

Lapsing policy

Overview

The following policies are due to lapse in February 2016.

- (1) Zero Tolerance to Sexual Harassment
- (2) What a 'Bloody' joke!
- (3) Support the Living Wage
- (4) Changing the Structure of Loan Payments
- (5) Specific Trans Students Reps
- (6) No Platform
- (7) Gender Neutral Toilets

The Executive Committee are asked to discuss the policies and agree if any should be submitted to the Annual Members Meeting on Tuesday 9 March.

POLICY PROPOSAL

Policy Title:	Zero Tolerance to Sexual Harassment	Date Policy Proposed:	19/02/2015
Proposer name:	Grace Helen Anderson	Student ID Number:	
Seconder Name:		Student ID Number:	

Union Notes:

1. Sexual harassment is prevalent across university campuses, NUS Hidden Marks report revealed that 68% of women students have experienced sexual harassment
2. This type of behaviour is becoming more normalised and further being perpetuated at clubs/pubs/events etc. and online as normal behaviour
3. Many people do not report sexual harassment as they feel embarrassed or ashamed and that their report won't be taken seriously
4. Sexual Harassment affects both men and women

Union Believes:

1. That in adopting a Zero Tolerance policy our Students' Union can help create a safer environment for all students
2. Sexual harassment can happen anywhere on campus and includes; a. Unwanted sexual comments (including comments about your body or private life) b. Unwelcome sexual invitations, innuendoes, and offensive gestures c. Wolf whistling, catcalling or offensive sexual noises d. Groping, pinching or smacking of your body e. Having your skirt or top lifted without agreeing f. Someone exposing their sexual organs to you without consent
3. That sexual harassment should not be tolerated by our union and no students should feel they have to 'just put up with it'
4. By having a clearer stance and procedure to deal with sexual harassment, we will be creating a safer environment for students

Union Resolves:

1. For Anglia Ruskin Students' Union to actively adopt the zero tolerance to sexual harassment policy
2. For the union and students to work together to create a plan of action and how to effectively put into place
3. To seek guidance from NUS Women's Campaign
4. To adopt the NUS definition of sexual harassment in the zero tolerance campaign

POLICY PROPOSAL

Policy Title:	What a 'Bloody' joke!	Date Policy Proposed:	19/02/2015
Proposer name:	Sammi Whitaker	Student ID Number:	
Seconder Name:		Student ID Number:	

Union Notes:

1. We sell a variety of sanitary products at our students' union shop.
2. In the UK, sanitary products are currently taxed at a rate of 5% as a 'luxury, non-essential item', and hence subject to Value Added Tax (VAT). Many products are free from VAT as they are viewed as fundamental. (Food, prescriptions and children's clothes...)
3. Currently when the SU shop sells sanitary products they make a profit.

Union Believes:

1. Many students rely upon sanitary products when they are on their period.
2. Periods are not a luxury and not a choice.
3. Sanitary products ARE essential for people who need to go about their daily routines during their periods.
4. Due to the rise in fees and the cost of living, many students struggle to make ends meet and having to buy sanitary products on top of everything else can be troublesome for some students struggling with money.

Union Resolves:

1. To help with students who may be struggling to buy sanitary products we should do all we can to lower their costs in our SU shop.
2. We should sell sanitary products in our SU shop for the same price that the shop buys them in for. Therefore reducing the cost as much as possible without the SU shop losing any money.



POLICY PROPOSAL

Policy Title:	Support the Living Wage	Date Policy Proposed:	19/02/2015
Proposer name:	Grace Helen Anderson	Student ID Number:	
Seconder Name:	Peter Price	Student ID Number:	

Union Notes:

The living wage outside of London is £7.85, compared to the minimum wage which is £6.50, student workers in the Student's Union are paid the minimum wage, it is well known in the university environment that students don't have a lot of money and struggle to get by financially, and Cambridge Council is in support of the living wage.

Union Believes:

Being paid the living wage would benefit students by taking money worries away from their stress load, making this clear effort of financial support helps students to focus on their education, and less students would need to use the money advice service if they were paid a living wage

Union Resolves:

The SU should pay their student staff the living wage for their work, and in conjunction with this, the SU should work with students on a campaign to ask the university to pay their staff the living wage, as this is an issue that effects everyone

POLICY PROPOSAL

Policy Title:	Changing the Structure of Loan Payments	Date Policy Proposed:	11/02/15
Proposer name:	Selina Burdett	Student ID Number:	1301759
Seconder Name:	Dan Fow	Student ID Number:	1200210

Union Notes:

- The current system of loan payments in England and Northern Ireland means that Maintenance Grants and Loans are paid at termly intervals throughout the academic year. These are roughly equal payments made at the start of each term, with dates advised by the University. (www.gov.uk)
- Despite each termly payment being roughly equal, term length and costs throughout the academic year such as accommodation and materials are not. Due to the timing of payments students can have shortfalls during one term and excesses in another.
- In Scotland the SLC pay loans in monthly instalments. Scottish students also get a double payment in their first month to help pay for start-up costs (www.saas.gov.uk)
- NUS research shows that many students find it difficult to budget and hardship funds see a spike in applications at the end of each term.
- “One in four adults will have a mental health problem at some point in their life. One in two adults with debts has a mental health problem. One in four people with a mental health problem is also in debt. Debt can cause, and be caused by mental health problems.” (Royal College of Psychiatrists).

Union Believes:

- That students come from a wide variety of backgrounds and study under a wide variety of circumstances. The English student loan arrangements are ‘one size fits all’ and do not currently allow for students in different circumstances.
- That more consistent payments could avoid periodic shortfalls in money and therefore debt. This could impact on students’ nutrition, physical and mental health.
- That the option of student loan payments on a monthly basis would allow students to experience budgeting and spending in line with other forms of payment such as wages.
- That greater flexibility in the payment options would allow students to select payment schedules appropriate to their personal circumstances.
- That larger, termly lump sum payments can cause increased debt for students who do not continue studying and drop out or intermit.

Union Resolves:

- For the Union to campaign for the provision of more flexible loan payments. This may include monthly (over 12 months), monthly (term-time only) and termly options for payment. This should include the opportunity for students to alter their payment schedule with each annual re-application.
- To also provide guidance in the form of (e.g.) workshops / talks / leaflets on money management and budgeting for students - in particular during freshers.
- To submit a policy to NUS National Conference to consult with students regarding increased flexibility in the loan payment schedule; to Lobby Student Finance England as above, and if implementation of a new system is successful, to work with Student Finance England to provide students with guidance in selecting payment options.

POLICY PROPOSAL

Policy Title:	Specific Trans Students Reps	Date Policy Proposed:	19/02/2015
Proposer name:	Peter Price	Student ID Number:	
Seconder Name:	Grace Helen Anderson	Student ID Number:	

Union Notes:

1. Inclusion of Liberation Reps has been an extremely positive step in providing representation of liberation groups and to increase the image of the SU as a safe space for all students.
2. Trans students face many issues during their educations.
3. Gender identity and romantic/sexual orientation are very different, each coming with their own issues.
4. Trans people are often underrepresented within the wider LGBT+ community.

Union Believes:

1. Inclusion of specific Trans Students' Reps will improve representation of all Trans students across our campuses.
2. Improved representation will improve the SU's effectiveness to deal with issues faced by Trans students.

Union Resolves:

1. To include a specific Trans Student's Reps across campuses.
2. The job description of Trans Student's Reps will align with the other Liberation Reps.

POLICY PROPOSAL

Policy Title:	No Platform	Date Policy Proposed:	19/02/2015
Proposer name:	Daryl Sharpe	Student ID Number:	
Seconder Name:	Megan Bennett	Student ID Number:	

Union Notes:

1. That the Students' Union wishes to promote a safe environment for Students, where Students are free from prejudice and discrimination
2. That the Students' Union wishes to respect and uphold the ideals of free speech, thought and expression as well as those of diversity and equality
3. That a charitable objective of the Students' Union is to provide forums for discussion and debate for the personal development of its students.¹

Union Believes:

1. That debate and discussion is a valuable asset to the educational and cultural experience provided at university and should be maintained and encouraged
2. That freedom of speech is an important right and should be respected and maintained whilst not giving a platform to an individual or organisation who may display language or behaviour that is in direct contradiction to the anti-discrimination or anti-terrorism legislation of the United Kingdom.

Union Resolves:

1. Not to allow any group or individual who is proscribed by the relevant United Kingdom Terrorism Acts to enter union premises or speak at a union event*
2. Not to allow any group or individual who has a conviction for any offence in relation to United Kingdom anti-discrimination legislation to enter union premises or speak at a union event

* The current list of proscribed organisations can be located at the below link (as at February 2015)
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/397683/Proscription-20150123.pdf

POLICY PROPOSAL

Policy Title:	Gender Neutral Toilets	Date Policy Proposed:	19/02/2015
Proposer name:	Peter Price	Student ID Number:	
Seconder Name:	Kathryn Younger	Student ID Number:	

Union Notes:

1. Gender Neutral Toilets (GNTs) are toilets and/or bathroom facilities which do not have gendered signs and do not require individuals using them to define into a gender.
2. Many LGBT+ people (specifically those in the Trans* umbrella) face verbal and/or physical abuse, in their lifetime, for using a gendered toilet.
3. There is currently only one GNT across all of ARU campuses and university owned buildings, located on the Cambridge Campus within the Mumford corridor. These have proven to work effectively well.
4. In February 2013, policy was passed by Union Council for the SU to push for GNTs to be located on all campuses and buildings owned by the university. This can be viewed via the 2nd UC Video on the Video Archives.
5. GNTs have been developed or being presented in favour for in the University of Sheffield, Sussex, Leeds, Glasgow, Warwick, and institutions in the USA.

Union Believes:

1. The lack of GNTs, is highly detrimental to the reputation ARU has of being a diverse and embracing community, not only for students, but also for members of staff. By maintaining this policy, it would be deserving of that reputation.
2. SU's are the frontline of any campaign for liberation and/or welfare. From an LGBT+ perspective, the use of GNTs would allow members of our community who have a gender identity different to a gendered sign to not feel pressured or uncomfortable to be who they are. It also reduces the threat of Transphobic violence due to gender identity.
3. From a Non-LGBT+ perspective, GNTs are particularly useful for parents of children who are too young to go to toilets on their own, or disabled people who do not need to use accessible toilets, but have personal assistants who do not share the same gender identity as them.
4. In no circumstances should all toilets become gender-neutral, particularly as this may disadvantage other groups due to preference, cultural, religious, or any other reason. These reasons however, should not be used to disadvantage people who would benefit from the availability of GNTs.
5. The costs of implementing GNTs can be absolutely minimal, as the only changes needed for converting are the removal of gendered signs, replacing them with gender-neutral signs, and addition of maps/signs to gender-signed toilets.

6. There are two ways in which this can be done: The Single toilet model (GNTs with their own sink/hand dryers), or the Multiple Cubicle Model (A set of toilets without gendered signage).

Union Resolves:

3. To petition Estates and Facilities to create a policy to enforce that all university owned buildings have GNTs in each building.
4. To request that all Executive Officers of the Student Union actively encourage Estates and Facilities to develop GNTs for future building developments, and to encourage Estates and Facilities to change currently built toilets to be converted to GNTs.
5. To actively review, amend and change policy for future developments that use gendered signage, such as the changing room facilities for the gym.
6. To have a main point of contact within the Student's Union to answer any concerns about GNTs from students, media requests, or members of the public.