



students transforming

**SU council agenda**  
**Thursday 24**  
**November**  
**17.00**  
**lecture theatre 3**







# housekeeping

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



# SECTION 1

## HOUSEKEEPING

**015**                    **Statements from the Chair**  
To receive any statements from the Chair

**016**                    **Approval of minutes of the previous meeting**  
To approve:    [The minutes of the previous meeting held on 20<sup>th</sup> October 2022](#)

**017**                    **Matters Arising**  
To receive:        Any matters arising not covered elsewhere on the agenda

**018**                    **Club, Society and Peer Support Group Constitutions**  
To note:            That no applications have been received from the Societies  
Exec to be considered and approved by Union Council

**019**                    **Election of Student Trustees**  
To note:            That there are two outstanding vacancies for students to fill as  
Student Trustees. These positions are elected by Union Council.  
  
To receive:        Applications for the role of Student Trustee from the following  
three members:

Name of applicant	Anderrsen Martins
Please list any qualifications, awards or studies you consider relevant to this role	I had got student of the year award in 2018-19
Please list any experience you have that is relevant to the role.	For my previous company, I was an executive accountant as well as an assistant manager
What skills do you have that	<ul style="list-style-type: none"> <li>• attention on minute details.</li> <li>• communication skills</li> </ul>

will help you fulfil this role?	<ul style="list-style-type: none"> <li>• rapport building</li> <li>• dedicated team member</li> <li>• hardworking with leadership qualities</li> </ul>
Why do you want to be a student trustee for the SU of UEA students?	I want to be a student trustee for the SU of uea students so that I can bring change and develop society by having a smooth functioning in the society and by spreading postivity to all the students

Name of applicant	Adediran Oladipo
Please list any qualifications, awards or studies you consider relevant to this role	I am a member of the Certified Business Analysis Professional. I have served a Union Member at First Bank of Nigeria Ltd. I have also taken various certification courses in management , ethics and conduct.
Please list any experience you have that is relevant to the role.	I have worked has a Business Manager and also previously worked as a Relationship Manager in the Banking Industry in Nigeria before proceeding to UEA to Upscale my skill set.
What skills do you have that will help you fulfil this role?	Effective Communication and Negotiation and Analytic skills
Why do you want to be a student trustee for the SU of UEA students?	I would like to be part of the strategic decision committee and also be a part of the team that reviews policy making that affect my fellow student. Basically, I would like to be given the opportunity to serve.

Name of applicant	Paige Skevington
Please list any qualifications, awards or studies you consider relevant to this role	BSc Psychology degree A level English A level Sociology A level Psychology 10 GCSEs Substance Awarness Training Mental Health first aid (Half day).
Please list any experience you have that is relevant to the role.	2018 – 2019  Waitress, The grove Restaurant This was a customer service role, requiring me to take and provide orders from customers. I also helped organize charity events in the form of raffles to raise money for Breast Cancer Awareness.

	<p>2019 – 2020 2. Waitress/Barista, GRubs up café</p> <p>I took and made orders consisting of hot drinks and basic food preparations such as sandwiches.</p> <p>2021 – 2022 LEARNING DEVELOPMENT MENTOR, UNIVERSITY OF NORTHAMPTON As a mentor I worked on various projects such as a research projects and social media. I was allocated a 'drop-in' support session weekly to offer other students academic help.</p> <p>2021 – 2022 RESIDENTIAL LIFE ASSISTANT, UNIVERSITY OF NORTHAMPTON Working within this welfare and support role gave me the confidence to provide guidance to students living within halls of residence. I also worked within student support workshops and received Substance Awareness Training online.</p> <p>2021 – PROJECT ONGOING RESEARCH ASSISTANT, UNIVERSITY OF NORTHAMPTON I am working on a project called 'What wellbeing initiatives do students want at UoN?', requiring me to research, conduct a focus group, interviews and distribute a survey.</p> <p>2021 – 2022 COMMITTEE MEMBER, WOMEN'S HOCKEY AT UNIVERSITY OF NORTHAMPTON This unpaid role as the secretary of the club required me to lead some meetings and help increase the morale of the club. As part of this role, I undertook Mental Health first aid training online (half day certificate).</p>
<p>What skills do you have that will help you fulfil this role?</p>	<p>References and myself would state that I am reliable, hard-working and responsible. Many of my working roles have required a lack of supervision when carrying out tasks. For example, working as a Research Assistant, all this work has been online. Meeting times have often been monthly; therefore, my colleagues have placed their</p>

	<p>trust within me to meet deadlines. In addition, to make sure the progression of this project is met, effective communication is required, regularly. Therefore, with both effective communication and confidence within my own initiative, working in this role will be second nature when communicating amongst my peers.</p>
<p>Why do you want to be a student trustee for the SU of UEA students?</p>	<p>As a new student to UEA I feel this is a good perspective to suggest changes to UEA from an unbiased perspective. This individual experience provides empathy for all students but specifically those in the same position as I, starting new as an undergraduate or postgraduate.</p> <p>I have always been a listener, being interested in psychology and as a student myself I have always adopted an empathic approach. However, with confidence from previous working roles, I know when and how to get my voice heard in an empowering and respectable way.</p> <p>I feel this role will nurture my previous working roles, working within support and provide an environment for these skills to thrive.</p>

To elect: Two students to the role of Student Trustee

**020 Policy Lapse**

To receive: Recommendations from the Campaigns & Democracy Officer

To note: There are two papers for this item.

- [The Campaigns & Democracy Officer's recommendations for policy lapse](#) (see page 22)
- [A document containing all of the policies under consideration](#)

To vote: On whether to adopt the recommendations of the Campaigns & Democracy Officer





# reports

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



# SECTION 2

## REPORTS

### **021 Student Officer Committee Report**

To receive: A verbal report from the Chair of SOC

To note: That the approved minutes of all meetings of SOC can be viewed online [here](#).

### **022 Trustee Board Report**

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 online [here](#).

### **023 Full-Time Officer Reports**

To receive: Written reports from each of the full-time officers

### **Activities and Opportunities Officer**

#### **Evie Drennan (A&O Officer)**

- **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**

No written update submitted

### **Undergraduate Education Officer**

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
<b>University:</b> 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.
<b>SU:</b> 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
<b>Other:</b> 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 <a href="#">here</a> . 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

### **Campaigns and Democracy Officer**

No written update submitted

### **Postgraduate Officer**

No written update submitted



# open discussion

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



# **SECTION 3**

## **OPEN DISCUSSIONS:**

**For this meeting we will be looking at:**

- **Cost of Living Manifesto & TEF**





# policy papers

- all of the policy proposals that council will be debating



# SECTION 4

## POLICY MAKING

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

**Proposer:** Luke Johnson (Martial Arts Sports Executive)

**Seconded:** Dougie Pitman (Sustainability Officer)

#### Union Notes

1. The National Minimum Wage (NMW) is £9.18 for those aged 21 or over; £9.50 for 23 and older.
2. The current Union rate of pay for Venues staff (which includes Bar Staff, Alcohol Impact, Crew and Box Office Staff) is £9.18 for all those above 18 and £9.50 for those above 23. Team Leaders after lobbying the SU over the previous academic year secured a pay rise of £9.60, this pay rate only applies during Team Leader shifts and is arguably still below average for those in a role of responsibility.
3. The Real Living Wage is £10.90 as of September 2022, £9.90 for the 2021/22 year. The Real Living Wage Foundation brought forward the announcement of the rates due to the Foundations Director, Katherine Chapman, stating:  
  
*"With living costs rising so rapidly, millions are facing an awful "heat or eat" choice this winter- that's why a real Living Wage is more vital than ever. Today's new rates will provide hundreds of thousands of workers and their families with greater security and stability during these incredibly difficult times."*
4. The University of East Anglia is an accredited Real Living Wage Employer. Staff within their direct equivalent role of the UEASU venues team such as student Campus Kitchen (Zest) staff, Unio baristas and Shop at UEA staff are paid above the 2021/22 RLW at £10.03.
5. If the UEASU were to be accredited as a Living Wage Employer, they could immediately raise their hourly wage to £10.03, matching the UEA rate of pay for student staff and then over the year put measures in place to meet the deadline of £10.90 by 14<sup>th</sup> May 2023.

#### Union Believes

1. Student staff within the Union balance their degrees alongside part time work. As part of working within the Venues Team students are expected to

work unsociable hours (up to 4am) with no extra pay incentive, in contrast to most employers which offer an unsociable hours pay level.

2. The Union should not be falling behind UEA in regard to paying its workers a fair wage. The Union should be striving to protect its own workers first and foremost.
3. Under the byelaws of the Union, clause 8.25.1 states the Union shall 'ensure that all employees receive equal treatment, and that, wherever possible, they are given the help needed to attain their full potential to the benefit of the individual and the Union.' I put to you that students are not currently receiving the help needed to attain their full potential as they are currently not being paid a wage which you can be expected to live on.
4. 26 other Student Unions are accredited Real Living Wage employers. This includes Aberdeen, Abertay, Aberystwyth, ARU, Bloomsbury, Cambridge, Dundee, Durham, Falmouth and Exeter SU, Goldsmiths, MET SU, Middlesex, Newcastle, Newman, NUS, Robert Gordon, SOAS, UCLU, Sunderland, UCB, Kingston, Bristol, Nottingham, Salford, USSA, York and UWS. This range of locations and size of Unions shows that the UEA Union is falling behind its peers and should be striving to catch up.

### **Union Resolves**

1. The SU Officers will immediately open talks internally and to discuss at Management Committee returning to being a living wage employer and to do so in a timely manner given the Cost-of-Living Crisis.
2. Over the year the SU officers will ensure the Union is committed to being an accredited Real Living Wage employer, alongside UEA. They will do this both internally working with HR, Finance, and other necessary departments and externally through contacting the Real Living Wage Foundation.
3. If the Officers cannot pass an immediate pay rise for all staff on all hours, the Union shall instead agree to institute an anti-social hour's wage policy of £10.03, to be paid between the hours of 2300-0600, typical times for Venue staff to be working club nights. This also reflects the fact that club nights make the most profit for the SU compared to a normal shift.
4. In the spirit of supporting students to thrive, the Union shall open a conversation into instituting an anti-social hour's wage policy, between the hours of 2300-0600 (as defined as night workers by the Government).<sup>ii</sup>
5. The Officers shall ensure the Finance team regularly reviews the Union finances to see if living wage is possible. This will continue to be done until the Union is able to provide the RLW, and to update council on the results of these reviews regardless of the outcome until the SU is able to provide a RLW for students.

### **REFERENCES**

- I. CIPP (2022) *Real living wage foundation announces new rates*, CIPP. Chartered Institute of Payroll Professionals. Available at: <https://www.cipp.org.uk/resources/news/real-living-wage-foundation-announces-new-rates.html> (Accessed: October 22, 2022).
- II. Service GD, "Night Working Hours" (GOV.UK September 4, 2015). Available at: <https://www.gov.uk/night-working-hours>; accessed October 22, 2022



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

**Proposer:** Alice Bethell (Ethical issues Officer)

**Seconded:** Nathan Wyatt (Non-Portfolio Officer)

**Union Notes**

1. The Antony Gormley statues have caused significant controversy since they were erected in 2017.
2. There was a petition launched to remove the statues back in 2017.
3. The statues are supposed to be removed at the end of a five year period, which would occur this year.

**Union Believes**

1. The statues are placed in an inappropriate place on campus.
2. Now is the appropriate time to remove them.
3. UEA is a good location for tasteful and appropriate artwork.

**Union Resolves**

1. For the SU to lobby the university to hasten the removal of the statues.
2. To lobby the University ensuring it takes into account student opinions when installing controversial artwork.

**Proposer: Serene Shibli Sexton (Campaigns and Democracy Officer)**

**Seconder: Evie Drennan (Activities and Opportunities Officer)**

**Summary:** Update the byelaws with a new code of conduct and complaints process to make them more effective, time and resource efficient, and make their meanings clearer

### **Union Notes**

1. uea(su) aims to provide a positive experience for all students, staff and visitors and are committed to the provision of high-quality services and activities.
2. We have a Code of Conduct laid in the byelaws that all members are beholden to and a complaints process that are members are reliant on (byelaw 12 and 6 respectively).
3. These haven't been updated in a long time.
4. Very few students leave any interactions with a code of conduct investigation happy.
5. It's a struggle due to current procedure to have investigations completed on time.
6. Our Code of conduct is limited in its definitions of terms e.g. the definitions of terms such as 'bullying' and 'harassment' leaving students looking for support on these issues unsure of what constitutes a breach of code of conduct and what doesn't.
7. Our byelaws are often inconsistent obscuring clarity of intent and processes to the detriment of members

### **Union Believes**

1. That the current state of the code of conduct is unacceptable
2. That the current processes are inefficient in a way that significantly detrimental to the experience of members involved in a code of conduct investigation and a drain of resources to the SU
3. That we deserve a code of conduct that is more helpful than it is confusing
4. Byelaw 8: Equal Opportunities Regulation exists, and its principles and the principles of the union should be reflected in our code of conduct.

5. By extension Our code of conduct should represent the views of the membership and the policies that have been passed over the last few years.
6. Those terms such as 'racism', 'harassment', are important enough to warrant definition in our code of conduct.

### **Union Resolves**

1. To delete and replace Byelaw 12 with the proposed Code of Conduct Bye-Law, the content of which can be found on the supporting document to this motion.
2. To delete and replace Byelaw 6 with a the proposed Complaints Bye-Law, the content of which can be found on the supporting document to this motion.
3. For the Campaigns and Democracy Officer and the SU to go through the byelaws and Articles of Association, empowering them to ensure there is logistical and factual continuity in our constitution, given these policies' changes to the bye laws, and to take any superficial changes that need to occur because of this to the Democratic Procedures Committee for oversight.
4. To mandate Democratic Procedures Committee and the Campaigns and Democracy Officer to bring any changes they deem non-superficial to Union Council for approval.

### **Supporting Documents**

[Code of Conduct Proposal – Bye-Law 12](#)

[Complaints Proposal – Bye-Law 6](#)

**027**

**For the Union to Explore Options for External Student Representation**

**Proposer:** Serene Shibli Sexton (Campaigns and Democracy Officer)

**Seconded:** Luke Johnson (Martial Arts Sports Executive)

**Union Notes**

1. The Student Union at present does not recognise any Trade Unions as legitimate student representation.
2. The Union has previously recognised trade unions in this capacity, previously recognising the GMB Trade Union,
3. Byelaw 8.3 sets the Union as having the following objective:  
*"8.3.1 To create and sustain a positive and welcoming environment for all members, visitors and staff;"*
4. Byelaw 8.14 lays out for Union Support Services:  
*"8.14 Support Service users should, where appropriate, be provided with a range of options to deal with their queries."*
5. Byelaw 8.25 sets out the Unions aims to be that we:  
*"8.25.2 Ensure that all employees receive equal treatment, and that, wherever possible, they are given the help needed to attain their full potential to the benefit of the individual and the Union officers elected by them."*
6. We also have Byelaw 7: Staff protocol which dictates  
*"7.5 This Protocol will apply to student employees as staff during the hours at which they are at work. Additionally, student employees are not permitted to raise issues relating to their employment in any Union meeting."*  
*"7.11 Staff will not give public expression to views contrary to policy that deliberately bring the Union, its staff or its policy into disrepute."*  
*"7.12 Staff will not comment to representatives of the media, including student media, on policy or employment issues."*
7. And the Articles say that the Unions powers are:  
*"5 To further its objects, but not to further any other purpose, the Union may: alone or with other organisations:  
5.8 provide or appoint others to provide advice, guidance, representation and advocacy;"*
8. Our Articles of Association also state that:
  - a. *"B The Union will seek at all times to:  
(iii) pursue equal opportunities by taking positive action within the law to facilitate participation of groups discriminated against by society."*
  - b. *"F In pursuance of these objects, the Union will embody the following values:  
Empowerment - The action of empowering; the state of being empowered."*



*Democracy - Government by the people; power resides in the people as a whole, and is exercised either directly by them or by officers elected by them."*

*In the interest of transparency, other values are articulated in the articles of association.*

## **Union Believes**

1. The Union has a duty to facilitate an environment welcoming to its members that will empower and equip students to grow and flourish.
2. Given we are a democratic union this is undermined if our members struggle to represent themselves through our procedures.
3. That when students encounter problems our student support should be able to support and/or sign post them to viable options in order to seek help and resolution to their problems.
4. That Byelaw 7, while being important for the protection of UEA SU workers' rights, is a barrier to students being able to fully express their lived experiences as UEA SU members publicly.
5. And so, some students may feel their ability, as members, to contribute to UEA SU's constitutional objectives set out in byelaw 8.3.1. limited and in need of support to achieve equal opportunity for representation as their peers.
6. And so, to not provide affirmative support for students unable to express their full experience of being members in democratic and public spaces could be considered a contravention of B(iii) of the Articles of Association.
7. And thus, given our values laid out in the Articles of Association, and Byelaw 8.25.2 students should be affirmatively empowered and supported to feed-back and be heard by UEA SU, in processes in accordance with UEA SU Policy.
8. That Trade Unions, like Student Unions, are democratic organisations; and if our staff cannot represent themselves in our democratic institutions as set out in byelaw 7, in order to fully pursue and embody our values as a democratic institution committed to our members being able to be democratically represented and able to represent themselves, we must empower our members and support their efforts in seeking democratic representation beyond UEA SU.
9. Therefore, given that UEA SU is empowered to work with other organisations "to provide advice, guidance, representation and advocacy;" it is both reasonable and constitutionally imperative for the Union to recognise and signpost Trade Unions as legitimate avenues for support to ensure students are affirmatively supported and represented as members of their Union.

## **Union Resolves**

1. For Management Committee to explore recognising the representation of students by Trade Unions.
2. For the discussion in Management Committee and its outcome to be reported back to Union Council.
3. For Student Officer Committee and/or Democratic Procedures Committee invite a Unison representative, and any other appropriate unions of their choosing, to Union Council
4. For the Union to be open and signpost Trade Unions as a legitimate and recognised avenue support, pending the outcome of the conversation in Management Committee.

# **SECTION 5**

## **ANY OTHER BUSINESS**

**028**            **Any other business**

To consider:    Any other items or issues not covered elsewhere in the agenda

**029**            **Details of the next meeting**

The next meeting is scheduled for the 26<sup>th</sup> January at 5pm in LT2.

The deadline for motions to this meeting is 16<sup>th</sup> November.

# Appendix

## UC 020 - POLICY LAPSE 2022

### Recommendations of the Campaigns & Democracy Officer

Each year, we have a clean-up of all the policies that have been passed over the last two academic years.

Policies automatically lapse unless Union Council votes to keep them.

In accordance with the bye-laws, Council has to reevaluate our policies every two years.

We have gone through the policies from the academic year 2020/21 which are now due to lapse.

All the policies due to lapse are included in this document. I have given a short description of each of the policies and reasons for my recommendations.

Please have a look through these and have a think about what your constituents would wish to have lapse, readopted as policy, or set as policy precedent.

If you find any policies that you think we should debate that are different to my recommendations, please let the Chair know and they will be considered and voted on separately.

If you have any questions drop me an email [s.shibli-sexton@uea.ac.uk](mailto:s.shibli-sexton@uea.ac.uk).

Serene Shibli Sexton, Campaigns and Democracy Officer

Colour code for the recommendations	What the recommendations means
Green	Keep the policy
Red	Lapse (get rid of) the policy
Blue	Policy precedent
Yellow	Debate the policy

Title	What the policy is about	Reason for recommendation
<a href="#">Amendment to the Bye-Laws – Creating EDICT, a new Equality, Diversity and Inclusion Committee</a>	Creates a EDICT committee within the SU governance structure	Good idea but hasn't been implemented and SU should continue to work on creating this space
<a href="#">Adoption of Option A as our new Democratic Structure</a>	Provides a model for the new democratic structure which will be implemented in the democracy review	Hasn't happened because of Covid delays and work on the democracy review is still ongoing
<a href="#">Divest Barclays SU Motion</a>	Commits the SU to lobbying against banking with and investments in Barclays bank	Ongoing campaign
<a href="#">Developing Teaching Skills Programme</a>	Commits SU to lobbying University to retain the DTS programme	Still relevant
<a href="#">Amendment to Bye-Law 4 – Introduction of a Disability Officer (Open Place) PTO for 2021-22 and mandate for review</a>	Introduces an additional Disability Officer PTO on the Student Officer Committee	Some resolves are not yet complete

Title	What the policy is about	Reason for recommendation
<a href="#">Keep SU policy in University outlets</a>	Commits SU to lobbying University to retain SU policy in their outlets on campus	Although the SU doesn't own the shop anymore, this is a good principle and will help guide future decisions
<a href="#">Change protected places on Postgraduate Committee to reflect student diversity</a>	Changes 'women+' terminology in reserved spaces to be more specific and inclusive of trans students	Has been implemented but the believes are still useful as precedent
<a href="#">What's really on the menu</a>	Commits SU to lobbying for food allergy labelling in all SU and University food outlets	Believes are still relevant and Uni should still be encouraged to provide clear labelling

Title	What the policy is about	Reason for recommendation
<a href="#">No to Endorsement Culture</a>	Student Officers will be exempt from self-endorsement if they choose to re-stand for election	Implemented
<a href="#">Save our PGR space</a>	Commits the SU to protecting PGR spaces during a relocation programme in the University	Implemented
<a href="#">Refund the tuition fee</a>	Mandates SU officers to lobby for tuition fee refunds as a result of Covid	Out of date
<a href="#">Student Rent &amp; COVID: A Campaign Approach</a>	Mandates SU officers to lobby for rent refunds as a result of Covid measures	Out of date
<a href="#">Travel policy motion</a>	Commits the SU to lobbying for an environmentally friendly travel policy in the University	Implemented
<a href="#">The Need for a Strategic Plan</a>	Commits the SU to writing a strategic plan	Resolve 1 is complete and Resolve 2 is out of date

Title	What the policy is about	Reason for recommendation
<a href="#">Providing Benefit Information to Students</a>	SU Advice Centre to provide up to date information about benefits to students	Unsure if still relevant
<a href="#">Emergency Resolution: Limousines and Go-Pro Cameras!? Condemn the UEA Executive Team for their Abuse of Expenses</a>	Condemns the UEA Executive Team for their use of expenses	Unsure if still relevant as policy