



Student Council Agenda

01/11/22, 16:00-19:00

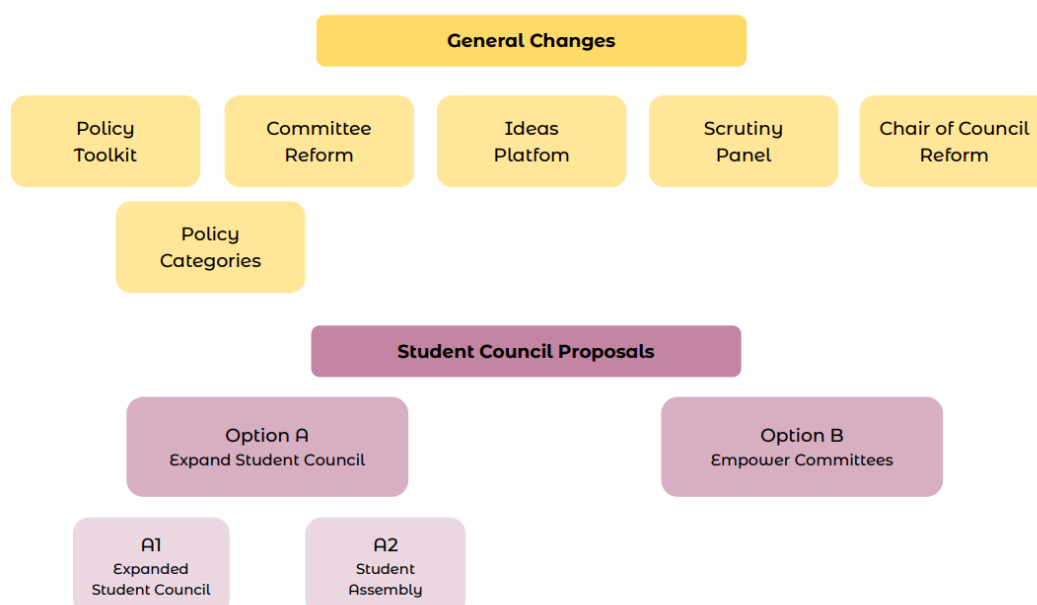
Kevin Gately & MS Teams

1. Welcome & Apologies
2. Chair & Deputy Chair of Council Introductions
3. Announcements & Co-Options
4. Minutes From Last Meeting
5. Governance Regeneration Project (GRP)
6. Actions Arising
7. Motions to Student Council
 - 7.1. UCU Strike motions
 - 7.1 A Warwick SU support UCU in their industrial action for better pay, working conditions and pensions
 - 7.1 B Warwick SU opposes UCU strikes due to the disruption to teaching
 - 7.2. Support Students Through the Cost of Living Crisis
 - 7.3. SU elections rules and regulations
8. Student Council Reports
9. Ratification of Power of Council
10. Policy Review
11. AOB
12. Notification of Next Meeting

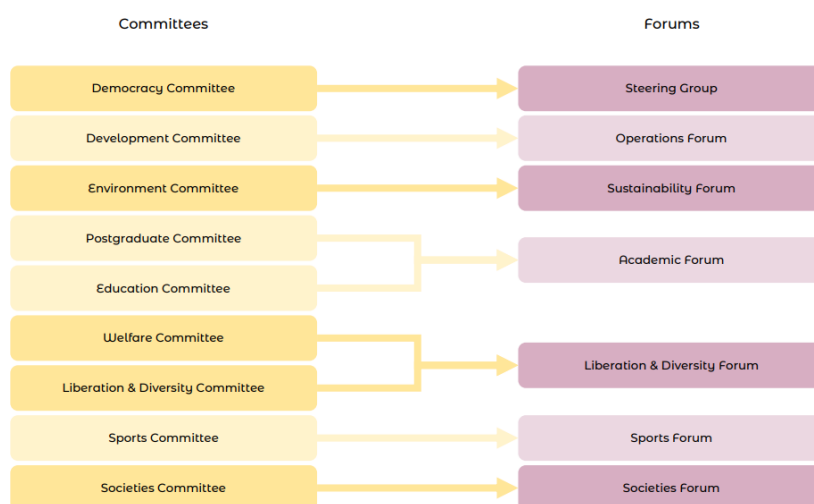


1. Welcome & Apologies
2. Chair and Deputy Chair of Council Introductions
3. Announcements & Co-Options
4. Minutes From Last Meeting (see attached)
5. Governance Regeneration Project (GRP)

GRP Outline



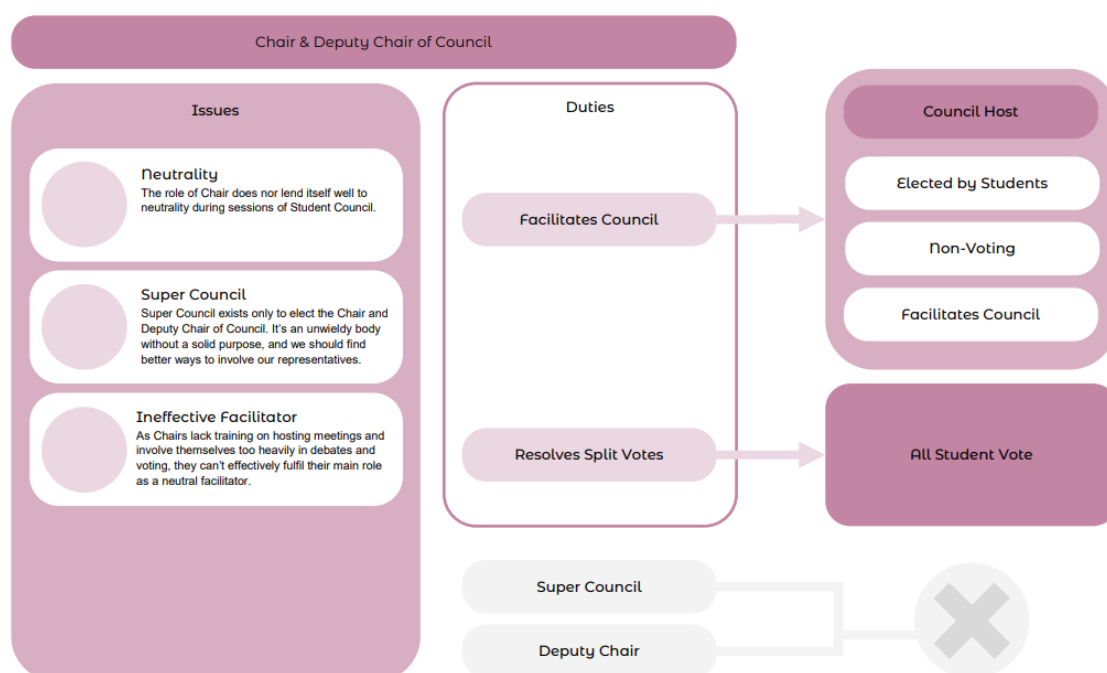
GRP General Changes Committee Reform





Please note that after consultation that we would be keeping Welfare Forum

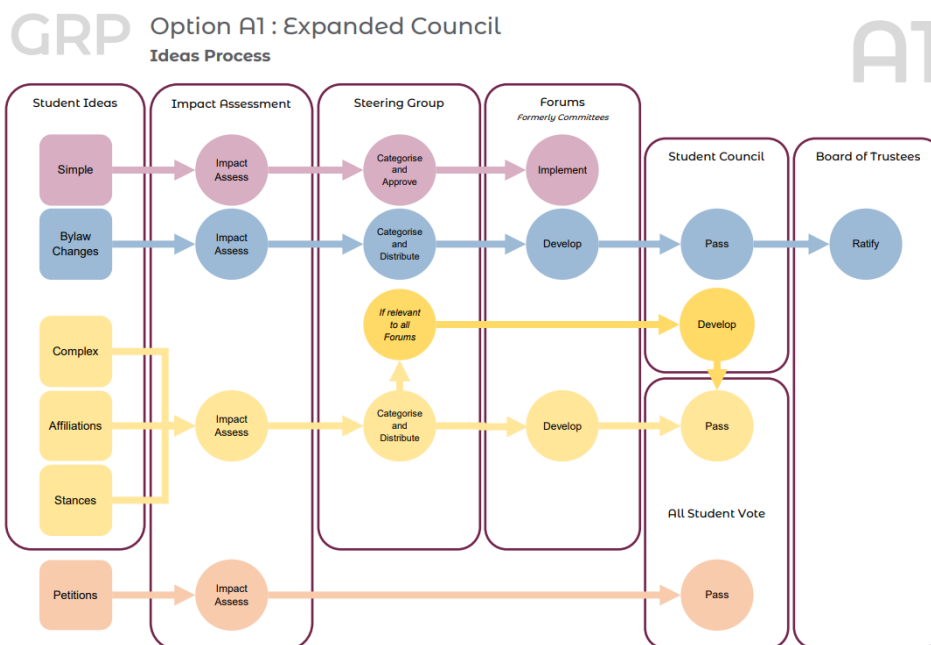
GRP General Changes Chair of Council Reform



Again in regard to the chair of council we had proposed that the Chair would lose all voting privileges – after consultation and some issues highlighted that the Chair only have voting privileges in the case of split decision to avoid the issue of a motion going to all student votes with numerous amendments.



A1: Expanded Council



GRP Option A1 : Expanded Council Summary of Changes

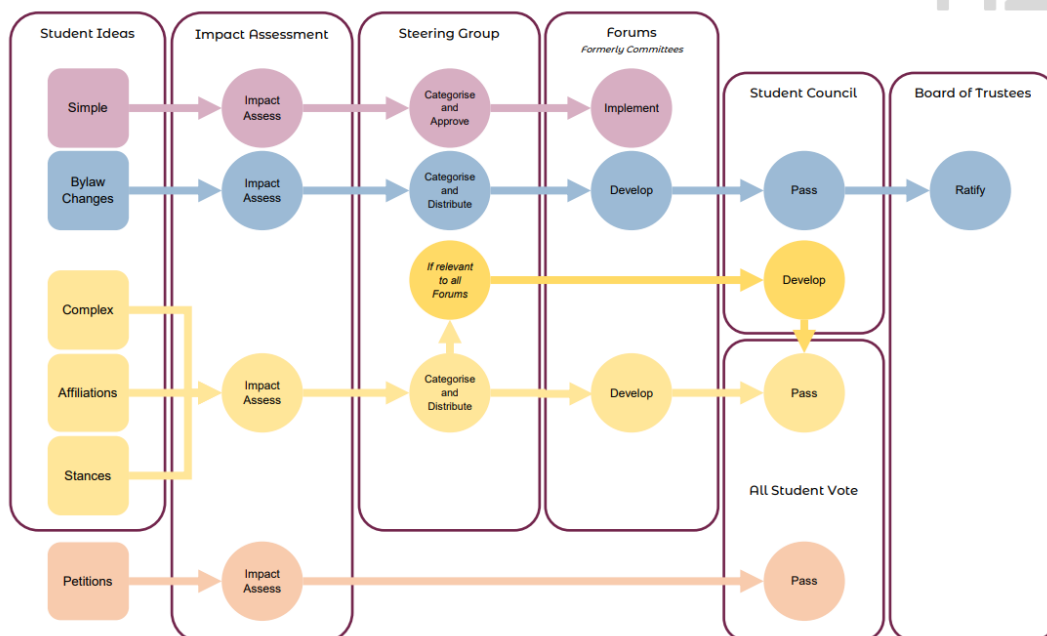
	Keep	Add	Remove
Members	<ul style="list-style-type: none"> 7 Full-Time Officers 10 Part-Time Officers 	<ul style="list-style-type: none"> Non-Voting Elected Chair 15 Faculty Reps 18 Forum Reps (3 per Forum) 	<ul style="list-style-type: none"> Voting Chair and Deputy Chair Committee Chairs
Powers	<ul style="list-style-type: none"> Pass or ratify changes to Bylaws Ratify Trustees Approve Adjudication Panel Lapse, renew or amend policies Approve co-options Call for a secret ballot 		<ul style="list-style-type: none"> Amend proposed policy Procedural motions Officer scrutiny duties
Bodies	<ul style="list-style-type: none"> Sports Committee (Forum) Societies Committee (Forum) Academic Council (Forum) Liberation & Diversity Committee (Forum) 	<ul style="list-style-type: none"> Steering Group (formed of Democracy Committee) Sustainability Forum Operations Forum 	<ul style="list-style-type: none"> Super Council Democracy Committee Development Committee Environment Committee Welfare Committee



A2: Student Assembly

GRP Option A1 : Student Assembly Ideas Process

A2



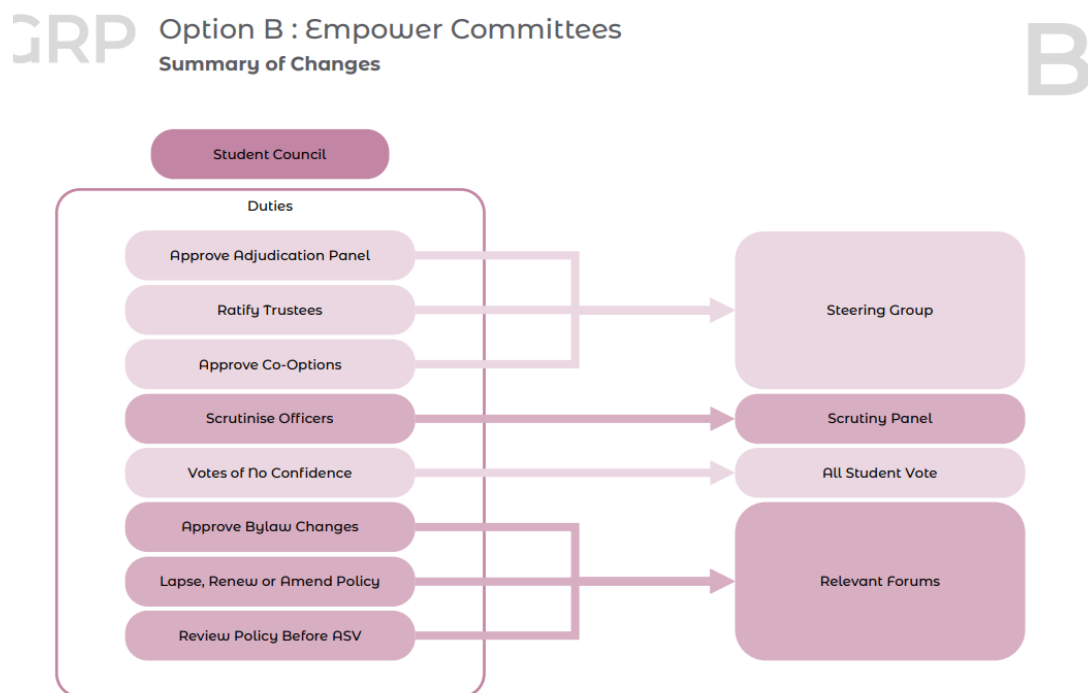
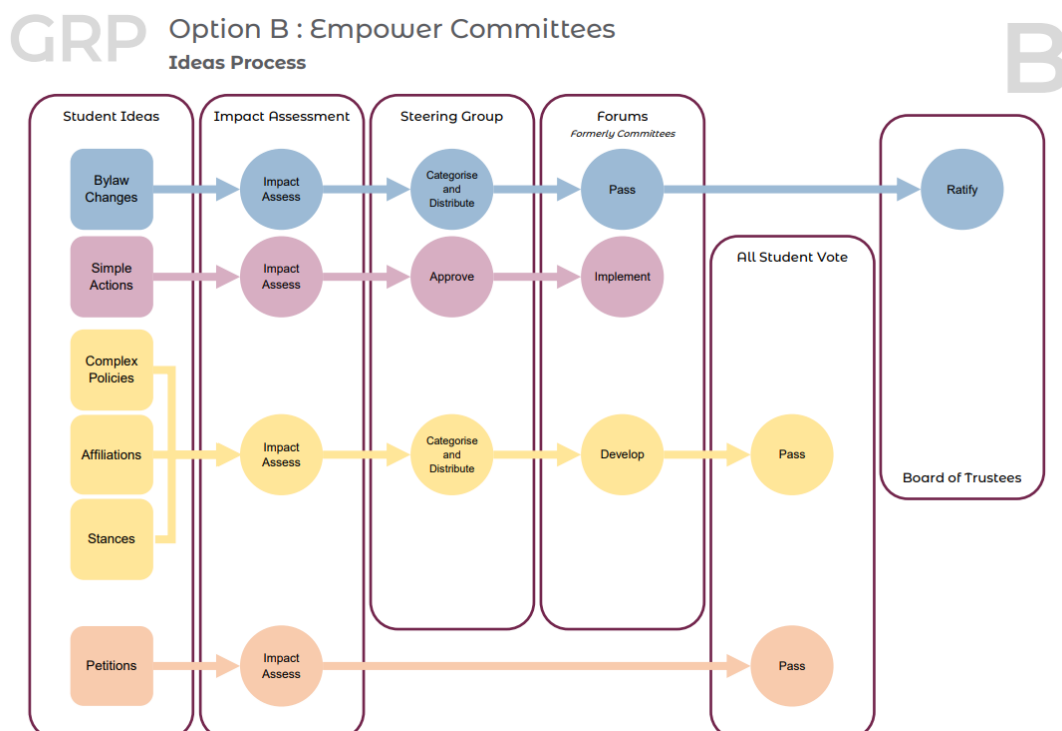
GRP Option A2 : Student Assembly Summary of Changes

A2

	Keep	Add	Remove
Members	<ul style="list-style-type: none"> 7 Full-Time Officers 10 Part-Time Officers 	<ul style="list-style-type: none"> Non-Voting Elected Chair 15 Faculty Reps 80 Forum Members (All Forum Members) 	<ul style="list-style-type: none"> Voting Chair and Deputy Chair Committee Chairs
Powers	<ul style="list-style-type: none"> Pass or ratify changes to Bylaws Ratify Trustees Approve Adjudication Panel Lapse, renew or amend policies Approve co-options Call for a secret ballot 		<ul style="list-style-type: none"> Amend proposed policy Procedural motions Officer scrutiny duties
Bodies	<ul style="list-style-type: none"> Sports Committee (Forum) Societies Committee (Forum) Academic Council (Forum) Liberation & Diversity Committee (Forum) 	<ul style="list-style-type: none"> Steering Group (formed of Democracy Committee) Sustainability Forum Operations Forum 	<ul style="list-style-type: none"> Super Council Democracy Committee Development Committee Environment Committee Welfare Committee



A3: Empower Forums





Questions for discussion (general changes)

- *What are your thoughts on the Chair's role being elected? By whom?*
- *What should the Chair's voting rights be? – Should they vote for a split decision? (ASV/Bylaw)*
- *Should the scrutiny panel include all 7 officers instead of one for each?*
- *For forums, should the composition include advisors from relevant areas like operations, socs and sports?*

Questions for discussion (A1)

- *Should there be more than THREE members of each forum to attend Student Council?*

Questions for discussion (B1)

- *How best should we settle issues or ideas that revolve around multiple forums?*

If interested in working further on the GRP's implementation, do email democracy@warwicksu.com to be part of the wider GRP start and finish group



6. Actions Arising

Action	Led by	Deadline

7. Motions



7.1 – What stance should Warwick SU take in industrial action

7.1 A) Warwick SU support UCU in their industrial action for better pay, working conditions and pensions

Proposer: Hamza Rehman

Seconder: Tomi Amole

The Union Notes.

1. The Universities College Union (UCU) will be striking on pay, pensions and working conditions.
2. Research conducted by the Union has found that a series of below-inflation pay offers has resulted in a 25.5% pay cut for university staff since 2009¹. Universities and Colleges Employers Associations' (UCEA) final offer is still below inflation (which stands at RPI 12.3% as of August 2022).
3. Changes to the USS Pension Scheme, which many staff are members of, mean that an average member is expected to pay around £40,000 more over their careers, but will get £200,000 less out of the fund over the course of their retirements. UUK's pensions cuts will see a typical lecturer lose at least 35% of their guaranteed retirement income. Retirement benefits will only be protected against inflation up to 2.5% in the future. Inflation currently stands at RPI 12.3% as of August 2022.^{2 3}
4. These changes were implemented based on an old valuation of the USS Pension Scheme, after the markets crashed during Covid, however the total value of the USS pension scheme has increased by £22.5bn. Despite this increase in the value of the scheme's assets, staff are still facing the same cuts to their pensions.⁴ Universities UK (UUK) has rejected

¹ <https://www.ucu.org.uk/article/12128/Dispute-far-from-over-says-UCU-as-employers-force-through-pension-cuts>

² <https://www.ucu.org.uk/strikeforuss>

³ <https://www.ucu.org.uk/article/12128/Dispute-far-from-over-says-UCU-as-employers-force-through-pension-cuts>

⁴ https://www.uss.co.uk/news-and-views/views-from-uss/2022/02/02162022_scheme-funding-whats-the-latest-picture



5. alternative proposals by UCU which suggested a slight increase in contribution for both members and employers to protect benefits.
6. According to data gathered by UCU, 70.0% of all academic staff at the University of Warwick are on insecure contracts.⁵ UCU members are under tremendous stress and pressure due to their workloads, made worse by these casualised and hourly paid contracts.
7. There has been a 316% increase in staff access to counselling services at University of Warwick, with the report mentioning that UK universities have become 'anxiety machines' where staff suffer from excessive workloads, precarious contracts and a culture of workplace surveillance.⁶
8. The pay gap between Black and white staff stands at 17% and the disability pay gap is 9%. The mean gender pay gap is 16% and at the current rate of change it will not be closed for another 22 years.⁷
9. Postgraduate research students are part of UCU's membership and will be the future academic staff.

This Union Believes

1. UCU has proposed an offer to USS as a way out of disruptive industrial action. This has been rejected by UUK
2. Strike action is the last resort for staff members; however, they have been forced into a corner by Universities UK and UCEA, who are negotiating staff pay and pensions with UCU.
3. Students' Union should stand shoulder with staff members. When students are either neutral or do not support staff, our voices get used against them, prolonging the dispute.

⁵ <https://www.ucu.org.uk/article/12128/Dispute-far-from-over-says-UCU-as-employers-force-through-pension-cuts>

⁶ [Higher education staff suffer 'epidemic' of poor mental health | Higher education | The Guardian](#)

⁷ [UCU - FAQs](#)



4. Casualisation and pension reduction will impact the quality of teaching. Staffs' working environment is the students learning environment, and if pay cuts and pension reductions impact staff, this will negatively affect students' education and the whole University community.
5. All staff deserve fair pay and pensions, and Warwick SU has a responsibility to stand in full solidarity with university staff in their dispute for better pay, working conditions and pensions.
6. Low pay, precarity, and pressured working and learning conditions contribute to fuelling Warwick's mental health crisis among staff and students.
7. By supporting UCU's action, we are also fighting for better conditions for our own postgraduate members.
8. Victory for staff in their industrial dispute is, therefore the only possible resolution to this dispute in the interests of students.
9. The more support staff have from students, the quicker we can bring this dispute to a resolution.
10. Universities UK is responsible for any industrial action taking place as they refused to compromise with UCU.

This Union Resolves

1. That the Student Union and its Sabbatical Officers issue a statement in support of UCU Staff taking industrial action for better pay, working conditions and pensions and provide continued support throughout the action should action go ahead.
2. To make sure students are informed as to what is going on during the strike, by running events and making social media posts to outline the reasons staff have for taking strike actions, and why it is important to support the staff in this dispute. This should be led by the VP Postgraduate Officer, VP Welfare and Campaigns and VP Education.



3. To support and make provisions for students and staff during the UCU dispute, including space inside the SU as well as providing educational resources e.g. leaflets and solidarity badges.
4. To support student protest in solidarity with UCU.
5. To mandate the SU President, VP Education Officer, VP Postgraduate Officer and VP Welfare and Campaigns Officer to meet with Warwick UCU to discuss how the SU can support staff in the course of the dispute.
6. To mandate the SU President, VP Education Officer, VP Postgraduate Officer and VP Welfare and Campaigns Officer to lobby the University to:
 - Support UCU's demands.
 - Lobby our Vice Chancellor to write to Universities UK to ask them to resume negotiations and to compromise.
 - Lobby the University to put pay docked from striking staff members into a hardship fund for students.
 - Affirm to staff their right to withdraw their labour
 - Not to take measures undermining this withdrawal e.g. crossing the picket line.

7.1 B) Warwick SU opposes UCU industrial action and wants no more disruption to teaching

Original title – No more disruption to teaching

Proposer: Anonymous

Warwick No: XXXXXXXX

Seconder: Anonymous

Warwick No: XXXXXXXX

This Union Notes:

This section should include any facts, figures or statements that you believe are relevant to the topic of your policy. Remember in this section clear and effective referencing is important.



1. Since the Coronavirus pandemic began teaching has been disrupted every year with it being reduced, cancelled outright or moved online.¹
2. That SU's are starting to stand up against disruption to teaching.²
3. That the University and College Union (UCU) are currently balloting their membership regarding industrial action
4. That Warwick UCU has recently voted in favour of industrial action³
5. That the national UCU recently held several weeks of strikes in late 2019, early 2020 and 2021.^{4 5}
6. The most recent survey found that 76% of students want to have teaching as usual compared to just 24% of students who would rather miss out.⁶
7. That tuition fees for home undergraduate students are currently £9250 whilst fees for overseas students are often considerably more.^{7 8}

This Union Believes:

This section should include opinions or supporting statements for your policy.

1. That after three academic years plagued by strike action, national lockdowns, hybrid teaching and disruption to the quality and quantity of teaching, any further industrial action would be grossly unfair for students and only serve to further damage the student experience.
2. That university teaching staff are entitled to fair pay and fair pensions but shouldn't punish students in order to achieve this.
3. That it is in students interests to receive the teaching that they have paid so much money for
4. That UCLSU did the right thing by backing an end to disruption to teaching.

This Union Resolves:

This section should be about how you want the SU to react, the outcome of this policy. Remember to mandate specific departments/sabbatical officers; this will make things easier for future accountability

1. To mandate that the SU Sabbatical Officers release a statement condemning industrial action should the UCU ballot succeed.
2. To mandate the Education Officer to lobby the Warwick UCU not to take industrial action should the ballot succeed.
3. This motion shall apply to all such future disputes so that the SU will be mandated take these actions in opposition to any future industrial action UCU may take.
4. This motion shall take precedence over other motions directing a response to strike action.

7.2 – Support Students Through the Cost of Living Crisis

Proposer: Tomi Amole

Seconder: Hamza Rehman

This union notes...

1. That we are currently in the midst of a cost of living crisis, with energy, food and other basic costs rising sharply following over a decade of wage stagnation and student accommodation prices having increased by 61% in the last decade⁸
2. That most students are already being hit hard by this crisis: 96% of students are cutting back on spending, almost a third are left with just £50 a month after paying rent and bills, and 90% say that the cost of living crisis is having a negative impact on their mental health.⁹
3. Working-class and marginalised students in particular are likely to experience acute effects of this crisis due to deep rooted structural inequalities embedded in our economy and society. International students already face higher tuition fees, extra costs for their visas and the NHS surcharge, cannot access student finance or Disabled Students' Allowance, and furthermore, are subject to limits on the amount of time that they can work in part-time jobs.
4. As of yet, students have not received adequate support to cover these rises in the cost of living, with the real value of maintenance loans falling due to inflation outstripping the 2% increase in loans, and students largely locked out of the Universal Credit system.¹⁰

This union believes...

1. Students deserve better. We are not just numbers, and refuse to be treated as exploitable and disposable.
2. In the cost of living crisis, it is crucial that we see ourselves as a political community, part of a student movement that demands an education system which meets our needs.
3. As the political representatives of students – who are also workers, renters, members of local communities and more - our work around the cost of living crisis must both demand more from the University and look beyond it to protect student's living standards.

⁸ <https://www.nus.org.uk/campaign-hub/cost-of-living-crisis?i=0>

⁹ <https://www.nus.org.uk/resources/cost-of-living-research-june-2022-students-and-apprentices>

¹⁰ <https://www.nus.org.uk/articles/nus-sets-out-cost-of-living-policy-proposals-to-support-students>



4. This Union has a crucial role in helping students to campaign themselves on campus, in their communities and in their workplaces, from the local to the national level, to protect their living standards.

5. If we are to represent students effectively, we must recognise the roots of this in a number of factors, including the privatisation and marketisation of energy, speculation and exploitative practices in the housing sector, and of course, the marketisation and underfunding of our education system.¹¹¹²

This union resolves...

1. To run a comprehensive campaign around the cost of living.
 - a. The Union should work with trade unions including UCU, Unison, Unite; tenants unions including ACORN; and the National Union of Students to facilitate students exercising their rights to organise as tenants and workers, to defend their incomes, working conditions, their access to housing and their living standards, particularly within the Higher Education sector. The VP Welfare & Campaigns, VP Education and VP Postgraduate should lead on this work.
 - b. The Union should recognise that the cost of living crisis is the most pressing concern for many students struggling to get by and reflect this by making it the Union's immediate strategic priority, including by adjusting its other priorities accordingly, dedicating significant staff resources and funding to dealing with the Cost of Living crisis and negotiating the best deal possible for students from the University.
 - c. The Union should proactively work with the PTOs to support marginalised students with any particular issues that may face communities during the cost of living crisis, including international students, estranged students and carers, and ensure that in any University responses to the cost of living crisis, no one is left behind.
 - d. The Union should run educational events to spread awareness of issues relating to students' rights and campaigns around the cost-of-living crisis, both independently and in collaboration with NUS, trade unions and other relevant bodies and campaign groups.
 - e. To support students who are organising their own campaigns outside of the SU in making demands from the University, their employers, landlords, energy companies, the government and more.

¹¹ <https://tribunemag.co.uk/2022/04/cost-of-living-crisis-war-on-wages>

¹² <https://www.theguardian.com/commentisfree/2022/aug/10/tax-profits-freeze-energy-prices-bring-suppliers-into-public-sector-gordon-brown>



2. To oppose the roots of the cost of living crisis in the marketisation of higher education which has left students precarious in the face of rising prices, by publicly reaffirming our opposition to marketisation of higher education, including our support for the abolition of tuition fees, reintroduction of maintenance grants, and opposition to the exploitation of international students and their treatment as disposable through the Hostile Environment policy.



7.3 – SU elections rules and regulations

Proposer: Jack Sperry

Warwick No:

Seconder: Emma Birch

Warwick No:

This Union Notes:

This section should include any facts, figures or statements that you believe are relevant to the topic of your policy. Remember in this section clear and effective referencing is important.

1. Each year the Students' Union holds multiple elections where candidates are subject to rules and regulations
2. The Vice President for Democracy & Development each year sets similar rules for candidates to follow
3. These rules are not written down in the Union's by-laws for prospective candidates to see

This Union Believes:

This section should include opinions or supporting statements for your policy.

1. Rules and regulations allow for a free and fair elections
2. Currently the rules are essentially recreated each year which does not allow for consistency or transparency
3. Rules that are easily accessible and consistent will allow for a smoother and more transparent election process whereby both the candidate and the electorate will be better able to predict the rules of the election

This Union Resolves:

This section should be about how you want the SU to react, the outcome of this policy. Remember to mandate specific departments/sabbatical officers; this will make things easier for future accountability



1. To add the following to by-law 6 elections
 - a. Candidate behaviour
 - i. The candidate themselves is responsible for all aspects of their campaign. Therefore, if a member of their campaign breaks the election rules it will be the candidate who is penalised.
 - ii. Negative campaigning of any sort is strictly forbidden. Negative campaign takes the form of smear campaigns, comments about another candidate that has no basis, excessive and malicious complaints about a candidate and a campaign that focuses on other's campaigns rather than their own. They may also not cover up, remove or deface another candidate's publicity
 - iii. Whilst candidates may criticise other candidates' policies, they may not make attacks of a personal nature
 - iv. Candidates may not campaign in the Library or other study spaces
 - b. Publicity
 - i. Publicity produced by a campaign cannot violate the Union's policies or governing documents
 - ii. When posting on social media, candidates must abide by the Union and University code of conduct.
 - iii. Candidates may post on social media platforms if the administrator of that platform allows all candidates to do so.
 - iv. Social media pages previously used by a previous campaign cannot be used in a new election
 - c. Campaign expenses and resources
 - i. A candidate cannot overspend and will be disqualified if found to have done so.
 - ii. The budget limit shall be set by the Vice President for Democracy & Development
 - iii. A candidate may not use a vehicle to promote their campaign or have publicity posted on or within it so that it is on display.
 - d. Nominations
 - i. Candidates may only stand for one FTO and PTO position in an election.
 - ii. A candidacy may only have one person appear on it. Two people cannot appear on the same ticket.
 - e. External relations
 - i. External campaigners are not allowed on campus as only members of the SU can form part of the campaign team or campaign on a candidate's behalf
 - ii. Candidates may not solicit an external endorsement
 - f. Societies and Sports Clubs
 - i. Societies and sports clubs cannot endorse a candidate
 - ii. Whilst individuals may endorse candidates, they cannot do it in their capacity as a member of a society or sports club.
 - iii. A candidate cannot use the facilities of their society or club in their campaign



- iv. Societies and sports clubs can accept or reject candidates from promoting on their own social media channels, but if they allow one candidate to do so, they must afford all other candidates the same privilege.
- v. Candidates may not receive endorsements from
 - 1. Societies and Clubs
 - 2. SU representatives
 - 3. Faculty and department representatives
 - 4. Warwick Students' Union staff
 - 5. University staff
 - 6. External people
 - 7. Another candidate
- g. The Vice President for Democracy and Development will publish a guide for candidates, Societies and Clubs whereby these rules must be included as a minimum

8. Ratification of Power of Council (see attached)

8. Student Council Reports

Will Brewer – President

Good Night Out Campaign

I have been able to confirm with GNO that we can still use our two pre-paid accreditations at last years prices despite a 70% increase in their prices. Their standard price for an accreditation is now roughly £1.7k, but they are open to negotiation on this depending on the venues circumstances and especially when they are re-accrediting.

I have also worked with them and Warwick District Council for them to create a graphic/asset for promotional purposes to promote the accredited premises and the partnership between us all last year.

I am working this year to establish how this project can be sustainable in the future.

The work to get Kasbah accredited is still underway and with recent reports and developments I will now be taking a much harsher approach through the Police and licensing authorities as this is venue is now a major concern for student safety.

Additionally, I am supporting the Women's Officer, with many of her manifesto aims around safety.

Period Poverty

I am working with a company called Grace & Green that offer environmentally sustainable period products. I have received a wealth of information off them in order to start discussions with the university around signing a contract with them to provide free period products across campus. I have emailed the Provost and Director of Student Experience from both a sustainability and Cost of Living perspective and have received a very positive initial response from both of them.



Maskulinities Project

Following on from work last year, and many of the senior leads from each department moving on, a general approach has been agreed by the new leads.

Once Report & Support have completed their new recruitment drive, they will likely have a male member of staff to be the lead from their department. Sam Parr is stepping up as Acting Manager for CVEP and will be the lead from their department and I will remain the lead from the SU, it is unlikely that we will go out to hire another project officer at this time.

We have also met with Fiona from Monash University and agreed that we can take a joint approach at this project and apply for funding through the Warwick-Monash Alliance Fund. This funding usually spans over three years and we look to expand the project over that period so that it could become centrally funded at the end of the period. We are now working to formulate a bid to the alliance.

Mathematical Science Wellbeing Discussions

I am working with the Dean of Students, Heads of Department and Student Experience Coordinators within the mathematical sciences departments to discuss ways in which better preventative measures can be put in place to protect the wellbeing of their students and also how we can better encourage their students to engage with Wellbeing Support Services.

Governance Regeneration

I have been working closely with the Membership Department and the VP Democracy & Development to ensure that the options for the Governance Regeneration project are clearly presented to Student Council and cover as many potential issues as possible, as well as providing my input into the various structures at away days.

Cost of Living

I have been working closely with Adele Brown on the University's response to the Cost of Living. Tomi is the lead on this work and is doing an exceptional job, but my focus has been liaising with the Commercial Director on what can be done or would have the most impact, inputting during meetings and working with the media. During this media work I have been interviewed by BBC Coventry & Warwickshire Radio, Global Radio, ITV Central, BBC Midlands and Talk TV.

Welcome Week 2022

This year I led and coordinated a key area of our Welcome Week engagement strategy (chairing the planning group), surrounding our poorer performing commercial outlets (The Dirty Duck & Bread Oven), the promotion of the Advice Centre, our SU Welcome Stand and Academic Induction talks.

This involved: the Advice Centre having its own stand and merchandise during Welcome Week, two duck and two baguette mascots each day handing out vouchers for free food or loyalty cards



(as well as posing for pictures and creating Instagram content), extending the SU Welcome Stand over the entire 5 day period, and an officer from the team attending 46 academic talks.

During this I managed the staff rota for being on the stand, duck, baguette, or duck/baguette helpers, as well as the officer team calendars for the academic talks. I also helped lead debrief sessions most evenings.

During and following this week the footfall in the Dirty Duck and Bread Oven has far exceeded the previous year and appears to be returning to more pre-covid like levels, with some areas exceeding 2019 figures. We have sold 3381 baguettes and 3172 burgers in the first few weeks. The Advice Centre has also doubled the number of enquires from the same period last year. Given this, the focus we gave to those three areas clearly had an impact. It is hoped the academic talk impact will be seen throughout the year in voter numbers and course rep engagement.

We have since reviewed the Welcome Week activity with a 'lessons learned' lens ready for next year.

SU Visits

I attended visits to other Student Unions at University of Manchester, Manchester Met, University of Sheffield and arranged and hosted Northampton SU at Warwick.

Assigning Officers to Committees

Since starting as President I have also been assigning officers to relevant committees, engagements and working groups.

Committees

Education Executive Away Day – Presented the SU Education Priorities to the Education Exec in small group sessions, receiving good feedback.

Alliance Steering Committee – Nothing to report.

Senate – Took part in small group sessions discussing equality of opportunity and in particular I focused on how we can reduce barriers to students engaging in the support that is already available and also make them more aware of it by promoting it in Instagram style, bitesize pieces, and being more transparent with data where possible.

Policy Oversight Group – Reviewed University staff/student policy on drugs and alcohol, raising important issues to be reconsidered before approval.



Steering Committee – Nothing to report, currently reviewing how professional services work at the University and what could change in order to better the student experience.

Finance & General Purposes Committee – Raised concerns about the high staff turnover in Warwick Sport and the need for a review into the financing model, this has sparked subsequent positive conversations with the new Commercial Director regarding the finance model of club sport.

Violence, Abuse & Intimidation Against Women & Girls Scrutiny Panel – Alongside Jemma Ansell at Report & Support I am panellist for a Police initiative that reviews case work of domestic abuse, rape and serious sexual offenses to discuss what could have been better.

University Estates & Environment Committee – Committed to reduced office space for staff in the future from a carbon usage per square metre approach. After a further extraordinary meeting of the group this led to Varsity Field being approved as the new site for the Social Sciences Grand challenge, I raised concerns surrounding this pulling students away from the centre of campus and subsequently the SU and its commercial services. As a result of this I have had numerous conversation with senior University leadership and there has been some very positive progress in getting a new SU building on the campus capital plan for the future.

Gender Task Force – Little to report from Gender Task Force except a large increase in membership which may allow for the group to become more operational and deliver work outside of the committee.

University Council – Provided a short update to council on the progress of the Governance Regeneration Project, assuring them that we are on track and positive about voting through changes to our democratic structures. Alongside the Membership Department, I also provided a report to council on our voting numbers from the previous academic year, which was noted. Strategy session mainly focused on the education landscape, with a particular focus on OFS increased regulation and action.

1:1s

Academic Freedom and Freedom of Expression Chair – Reviewed the incoming Academic Freedom and Freedom of Expression policy with the chair of the group, providing multiple areas of feedback to ensure that the policy is clear and works for students as much as possible.

Commercial Director – Along with our Operations Director I have fostered a good relationship with the new Commercial Director at the University. We have discussed strategic commercial plans for the future, a collaborative approach to the World Cup matches and managed to get circling back in Fusion so more societies and clubs can circle. I have also been in close contact with him discussing the requirements of Warwick Sport and the issues within sport.



Provost – Discussed the Twitter comms regarding free speech incident and the need to have a clear policy/process. If the 21 days was to be shortened or removed, there would need to be more resource provided. Confirmed that SU staff this affects will be involved in discussions going forward. Review of what went wrong regarding the comms will take place between myself and each Marketing & Comms team.

Interim Academic Registrar – Discussed the Riham case surrounding an International Student with stage 4 cancer initially denied an extension to her course. Provided an explanation as to why it is difficult for the University to sponsor her mother to visit her. We also discussed ensuring that University policy is rigorous enough to remove individual discretion, thus bias, but also flexible enough for niche cases. Awaiting outcome of the formal complaint to understand what lessons can be learned. Exploring getting SU representation on the Sponsor License Compliance Group

I am currently dealing with a very high workload and as such are having to prioritise emails, this means that my responses to individual students are often very delayed.

I was scouted on LinkedIn to be on a Webinar for Headspace with the Head of Student Minds & Vice Chancellor at Bath Spa University, to discuss student mental health and what can be done to tackle the problem at universities. This was attended by over 80 people from a variety of institutions across the country. I have reviewed By-Law 9 and Regulation 10 and proposed relevant amendments to ensure that our governance structures can align with the University when we get recommendations regarding disciplinary matters. The quantity and quality of work that the officer team is currently producing is truly outstanding and should be commended.

Chih-Hsiang Lo – VP Education

SU Education Priorities

Along with Will and Hamza, I have formulated a set of education priorities which covers the following areas:

- Cost of Living (Education based)
- Course Rep System
- Departmental Inconsistencies
- Lecture Capture



Study Space Decolonisation Project

I have set up a shared excel spreadsheet to collate any feedback on the priorities from the University and to establish key contacts in relation to said priorities.

Updates in relation to the priorities:

Course Rep System

This is the focus currently. I have conducted an audit of the academic voice pages, Moodle, and course rep handbook and have made a list of recommendations and additions to the Student Voice team. I have also outlined my recommendations for what needs to be included in the course rep training.

From that, the course rep handbook has been updated and the training (as of writing this) has completed

Online resources have also been created and the webpages have started to be edited and improved.

In essence, the training and preparation work for course reps is complete with the next focus being on the engagement piece throughout the rest of the academic year.

Lecture Capture

Had a conversation with Letizia Gramaglia – director of WIHEA and discussed the feasibility of the use of learning circles to facilitate discussions on how best to use lecture capture – this feeding into course rep input. Update meeting scheduled mid-November.

Looking into setting up focus groups and a survey relating to accessibility and lecture capture.

Decolonisation Project

Along with Hamza and Tomi, we have begun work on kickstarting the decolonisation project – looking at how we recruit advocates whilst how we will look to work with departments and DSEPs more closely. An update will be presented to SLEEC in November.

Study Space

Had discussions with the Teaching and Learning Spaces Development Group to outline my priorities in relation to study space and to further collaborate on this issue.

Beyond this, I have presented the priorities at: SLEEC away day, AQSC, Widening Participation Committee, Education Executive away day.

TEF (Teaching Excellence Framework)



The SU has been tasked with submitting a 10-page student submission alongside the University submission for this year's TEF submission. We are working with Coole Insights (external consultant) who have been identifying themes within the University/SU data in order to form narratives for the student submissions.

I have been having regular meetings with the University. So far, we are awaiting the full version of the themes document created by Coole Insights which will underpin the written submission.

So far, a provisional narrative has been established and I am looking to start work on the first draft.

International Students Engagement Project

Working on setting up the process for recruiting a researcher to undertake the research element of the project.

Autumn elections have been completed and course, departmental, and faculty reps have been elected.

Academic Rep training has been delivered which I co-delivered with Hamza and the Student Voice team

Hamza and I held talks with Will Curtis in relation to degree apprenticeships and the course rep system/communications. Outcomes the development of degree apprenticeship appropriate comms and looking into ways how our course rep system works for distance learners. I attended a follow up meeting with Helen Ure where she provided more information about degree apprenticeships.

Kept up to date with ITLR and working to see how the SU priorities can be embedded within the ITLR process.

Held regular catchups with Gwen Van der Velden and Chris Hughes. Secured payment for Departmental Student Leads for ITLR – something which was not planned.

During welcome week and week 1, I attended 7 academic inductions, where I showcased what the SU can offer to students.

I also participated in one of the welcome address talks during welcome week where I engaged with around 1000 students across 2 different talks.

Help complete and deliver training for academic reps

Laid the groundwork for the improvement and updating of the academic voice webpages on the SU website.

Attended the RAISE conference on student experience which took place at Lincoln University



Jack Sperry – VP for Democracy & Development

Governance and Regeneration Project

When I assumed office in August we inherited the Governance and Regeneration Project. Here we are intending to implement a revised and reenergised governance structure that be: collaborative, transparent, responsible, informed, responsive, agile and forward-thinking.

I attended two away days: One half away day on the 18th August with the FTO and membership teams, and then a further one with just myself from the FTO team and Membership on the 1st September. Here three potential structural were created and have since been fleshed out more over the weeks that followed. From there, these proposals are being presented to those who will vote on it at the second Student Council; this consultation period will allow us to gain feedback on the structures so that we can better create for a structural change that can be approved by student council.

Rate Your Landlord

I have taken over this project, continuing the scheme first implanted last year. Currently we are planning to run competitions around it in December and February, although this may change. We are also making sure that it is a resource that students currently seeking housing can use.

Energy Education

I am working with those in the University to implement the Sustainable Energy Education policy passed in the 2021/22 academic year. This will create “mock energy bill” for students in on campus residences for the purpose of informing

them how much energy they consume and how much it would broadly cost if they were in housing where they had to pay bills directly.

Spring elections review

One of the SU's flagship events is the Spring elections in term 2 and as such they need to be as accessible, as transparent, and as visible as possible. Therefore, there will be a review of the Spring elections in its messaging, branding and feel. Such ideas currently include:

1. Changing the title from “Spring Officer elections” towards “SU Leadership Election” which a number of other SUs currently use
2. Increasing and actively encouraging the use of cardboard signs by candidates as was the common practice pre-2021.
3. A word limit for manifestos.
4. Alterations to the finance

Constant engagement

The Engagement working group has been recreated from the last academic year in order to prioritised engagement with our members and to formulate a constant engagement strategy. This group is there to plan for SU pop up stands and other alternative forms of student engagement.



Election rules

Previously SU election rules and regulations have not been written down but created on the basis of each VPDD's (formerly Democracy & Development Officer) word at the time. In order to create consistency for candidates, the electorate and staff I have written a motion to put them in our by-laws. This motion awaits this council's vote.

University Sustainability Strategy Launch

Along with Will joined others in the University to launch the University's sustainability strategy and contributed the student view and the SUs intentions of focusing more on sustainability than we have previously. This was an event not heavily attended by students (admittedly it was a week before term started, however, there was still potential for more despite that) highlighting the need for the University and the SU to do to engage more students on sustainability programmes and initiatives. As a result, I am talking to those like David Chapman on how we can better encourage students to take part in sustainable events over the year. A high priority will be Green Week 2023.

Autumn Elections

Although at the time of writing these are currently in progress, they will be completed at the time of the meeting. This year's Committee elections were different to previous ones because the majority of their committees had had most (barring two) of their members elected in the Summer. Despite this there was still a healthy number of candidates when considering the reduced number of open places to last year. To take this forward, I and others will review these elections to see what we can learn for Spring and for the next set of Autumn elections.

Further to that, Course Rep, Department Rep and extra Faculty Rep elections have also been successfully facilitated and implemented

Campus accommodation

I was given a tour of the refurbishments of Lakeside 3 just prior to students coming back to campus. This allowed me to survey the changes and make sure that the direction accommodation refurbishments are going meet the needs of students. This is particularly important as I sit on the Whitefields Working Group where future accommodation plans can be impacted.

Social Sciences Grand Challenge

I have attended numerous University Committees on the Social Sciences Grand challenge (Quality and Design Sub Group, University Estate and Environment Committee and Capital, Space and Amenities Group). I raised the need for a Social Sciences Faculty building that has study space that is varied to allow for students to engage in online meetings and to work collaboratively.

University commercial services meetings

I met first at the Campus & Commercial Services Group (CCSG), and then again in subsequent meetings, the new Commercial Director Chris Hunt. From here we plan to discuss more about how we can collectively encourage more footfall onto campus, as well as other issues involving various colleagues.



At CCSG steering Committee I pressed the case that students should be prioritised and targeted for part time jobs on campus

Community Safety interviews

I was part of one of the interview panels for new Community Safety staff.

Here I ensured that student welfare and trust in CS was at the heart of the question of who should join their team. With the Engagement Working Group Officers may have to help with the implementation of its results. E.g. on pop ups and potential hall touring some officers will need to be available to help – especially if it is surrounding an issue that directly concerns them.

Academic Inductions

Attended academic inductions across the University to introduce students to the SU. These had high engagement especially in the Q&A session at the end.

University Sustainability Strategy Launch

It is highly admirable when Will and I offered a realistic and frank view of the SU and our relationship with sustainability. From conversations with Elena Korosteleva and then later with Andrew Todd at the Centre for the New Midlands reception, they both said that they found the two points of making students proud to be from Warwick due to its commitment to sustainability, and that we want to see new faces this time next year particularly interesting.

Governance & Regeneration- so far

Amended one of the problems of last time and making sure Student Council will get a broad and diverse choice of options rather than a binary option. This, I believe, will make it more likely to pass.

Welcome Week

The ducks and baguettes seemed to work very well and I will be investigating whether the same concept or even costumes can be used for Spring elections.

More broadly, I think this was a team achievement that everyone should be proud of.



Hamza Rehman – VP for Postgraduate Students

Warwick PGR low-pay campaign

I am currently in talks with the Doctoral college – Daniel Branch (Academic Director of Doctoral College) and Rhiannon Martyn (Head of the Doctoral College) to find further support for PGRs in light of the cost of living. The University has announced that they have raised their own rate of stipends in line with UKRI.

There have been some positive conversations on International Health Surcharge fees which were, in conversation with Daniel Branch, to be raised as an item in the Board of Graduates committee. We both recognise the gaps in supporting PGRs, especially international students.

I have also liaised with a group of PGRs that I had reached out to earlier in my tenure as a Postgraduate officer and they have raised a few demands which they have already published on their own social media. I will continue to work with them and liaise with the University to bring both to the same table to discuss and work through the support needed within the governance structures that exist.

Hostile Environment

Currently working with Tomi on issues facing migrant students. We will continue to raise issues on visa fees, migrant status and precarity faced by migrant students within the governance structures that already exist. I have already raised the cost of fees paid by international students to the Doctoral College and I hope this can be raised in relevant committee meetings.

Stand up against Islamophobia

I am awaiting the confirmation of the £3,500 bid I have made to the Innovation fund with the support of the campaigns and project team, however the project will still roll out throughout November.

I have invited seven different speakers to cover five different events spanning November. I am also in discussion with the Sociology society to support them in the events on Islamophobia. I've also had conversations with staff members in the Students' Union to host a Muslim student consultation forum to understand the experiences of Muslim students. The point being is to recognise the barriers faced by Muslim students and ensure they're more of an intake of Muslim students in our elections and democratic structures.

Liberation conference

I will be working with Tomi to organise a liberation conference for February 2023. It will be a week-long event where we invite keynote speakers, academics and organisers to talk about a range of issues that impact marginalised communities.

Decolonise project

I have been working quite closely with Polly, Yaz, Tomi and Chih-Isang to relaunch our decolonise project. We are working closely with the University members in SLEEC to ensure it reflects the work the University is currently doing and how the Students' Union decolonise project fits with the University's Inclusive Education.



Chih-Hsiang and I have presented the initial strategy to SLEEC and it was well received. We will now work together to draft a complete strategy with set targets so that we can get funding.

NUS

I've had initial meetings with NUS, in particular, Nehaal Bajwa (VP Equality and Liberation Officer) to discuss the issues facing migrant students within higher education and the work that the NUS have historically produced that highlights what Higher Education providers should do to support them. These discussions are ongoing and more will be updated throughout the year.

UCU Postgrad

I have had a couple of meetings with the national subset of UCU – UCU postgrads to discuss the national low pay campaign and to understand what UKRI are doing in supporting PGRs. These discussions have been fruitful and helped me better understand the working and studying conditions that PGRs face on a national scale. In addition, there are ongoing talks in working with them within the context of Warwick to help better support Warwick PGRs.

Time management and workload

Because I did not receive a handover pack, I initially found it very difficult to reach out to relevant University staff members whom I can engage to discuss issues faced by Postgraduates. Because of this I often feel like I am slightly behind the other officers as they have already made their connection. In addition because I had started a month later than the other officers I felt like I had to play a lot of catch up in ensuring that my projects meet the deadline I have set, i.e. submitting innovation bid was challenging because I did not have a lot of time to work on it in comparison to others. However I am slowly starting to get the grips of the work required and I have already developed positive connections with University Faculty chairs, Doctoral College and students.

SU structure- Postgrad-specific support.

The Students' Unions' current structure is geared towards supporting UG students and they have not been much of a focus on postgrads. Because of this, I felt that I was often trying to push for a lot of work internally. However, we will be now hiring a Postgraduate and International student voice advisor to help support the current workload and ensure that there is a better engagement with postgrads and international students. I welcome this and I am happy that Yaz and Louise have recognised the need to support this push.

Postgraduate committee

The election of the Postgraduate committee has been one of the highest it has been in a while, with twenty nominations. This is very encouraging, and it will help me spread my workload as well as engage with the elected committee members in achieving my manifesto points.



Postgraduate welcome events

We've had the highest intake of Postgraduate students in our welcome talks which is a testament to the work that staff have put in to foster a safe and welcoming environment for postgrads. I also collated a mailing list so that the Students' Union continues to engage with these students. I will consistently email them on updates on my campaigns, important wins and ways they can get involved with the Students' Union.

PGR SSLC

I have attended a few PGR SSLC meetings so far. They have been very fruitful, and I have learnt a lot from the ongoing issues that PGRs face within the Psychology and Engineering department. These range from issues with hot-desking, GTA contracts and student and dissertation supervisory relationships. These are important steps taken because feedback through our governance structures will strengthen future policy demands we put on to the University.

Postgraduate and International Student Voice Advisor.

We will be interviewing and hopefully hiring a postgraduate and international student voice advisor to help strengthen Union structures to help support these students. This is welcome and I hope we will see a better support structure within the Union for postgraduates and international students

Anna Taylor – VP for Societies

Humanities Storage

Following Chih-Hsiang securing two rooms to be used for society storage in the Humanities building, I have worked with the university Estates team to source a number of lockable shelving units and cupboards from the university, at no cost to the SU. Estates are in the process of installing these in the rooms, after which the storage will be available for society use.

Society Database

I have been working with Student Activities and the Democracy team to start building a more easily navigable database of society engagement with the SU. This includes contact details, in order to contact socs more quickly rather than having to open individual handover packs, as well as data on when they last ran elections with us, their permissions status on the website, and any confirmed "dormant" societies who are no longer in contact with the SU.



I am looking to support this work going forward by updating the Handover Pack to include proof of elections, and any other relevant updates which become clear before the next Handover period.

Societies Outreach / Formalising Handover Process

Avenues of communication between some societies and the SU have been damaged or lost throughout the last few handovers, with many execs not submitting a handover pack. This limits their access to information put out in Societies Federation weekly emails from myself, as well as to important updates from the student activities team and other SU departments.

- The Society Database of engagement points from Socs has been the first step in recognising who is actually active vs dormant.
- I have discussed with Gerard Henry (Student Activities Manager) plans for adding a new page to the Societies section of the SU website, where myself and the Student Activities team can post answers to frequently asked questions, updates on policies and expectations, and where I can post my updates. Having these available on a public forum will hopefully bridge the communication gap between the SU and societies execs who do not know about compulsory responsibilities or even who to contact. I have begun to collate content for this page, but intend to advance this throughout the term.
- Also in discussion with Gerard and the student activities team, I am starting to plan how to update the handover process to outline the first milestones execs must be aware of, clearly and succinctly. This will hopefully maintain these avenues of communication between societies and the SU more effectively as execs handover and find their feet.

Societies Satisfaction Survey

Similar to the Club Satisfaction Survey for Sports. Currently we do not have a feedback loop between societies and the Student Activities team, which needs that feedback in order to function most effectively for our students. Intended to provide an avenue for feedback from societies about the service that they are receiving in order to identify and plug the gaps going forward. Currently putting together potential categories and questions in conjunction with Gerard Henry, with the intention of the survey being made available by Week 7 latest. The data from this survey will be used to inform the next steps that myself and Gerard will take going forward in the student activities space, particularly regarding streamlining frustrating procedures, communicating expectations and policies more clearly etc.

Welfare Officer Training

Alongside Emma (VP Sports) I organised, wrote and delivered training for Society and Club Welfare officers, which is now freely available on the Exec Resources section of our website. Given the disruptions to both society engagement with the SU and in-person exec training over the last few years, I am pleased that now there is a fairly comprehensive overview of the support available at Warwick which can be either refreshed or built upon by future officers, and can be accessed throughout the year by exec members. The training covered expectations of the role, as well as advice on making societies and clubs more inclusive and accessible, and an overview of the reporting services and wellbeing services available at Warwick. We also had Report and Support speaking, which exposed the service to a number of society execs who we believe had not been delivered content from R&S before.



Sports and Societies Fairs

Myself and Emma have been in discussion with Will Thomas, Head of Welcome and Student Internationalisation, and Ian McKinney, Head of Sport and Active Lifestyles at Warwick Sport, following Welcome Week. We have agreed to establish a smaller subcommittee for the organisation of the fairs next year to allow for more Officer leadership on fair-related decisions, and clear and consistent communication between the Welcome Team, Warwick Sport, Community Safety, and the SU.

Safeguarding Policy

As part of my role I have also met with both Paul Barlow (Manager at Warwick Volunteers) and Amanda Bishop (Widening Participation Faculty Coordinator for SEM) respectively to discuss the development of an SU safeguarding policy. These conversations have been useful in establishing safeguarding concerns that societies and clubs sometimes run into when organising or participating in community outreach projects. Following these discussions I have fed back to the People Team, as well as signposting existing safeguarding training available through the University WP team to societies.

Staffing in the Student Activities Team

Reduced staff numbers in the Student Activities team (specifically the Societies team) has made my role until this point increasingly difficult to manage. The volume of work that comes through the department is severely disproportionate to the number of staff in the office. As such I have been much more heavily involved in operational

matters than I realistically have the time for, in order to mitigate dissatisfaction amongst our 300+ societies. In order to accommodate this, I am working outside of my hours on a regular basis, which is not sustainable for myself or for the Student Activities team. The volume of operational demand makes it difficult to plan strategically and put in place sustainable measures for improving the service we provide to our societies.

Recruitment is ongoing for an additional permanent manager and societies coordinator, and I am looking forward to taking a step back when there are more people to split the workload between. By the time of Council we will have had a new starter for about a week in the team, recruited on a temporary basis. I am hoping that with this addition to the team I can step away to focus on more strategic and long term changes/work.

Societies Fairs

Approximately 240 societies had a stall across the two days of the Societies Fairs with a confirmed minimum of 12000 attendees. Considering the time constraints on the SU's side with confusion over the venue, ownership of the fairs etc. I am extremely proud of the event that we ran. I wanted to note what a good opportunity I found the fairs to be, in that I managed to introduce myself in person and talk to every society that attended, as well as dealing with some queries and requests



on the go. Whilst I am still collecting feedback from the fairs, much of the response received and the overall energy at the fairs themselves was excitement and positivity.

Welfare Officer Training

As outlined above, myself and Emma Birch offered Welfare specific training for Welfare Officers in clubs and societies, and any other interested execs. Particular points of pride within this include:

- Attendance of over 100 Welfare Officers, which was more than we expected – particularly in light of the missing communication links between the SU and many societies.
- Featured a presentation by exec from Autism at Warwick (an SU-affiliated society) on making society events accessible for members with disabilities. Managing to secure and coordinate student involvement in training felt like a really positive step towards exec training being actively led and facilitated by the societies it serves rather than being seen as a chore.

Student Activities Processes

I have been working closely with Gerard Henry, the Student Activities Manager, to identify knowledge gaps and unclear or overcomplicated processes in the day-to-day running of societies. I have worked thus far on pinning down the Society Adoption and New Societies process, as well as reviewing the pros and cons of the current exec permissions allocations process. These remain in discussion, but by establishing them in writing I hope to move towards consistency and clear expectations between academic years. This work will continue throughout the year, using the Socs Satisfaction Survey as a steer.

Emma Birch – VP for Sports

Team Warwick Charity Event

Following my involvement in the organisation of a racket sport charity 24-hour event last year which was deemed a success by Warwick Sport, Warwick Sport have agreed to hold another 24-hour charity event in the hub, but on a larger scale. I have made contact with the clubs who were involved last year, and they have all agreed to be involved. I will open discussion with Warwick Sport regarding what other clubs are able to get involved in the event.

Uni-wide Trans Policy Review

I am working alongside other sports officers on reviewing trans inclusion policies in university sport. As part of the BUCS regional group, we are reviewing the policies of NGB's and looking to challenge them on these policies. A recent example is Fencing NGB who recently changed their policies to be trans-inclusive.



Trans inclusion training

I am working with an academic on putting together a trans inclusion in sport workshop, with a focus on debunking myths around trans athletes and educating on what it means to have an 'advantage'. This event will be open to club execs and relevant stakeholders such as Pride association will be informed and invited to the event.

One to Watch

We have selected 5 BUCS matches this term to film. We had good turnout at the first showing and the filming will be shown on the big screen and on youtube. The SU have purchased some new software for recording, and we are looking to expand this project term two so clubs themselves can use the software and also upload the recording to their own pages.

Sexism in Sport taskforce

The Sexism in sport taskforce, made up of a rep from Report and Support, Active bystander, Warwick Sport and 8 reps from club execs is in the process of being established.

Women and Non-Binary Only Gym Sessions/Classes

After this was put forward by Will last year I have been lobbying Warwick Sport about the introduction of Women and Non-Binary only gym sessions. I am currently compiling data from other universities who have these sessions to demonstrate the need and demand for such sessions. Warwick Sport have currently agreed to put on a Women/Non-binary gym class to access the demand.

Increasing inclusivity in Warwick Active programme

The Warwick Active team at Warwick Sport have agreed to widen its rock-up programme in to include sessions which will be inclusive to students with disabilities. They have introduced a new Rock Up Hockey Flyerz session where people with disabilities are able to play alongside those without disabilities.

We are also looking to introduce a rock-up touch tennis session in term two. I plan to promote these new rock-up sessions to disabled groups on campus, including Warwick Enable to widen its outreach.

Mental Health in Sport Workshops

Mental health in sport workshops lead by a local charity called Two Roads have been organised. The focus of these sessions are emotional resilience and all allies from the ally scheme will be required to attend these workshops, as well as exec members.

Awaiting innovation funding on Inclusive Sports day and Women in Sport conference.



Mental health Report

I plan to work with select presidents and sports committee on producing a paper with data showing the link between mental wellbeing and sporting activity, as well as sporting activity's influence on academic performance. This will be useful data to show the university just how important sport is to students and ideally support in the effort to reduce the cost of the club passes that the university charge.

Review of Off Campus Club Pass

I want to work with off campus clubs to kick start a review into what the clubs actually pay for when they purchase the off-campus club pass.

Presidents' Forum

Towards the end of term, I want to put on an optional forum for presidents to attend to ask questions and discuss issues across clubs, as well as to bounce ideas of one another.

BUCS Sustainability

The club development officer and I at Warwick Sport are in the midst of starting a sustainability project for the BUCS award

Ally Scheme

Using innovation funding from last year, I secured a tool to automatically match allies with students based on what protected communities and clubs both identified with/are part of. Each club has been asked to submit 2 allies, and so far, I have had a good number of clubs submit 2 allies. I am now working on promoting the scheme to marginalised communities in the hope that students who identify with the chosen protected communities will engage with the scheme to encourage integration into sports clubs.

Sports Officer Bursary Scheme reform

I have worked with the WP officer to edit the form from last year to make sure the form targets the most financially vulnerable students who have a passion for sport but cannot afford the membership.

Welfare and inclusion training

I worked with the societies officer, report and support and Autism at Warwick to produce welfare and inclusion training for presidents and welfare officers. This included scenarios of how to ensure your club is being inclusive and guidelines on how to target and address the needs of marginalised groups. We had a turnout of approx. 100.

Exec Social



I organised an exec social where execs could network and share ideas for collaboration. The event did also have pizza, which might explain the very high turnout (approx. 200 attendees). I received very positive feedback from clubs.

Club Calendar

I produced a calendar showcasing each club's biggest events in term one. The calendar has been promoted on social media and on the all-member email. The graphics made can also be used by the club themselves to promote their event.

Sports and Societies Fairs

Following Welcome Week, Anna and I met with Will Thomas, Head of Welcome and Student Internationalisation, and Ian McKinney, Head of Sport and Active Lifestyles at Warwick Sport. We have agreed to form a smaller subcommittee to organise the fairs next year in order to allow for more Officer leadership on fair-related decisions, as well as clear and consistent communication between the Welcome Team, Warwick Sport, Community Safety, and the SU.

Adoptions

I have met with numerous clubs on a 1-1 basis, and am continuing to do so, discussing their adoptions and how to mitigate harm and risk.

Women's Aid

I have had meetings with Women's Aid regarding partnership between Women's Aid and certain clubs, and also regarding raising money for the charity through one of my innovation fund projects. Discussions with the president and women's officer regarding the 16 days of action are also on the agenda.

BUCS and Sustainability

Sports officers from the midlands have started discussion with BUCS regarding their own sustainability, especially in relation to their choice of partners and sponsors.

Team Warwick Campaign

I have had discussions with Warwick Sport regarding the campaign this year and giving it a narrower focus of promoting inclusivity and participation in sport. The campaign will also expand Team Warwick's social media presence, with myself and the club development officer taking on the responsibility of starting a Tiktok Team Warwick account.

Workload

I find that the workload exceeds the number of hours we are expected to work. With the huge number of emails officers receive, the number of meetings we are required to attend, especially with complaints meetings, which have become very time-consuming, it is difficult to focus on projects and other aims we have as officers.



Work-life balance

I have connections to quite a few clubs and therefore many of my friends are on an exec of a club, which makes it difficult for me to escape the job! Even at pop!

Engagement with clubs

At Sports fair, I introduced myself and chatted to every club there, and I am making an effort to watch clubs' games and support their events, where I can. Sports fair was also a huge success and sports membership numbers have increased from last year.

I think I ordered the most number of pizzas anyone has ever ordered for the exec social, and 3 cars turned up full of pizza.

Tomi Amole – VP for Welfare & Campaigns

Blackness, Imagination, Liberation

I have been working on a series of events, starting within, but going beyond Black History Month, that showcases Warwick's Black creative talent, creates spaces to discuss issues pertaining to Black students, and facilitates discussion about how the journey towards Black liberation is unfinished.

We are hosting:

- 2 speaker events covering the criminalisation of Black culture and questions of what it means to be a Black student in neoliberal times
- A workshop delivered by *Minds of POC* on mental health in the Black student community
- Supporting and facilitating events with black [untitled], a network of Black student creatives: an event showcasing Black student filmmakers' work in L3, a poetry/writing workshop followed by an open mic night with Black poets and spoken word artists in Curiositea, and a music showcase in the Copper Rooms

Cost of Living

I have been working on providing responses to the cost-of-living crisis.

- Getting to grips with the issues facing students e.g through NUS data
- Liasing with officers from other unions to see how SUs have been responding to the crisis



- Worked with officers and staff to draw up some central proposals to the University, which have been fed into the University Working Group set up by Adele Browne, Director of Student Experience. I have also been in contact with a Senior Tutor for WMS to try and make sure we are inclusive of WMS students.
- Set up an internal working group to assign responsibilities and track actions with regards to cost-of-living responses in a central spreadsheet, with an aim of creating accountability/transparency and making it easy for us to communicate internally, and with students, about what we are doing re. cost of living.
- I have put together some comms, now on the website, to highlight our stance on the crisis, and am currently working with marketing & comms to put together a survey to collect data on students' experience of the cost-of-living crisis, with the hope that this can be presented to the university as evidence that greater provisions are required.

Decolonise Project

I have been working, predominantly with Hamza, on trying to revamp the Decolonise Project, which has been dormant since 2019/20.

- Drawing up strategy – thinking about how and where we construct and deliver the argument for funding to the University, and also thinking about how the project can be more fully integrated into academic structures at faculty/department level – in previous years, Advocates regretted not having departmental support for their work. This is a significant obstacle to the efficacy and sustainability of the work being done, but there is case for optimism, given the small but noticeable increase in work being done around “decolonising” education or promoting diversity and inclusion across various departments. We have also been mapping out a vision for the project for the short, medium and long term.
- Talking to stakeholders - we are aiming to tap into the pre-existing work being done, and networks of staff within faculties/departments in order to find ways to streamline this kind of work across the University, and to get staff buy-in so that students feel supported in their investigative work and so that departments are receptive to student feedback. This has involved conversations with the Dean of Students, the Social Inclusion manager and various stakeholders doing EDI/Decolonisation work at departmental level, as well as students.

Tackling the Hostile Environment

I have been working with Hamza to raise the issue of the effects of the Hostile Environment on our international students, raising the issue within the disability task force and within other avenues inside the University.



Liberation Conference

I have been working with Hamza on planning Liberation Conference for Feb '22. This will be a 5-day symposium of academic thought about issues of liberation, with students, staff and external speakers. We are waiting for confirmation on the Innovation Fund to start inviting speakers.

Committees

I have been sitting on several committees and taskforces e.g. Disability and Race. On top of these, and likely of particular interest, may be the Joint Senate/Council Working Group for Review of Changes to Residential Life Care, which I was asked to sit on by Nick Vaughan-Williams. This aims to keep tabs on the changes to RLT, collecting data and generally monitoring implementation, and I'm keen to make sure that the student voice is represented in these spaces.

Matt Western MP, Shadow Minister for Universities

Matt asked to meet with me to discuss issues around student welfare and cost of living, as he is preparing for the upcoming Education Orals. I gave him the headlines on these issues, based on information gathered from various bits of research, and issues which have been popping up at Warwick and across the sector.

9. Ratification of Power of Council (see attached)



10. Policy Review

Code	Policy	Recommendation	Body
019	Police Logging of Personal Details of Campaigners		
035	Accommodation of Postgraduates with Placements		
052	Support the Fossil Free Campaign on Campus		
068	Ongoing – Warwick SU Against Erasmus Fees		
084	Ethical Eats Ethos		
107	Fossil Free RSC – Divest from BP in the Arts		
116	Warwick SU for Reducing Library Fines		
117	Install Food Waste Bins on Campus		
118	Wheely Good Bike Facilities		
135	Take Circuit Laundry to the Cleaners		



11.AOB

12. Notification of Next Meeting

The next meeting of Student Council will be held on 29 November 2022, 4-7pm in the Kevin Gately Room, SUHQ. The meeting will be voting on the GRP changes