



## Faculty Voice Committee (FVC) and Liberation, Equality, Diversity and Inclusion Committee (LEDIC)

26<sup>th</sup> September 2018, 2pm – 4pm

|   |                       |                   |                   |
|---|-----------------------|-------------------|-------------------|
| Welcome, apologies and absences   | Laura Douds           | <i>To note</i>    |                   |
| Minutes of the last meeting   | Laura Douds           | <i>To approve</i> | 328/18            |
| Actions and matters arising from last meeting   | Laura Douds           | <i>To discuss</i> | 329/18            |
| Terms of reference  | Megan Bennett         | <i>To note</i>    |                   |
| <b>Bye Laws &amp; Ideas</b>   |                       |                   |                   |
| Bye Laws & Ideas  | Laura Douds           | <i>To discuss</i> |                   |
| Executive Committee Budget  | Luca Girardi          | <i>To discuss</i> |                   |
| Gender Recognition Act Consultation   | Michael Turner        | <i>To approve</i> | 330/18            |
| Rent Campaign   | Officers              | <i>To approve</i> | 331/18-<br>332/18 |
| <b>Executive Officer reports</b>  |                       |                   |                   |
| <i>Update on campaigns, projects, policy and ideas</i>                                |                       |                   |                   |
| President   | Laura Douds           | <i>To discuss</i> | 333/18            |
| Vice President (Business & Law)   | Mary Copsey           | <i>To discuss</i> | 334/18            |
| Vice President (Health, Education, Medicine & Social Care)                            | Fraser Luther-Yarwood | <i>To discuss</i> | 335/18            |
| Vice President (Science & Engineering)  | Matt Hayes            | <i>To discuss</i> | 336/18            |
| Vice President (Arts, Humanities & Social Sciences)                                   | Amanda Campbell White | <i>To discuss</i> | 337/18            |
| Campaign Rep updates  | All                   | <i>To discuss</i> | 338/18            |
| Faculty Rep updates   | All                   | <i>To discuss</i> |                   |
| <i>An opportunity for all representatives to discuss their projects and campaigns</i> |                       |                   |                   |
| <b>Big Ideas*</b>   |                       |                   |                   |
| <i>Ideas to be discussed and taken forward</i>  |                       |                   |                   |

|   |                    |                            |  |
|---|--------------------|----------------------------|--|
| <b>New Policies*</b><br><i>A discussion of any recently passed policy</i>                   | <b>All</b>         | <i>To<br/>note/discuss</i> |  |
| <b>Budget</b><br><i>An update on the budget and an opportunity to consider any requests</i> | <b>Mary Copsey</b> | <i>To approve</i>          |  |
| <b>AOB</b><br><i>Any other business</i>   | <b>Mary Copsey</b> |                            |  |
| <b>National Conference Delegates</b>  | <b>Emma Howes</b>  |                            |  |
| <b>Active Curriculum Working Group</b>  | <b>Emma Howes</b>  |                            |  |
| <b>Date of next meeting</b>   |                    |                            |  |
| <b>2pm – 4pm, Wednesday 31<sup>st</sup> October</b>   |                    |                            |  |



Executive Committee Meeting Minutes  
29/08/18 14:00 – 16:00 (16:50)

| Item No |   | Action |
|---------|---|--------|
| 1       | <p><b>1.1 Attendance</b></p> <p>Amanda Campbell-White Vice President (Arts, Law and Social Sciences)<br/>           Alex Mead ALSS Faculty Rep (Cambridge)<br/>           Blessing Raimi BME Students' Rep (Cambridge)<br/>           Fraser Luther-Yarwood Vice President (Health, Social Care, Education and Medical Science)<br/>           Iqrah Afzal LAIBS Faculty Rep (Chelmsford)<br/>           Jamie Smith FST Faculty Rep (Cambridge)<br/>           Mary Copsey Vice President (Business)<br/>           Matt Hayes Vice President (Science and Technology)<br/>           Oluwadamilare Ojewande Vice President (ARU London)<br/>           Kyia Thompson Women's Rep (Cambridge)<br/>           Laura Douds President<br/>           Tatiana Sapiano FHSCE Faculty Rep (Chelmsford)<br/>           Tiegan Lawson FHSCE Faculty Rep (Cambridge)</p> <p>Abigail Dickinson Activities Manager<br/>           Emma Howes Engagement Manager<br/>           Bethan Dudas Director of Advocacy and Engagement<br/>           Megan Bennett ARU London Manager &amp; Democracy Coordinator<br/>           Rose Guy Campaigns &amp; Education Enhancement Coordinator</p> <p><b>1.2 Apologies</b></p> <p>Michael Turner Trans Students Rep (Cambridge)<br/>           Ben Morris FMS Faculty Rep (Chelmsford)<br/>           Sandra Mikosinska International Rep (Chelmsford)</p> |        |

|       | <p><b>1.3 Absences</b></p> <p>Juliet Onuoha                      Disabled Students' Rep (Cambridge)<br/> Kelly Baker                              ALSS Faculty Rep (Chelmsford)<br/> Luca Girardi                              LGBT+ Students' Rep (Cambridge)<br/> Miranda Gayle                              BME Students' Rep (Chelmsford)<br/> Tavonga Magwenzi                      FST Faculty Rep (Chelmsford)</p>   |           |   |           |        |       |  |    |   |     |  |    |                                  |      |   |    |           |  |
|-------|---|-----------|---|-----------|--------|-------|--|----|---|-----|--|----|----------------------------------|------|---|----|-----------|--|
| 2     | <p><b>2.1 Acceptance of Previous Minutes</b><br/> The minutes of the previous were accepted as accurate.</p> <p><b>2.2 Matters Arising</b><br/> <b>Actions: 20<sup>th</sup> June 2018</b></p> <table border="1" data-bbox="161 837 1369 1375"> <thead> <tr> <th>ITEM</th> <th>ACTION</th> <th>OWNE<br/>R</th> <th>UPDATE</th> </tr> </thead> <tbody> <tr> <td>3.1.2</td> <td>SU page in student handbook (seen through Course Re Approval) should be updated with accurate SU content. LD to raise at QESC.</td> <td>LD</td> <td>Ongoing. Will be taken to relevant committee identified in the new structure.</td> </tr> <tr> <td>5.2</td> <td>Against NHS cuts: LD to circulate NUS resource for supporting this campaign.</td> <td>LD</td> <td>To be completed: LD to circulate</td> </tr> <tr> <td>5.12</td> <td>Equal Access: re: Refugee Week, LD to publish articles and links to survey.</td> <td>LD</td> <td>Completed</td> </tr> </tbody> </table> <p><b>2.3 Terms of Reference</b><br/> MB clarified the meaning of terms of reference</p> | ITEM      | ACTION  | OWNE<br>R | UPDATE | 3.1.2 | SU page in student handbook (seen through Course Re Approval) should be updated with accurate SU content. LD to raise at QESC. | LD | Ongoing. Will be taken to relevant committee identified in the new structure. | 5.2 | Against NHS cuts: LD to circulate NUS resource for supporting this campaign. | LD | To be completed: LD to circulate | 5.12 | Equal Access: re: Refugee Week, LD to publish articles and links to survey. | LD | Completed |  |
| ITEM  | ACTION  | OWNE<br>R | UPDATE  |           |        |       |  |    |   |     |  |    |                                  |      |   |    |           |  |
| 3.1.2 | SU page in student handbook (seen through Course Re Approval) should be updated with accurate SU content. LD to raise at QESC.  | LD        | Ongoing. Will be taken to relevant committee identified in the new structure. |           |        |       |  |    |   |     |  |    |                                  |      |   |    |           |  |
| 5.2   | Against NHS cuts: LD to circulate NUS resource for supporting this campaign.  | LD        | To be completed: LD to circulate  |           |        |       |  |    |   |     |  |    |                                  |      |   |    |           |  |
| 5.12  | Equal Access: re: Refugee Week, LD to publish articles and links to survey.   | LD        | Completed   |           |        |       |  |    |   |     |  |    |                                  |      |   |    |           |  |
| 3     | <p><b>3.1 Deputy President</b></p> <p>LD introduced the election for Deputy President. 2 candidates nominated themselves: Matt Hayes and Mary Copsey. Each candidate presented a brief verbal manifesto. A paper ballot was held. LD reminded exec that RON is an acceptable vote. Results: RON 1, MC 6, MH 5. MC is declared deputy president</p>  |           |   |           |        |       |  |    |   |     |  |    |                                  |      |   |    |           |  |

### 3.2 Financial Support Review

BD and LD presented a confidential summary of the proposed changes to financial support. (presentation attached). Summary of national access agreements and current ARU offer (Books plus). This is no longer considered an appropriate method of tackling inequality.

New proposals (These only apply to new students): Means tested cash bursaries. 1 core text book for all 1<sup>st</sup> year modules (including international students). More money for employability activities. Officers have been involved in the discussions and support the move away from Books plus. They want to consult more widely with students including discussion at the November all members meeting.

JS asked clarity regarding data sources and thresholds provided, which were confirmed as valid.

JS asked why the university discounted the popularity of books plus amongst students. LD and BD clarified that Andrea Cheshire had scrutinised this information with 'fresh eyes' and found it to be inadequate. The major factors in the decision was the lack of impact of Books plus on inequality and the Office For Students decision that Book plus was not appropriate.

JS asked for confirmation that 'Widening Participation' and 'OFFA accountable' are the same students. BD confirmed.

KT queried the support available for those with parents who may earn above the threshold but do not receive support. LD confirmed that this had been raised and that the hardship fund would be available. KT raised concerns with this process.

TS queried the similarity in bursary between families earning £20,000 and £40,000 and the reasoning behind cash bursaries rather than Books Plus. LD noted that the wider flexibility of cash was seen as a positive move.

KT questioned the possibility of a bursary counting 'against' applications to the hardship fund (which Books plus didn't impact), as the hardship fund application is already extremely complex. LD will address this with Andrea Cheshire.

JS queried the relationship between the funding for access agreements and personal tutoring. BD clarified that the funding for the personal tutoring project was an example of a retention project, but not an inter-dependent project.

JS queried the use of the access fund which was previously delivered on top of Books Plus and requested this is queried.

JS questioned whether this decision was made without involvement of the SU / Officers. LD reassured Executive Committee that Officers were consulted on several options which were proposed and these can be provided if requested.

JS raised a concern that the carers support fund which was incorporated into the hardship fund is not ring fenced and is now being reduced. LD will address this with Andrea Cheshire.

JS asked about the time frame for the consultation with students. BD confirmed that the main focus of the consultation will be at the November student members meeting, with info shared from teaching week 1.

OO questioned whether repayments of hardship loans would prevent a student graduating. JS confirmed that this was the case.

LD

LD

BD stated that staff are investigating the financial impacts on the SU eg: ticket sales income. LS raised concerns that students who are already less likely to achieve are now being measured on engagement in order to receive support. LD confirmed that these measures have been considered by the Officers as attendance / dashboard measures would be problematic. 'Hand in' seemed to be the best balance between simplicity and accessibility, although the timings of hand ins would be inconsistent and students would be consulted. JS questioned the need for any engagement measure and asked if it would be simpler to just give the cash bursaries. JS also raised lecturer absence as an issue.

### 3.3 Bye-Laws

LD provided a brief summary of the proposed updates to the Bye-Laws and asked for these to be taken as read.

JS raised a concern that the DEAG was included and then removed as an administrative issue.

JS stated that the Deputy President Role was still not clear enough, although this may not need to be included in the bye law, but clarity is needed externally.

JS praised the inclusion of feedback forums.

AD gave more explanation around the society's bye-law which has received a more substantial update. JS queried student / staff roles within the decision making and AD clarified that student roles are not overtly operational.

LD asked for clarity around the 2 options provided for the elections bye-law. MD and EH explained that the options were to include an election committee with student membership or to remove the committee but include students or officers in the planning meetings. JS asked for clarity that the removal of Elections Committee would remove the need for quoracy in any 'planning' meeting. This is correct.

JS asked for clarity of the role of Faculty Reps whose roles are changing. LD explained that they will continue to represent the students who elected them for the coming year.

LD asked for Exec to vote on the 5 proposed bye-law changes:

Bye –Law 2: For: IQ, FLY, TS, AM, BR, MC, TL, LD, KH, KT, JS, ACW

Against: none, Abstentions: none

Bye-Law 3: For: IQ, FLY, TS, AM, BR, MC, TL, LD, KH, KT, JS, ACW

Against: none, Abstentions: none

Bye-Law 4: (including the removal of elections committee) For: IQ, FLY, TS, AM, BR, MC, TL, LD, KH, KT, JS, ACW,

Against: none, Abstentions: none

Bye – Law 6: For: IQ, FLY, TS, AM, BR, MC, TL, LD, KH, KT, JS, ACW

Against: none, Abstentions: none

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|   | <p><b>3.4 Trustee Appointment</b></p> <p>LD summarised recent changes to the trustee board and asked Exec to support the proposed candidate Jason Snowdon (an existing member of the Finance and Risk Committee)</p> <p>JS requested reassurance that Finance and Risk Committee would not be left without appropriate staffing. LD stated that recruitment was taking place.</p> <p>For: IQ, FLY, TS, AM, BR, MC, TL, LD, KH, KT, JS, ACW</p> <p>Against: none, Abstentions: none</p>  |  |
| 4 | <p><b>4.1 Executive Officer Reports</b></p> <p><b>4.1.1 – President LD:</b></p> <p>This year’s team campaign is focussed on housing / rent to address concerns around cost of housing and it’s fitness for purpose. Budget requests are not yet ready, but the project plan is complete and deliverables / activities are allocated to officers.</p> <p>LD is leading on various ‘history months’ to build communities. LD is creating working groups to work with these communities and develop plans for events. Budget requests are attached.</p> <p>A Christmas companionship project plan is attached. Funding will be sought elsewhere.</p> <p>Officers attending residential training and ‘Lead and Change’; Networking was useful and a monthly network meeting with Cambridge SU has been arranged.</p> <p>BR asked if this will be used to support history months. LD confirmed this.</p>   |  |
|   | <p><b>4.1.2 – Vice President Business MC:</b></p> <p>Business blogs are being created; website design is underway to support students in the Business and Law courses to help build community and share experiences via blogs from eg: Post Graduate / Society / Part Time students.</p> <p>International Support packages are being developed to promote visibility on areas of support available to international students.</p> <p>MC has been inputting into Rep training plans and Course Based Society activities.</p> <p>MC has been monitoring the 2 pilot schemes of the Personal Tutoring plans.</p> <p>Carer’s awareness campaign; resources and links have been provided to support knowledge of these students and recognise the various types of carer role which students undertake. MC and ACW explained that they are setting up a donation scheme to support charities linked to carers and those with caring needs. The intention is to work with the RAG / Pokémon / other societies on this. MH queried how Pokémon Society would contribute to carer’s awareness. MC clarified that society activities would support relevant charities and events.</p> <p>MC is working with FLY on the part time jobs fairs. Thanks were given to the committee for supporting online surveys / polls. Fairs will be held 23<sup>rd</sup> October in Chelmsford and the following week in Cambridge.</p> |  |

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| <p><b>4.1.3 – Vice President (Health, Social Care and Education) FLY:</b></p> <p>Part time jobs fair will be taking place in response to feedback from students that they want more employment opportunities and seasonal work.</p> <p>FLY is working on the promotion of societies to increase their engagement and visibility. Also to provide better opportunities for feedback and support.</p> <p>Peer mentoring: FHSCE has previously trialled peer mentoring schemes and FLY hopes to improve on this practice, to support the diversity of students in the faculty. Students will be paired with those in higher year groups to offer social and basic academic support.</p> <p>KT queried the ‘approved by Exec’ tick box on the project forms. RG clarified that this was an oversight and will be corrected.</p> |  |
| <p><b>4.1.4 – Vice President (Science and Technology) MH:</b></p> <p>A Society’s Skills project proposal is attached. Faculty Networking Events will be happening shortly after fresher’s.</p> <p>The access to specialist spaces project is currently focussed on Compass House and will move onto Marconi. MH will be addressing this through FPT meetings with senior faculty staff.</p>   |  |
| <p><b>4.1.5 – Vice President (Arts, Law and Social Sciences) ACW:</b></p> <p>The Best Night In campaign is intended to support students who don’t enjoy traditional student nightlife and build this community. Events will be held in SU spaces (eg: toast Tuesdays).</p> <p>Best Night Out will focus on safer nights out including safe sex, consent, bye-stander training and drink awareness.</p> <p>A Body Positivity campaign will include creating a confidence guide and a fashion show with Cambridge School of Art students.</p> <p>A Stress Management campaign will include de-stress fest, breakfast clubs and workshops.</p>   |  |
| <p><b>4.1.6 – Vice President (ARU London) OO:</b></p> <p>OO will be conducting a survey in September to ask students about the need for laptops being provided by ARU London, in place of current bursaries.</p> <p>KT asked for clarity regarding ARUL funding – LD clarified that ARUL is a separate institution financially and that further clarity can be provided outside of the Executive Committee.</p> <p>OO stated that there will be a cultural week in March.</p> <p>Lecture Recording will be developed at ARU London. TS stated that this would be beneficial to all students and should be promoted. MC added that Lecture Capture is currently under discussion.</p>  |  |



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| 5. | <p><b>Budgets</b></p> <p>Note: AM, JS, IA left the meeting: Voting will now take place online for budgets as the committee is not quorate.</p> <p>LD: The budget available is £5000 for the campaigns for the year. Current proposals have reached £5400 and do not yet include the rent campaign. Officers have worked to reduce their budgets to approximately £4000 and are now asking for approval. Officers introduced each budget request including any proposed reductions:</p> <p>Campaign Reps budget maintained at £600<br/> History Months budget reduced to 1050<br/> Carers Awareness reduced to £270<br/> Part Time Jobs Fair maintained at £170<br/> Peer Mentoring maintained at £350<br/> Society Skills reduced to £280<br/> Compass House Protest maintained at £30<br/> Best Night In reduced to £250<br/> Best Night Out maintained at £230<br/> Body Positivity reduced to £200<br/> De-Stress Fest reduced to £650</p> <p>LD asked that the Executive Committee were happy to vote based on the newly proposed budgets and figures if these are provided in writing by Friday 31<sup>st</sup> Aug at midday. Officers agreed to do this and the Executive Committee agreed. Voting will take place online from Friday. RG confirmed that any unspent money from campaigns will be able to be reallocated once the project is completed so future bids would be very likely to be possible.</p> |  |
| 6. | <p><b>6.1 Campaign Rep Updates</b></p> <p><b>6.1.1 Women's Rep (Cambridge) KT:</b></p> <p>Meetings are now arranged with the sexual respect working group. She hopes to get feedback on the proposed name of the universities campaign around these issues, which was discussed by Reps at the away day.</p> <p>KT is working to develop the 'Bringing in the Bystander' training.</p> <p>KT is developing forums and discussion groups.</p> <p><b>6.1.2 BME Students' Rep (Cambridge) BR:</b></p> <p>BR has been gathering feedback on the BME experience. She plans to hold BME meetups and provide social opportunities to meet other BME students. This will include increasing visible activity eg: during BME history month, cultural events / Give It a Go events.</p>   |  |

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|     | <p><b>6.2 Faculty Rep Updates</b></p> <p><b>6.2.1 FHSCE Faculty Rep (Cambridge) TL:</b><br/>         TL will be working on isolation and exclusion of placement students to build support networks with students in similar situations.<br/>         TL raised placement concerns regarding electives and locations at the FPT meeting and hopes to improve choice and flexibility in placement choices.<br/>         TL has been working on a student concern around the cost of tablets used for assessment in placement courses. These have been free on a trial basis until now, but this will be unavailable with the wider roll out to nursing courses. She has been negotiating with faculty staff to appease students concerns. EH praised TL and FLY for effective negotiation on this issue.</p> |    |
| 7&8 | <p><b>Big Ideas &amp; New Policies</b><br/>         LD proposed that these 2 agenda items be pushed back to the next meeting due to time constraints. Executive Committee agreed to this suggestion.</p>   |    |
| 9   | <p><b>Any Other Business</b><br/>         RG reminded Executive Committee members to continue to promote identity meet ups and Fresher's fair. A briefing will be available at each fresher's fair for reps in attendance.<br/>         KT asked about attendance and timings at Fresher's: RG requested arrival before 10am.<br/>         KT asked if she could collect sign up info for Bye-stander training. BD clarified that this will need to be provided online and not on paper due to GDPR restrictions. KT will meet with RG to set this up.<br/>         MC reminded Executive Committee to share vacancies at the SU.</p>  | KT |
| 10  | <p><b>Date and Time of Next Meeting:</b><br/>         26th September 2018, 2pm – 4pm</p>   |    |

## Actions &amp; Matters Arising From Last Meeting

29<sup>th</sup> August 2018

| ITEM  | ACTION   | OWNER | UPDATE |
|-------|--|-------|--------|
| 3.1.2 | SU page in student handbook (seen through Course Re Approval). Ongoing, will be taken to relevant committee identified in the new structure. | LD    |        |
| 5.2   | Against NHS cuts: LD to circulate NUS resource for supporting this campaign.   | LD    |        |
| 3.2   | Financial review: LD to address possibility of bursary counting 'against' applications to the hardship fund with Andrea Cheshire             | LD    |        |
|       | LD to address concerns around the carers support fund  | LD    |        |
| 9     | KT to meet with RG re: bye stander training  | KT    |        |

## **Gender Recognition Act Consultation Paper**

### **Background:**

The Gender Recognition Act 2004 is a piece of legislation which allows transgender people to legally change their gender, therefore receiving a new birth certificate with their preferred name and gender on it. This process requires two years “lived experience” in the acquired gender, a diagnosis of gender dysphoria and the submission of evidence to a panel. This process costs at least £140 and potentially more due to the medical diagnosis and treatment required.

The government currently has a consultation open which the public and organisations can respond to about the Act. This consultation closes in early October. Not all of the questions are relevant to all people or organisations; some specifically ask trans people to talk about their experiences which is obviously not something that an organisation can answer.

Laura Douds (President) and Michael Turner (Trans Rep Cambridge) have drafted the following set of responses to the relevant questions, drawing heavily on NUS guidance from the NUS Trans and NUS Womens campaigns.

We felt that it was important to answer on our students’ behalf, as we feel like trans students (due to their age) are strongly affected by the rules regarding the length of time of the ‘lived experience’ and the associated costs.

### **Recommendation:**

The Executive Committee is asked to **APPROVE** the following responses to the questions.

**Question 3 Do you think there should be a requirement in the future for a diagnosis of gender dysphoria?**

Answer: No

**Please explain the reasons for your answer.**

Not all trans people experience dysphoria, and not all of those who do experience it feel obligated to seek treatment for it; many people manage it non-surgically. Requiring a diagnosis of dysphoria pathologises being trans, and places an emphasis on receiving treatment. This implies that being trans is some kind of mental disorder that needs to be treated, rather than an identity which is valid.

Even if it were appropriate to require a diagnosis, it's important to remember that access to getting a diagnosis is not equal. Waiting lists vary around the country for gender clinics; in areas where waits are longer, trans people are penalised because of the 'postcode lottery' that is the NHS. This means that they have to wait longer to receive treatment and have to wait much longer to begin the legal process of changing their gender through no fault of their own.

In addition, trans people who have mental health conditions or who are otherwise neuro-atypical often face greater scrutiny and are subject to additional gatekeeping around a diagnosis of gender dysphoria. They are often considered to be 'confused' or told that their gender dysphoria is part of their other conditions. Any act which requires a diagnosis of gender dysphoria will be inherently discriminatory against disabled people as a result.

Trans people are also more likely to be homeless or not have a fixed address, and this means that they are less able to access a diagnosis. It makes accessing treatment harder, and trans people may feel wary about accessing treatment in the first place due to perceived transphobia from medial staff.

We support a non-assessment model, which would not require a diagnosis of gender dysphoria to begin and complete the process of changing one's legal gender.

**Do you also think there should be a requirement for a report detailing treatment received?**

Answer: No

**Please explain the reasons for your answer.**

Requiring a medical report pathologises trans identities by paying undue attention to medical aspects of transition over other aspects such as social transition, which trans people themselves have more control over. A report detailing the medical treatment an individual has received does not tell you the truth of their gender.

Requiring a report detailing medical treatment received reinforces the narrative that there are particular, specific ways to be trans, and that there exists a specific way to transition based on following a strict medical pathway. Not all trans people desire medical treatment and those who do not are still equally deserving of having their gender recognised officially. Trans experience is much broader than the treatments an individual may or may not receive, and treatments or lack thereof do not impact the truth of who that individual is.

We support a non-assessment based model which would eliminate the need for a report detailing treatment received.

**Question 5: Under the current gender recognition system, an applicant has to provide evidence to show that they have lived in their acquired gender for at least two years.**

**5a: Do you agree that an applicant should have to provide evidence that they have lived in their acquired gender for a period of time before applying?**

Answer: No

**Please explain the reasons for your answer.**

Some trans people may not have wanted to live as their gender identity before applying for legal gender recognition. For some, this is because of dangerous personal circumstances, though it may also be for other, valid, reasons. This is their right and we believe that they should not be prevented from changing their legal gender because of it.

Furthermore, living in a particular way does not necessarily indicate or reflect a person's gender identity - there is no way of 'proving' a person's gender upon observing the way they choose to live. In order to 'prove' something requires universal metrics by which that thing can be verified, however we believe that there are no universal experiences of living as any gender.

If the requirement be that a trans person provides some form of official documentation, this may present a barrier to trans people legally changing their gender. Trans people are less likely to have a fixed address, and are more likely to be unemployed or struggle to access employment because of transphobia on the part of employers. This makes official records difficult to obtain and similarly, changing documentation might have associated costs which can present a significant barrier.

For most trans people, transitioning looks like changing the way that you live your life, potentially changing your clothes, changing pronouns and how others refer to you informally. This is the reality of transitioning for most trans people – and the legal, formal method of transitioning must reflect this reality.

It is important to remember that transitioning can be difficult and dangerous for trans people; the burden of requiring evidence to prove their gender would be overly invasive and would add another burden to an already difficult process.

We support a non-assessment based model which would eliminate the need for an applicant to provide evidence that they have lived in their acquired gender for a period of time before applying.

**5d: If you answered no to (5a), should there be a period of reflection between making the application and being awarded a Gender Recognition Certificate?**

No.

Periods of reflection are not required for other similar changes such as name changes, so this requirement singles trans people out as somehow less competent to make similar decisions.

Also, people coming out as trans do not do so lightly; the social costs for doing so can be heavy and so those who decide to legally change their gender will almost always do so after a long period of having thought about it. Any time taken up until this point will not be included in this gender recognition process, so requiring a period of reflection places further barriers and unnecessary waits in the

process. Not being able to legally change their gender when they are ready to do so denies trans people dignity and respect and may have severe implications for an individual's mental health.

Furthermore a lack of legal recognition can put trans people in unsafe situations if they are forced to out themselves when needing to show their birth certificate which does not match their gender identity.

We urge the government to commit to the principle that no individual has a better understanding of their gender than they themselves. This would eliminate the need to introduce any measure which assumes that a trans person may actually be unsure of their gender, or would regret going through the legal process to change their gender.

**Question 6 Currently, applicants for a gender recognition certificate must make a statutory declaration as part of the process. 6a: Do you think this requirement should be retained, regardless of what other changes are made to the gender recognition system?**

Answer: No

**Please explain the reasons for your answer.**

Making a statutory declaration and then acting contrary to that declaration is a criminal offence and can result in fines, criminal records, and other financial and social costs. There is a significant risk here of trans people being accused maliciously by anti-trans individuals or groups.

Given that convictions for breaking a statutory declaration in gender recognition cases are almost unheard of both the UK and other jurisdictions with similar or more relaxed laws, it seems unlikely such mechanisms are needed.

We urge the government to acknowledge that abusive men do not need to change their legal gender in order to abuse women. Cases of men falsely changing gender for nefarious purposes has not been a significant issue in the UK since either the Equality Act 2010 or the Gender Recognition Act 2004 came into force, nor for any other jurisdiction who have similar laws or more relaxed laws. The only people who have been known to falsely claim gender changes have been anti-trans campaigners trying to make a point. As a result, the 'safeguards' provided by statutory declarations are unnecessary, and a deed poll style process is preferable.

Our preferred option would be one similar to changing one's name by deed poll, where a trans person would not face legal implications if they were deemed to be not living as their legal gender. Should statutory declarations be the government's preferred option however, protections should be put in place to protect trans people against malicious accusations of breaking a statutory declaration. It is largely acknowledged within the trans community that the courts do not have the cultural competency to deal with cases involving trans people in a way which understands the specific needs and contexts of the trans community. This would be particularly the case if non-binary people were given legal recognition, as "non-binary" is not an identity with a coherent and universally legible understanding, meaning that there may well be many wrongful accusations of breaking a statutory declaration upheld by the courts.

**6c: If you answered no to (6a), do you think there should be any other type of safeguard to show seriousness of intent?**

Most organisations in their data collection do not require safeguards in order to change gender on an administrative system. As a result, we have self-declaration of gender in almost all areas, which has not resulted in any adverse impacts. We believe therefore that no safeguards are necessary.

Furthermore, this proposal seems to suggest that trans people are somehow ill equipped to make decisions around the legal recognition of their gender. If the objective of introducing safeguards is to ensure that trans people have sufficiently considered their decision this is not only patronising to trans people but ignores the often long-term and challenging considerations many trans people will have had to make leading up to that point.

**Question 7 The Government is keen to understand more about the spousal consent provisions for married persons in the Gender Recognition Act. Do you agree with the current provisions?**

Answer: No

**Please explain the reasons for your answer. If you think the provisions should change, how do you think they should be altered?**

Requiring spousal permission for a trans person to legally change their gender essentially leaves the decision regarding someone else's gender up to another person. We believe that this denies trans people autonomy and we urge the government to commit to the principle that no individual better understands a person's gender identity than the person themselves.

Furthermore trans people are more likely to be victims of domestic violence and abuse than their cisgender counterparts. As such, requiring trans people to gain the permission of their partner in order to legally change their gender allows abusive spouses to use their power to hold trans people's identities hostage, potentially compounding and exacerbating other existing forms of abuse.

If a spouse does choose to say no to a trans partner's gender recognition, then the trans person would need to start divorce proceedings in order to then be eligible to have their legal gender recognised. This is unacceptable considering that acrimonious divorces can proceed over a long period of time, especially when there is custody of children or significant assets at stake. Similarly, some people may not wish to get divorced for religious or other reasons, even if they are in a marriage where their partner is not comfortable with them legally changing their gender. Furthermore a trans person can live as their acquired gender without having written permission from one's spouse. As such, gaining permission for legally changing their gender is inconsistent with this. We believe therefore that the need to acquire permission from their spouse unfairly singles out trans people who wish to have their gender legally recognised.

The reason for maintaining spousal consent is that both members of a couple should 'have an equal say in the future of that contract', but this reinforces the wrong assumption that trans people (or anyone) chooses their gender. This is untrue and no expectation would be placed on an individual to gain permission from their spouse for something they have no control over otherwise. Whilst a trans person does technically have a choice as to whether they legally change their gender, not doing so is likely to have serious impacts on an individual's wellbeing and safety.



**Question 8** Currently, applicants must pay £140 to apply for a Gender Recognition Certificate. (8a) Do you think the fee should be removed from the process of applying for legal gender recognition?

Answer: Yes

**The Government is keen to understand more about the financial cost of achieving legal gender recognition, beyond the £140 application fee. (8c) What other financial costs do trans individuals face when applying for a gender recognition certificate and what is the impact of these costs?**

Trans people face many extra costs as part of their transition, including costs associated with accessing healthcare. This can include extensive costs for travel, given that many trans people are required to travel across the UK to access support, because of the lack of Gender Identity Clinics. Some trans people also face the cost of prescriptions and private health care, for those who are unable to access support through the NHS for a variety of reasons beyond their control.

Trans people may also face the costs relating to their social transition including new clothes, losing or changing jobs and extra costs borne through being less employable if you are visibly trans.

Regarding the process of legally changing gender, trans people also face costs in relation to acquiring new documentation including a new passport and birth certificate as well as the cost of safe postage of important documents by courier.

These costs, and others, mean that legal recognition is a right that many trans people are unable to afford.

**Question 9** Do you think the privacy and disclosure of information provisions in section 22 of the Gender Recognition Act are adequate? If no, how do you think it should be changed?

Answer: No

Whilst we do not believe that any legal changes are required to section 22 of the Gender Recognition Act (GRA), we do have concerns relating to section 22 which we urge the government to address.

Particularly, section 22 of the GRA often isn't upheld, with many violations of the privacy and disclosure provisions not leading to prosecution. A common experience for many trans people is to come across employees in administrative positions asking to see a Gender Recognition Certificate (GRC). This likely happens as a result of a lack of awareness amongst employees, and the population more broadly, and as such will not be fixed by a change in legislation. We do however urge the government to take action to build this understanding within companies and organisations.

**Question 20** Currently, UK law does not recognise any gender other than male and female. Do you think that there need to be changes to the Gender Recognition Act to accommodate individuals who identify as nonbinary?

Answer: Yes

**If you would like to, please expand upon your answer.**

Over recent years non-binary trans people have seen their gender identities become increasingly reflected both legally and culturally, with the number of people openly defining as non-binary increasing.

As such the legal recognition of man and woman alone reflects an increasingly outdated model of understanding gender. Not only does it prevent many non-binary trans people from accessing legal recognition of their identities, but also sends a message to all non-binary people that their gender identities are less legitimate than cisgender and trans binary people. We urge the government to follow the lead of countries across the globe including Austria, Malta and now Scotland in taking steps to allow formal recognition of non-binary genders.

Representation of non-binary people is missing from almost every level of the UK's laws and institutions which in turn leads to their needs being disregarded. In enabling non-binary people to access legal recognition of their identities would improve an important first step in causing institutions and laws to move forward in recognising and providing opportunities for non-binary people.

**Question 22 Do you have any further comments about the Gender Recognition Act 2004?**

Self-definition applies to many other protected characteristics including disability and sexual orientation and we believe that no state record or approval process should be needed to identify as any gender. We would note that "self-definition" is the norm in almost all of society. After all, the alternative to self-definition is either providing a birth certificate or a genital check, and these requirements are exceedingly rare.

We would also note that in relation to access to women's services, it is not one's gender that is deemed suitable, it is one's assumed birth assignment. For example, a trans woman who has undergone hormone replacement therapy and vaginoplasty and is read as a cisgender woman will only have her access to a single-sex service/space blocked in the case of a malicious intervention. Such a trans woman would not pose any risk to cisgender women, as they would all believe that she was assigned female at birth. A different example is with an intersex woman who was assigned female at birth having higher levels of testosterone, perhaps having visible facial hair or a deeper voice. This category of woman would be at risk of being excluded from women's spaces due to overzealous gatekeeping, where even a birth certificate may not be sufficient to gain entry to a vital service.

Therefore, we have to concede that it is one's perceived assigned gender at birth which governs access to women's spaces, not their actual assigned gender at birth. And given that the gatekeeping of gender is often based on gender stereotypes, we see many conceptual issues which remain even if gender recognition is reformed by Parliament.

Furthermore, we would like to see an end to the government register of those who have obtained a GRC. If this information is leaked, which can happen despite the best of intentions, it could completely destroy a person's settled life. As there is not a need for the state to have this information, we would like it to be destroyed for the safety of trans people.

## Project Plan

**CAMPAIGN PROJECT PLAN**

| <b>Project Title</b>   | <b>Start Date</b> | <b>End Date</b> |
|------------------------|-------------------|-----------------|
| <i>Operation: RENT</i> | July 18           | ongoing         |

|                         |                                      |                        |                     |
|-------------------------|--------------------------------------|------------------------|---------------------|
| <b>Lead Officer/Rep</b> | Laura                                | <b>Officer Support</b> | <b>All Officers</b> |
| <b>Staff Support</b>    | Rose, Emma,<br>Bethan, Comms,<br>etc | <b>Exec Support</b>    | <b>All Exec</b>     |

| <b>The problem</b>   | <b>Evidence</b>   | <b>Vision</b>  |
|--|---|--|
| <p><i>What's the issue? Why are you doing this campaign?</i></p> <p>Students often live in unaffordable accommodation – working many hours or borrowing significant amounts of money from banks or family to support themselves.</p> <p>Student accommodation is not always fit for purpose – often bathrooms are mouldy, houses are missing carbon monoxide detectors or are otherwise not fit for habitation/or are unsafe for some students, contracts are too long or too short etc.</p> | <p><i>How do you know it's a problem?</i></p> <p>Overwhelming amounts of anecdotal feedback on both fronts.</p> <p>NUS data: Poverty Commission Executive Summary:<br/> “Student hall rents routinely exceed what is affordable given the maintenance loan available to students, and institutional strategies to ensure affordability are rare.”<br/> “Working class students, and other student groups including international students, can struggle to find a guarantor to rent in the private sector, leading them to use private schemes with exorbitant fees and interest rates.”<br/> “Average student expenditure routinely exceeds the income available through student support, and working class students are more likely to have to rely on part-time employment or other forms of debt to make ends meet, while being less likely to receive support from their families.”</p> <p>-</p> | <p><i>What do you want the outcome of this campaign to be?</i></p> <p>Safe, appropriate and affordable housing for students.</p> |

| Aim  | Objectives   |
|--|--|
| <p data-bbox="204 801 740 869"><i>What is the purpose and broad activity of the campaign?</i></p> <p data-bbox="204 952 721 1064">To help students have accommodation that is safe, affordable and appropriate for them.</p> | <p data-bbox="767 255 1374 322"><i>What are the specific objectives of this campaign? What will it achieve?</i></p>  |
|  | <p data-bbox="767 322 1358 389">Students will not be forced to work excessive hours to afford to live.</p>   |
|  | <p data-bbox="767 389 1374 456">Students will not be forced to borrow money to afford to live.</p>   |
|  | <p data-bbox="767 456 1326 524">Student housing will be habitable and safe.</p>  |
|  | <p data-bbox="767 524 1366 636">Students will know their tenancy rights and be comfortable challenging poor behaviour from landlords.</p>  |
|  | <p data-bbox="767 636 1310 748">The city council will stop giving planning permission to companies building student housing that is unaffordable.</p>  |
|  | <p data-bbox="767 748 1374 896">Anglia Ruskin will provide housing, and encourage partner halls to provide housing for an entire year of full-time postgraduate study rather than for a typical 'academic year'.</p>   |
|  | <p data-bbox="767 896 1310 963">Students will be supported to find suitable housemates for their needs.</p>  |
|  | <p data-bbox="767 963 1374 1111">There will not be unreasonable 'administrative' fees from letting agents or ARU's accommodation services while searching for and booking accommodation.</p>   |
|  | <p data-bbox="767 1111 1302 1223">Students will have an in-house guarantor rather than needing to rely on external agencies.</p>   |
|  | <p data-bbox="767 1223 1382 1335">International students will be equipped with the tools to tackle discrimination in the housing sector.</p>   |
|  | <p data-bbox="767 1335 1382 1659">Anglia Ruskin will ensure that students' wellbeing is supported while living in their own and partner halls. This can include but is not limited to: combating harassment or hate crime in halls, helping students who have been sexually assaulted to move out if they wish— eg. Helping students who have been bullied or otherwise harassed to find a suitable replacement.</p> |
|  | <p data-bbox="767 1659 1358 1731">Anglia Ruskin will stop promoting excessively expensive partner halls.</p>   |

| <b>Key Stakeholders</b>                           | <b>How to get them on board</b>  |
|---|--|
| <i>Who will play a big part in your campaign?</i> | <i>How are you going to win them over/get them involved?</i>   |
| CUSU  | Acknowledge that this issue is broader than just ARU students; see where we can collaborate with each other as there is strength in numbers. |
| Students  | Get them angry about the injustice they face; promote at Fresher's Fair; advertise widely.   |
| Exec  | Explain our rationale/same as all students.  |
| SU Staff  | Explain the importance of this work.   |
| Anyone in Estates/Facilities                      | Evidence; set up meetings with them where appropriate; gather information from them.   |
| Local MPs/council                                 | Evidence; anecdotes that they can use in parliament, meetings where appropriate.   |
| Local Landlords                                   | Community building; seeing who and how many are on-side already; try to paint the positives rather than the negatives.                       |
| Local Letting Agencies                            | As above   |
| Board of Governors                                | Evidence, personal influence as board member.  |
| Vice Chancellor Group                             | Keep them involved as and when necessary; try to constructively challenge rather than 'go hard' too early.                                   |
| Families of Students                              | Get the students on board.   |

### **Project Team and responsibilities**

*Who is going to help you and what are their responsibilities?*

*Officers  
Which SU staff?*

| <b>Consultation/Approval</b> | <b>Date</b> |   |
|------------------------------|-------------|---|
| <b>Campaigns Coordinator</b> |             | ✓ |
| <b>Executive Committee</b>   |             | ✓ |
| <b>Students</b>              |             | ✓ |

| <b>Deliverables</b>   | <b>Departments Involved in Delivery</b>   | <b>Monitor, Measure and Evaluate (KPIs)</b>   | <b>Which Officer is Leading (but not wholly responsible for)?</b>                |
|---|---|---|--|
| <i>What will the outputs of the project be (an event, a facebook group)</i>   | <i>Are there any specific Students' Union departments/teams that you would like to be involved?</i> | <i>How will you measure the success of the project? How will we know if it has achieved its objectives?</i> |  |
| A research project into rent and housing issues faced by students at ARU.<br><br>This report will allow us to figure out a lot of our other deliverables/actions. | ALL Union teams should use their reach to students to help gather responses.                        | Number of responses<br>Quality of data  | Laura designing project<br>All responsible for promoting and gathering responses |
| Lobby accommodation dept. to provide a feedback/help hub.   | Officers, ARU Accomodation  | A feedback hub is produced.   | Amanda   |
| Monthly meetings set up with local MPs to discuss student housing issues.<br><br>Meeting with local councils to discuss student housing issues.                   | Officers, Campaigns.  | A meeting is set up.  | Laura (Luca)   |
| A report on alternatives to guarantors/bringing guarantor schemes in-house rather than external. Potentially leading to an internal Guarantor Scheme.             | Officers, Campaigns.  | Suitable data is found and the report is written.   | Laura  |
| A 'find a flatmate' event will be hosted on each campus.  | Officers, Campaigns, Activities.  | The event happens, number of people who attend.   | Mary and Fraser  |
| A paper to discuss/a protest against students being 'trapped' in halls where they are unsafe/discriminated against.   | Officers, Campaigns. (Advice)   | Students will be allowed to break their contracts early in the event of harassment, bullying, etc.          | Amanda   |

|   |   |  |      |
|---|---|--|------|
| An 'accommodation working group' to focus on student feedback about halls.    | Officers, Campaigns, Rep (to get reps to sit on it with us?), University Accommodation team | The group will be set up and effective.              | Matt |
| Promotion of the tenancy guide. (and adaptations for international students?) | Officers, Comms, Campaigns  | Students will be aware of and use the tenancy guide. | Mary |

**TOTAL COST: £**

## Campaigns Budget Form

*Please submit alongside project plan or update*

Laura Douds, Matt Hayes, Amanda Campbell White, Fraser

Name: Luther-Yarwood, Mary Copsey

Role: Officer team

Dates: 18-19 Academic Year

Which campaign is this for?: Rent Campaign

Date of Executive Committee: 26/09/2018

| What are you delivering?   | Estimated Cost | What you need and why you need it:  | Amount Approved | Amount Spent | Items Purchased | Date Purchased |
|--|----------------|---|-----------------|--------------|-----------------|----------------|
| Renting survey inc. promotion and incentive which will give us evidence about renting issues | £45.00         | Business-card sized flyers to advertise renting survey                                    |                 |              |                 |                |
| Renting survey inc. promotion and incentive which will give us evidence about renting issues | £100.00        | Incentive to get students to take the survey (£100 prize for one survey-taker)            |                 |              |                 |                |
| Renting survey inc. promotion and incentive which will give us evidence about renting issues | £200.00        | Student staff for both Chelmsford and Cambridge campus to promote survey (@ £10 an hour). |                 |              |                 |                |
| Renting survey inc. promotion and incentive which will give us evidence about renting issues | £50.00         | Promotion for survey using social media   |                 |              |                 |                |
| Find a Flatmate Event  | £60.00         | Snacks for both campuses during the Find a Flatmate event                                 |                 |              |                 |                |
|  |                |   |                 |              |                 |                |
|  |                |   |                 |              |                 |                |
|  |                |   |                 |              |                 |                |
|  |                |   |                 |              |                 |                |
|  |                |   |                 |              |                 |                |
| <b>Total Requested</b>   | <b>£455.00</b> |   | <b>£0.00</b>    | <b>£0.00</b> |                 |                |

Variation between Amount Approved and Amount Spent: £0.00



## EXECUTIVE COMMITTEE UPDATE

**LAURA DOUDS - PRESIDENT**

My campaigns, policy and other work

**My campaigns**

|   |             |
|---|-------------|
| Rent (To be renamed)  | In progress |
| <p><i>Actions updated: 11-09-18</i></p> <p>Budget sent to exec<br/>Met with Daniel Zeichner (Cambridge MP - Labour) and filled him in. He seemed really interested in the campaign and asked us to send over some info about how much our halls cost - which we've done.<br/>The survey is 80% done at the time of writing but it's not ready to show exec just yet.</p>  |             |
| History months  | In progress |
| <p><i>Actions updated: 11-09-2018</i></p> <p>Black history month is underway - Blessing has been a massive help with selecting a theme (Culture - we're celebrating the diversity within diversity) and we've been reaching out to CUSU, Academics and loads of other people. At the moment we have a fashion show planned on the 4th October in the Academy, a film night on the 12th, a black students forum on the 18th, and a panel on the 29th called 'Cultural Appropriation: What Is It and Does It Exist?'</p> <p>We're trying to figure out what to do in Chelmsford - uptake is usually lower for events there however we might be able to make use of the 92 space and do film screenings etc.</p> |             |
| Christmas Companionship   | Not started |
| <p><i>Actions updated: 11-09-2018</i></p> <p>On hold until further research is gathered, other sources of budget have been identified, and have checked that there is a real demand for this. Have meetings in the diary with the chaplaincy and international office to see if there's demand/what they could help with.</p>   |             |

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## Other relevant updates

*Actions updated: [date of update]*

The Union had a Trustee Board away day, right before the first Board of Trustees meeting of the academic year, so I had to put a lot of time into making sure the papers were ready and I was ready to chair that meeting - thankfully it went really well!

I've sent a paper about the Government's consultation about the Gender Recognition Act. I've followed NUS guidance while writing this and had a lot of help from Mike Turner - we've sent it to exec for approval and if approved I'll submit the responses as President on behalf of the Union and the students.

I attended an event called 'Students as Governors' which was put on by AdvanceHE. The Secretary&Clerk of the University's Board of Governors paid for me to go on the training so that I can be more effective in that part of my role and the training was excellent. There were loads of different speakers and I'm feeling a lot more confident about being on the Board as a result.

I met with Andrea Cheshire and raised the concerns that were aired at the last meeting regarding hardship funds and the loss of books plus. She has referred me to David Walmsley who is leading on other student funds at the moment and I'll be having a meeting with him in the upcoming weeks.

## EXECUTIVE COMMITTEE UPDATE

**MARY COPSEY - VICE PRESIDENT (BUSINESS & LAW)**

My campaigns, policy and other work

**My campaigns**

|  |            |
|--|------------|
| <b>Part Time Jobs Fair</b>   | Working on |
| <p><b>Actions updated: completed beginning September</b></p> <ul style="list-style-type: none"> <li>- design briefs send (Mary and Fraser)</li> <li>- flyers printed and have arrived at both campuses (Chelmsford and Cambridge).</li> <li>- the PTJF has been sent round staff and will be included in weekly stand ups (Mary)</li> <li>- jobs fair article has been created (Fraser).</li> <li>- event space all booked (Mary/Fraser/su team)</li> <li>- two working group meetings have taken place as well as a employer budget meeting Mary/Fraser and commercial team discussed a budget request forms for external companies to pay a fee of £50 pound to attend (change only to those employers who did not go to freshers fair)</li> <li>- Fraser and Tony - created budget sheets for employers to confirm attendance and those who need to pay can.</li> </ul> <p><b>Actions in progress:</b></p> <ul style="list-style-type: none"> <li>- Flyers will be given out at Freshers fair and throughout october Mary/Fraser will be GOAT throughout October up to the event.</li> <li>- events on facebook have been made and promotion will launch end of September,</li> <li>- info-screens, app banners, website banners will be launched end of September throughout the university and the SU(Mary).</li> </ul> <p><u>Exec support- please can you shout out about our event and share/retweet promotion - thank you so much.</u></p> |            |

|   |            |
|---|------------|
| <b>Carers Awareness</b>   | Working on |
| <p><b>Actions updated: Ongoing throughout end August/September-continues</b></p> <ul style="list-style-type: none"> <li>- Spoken to Chris (Volunteer Manager) - longing hours and creating a portal on the volunteer page for carers discussions are happening with MSL</li> <li>- Follow up meeting is being arranged with the Advise Team to update the advise page, making it more visual/accessible and informative of what support student carers can receive within the SU, university and externally (GOV support and funds).</li> <li>- Follow up with Student Services - meetings have been arranged to discuss and develop existing support and introducing my campaign ideas.</li> </ul> |            |

**Action date events - November**

- Carers awareness day will be the 30th November! (save the date)
- We are considering and making arrangements/plan to see if we can hold the event at Chelmsford on the same day or follow up. Chelmsford, is not being left out we are planning away to make this successful in both campuses.
- Carers party details to follow/ donations will be also taken to the chosen charity.
- All promotions to be completed and send to Comms; event promo to be made and launched.
- Disability History Month - carers awareness campaign links to and can be promoted within to support students and enhance awareness of both campaigns. Meetings to be arranged with Laura and other exec members.

**Community Project - Carers Awareness**

Recycle and reuse! Mary and Amanda have been meeting with sustainability society and the University to recycle and reuse and reduce the use of plastics. Therefore, for the community project within the carers awareness campaign we are investigating into using cardboard boxes to hold student donations in.

**DONATE DONATE DONATE.**

- We are collected boxes to hold donations currently. Shout outs about this will be advertised in weekly standups.
- Any exec support is welcomed! If you would like to get involved please contact Mary.
- Donations collections will start after freshers (October throughout November) after the first event, we will keep the donations box throughout the year with more events to follow.

Exec support- please can you shout out about our event and share/retweet promotion - thank you so much.

**Business Blogs (faculty of Business and Law**

Working on

**Actions updated: Mary completed**

- Design briefs been send over to Comms; info-screens and web banners, app banners etc all send over to Comms.
- Spoken to business school, they are onboard with adding email signatures to their emails and promoting to business students.
- Website has been created.

**Actions to be completed: - currently ongoing**

- Digital posters to be send to business school as they will have them up within the faculty office.
- Launch date tbc as well as Mary, to write the first article and submit.
- Mary to produce T&C for business blogs - this will be a link attached to the website where students view.

- Meetings arranged with Chelmsford Faculty Rep to discuss campaigns going forward.

## International Support Package

Working on

### **Actions updated: Planning and evidence building stage (current-ongoing)**

*Had meetings with the Chaplin and international office*

- Discussions were around the ICAFE and also the international support available, how we can work together to promote visibility and communicate with students.
- Assignment support review, workshops.
- Follow up with Student Services - meetings have been arranged to discuss and develop existing support and introducing my campaign ideas.

### **PROJECT PLAN TO FOLLOW**

- I have been having conversations with the business school, international office, Champlain to see what events we can promote and work on together and whether some of their budgets may be able to cover some of the international campaign. Therefore, I haven't placed a budget request yet as but it is looking around £50 (maybe less/more) that will be put forward in the next exec.

**Action plan going forward:** speak to other faculties and get them onboard with this campaign and international support.

- Follow up with international office about international students within other faculties and what (if required) support, development, new ideas are needed).
- Student lead events held by Mary part of campaign - investigating into 1 event per a semester alongside other international events.
- Speak to international reps and other exec committee reps to see if they are interested on getting onboard? Tbc.

## Other relevant updates

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*Faculty of Business and Law Networking Event on the 2nd Oct, which I am working alongside the course-based Coordinator and The Business school engagement team.*

**13th September-** *I created a mini selfie video as requested from the business school for student ambassadors to present to students in induction week based upon my self-confidence building article.*

## EXECUTIVE COMMITTEE UPDATE

# FRASER LUTHER-YARWOOD - VICE PRESIDENT (HEALTH, EDUCATION, MEDICINE & SOCIAL CARE)

My campaigns, policy and other work



## My campaigns

|  |             |
|--|-------------|
| Part Time Jobs Fair  | In Progress |
| <p><i>A working group has been set in place involving both the union and employability<br/>The dates of the event are 23<sup>rd</sup> October (Chelmsford) and 30<sup>th</sup> October (Cambridge) each event will run 11-2<br/>The budget, as shown through the project plan, will solely go towards the promotion of the event</i></p> |             |
| Peer Mentoring Programme   | In Progress |
| <p><i>Currently working with different members within the faculty to use experience and history to apply a more effective Peer Mentoring Programme<br/>A presentation will be made at both my FPT and FEC<br/>Trial period hopes to commence in January</i></p>  |             |
| Love Societies   | Not started |
| <p><i>Working on from last years' Love Societies project we are aiming to help promote smaller societies, invoke a better feedback mechanism for societies and also start a new Society of the Month awards<br/>Communications have already started with Dan Fow</i></p>   |             |

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## Other relevant updates

*Actions updated: 17/08/18*

### *Interdisciplinary Learning Activities*

*Nicky Milner and Ben Morris are partners in the project*

*A system that brings all medical based courses together to complete a story line diagnosis*

*We are currently looking to start a focus group for this project to gather student interest*

*This project has already been granted funding by the LTA*

### *Open Library*

*Communications have started already and actions now are supported by the CircPolicy survey*

*Looking to reduce late return fees*

*Potential to have a food designated area within the library, most likely on the ground floor*

### *Reps and Research*

*A project I was invited to which looks into the pre-university process of application, acceptance and arrival.*

*I have already myself completed a 1:1 to discuss my own experiences but we are looking to expand upon this and look into how prospective students can be better support before they even arrive at the university*

### *Hot Food on Young Street*

*Once Terry's replacement has arrived I will start communications to provide the necessary provisions and facilities at Young Street*



## EXECUTIVE COMMITTEE UPDATE

**MATT HAYES - VICE PRESIDENT (SCIENCE & ENGINEERING)**

My campaigns, policy and other work

**My campaigns**

|   |             |
|---|-------------|
| Access Denied   | In Progress |
| <p><i>Actions updated: 14/09/18</i></p> <p>Extended Trial proposal paper drafted. If possible, I would love to get the exec committee to sign this.</p> <p>Marcian Cirstea confirmed that current saturday trials will be sufficiently communicated to students by email.</p> |             |

|   |             |
|---|-------------|
| Society Skills  | Not Started |
| <p><i>Actions updated: [14/09/18]</i></p> <p>Approved by Exec</p> <p>23/10/18 - possible date for workshop 1? Same day as Chelmsford PTJF but as they are on different campuses, I don't think this would be an issue however I would like Exec's approval.</p> |             |

**Other relevant updates**

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| <p><i>Actions updated: 14/09/18</i></p> <p>I have been extensively researching drugs policy. As part of this, I have started a WhatsApp group with Officers from other unions (25 officers from 23 different Unions) to compare how their Institutions treat drugs and how we can begin to create a national movement towards seeing drugs as a Social Care issue rather than a crime. This mostly stemmed from the release and subsequent workshop around the NUS Taking The Hit report. I have spoken to Eva Crossan-Jory from NUS about the possibility of getting drug checking kits on their purchasing consortium.</p> |
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## EXECUTIVE COMMITTEE UPDATE

## AMANDA CAMPBELL-WHITE - VICE PRESIDENT (ARTS, HUMANITIES & SOCIAL SCIENCES)

My campaigns, policy and other work



### My campaigns

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| Best Night Out   | InProgress |
| <p><i>Actions updated: [14/09/19]</i></p> <p>Me and Matt have requested the orders for the first Best night Out event in October. Event is live on the website, still waiting for Rhys to create the facebook event but the design work is all ready to go!</p> <p>Quick chat with Ben Morris about how we can do an event for chelmsford in the near future :) will put in a meeting to spitball ideas.</p> <p>Have arranged a meeting with Tom (commercial SU team) and the relevant Student services people working on the Bringing in the bystander to discuss how we can implement this for our su student staff and societies in the SU.</p> |            |

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|--|----------------|
| Best Night In  | [ In Progress] |
| <p><i>Actions updated: [14/09/18]</i></p> <p>I have been in contact with TAGS and Harry Potter society about being involved in the event, still waiting on replies from other societies (arts and crafts, anime etc).</p> <p>Ordering what we need for Best Night In soon :)</p> |                |

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|--|------------|
| Body Positivity  | [Progress] |
| <p><i>Actions updated: [date of update]</i></p> <p>Literally haven't even thought about the campaign since last exec, sorry!</p> |            |

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## Other relevant updates

*Actions updated: 14/09/18*

Me and Mary meet with GSI and the sustainability society Tuesday (11/09/18) about what they are up to and what we can work on together. We are working on getting rid of the canteen boxes and replacing them with vegware (or similar). Arranging a plastics event for the Academy next semester which will be underwater themed with the GSI and the society. The society have an awareness event going on from 24th Sep - 5th October every 12-2pm lunchtime with a large whale made from plastics from a CSA student - it's really cool! Any volunteers who want to be involved with the society etc let me know.

Mary and I have been invited to attend the Global Sustainability Institute's introductory seminar on the 27th September.

Matt and I meet with Apurba, to discuss compass house moving forward from the restructure.

Matt, Rose and I all attended good lad facilitator training across 2 days. These sessions were really intense but informative, we are very excited to get started and facilitate for students at ARU. would 10/10 recommend signing up to these sessions when they are up and running!

I went to my FPT meeting with Bethan to look at what the faculty are up to, we discussed the university master plan in which I presented them the research I gathered from students about Cambridge campus. This research was written up and sent to the faculty and to the consultation people... Apurba agreed with the feedback on a lack of bar for Cambridge! Also I was invited to my faculty day to see what the faculty are up to which was really nice! It was a good chance to meet people in the faculty from various courses etc.

Met with Karen Sturt and deputy dean of my faculty (Shaun) to talk about welcome events and events the faculty are doing with the Academy for this semester!! YAY!

I have attended Sexual Respect working group with Kyia to look at how the website will look and content for it, it's still a working progress.

ALL OFFICERS UPDATEY THINGSSS:

- All officers met with Daniel Zeichner (Cambridge MP) to talk about our campaigns and issues facing students in Cambridge in terms of housing.
- All Officers went to our board of trustees away day with managers and the board, this was super productive but also a long day!
- We have all been doing an excessive amount of move ins, campus tours and hosting of events already. It has been great fun but also tiring. Welcome talks soon! We've also still been going to various university meetings in our faculties in between...
- Still all attending training such as coping with stress and building personal resilience.

## EXECUTIVE COMMITTEE UPDATE

**CAMPAIGN REPS**Campaigns, projects and other work

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Kyia Thompson / Women's Rep, Cambridge

*Update:*

Sexual Respect Working Group

I attended a Sexual Respect Working Group meeting on the 3rd September, however after this meeting I was rather discouraged. The university are reluctant to create a sexual respect policy relating to sexual assault at university, their position is that current policies already cover the necessary procedure needed to adequately investigate the complaint. I am very passionate that this not being good enough, and I did voice this in the meeting several times. After the meeting I spoke to Colleen Moore (Head of Criminology) and we are both in agreement that something more needs to happen to persuade the university to create a policy. I would like to ask for the thoughts of the Executive Committee regarding this issue.

ARU Girls

I have been in contact with ARU Girls about collaborating on self-defence classes. I have made them aware that the university are wanting to also doing a self-defence class, and they are really keen to work with both myself and the university!

Minority Forum

Myself, Luca (LGBT+ Rep, Cambridge), Michael (Trans Rep, Cambridge), Blessing (BME Rep, Cambridge) and Juliet (Disabled Rep, Cambridge) are planning our Minority Forum for Wednesday 7th November at 12pm in the SU Space). We would love to hear the thoughts of Executive Committee.

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