

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

24th August 15:00 – 17:00

1.1 Welcome, apologies and absences, including newly elected members	Shankar Sreenath	<i>To note</i>	Verbal
1.2 Terms of reference* A new team has been elected	Shankar Sreenath	<i>To note</i>	
1.3 Minutes of the last meeting	Shankar Sreenath	<i>To approve</i>	47/22
1.4 Actions & matters arising from last meeting	Shankar Sreenath	<i>To discuss</i>	47/22
2. Items for Discussion			
2.1. Trustee Renewals & Approvals	Fraser Luther-Yarwood	<i>To approve</i>	48/22
2.1.1 Teresa Jordan			
2.1.2 Sian Myers			
2.1.3 Ashley James Corey			
2.1.4 Richard Watson			
2.2 Bye Law Proposal	Fraser Luther-Yarwood	<i>To approve</i>	49/22
2.3. Equality Networks	Jo Bunkle	<i>To note</i>	Verbal
2.4. Freshers	Fraser Luther-Yarwood	<i>To note</i>	Verbal
2.5. Course Rep & Bye Elections	Fraser Luther-Yarwood	<i>To note</i>	Verbal
2.6. Policy	Fraser Luther-Yarwood	<i>To note</i>	Verbal
2.7 Committeements	Fraser Luther-Yarwood	<i>To discuss</i>	Verbal
3. Faculty Rep Updates			
<i>All representatives to introduce their projects and campaigns and seek support and input from others</i>	All Faculty Reps	<i>To discuss and action</i>	Verbal
4. Campaign Rep Updates			
<i>All representatives to introduce their projects and campaigns and seek support and input from others</i>	All Campaign Reps	<i>To discuss and action</i>	Verbal
5. Executive Officer reports			
<i>Officers may select one or two campaigns to update on and seek support and input</i>			
5.1 President	Shankar Sreenath	<i>To discuss</i>	Verbal

5.2 Vice President (Business & Law)	Nithin Raj	<i>To discuss</i>	Verbal
5.3 Vice President (Arts, Humanities & Social Sciences)	Akshay Kumbalath	<i>To discuss</i>	Verbal
5.4 Vice President (Health, Education, Medicine & Social Care)	Rohit Dhyani	<i>To discuss</i>	Verbal
5.5 Vice President (Healthcare Practise)	Sharmeen Jawad	<i>To discuss</i>	Verbal
5.6 Vice President (Science & Engineering)	Rahman Abdul Salam	<i>To discuss</i>	Verbal
6. Any Other Business			
<ul style="list-style-type: none"> • Pronoun Badges • Wider Executive Spending 			
Date of next meeting: TBC September 2022			

Executive Committee (FVC and LEDIC) Minutes; 28th April 2022 2pm

Item		Action																																																																																													
1.	<p>1.1 Attendance P = Present, Ap = Apologies, A = Absent</p> <p>1.1.1 Members</p> <table border="1" data-bbox="213 595 1334 1615"> <tbody> <tr><td>Cavya Antony</td><td>President (Chair)</td><td>P</td></tr> <tr><td>Sobin Sojan</td><td>Vice President: Arts, Humanities and Social Sciences</td><td>P</td></tr> <tr><td>Ashique Salim</td><td>Vice President: Business & Law</td><td>P</td></tr> <tr><td>Divya Agarwal</td><td>Vice President: Health Education Medicine & Social Care</td><td>P</td></tr> <tr><td>Kevin Joy</td><td>Vice President: Science and Engineering</td><td>P</td></tr> <tr><td>Abbie Harper</td><td>AHSS Faculty Rep</td><td>A</td></tr> <tr><td>Wonda Grobbelaar</td><td>B&L Faculty Rep (Chelmsford)</td><td>Ap</td></tr> <tr><td>Abu Suresh</td><td>B&L Faculty Rep (Cambridge)</td><td>A</td></tr> <tr><td>Ines Da Silva Correia</td><td>HEMS Faculty Rep (Chelmsford)</td><td>Ap</td></tr> <tr><td>Kirstin Green</td><td>HEMS Faculty Rep (Chelmsford)</td><td>A</td></tr> <tr><td>Lucy Barton</td><td>HEMS Faculty Rep (Cambridge)</td><td>P</td></tr> <tr><td>Elle Rimmer</td><td>HEMS Faculty Rep (Peterborough)</td><td>A</td></tr> <tr><td>Ruime Azumara</td><td>S&E Faculty Rep (Chelmsford)</td><td>A</td></tr> <tr><td>Olubenga Oluwatomiyi</td><td>BME Students Rep (Chelmsford)</td><td>A</td></tr> <tr><td>Joshua Olasehinde</td><td>BME Students Rep (Cambridge)</td><td>A</td></tr> <tr><td>Tiegan-Leigh Everitt</td><td>Disabled Students Rep (Cambridge)</td><td>A</td></tr> <tr><td>Emma Wong</td><td>Disabled Students Rep (Chelmsford)</td><td>A</td></tr> <tr><td>Akshay Kumbalath</td><td>International Students Rep (Chelmsford)</td><td>P</td></tr> <tr><td>Robin Robert</td><td>International Students Rep (Cambridge)</td><td>A</td></tr> <tr><td>Charlotte Fraser-Williams</td><td>LGBT+ Students Rep (Chelmsford)</td><td>A</td></tr> <tr><td>Kat Persaud</td><td>LGBT+ Students Rep (Cambridge)</td><td>A</td></tr> <tr><td>Maddison Taylor</td><td>Mental Health Rep (Chelmsford)</td><td>P</td></tr> <tr><td>Alina Clarke</td><td>Mental Health Rep (Chelmsford)</td><td>A</td></tr> <tr><td>Sascha Wasilewska</td><td>Trans Students' Rep (Cambridge)</td><td>A</td></tr> <tr><td>Neethu Jose</td><td>Women's Rep (Chelmsford)</td><td>A</td></tr> <tr><td>Chelsea-Marie Cochrane</td><td>Women's Rep (Cambridge)</td><td>A</td></tr> </tbody> </table> <p>1.1.2 Observers</p> <table border="1" data-bbox="213 1682 1342 1890"> <tbody> <tr><td>Emma Howes</td><td>Engagement Manager</td><td>P</td></tr> <tr><td>Fraser Luther-Yarwood</td><td>Democracy and Campaigns Coordinator</td><td>P</td></tr> <tr><td>Jo Bunkle</td><td>Campaigns and Representation Coordinator</td><td>P</td></tr> <tr><td>Rose Guy</td><td>Director of Advocacy and Engagement</td><td>P</td></tr> <tr><td>Rohit Dhyani</td><td>VP HEMS elect</td><td>P</td></tr> </tbody> </table> <p>1.2 Terms Of Reference*</p> <p>1.3 Minutes of the last meeting The minutes were approved</p> <p>1.4 Actions Arising</p>	Cavya Antony	President (Chair)	P	Sobin Sojan	Vice President: Arts, Humanities and Social Sciences	P	Ashique Salim	Vice President: Business & Law	P	Divya Agarwal	Vice President: Health Education Medicine & Social Care	P	Kevin Joy	Vice President: Science and Engineering	P	Abbie Harper	AHSS Faculty Rep	A	Wonda Grobbelaar	B&L Faculty Rep (Chelmsford)	Ap	Abu Suresh	B&L Faculty Rep (Cambridge)	A	Ines Da Silva Correia	HEMS Faculty Rep (Chelmsford)	Ap	Kirstin Green	HEMS Faculty Rep (Chelmsford)	A	Lucy Barton	HEMS Faculty Rep (Cambridge)	P	Elle Rimmer	HEMS Faculty Rep (Peterborough)	A	Ruime Azumara	S&E Faculty Rep (Chelmsford)	A	Olubenga Oluwatomiyi	BME Students Rep (Chelmsford)	A	Joshua Olasehinde	BME Students Rep (Cambridge)	A	Tiegan-Leigh Everitt	Disabled Students Rep (Cambridge)	A	Emma Wong	Disabled Students Rep (Chelmsford)	A	Akshay Kumbalath	International Students Rep (Chelmsford)	P	Robin Robert	International Students Rep (Cambridge)	A	Charlotte Fraser-Williams	LGBT+ Students Rep (Chelmsford)	A	Kat Persaud	LGBT+ Students Rep (Cambridge)	A	Maddison Taylor	Mental Health Rep (Chelmsford)	P	Alina Clarke	Mental Health Rep (Chelmsford)	A	Sascha Wasilewska	Trans Students' Rep (Cambridge)	A	Neethu Jose	Women's Rep (Chelmsford)	A	Chelsea-Marie Cochrane	Women's Rep (Cambridge)	A	Emma Howes	Engagement Manager	P	Fraser Luther-Yarwood	Democracy and Campaigns Coordinator	P	Jo Bunkle	Campaigns and Representation Coordinator	P	Rose Guy	Director of Advocacy and Engagement	P	Rohit Dhyani	VP HEMS elect	P	
Cavya Antony	President (Chair)	P																																																																																													
Sobin Sojan	Vice President: Arts, Humanities and Social Sciences	P																																																																																													
Ashique Salim	Vice President: Business & Law	P																																																																																													
Divya Agarwal	Vice President: Health Education Medicine & Social Care	P																																																																																													
Kevin Joy	Vice President: Science and Engineering	P																																																																																													
Abbie Harper	AHSS Faculty Rep	A																																																																																													
Wonda Grobbelaar	B&L Faculty Rep (Chelmsford)	Ap																																																																																													
Abu Suresh	B&L Faculty Rep (Cambridge)	A																																																																																													
Ines Da Silva Correia	HEMS Faculty Rep (Chelmsford)	Ap																																																																																													
Kirstin Green	HEMS Faculty Rep (Chelmsford)	A																																																																																													
Lucy Barton	HEMS Faculty Rep (Cambridge)	P																																																																																													
Elle Rimmer	HEMS Faculty Rep (Peterborough)	A																																																																																													
Ruime Azumara	S&E Faculty Rep (Chelmsford)	A																																																																																													
Olubenga Oluwatomiyi	BME Students Rep (Chelmsford)	A																																																																																													
Joshua Olasehinde	BME Students Rep (Cambridge)	A																																																																																													
Tiegan-Leigh Everitt	Disabled Students Rep (Cambridge)	A																																																																																													
Emma Wong	Disabled Students Rep (Chelmsford)	A																																																																																													
Akshay Kumbalath	International Students Rep (Chelmsford)	P																																																																																													
Robin Robert	International Students Rep (Cambridge)	A																																																																																													
Charlotte Fraser-Williams	LGBT+ Students Rep (Chelmsford)	A																																																																																													
Kat Persaud	LGBT+ Students Rep (Cambridge)	A																																																																																													
Maddison Taylor	Mental Health Rep (Chelmsford)	P																																																																																													
Alina Clarke	Mental Health Rep (Chelmsford)	A																																																																																													
Sascha Wasilewska	Trans Students' Rep (Cambridge)	A																																																																																													
Neethu Jose	Women's Rep (Chelmsford)	A																																																																																													
Chelsea-Marie Cochrane	Women's Rep (Cambridge)	A																																																																																													
Emma Howes	Engagement Manager	P																																																																																													
Fraser Luther-Yarwood	Democracy and Campaigns Coordinator	P																																																																																													
Jo Bunkle	Campaigns and Representation Coordinator	P																																																																																													
Rose Guy	Director of Advocacy and Engagement	P																																																																																													
Rohit Dhyani	VP HEMS elect	P																																																																																													

ITEM	ACTION	OWNER	UPDATE
Actions Carried Over: February 2022			
4.1	AK to have discussion with DA when possible	AK, DA	Complete – Ongoing campaigns activity on international induction support
4.2	EW to finish letter to the University re: disabled student support	EW	Ongoing
New Actions: March 2022			
2.1	All members of the Exec to attend Group Chat and vote on policies / AGM items	ALL	Complete – thanks to all who attended. All policies / AGM items were approved
3.1	LB and FLY to ensure that all Risk assessments and Guest Speaker forms are completed for nursing and midwifery week events.	LB / FLY	Completed
6.	All exec members to vote on budget requests by Tuesday 29 th March.	ALL	Completed
7.2	CA to submit outstanding planned policies to FLY by 25 th March.	CA	Completed
2.	2. Items for Discussion 2.1 None to note		
3.	3. Faculty Rep Updates: 3.1 HEMS Cambridge LB: It has been quiet recently as student return to placement and things are going well. With ICD hosting a drop in this afternoon. Everything is ready for nursing and midwifery week – we have session planned on hypnobirthing, positive about DS and the role of nurses and midwives, talk on good and bad days in intensive care, Talk on history of childbirth and another drop in session and review MAD nominations for positive feedback.		
4.	4. Campaign Rep Updates 4.1 International Students Rep (Chelmsford) AK: Currently talking to Divya about international student support on language and induction 4.2 Mental Health Rep (Chelmsford) MT: Went to student wellbeing strategy group with counselling and wellbeing services to discuss updates.		
5.	Executive Officer Updates: 5.1 VP Health, Education, Medicine and Social Care:		

	<p>DA: Period poverty has been completed and I am planning to find a way to make it run in the longer term. For the Men's health and wellbeing project I have been in touch with MT and AK and looking at ways to progress the campaign</p> <p>VP Arts Humanities and Social Sciences SS: We have been trying to make inductions mandatory for international students, but have found that this is not the best way to achieve our aims and support them. We are now working to improve inductions and help them make sure they have all of the info and signposting they need when they arrive. PSW scheme is a 2 year extension for international students only available to those who have passed without extensions. I have worked with academic office and SU staff to help agree a 15 day extension which will give students extra time to apply for this visa – a good win from the SU. Holi was a successful celebration event with positive feedback.</p> <p>VP Science and Engineering KJ: Working with ALT to develop canvas support (student feedback has been concerning) Meeting 1:1 with money advice team to see what support can be put in place for international students.</p> <p>5.2 VP Business & Law AS: Ramadan support is running successfully with student collecting free Iftar meals. We will be reviewing how many meals have been taken up and evaluating student feedback. So far feedback seems very positive as a full meal is being provided for free. Working with faculty and meeting with Deputy Deans as there are a high number of academic misconduct concerns in B&L which is a concern especially for international students who want to apply for PSW scheme. Looking into accommodation and working with money advice team to support international students.</p> <p>5.5 President: CA: Exam support project has been launched and we are giving out goody bags to surprise and boost students going through exams and assessments. We will be finishing our year soon and will be wrapping up our campaigns.</p>	
6.	<p>AOB: 6.1 CA: Please book your tickets for SU awards (link shared in the chat) and encourage students to come. Please nominate staff members for MAD and encourage others to (link shared in chat)</p> <p>6.2 EH: Budget update: around £800 left in the budget pot please contact FLY or JB if you wish to use any of this for a quick online vote. Campaign and Faculty Reps have a £50 pre-approved budget for small projects.</p> <p>6.3 CA: For our last exec meeting I would like to ask exec to come to their home campus to have our final meet up in person. (Positive responses received on teams). FLY to book rooms / make arrangements for in person meetings in Chelmsford and Cambridge.</p>	FLY

Matters Arising:

ITEM	ACTION	OWNER	UPDATE
Actions Carried Over: February 2022			
4.2	EW to finish letter to the University re: disabled student support	EW	Ongoing
New Actions: April 2022			

6.3	FLY to book rooms / make arrangements for in person meetings in Chelmsford and Cambridge.	FLY	
-----	---	-----	--

In this meeting we have to approve the renewal of an existing trustee as well as approving the addition of 3 new trustee members.

To be renewed: Teresa Jordan

Teresa Jordan (FCCA; LLB)

Hi.

I have been very pleased to be on the ARU SU board since September 2018. I graduated in law (a long time ago) then went on to become a qualified accountant. It is that qualification that fulfils the technical qualification requirements to my being the Chair of your Finance and Risk sub-committee, which I am and have been for the last 4 years. This has been a period of great change and stress for the SU and the students that it represents and supports; and also, for the staff that dedicate their time to working in the SU. During this time, we've had to have a very careful eye on finances and in ensuring all the legal and governance requirements were still met. But more than that it was important that resources were directed to the right things to help the SU be responsive to student needs and that we had good information to support the decisions to be made - that information being both on finances and the risk attached to actions/inaction.

During this time, I have learnt a lot about ARU SU and the different campuses and student issues, and I am keen now to help in the wider SU Vice Chair role. We have a lot of change on the board this year with a whole new officer team and also 3 of our external trustees rotating off due to career progression. I hope to encourage the new team but also bring some continuity into our discussions.

I have a wealth of experience in very large global companies that I have been able to draw on to support the management and finance team. My career has always involved building teams with different strengths drawing from different nationalities, cultures, life experiences and age groups. Working with and helping to develop younger leaders is part of what drives me to volunteer my services. I want to have fun and still learn and officer campaigns help to fulfil that aspect. I also work with a couple of other charities involved with youth work, local services and have been a trustee for a brain tumour charity funding research so I understand the Charity Commission obligations and needs of smaller organisations.

To be approved:

Sian Myers

An experienced senior HR Executive with a proven track record of success in complex, dynamic and competitive industries, from IT to automotive and construction, and from start-up to national and global organisations, including in a strongly unionised environment.

Results-oriented and customer-focused, with excellent relationship management skills; experienced in working with CEO, CFO and VP-level executives, senior management, employees, and other external and internal stakeholders. Recognised as objective, fair and impartial, with a unifying management style.

A fully autonomous Chief People Officer reporting into the CEO, adept at developing business partnerships. A strong, pro-active leader, empowering individuals to take ownership; providing coaching, training and mentoring to build cohesive teams; working collaboratively to achieve individual targets and Company objectives.

Ashley James Corey

Senior Manager with Imperial College Union(ICU)with responsibility for multiple core functions, including the union's people and culture strategy and digital platforms.

In August, I will move into the position Director of Marketing and Communications at Imperial College Union. I manage multiple teams with staff spanning web development, internal communications and HR.I have contributed to the development of our2021-23 Strategic Plan alongside our board of trustees, while helping the organisation navigate the challenges of the global pandemic with a pragmatic approach.

I have developed my career at the London School of Economics (LSE)working in communications, systems development, and project management. I have been responsible for the engagement and support of students and staff across on behalf of one of LSE's core services .I have strong technical skills; advanced communication skills and am a strong leader.

I am PRINCE2 and CIM accredited with skills in communications ,project management, business analysis ,with knowledge of GDPR, HR and charity governance. I am passionate about supporting students and students' unions and the people that make them possible.

Richard Watson

Deputy Chief Executive and Director of Strategy and Transformation, Suffolk and Northeast Essex CCGs

Board level executive director with significant experience of planning and delivering complex change, strategy development, partnership development and working, contract and performance management.

Previous roles as both an officer, councillor and cabinet member in local government and in regulator, provider and commissioning in healthcare. Board level executive director with significant experience of planning and delivering complex change, strategy development, partnership development and working, contract and performance management. Previous roles as both an officer, councillor and cabinet member in local government and in regulator, provider and commissioning in healthcare.

Students' Union Executive Committee 24/08/2022

Bye-Law Proposal to Change Black & Minority Ethnic (BME) Representative Role to Race Equality Representative

Background

After consultation with various internal (student representatives; the Executive Committee) and external groups (Diversity and Cultural Change at ARU,) we have identified that our current title for Black & Minority Ethnic (BME) Representative may not be representative of students who could engage with the role. Such as students who are majority ethnic in their home country, but not in the UK. There has been a wider sector discussion on this matter as well, found within Advance HE and the Race Equality Charter.

After seeking advice from ARU's Diversity and Cultural Change Coordinator, it was revealed that the Higher Education Race Action Group (HERAG) surveyed their staff, and the general consensus was that BAME was not a representative term and they instead use the term 'Black, Asian and Minority Ethnic' instead of the acronym. In addition ARU use the term 'Black, Asian and Minority Ethnic' in their Race Equality Strategy and Charter Submission. Those eligible for the role will be able to self-identify by selecting the option that says "I am Black, Asian or from a Minority Ethnicity."

ARU also employ Race Equality Advocates and are recruiting these positions going forward for the 22/23 academic year. The SU and ARU should be unified in our approach and using a variety of terminology can lead to confusion. ARU Students' Union should update the title of the BME role to Race Equality Representative to be more inclusive and welcoming.

Recommendation

The Executive Committee to discuss and approve the change of the title of 'Black & Minority Ethnic (BME) Representative' to be 'Race Equality Representative'.

Shankar Sreenath

President

16/08/2022

Bye-Law 6

EXECUTIVE COMMITTEE AND ITS SUB-COMMITTEES

Purpose: This Bye Law outlines the roles, responsibilities and ways of working of the Executive Committee and its two Sub-Committees.

2. Membership

2.1 The Executive Committee shall be made up of the Elected Officers of the Union:

2.1.1 The President and Vice Presidents (President; Vice President (Arts, Humanities and Social Sciences); Vice President (Business and Law); Vice President (Health, Education, Medicine and Social Care); Vice President (Science and Engineering); Vice President (Healthcare Practice).

2.1.2 The Faculty Reps (Arts, Humanities and Social Science Faculty Rep (Cambridge); HEMS Faculty Reps (Cambridge x2), (Chelmsford x2) and (Peterborough); Science & Engineering Faculty Reps (Cambridge) and (Chelmsford); and Business and Law Faculty Reps (Cambridge) and (Chelmsford).

2.1.3 The Campaign Reps (~~Black and Minority Ethnic (BME) Students'~~ [Race Equality](#) Rep (Cambridge) and (Chelmsford); Disabled Students' Rep (Cambridge) and (Chelmsford); International Rep (Cambridge) and (Chelmsford); LGBT+ Students' Rep (Cambridge) and (Chelmsford); Mental Health Rep (Cambridge) and (Chelmsford); Trans Students' Rep (Cambridge) and (Chelmsford); and Women's Rep (Cambridge) and (Chelmsford).

Bye-Law 3

OFFICERS AND REPS

Purpose: The purpose of this Bye Law is to outline the responsibilities of the representative roles which make up the Executive Committee. All members of the Executive Committee are “Elected Officers” for the purposes the Articles of Association.

- 1.1 There shall be fourteen part-time Campaign Reps elected in accordance with the Elections Bye-Laws:
 - 1.1.1 ~~Black and Minority Ethnic (BME) Students’ Race Equality~~ Rep (Cambridge) and (Chelmsford);
 - 1.1.2 Disabled Students’ Rep (Cambridge) and (Chelmsford);
 - 1.1.3 International Rep (Cambridge) and (Chelmsford);
 - 1.1.4 LGBT+ Students’ Rep (Cambridge) and (Chelmsford);
 - 1.1.5 Mental Health Rep (Cambridge) and (Chelmsford)
 - 1.1.6 Trans Students’ Rep (Cambridge) and (Chelmsford); and
 - 1.1.7 Womens’ Rep (Cambridge) and (Chelmsford).