

Subject:	Union Council
Date:	Thursday 24 th November 2022
Author:	Abbie Mulcairn
Purpose:	Record of decision making
Status:	For approval
Paper:	UC 030

UC 030 – Union Council Minutes

Chair: Chanel Munroe

Deputy Chair: Ollie Thornton

In attendance: Abbie Mulcairn (Student Voice and Academic Engagement Manager), Claire Boothby Barnbrook (Assistant Director of Charitable Services), Caroline Wilson (Acting CEO), Olivia Adekunle (Head of Student Voice, Academic Engagement and Equality), Jeremy Clayton (UEASU External Trustee), Ruby Ashogun (UEASU External Trustee)

Voting members present: Isabelle Millen (PPL - Student), Laksha Sivaram (PSY - Student), Jessica Dua (DEV - Student), Aiste Adomaviciute (NBS - Student), Sophie Ciurlik Rittenbaum (PPL - Student), Simran Anand (NBS - Student), Elspeth Leslie (LDC - Student), Annabelle Lambert (BIO - Student), William Whitby (HIS - Student), Mei Clarke (HIS - Student), Diana Enero (NBS - Student), Luke Johnson (LAW - Student), Thomas Carvalho (BIO - Student), Isabella Yau (NBS - Student), James Calvert (HSC - Student), Chris Njoroge (NBS - Student), Emma Packard (BIO - Student), Vishal Savaliya (NBS - Student), Jake Rushbrook (CMP - Student), Jasmine Johal (MED - Student), Serene Shibli Sexton (HIS - Student), Maya Patel (MED - Student), Ella Gladding (MED - Student), Jasmyn Gooding (BIO - Student), Elise Page (UEASU - Staff), Megan Anderson (PSY - Student), Benji White (NBS - Student), Sophie Handyside (LDC - Student), Max Wrigley (LDC - Student), Oliver Radcliffe (PPL - Student), Eleanor Radford (PPL - Student), Brandon Thomas (LAW - Student), Irana Hayward (CHE - Student), Josh Bell (ENV - Student), Christopher Kershaw (AMA - Postgraduate Researcher), Nathan Wyatt (PPL - Student), Georgia Hubbard (HIS - Student), Andrew Nairn (CMP - Student), Liz Bigalke (BIO - Student), Emilia Page (ENV - Student), Alice Bethell (LDC - Student), Isaac Carrington (ECO - Student), Asta Kirkham (MED - Student), Chinedu Ekeke (ECO - Student), Tia Chauhan (LAW - Student), Joe Hanson-Kahn (ECO - Student), Aaron Campbell (UEASU - Staff), Ameer Al-Magidi (PHA - Student), Matt Newbould (ENV - Student), Natasha Tsekiri (BIO - Student), Eunchan Kim (PHA - Student), Emily Kemp (EDU - Student), Ahmad Al Darwish (PHA - Student), Amjad Daher (ECO - Student), Eleanor Lewis (LDC - Student), Taylor Sounes (UEASU - Staff)

Voting records: [Can be found here](#)

Section 1: HOUSEKEEPING

015 Membership

The Chair opened the meeting and conducted a quorum count. There were 41 voting members present when the vote was closed.

016 Approval of minutes of the previous meeting

The meeting voted to approve the minutes of the previous meeting held on 20th October 2022.

017 Matters Arising

There were no matters arising

018 Club, Society and Peer Support Group Constitutions

There were no club, society or peer group constitutions to approve

019 Election of Student Trustees

The Chair noted that there were two outstanding vacancies for students to fill on the UEASU Trustee Board. Applications were received and included on the agenda.

The meeting voted to appoint students to the Trustee Board.

31 members voted, and they could cast up to 2 votes each. The results were:

- Paige Skevington – 26 votes
- Adediran Oladipo – 25 votes
- Anderssen Martins – 6 votes
- Re-Open Nominations – 3 votes

Paige Skevington and Adediran Oladipo were therefore elected to the Trustee Board.

020 Policy Lapse

The Campaigns and Democracy Officer introduced the Policy Lapse section of the agenda. They explained their recommendations included in the agenda and explained the process by which Council would make their determinations. They noted that there was an error in the agenda and policy "Developing Teaching Skills Programme" should be listed under the 'to be debated' section of policies. No objections were raised to hearing this motion under the debating section and it was removed from the list of renewals.

The recommendation in the report to renew the listed policies was adopted by 45 votes for, 0 votes against with 0 councillors abstaining from voting.

The Campaigns & Democracy Officer noted that, unless there were any objections, the recommendations of the report would be taken as approved and the policies listed would automatically lapse.

No objections were raised and the policies were lapsed.

The Campaigns & Democracy Officer then introduced the recommendations to move into policy precedent.

No objections were raised and the policies listed in the report were adopted into policy precedent, with 44 votes for, 0 votes against with 0 councillors abstaining from voting.

The Campaigns & Democracy Officer then noted the policies which would need to be debated and voted on by Council, as it was unclear whether they should be renewed or lapsed. Councillors first voted on the policy "Providing Benefit Information to Students". One member spoke in favour of renewing the policy and there were no speeches against.

The policy "Providing Benefit Information to Students" was renewed with 36 votes for, 5 votes against with 4 councillors abstaining.

Councillors then voted on the policy "Emergency resolution: Limousines and Go-Pro Cameras!?". One member spoke in favour of renewing the policy and there were no speeches against.

The policy "Emergency resolution: Limousines and Go-Pro Cameras!?" was renewed with 32 votes for, 5 votes against with 8 councillors abstaining.

The Chair then closed voting on policy lapse. For clarity, the following decisions were made by Union Council regarding policy lapse:

The following policies were renewed:

[Amendment to the Bye-Laws – Creating EDICT, a new Equality, Diversity and Inclusion Committee](#)

[Adoption of Option A as our new Democratic Structure](#)

[Divest Barclays SU Motion](#)

[Providing Benefit Information to Students](#)

[Emergency Resolution: Limousines and Go-Pro Cameras!? Condemn the UEA Executive Team for their Abuse of Expenses](#)

The following policies were put into policy precedent:

[Keep SU policy in University outlets](#)

[Change protected places on Postgraduate Committee to reflect student diversity](#)

[What's really on the menu](#)

The following policies lapsed:

[No to Endorsement Culture](#)

[Save our PGR space](#)

[Refund the tuition fee](#)

[Student Rent & COVID: A Campaign Approach](#)

[Travel policy motion](#)

[The Need for a Strategic Plan](#)

[Developing Teaching Skills Programme](#)

The Campaigns & Democracy Officer noted that there was an error in policy lapse in the previous academic year, meaning that lots of policies were let to lapse without coming forward to Union Council for consideration. They noted that they would go through these policies and come back with recommendations for Union Council in the following semester, so that there was democratic oversight of all policies from councillors.

Section 2: REPORTS

021 Student Officer Committee Report

L Bigalke (Chair of SOC) gave a verbal report. They noted that Officers had been working on events for Black History Month and Disability History Month which had both been successful events. They noted that N Wyatt and H Summers had been elected as PTO Trustees to the Trustee Board. They noted that an emergency SOC meeting had been held to discuss urgent items and concerns around the screening of the World Cup in uea(su) venues.

022 Trustee Board Report

E Page (Chair of the Trustee Board) gave a verbal report. They noted that the only Trustee meeting that had happened since the last Union Council was a written report. They noted that most business being conducted by the Board at present was confidential and therefore there was nothing notable for councillors to consider from the Trustee Board.

022 Student Officer Committee Report

Activities and Opportunities Officer - Evie Drennan

Manifesto Priorities

Instagram Frames for soc/club of the month are in motion! Regular BUCS posts on Wednesdays to tell people what's playing at home and to go support. Still working on some hidden cost of sport work to give a 'range of hidden costs' for each club – this will be uploaded onto the uea sport website when done. Quiet Space re-launch!

- **Campaigns**

Disability History Month - Advice sheet has been sent to clubs and socs -
Disability Awareness Training – December 6th, 4pm LGBT+ History Month –
planning has started Movember - Over £10,000 as a uni so far! - Quiz and prize
giving on the 30th November Pathfinder – The Trussel Trust

- **Meetings**

Senate – University Academic committee, Derby day (woooo) BUCS – British
University Colleges Sport, next regional meeting is at UEA! Sport and Society
president and exec meetings ACAS training – Discipline and Grievance, and
Conducting Investigations

- **Policy**

Code of Conduct review

Welfare, Community and Diversity Officer – Aaron Campbell

Hey everyone, it's Aaron your Welfare, Community and Diversity Officer back again, here's
my updates about what I have been up to since the last time we had union council:

Also, was on BBC radio last Friday you can listen here:

<https://www.bbc.co.uk/programmes/p0d8cb3q> (I'm also on again tomorrow from 8pm)

Updates:

- **Life Admin Sessions in the SIZ (Student Information Zone) Tuesdays from 1pm till 5pm**
- **Inclusive Language Project:**
 - Updated the initial presentation with the new data I have collected.
 - Continued to deliver the presentation to university groups
 - I am planning to sit down with staff to prep for a new round of expanded data collection for the new year which will expand the project out into other diverse backgrounds and experiences.
- **Daytime Events:**
 - I have been assisting several societies with putting on or supporting their events.
 - I have also been planning several safe space events.
 - Been looking ahead to think about more festive Christmas based events.
- **Evening/Nighttime Events:**
 - Supporting the incredible AIC (Alcohol Impact Crew) by facilitate training sessions for them, providing resources and working with them to help ensure they are better equipped to help students on nights out.
 - Been continuing to work with the venues team on A-List and Damn Good as well as supporting on the nights out.
 - Been continuing to work with the venues team and the Activities and Opportunities Officer around sports night as well as supporting on the nights out.

- Been continuing on my work on Friday night events including an upcoming Movember karaoke night and the 50th anniversary of the bar celebration event.
- Been continuing my work on Spectrum.
- **Cost of Living:**
 - Sent off our manifesto to the University Executives to which we got a response this week and will be following up.
 - Continuing to think and put in place practical elements from the SU side to support students.
 - Supporting our Non-portfolio officer Nathan with the execution of his warm banks project.
 - Working with the Southern SU's group to exchange ideas and work on collective lobbying including the open letter that was written which can be found here: <https://kentunion.co.uk/petitions/view/8>
 - Wider Cost of Living Union task force group lead by imperial London
 - Continued talks with the university and particularly student services around supporting students through this difficult time.
 - Meeting with the Trussell Trust (provider of Foodbank) that the union are involved in regarding food poverty and society needs we have now become the first Union to sign up to the pathfinder program.
 - I have also joined the APPUG (All-Party Parliamentary Group) where we are lobbying government to support Students and universities during this time as well as writing a piece of guidance for universities via UUK (Universities UK) more information can be found here: [Cost of Living Crisis: A Student Perspective | APPG \(appg-universities.org.uk\)](#).
- **Other various bits:**
 - SIZ Life Admin Tuesdays
 - Doorway services
 - UUK guidance (Suicide Prevention/GDPR)
 - Work in Local Schools
 - Drug and Alcohol Impact
 - Mental Health Charter
 - Tickets for Good
 - Safety Day
 - Decolonizing Toolkit
 - Southern SU's
 - Liberation Campaigns
- **Meetings that I have attended:**
 - Healthy Sex and Relationship Meetings
 - Collaborative work with VP Welfare for Essex SU
 - Chairing AHRC (Appointment and Human Resources Committee) – Upcoming
 - Meeting with Sainsburys Centre about colonization and art
 - Meeting with various clubs and societies
 - SOC (Student Officer Committee – Consisting of part- and full-time officers)
 - Meetings with Students Services (particularly around supporting students from racialized backgrounds)
 - Thrown some T-Shirts at Damn Good!
 - Mental Health Charter Meetings
 - VC Tackling Racism Task Force Meetings

- Southern SU's Catch Up – Upcoming
- Support Day for Steering Committee for Drug and Alcohol Impact Award
- Drug and Alcohol Impact/Alcohol Impact Group Support Day
- Delivered Various Training
- Equality, Diversity and Inclusion Committees
- CMP SSLC
- Personal Safety Discussion with Suzy Lamplugh Trust and University of East Anglia
- Not on my Campus
- Pathfinder and trussell trust
- Various Student meetings
- Race Equality Charter
- SOC wellbeing meeting
- Campus lighting
- Disability confidence training
- Changing the culture
- E&D in Med
- UCU meetings
- Mental Health Charter
- Transgender student + staff issues
- Residential life team catch up
- Accessibility in the classroom
- Student Experience Committee
- Postgraduate Committee

Undergraduate Education Officer – Taylor Sounes

Taylor's Update
Hey everyone! A majority of my time at the moment has been taken up by a few key projects. Particularly the TEF (Teaching Excellence Framework) which we'll talk more about later. I'm also in a few meetings about the UCU Strikes and preparing our support for students during those. Any questions as always please email :)
Meetings attended since last council
University: SU/Academic Catchup, Timetable EDI Group, CRP Framework Meetings, Monthly Meeting with Chair of UEA Council, Meeting with Director of ITCS about Student opinions and IT, Joint Meeting of Finance and Audit Committee, Employability and Opportunities SLT, Inclusive Education Policy, Vice Chancellors Briefing to Council, 121 with Ian Callaghan.
SU: TEF Working Group, Pathfinder Discussion, Liberation and Awareness months meeting, Quiet Space Catch ups, Education Committee, SOC, Meeting with Callum Perry about the TEF, Sports Awards Finances, Pathfinder discussion, Filmed the TEF Video, Curriculum Review Chat with Mike, Management Committee, Monthly Calendar Prioritisation Meeting, Officer Coaching, UCU Planning Meeting, UEA Council Presentation Planning
Other: I've met with other education officers from Edinburgh and Exeter a number of times recently discussing a whole host of different issues. We also had a catchup with WonkHE a higher education thinktank to discuss upcoming issues in the sector
Projects Summary

Last updated: 16/11/22

Project	Status	Priority	Date	Latest Update
Teaching Excellence Framework (TEF)	Ongoing - Action Req.	Urgent	16/11/22	SU Working group has been ongoing. Survey is live and focus groups are starting. Work underway to collate data. Have attended a few briefings by the OFS as well as the regular university meetings

Timetables	Concern	High	31/10/22	Email sent to Helena G and Emma Sutton around concerns I have about timetable accessibility for disabled students. I haven't received a significant response from either although apparently a meeting will be scheduled
Quiet Space	Ongoing - Action Req.	High	16/11/22	Comms confirmed. Waiting for print. Furniture still needs to be rearranged but progress has been made!
UCU	Ongoing - No Action	High	08/11/22	We have been notified that strike action will take place on the 24, 25, 30 November. We've been working on a plan to support and will be releasing materials before this date.
University Council	Ongoing - Action Req.	High	10/11/22	Attended joint meeting of University Finance and Audit committees that discussed the current financial position and the next set of university financial statements. These are available to read here . Next meeting of council is 28th November with papers needing to be read
Curriculum Review	Ongoing - No Action	Medium	15/11/22	Framework group confirmed recommendations to the curriculum review board for approval in the next couple of weeks
Liberation Months - Disability History	Ongoing - No Action	Medium	16/11/22	Continuing to support the PTOs with anything they need.
Cost of Living	Ongoing - No Action	Medium	24/10/22	Letter and manifesto sent to David Richardson
Academic Reps	Ongoing - No Action	Low	28/10/22	Sat down with Laura one of the voice coordinators to talk about where we want to take our reward and recognition scheme
Multifactor Authentication	Ongoing - No Action	Low	16/11/22	As far as I am aware, the rollout is continuing to all students before the end of the calendar year

Postgraduate Officer – Elise Page

Student Union Council - November 24, 2022

Officer Update: Elise Page, Postgraduate Officer

October 17th – 21st

- I had my flu jab!
 - If you're able to, please consider getting a winter flu vaccination this year!
 - Vaccines are proven to be safe and effective in the prevention of illness.
 - It protects not only you, but those around you!
 - Speak to your GP or pharmacist for more information.
- Helped with Open Day! Gave some students tours, including speaking to a prospective Jewish student about the Jewish community in Norwich and at UEA. I also spoke to some prospective disabled students, including around how UEA can make their open day more accessible both in person and in their digital assets.

October 24th-28th

- Catchup with university execs – Emma Sutton, Fiona Lettice, Angela Blanchflower
- Discussed whether we'd like to work with the Trussel Trust's Pathfinder project
- Disability history month planning
- Aurora Student Council meeting
- Chatted about student schemes, the upcoming biannual meeting
- Engineering postgraduate researcher SSLC
- First Education Committee of the year!
- Chatted with some people from WonkHE about the big issues in Higher Education at the moment, getting some information about Universities and Student Unions across the country and how they're tackling things like the Cost of Living crisis, the student submission part of the Teaching Excellence, and the upcoming release
- Do Something Different Does Halloween: pumpkin carving!
- Student Officer Committee (SOC) where we spoke about lots of campaigns we are, and want to be, involved with

October 31st – November 4th

- TEF steering group
- Part of the NUS investigation into antisemitism was revealed. We received a statement from NUS because some of the results had been leaked. The officers want any response to the NUS investigation to be steered by students.
- Senate
- Officer catch up with comms
- Disability confidence training
- Conversation with PG Sport about PG Swim cards
 - Discussed how best to sell PG swim cards. There's been a bit of confusion this year because of various issues. Firstly Scholars was closed over summer so people couldn't buy swim cards like usual. Selling the swim cards through the SU front desk has been difficult because we can't take cash payments. So now students can get the swim cards from Sportspark reception! You just have to show your student card to prove you're a PG. We're working with the Sportspark
- Management committee
 - Officers discussed important issues such as...
- Social Work SSLC
- Aurora pre-meet
- Postgraduate Elections

November 7th - 11th

- Annual leave
- Trustee Board

- Discussed the issue of PGR students being counted as potential fire wardens, and particularly how this works in the Arts and Humanities Building

November 14th – 18th

- Met with other FTOs and SU career staff to discuss the presentation that the FTOs will be giving to University Council (highest meeting in the University) soon
- Had a meeting with Ian Callaghan, a member of the University's executive team, to talk about SU engagement with university meetings, how we're feeling about it, potential improvements and increasing student voice
- Worked with Laura Ali, SU career staff in the Voice team who looks after the faculty of FMH, to chat with FMH staff to arrange a forum for all postgraduate and/or post-registration students in the faculty to have their voice heard by staff
- Aurora: from the 16th to the 19th Serene and I went to the Netherlands for Aurora, to Vrije Universiteit Amsterdam. Aurora do lots of amazing things to make connections between universities and students across Europe, and you can learn more here <https://aurora-universities.eu/education/>. The Aurora Student Council met to decide what students want to see to increase participation in the Aurora schemes. We then presented this to the Vice-Rectors of Education at Aurora Network university executives from across Europe.

November 21st – 25th

- Continued the brainstorming for the presentation that the SU are going to give to University Council soon. We spoke about what the "student of the future" will look like, **imagining a university in 2040 and what we would like it to be**. We had lots of ideas like ending discrimination like racism, sexism, homophobia and transphobia; we were conscious of what the environment might be like then, and we want students to have access to clean and healthy living environments. We also discussed that we want students to do courses because it's what they love, and that they can go into careers that make them feel fulfilled, and that this is accessible – no financial barriers.
- In the evening we had an emergency meeting of the **Student Officer Committee**. We discussed **the decision to show the World Cup in SU venues**. The full-time officers took on criticism for the decision and explained why we made the decision we did, and why we believe it's in the best interest of as many students as possible.
- Had a **one-to-one with Tanne** Heathershaw, coordinator in the Voice team for Postgraduate Communities, about lots of different issues surrounding PGSU. We have regular catchups, usually once a week or fortnight.
- First **Postgraduate Committee** meeting of the year. We have some amazing people on the committee and I'm really excited to see what they can achieve. We discussed the allocation of the PG budget; PG Sport provisions; the cost of sport at UEA/the Sportspark; how to reach as

many PGs as possible; potential PG events like a Winter Ball (!!!!!), and more.

- I attended the board meeting for the **Curriculum Review Project**. This is a long-term project looking to improve course provision, course choice, and the organisation of the academic year. Taylor is working on another part of the project so we've got student representation from two different angles.

Campaigns & Democracy Officer – Serene Shibli Sexton

The Campaigns & Democracy Officer gave a verbal update. They noted that they had mostly been working on putting together policy lapse for this meeting, as well as starting work on the policy recovering project to account for the lack of policy lapse held by Union Council the previous year. They noted that work for the democracy review was ongoing.

Section 3: OPEN DISCUSSIONS

A Campbell gave an update on the cost of living manifesto work. They noted that the manifesto was sent by FTO's to the University and a response has been received. Full details of the response will be released shortly. They noted that the SU has been working on affirming their own commitments made in the manifesto and reported that uea(su) has now become the first SU to sign up to the Trussell Trusts new pathfinder programme.

In the second half of the open discussion section, T Sounes gave an update on the TEF student submission. All information can be found in the slides included on the agenda. Councillors were invited to take part in polling as part of the TEF research work.

Section 4: POLICY MAKING

024 Lobbing the UEA Student Union to return to being a Living Wage Employer

L Johnson introduced the motion and spoke in favour. They noted that the motion was written in response to the cost of living crisis being faced by students, and reflects the lack of trust that members of student staff have in their employment by uea(su). They noted that there is a difference between a living wage and a real living wage, and that this motion takes into account the current calculation for a real living wage. They noted that UEA is currently a living wage employer, but uea(su) no longer is despite having paid the living wage in the past and having policy committing to the principle of paying a living wage. They noted that student staff in Unio and the Shop on campus are currently paid above the rate of the living wage, whereas students employed by the SU are paid below it. They noted that if passed, this motion will mean that over the year SU Officers will be managed to ensure that uea(su) becomes an accredited living wage employer alongside UEA. They will do this both internally

working with HR, finance and other necessary departments, as well as externally through contacting the Living Wage Foundation. L Johnson concluded their proposing speech.

T Sounes submitted a procedural motion to take the motion in parts, specifically requesting to remove Union Resolve 3 from the motion. T Sounes gave a proposing speech in favour of the procedural motion.

They noted that having looked at the union's finances, Resolve 3 would be difficult to enact and therefore Council should have a vote on removing this resolve from the motion.

Councillors voted in favour of the procedural motion.

T Sounes delivered in a speech in favour of removing Resolve 3 from the substantive motion. They noted:

- That the issue with the resolve is that union can't afford to enact the resolve immediately
- That the SU currently spends 3.5x what is spent on activities on student staff salaries
- That implementation would mean either cutting 1/3rd of budget, or raising bar prices. SU needs to act in interest of all members not just student workers who are only one segment.
- That price increases in the bar would affect a wider number of members than an increase in wages would.
- That the SU cannot afford to give the increase and would result in budget cuts or the motion wholly being shut down at trustee board level

L Johnson asked a question of clarification. They asked what would happen in April when the National Minimum Wage was increased by the government if the SU currently hasn't budgeted for and cannot afford to pay its workers any more.

T Sounes replied that they are not sure but guessed that the SU would already have known about the NMW increase and therefore would have already built this increase into its budget and estimates for the following year.

The Chair moved to a vote on the parts. The question put to councillors was: "Vote on whether to accept or reject Resolve 3 from the substantive motion". The results were:

Approve (keep the resolve) – 7 votes

Reject (delete the resolve) – 30 votes

Abstain – 2 votes

Resolve 3 was therefore removed from the motion and the Chair then moved to a debate on the remaining substantive motion.

L Johnson spoke in favour of the motion. There were no speeches against and L Johnson waved the summation speech.

The Chair moved to a vote on the motion.

The resolution was adopted with 37 votes for, 1 vote against with 3 councillors abstaining from voting.

025 Remove the suicide statues: Time to take down Antony Gormley statues

A Bethell proposed the motion and spoke in favour. They noted that the motion was written in response to student desire to take down the Antony Gormley statues on campus. They noted that the statues were originally intended to be up for 5 years and that they have been controversial ever since they were erected. They argued that the statues don't fit the definition of tasteful or even good art and since the original 5 years is now up, that it is time for the University to remove them. They noted that the resolves of the motion were for the SU to lobby for their removal and noted that student opinion should be taken into account with the installation of all artwork on campus especially when the art is as controversial as the Gormley statues.

One member asked a question of clarification, asking the proposer how they know the statues can be removed.

A Bethell responded that they don't know for definite when they will be taken down, but seeing as the 5 years is up, it is worth the SU lobbying for their removal and that they are more likely to be removed if there is visible student support for it.

J Hanson asked the proposer what the original intention of the statues was, and asked if the references to suicide were part of the original meaning of the art.

A Bethell responded that the artist, Antony Gormely, has said that the intention was not to provoke ideas of suicide ideation, and were intended to be about directing focus to the skyline, however, students have questioned how the suicide references could have been missed with their obvious placement.

A Goldsney asked what will happen to the statues if UEA removes them.

A Bethell responded that they don't know, but will be one of the things the SU asks the University in conversations about their removal.

L Johnson asked whether the motion is also calling for the removal of the statue on the library walkthrough, or only the ones on top of buildings

A Bethell responded that the one on the library floor is the least controversial and upsetting and would potentially be happy for that one to remain. The motion is mostly about removing the ones on top of buildings.

O Thornton asked the proposer whether they had considered calling for them to be placed elsewhere rather than removed altogether.

A Bethell responded that this would be up for discussion and that their main priority is just to remove them from the top of buildings.

There were no speeches against.

A Bethell delivered a summation speech and the Chair moved to a vote on the item.

The resolution was adopted by 28 votes for, 10 against with 3 councillors abstaining from voting.

026 Make the Code of Conduct more conductible

S Shibli Sexton proposed the motion and spoke in favour. They argued that the current code of conduct system has lots of missing gaps, and the current system frustrates students. They noted that the current system requires an external trustee to oversee and approve decisions which slows down the process. They argued that this new proposed system is more consistent throughout the organisations and aims to speed up the complaints process. They noted that it authorises Heads Of (staff members in the Union) to take on low level forms of complaints directly rather than following a formal process. They noted that this newly proposed system creates differentiation between low and high level complaints.

The Chair noted that at this motion is a bye-law change, it requires a two thirds vote in order to pass.

There were no speeches against.

The resolution was adopted with 41 votes for, 0 votes against with 3 councillors abstaining.

027 For the Union to Explore Options for External Student Representation

S Shibli Sexton proposed the motion and spoke in favour. They noted that student staff cannot use democratic forums like Union Council to raise issues related to employment. They argued that the SU should actively explore options for external representation and noted that there is currently no Union recognition in place for student staff.

A Goldsney asked which trade union would be best to represent student staff and asked how much membership will cost for student staff.

L Johnson answered and noted that GMB and Unison are the two main options available. They noted that there would be a question over whether student staff should share the same Union as career staff who also have no recognition agreement at present, but nothing has been decided yet.

T Sounes asked whether this would apply for all student staff or just student staff working in venues.

S Shibli Sexton answered that student staff would have the right to join whatever Union they want, but that the motion is about recognising whatever Union staff join, rather than the SU choosing or imposing a Union choice.

T Sounes argued that they would want student staff to choose a Union which is aligned with career staff.

S Shibli Sexton clarified that the motion does not specify which Union student staff can join.

The proposer waived the summation speech and the Chair moved to a vote.

The resolution was adopted with 37 votes for, 1 vote against with 4 councillors abstaining.

028 Any other business

There was no other business considered by the meeting.

029 Details of the next meeting

The Chair noted that the next meeting is scheduled for the 26th January at 5pm in LT2. The deadline for motions to this meeting is 16th January.