

FVCLEDIC 29/22

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

28<sup>th</sup> April 2022, 15:00 – 17:00

1.1 Welcome, apologies and absences, including newly elected members	Cavya Antony	<i>To note</i>	Verbal
1.2 Terms of reference*	Cavya Antony	<i>To note</i>	
1.3 Minutes of the last meeting	Cavya Antony	<i>To approve</i>	30/22
1.4 Actions & matters arising from last meeting	Cavya Antony	<i>To discuss</i>	30/22
<b>2. Items for Discussion</b>			
<b>3. Faculty Rep Updates</b> <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 31/22
<b>4. Campaign Rep Updates</b> <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 32/22
<b>5. Executive Officer reports</b> <i>Officers may select one or two campaigns to update on and seek support and input</i>			
5.1 President	Cavya Antony	<i>To discuss</i>	Verbal 33/22
5.2 Vice President (Business & Law)	Ash Salim	<i>To discuss</i>	Verbal 34/22
5.3 Vice President (Arts, Humanities & Social Sciences)	Sobin Sojan	<i>To discuss</i>	Verbal 35/22
5.4 Vice President (Health, Education, Medicine & Social Care)	Divya Agarwal	<i>To discuss</i>	Verbal 36/22
5.5 Vice President (Science & Engineering)	Kevin Joy	<i>To discuss</i>	Verbal 37/22
<b>6.</b>			
<b>7. Any Other Business</b>			

Date of next meeting: TBC May 2022		
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Executive Committee (FVC and LEDIC) Minutes; 25<sup>th</sup> March 2022 10am

Item		Action																																																																																										
1.	<p><b>1.1 Attendance</b> P = Present, Ap = Apologies, A = Absent</p> <p><b>1.1.1 Members</b></p> <table> <tr><td>Cavya Antony</td><td>President</td><td>Ap</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 &amp; Law</td><td>P</td></tr> <tr><td>Divya Agarwal</td><td>Vice President: Health Education Medicine &amp; Social Care (CHAIR)</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&amp;L Faculty Rep (Chelmsford)</td><td>Ap</td></tr> <tr><td>Abu Suresh</td><td>B&amp;L Faculty Rep (Cambridge)</td><td>A</td></tr> <tr><td>Ines Da Silva Correia</td><td>HEMS Faculty Rep (Chelmsford)</td><td>P</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&amp;E Faculty Rep (Chelmsford)</td><td>A</td></tr> <tr><td>Olubenga Oluwatominiyi</td><td>BME Students Rep (Chelmsford)</td><td>P / Ap</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>Ap</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>Ap</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> </table> <p><b>1.1.2 Observers</b></p> <table> <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> </table>	Cavya Antony	President	Ap	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 (CHAIR)	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)	P	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 Oluwatominiyi	BME Students Rep (Chelmsford)	P / Ap	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)	Ap	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)	Ap	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	
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2.	<p>2. Items for Discussion</p> <p>2.1 The Group Chat</p> <p>FLY: This is happening on Wednesday 6<sup>th</sup> April at 3pm. It will be on Teams and live streamed into SU spaces in Cambridge and Chelmsford. All members of exec should attend. This is how students can hold you to account and you should be there to update on your campaigns. It is also our AGM and the chance to pass policy and we will need you to vote.</p>	ALL																												
3.	<p>3. Faculty Rep Updates:</p> <p>3.1 HEMS Cambridge</p> <p>LB: Have been focussing on Nursing and Midwifery week and have a budget request for guest speakers. Currently all are internal but seeking a hypnobirthing speaker. We already have planned speakers on down syndrome, post-natal depression and hoping to get ‘pets as therapy’ to attend Cambridge campus. We will be sending postcards to all nurses and midwives.</p> <p>FLY: will contact LB to arrange any guest speaker forms etc.</p> <p>3.2 HEMS Chelmsford</p> <p>IC: No updates</p>	LB / FLY																												
4.	<p>4. Campaign Rep Updates</p> <p>No campaign reps present. Papers taken as read.</p>																													
5.	<p>Executive Officer Updates:</p> <p>5.1 President (Ap):</p> <p>SS: CA. Looking at options to deliver support for Ukraine during Global week – details TBC</p> <p>FLY: CA is also working with DA on exam support.</p> <p>JB: CA also working on a guest speaker event for women’s history month. Jackie Lanham will be speaking on the 7<sup>th</sup> April 4-6pm at a free event, in person, on Cambridge campus. She will be speaking about building confidence as a woman in industry.</p>																													

	<p><b>5.2 VP Business &amp; Law</b></p> <p>AS: Campaign to increase placement opportunities in B&amp;L is complete. The faculty have agreed to work with SU officers going forward to put in appropriate opportunities for students.</p> <p>Accommodation campaign has been stalled due to issues with rent reduction in Cambridge – we have changed the focus of the campaign to raise awareness of rights through a brochure.</p> <p>The group campaign is working on compulsory international inductions to support key knowledge for new students arriving from abroad.</p> <p>Ramadan is from April 2<sup>nd</sup> – May 2<sup>nd</sup> and we will be looking to provide food and prayer spaces</p> <p><b>5.3 VP Arts Humanities and Social Sciences</b></p> <p>SS: Working on making inductions mandatory for international student to help combat plagiarism and direct them to seek support from appropriate sources and raise awareness of the support available.</p> <p>We will be celebrating Holi during global week on 1<sup>st</sup> April – collaborating with ARU and all students are welcome. There is a budget request for this.</p> <p><b>5.4 VP Health, Education, Medicine and Social Care:</b></p> <p>DA: The period poverty campaign is complete – ARU is now providing free sanitary products in washrooms.</p> <p>The Food Bank project has been on hold – On Monday I will be working on the marketing to advertise on info screens and promote the project.</p> <p>The Men's wellbeing project is ongoing. I am planning a survey with MT to explore options for providing monthly events.</p> <p>HEMS faculty: working with IC, LB and Demi Smith to develop the HEMS newsletter. I will be seeking a template from the faculty and / or SU comms team.</p> <p>The team campaign is looking at faculty inductions.</p> <p>Working with CA on Exam stress reduction project.</p> <p>Global week is next week and Holi is on Friday – I will be attending the Showcases in Chelmsford on Tuesday and in Cambridge on Thursday</p> <p><b>5.5 VP Science and Engineering</b></p> <p>KJ: Working on misconduct cases in S&amp;E faculty – trimester 2 has seen increase.</p> <p>Working with faculty on welcome events for students to meet the S&amp;E team and discuss wellbeing, – we will be delivering these on a monthly basis (1st session already complete)</p>	
6.	<p><b>Budgets:</b></p> <p><b>6.1 Nursing and Midwifery week £200:</b></p> <p>LB: a request for £200 for guest speakers. This will need to be to cover guest speaker costs and any sundries.</p> <p><b>6.2 Holi £420.</b></p> <p>SS: Requesting £420 to cover the event. We will have Indian drummers (costing £250), Indian sweets and coloured powder, which must be sustainable and natural (costing £220). We will be getting some funding support from the International Office (TBC) and from the Opportunities Team (£150 from the cultural calendar project).</p> <p>FLY – We will need to undertake an online vote which will be open this afternoon until Tuesday.</p>	

	EH: Please ensure any budget requests are accurate and completed in advance as the remaining Executive Committee budget is now under £750.	
7.	<p><b>AOB:</b></p> <p>7.1 DA: will we have any more money in the Exec budget?</p> <p>EH; If any agreed budget requests do not spend the full amount we can return the underspend to the available funds pot. But this will not be a great deal. We are currently waiting on a lot of invoices from the recent spending to be completed (eg: Liberation conference costs)</p> <p>7.2 DA: With MT I have developed a wellbeing policy for approval at the Group Chat. Please attend and vote.</p> <p>FLY: The policy deadline is today – any outstanding policy must be with me today for circulation with the Group Chat papers and for publication online.</p>	CA

## Matters Arising:

ITEM	ACTION	OWNER	UPDATE
<b>Actions Carried Over: February 2022</b>			
4.1	AK to have discussion with DA when possible	AK, DA	
4.2	EW to finish letter to the University	EW	
<b>New Actions: March 2022</b>			
2.1	All members of the Executive Committee to attend the Group Chat and vote on policies / AGM items	ALL	
3.1	LB and FLY to ensure that all Risk assessments and Guest Speaker forms are completed at least 2 weeks in advance of nursing and midwifery week events.	LB / FLY	
6.	All exec members to vote on budget requests by Tuesday 29 <sup>th</sup> March.	ALL	
7.2	CA to submit outstanding planned policies to FLY by 25 <sup>th</sup> March.	CA	

## FACULTY REPS

Campaigns, projects and other work

### AHSS Faculty Rep (Cambridge): Abbie Harper

*Date Updated:*

Completed:

- Collecting feedback in group chats
- Speaking to lecturers about issues students are facing

Things for the future:

- Arrange meetings with lectures to specifically discuss
- Contact students more about feedback and issues
- Begin campaign about student finance

### HEMS Faculty Rep (Cambridge): Lucy Barton

*Date Updated: 18/04/2022*

Completed

- Planned dates for next online drop ins with Ines
- Continued to collect feedback from students
- Had budget approved for nursing and midwifery week

Things for the future:

- Continue to collect feedback from students
- Continue planning nursing and midwifery week (week of 09/05)
- Advertise drop in sessions to try and reach more students

### HEMS Faculty Rep (Cambridge): Vacant

*Date Updated:*

Completed

Things for the future:

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### HEMS Faculty Rep (Chelmsford): Ines Da Silva Correia

*Date Updated:*

Completed:

- Wrote and completed the Newsletter with Divya's help who has been sent out
- Successful Movie Night with +20 HEMS Students coming
- Attended all the necessary meetings
- Contacted all the course reps in order to get any feedback if needed for FPTs

Things for the future:

- HEMS Drop-In on the 27<sup>th</sup> Jan to collect some feedback
- Continue attending meetings
- Think of further events with HEMS

HEMS Faculty Rep (Chelmsford): Vacant

*Date Updated:*

Completed:

Things for the future:

- 

HEMS Faculty Rep (Peterborough): Elle Rimmer

*Date Updated:*

Completed:

- 

Things for the future:

- 

B&L Faculty Rep (Chelmsford): Wonda Grobbelaar

*Date Updated:*

Completed:

- Collect feedback about communication methods of ARU and how different culture groups interpret the message. What is the perceived message they receive?

Things for the future:

- Analyse the data and find the best practice for the university to communicate to different cultural groups.



B&L Faculty Rep (Cambridge): Abu Suresh

*Date Updated:*

Completed:

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Things for the future:

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S&E Faculty Rep (Cambridge): Vacant

*Date Updated:*

Completed:

Things for the future:

- 

S&E Faculty Rep (Chelmsford): Ruime Azumara

*Date Updated:*

Completed:

- Has been elected to this position through the Bye election
- Held a Drop – in pizza session for students and had a very successful turnout. Received quite a lot of feedback and working on them.
- Attended a few meetings and presented the students concerns and was reassured it was going to be looked into

Things for the future:

- Have move drop in session
- Collect student feedback and present to the team
- Attend more meetings

## CAMPAIGN REPS

Campaigns, projects and other work

### BME Rep (Cambridge): Joshua Olasehinde

*Date Updated:*

Completed:

- Has been elected to this position through the Bye election

Things for the future:

### BME Rep (Chelmsford): Olugbenga Oluwatominyi

*Date Updated: 20/10/2021*

Completed:

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Things for the future:

- Is currently on placement but is looking to arrange a 1:1 with the coordinators to look at effective methods of engaging the student population
- Looking to also sort out and attend training to be able to utilise the equality networks system on the website

### Disabled Students' Rep (Cambridge): Tiegan-Leigh Everitt

*Date Updated: 11/11/21*

Completed:

- Began work on equality network and accessibility society
- Helped resolve individual issues with students

Things for the future:

- Continuing work on equality network and accessibility society
- Raising awareness of the sunflower lanyard scheme and finding ways to promote it and make it more beneficial for students
- Support groups/awareness for neurodivergent students
- Review the accessibility audit and ensure the university makes the appropriate changes
- Working towards implementing training for staff in order to improve how they treat disabled students
- Working on improving access to services for undiagnosed students

### Disabled Students' Rep (Chelmsford): Emma Wong

*Date Updated:*

Completed:

- Has been elected to this position through the Bye election
- Has booked in and completed training
- Instigated the creation of the ADHD peer support group facilitated by the disability team

Things for the future:

- Help to arrange support groups for students with disabilities.
- Make ARU's website more accessible for students with disabilities and more detailed support available for prospective students to view when deciding where to study.
- Attend groups and events relating to disability support and awareness.
- Work on a campaign for lanyards for students with disabilities to help indicate to other students and staff if they have a particular disability without the need for conversation. So, both students and staff have an awareness of their disability and can be supportive if the students have particular needs in classes and on campus. A "key" will also be made to understand the differences between the lanyards and what they mean.
- Working on a student guidebook to be sent to students, with descriptions of a range of disabilities and what they are, how they typically display (inclusive of how different they can be for each person) what support is available and where to access it.
- Awareness campaigns for neurodivergence's, in particular ADHD and ASD.
- **Make ARU as an educational facility aware that equality does not equal equity.**

### International Rep (Cambridge): Robin Robert

*Date Updated:*

Completed:

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Things I want to do in the future:

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### International Rep (Chelmsford) : Akshay Kumbalath

*Date Updated:*

Completed:

- Interacted with many international students regarding the difficulties they face in the university and how to improve the facilities provided to them

Things I want to do in the future:

- Organize orientation classes/seminars which mainly focus on introducing the academic writing/presenting style of the assignments.  
Many international students face difficulty in adapting to a new system when they join the University,

Although there are some inductions sessions that are given prior to the course, many students find it difficult to adapt to it.

- Encourage students to participate in the university events and join the different societies so that there is platform for students to interact and build a healthy relationship among their peers.
- Due to the covid restrictions on campus there is not much opportunities for the students to interact with each other and explore different cultures, so if we can arrange a program/event once in a month or once in two months, it will create a social platform for the students to interact and get an international exposure.
- I would also like to support Sobin in his campaign to reduce the tuition fee for the international students since the fee they are paying is almost twice the amount paid by the resident students.

#### LGBT+ Students' Rep (Cambridge): Kat Persaud

*Date Updated:*

Completed:

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Things I want to do in the future:

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#### LGBT+ Students' Rep (Chelmsford): Charlotte Fraser-Williams

*Date Updated:*

Completed:

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Things I want to do in the future:

- Working on campaign for pronoun name-badges
- Plans for providing mandatory EDI training

#### Trans Rep (Cambridge): Sascha Wasilewska

*Date Updated:*

Completed:

- Has been elected to this position through the Bye election
- Has booked and completed training

Things for the future:

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Trans Rep (Chelmsford): Currently Vacant

Women's Rep (Cambridge): Chelsea-Marie Cochrane

*Date Updated:*

Completed:

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Things for the future:

- Currently working towards putting on self-defence classes for women at Anglia Ruskin
- Looking forward to working with the charity AVA to host various workshops for the women of ARU

Women's Rep (Chelmsford): Vacant

*Date Updated:*

Completed:

- 

Things for the future:

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Mental Health Rep (Cambridge): Alina Clarke

*Date Updated:*

Completed:

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Things I want to do in the future:

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Mental Health Rep (Chelmsford): Maddison Taylor

*Date Updated: 13 April 2022*

Completed:

- Advertising of Samaritans volunteer role.
- Established new wellbeing policy alongside Divya for The Big Group Chat.
- Continued signposting students to counselling and wellbeing service.

Things I want to do in the future:

- I would like to work with the counselling and wellbeing service/with the peer mentors to create day in the life videos of counsellors and what a counselling session might look like at ARU.
- I will mention the above in the next SWSWG meeting.



My campaigns, policy, and other work

My campaigns

<i>International student support (team)</i>	In Progress
<p><b>Introduction:</b></p> <p>Students who come from different education system faces tremendous challenges when they come to our university. Identifying exactly where the loop holes are — why are the students facing so many barriers? What are those barriers? What are the existing services provided by the university and across other institutions to tackle some of common problems which the student faces..</p> <p>Identifying the problems:</p> <p>Each officer will be working individually on some of the issues identified by us.</p> <p>1. <b>FEES REDUCTION:-</b> International students pays such huge about of money when they come to UK. On the other hand the home students fees are capped.</p> <p>For Ex: I. For UG Home student; they pay 9000£ (capped) whereas an international students pay 14500£ yearly for the similar services university provides.</p> <p>II. For PG Home students pay 5000£ ( capped ) fees whereas International student pays thrice the amount i.e. 14500£.</p> <p>( the disparity between the fees is huge)</p> <p>The question to think about here are the students getting the right and adequate support ( worth the money they pay) at ARU.</p>	

If not how why is the disparity happening?

What can we do to increase the support available to all students ( being inclusive)

- 2. QUALITY OF SERVICES:-** International students have being provided with variety of services to support their academics throughout their time at ARU for ex: student advice, employability service, I Centre, money advice, health, and wellbeing support. ( In theory even after these services being in place why are the highest number of dropouts of students in each academic year are International students?

This is a widespread problem all International Institutions are facing across UK. Are the international students coming in the hopes of getting right education ( paying huge amount of fees) and left just like that to find a way for themselves?

What can we do to resolve the barriers students are facing here, how can we support them truly ? Quality of rightful education is every student's right. Students come from across the globe at ARU, keeping in mind the education system is different in all countries. It's no doubt students feel differently when students come at ARU.

Finding out the grassroot level of problems and finding a rightful solution ( support) in place is what should be done.

- 3. LANGUAGE BARRIER:** One of the main identified barrier students are facing is the language barrier which is causing a lot of turmoil on the international students.

( to state few : lack of communication from the students are leading them to misunderstand the lectures, leading to academic misconduct and plagiarism, discontinuations, being expelled)

Change in behavior in students and psychological well -being. ( being shy in communicating with staffs and other students)

Coming to a diverse university like ours with students studying and organizing their workload differently, students should be able to learn from each other. Research have shown students learn better in an informal atmosphere much better than a more formal front ( which ARU tries to provide)

Then why are the international students not able to grow academically in that environment?



Students when they apply for ARU they have an interview before the university issues CAS form, is it enough to understand the level of English a student has! The other question is what are the support available for students who have passed the spoken English interview but need support to improve their academic writing for assignments.

( We don't know at this stage whether all the students are able to follow the lectures conducted).

4. **NUS:** As we mentioned before, this problem is not only pertaining to ARU students this is a common problem across UK. Finding right support from the NUS might bring a clearer perspective on the things we can implement practically.

### *Community Development sessions*

In progress

We as an institution take a lot of pride in advertising about being very inclusive in our diversity (diversity in gender, demographics, orientation). Everything sounds good in theory but when it comes to the practicality of it what we face is – discrimination, gaslighting, microaggressions, abuses (sexual, racial, physical). Why are things like this still happening in this century.

Students should be coming together and learning in harmony. Although we cannot sometimes control a lot of people's view and perspective, what we can do is to help each other grow. Is it not that the main purpose of education!

With students having deep rooted misogyny, coming to a diverse environment like our university, it creates a lot of fiction amongst the student population.

It affects the mental wellbeing of a student. With implementing an Equality Diversity and inclusivity training which is spread throughout their time at ARU (Anglia Ruskin University) gives every student's an opportunity to educate themselves and being more open minded and progressive. Unlearning some of the unconscious biases as an institution and individually is so important. Making all students feels valued and respected. As an institution we should be focusing on making students intolerant towards injustices.

Talking from the staff's perspective are all staffs trained to handle some the complaints and cases students bring up to them!

Things which are in action:

Creating introductory training for all the new students when they join ARU. Those training sessions to be called as community building sessions which will be inclusive of CONSENT, MENTAL HEALTH AND WELLBEING, LIBERATION GROUPS TRAINING, RACISM IN HE.

In discussions with Dr. Apurba (Deputy Dean AHSS), Katie Potts (EDI manager) at university to work on implementing these sessions into the curriculum.

So far, the colleague from the university agrees with the topic of sessions.

1. Talking about consent and sexual abuse: To collaborate with our wellbeing services and our Independent sexual violence advisor on this. University is quite certain they want to implement this as soon as possible.
2. Microaggressions/ racism: Plan is to work with our race equality advocates to deliver the sessions, allowing students to get more engaged in the open conversation (student to student interactions to be more productive.)
3. Mental health wellbeing and suicide prevention: with the recent case of a loss of a student due to c

<i>Staff response (Team)</i>	Completed/Ongoing
<p>From talking to different students, we received information saying the staff vs student's response time was more and it caused a lot of delay in getting a right response from the university. For now, Faculty of B&amp;L have 3 working days as a response time. Faculty of AHSS has recently implemented to reduce their response time from 5 working days to 3 days. (We were successful)</p> <p>Faculty of HEMS and S&amp;E we will be lobbying the university in future to reduce their response time.</p>	

#### Other relevant updates

##### *Projects, Ideas and Policies:*

1. I am currently working on drafting a SU good speech policy which will be our own independent work keeping in mind all our student voices.

*We are working closely with the officials at the University and the city council members to provide a safer atmosphere for the students especially when they go to clubs. With the recent events of spiking drinks on high rise we are trying to make sure all our students are heard, and they feel safe.*

2. Our SU this year to working closely with Camb SU on Reclaim the Night this year (11/03) and we are hoping to still get more people to act as stewards for the march! All training is provided by Camb SU and there is an FAQ doc if anyone wants to know a little more note as the entire event is for female-identifying and non-binary people that only those who identify as female and non-binary can be stewards, but allyship and spreading the word is extremely appreciated!

Sign-up form - <https://forms.gle/WgnR62CKpcdnsfqG8>

FAQs - <https://docs.google.com/document/d/1a1d7J6O7eaXArkr85-YqGpB5obq4jyqr19ISd-dggt0/edit#>

3. *We are continuing our work with local city council to make it safer for students during the night. We will be doing internal awareness campaigns regarding safer nights.*

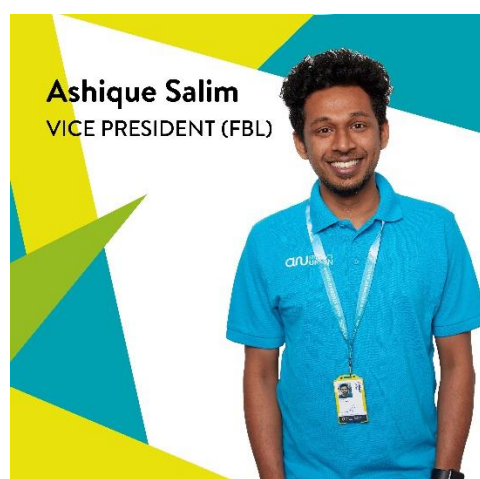
*Updates from committees and meetings that I sit on:*

Senate Committee

Non-Senate committee

Students' Union Committees

Working groups (and others)



My campaigns, policy and other work

My campaigns

Access to cheaper accommodation	In Progress
<p>Reason behind to take this as my campaign because students are taking accommodation from private proprietors and they were wasting their international exposure If our accommodation is feasible for everyone, we can accommodate more students and it can be seen more focused on their studies and accommodating various countries students makes a cultural diversity compared to other universities Cambridge is one of the most expensive cities in U</p> <p>For this I have presented my campaign in Accommodation strategy group as well as planning to make 1 to 1 meeting with the estate and facilities team, and I have been gathering feedback from students planning to make focus groups</p> <p>Going through the accommodation campaign which run on last year</p> <p>Meeting students in person for collecting students feedback</p> <p>Planning to reduce the contract period to make convenient for students</p> <p>Met Andy Lefley and Paul Harris to discuss the idea of flexible contracts</p> <p>Represented student union in accommodation strategy group making arrangements for January arrivals</p>	
Increase the number of placements	In Progress

The main motivation behind this is students are opting placement course because of the working experience but it's hard to find an internship for business and law students, If they got an internship they can be more easy to find out a job So after their graduation if we could implement a placement that would be really helpful for the students as well as that would give them a new experience for their future

For this I have been planning to work with student service, and also made conversation with placement and employability manager, For this I have presented my campaign in FPT as well as FEC meeting

We created a faculty forum for collecting feedback from students

Making awareness for students to apply for placement through University

Made Survey and feedback from students regarding placement issues

Spoke with student success manager matters arising in placement late submission

Made frequent conversation with student engagement manager

enquired with Nicola and Abi about having early support for students who want to have the second placement year to find a placement and complete the applications processes in time

#### **Mental health awareness and counselling session,**

On Hold

After reading an article, from personal life experience from students issue they all are isolate from last year onwards most of them are stressful and it makes lot of impact on their life cycle as well and that article stats shows variation in using alcohol and drugs this is mainly because of lack of engagement, nowadays we are outsourcing a good mentor can make a lot of difference

Other relevant updates

*Projects, Ideas and Policies:*

#### **Team Campaign -: INTERNATIONAL STUDENT SUPPORT**

As a team we are decided to do a campaign on International Student Support and in this we are planning to do:

- \* Fees Reduction
- \* Improve the Services
- \* Language Barrier
- \* NUS (National Union of Students)

Completed on working on facilities and Services Taking 6 university as sample  
Getting contact with other SU

Now we are working on Fee structure

*Updates from committees and meetings that I sit on:*

Senate Committees:

Non-Senate committee

Students' Union Committees

University and Students Union

Students Union Staff

SU Executive Committee

ARU Students' Union Board of Trustees

Working groups (and others)



My campaigns, policy, and other work

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### My campaigns:

Things I have been working on	
Date: 16/02/2022	
<ol style="list-style-type: none"><li>1. I have been helping students to solve individual and collective issues by sign posting and communicating it with the right staff member.</li><li>2. We have created a faculty forum where we have all the course reps and faculty rep, where we can potentially share and discuss the issues or concerns.</li><li>3. I work closely with the faculty to give them feedbacks about how students feel and what can we do to help improve their experiences.</li></ol>	

Date: 16/02/2022

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2. We have created a faculty forum where we have all the course reps and faculty rep, where we can potentially share and discuss the issues or concerns.
3. I work closely with the faculty to give them feedbacks about how students feel and what can we do to help improve their experiences.

## Other relevant updates:

### Team Campaign:

Date: 16/02/2022

We all officers are working on maximising support to international students' and make them aware about the facilities which are already available. I am also looking into the fees structure. My responsibilities are to compare the fees structure of both International and home students in different courses within our university and comparing it with other better ranked Universities.

### Other relevant Campaigns:

1. I am planning to work closely with international office for the better promotion of Students Union beyond induction as all these students come from different parts of the world and may not necessarily be aware about the support, they can get from the Students Union.
2. I am looking forward to working with International Rep from Chelmsford to draw the attention of our students regarding the Student Union events and different ways by which we increase their participation in the union collective events.

Updates from committees and meetings that I sit on:

Senate Committees:

Senate

Non-Senate committee:

Student Success Steering Groups

Race Equality Steering Groups



Learning Enhancement Project  
Research and Innovation Committee  
AHSS Faculty Education Committee  
AHSS Students Union Representatives

Students' Union Committees:  
University and Students Union  
Students Union Staff  
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Working groups (and others)



My campaigns, policy and other work

### My campaigns

<b>MENS WELLBEING AND LANGUAGE BARRIER IN WELL BEING</b>	In Progress
<p><i>Updated: 16/09/2021</i></p> <p>How we can spread Awareness about men's wellbeing, and language barrier in Wellbeing as ARU being the diverse university students first language is not English so I would like to have counsellors who speak other languages not only limited to English language.</p> <p>I have spoken to David Walmsley - Deputy Director, Student &amp; Library Services - we are working on it.</p>	

<b>FOOD BANK</b>	Completed
<p><i>Updated: 20/09/2021</i></p> <p>A place where stocks of food, typically basic provisions and non-perishable items, are supplied free of charge to students or staff in need. (Helping each other out)</p> <p>- Food insecurity on campus has become a serious problem. There are far too many students who find themselves wondering how to get their next meal or try to save £1.</p> <p>Food banks on campus where students and staff can donate food in the food banks which will be located in SU premises both in Chelmsford and Cambridge. These food banks will also be available for those who need it to come and take from the food bank, so they are getting the</p>	

support they need. At the most recent exec committee my budget request was approved so now I can start purchasing all the items needed to set this up!

#### PERIOD POVERTY

Completed

*Updated: 20/09/2021*

Libby Homer, Director of Student and Library Services have spoken to Andy, the Director of Estates and he has asked his team to change the dispensers we have in ladies and neutral toilets to be free. He is also costing up the dispensers for other toilets. Will continue to track this to make sure it stays on course. Waiting for the timeline.

#### Other relevant updates

*Projects, Ideas and Policies:*

*Updated: 10-10-2021*

HEMS Newsletter – In Progress

I had a word with faculty reps, and they have shown their interest in it.

After I finish preparing a draft, I will present it in Faculty partnership team meeting to approve it.

Team campaign – International fee reduction – in progress

As part of the team looking at international student support, I will be looking at language barriers that may impact the students in their day-to-day experiences of being a student and how we as an SU and the university can better support them.

*Updates from committees and meetings that I sit on:*

Senate Committees:

Senate

Non-Senate committee

Students' Union Committees

Working groups (and others)



My campaigns, policy and other work

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My campaigns

In-Campus Recruitment	In Progress
<p>The main motivation behind this is the students from Engineering department doesn't have a particular placement year as the Business students do , So after their graduation if we could implement a placement recruitment or as a job fair that would be really helpful for the students as well as that would give them a new experience for their future .</p> <p>I am planning to conduct seminars and webinars for students where they can meet successful entrepreneurs and imbibe their knowledge and work experiences directly from them.</p> <p>For this I have presented my campaign in FPT as well as FEC meeting and they have approved my idea , and I am having a one to one with Amanda Crouch (Head of Employability) , I have been gathering feedback from students and I have received positive responses.</p> <p>According to the Employability team they are conducting a Employability Seminar on mid of March for the Science and Engineering Students ,in which most of Companies will be attending the Seminar and hopefully will recruit some of our students.</p>	

<b>Introducing Different Cuisines to our ARU café -</b>	<b>ON HOLD</b>
<p>First, I would like to say that our café is vast and spacious, being a student myself, I hang out at the cafe whenever I get free time with my friends. I always used to think as this university accommodates students from all over the world, it would be nice to introduce some of the world's cuisines where everyone would be able to appreciate and enjoy the cuisine of their colleagues and friends.</p> <p>For this idea I had a chat with Joe who looks after the cafeterias, and they are in the middle of recruiting new chef and it is in Progress.</p> <p>This is on Hold since there is confusion going on with 92 Bar in Chelmsford.</p>	

<b>24*7 Counselling Sessions</b>	<b>On Hold</b>
<p>The idea of introducing an on-call service which is available 24*7 for the students where they can raise their concerns and the problems, they are facing day to day. This would be a good platform for the students to share the troubles they are facing, and appropriate measures can be taken if the reasons are valid and truthful.</p> <p>My idea was introducing the psychology graduates to this area and if they could do some counselling sessions for students that would be helpful because we can cut down the time for getting the appointments and we could do it immediately.</p> <p>But this is On Hold because when I discussed the idea in FPT, most of faculties were not promoting it because of its confidentiality.</p> <p>So, it's still in On Hold.</p>	

Other relevant updates

*Projects, Ideas and Policies:*

**Team Campaign -: INTERNATIONAL STUDENT SUPPORT**

As a team we are decided to do a campaign on International Student Support and in this we are planning to do:

- \* Fees Reduction
- \* Improve the Services
- \* Language Barrier
- \* NUS

And I am personally working on the international facilities providing by other universities which we have selected.

We have selected 6 Universities and we have collected all the services provided by them to the international students.

Still working on Fees Structures.

**Staff Response Time -:** The response time for all faculty is 5 days but AHSS and B&L has been reduced it to 3 days, FSE is in progress.

*Updates from committees and meetings that I sit on:*

Senate Committees:

Education Matters Committee

Research Degrees Committee

A&G Committee

F&R Committee

HR&EE Committee

Non-Senate committee

FPT

FEC

FSC

Students' Union Committees

University and Students Union

Students Union Staff

SU Executive Committee

ARU Students' Union Board of Trustees

Working groups (and others)

