't repeat** introducing the sale of white poppies in union outlets along with red poppies

## **Union of UEA Students Purpose:**

“To enrich the life of every UEA student”

## **Minutes of Union Council**

17<sup>th</sup> November 2016

---

### **Voting Members present:**

Juliet Donaghy (NURSING SOC), Emmanuel Agu (Ethical Issues), Jo Swo (Welfare, Community and Diversity Officer), Charlie Pritchard (Creative Writing), Finn Northrop (Non-Portfolio Officer), Sarah Darley (SSAGO), India Alderson-Edwards (Media Studies Society), Adrian Moore (Drama), Amy Atkinson (BIO YR1 UG), Peter Bush (HSC YR1), Christopher Wyburn-Powell (FELL & MOUNTAINEERING), Adelaide Sheard (MATHS), Oli Gray (SURF), Tom Etheridge (Non-Portfolio Officer), Thomas Howard (HIS YR 2 UG), Madeleine Colledge (Postgraduate Education), Kate Snape (Students with Disabilities Officer), Maelle Kabore (TEDX), Ben Fong (Rotaract), Aaron Hood (PPL UG), Becca Hemmings (Women's Caucus), Abbie Mulcairn (Women's Officer), Jack Houghton (Rock Climbing), Luke Hewerdine (FENCING), Tim Barker (PG Assembly), Harry Mutter (Touch Rugby), Kara Langford (TAP), Sophie Chapman (Feminist), Jack Spoor (MODEL UN), Amy Rust (Campaigns and Democracy), Leah Fitzsimons (RIDING), Lucia Horea (LTS PGT), Adrian-Ioan Moldovan (Amnesty International), Tony Allan (Eggbox), Jemma Bailey (HIS), Jennifer Templer (British Sign Language), Jemma Abdul-Maliq-Bello (Women's Caucus), Emily Cutler (Economics), Elliott Simpson (UEA TV), Kiristen Williams (PPL YR2 UG), Louisa Quarshie (GHANAIAN STUDENTS), Chris Ball (Non-Portfolio Officer), Tim Culter (Young Greens), Hannah Osborne (HSC YR2 UG), Abigail Mcilpatrick (BASKETBALL WOMEN), Shannon Roche (FOOTBALL WOMEN), Wing Lam Cham (Carbon Crew), Lucy Auger (MOMENTUM), Eleanor Lambe (LDC PGT), Louisa Spare (Game Soc), Madeleine Colledge (Postgraduate Education), Louise Parker (ROCK AND ALTERNATIVE MUSIC), Khyatee Tewari (BEM Caucus), Lauren Kelly (WOMEN IN BUSINESS), Joe Zilch (Activities and Opportunities), Theo Antoniou-Phillips (Undergraduate Education), Alyssa Girvan (Nightline), Ellie Barrett-Rees (LAW YR1 UG), Allan Claydon (Art), Louisa Ng (Commercial Awareness), William Richardson (Investment Soc), Ben Cheshire (VIDEO GAME), George Lankester (PPL Other YR UG), Lucy Agar (Psychology Society), Gemma Bailey-Smith (CHEERLEADING STUNT), Lewis Martin (The Broad), Charlotte Earney (PG Assembly), Beth Summerfield (HUM), Emily-Jane

Sciville (AMERICAN FOOTBALL), Ricky Nagell-Kleven (Swimming), Sharmin Hoque (LGBT+ (open place)), Chloe Otoo (KAOS), Denise Teh (BALLET), Hussam Hussein (DEV PGR), Zoe Freeman (Women's Caucus), Laurie Bird (Engineering), Jennifer Williams (LGBT+ Caucus (Bi/Pan)), Misha Camp (Development), Adam Stokes (LIBERAL DEMOCRATS), Andrea Sterling-Manson (LATIN AMERICAN), Jenna Groves (PHYSICS & ASTRONOMY), Francisco de Borja Martin Simón (NBS YR1 UG), Jessica Frank-Keyes (Concrete), Eddie Bassey (PSY PGT), Veronica White (Environment Officer), Oliver Healey (LDC YR1 UG)

**Online Members:**

Lee Brown (LGBT+ trans and non binary)

**Chair:**

Benjamina

**In Attendance:**

Anthony Moore (Democracy and Governance Coordinator), Josh Melling (democracy and Governance), Elliot Folan (Campaigns and Policy), Jim Dickinson (Chief Executive)

**Apologies:**

Malaika Jaovisidha (International), Jack Robinson (Non Portfolio), Tarun Sridhar (Ethnic Minorities)



## **Section 1 – Housekeeping**

### **1994 Membership**

Chair noted membership.

### **1995 Guest Speaker**

Jon Sharp (Director of Student Services) had given Council a speech on what the Student Services actually does. Noted the departments which fall under their remit, including the Dental Service, Student Support Services (SSS), Multifaith Centre, and the accommodation Office. Noted improving the application to accommodation so there is a better fit of students. Noted they have increased the amount of mental health advisers, and the waiting time for a counselling appointment is less than a week. Noted the waiting time for an initial assessment is two weeks and two days, however noted they would like to get this down to a week. Noted nightline is a hugely important service, and will definitely find a permanent space for the service. Noted if this does not happen, they will return to Council where they consent to having items thrown at them.

J Spoor (Model UN) questioned whether the University will build new, affordable accommodation as it is currently too expensive for many students.

Jon Sharp noted setting rents is outside of Student Services, noted it is based on market rate, utility rates, long term maintenance plans. Noted however, unlike other Universities UEA owns their accommodation. Noted they are looking at involving students more in the process as part of vision 2030.

S Hoque (LGBT+) questioned why the SSS has not been able to see students who need emergency counselling.

JS noted they are not aware of any situation where this has happened, noted if it has they want to know about it so they can deal with that urgently.

M Camp (Development) questioned what the SSS are doing to get involved with students, as opposed to students always going to them.

JS noted the 'Librarians let loose' scheme in order to get more people to use the library, wants to do something like that with student services, appropriateness of services will need to be reviewed.

A Moore (Drama) questioned what is specifically being done to reduce the time for the initial assessment.

JS noted they are having a process fixing event. Previous process have been improved by these types of activities.

L Ng (Commercial Awareness) noted their friend had a burn on their leg, yet the medical centre had no one available for urgent treatment at that time.

JS noted the medical centre is a separate entity to the Student Services.

A Mulcairn (Womens) noted the UUK taskforce report recommendations highlighted the sheer amount of people assaulted on campus, can you promise to deliver and implement the recommendations.

JS noted there had been a paper going to University Council that made initial comments on how to implement, including the resources, recording. Noted as the VC is personally committed to this happening, resources should be given.

Kabore (TedEx) questioned what JS considers a crisis, and what measures are in place to see if a student is in crisis. Noted it seems as though you would only consider it to be something that is very severe, questioned why there are no options for people who are not that severe but need treatment quickly.

JS noted crisis in SSS means an external entity getting involved, it must be immediate, noted it doesn't happen often but when it does it is often dealt with.

C Earney (Postgraduate Assembly) noted they had bad experiences with reception staff in DOS, will improvements be made in SSS.

JS noted they cannot speak about individuals, and that there is no training or development plan in place, however is in the process of creating one which every member of staff will receive that training.

## **1996 Minutes**

Chair noted due to staff illness minutes will be approved at the next meeting.

## **1997 Matters Arising**

There had been no matters arising.

## **1998 Club, Society, and Peer Support Group Constitutions**

Chair moved Council to a vote on the Friendly Runners Club.

*Council accepted the constitution of the new society.*

## **1999 Appointment to UUEAS Sub-Committees and University Committees**

Chair noted there are still positions open on some of the committees.

### **SECTION 2**

## **2000 Student Leadership Review**

A Rust (Campaigns) provided Council with a presentation on the activities done with the Student Leadership Review working group. Noted they focused on, but not exclusively, the part time roles in the student officer committee. Noted they want to know how students feel the Union should be involving students in leadership more.

C Ball (Non Portfolio Officer) noted the idea of gender balancing the non-portfolio officers.

E Cutler (Economics) noted that the issues within Union council do not resonate with the general student body, trying to get more of the student body involved through campaigns, noted this can help overall engagement with the Union.

L Parker (Rock and Alternative Music) noted there is an issue with the caucuses. Noted they are not promoted enough, therefore rarely meet quorum, noted to make the purpose of them known.

E Agu (Ethical Issues) noted student officers are often white male and straight, noted they want to get a historical view of the officers to see if improvements in representations have been made.

A Mulcairn (Womens) noted in regards to gender balancing, a previous officer had brought the issue to Council in a motion however it had been rejected, noted it has been over a year since this happened and nothing has improved. Noted since the VC has taken a more firm stance on sexual assault on campus, there should be more women on the officer team.

R Purtil (Pride) noted having training for societies peer support groups and clubs should be offered before summer, noted co-campaigning could be difficult.

K Snape (Students with Disabilities) noted there are a lot of mental health campaigns, which falls under their remit, along with accessibility, etc, noted there could be a mental health specific officer to deal with this.

L Auger (Momentum) noted on co-campaigning, doing it on their own they found it very difficult, especially for female candidates campaigning in the evenings.



J Zilch (Activities) noted there is already training available before summer.

G Bailey (Politics) noted HSC are unrepresented, therefore a specific officer for the health sciences could help to integrate them into the Union and University more.

#### **2001 University Committee Reports**

No reports had been given to Council.

#### **2002 SOC Report**

A Presentation had led by J Swo (Welfare) regarding the activities of SOC since the last meeting of Council. Further gave Council information on what each fulltime officer had been working on. T Etheridge (Non Portfolio) had given a speech on that activities of the part time officers.

#### **2003 Trustee Board**

Chair noted there had not been a meeting since the last Council.

#### **2004 Union Finance**

J Dickinson (Chief Executive) had given a briefing on the Union Finances. Noted any information given will be provided online, and if any Councillor had questions or queries to email T Antoniou-Phillips.

T Barker (Postgraduate Assembly) questioned where Scholars fits into the finances.

JD noted it falls under bars, but will be presented separately in future.

#### **2005 Reports from Representatives**

Council heard no reports from representatives.

#### **SECTION 3 – Open Discussion – Mental Health Campaign**

J Donaghy (Nursing) noted they found it bad that a new Councillor, a mental health nurse, did not know about the mental health matters campaign. More could be done to engage students from all areas of the University. Noted they believe there is an unhealthy relationship with students and alcohol, and the Union could do more to help students with issues.

E Cutler (Economics) noted they believe it would be good to have a reporting avenue with advisers as it can be a difficult and stressful process to alert the school to any issues.

L Kelly (Women in Business) noted their adviser in NBS has around 30 advisees and doesn't know their name, noted there should be more sessions where students and advisers get to know each other so when issues arise the student is comfortable going to the adviser. (SSAGO) noted receiving emails from SSS, and the extensive use of acronyms is too confusing especially for students with dyslexia.

M (Postgraduate Assembly) noted mental health disproportionately affects postgraduate students, wanted the Union to bear this in mind for PGT and PGR.

K Snape (Students with Disabilities) noted from their experience students with physical disabilities have been told they are too complex, therefore have to wait much longer for NHS intervention, noted the University could make ground here.

J Swo (Welfare) noted they are leading on the Mental Health Matters campaign, noted they want to see advisers getting mental health training. Noted one of the advice staff in the Union will go along to counselling or adviser meetings if students are not comfortable.

## **SECTION 4**

### **2010 Make Motions Easier**

Chair noted amendments had been submitted but not accepted, therefore they had been debated separately.

E Cutler (Economics) had given a speech in favour of the motion. Noted they find some of the motions quite long and it had been discussed in students with disabilities caucus how it can be made easier.

T Etheridge (Non Portfolio) gave a speech in favour of the amendments. Noted sending the agenda out in a word document will allow Councillors to make any changes they require.

E Cutler (Economics) noted they had chosen Arial font as it is on the list from the British Dyslexia Association.

J Spoor (Model UN) questioned has this passed through the students with disabilities caucus.

E Cutler (Economics) noted the caucus had not met quorum, however, it had been discussed and the motion had been written from that discussion.

(SSAGO) questioned whether making the agenda double spaced and in a word document would make it a larger file to download.

E Cutler (Economics) noted that it would, however sending it as both gives people the option.

K Snape (Students with Disabilities) noted they did not believe that to make something accessible, students who need it to be accessible have to make the adjustments.

(SSAGO) noted some people with dyslexia, such as the Councillor, find double spacing intimidating, therefore single spacing would be better.

E Basse (PSY) noted for some motions putting a summary at the top would make it longer than just reading the motion.

E Cutler (Economics) noted there is no minimum so it is up to the proposer how much they write in the summary.

G Bailey (Politics) questioned what is actually being voted on.

Chair noted resolves 2 and 3 had been debated.

Summation waived by T Etheridge (Non Portfolio).

*Council voted to accept the amendments.*

Chair moved Council to a vote on the motion as a whole.

*Council adopted the resolution.*

## **2009 Scrap Prescription Charges**

K Snape (Students with Disabilities) had given a speech in favour of the motion. Noted prescriptions are expensive, and students are poor.

(Art) questioned how this can be afforded.

E Cutler (Economics) noted it is already available just very hard to get hold of.

A summation had been given to Council from J Swo (Welfare) had given more of an intro into the campaign. Noted those with chronic conditions have to pay ridiculous amounts for prescriptions.

Chair moved Council to a vote.

*Council adopted the resolution.*

## **2008 The Fight for Votes at 16**

A Rust (Campaigns) had given a speech in favour of the motion. Noted young people's voices are often ignored due to the current system. Noted results such as Brexit may have been different if this had been implemented. Noted voting at a younger age can get more people into the routine of voting throughout life.

Chair moved Council to a vote.

*Council adopted the resolution.*

## **2007 Say Yes to NUS**

R Putil (Pride) gave a speech in favour of the motion. Noted the motion is about better representation of students in the NUS. Noted work needs to be done so students don't have a negative view of NUS.

J Swo (Welfare) had given a speech in favour of the amendment. Noted they believe all the officers should be involved not just the campaigns officer. Noted the motion talks about one member one vote, which they did not believe Council have enough information about what this would mean to vote on. Noted OMOV will lead to the predominately white, elite universities having an unequal say in the democratic processes of the NUS.

R Putil (Pride) gave a speech against the proposed amendments. Noted change needs to happen to give more democratic power to students. Noted there should be no price on democracy. Noted if designed properly liberation groups could have a louder voice.

L Auger (Momentum) noted there had been a policy passed for a trans officer at NUS, believed that would not have been possible if it had not been for the current delegate system of voting.

A Moore (Drama) questioned whether Union Council is the best body to mandate delegates to vote a certain way when the majority who attend are not there to change political structures.

A Hood (PPL)

Councillor proposed voting on the amendments in parts.

Chair noted Council will go to parts.

R Putil (Pride) noted this OMOV is specifically for President and Vice President, not individual policies.

Chair moved Council to a vote on resolution 2.

*Council accepted the amendment.*

J Swo (Welfare) had provided Council with a summation on the second amendment. Noted if a University has the resources to campaign across the UK, they will disproportionately gain advantages over poorer institutions.

Chair moved council to a vote.

*Council accepted the amendment.*

Chair moved council to a debate on the motion as amended.

W Richardson (Investment) had given a speech against the motion. Noted worrying trends in representation from the NUS. Noted power should be put back into students' hands. Noted the NUS does not understand that students are trustworthy. Noted when parliament does not like the NUS, it is a bit of a problem.

E Agu (Ethical Issues) noted the NUS does not have the power to mandate UEA to do anything. Noted the NUS does support issues that are pertinent for students. Accepts it is not perfect, but believes if Council are to vote on this motion it should be don't with facts.

Chair moved Council to a vote.

*Council adopted the resolution.*

## **2006 Remember Don't Repeat**

F Northrop (Non Portfolio) gave a speech in favour of the motion. Noted many students find the red poppy uncomfortable, and damaging to mental health. Noted they do not believe the red poppy no longer represents remembrance but British military action. Noted many pacifists and quakers who were conscientious objectors to the war had been subjected to invasive questioning. Noted people who refused conscription had been sent to hard labour camps.

W Richardson (Investment) gave a speech against the motion, Noted they are not against the white poppy and people's choice to wear it. Questioned whether the motion seriously suggests the red poppy is an avocation for everything the British did. Noted the money for poppies goes towards veterans. Noted this should not be a political motion, and is not about saying this is a good political ideology, however, noted it shows respect for soldiers and veterans for the situation they are in. Noted they are not against poppies but they are opposed to the rhetoric in the motion.

Summation had been given by E Agu (Ethical Issues). Noted when poppies are displayed on tanks, and vehicles used by the military

today then the meaning can be lost. Noted the motion gives people Choice.

Chair moved Council to a vote.

*Council adopted the resolution.*

**2011 Time, Date and Place of Next Meeting**

Chair noted the next meeting will be held at 7 pm, Thursday 8 December in the Enterprise Centre Lecture Theatre, the agenda closes at noon, Friday 2 December.

**SECTION 2 REPORTS  
PAPERS:  
REPORTS (including  
Policy Lapse Report)  
REPORTS FROM  
STUDENT OFFICERS  
(to be circulated prior to  
meeting)**

## Amy Rust- 08 December 2016

### Campaigns and Democracy OFFICER

NB: Annual Leave of 7 days across the period between Councils

#### Main Priorities/ Manifesto

<b>Priority</b>	<b>Description and Update</b>
BME Leadership	Working with Ethnic Minorities Officer on BME Leadership programme as part of the 2017 elections programme
InspireUEA	Sent out invitations to lead sessions as apart of the Union's new political education week. Timetable being put together
Student Leadership Review	Second Consultation going to Council
The Edge Conference	Facilitated with other officers a day long training event for students to input on the work of the SU and develop key leadership skills.
Refugee Crisis Week	Worked with Malaika on Refugee crisis week and migrant solidarity campaign to plan activity for next semester
Campaigns Toolkit	Gathering information for the creation of a campaigns toolkit for student use starting next semester
Estates Forum	Attended the first meeting of the Estates forum with students. Planned next meetings and topics in students interests
Love Nursing	Presented the university with our Happy Nurse and Sad Nurse cards which were great visuals of the issues faced by nursing students
Love SU Day	Organised social media posts throughout Love SU day on friday 2 <sup>nd</sup> December. Planning to do more relating to student transforming and celebrating students as students
FE Leadership	Supporting FE institutions training day and leading sessions relating to union development
Costs on Campus	After focus group feedback, I'm looking into our pricing and food range across our services
LED Lightbulbs	Met with maintainance to audit and implement the replacement of old bulbs in Union House to LED bulbs
Accessibility	At an informal meeting of the, the chair accepted a proposal by myself and the students with disabilities officer



	Leading an accessibility Review with Jo Swo to access the accessibility of all of our services and opportunities.
Go Green Week	Working with the Environment officer planning Go Green week in February
Students Transforming	Exploring the best ways we can celebrate students ahead of our student transforming awards

# Theo Antoniou-Phillips – 8<sup>th</sup> December 2016

## Undergraduate Education Officer

### Main Priorities/ Manifesto

Priority	Description and Update
Student numbers and study space on campus	After our very successful Education Polls, with over 6000 students taking part with 'expand the library' as the clear winner the university has agreed to refurbish floor 01 and 02 adding a minimum of 200 study spaces. Thank you to all those who helped and took part! Fab success.
Degree Regulation Change	<p>One of my manifesto points was to remove the trend of modules having pieces of coursework worth 100%, particularly in HUM. This, combined with the regulations at UEA which means students have to pass every module to pass the year, meant more and more students were failing even if they were achieving a good honour overall.</p> <p>After years of lobbying from the SU, the university has agreed to allow for module failures in a student's final year if achieving a good mark, and have also agreed to review the regulation for the other years.</p>
Accessible and Liberated Education	<p>I have received attainment gap figures from the university, showing a 17.7% attainment gap between BME and white students. Moving forward with the Why Is My Curriculum White campaign we can use this data to get UEA to properly take on board the aims of the campaign.</p> <p>I have also begun formatting the 'Lads in the Lab, Sexism in the Seminar' research ready for next semester.</p> <p>We have also been lobbying around extra support for the Equality and Diversity department of the university, who have now been approved an extra member of staff to help.</p>
Feedback and Assessment	We received figures from the university about the use of online marking which will help raise quality and standardise feedback. At the moment around 25% of all summative coursework will now use online marking, up from 6% used in the pilot last year. This is a big win, and I can now push for the university to measure the impacts and set targets next year.

Study Abroad	<p>After lobbying around support for students on their year abroad the university has approved funding for more staff in the Study Abroad Office which will significantly improve the support for students on courses with a year abroad.</p> <p>The university has also standardised the mark that students must achieve to go on their year abroad which varied from school to school. It now stands at 55% in the first year.</p>
--------------	--

### Policy Implemented

1585 Assessment and Feedback	The focus on promptness of returns in this motion has helped push the university to now ensure that 95% of work is returned within 20 working days. I will continue to ensure this is met, but I believe the next focus should be on the quality of feedback.
1770 Organisation and Management	Pushing for the use of online marking and the use of tallis has clear impacts on organisation and management. I will continue to push for the take-up of these systems.
1772 Recorded Lectures	We pushed for this at Student Experience Committee and the university have mentioned they would like to see how it has impacted students at other institutions. I am contacting other union officers around the county for this information.
1818 Response to the HE Green Paper	<p>The Green Paper suggestion of a 'Teaching Excellence Framework' (TEF) to assess institutions has now become an HE Bill on its second reading. This framework is linked to an increase in fees by inflation, with institutions to also be ranked bronze, silver or gold. To fight against this level of marketization that the HE sector has never seen, I have been lobbying MPs and working with University and College Union (UCU) on the November 19<sup>th</sup> Demo <i>United for Education</i> against the raise in fees.</p> <p>I will be bringing another motion at the next council on the Bill and TEF.</p>
1823 Support HSC Students	I have lobbied local MPs around the Bursary Or Bust campaign to try and stop the government from cutting the NHS bursary for Nursing students. We had good reception to our concerns, and we also expressed our concerns with healthcare infrastructure in East Anglia.

1856 Why Is My Curriculum White?	I have helped facilitate campaign ideas and actions to achieve the aims of the campaign. I have pushed for UEA to send us their data on attainment gaps and retention rates.S
1874 Hidden Course Costs	<p>Free printing is now in union house! We are working with the developers of the system to iron out the teething problems. Otherwise I have had school contact me who were interested in introducing it into their school areas for students to use.</p> <p>I have also been pushing for academics to use tallis which enables a library software to get e:readings of all core texts on a module reading lists. Currently there is a low uptake of this however.</p>
1897 Decent Conditions for HSC Students on Placement	I will be doing a piece of research into the student experience on placement to publish for the university.

# Jo Swo – Welfare, Community and Diversity Officer

## 17<sup>th</sup> November 2016

### Main Priorities/ Manifesto

Title/Policy	Description and Update	Progress
First Bus / Never OK <i>Motion to become a Zero Tolerance Union 1397</i>	Workshop with First Bus was successful – they expressed interest in joining the Never OK campaign – putting posters on the bus, implementing the zero-tolerance approach and training their drivers.	Complete and ongoing
First Bus / Student Purse Strings	As part of the negotiation with First Bus to secure a student bus pass price freeze and following complaints about their marketing, we came to a mutual decisions to change their marketing completely. To make their marketing more appealing to students we organised a 'concept workshop' with random students of UEA and came up with some ideas. First Bus have extended the timeframe to reach their quota until the end of January.	Ongoing negotiation – extended date to January 2017
Student Minds - SSS	Since being elected in 2015 I have been trying to convince the University take a more preventative strategy towards mental health. As part of a shared initiative we both worked to get students signed up to Students Minds training so they can deliver peer support groups to students who need it. 9 students signed up and will receive training.	9 students signed up Ongoing
Mental Health Matters (Priority Campaign)	<ul style="list-style-type: none"> <li>- 'Students Little Helpers' campaign – Officers sent around getting students to sign a 'Christmas Wishlist' to the Vice Chancellor lobbying for the University to invest more money into the counselling system.</li> <li>- Student Minds – 9 sign ups</li> <li>- Due to a spike in demand for counselling, SSS will be arranging to have 2 counsellors do an additional week in January after SU pressure</li> <li>- Self-Care – we are currently planning on raising awareness of self-care and tips for students to look after themselves – in January there will be Mental Health Matters cups and Self-care bookmarks in the Library</li> </ul>	Ongoing
Faith	<p>I have been working on creating a Multi-Faith Guide to UEA – this is part of a strategy to improve relationships between the Union and students of faith/spirituality.</p> <p>The Multi-Faith Guide is complete and funding approved, available in Union House or in the Multi-Faith</p>	Complete

	Centre! There is also an online version: <a href="http://buff.ly/2gCrycc">http://buff.ly/2gCrycc</a>  New area on the website for students of faith: <a href="https://www.uea.su/campaigns/faithandspirituality/">https://www.uea.su/campaigns/faithandspirituality/</a>	
Yarlswood Demonstration / <i>Motion to Support #ShutDownYarlsWood Demonstration 1980</i>	I have been supporting the Womens' Officer, UEA Migrant Solidarity Campaign and UEA Feminist Society in securing travel to the Yarls Woo Demo, fundraising for Movement for Justice and their letter writing campaign. At the time of writing this the event hasn't happened but I will be a steward.	Ongoing
Parking <i>Student Friendly Parking 1930</i>	I am in the process of creating a Transport Working group with the University that will focus on student input and feedback, which will directly influence the University's decisions in regards to transport.	Ongoing
Housing	I took part in a Livewire podcast to talk about housing, safety and tips on how to rent	Complete
Consent Education / <i>Campaigning for a Title IX equivalent in the UK 1800</i>	As part of the implementation of the UUK Taskforce's recommendations I have been working with the Women's Officer and SSS to get the University to introduce consent education training. I am happy to say that after negotiations and student feedback we have settled on an online course that we are hoping to roll out to new students in the next academic year.	Ongoing
International Day of the Elimination of Violence Against Women <i>Motion to become a Zero Tolerance Union 1397</i>	To commemorate this day I advertised the #StandByMe patches of solidarity and got all available Officers to write to Clive Lewis, our Norwich South MP, to vote in favour of ratifying the Istanbul Convention which is the most comprehensive legal framework on ending violence against women and girls on a global scale. It aims to set minimum standards for governments to meet when tackling violence against women. Template letter is attached.	
Never OK and the University <i>Motion to become a Zero Tolerance Union 1397 / Campaigning for a Title IX equivalent in the UK 1800</i>	I delivered a speech at Westminster Briefing with the Director of SSS on how UEA is going to implement the UUK Taskforce's recommendations to tackle sexual violence and hate crime on campus.  I also deliver a presentation with the Director of SSS to University Council on how we envisioned the University implementing these recommendations, and they agreed the paper and agreed that there should be an independent working group that will have significant influence from the Student Union.	Complete
Nightline <i>Adequate Office for Nightline 1958</i>	SSS are still investigating a future permanent space for Nightline but with some promising results, we are continuing to have fortnightly meetings with them and we managed to secure Nightline a reimbursement of £400 for their inconvenient move.	Ongoing

Safer Taxi Scheme	After discussions with Students' with Disabilities Officer we are investigating how many of the taxi's in the Safer Taxi scheme are accessible.  Keyrings have been delivered.	Ongoing
-------------------	--	---------

### Policy Implemented

<i>Adequate Office for Nightline 1958</i>	
<i>Motion to become a Zero Tolerance Union 1397</i>	
<i>No to the Marketisation of Education 1605</i>	
<i>Shut down Yarl's Wood 1980</i>	
<i>A Transgender and Non-Binary Students Policy for UEA 1740</i>	
<i>Student Friendly Parking 1930</i>	
<i>Campaigning for a Title IX equivalent in the UK 1800</i>	

### Membership Engagement

<b>Event</b>	<b>Purpose and anything to report on</b>
Equality and Diversity Committee	I am a sitting member
NUS Welfare Zones Conference	I went as the Welfare Officer of UEA
HUM Faculty Exec Lunch and Meeting	We were invited to feed into this meeting and provided student feedback
University Senate	I am a speaking member

# Maddie Colledge – 20<sup>th</sup> October 2016

## Officer Title Postgraduate Education Officer

### Main Priorities/ Manifesto

Priority	Description and Update
Recognition of intergrated PGTs by UEA, and improved services	Integrated masters students have the same learning requirements as non-integrated masters students, but are not provided with a lot of the same services. This is not a UG vs PG issue, but more an understanding about level of study. They do not have access to the PGT section of the library, or longer book loans. They do not have access to the PGT lockers, and are often not invited to university inductions, meaning they miss the opportunity to meet new students and feel isolated. It looks very likely that LTS could grant the 200 integrated students card access to PG library space. The other services need to be discussed with Neil Ward. Meet scheduled for 14/11/16
Expand the Honesty Project	To run the honesty project for a second year, this time in partnership with the university. Specific problems with HUM to be discussed at the next PGR Exec, and a meeting has been established with the head of the PGR service to strategise for the year ahead. Date needs to be set to re-launch the honesty project. Dependant on the SSS strategy in Feb, the PGR exec review in December, and my conference in Decemeber with national PG officers.
SSS have a strategy for dealing with postgraduate specific wellbeing	PGR Service to devise specific staff partnership with SSS so as to encourage this development, including regular meetings. We have to wait until February to see where SSS are with a PG specific strategy, as this is when the general wellbeing strategy will be released. Progress so far includes, PGR specific wellbeing sessions, policy to close the loop between PGR Service and SSS when students come forward for support, and development of guidelines for sickness extentions.
Postgraduate Sport for Wellbeing	Held a postgraduate specific sports and societies fayre, with over 100 students attending (up from 1 student the last time this was attempted). Have researched and promoted the percentage of sports clubs which have accessible training times.
Create a successful welcome week programme for postgraduates.	Complete. To include events that are postgraduate specific, and events that are free and alcohol free. This was all achieved. Attendance was higher than the year before.



Create a Postgraduate guide and physical booklet	Completed
PG £1 Swim tickets to be relaunched	Completed
PG Specific drop in sport classes	<p>Badminton continues to run through ueactive drop-in sessions.</p> <p>I have now had to make the decision that a further PG drop-in session will be set up from January on Tuesdays. This will be funded through PGSU, and will provide rotating sports sessions.</p> <p>PG Yoga instructor now hired and everything is booked to start next semester.</p>
Increase the number of PGR students who sit on Union Council compaired to last year	GSSFs (Graduate Study Student Forums) have specifically been targeted and details of union council provided at every induction this year.
Increase the number of PGR students who attend the Postgraduate Assembly compaired to last year	<p>GSSFs (Graduate Study Student Forums) have specifically been targeted and informed of the assembly and the committee positions that research students can run for. Our Committee now has a high number of PGR students and mature students, so is more representational of PGR needs. They have previously been the hardest PG group to interact with.</p> <p>The assembly has mandated me to start doing lecture shout-outs to promote the assembly. We are also providing flyers that properly explain the nature of the assembly in a more human way.</p>
Draft a new Code of Practice for representation specific to postgraduate committees.	<p>Will work with the relivant staff from representation to see if the current code of practice for SSLCs is appropriate for postgraduate reps and PG specific SSLCs. A new Code of practice, specifically for GSSFs is to be developed with the PGR Office, and will better clarify the unions responsibilities. A review into postgraduate representation is due in February with the PGR Exec. Discussion is already happening around providing different forms of training for PGR reps – More mentor training.</p> <p>The business intelligence unit is now doing a report into PGR representation next spring, which we have fed questions into.</p> <p>1<sup>st</sup> Draft of the Code of Practice for PGR has now been written, and an edit will occur for the existing coverage of PGTs.</p> <p>SCI have now agreed to form a GSSF, something they have refused for two years. I have to find the reps.</p>
PG £1 gym tickets to be launched	To be investigated.

Creating a visible Postgraduate community	On going - Also linked with the development with postgraduate representation, I have requested photos of all GSSF reps to be featured in the grad centre. We will also have dedicated poster board to continuous PGSU events, and a board that features photos from all the events that we run.
Module Review to be available to future students, resulting in belief that feedback is acted upon, and to drag up standards	A review of module review and module evaluation will continue this year, but I have already made this recommendation multiple times.
University to respond to, and improve on, continued issues with timetabling and teaching rooms not being fit for class sizes.	The university should be providing students with timetables at least a month prior to starting. This is particularly important with PG and mature students, who are more likely to have caring responsibilities or work. This is a continuous priority, but we are demanding that the university have KPIs to measure if they are improving on this issue year on year. Faculties have been encouraged to keep record of issues, which will be collated and taken to LTC. Development – Attended the Learning and Teaching Spaces Committee with evidence of the problem from quality conversations and faculty records, and estates has now agreed to design a reporting procedure for both students and staff when rooms are too small and poor quality. We are pushing for them to also strategise how to reduce the number of incidents year on year.
PG Comms – Getting hard to reach postgraduate students to know what the union can do for them.	I have been running an ‘assemble for cakes’ initiative which involves me venturing out into PG learning and teaching space and giving away free cakes. Leaving Union House has meant that I have interacted with students who might never engage with the SU, and have promoted our democratic processes like the assembly and committee.
PG Comms – ‘There’s a Sabb in My House’	This year FTOs and PTOs have been granted permission to enter halls and talk to students. This will demonstrate the more personal side of the SU, promote our services to students who we might otherwise not meet, and make students feel more comfortable approaching us. Organisation is underway for this project to start in Crome Court in the next few weeks. Agreement with the university for other officers to now go into UG halls come January.
Developing PGR representation in SCI	This is the only faculty without a GSSF. A meeting is being booked with SCI and the PGR office. If they do not agree with the GSSF structure, we will question what alternative they pose for student representation. Progress – They have agreed to start a GSSF, but I have to find the reps.

<p>Push the university to see PGR research space as a priority.</p>	<p>There are continued problems for research students in non lab-based subjects. HUM received low satisfaction scores in the last PRES regarding study space, and this is closely tied to isolation, lower mental wellbeing, and lack of a research community. Progress so far includes – Getting PRES scores to now be used as a matrix in the Learning and Teaching Spaces Group, and a review of where we are with PGR space to come to the next LTSG. Had a meeting with Estates about the possible creation of an additional PGR and PGT study suite on campus, which will be reported to Andrea Blanchflower.</p>
<p>PG Comms – Create a Postgraduate specific communication strategy</p>	<p>In process. Due to massive issues with postgrads interacting with the SU, or even knowing what PGSU does for postgrads, a more proactive comms strategy was needed. I have created a working document that lists key contacts and ways of communicating with postgrads outside of formal SU channels. I have a member of staff working on an audit of PG spaces across campus, so we know where to target. Relivent texts are now being sent over to INTO to be translated into Chinese. A contact in each school has been found so we can now send out information through the UEA e-bulletins.</p>
<p>Improve facilities for PGT students</p>	<p>PGT students have even less specific study space than PGR students. The library suite on floor 3 is one of their key areas. I logged that I was unhappy that the university alumni fund did not approve an application for more computers in this space. ISD have since found some more funds that will be used to support that space and it is looking like 12 new computers will be installed in the PGT suite, and 2 new computers in the PGR suite in January -THIS HAS STARTED WOOO.</p>
<p>PGSU to run a successful programme of events all year with higher numbers of attendance than the year before.</p>	<p>We recently ran a trip to the Assembly House for a free cream tea that was well attended for PGR students. We have also planned a series of Christmas events, including one that is inclusive of students with caring responsibilities. We have now planned returners events, taking into account that there is a new cohort of PGR students starting. One of these events is international friendly, and will translated into Chinese on the day!</p>
<p>Increase fuding for PGSU</p>	<p>This will need to be done towards the end of the budget year (July) so we can quantify how much we have spent and validate more funding.</p>
<p>Lobby the university to sign the UCU Employment Charter.</p>	<p>Very much a new objective, but one of the priorities of the committee as our PGR students need protection on employment rights.</p>

## **Introduction**

Our rules state (Bye-Law 1.13) that all policies, passed more than two academic years ago, *automatically* lapse unless Council decides whether to keep them. The reason we have this rule is that otherwise we would have so many policies that we would not know how to implement them. The rule achieves this but also allows us to vote to keep key policies that we think are still useful. Also, the rule allows us to lapse policies early if we think they have served their purpose.

I have made recommendations as to which policies we should lapse early or keep. If you have objections to the recommendations on early lapse or would like to keep some policies that have not been recommended to be kept please let Chair know before the meeting so that we can debate and vote on them separately. Council will, otherwise, be voting on the recommendations in blocks.

Amy Rust, Campaigns and Democracy Officer

Note: all the policies in the four blocks are listed below. If you are interested in a particular policy or issue you can find all the policies here:

<https://www.uea.su/democracy/unionpolicy/>

### **Block 1: Enacted Bye-Laws to be lapsed early**

1991 Amendment to the Bye Laws: Complaints Procedure

1892 Bye Law amendment Collectives Presidents on Council and leadership of NUS delegation

1878 Amendment to the Byelaws – Caucuses and Assemblies' Memberships

1860 Amendment to the Bye-Laws: NUS LGBT+ Conference Delegates

1857 Amendment to the Byelaws - Part Time Officer Terms of Office

1854 Amendment to the byelaws: Reforming Union Democracy

1837 Amendment to the Bye-Laws - Referenda

1579 Amendment to the Bye-Laws: PG Representation on Union Council

### **Block 2: Standard policies to be lapsed early**

Emergency Motion to Approve Rooster Teeth Society

1585 - Assessment and Feedback

### **Block 3: Policies over two years old to lapse automatically**

- 1556 - Motion in Support of the OFT ruling about Universities
- 1554 - More Student Loan Payments
- 1552 - Widening Participation
- 1547 - Equal Opportunities from Myth to Reality

### **Block 4: Policies over two years old to lapse automatically and policies that have been previously voted to be retained: recommended to keep**

- 1558 - Sweatshop Free UEA - Electronics Watch
- 1553 - Don't let legal loan sharks bite
- 1526 - We need some more girls in here' Women in Leadership
- 1515 - Amendment to 1304 Fair Pay Campus
- 1487 - University Rents
- 1443 - Police in Union House
- 1441 - Fossil Free UEA
- 1436 - No platform for unethical companies
- 1419 - Students are Partners
- 1417 - Provision of Halal and Kosher Food on Campus
- 1400 - Livewire Broadcasting in Union Premises
- 1398 - Updated Sun and Star Boycott
- 1397 - Motion to become a Zero Tolerance Union
- 1396 - Motion to Support Norfolk People's Assembly
- 1393 - Ethical Careers Fair
- 1392 - Adequate Workspace and Overnight Storage Facilities for Postgraduate Students
- 1366 - Funding of UEA Counselling Services
- 1365 - Ethical Banking Policy
- 1364 - End UEA's Links with Veolia
- 1361 - UUEAS and RBS
- 1358 - Graduate students priced out of studying medicine
- 1303 - UUEAS Sustainable Seafood Policy
- 1288 - LGBT Policies
- 1285 - Sustainable Transport
- 1253 - We are Norwich - United against the English Defence League
- 1183 - Defend the Right to Protest on Campus
- 1170 - A Double-Sided Printing Policy for UUEAS and Support for a Similar UEA Policy
- 1168 - Fair car-parking and Transport at UEA
- 1178 - Students Supporting Strikes Should Not Be Disciplined
- 659 - Nestle Boycott

## Student Leadership Review

### Summary of Proposals

1. That given UEASU's size, scope and ambition, we will **expand** the number of **leadership roles** available to students and form leadership committees/boards for different types of student and SU functions.
2. We will **strengthen** linkages between **societies** and SU functions, particularly in the area of **Liberation**.
3. We will improve and standardise our **promotion** of, **training** of and **support** for the breadth of elected student leadership positions in the future, taking steps to remove **barriers to involvement** for students across the structures.

To **boost involvement**, we will:

- Introduce **gender balancing** across all our structures and introduce confidence building support strategies for students in liberation groups across the leadership positions.
- Pilot and monitor the effectiveness of investment in **financial support** and **mentoring** for students from **Widening Participation backgrounds** to take up leadership positions.
- Introduce strategies across our structures to enable students in their **first year** to take on positions of **responsibility** and **leadership**.
- **Abolish** the ban on **co-campaigning** to allow students in elections to campaign together

We will build on the massive **success** of our **student opportunity** groups- we will:

- Review **training and support** for the leaders of student opportunity groups, aligning elections more closely with the main SU elections and creating time/space to deliver **training** before the summer.
- **Restrict** the number of **key positions** that a student can hold within student opportunity groups, dramatically **expanding** the number of students taking up leadership positions in this area.
- **Introduce a requirement** for all student opportunity groups to elect a **first year students rep**.
- Release **E&D** benchmarking data to all **student opportunity groups**, develop funding incentives around E&D work and require the creation of an **E&D rep** to drive strategies for diversification of membership.
- Our **Edge student leadership** conference will become annual and involve more students in both **design** and **delivery**.

To strengthen work on **education**, we will:

- Create a dedicated **academic societies strategy**; mandating **statutory** academic societies within each school, and requiring all academic societies to elect a **bursaried academic Vice President** to focus on student representation along with a PG rep.
- Shift **faculty convenors** into the main body of the constitution, electing them from across the faculty to advocate for students and liaise with the faculty.
- Develop an **education executive** around the Education FTOs to focus on policy development & implementation and officer accountability.
- Ensure there are systems in place across the SU to **promote** the work of student **representatives** and their impact on the student experience.

- Shift appointment to **University committees** from Council to sub bodies across the SU structure (and do this before the summer) to ensure they are better supported to carry out their role.
- As part of the work on **academic societies** we will deliver specific **investment** and **support** in the **HSC society** to enable it to succeed.

To boost and simplify **Liberation Equality and Diversity** work, we will:

- Create constitutionally statutory **Liberation Societies** within the constitution which combine social activity, representation and campaigning and which are able to organise their own structures and activity to best involve their students autonomously.
- Create similar structures for **International** and **Mature** Students.
- Create a similar structure for assemblies and deliver better support for their activities.
- Create a **Liberation, Equality and Diversity executive** to drive the implementation of the SU's award winning single equality scheme ("Transforming Equality") and better coordinate funding for and activities of Liberation groups and events.
- Recast the Trustee Board's **E&D committee** to focus on employment matters affecting both casual and career staff.
- Introduce the ability to "Job Share" roles across the Liberation structures.

On **Welfare Community and Wellbeing**, we will:

- We will create a **Welfare, Wellbeing and Community** executive whose role will be to drive policy development and implementation in this area and accountability for the Full Time Officer.
- We will introduce **Accommodation Reps** in each block on campus.
- We will collaborate with the University over a **Community Strategy** involving liaison with representatives, a drive on student safety and a focus on housing to include a good neighbour scheme.

For **student staff**, we will:

- Seek a partnership with a **major trade union** to deliver **free** or **discounted** trade union membership for student staff and a dedicated **recognition agreement** securing facilities time.
- Expand the **student managers programme** with the social enterprises and more clearly define their role to exclude matters relating to terms and conditions and employment or political policy.

We will also:

- Reshape our current **Student Officer Committee** as a **priority campaigns coordination committee**, drawing in representation from the executives to ensure maximum impact to the SUs campaigning work.
- Create a dedicated **ethical and environmental executive**; bringing together policy development, implementation and FTO accountability and better coordinating societies in this area.
- We will move formally to a system which balances **elected officer involvement** with **student** and **external** appointments for the Board and its sub committees- where council **ratifies** the **process** and **result** of a **selection** based on **skills, knowledge** and **diversity**.

## The new Student Leadership Structure- At A Glance

### Student Opportunity Groups

#### Societies Executive

##### Activities and Opportunities Officer

##### Reps from different types of societies

Allocates funding against criteria  
Develops support for committees and events  
Coordinates "Give it a go" activity delivered by societies

#### Sports Executive

##### Activities and Opportunities Officer

##### Reps from different types of Sports Clubs

Allocates funding against criteria  
Sits on UEA Sports Board

#### Sports Clubs

**Each must have E&D Officer.**

**Restrictions on no of positions students can hold.**

Runs their Club  
Sports Clubs criteria set by UEA Sport Board

#### Societies

**Each must have E&D Officer.**

**Restrictions on no of positions students can hold.**

Runs their Society

### Liberation Groups

#### 4 x Statutory Liberation Societies

Each organised as that Liberation Group determines.  
Each appoints a **Campaigns Officer** and Reps to other bodies and Council.  
Runs representation and activities

#### Constituent or Associate Societies

There may be "sub" societies or societies with a strong link to the Liberation Group

### Assemblies

#### 2 x Statutory Assemblies (International and Mature)

Each organised as that Group determines.  
Each appoints a **Campaigns Officer** and Reps to other bodies and Council.  
Can elect **Officers** (ie Mature Students and EU/Non EU International Officers)  
Runs representation and activities

#### Constituent or Associate Societies

There may be "sub" societies or societies with a strong link to that Group

### Education and Welfare

#### Education Executive

##### UG & PG Education Officers

##### Elected (bursaried) school academic Vice Presidents and elected Faculty Convenors

Policy Development and Implementation  
Holds UG and PG Education Officers to account

#### Academic Societies

**Each must have an Academic Vice President (gender balanced with Presidents) and PG Rep**

Runs their Society  
Develops an academic representation strategy for their school

#### Welfare, Community and Diversity Executive

##### Welfare, Community & Diversity Officer

Reps from Liberation Groups, Assemblies, First Years and an elected gender balanced block



Policy Development and Implementation  
Holds Welfare Sabb to account

**Liberation, Equality and Diversity Sub Committee**

**Welfare, Community & Diversity Officer**

**Reps from Liberation Groups, Assemblies, First Years and an elected gender balanced block**

Policy Development and Implementation  
Holds Welfare Sabb to account

**Postgraduate**

**Postgraduate SU Committee & Assembly**

**Postgraduate Education Officer**

**As specified- mainly elected from PG assembly**

Organises events and activities  
Policy Development and Implementation  
Holds Sabbs (esp PG) to account

**Campaigns**

**Priority Campaigns Coordination Committee**

**Full Time Officers, Reps from other bodies above**

**Gender balanced block from Union Council**

Coordinates SU Priority Campaigns  
Required to present and get approval for Priority Campaigns plan at Council

**Ethical and Environmental Sub Committee**

**Campaigns and Democracy Officer**

**Reps from relevant societies**

Policy Development and Implementation  
Holds Campaigns Sabb to account on these issues  
Oversees SU Green Impact Strategy

**Trustee Board**

**Trustee Board**

**Full Time Officers plus Appointed Student and External Trustees**

Sets overall SU Strategy  
Responsibility for Financial and Legal matters  
Regulatory body

**HR and Nominations Committee**

**2 x FTO and an elected gender balanced block**

Monitors performance against HR Plan and drives SU HR Strategy  
Oversees CEO appraisal and remuneration  
Oversees appointments of student and External Trustees

**Finance Committee**

**2 x FTO and an elected gender balanced block**

Monitors performance against budget and drives SU Financial Strategy  
Oversees running of Finance Function

**Equality Diversity and Access Committee**

**2 x FTO and an elected gender balanced block**

Monitors performance against staff E&D targets and drives SU Equality Diversity and Access Strategy

**Students' Union Operations**

**Management Committee**

**Full Time Officers (plus Senior Staff)**

Monitors performance against plan  
Looks after day to day running of the SU

**Development and Oversight Board: Retail and Catering**

**Student Managers, Student Staff, and an elected gender balanced block**

Coordinates student feedback on the service  
Oversees performance indicators for the service  
Feeds into strategy for that service

**Development and Oversight Board: Licensed Trade**

**Student Managers, Student Staff, and an elected gender balanced block**

Coordinates student feedback on the service  
Oversees performance indicators for the service  
Feeds into strategy for that service

**Development and Oversight Board: Advice and Housing**

**Student Staff, Volunteers, and an elected gender balanced block**

Coordinates student feedback on the service  
Oversees performance indicators for the service  
Feeds into strategy for that service

**SECTION 4 POLICY  
PAPERS:**

**All the Policy  
Proposals that Council  
will be debating**

## 2022 Every click you make, I'll be watching you

**Proposer:** Aaron Hood (PPL UG YR2)

**Seconded:** Adam Stokes (Liberal Democrats)

### Union Notes:

1. The recently passed Investigatory Powers Bill has been described as "the most extreme surveillance in the history of western democracy."<sup>1</sup>
2. That our communications, Internet use and personal data will be collected, stored and analysed, even if we are not under suspicion of a crime.
3. These surveillance laws disproportionately affect BME and Muslim communities.
4. That the bill received support from both the government and the Labour Party.
5. Jim Killock, the executive director of Open Rights Group, said: "The state has unprecedented powers to monitor and analyse UK citizens' communications regardless of whether we are suspected of any criminal activity."
6. *Don't Spy On Us* is a coalition of influential organisations who defend privacy, free expression and digital rights in the UK and in Europe.

### Union Believes:

1. That civil liberties are a hugely important part of life within liberal democracies, especially for students and academics.
2. Academic freedom, freedom of protest, freedom of conscience, and freedom of privacy are grossly endangered by this legislation.
3. Freedom of expression relies on the freedom to explore and express ideas without the threat of arbitrary, unnecessary, and disproportionate interference. The IP Bill will have a chilling effect on our freedom to share and discuss.
4. That this legislation could possibly be abused by government for political purposes, and this enhances the ability of the state to behave in an authoritarian way.
5. That innocent until proven guilty is a fundamental part of a just society.
6. That it is questionable whether this bill is actually effective in protecting public safety.
7. That recent political events, such as Donald Trump's election in the US and the Leave vote in the UK EU referendum, have meant the bill did not get the proper scrutiny it required.
8. That this is not just of grave concern for UK citizens. The impact of the Bill will be felt around the world. Authoritarian leaders with poor human rights records can now point to the UK when justifying their own surveillance regimes.

### Union Resolves:

1. To campaign against the government attacks on civil liberties and freedoms.

---

<sup>1</sup> <https://www.theguardian.com/world/2016/nov/19/extreme-surveillance-becomes-uk-law-with-barely-a-whimper>

2. To mandate the Student Officer Committee to campaign against the ever growing surveillance state in the UK.
3. To support the Open Rights Group campaign 'Don't Spy On Us.'
4. To lobby the MP for Norwich South to oppose greater surveillance legislation and the further deterioration of civil liberties in the UK.

## **2023 Affiliation to Students for Cooperation**

**Proposer:** Lewis Martin (The Broad UEA)

**Seconded:** Ian Hare (UEA Food Coop)

### **Union Notes:**

1. Students for Cooperation (SfC) is a secondary cooperative run by students, which helps students to run and set up local co-ops that provide services such as food and housing in a fairer, cheaper and more democratic fashion than the private market usually does.
2. Student cooperatives are run by students, for students, and therefore offer ethically sourced and sustainable goods and services to students at a fair price
3. UEA Food Coop and the Norwich Association for the Cooperative Housing of Students (NACHoS), a union campaign to set up a student housing co-op in Norwich, are already members of SfC
4. SfC has provided significant assistance to the NACHoS campaign. UUEAS's affiliation to SfC will help it to continue providing that support
5. SfC's affiliation fee is £50/year

### **Union Believes:**

1. Supporting co-operatives fulfils UUEAS's values of sustainability, collectivism, fun and empowerment, and UUEAS's purpose – to enrich the life of students
2. Students are entirely capable of running and maintaining their own collective services in the form of co-operatives. This is beneficial for themselves, for their finances and for their successors.

### **Union resolves:**

1. To affiliate to Students for Cooperation

## **2024 Request for Motion of No Confidence in the Welfare, Community and Diversity Officer**

**Proposer:** Samuel Cross [PGR HIS] (samuel.cross@uea.ac.uk)

**Seconder:** David Cutting [PG Assembly] (david.cutting@uea.ac.uk)

### **Summary:**

The actions of the Welfare, Community and Diversity Officer on the weekend of 26<sup>th</sup>-27<sup>th</sup> November 2016 whilst at the LCR have cast doubt on their ability to continue in the role. Their actions breach the Students' Union Code of Conduct and are damaging to the reputations of the Students' Union and the University.

As such Union Council must now consider a motion of no confidence in the Welfare, Community and Diversity Officer.

### **Union Notes:**

1. Union notes that on or around the 26<sup>th</sup> and 27<sup>th</sup> of November the Welfare, Community and Diversity Officer was involved in a series of incidents in the LCR.
2. These incidents include, according to information provided by the Student Union, 'minor theft', 'minor assault on security' and using the cloakroom without paying; respectively breaches of points 3.1.1, 3.1.6 and 3.1.9 of the Code.
3. These breaches were subsequently handled in accordance with the Event powers.

### **Union Believes:**

1. Union believes that the seriousness of these breaches is not reflected in the action that has thus far been taken by the Student Union.
2. The position of Welfare, Community and Diversity Officer requires the occupant to 'adhere to and comply with Articles of Association, Bye-laws and policies of the Students' Union' (Bye Law 4.1.9), in this instance there is no dispute that the Code of Conduct has been breached in at least three different ways.
3. The Union should be an environment free of harassment or assault from anyone, most especially from those who could be regarded as their management. To the student body, and any interested outsiders, the lack of any serious disciplinary action for what appears to be gross misconduct shows a crass disregard for safety and protection.
4. The actions of the Welfare, Community and Diversity Officer have badly damaged both the reputation of the Students' Union and the University.

5. If the incumbent officer is allowed to remain in their post then the Students' Union opens itself up to justified accusations of rank hypocrisy, on the one hand advocating strongly that some behaviour is 'never ok' whilst seemingly simultaneously allowing paid, elected officers to behave with almost total impunity.
6. The ability of the Students' Union to lead and represent the student body at UEA only exists if the student body can have confidence in the competence and moral authority of their elected representatives.
7. In the case of the current Welfare, Community and Diversity Officer that confidence has been irreparably damaged by behaviour that falls well below what is expected and they cannot therefore possibly continue to do their job.

**Union Resolves:**

1. Union resolves that this Council has no confidence in the Welfare, Community and Diversity Officer.



## **2025 All I want for Christmas is a slightly more accessible and effective council for all students**

**Proposer:** Chris Ball (Non-Portfolio Officer)

**Secunder:** Rebecca Hemmings (Women's Caucus)

**Summary:** There are a number of changes that should be made during council to allow all students councillors to be able to participate, regardless of their knowledge of the union. This can be achieved with updated agendas, increased staff support, better feedback, acronym busters and increased signposting of council and its documents for all students.

### **Union Notes:**

1. That Union Council is UEASU's democratic structure for policy making and discussion.
2. One of the Student Union's core aims is accessibility in all its practices.

### **Union Believes:**

1. That in its current state, Union Council is not accessible at all for students who are not engaged in the 'Union bubble'.
2. Numerous amendments, along with the changed order of motions on the day make navigating the very long agenda difficult for many students.
3. There is constant confusion over many aspects of the proceedings, and in an effort to get through motions, this confusion is left ignored.
4. Most student are unaware of the numerous acronyms or complicated terms that are used by more experienced councillors.
5. That all students are allowed to attend council as non-voting members.
6. Council agendas, minutes, SOC minutes and especially voting records are very difficult to find, with most student unaware of them, therefore unable to hold their councillors to account.
7. There is no follow up from the 'open discussion' section of the agenda, with no information of what has been done with the feedback from these discussions.

### **Union Resolves:**

1. To send the updated agenda on the day with amendments and the order included.

2. To increase the level of staff support during council sessions, so that complicated or heated debates do not get out of hand, and the structure for debate is maintained.
3. To have an appendix added to the agenda with an acronym buster with explanations of any acronyms or complicated terms in the agenda to help prevent confusing or inaccessible motions.
4. For information about council to be more advertised and made accessible to all students.
5. For each council to include a short update during the SOC report (Student Officer Committee) detailing what has been done with the previous council's open discussion feedback.

## **2026 Give Students the Right to Fail**

**Proposer:** Theo Antoniou-Phillips (Undergraduate Education Officer)

**Seconded:** Madeleine Colledge (Postgraduate Education Officer)

**Summary:** A policy to lobby UEA to change their regulations allow students to fail a module if they are happy with their overall grade for the year, and also lobby against resit fees.

### **Union Notes:**

1. That in 2013/14 UEA introduced new regulations for Bachelors and Integrated Masters (BIM) courses called the 'New Academic Model' (NAM).
2. The NAM created regulation that put the emphasis on learning and teaching on a course level, to start removing the emphasis and strength on module learning.
3. The NAM also created legislation that meant students had to pass every module.
4. Learning and Teaching Committee (LTC) recently met to discuss the effects of NAM on BIM regulations as the first students to go through all three years of the regulations have just graduated (2015/16).
5. The effects of NAM effectively meant that even though students who overall were set to achieve 'good honours' (2:1 or 1:1) could not graduate because they had failed one module.
6. LTC agreed to change the BIM regulation for final year students with discretion for those who were still able to achieve good honours.
7. LTC agreed to review BIM regulation around all other years.

### **Union Believes:**

1. That the NAM has given UEA reasoning to cut modules across several courses, where broad module choice was seen as a benefit of the course.
2. That the current BIM regulation causes undue stress on student who were still achieving good honours but failed one module which could be because of several reasons.
3. The current regulation creates additional costs for students, as students have to pay for re-sits and remarked work.

4. The with the increase in coursework worth 100% of a module, students are failing a year because of one assessment.
5. UEA students have the right to continue their course if they are happy with their own grade, not if UEA wants better good honours statistics.

**Union Resolves:**

1. To lobby UEA to remove the BIM regulations around passing every module for all years.
2. To lobby UEA against further module closures because of NAM.
3. To lobby UEA to stop charging students resit fees.

## **2027 Motion of Censure in Jo Swo, Welfare, Community and Diversity Officer**

**Proposer:** Nicholl Hardwick, UEAMSC

**Seconded:** Madeleine Colledge, Chair of Management Committee

### **Summary**

Following a widely reported incident in the LCR involving the Welfare, Community and Diversity Officer this motion proposes a censure of that officer.

### **Union Notes**

1. That the Union has a Code of Conduct (Bye Law 12) that covers the standards of behaviour expected of all members, including elected officers.
2. That Jo Swo has been involved in an incident handled under this Code.
3. That the sanction applied to Jo has been that which any other student would face.
4. That separately to the Code the bye laws give this union council the power to "censure" or in extreme circumstances "no confidence" officers that are not performing their duties effectively.
5. Jo has apologised for her actions and received a month long ban from SU licensed premises.

### **Union Believes**

1. It is crucially important that Union Officers, particularly members of management committee, uphold and display high standards of behaviour.
2. If SU officers want high standards of behaviour in SU Venues they have to abide by the rules themselves.
3. That in her day to day role Jo Swo has performed highly effectively this year- leading on crucially important mandates from this council around mental health and sexual harassment.
4. Whilst the incident does not warrant losing Jo and her work from the SU, it is serious enough that she should receive a censure for it.
5. That where SU officers commit offences in the future more consideration should be given to whether more stringent (and granular) sanctions should apply.

## **Union Resolves**

1. Under Bye Law 1, 1.10.9 to censure Jo Swo for her actions on the night of November 26<sup>th</sup>
2. That the Trustee Board should consider amendments to the Code of Conduct that properly reflect concerns around what should happen when Full Time Officers breach the Code.

## **2028 Sanitary Products are not a Luxury**

**Proposer:** Abbie Mulcairn (Women's Officer)

**Seconded:** Zoe Freeman (Women's Caucus Councillor)

### **Union Notes:**

1. Sanitary items are necessary for health and hygiene
2. Several Student Unions, including NUA, offering sanitary products profit free or completely free (Sussex, University of Arts London).
3. The Student Union has offered the option of sanitary products at profit free cost for a few years.
4. Conventional sanitary products often contain ingredients such as chlorine dioxide odour neutralizers and fragrance which are harmful to human bodies.

### **Union believes:**

1. Sanitary products should be as a principle free.
2. The cost of sanitary products is an unfair burden, an insulting tax on those who have periods.
3. Investing in Eco Friendly sanitary products such as Organic Cotton Tampons and Sanitary Towels has ecological health benefits.

### **Union Resolves:**

1. To mandate Management Committee to investigate all possible avenues to offer sanitary products for free, and never on a means test basis. Where an option is viable, we mandate the Student Union and SOC to use it's resources to provide accessible, free sanitary products for UEA students.
2. To mandate the Campaigns and Democracy Officer, Welfare, Community and Diversity Officer and Women's Officer to support and promote the NUS 'Free Periods' campaign. This campaign must be inclusive to all genders.
3. To offer the free sanitary products in accessible areas and in all gendered and non-gendered facilities.