

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

November 29th 2019, 11:00 – 13:00

1.1 Welcome, apologies and absences, including newly elected members	Matt Hayes	<i>To note</i>	
1.2 Terms of reference*		<i>To note</i>	
1.3 Minutes of the last meeting		<i>To approve</i>	130/19
1.4 Actions & matters arising from last meeting		<i>To discuss</i>	131/19
2.1 Trustees Sub Committee Amendment	Matt Hayes	<i>To approve</i>	132/19 132a/19
3. Faculty Rep Updates <i>All representatives to discuss their projects and campaigns</i>	All Faculty Reps	<i>To discuss</i>	133/19
4. Campaign Rep updates <i>All representatives to discuss their projects and campaigns</i>	All Campaign Reps	<i>To discuss</i>	134/19 134a/19
5. Executive Officer reports <i>Update on campaigns, projects, policy and ideas</i>			
5.1 President	Matt Hayes	<i>To discuss</i>	135/19
5.2 Vice President (Business & Law)	Mary Copsey	<i>To discuss</i>	136/19
5.3 Vice President (Arts, Humanities & Social Sciences)	Amanda Campbell-White	<i>To discuss</i>	137/19
5.4 Vice President (Health, Education, Medicine & Social Care)	Fraser Luther-Yarwood	<i>To discuss</i>	138/19 138a-d/19
5.5 Vice President (Science & Engineering)	Siobhan Fouche	<i>To discuss</i>	139/19
6. Big Ideas* <i>New ideas to be discussed and taken forward</i>			
6.1 NSS Representation	Em Long	<i>To discuss</i>	
7. New Policies* <i>A discussion of any recently passed policy</i>			
8. Budget <i>An update on the budget / new requests</i>			
8.1 Budget Request: ARU Mindful	Mary Copsey	<i>To approve</i>	140/19
9. Any Other Business			
9.1 NSS Charities	Rachel Wilkenson	<i>To discuss</i>	141/19
9.2 Executive committee involvement in Refreshers' Fair: 20-24 January 2020	Rachel Wilkenson	<i>To discuss</i>	
9.3 Wintercomfort Holiday Donations	Rachel Wilkenson	<i>To note</i>	

Date of next meeting			
TBC			

*Starred items will only be discussed if there are items under these headings

Executive Committee (FVC and LEDIC) Minutes; 28th October 2019

Item				Action
1	1.1 Attendance			
	P = Present, Ap = Apologies, A = Absent			
	1.1.1 Members			
	Kerdisha Ali-Arab	Women’s Rep (Cambridge)	A	
	Angela Atuahene	Women’s Rep (Chelmsford)	A	
	Amanda Campbell-White	Vice President: Arts, Humanities and Social Sciences	P	
	Mary Copsey	Vice President: Business and Law	Ap	
	Gold Dominic	International Students’ Rep (Chelmsford)	A	
	Ethan Dredge	Trans Students’ Rep (Cambridge)	P	
	Siobhan Fouche	Vice President: Science and Engineering	P	
	Damien Francis	B&L Faculty Rep (Chelmsford)	A	
	Luca Girardi	LGBT+ Students’ Rep (Cambridge)	Ap	
	Ganesh Gupta	BME Students’ Rep (Cambridge)	A	
	Matt Hayes	President	Ap	
	Jose Hermosilla	S&E Faculty Rep (Chelmsford)	A	
	Caroline Hill	Disabled Students’ Rep (Chelmsford)	P	
	Ashleigh Jackson	HEMS Faculty Rep (Chelmsford)	P	
	Marta Kalista	HEMS Faculty Rep (Peterborough)	A	
	Anna Kiss	International Students’ Rep (Cambridge)	P	
	Tiegan Lawson	HEMS Faculty Rep (Cambridge)	A	
	Imogen Lay	HEMS Faculty Rep (Chelmsford)	P	
	Emily Long	S&E Faculty Rep (Cambridge)	P	
	Fraser Luther-Yarwood (Chair)	Vice President: Health, Education, Medicine and Social Care	P	
	Alessia Mevoli	B&L Faculty Rep (Cambridge)	P (until 14:10)	
	Bethany Miller	HEMS Faculty Rep (Cambridge)	P	
	Obinna Ogbankwa	BME Students’ Rep (Chelmsford)	Ap	
	Sarah Strachan	AHSS Faculty Rep (Cambridge)	P	
	Emma Scriven	Disabled Students Rep (Cambridge)	P	
	Andrew Taylor	LGBT+ Students’ Rep (Chelmsford)	A	
	New members of the team were introduced.			
	1.1.2 Observers			
	Emma Howes	Engagement Manager	P	
	John Valerkou	CEO ARU Students’ Union	P	

	<p>1.2 Terms of Reference</p> <p>There have been no changes to the terms of reference</p> <p>1.3 Minutes of the last meeting</p> <p>The minutes were accepted as an accurate reflection of the meeting.</p> <p>1.4 Actions Arising</p> <table><tr><th>ITEM</th><th>ACTION</th><th>OWNER</th><th>UPDATE</th></tr><tr><td colspan="4">Carried over actions: 2018/19</td></tr><tr><td>7.2</td><td>MH to raise concerns about placement student access to counselling services at the Wellbeing Steering Group</td><td>MH</td><td>Ongoing – to be raised at next meeting</td></tr><tr><td>7.5</td><td>MH to explore examples of good practice at other SUs relating to the Equal Access to Education Policy.</td><td>MH</td><td>Contacts made. Ongoing</td></tr><tr><td>7.8</td><td>MH to raise ‘inclusivity training’ as a suggestion for sports team welfare officers</td><td>MH / FLY</td><td>Complete: FLY confirmed with James Cudmore</td></tr><tr><td colspan="4">Carried over actions: July 2019</td></tr><tr><td>3.1.3</td><td>MC to meet with DF to discuss lecture capture projects</td><td>MC</td><td>Ongoing</td></tr><tr><td>3.1.3</td><td>SF to meet with MC to discuss lecture capture projects</td><td>SF</td><td>Ongoing</td></tr><tr><td>6.1.1</td><td>MC and GD to discuss international student support options</td><td>MC</td><td>Ongoing</td></tr><tr><td colspan="4">Carried Over Actions: August 2019</td></tr><tr><td>7.1.1</td><td>MH to circulate plans to measure KPIS for Drug Harm Reduction Campaign.</td><td>MH</td><td>Ongoing.</td></tr><tr><td>8.1.1</td><td>HB to put in a 1:1 with GG and Activities to plan Black History Month.</td><td>HB</td><td>Complete</td></tr><tr><td colspan="4">Carried Over Actions: September 2019</td></tr><tr><td>2.1</td><td>EH to complete email election for Deputy President</td><td>EH</td><td>Complete</td></tr><tr><td>4.1</td><td>SS to share information on Christmas ‘adoption’ scheme with Officers</td><td>SS</td><td>Ongoing</td></tr><tr><td>4.1</td><td>FLY to meet with CP to discuss Christmas volunteering opportunities</td><td>FLY</td><td>Complete: FLY will be joining team meeting to discuss further</td></tr></table>	ITEM	ACTION	OWNER	UPDATE	Carried over actions: 2018/19				7.2	MH to raise concerns about placement student access to counselling services at the Wellbeing Steering Group	MH	Ongoing – to be raised at next meeting	7.5	MH to explore examples of good practice at other SUs relating to the Equal Access to Education Policy.	MH	Contacts made. Ongoing	7.8	MH to raise ‘inclusivity training’ as a suggestion for sports team welfare officers	MH / FLY	Complete: FLY confirmed with James Cudmore	Carried over actions: July 2019				3.1.3	MC to meet with DF to discuss lecture capture projects	MC	Ongoing	3.1.3	SF to meet with MC to discuss lecture capture projects	SF	Ongoing	6.1.1	MC and GD to discuss international student support options	MC	Ongoing	Carried Over Actions: August 2019				7.1.1	MH to circulate plans to measure KPIS for Drug Harm Reduction Campaign.	MH	Ongoing.	8.1.1	HB to put in a 1:1 with GG and Activities to plan Black History Month.	HB	Complete	Carried Over Actions: September 2019				2.1	EH to complete email election for Deputy President	EH	Complete	4.1	SS to share information on Christmas ‘adoption’ scheme with Officers	SS	Ongoing	4.1	FLY to meet with CP to discuss Christmas volunteering opportunities	FLY	Complete: FLY will be joining team meeting to discuss further	
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2.	<p>2.1 Election of the Deputy President</p> <p>EH: Amanda Campbell-White was elected</p>																																																																	
	<p>2.2 EDI in AHSS</p> <p>ACW: I will be meeting with Sean Le Boutiller and would like suggestions for Equality, Diversity and Inclusivity improvements in the faculty. Please send any ideas you have by email.</p> <p>CH: students would like staff to be more aware of their individual needs within large cohorts. Could staff be emailed photos of students emailed with SORA so that they can be more aware?</p>	All																																																																

	IL: more regular contact would help staff remember as they teach large numbers of students.	
	2.3 Committee-ments There is a space available on Academic Standards and Quality for 1 PGT Rep. Please email EH if you would like to consider this role There is space on Student Matters for 1 rep. CH would like to accept this space.	EH
3.	3.1 Faculty Rep Updates: 3.1.1 HEMS Faculty Rep (Chelmsford): IL: I have raised Childcare for placement students at FPT and am in touch with the Parents in Education Society and Rep Coordinator Demi Smith to explore costs and options. 3.1.2 HEMS Faculty Rep (Chelmsford) AJ: Supporting IL with this work. 3.1.3 B&L Faculty Rep (Cambridge) AM: I am working on a Faculty Feedback project to explore student engagement, working with the faculty. 3.1.4 S&E Faculty Rep (Cambridge) EL: I attended FPT and met with senior staff. I am now working with Laurie Butler on student staff communication and looking at examples from other faculties. I held a faculty forum prior to the Rep Elections for all S&E students. This was successful and I will offer these once a month. I am working with Victoria Tait to deliver sustainability workshops in lectures. ACW: Are faculty forums on our website? EL: Not yet, I shall do that. 3.1.5 AHSS Faculty Rep (Cambridge) SS: I had a meeting with 'Diverse' following up for the Best Night Out campaign. I have attended 2 FPTs, the second one was an improvement on the first which was not very useful. I attended ASQ – this was useful and I had input on the 120 credit modules proposed for AHSS. Concerns with this model are around the risk of failure, but the positives outweigh this risk, which already exists due to 60 credit modules. I met with Demi and Hannah and we are starting to plan a campaign around limits on books plus. I met with Harriet from CSA and did not get much buy-in for this. Student feedback and suggestions from Harriet are that SSLCs can be quite negative. We are in discussions about building community and a more positive culture and I have put forward a proposal on a project to work on this. I am working as a student consultant for TEF I attended a sustainability workshop with GSI and offering feedback to make it an accessible topic.	EL
4.	4. Campaign Rep Updates: 4.1 Trans Students' rep (Cambridge) ED: Trans awareness week is coming up – I would like to offer a night-time event and will need to plan.	

	<p>4.2 International Rep (Cambridge) AK: I have been answering questions from International students re: Visas and support. I am organising an international food day along with International office</p>	
5.	<p>5 Executive Officer Reports 5.1 President MH absent: Paper taken as read IL: Have the drugs kits been ordered? FLY: These have arrived</p> <p>5.2 VP: Business and Law MC: Absent. Updates taken as read. No questions</p> <p>5.3 VP: Arts, Humanities and Social Sciences ACW: The Bloody Mess campaign survey is still open and needs more responses (currently 65) please share on social media to support. The Raise the Bar campaign weekly meetings with the university have been completed and we are writing a final proposal to take to Vice Chancellors Group (VCG), within a month. If this is approved it will go to Board of Governors in January. Students have been taking pictures with a #RaiseTheBar sign and tagging the SU and ARU to raise awareness and show impact. As part of the team mental health campaign, I am lobbying the university to implement the Big White Wall (a peer to peer support network with counsellors, GPs etc) alongside existing provision. We currently have 'silver cloud' which students can access 4 modules of. My proposal is being taken to the wellbeing steering group next week. CH: Big White Wall can create a 'mass-hysteria' or a culture of trolling and can have a negative side.</p> <p>5.4 VP: Health, Education, Medicine and Social Care FLY: The Rent report is completed and published. Copies are available in the offices or online as a PDF. Local MPs have been included in the distribution. We will be lobbying university to reconsider minimum standards for internal and external renting. I am also looking to support students with advice re: rights and options. There will be a project plan at the next Exec meeting. Break the Cycle / be Mankind – focussing on men's mental health. I am looking to create a Q&A video session with male counsellors on both campuses. I am also hoping to deliver a walk and talk event to promote conversation between people. Sustainability. I have been arranging the delivery of sustainability workshops with GSI / Victoria Tait. There is an online sustainability skills survey which will give us access to ARU specific breakdown if uptake is sufficient. This can feed into our own and ARU strategies. Please share and complete. There are 2 conferences coming up to support this campaign (see budget requests). Tree-planting sessions are coming up on both campuses. In April 2020 we will host a 'Sustainable Futures' support day in collaboration with ARU to share best practice with other unions and unis. We are looking to set up a working group to get a nursery on campus (with IL). Considering Education students to support and deliver. Trans inclusion in competitive sports has been a problem with BUCs for many years – we have been invited to meet with CEO to discuss policy proposals. There is potential for a big win here! I am looking at PGR student support through printing tokens due to the volume of thesis printing and supporting those with both student and staff identities. I am also creating a brief for bite size CPD session for supervisors.</p>	<p>All</p> <p>All</p>

	<p>BM: What is happening with the Paramedic support package? Placements cost up to £400 in petrol and many are struggling to afford this. This contrasts with nurses who are given funding. We would like to keep this campaign alive and some lecturers are not being very encouraging.</p> <p>FLY: I will pick this up with you to discuss how you can support further.</p> <p>IL: This has been a long campaign and it won't be a quick win but Ben Morris (former Faculty rep) worked hard and we know this is a huge challenge.</p> <p>FLY: We have been butting our heads against a wall for 3 years, but we will keep going to make this change.</p> <p>SS: Could the sustainability angle be considered; pool cars, shuttle buses etc? The university have declared a climate emergency.</p> <p>FLY: We have asked the university about this but they are not willing to help in this way. Shifts, hours and locations are too wide ranging to make this viable.</p> <p>EL and IL: Is there a Christmas at the SU event similar to last year?</p> <p>ACW: Nothing is planned, as this was a campaign by Laura Douds.</p> <p>IL: I would like to take this up.</p> <p>ACW: You should plan this as a campaign and meet with volunteering and activities to make sure you are supported.</p> <p>5.5 VP: Science and Engineering</p> <p>My Survivors campaign will be restricted to Semester 1. The blog and resources will be available online and comms work is underway. An event is planned with 'Desperate Fleas' outside of the university to build a community. To ensure my own mental health I will stop after this point. I am working with FLY on sustainability project, building on his experience and hope to go to a conference next week.</p> <p>Student Steering group tomorrow will be hearing ACWs paper and I will update on progress. I have repeatedly heard that there is a problem with communication between staff and students in S&E. I am working with survey teams on MES. MES surveys can be used to make improvements but low uptake makes the data insignificant. We hope to find out why engagement with this process is low. I want to discuss this with students along with engagement with PDTs, which will need to be reviewed as it is a new process.</p>	<p>FLY</p> <p>IL</p>
6.	<p>6 Budgets</p> <p>EH: we are not quorate and voting will take place online for 48 hours after the close of this meeting.</p> <p>6.1 Selfie Sticks</p> <p>DF absent</p> <p>IL: What is this for? It does not relate to his project plan.</p> <p>EH: We believe this a resource request for use by Executive Committee.</p> <p>EL: Could we not borrow selfie sticks from Media Loans? I would like more information before I vote on this.</p> <p>FLY: Please use the comments section on the website to discuss / ask questions.</p> <p>IL: This may be linked to his project plan for interviewing students but it is unclear.</p> <p>SS: this should still be requested from media loans.</p> <p>6.2 ARU Mindful</p> <p>MC absent</p>	EH / All

	<p>FLY: This is a request for £220 to provide wellbeing boxes for use in eg: Waiting rooms in counselling and wellbeing. No questions.</p> <p>6.3 Survivors Support SF: I have requested money for token boxes to gather feedback on ‘I am a survivor / know a survivor / have no connection’ to help us make this statistic visible. EL: I am unclear what the budget request is for. Tokens or boxes? SF: We have the boxes and need to buy the tokens. IL: The results may not be valid if people do not feel comfortable identifying themselves. SF: We will use screens to maintain privacy. IL: What about resources for those who might be triggered? SF: These will be provided in situ and online.</p> <p>6.4 Sustainability Summit FLY: Sustainability summit is next Monday. This budget request is for me and SF to attend the NUS summit in Sheffield (Tickets and travel) IL: How much of the breakdown is for tickets? SF: £40 per person for 1 day</p> <p>6.5 Nottingham conference FLY: This is for a SU led conference on sustainability. This budget request is for me to attend. ACW: What is this for? FLY: This was proposed at Lead and Change and picks up on practice in areas such as sustainability and other key themes and explores how SUs can support each other in this area. This includes non-affiliated unions and widens our network. Attendance is free and we only need to cover travel. ACW: When is this? FLY: 13th November.</p>	
7.	<p>7.1 EH: Conferences: There is a ring-fenced £1000 for conferences. Please see the link and consider if there are relevant NUS conferences you may wish to attend.</p> <p>7.2 EH: Do Exec have any suggestions for NSS charities: IL: Mid and North East Essex MIND ACW: Can we email you suggestions? EH: Yes please do. EL: Should NSS be open to all final years as S&E FPT discussed that non-third year final year students (eg: sandwich year students) may not be able to complete it? EH: That is not correct as far as we are aware. EL: I will keep Executive Committee updated if I hear any more.</p> <p>7.3 ACW: LG has been contacted repeatedly by “academic support groups” offering services to students such as proof reading and essay writing. They seems to be coming from real people not bots. LG has told them that this is against academic regulations. Has anyone received these and what have you done?</p>	All

	<p>IL: I have received these via Instagram – I don't know if it is people or bots but I delete immediately.</p> <p>ACW: If people get any more of these please let me know and we will pass this on to university committees. Many of these companies target international students and plagiarism awareness is generally lower in this group. Please share with your constituents.</p> <p>EH: Anything outside of the university student services will be a breach of our academic regulations so please share and be aware.</p> <p>ACW: I could request a pop up reminder on canvas</p> <p>IL: this is not on the assignments page either.</p> <p>7.4</p> <p>EL: Group Chat and faculty Networking events are online</p> <p>7.5</p> <p>BM: I have had a lot of requests for interdisciplinary practice in HEMS.</p> <p>AJ: We sit on an interdisciplinary group and will share information with you.</p> <p>ACW: You can take this to FPT and FEC.</p> <p>7.6</p> <p>EH: Hannah Belcher has left the team and interim campaigns support is through myself and Rachel Wilkenson</p> <p>7.7</p> <p>ACW: I have been invited to sit on a teaching review across faculties, please give feedback when I request it.</p> <p>7.8</p> <p>CH: Is there a plan for disabled history month?</p> <p>FLY: Not that I am aware of. You should ask the activities team and Rachel Wilkenson to plan anything like this.</p> <p>ACW: Getting student involvement in these activities is really helpful.</p> <p>7.9</p> <p>CH: A suggestion has been made to make a 3D map of the campus to make it more accessible for students and provide routes.</p> <p>ACW: MC is working in this area and she can take this to her meetings. I would recommend meeting up with her.</p> <p>IL: There are new campus maps which are more searchable but not 3D. I think this an improvement but not as good what you are suggesting.</p> <p>7.10</p> <p>Date of next meeting TBD.</p>	<p>ACW</p> <p>AJ / IL</p> <p>CH</p>
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4.1	SS to share information on Christmas 'adoption' scheme with Officers	SS	Complete
New Actions: October 2019			
2.2	All members to share ideas for improvements in ARU equality, diversity and inclusivity provision	All	
2.3	Caroline Hill to be added to the membership of the Student Matters Committee	EH	Complete
3.1.4	Faculty Forums for Science and Engineering to be shared on the Angliastudent.com website	EL	
5.3	All members to complete / share ACW Bloody Mess survey	All	
5.4	All members to complete / share FLY Sustainability skills survey	All	
5.4	FLY to meet with BM to update and share information re: Paramedic Support campaign	FLY	
5.4	IL to meet with RW / AD / CP to discuss possible SU Christmas day events	IL	
6	EH to open voting for budgets online – all members to vote	EH / All	Complete (14 / 26 voted)
7.2	All members to suggest NSS charities for promotional / incentive purposes	All	
7.3	ACW to propose a Canvas pop up to warn against external essay support companies	ACW	

7.5	IL / AJ to meet with BM to discuss interdisciplinary working in HEMS	IL / AJ	
7.9	CH to meet with MC to discuss options for a 3D campus map to support accessibility.	CH / MC	

Bye Law 7

Trustee Sub Committees

Purpose: This Bye Law outlines the different Sub Committees of the Trustee Board

1. List of Sub Committees and their administration

- 1.1. There shall be the following sub committees:
 - 1.1.1. Executive Committee whose terms of reference and membership are set out elsewhere in these Bye-Laws
 - 1.1.2. Appointments and Governance Committee
 - 1.1.3. Finance and Risk Committee
 - 1.1.4. HR and Employee Engagement Committee
- 1.2. The quorum for all committees other than the Executive Committee shall be at least half of the appointed members to that committee and must include 2 Trustees including the chair where appropriate.
- 1.3. They shall report to the Trustee Board following each meeting.
- 1.4. All committees shall propose a chair from among their voting members who will appointed by the Trustee Board and who may be removed from this position by the Trustee Board.
- 1.5. All committees shall appoint a Secretary who may be from among their member or may be a member of staff of the Union.
- 1.6. Non-trustee members shall be recruited to compliment the mix of skills of the Committee's Trustee Members. Their appointment shall be via an external recruitment and selection process. The Board of Trustees shall confirm the number of external members for each Committee;
- 1.7. Committees may expect to benefit from any reasonable financial or staff resources necessary to achieve their objectives, within the overall resource constraints and annual budget of the Union.
- 1.8. Committees shall be expected to create and regularly monitor a set of regulations that shall include an annual schedule of activity to ensure Committee members are given sufficient opportunity to prepare presentation, workshops or reports and to service the Committee effectively.
- 1.9. Where appropriate a Committee may wish to delegate responsibilities to its Chair or another member. When doing so the committee shall be mindful of the Union's obligations to its Articles of Association, these Bye-Laws, any direction provided by the Committee or the Board of Trustees and any Scheme of Delegated Authority that may be in place from time to time.

2. Appointments & Governance Committee

- 2.1. The Committee shall have delegated responsibility on behalf of the Board of Trustees to:
 - 2.1.1. Appoint, induct, support and develop Student Trustees, External Trustees and the Chief Executive;
 - 2.1.2. oversee the ongoing development of efforts to induct, support and develop the Officer Trustees;
 - 2.1.3. promote good governance throughout the Union; and
 - 2.1.4. review the Union's governance arrangements on a continuous basis and identify improvement opportunities
 - 2.1.5. Any other such authority as delegated to it by resolution of the Trustee Board.
- 2.2. The Committee shall ensure that:

- 2.2.1.all positions on the Board are filled as quickly and effectively as is practicable;
- 2.2.2. the Board has the right balance of skills, knowledge, experience, background and characteristics to facilitate as effective and robust governance as possible;
- 2.2.3. new trustees are inducted quickly and comprehensively to enable them to fulfil their duties; and
- 2.2.4.areas of work within its remit are scrutinised and reviewed and shall make recommendations to the Board, as necessary.
- 2.3. The members shall be
 - 2.3.1.the Chair of the Trustee Board and three other Trustees (including at least one External Trustee) appointed by the Board;
 - 2.3.2.up to two Expert Members co-opted by the committee who shall not be Members of the Union;
 - 2.3.3.up to two student members co-opted by the committee;
- 2.4. In attendance shall be the Chief Executive or their nominee who will not have a vote and will not count towards quorum
- 2.5. The Committee shall agree, and the Board shall confirm, one of the Committee's voting members as the Chair of the Appointments and Governance Committee.
- 2.6. The Committee shall meet at least once in each Academic Year.

3. Finance and Risk Committee

- 3.1. The Committee shall have delegated responsibility on behalf of the Board of Trustees to:
 - 3.1.1.ensure that the Union complies with relevant legislation and regulations;
 - 3.1.2.act in accordance with the Union's mission, vision and values;
 - 3.1.3.ensure the Union remains solvent and is in sound financial health; and
 - 3.1.4. analyse and manage the Union's overall risk profile.
 - 3.1.5.Any other such authority as delegated to it by resolution of the Trustee Board.
- 3.2. The Committee shall:
 - 3.2.1.promote a culture of accountability and transparency throughout the Union's operations and among its staff and officers.
 - 3.2.2.call any investigation considered necessary and call any individual or document relevant to any such investigation in order to meet the objectives and remit detailed above.
 - 3.2.3.scrutinise and review the areas of work within its remit and make recommendations to the Board, as necessary.
- 3.3. Members of the Committee have the right to ask some or all of those 'in attendance' to leave, especially during presentations by, or discussions with, the external auditors
- 3.4. The members shall be
 - 3.4.1.the Chair of the Trustee Board and three other Trustees (including at least one External Trustee) appointed by the Board.
 - 3.4.2.be up to two Expert Members co-opted by the committee who shall not be Members of the Union
 - 3.4.3.up to two student members co-opted by the committee;
- 3.5. In attendance shall be the Chief Executive or their nominee and a member of finance staff chosen by the Chief Executive but they will not have a vote or count towards quorum.
- 3.6. A finance or risk expert who is an employee of Anglia Ruskin University may be invited to attend any meeting to discuss certain items at the discretion of the Voting Members.
- 3.7. The Committee shall meet at least twice in each Academic Year.

4. HR and Employee Engagement Committee

- 4.1. The Committee shall have delegated responsibility on behalf of the Board of Trustees to:
 - 4.1.1. ensure the Union has a highly motivated and engaged workforce and that it excels at volunteer management;
 - 4.1.2. approve and oversee implementation of the Union's People Strategy, which covers the Union's paid workforce and volunteers;
 - 4.1.3. ensure that the Union's reward package is effective at attracting and retaining talented staff, whilst paying due regard to utilising the Union's limited resources as effectively as possible.
 - 4.1.4. Set the remuneration of the Full-Time officers for the following year.
 - 4.1.5. Any other such authority as delegated to it by resolution of the Trustee Board
- 4.2. The Committee shall:
 - 4.2.1. Monitor the Union's progress against the relevant targets contained within its chosen strategy;
 - 4.2.2. promote a culture of accountability and transparency throughout the Union's operations and among its staff and officers;
 - 4.2.3. receive the results of any employee or volunteer engagement surveys and agree any subsequent action to be taken;
 - 4.2.4. maintain a watching brief over the Union's pension provision, ensuring compliance with legislation and best practice; and
 - 4.2.5. scrutinise and review the areas of work within its remit and make recommendations to the Board, as necessary.
- 4.3. The members shall be
 - 4.3.1. the Chair of the Trustee Board and three other Trustees (including at least one External Trustee) appointed by the Board.
 - 4.3.2. up to two Expert Members co-opted by the committee who shall not be Members of the Union
 - 4.3.3. up to two Student Members.
- 4.4. In attendance shall be the Chief Executive or their nominee and a member of HR staff chosen by the Chief Executive. They shall not have a vote and will not count towards quorum.
- 4.5. An HR or employee engagement expert who is an employee of Anglia Ruskin University or any other relevant organisation may be invited to attend any meeting to discuss certain items at the discretion of the Voting Members.
- 4.6. The Committee shall meet at least twice in each Academic Year.

Executive Committee xx.xx.19
Trustees Board Sub Committee Membership Changes

Background

Bye-Law 7 Trustee Sub Committees currently specifies that membership of each subcommittee should consist of the Chair of the Board of Trustees and at least three other Trustees (including at least one external Trustee).

Over the past two years it has become evident that this is creating an overburdening of governance on the President of the Students' Union, who is also the Chair of the Board. It also prevents the Chair from being able to take a more detached view of various decisions as they will have been involved in detailed discussions about every item.

Proposal

Following discussion between the SMT & the Officer team it is proposed that the membership of the subcommittees is amended to read for each one:

2.3 The members shall be

2.3.1 Four Trustees (including at least one external Trustee) appointed by the Board.

2.3.2 up to two Expert Members co-opted by the committee who shall not be Members of the Union

2.3.3 up to two student members co-opted by the committee

Appendix 1: Current Bye Law 7 Trustees Sub Committees

Recommendation:

That the Executive Committee APPROVE this proposal

Bethan Dudas

Director of Advocacy & Engagement

12.11.19

EXECUTIVE COMMITTEE UPDATE

FACULTY REPS

Campaigns, projects and other work

AHSS Faculty Rep (Cambridge): Sarah Strachan

HEMS Faculty Rep (Cambridge): Tiegán Lawson

HEMS Faculty Rep (Cambridge): Beth Miller

HEMS Faculty Rep (Chelmsford): Imogen Lay
<ul style="list-style-type: none">● Had a meeting with Rachel to create a plan for a student survey around disability support in HEMS● Exploring options around childcare support for placement students with Catherine Lee (teamed with Ashleigh). Discussion at FPT (Sep 19th)● Meeting with Sports to discuss more HEMS students in sport (with Ashleigh)

HEMS Faculty Rep (Chelmsford): Ashleigh Jackson
<ul style="list-style-type: none">● Exploring ideas for student surveying around disability and inclusivity in HEMS.● Working on supporting placement students in HEMS with childcare.● Planning to meet with the heads of schools within HEMS to discuss course specific issues.● Working on mini forums in order to engage with DL and apprentice students.

HEMS Faculty Rep (Peterborough): Marta Kalista

B&L Faculty Rep (Chelmsford): Damien Francis

B&L Faculty Rep (Cambridge): Alessia Mevoli

S&E Faculty Rep (Cambridge): Em Long- updated for 29/11/2019meeting
<ul style="list-style-type: none">• Meet the Dean- Course reps were very helpful in providing information and feedback that I can take action on• Timetabling has become an issue within the Faculty- Many classes are booked in incorrect rooms, no room for edits once booked (so far in advance), masters students find that timetabling hasn't allowed them time to go to work during the week (e.g Animal behaviour MSc- lecture on monday outside of the usual Thursday and Fridays as originally planned when students signed up to the course)• Communication study- survey has been created & sent out• Networking event-• facebook group following course rep feedback• Course-based societies encouragement- ongoing• Opportunities for student partnership- meeting with Julian Priddle• Working towards the FSE hub- additional page on canvas to allow student placements, work etc to be posted all in one place, students can look for others to help in projects, research etc, events calendar etc• Calendars- reps found inconvenience in having separate calendars (one for uni timetable, another for outlook)- can the academic timetables be convertible to add into outlook calendars?- ongoing• !! NSS results- I enquired after information about the students taking the NSS survey, spoken with Claire Pike- some students aren't being added/removed from the survey- an administration issue? Essentially the government take registers from

universities the christmas break of students' 2nd years and is not updated, it is assumed that students will take the survey the same time as all others, regardless of whether they need to retake modules or years. The register is not updated(as far as I have been made aware) even if universities are missing students who may have left uni, intermit, moved from overseas etc, whose voice can also lend to the feedback collected during the NSS.- resolution?- the NSS register is ran by the government- can universities have access to edit, add & remove students to ensure that the register is up to date? Claire said " We are missing out on some students who have used a variety of processes at the university but cannot provide feedback on them." As it is gvt led it may need to be passed on to the officers to look into whether universities have this issue nationally?

S&E Faculty Rep (Chelmsford): Jose Hermosilla

EXECUTIVE COMMITTEE UPDATE

CAMPAIGN REPS

Campaigns, projects and other work

Trans Students' Rep (Cambridge): Ethan Dredge

Completed:

- LGBT quiz night for Trans Awareness Week
- Help students with questions about LGBT terminology and being trans.

Things for the future:

- Events for LGBT History Month to be planned with LGBT rep.
- Workshop with tutors/lecturers about how to support LGBT students.
- Continue to answer student questions.

International Rep (Chelmsford): Gold Dominic

International Rep (Cambridge): Anna Kiss

Completed:

- Sent out upcoming events and reminders about it
- Helped students with their questions (Visa, societies, etc.)

Things I want to do in the future:

- International food day
- Continue to help students with their questions
- Continue to keep them updated

Women's Rep (Cambridge): Kerdisha Ali-Arab

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Women's Rep (Chelmsford): Angela Atuahene

BME Students' Rep (Cambridge): Ganesh Gupta

BME Students' Rep (Chelmsford): Obinna Ogbbankwa

LGBT+ Students' Rep (Cambridge): Luca Girardi

LGBT+ Students' Rep (Chelmsford): Andrew Taylor
Completed: <ol style="list-style-type: none">1. Have attended Rep training with Rachel Wilkinson Things For The Future:

-
1. Organise a meet to bring LGBT+ students together to discuss what they would like to see happen / change within the university -I will then be able to gather so ideas for a campaign using this information
 2. Look at arranging some events for LGBT Month for Feb 2020
 3. Meeting With the new Chelmsford ARU Chaplain (Jackie-Dee Thorton) , to explore ways in which she may be able to help support the LGBT+ students across campus

Disabled Students' Rep (Cambridge): Emma Scriven

Elephant in the Room Campaign:

3rd December is international day of persons with disabilities so I will be asking students and staff to wear purple in order to show their support for people with disabilities. There will also be a giant painted elephant in Helmore for the day to symbolise disability as the elephant in the room. I will also be running a tea and coffee discussion in the students union for students with disabilities and asking students to place the name of their disability onto a board which will be in the SU for the whole day.

This campaign is focused on raising awareness of invisible disabilities, including mental health, and acknowledging that sometimes people would rather not talk about disability, whether its their own disability or someone else's and this is treated as the Elephant in the room.

I am also going to be supporting Mary with her #ARUAccessible campaign.

Disabled Students' Rep (Chelmsford): Caroline Hill

Project Plan

2019/2020

CAMPAIGN PROJECT PLAN

Project Title	Start Date	End Date
Elephant in the Room - Invisible Disability Awareness	3/12/19	1/6/20

Lead Officer/Rep	Emma Scriven	Officer Support	Mary Copsey
Staff Support	Rachel Wilkenson	Exec Support	

Aim	Evidence	Objectives	Measure Success
<i>What is the purpose and broad activity of the campaign?</i>	<i>How do you know the activity/campaign is needed?</i>	<i>What are the specific objectives of this campaign? What will it achieve?</i>	<i>How will you know if it's been a success?</i>
Increase awareness of Invisible Disabilities on campus	According to the NSS, 67.22% of ARU students with a specific learning disability and 68.58% of ARU students with any other disability agree with the statement 'I feel part of a community of staff and students.' 70.75% of students with no known disability agree with this statement. There is clearly a gap between these groups of students that needs to be addressed,	<ul style="list-style-type: none"> Celebration of International Day of Disability, students and staff to wear purple for the day. Social media campaign around #elephantintheroom, and social media takeover. Improve disabled students information on the SU website to include invisible disabilities and resources to help students. Keep the elephant in the room campaign alive through a collection of resources for students to use, and link to Mary's student stories which 	<p>Social media mentions of the hashtag for 3rd December. Students and staff wearing purple for the day.</p> <p>Changes to the SU website (https://www.angliastudent.com/advice/disability/) to include more resources to help students with a disability to approach the conversation with lecturers/other students.</p>

	<p>I personally find it very difficult for people to understand that I have a disability as 'I don't look ill'. I have also had a conversation with a student who was so embarrassed by her disability that she didn't like to tell people about it. I have had conversations with other students about how they don't really ever talk about their disability as they don't feel they are able to, especially with lecturers and teachers in class as it can be intimidating to tell them. The information currently provided to students on the SU website is very limited to a couple of disabilities, none of which are any of the disabilities which students I have spoken to are dealing with.</p>	<p>she has collected as part of #ARUAccessible.</p> <ul style="list-style-type: none"> Gathering information from disabled students about their experiences in order to plan for future campaigns. 	
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Deliverables	Key Stakeholders	Departments Involved in Delivery
What will the outputs of the project be (an event, a Facebook group)	Who will play a big part in your campaign?	Are there any specific Students' Union departments/teams that you would like to be involved?
	Student Services - Disability and Dyslexia Team	Comms Activities

Event for 3 rd December International Day of disability. SU Webpage on information for hidden disabilities (#Elephantintheroom)	Disabled students	Representation
	Exec Committee	

Consultation/Approval	Date	
Campaigns Coordinator	12/11/19	
Executive Committee		
Students		

Detailed Timeline & budget				
Dates activity	Activity	Action	Who's doing it	Cost
<i>When?</i>	<i>What?</i>	<i>List what needs to happen for your activity to take place</i>	<i>Who is responsible?</i>	<i>How much money will this cost?</i>

25/11/19	Advertise wearing purple	Poster onto SU screens, email to VC, social media posts	Emma/SU	0
3/12/19	Elephant in Helmore	Buy materials, design and paint elephant, book space in helmore	Emma	£20 approx
3/12/19	Elephant in SU	Purchase elephant, locate a pin board and post it notes	Emma/SU	£20
11/11/19	Promotion	Advertise on SU events calendar	RW	n/a
3/12/19	Tea and Coffee meet up	Purchase tea coffee and biscuit	Emma/SU	£15

EXECUTIVE COMMITTEE UPDATE

MATT HAYES - PRESIDENT

My campaigns, policy and other work



My campaigns

Refugee Scholarship Scheme	In progress
<i>Actions updated: 14/11/19</i> <ul style="list-style-type: none">• University have confirmed that they are reviewing all scholarships and bursaries• Meeting put in with head of marketing to discuss this (meeting will have happened by the time you read this so <u>verbal update to follow</u>)	

Mental Health	In Progress
<i>Actions updated: 14/11/19</i> <ul style="list-style-type: none">• Campaign has been named “Break The Cycle”• World Kindness Day - Handed out lot of free sweets with BTC business cards to engage students in the campaign• Built a basic web page for the campaign which links out to different bits and pieces other officers are running	

Drug Harm Reduction	In Progress
<i>Actions updated: 14/11/19</i> <ul style="list-style-type: none">• Campaign ready to launch• Kits arrived, packs prepared• Need to speak to Andrew about briefing Welcome Reps around distribution of kits - meeting is in diary and will have happened by the time you have read this - <u>verbal update to follow</u>	

Other relevant updates

<i>Actions updated: 14/11/19</i> <ul style="list-style-type: none">• Group chats and speak weeks happened - <u>verbal update to follow</u>	
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EXECUTIVE COMMITTEE UPDATE

MARY COPSEY - VICE PRESIDENT (BUSINESS & LAW)

My campaigns, policy and other work



My Officer update

Hi Everyone!

Unfortunately, I am unable to attend exec today As I am attending my Business and Law Faculty Partnership Team (FPT) meeting.

Brexit campaign

Working on

Since the last exec I have:

- I have met up with a variety of students throughout the month to gather student feedback on the deliverables taken from the Brexit project campaign and presented this feedback to the university challenging them to make the reasonable adjustments and changes that students have requested.
- Supporting the union in 'vote to reg drive'

Campaign wins and progress:

The settlement support workshops have gone really well as of the 14th november the international office has seen @102 students demographics include, masters, part time PhD and undergrad students.

As a result of the success and demand from students the international office has further agreed to run a couple more sessions before christmas and will continue throughout the next trimester.

As brexit has now been delayed myself, Fraser and the union have been working behind the scenes with the university to amend the university comms plan and amend the action plan going forward in the best interest of students.

Brexit:Impact on Education (ACTIVE POLICY)

Link to policy:

<https://www.angliastudent.com/pageassets/represent/thegroupchat/april19/Minor-amendment-GC1919-Policy-submission-Brexit-Policy-The-Group-Chat-April.pdf>

ARUaccessible?**Working on**

This campaign has been launched!! - EXEC I need your support, please share my social media posts and get involved within the campaign (student stories) .

I just want to thank the 2 disabled student reps for all your support with this campaign so far.

****How do I get involved? ****

We are looking for students who have accessibility issues to help us. You will be asked to take some photographs around campus on what accessibility means to you, and then to attend a 1-2-1 discussion about these (this can also be arranged as a digital meeting). Please feel free to comment your feedback below and share!

Other relevant updates

I launched the #ARUmindful project (a project within the teams break-the-cycle mental health campaign) and following this have planned further mindfulness sessions with students.

University meetings that I have attended this month

Brexit Planning Group
Officers Fortnightly Meeting
Access Audit meeting
SU awards
The group chat

EXECUTIVE COMMITTEE UPDATE

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

My campaigns, policy and other work



My campaigns

A Bloody Mess	In Progress
<p>Pledges Page update - we are on 172 responses! But really need more so please urge all to help push this further! The link to the pledge page is here: https://forms.gle/6i7vvpc9ZNRkS5R97</p> <p>The survey is now live! We're on 107 responses so far! Which is great but again, need more! I am aiming for at least 250 responses in total! Survey link here: https://www.surveymonkey.co.uk/r/ABloodyMess</p>	

Raise The Bar ARU	In Progress
<p>The final proposal//business case has been completed and has gone to VCG (they are the top dogs who will make the final decision). So it is out of our hands but we have done the best we can do now. If they approve this proposal, the paper will then go to the board of governors at the university (the next one is the end of January).</p>	

Mental Health (Team Campaign) - BWW proposal	In Progress
<p>I have written my Big White Wall proposal - the proposal went to the Wellbeing Steering group. Still waiting for a response from ARU about their next steps. In the meantime I have written an article here: https://www.angliastudent.com/news/article/union/Break-the-Cycle-Access-to-mental-health-services-at-ARU/</p>	

Other relevant updates

<p><i>Actions updated: 14/11/19</i></p> <p>General update:</p> <ul style="list-style-type: none">- Handed out sweets with the team campaign business cards as part of World Kindness day. Students really appreciated and loved this- Fraser and I hosted Terrence Higgins Trust on campus - frase can talk	
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more about this	
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EXECUTIVE COMMITTEE UPDATE

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

My campaigns, policy and other work



My campaigns

RENT	In Progress
<i>There is a working group now in place that will work to meet the recommendations of the rent report!</i>	

Men's Mental Health	In Progress
<i>At the moment i am looking to do the 'Walk & Talk' events in May next year during Maternal Mental Health Month and National Walking Month</i>	
<i>I have had a meeting with Lucas and Tom from the counselling and wellbeing team and we will be looking to do a video Q&A between myself and both the councillors which should hopefully be done around the time of International Men's Day!</i>	

Sustainability	In Progress
<i>On the 29th November and 2nd November we are taking part in 2 Tree planting events. 1 on campus and 1 with the local council.</i>	
<i>In April 2020, ARU and ARUSU will be hosting the responsible futures support day where other unions can come along to find out about the changes we have made, what can be done to become more sustainable and what they can get involved with.</i>	
<i>At the moment i am involved in both the University and SU sustainability development groups to ensure that both sustainability strategies are effective and have ambitious but achievable goals</i>	
<i>The resolves from the Sustainability Awareness policy have been met and can be seen through the university and SU's approach to making sustainability a key feature in our day to day and strategic work</i>	

NHS Funding	In Progress
<p><i>An open letter will be written, signed and then sent to Health Education England supporting the idea of providing funding for Paramedic students.</i></p> <p><i>I will be following up a conversation with Eva from NUS about getting their support for a funding review!</i></p> <p><i>The first meeting has taken place to look at the draft proposal for a nursery on campus to support those who need childcare support and our education students.</i></p>	

Peterborough	Complete
<p><i>The work to be done in Peterborough is complete</i></p>	

Other relevant updates

<p><i>Open Library</i> (In Progress)</p> <p><i>The trial for this is over so now we are going to be looking at the responses of the trial to determine the next steps of having food in the library</i></p> <p><i>Athena Swan</i> (In Progress)</p> <p><i>HEMS faculty is now looking at having a school specific Athena Swan to feed into the faculty submission and use data comparisons from before and after the faculty restructure. The next submission deadlines will be February and April.</i></p> <p><i>International Nurses' Day!</i> (Not Started)</p> <p><i>Just like last year i would like to hold some International Nurses' Day activities on all three campuses and work with the faculty as well</i></p> <p><i>PhD and PG support</i> (In Progress)</p> <p><i>At the moment some of the things i am working on with PGR students is free printing, Bitesize CPD for supervisors and supporting student lecturers to be able to seperate being a student with being a lecturer.</i></p> <p><i>Society of the Month</i> (Complete)</p> <p><i>This campaign has been handed over!</i></p>
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Policy updates

Against NHS Cuts (In Progress)
<i>An open letter will be written, signed and then sent to Health Education England supporting the idea of providing funding for Paramedic students.</i>
<i>Part of the team mental health campaign, which is being led by Amanda, is to look at additional support during out of officer hours which will be to the benefit of placement students.</i>

Sustainability Awareness (In Progress)
<i>The resolves of this policy have been completed!</i>

Wheels in Motion (Complete)
<i>The resolves of this policy have been completed!</i>

Trans inclusion in Sport (In Progress)
<i>The registration processes for students who want to sign up with BUCS has been flagged as an issue as students are unable to identify as trans or non-binary. This alongside the issue around trans inclusion in sports has led to BUCS planning to hold a student consultation with help from SUs and NUS to discuss these issues and then following this there will be a full review of their policies on trans students!</i>

Action updates

Exec action updates
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CAMPAIGN PROJECT PLAN

Project Title	Start Date	End Date
Men's Mental Health!	October	

Lead Officer/Rep	Fraser Luther-Yarwood	Officer Support	
Staff Support	Rachel Wilkenson	Exec Support	

Aim	Evidence	Objectives	Measure Success
<i>What is the purpose and broad activity of the campaign?</i>	<i>How do you know the activity/campaign is needed?</i>	<i>What are the specific objectives of this campaign? What will it achieve?</i>	<i>How will you know if it's been a success?</i>
To make the counselling and wellbeing service more accessible for male students	In 2013 78% of suicides in the UK were committed by men. https://www.mentalhealth.org.uk/statistics/mental-health-statistics-men-and-women	Breaking down the stigma of men using the counselling and wellbeing service	The number of male students using the counselling and wellbeing service
Support students by finding more networks that can support them	The percentage of male students using the counselling and wellbeing service is significantly lower than that of female students to the point the university sees this as a major issue and now group them as hard to reach	Students are aware of a variety of services that can support them such as papyrus	The number of support services the university promotes
Hosting and engaging in events run by the SU or societies around Men's Mental Health	The union do not have a lot of events in the calendar to support male student mental health so the union should engage with the university to see where the support is needed most	To make students more aware of support available to them and become aware of the growing issue of student suicides	The number of events that target male students and suicide rates

Deliverables	Key Stakeholders	Departments Involved in Delivery
<i>What will the outputs of the project be (an event, a Facebook group)</i>	<i>Who will play a big part in your campaign?</i>	<i>Are there any specific Students' Union departments/teams that you would like to be involved?</i>

Events Social media	Students	Activities Comms
	Exec	
	Counselling and Wellbeing	

Consultation/Approval	Date	
Campaigns Coordinator		
Executive Committee		
Students		

Detailed Timeline & budget				
Dates activity	Activity	Action	Who's doing it	Cost
<i>When?</i>	<i>What?</i>	<i>List what needs to happen for your activity to take place</i>	<i>Who is responsible?</i>	<i>How much money will this cost?</i>
26 th September	Meeting with the counselling and wellbeing team	The officer team and Emma will meet with the counselling and wellbeing team	Officer team, Emma and the counselling and wellbeing team	
7 th October	Meet with Walk and Talk 4 men	Speak with W+T4M and arrange potential events for ARU students	FLY, JM	
15 th October	Meeting with Lucas to explore research around	Look at the statistics of male students using the service and issues declared	FLY, LO	

	men's engagement with the service and to pick out any trends with the issues they have	as well as planning out the upcoming research project		
24 th October	Meeting with Tom	Having a meeting with the Chelmsford Male Counsellor to get his views on the service and share ideas about the campaign so we can support one another	FLY, TB	
19 th November	International Men's Day	As this day is to recognised the issues around male suicide the SU will do some promotion on the day to encourage and support male students as well as providing resources on the website	FLY	
4 th December 2019	Work with the counselling and wellbeing service to look at how they promote and communicate the services to be more encouraging to male students	Look at how the C+W can adjust their advertisement to be more reassuring more male students	FLY, SD	

4 th December	1 st part of filming	This will be the first part of filming with the Chelmsford Councillor, the time with the Cambridge counsellor is to be confirmed so could be in November or December	FLY, TB, LO	
May 2020	Maternal Mental Health Month / National Walking Month	As this month is Maternal Mental Health Month and National Walking Month this would be a good time to have a month of Walk and Talk events	FLY	

CAMPAIGN PROJECT PLAN

Project Title	Start Date	End Date
NHS Funding!	October	

Lead Officer/Rep	Fraser Luther-Yarwood	Officer Support	
Staff Support	Rachel Wilkenson	Exec Support	

Aim	Evidence	Objectives	Measure Success
<i>What is the purpose and broad activity of the campaign?</i>	<i>How do you know the activity/campaign is needed?</i>	<i>What are the specific objectives of this campaign? What will it achieve?</i>	<i>How will you know if it's been a success?</i>
Get paramedic students funding support	<p>Medical students get £33,286 Healthcare students get £3,270 Paramedics get £0</p> <p>Due to the number of placements that paramedics have to do they struggle with the costs of travel, additionally because of the frequency of placements and lectures they struggle to find jobs that work around their hours and to make a sufficient amount of money to support themselves.</p>	Paramedic will receive financial support to the same level as other healthcare students	Paramedics are eligible for funding support
Bursary	As courses are not funded by an NHS bursary our students are ineligible for many NHS support funds meaning they have even less access to funding	There are whispers of the bursary coming back so it would be to ensure eligibility for the extra support funding is there or lobbying for the extra funds to be made available to students.	The NHS support funds are accessible for students whether they are funded by the NHS bursary or not

Deliverables	Key Stakeholders	Departments Involved in Delivery
<i>What will the outputs of the project be (an event, a Facebook group)</i>	<i>Who will play a big part in your campaign?</i>	<i>Are there any specific Students' Union departments/teams that you would like to be involved?</i>
Paramedic funding	NUS	Comms Engagement
	College of Paramedics	
	Paramedic students	
	Other SUs and Universities with paramedic students	
	Staff who work with paramedic students	

Consultation/Approval	Date	
Campaigns Coordinator		
Executive Committee		
Students		

Detailed Timeline & budget				
Dates activity	Activity	Action	Who's doing it	Cost
<i>When?</i>	<i>What?</i>	<i>List what needs to happen for your activity to take place</i>	<i>Who is responsible?</i>	<i>How much money will this cost?</i>
September	Receive response from college of paramedics regarding funding proposal for a judicial review	The response from the College of Paramedics was that they are not in a position to support the campaign	Working Group	

October	Speak to the Council of Deans to seek support for this campaign	The discussions took place but they refused to acknowledge that paramedic funding was an issue	Working Group	
October	Working group conversation	Getting back as a group to plan next steps	Working Group	
October	Having conversation with the Department for Education and Health	The response was that as paramedics were not involved in the 2017 funding review they do not get funding and there are no upcoming plans to do another review	Working Group	
11 th October	Speak with local MPs	Have a meeting with local MPs to talk about funding issues	FLY, VF, DZ	
29 th October	Meeting with Eva	Having a conversation to seek NUS' support with this campaign with the outcome of having another funding review	FLY, ECJ	

CAMPAIGN PROJECT PLAN

Project Title	Start Date	End Date
Rent!	October	

Lead Officer/Rep	Fraser Luther-Yarwood	Officer Support	
Staff Support	Rachel Wilkenson	Exec Support	

Aim	Evidence	Objectives	Measure Success
<i>What is the purpose and broad activity of the campaign?</i>	<i>How do you know the activity/campaign is needed?</i>	<i>What are the specific objectives of this campaign? What will it achieve?</i>	<i>How will you know if it's been a success?</i>
To create a working group or set of actions to fulfil the recommendations of the rent report and to maintain accommodation standards	The Rent report	To create a working group	A working group has been created
Lobby the university to review the way they support students when it comes to finding accommodation (Do they know their rights? Is the landlord reliable? Is the accommodation priced fairly?)	The Rent report NUS research	The university provides support to ensure students are well informed about their rights, renting processes and make sure that students are able to make choices with all the information they need	The university have some form of information hub or guide that students can use to learn more about renting and tenancy rights
To ensure the university improve the quality of student accommodation	The Rent report NUS research	The university commits to renovating the bedrooms and communal spaces of student accommodation to a standard that exceeds basic requirements.	Student accommodation gets renovated or plans are made to renovate
The university provides a more responsive and reliable environment	The Rent report NUS research	The university ensures the accommodation they promoted follow an accreditation scheme	The university finds an accreditation scheme that potential landlords have to gain in order to promote to students

		The university sets up more frequent feedback opportunities for students to talk about their experience and log any issues that need to be resolved	The university will have an online form and termly feedback forms so students can gain quicker responses to their problems
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Deliverables	Key Stakeholders	Departments Involved in Delivery
<i>What will the outputs of the project be (an event, a Facebook group)</i>	<i>Who will play a big part in your campaign?</i>	<i>Are there any specific Students' Union departments/teams that you would like to be involved?</i>
Rent report	Students	Comms
Feedback hub	Estates and Accommodation	Activities
Online support tool	MPs	Executive
Working group	VCG	
Social media updates	Landlords	

Consultation/Approval	Date	
Campaigns Coordinator		
Executive Committee		
Students		

Detailed Timeline & budget				
Dates activity	Activity	Action	Who's doing it	Cost
<i>When?</i>	<i>What?</i>	<i>List what needs to happen for your activity to take place</i>	<i>Who is responsible?</i>	<i>How much money will this cost?</i>
July	Rent Data Analysis	The responses provided from the rent survey will now be analysed into qualitative	FLY, HB	N/A

		and quantitative findings		
August	Writing the rent report	Additional research and writing the rent report	FLY	N/A
September	Design brief and comms plan for the rent report	Plan the design of the rent report booklets and online version and prepare communications regarding the rent campaign	FLY, BN, MB	N/A
October	Publishing the rent report	Fraser and the comms team finalise and publish the rent report	Fraser/Bee/Mal	£239
October	Take rent report to staff and MPs	Officer team to take the rent report to relevant staff and MPs	Officers	N/A
October	Set up a rent working group	A meeting to take places between an officer(s) and a representative of relevant departments to tackle the recommendations of the rent report	Designated staff member from relevant union/university teams	N/A
19 th November	First meeting of the Accommodation Working Group	This will be a working group with key, influential staff to look over and meet the recommendations of the rent report	Accommodation Working Group	N/A

CAMPAIGN PROJECT PLAN

Project Title	Start Date	End Date
Sustainability!	October	

Lead Officer/Rep	Fraser Luther-Yarwood	Officer Support	Siobhan Fouché
Staff Support	Rachel Wilkenson	Exec Support	

Aim	Evidence	Objectives	Measure Success
<i>What is the purpose and broad activity of the campaign?</i>	<i>How do you know the activity/campaign is needed?</i>	<i>What are the specific objectives of this campaign? What will it achieve?</i>	<i>How will you know if it's been a success?</i>
To promote the importance of sustainability to students and staff	In the past year 2 sustainability based societies have been set up and a petition was made to encourage the university to declare a climate emergency. This petition received a lot of responses and the climate issue has become a much wider issue in society and the news so it is important that ARU and ARUSU keep up	Work with the GSI to engage with students and create more of an awareness of sustainability	Students engage with the sustainability campaign The university make changes to become a more sustainable institute.
To encourage the union and university to take action in order to be more sustainable	At the point of starting to write this the university had not declared a climate emergency and the chair of the Board of Governors does not believe in the climate emergency so ARUSU with ARU and the GSI need to lobby for action and change to get them on board	Enforce the university sustainability strategy Bring sustainability back into the union strategy Get the union involved in sustainable activities	The union will have sustainability in its new strategy The university will declare a climate emergency Reduced printing, plastic use and waste creation
To support other unions to be more informed about sustainability and take action	Even though there are unions who share the same beliefs around sustainability, there are many that are not as up to date with	To host webinars with other unions and speak at events/conferences	The number of unions that engage with the sustainability campaign at NUS level

	sustainability issues which sparked the requests for webinars and conference talks	To speak with other sabbatical officers within different unions	
To take part in a variety of activities and events that support sustainability	With student groups already engaging in a number of activities and strikes, ARU and ARUSU need to show their support for our students that which to tackle this issue	Co-hosting events with the GSI Supporting global campaigns and events such as the climate strikes	The union will have events in the calendar that support sustainability

Deliverables	Key Stakeholders	Departments Involved in Delivery
<i>What will the outputs of the project be (an event, a Facebook group)</i>	<i>Who will play a big part in your campaign?</i>	<i>Are there any specific Students' Union departments/teams that you would like to be involved?</i>
Co-hosted sustainability events	GSI	All
Sustainability strategy	VCG	
Sustainability module	Environments team	
	All SU departments	
	Students	
	Student societies	

Consultation/Approval	Date	
Campaigns Coordinator		
Executive Committee		
Students		

Detailed Timeline & budget				
Dates activity	Activity	Action	Who's doing it	Cost
<i>When?</i>	<i>What?</i>	<i>List what needs to happen for your activity to take place</i>	<i>Who is responsible?</i>	<i>How much money will this cost?</i>

20 th September	Climate Strike	Participating and encouraging other students and staff to attend	FLY, MH	
28 th October	Sustainability Workshops	This week will be the first of a series of Sustainability workshops looking at sustainability within the curriculum	FLY, VT	
29 th October	ARU Sustainability Strategy	This is the first meeting I will be attending with university staff to look at and re-draft their Sustainability Strategy	FLY, JR	
31 st October	SU strategy meetings	Having meetings with the CEO to ensure that sustainability gets put on the SU strategy	FLY, JV	
4 th November	NUS-SOS Sustainability Summit	The big sustainability conference of the year with the chance to network with other unions, look at the national sustainability campaigns and NUS' Green Impact initiative	FLY, SF	
13 th November	Nottingham Conference	An issue raised at this conference was sustainability and how SUs can be more inclusive, and have more sustainable	FLY	

		commercial outlets. This is also an opportunity to network with SUs which may not be NUS affiliated		
29 th November	Tree planting	This day and the first Monday of December are tree planting days. The first will be done on campus and the second will be done with the local council	FLY, VT	
2 nd April 2020	Support Day	ARU and ARUSU will be hosting a Responsible Futures Support Day for other Unions	FLY, VT	

EXECUTIVE COMMITTEE UPDATE

SIOBHAN FOUCHE - Vice President (Science and Engineering)

My campaigns, policy and other work



My campaigns

Survivor Support	In Progress
<p>My NAPAC posters have arrived! They will be up soon and I am going to scan them as well to put on my socials - if anyone would like me to send them scans for their socials that would be really appreciated. The Desperate Fleas event has been set up and will be happening on November 28th at the Blue Moon pub (CAMBS) - the theme is gratitude and i am beyond excited for this. Please share the event page on facebook with everyone and if you could come that would be fab! Still waiting for my branding and the blog to be set up. I have written a short paper which is just waiting for a second review before it gets sent to relevant committees etc. Verbal Update will follow.</p>	
Sustainability - aka saving the world one student at a time	In Progress
<p>The Sheffield sustainability summit on the 4th of Nov was really eye opening and interesting to see how other SUs tackle this issue, their ideas, and how sheffield SU runs in itself. Talks with the Chaplains Nigel (CAMBS) and Jackie-Dee (CHELMS) should be in the pipelines - this is an opportunity to collaborate and make the most impact we can. Semester 2 planning is on mine and frasers agenda.</p>	
FSE - unhappy students make unhappier lecturers	In Progress
<p>I have been getting feedback on PDTs and would appreciate any further feedback you could gather to collect to be sent to Elaine to keep her updated and iron out any issues. Good involvement with the British Science Festival 2020 and how the SU can support and promote this. Now on the Athena SWAN committee with Em long which looks at our Bronze award and implementing further good practice into FSE.</p>	

Other relevant updates

Group chat has been a really good success so far and i have found students feedback to be really valuable. The FSE networking event went really really well and I just want to say a big thank you to Toby, Em, Rhiannon and Meg (DP) for their effort in this and making it successful. The chelmsford one is on the 19th of Nov and there will be a verbal update to follow on that.

Campaigns Budget Form

Please submit alongside project plan or update

Name: Mary Copsey
Dates:

Role: Vice President Business and Law

Which campaign is this for?: Mindfulness box for our student spaces -Cambridge and Chelmsford Date of Executive Committee: 29th October

[illegible]

The university donates to a charity chosen by students for every National Student Survey (NSS) response received. **We need to choose one for each campus so that it is local to each.**

Some suggestions that might pertain to campaigns this year include:

Shelter - Shelter is a charity that campaigns to end homelessness and bad housing in England and Scotland.

Mind - Mind is a mental health charity in England and Wales. Mind offers information and advice to people with mental health problems and lobbies government and local authorities on their behalf.

And some charities volunteering has liaised with closely this year:

Cambridge

Homelessness – Jimmy's Cambridge, Wintercomfort for the Homeless

Environment – Cambridge City Council (other good charities include Woodcraft Folk and Find Your Wild)

Wealth Disparity – Cambridge Re-Use

Chelmsford

Homelessness – CHESS

Dementia Care – Alzheimer's Society, Dementia Adventure

Anti-Social Behaviour – Open Road

For further inspiration, below are the charities chosen previously.

2019:

Diverse Cambridge - aims to provide high quality sexual health and HIV support, education and information for all.

Cancer Research UK - a cancer research and awareness charity in the United Kingdom and Isle of Man. Its aim is to reduce the number of deaths from cancer.

Inspire Peterborough - Inspire Peterborough is a local registered disability charity that promotes inclusive sport and leisure activities in Peterborough and surrounding areas.

Save the Children - aims to improve the lives of children through better education, health care, and economic opportunities, as well as providing emergency aid in natural disasters, war, and other conflicts.

2018:

South East and Central Essex Mind was chosen in 2018.

2017:

Dementia Adventure- This charity based in Essex organises holidays for those with dementia and their carers, has a simple mission: to enable people living with dementia to get outdoors, connect with nature, themselves and their community, and retain a sense of adventure in their lives.

Mind - Cambridgeshire, Peterborough and South Lincolnshire Mind (CPSL Mind) was one of the charities chosen in 2017.