



## FVCLEDIC 1/22

**Faculty Voice Committee (FVC) and Liberation, Equality, Diversity and Inclusion Committee (LEDIC)**13<sup>th</sup> January 2022, 11:00 – 13:00

1.1 Welcome, apologies and absences, including newly elected members	Divya Agarwal	To note	Verbal
1.2 Terms of reference*	Divya Agarwal	To note	
1.3 Minutes of the last meeting	Divya Agarwal	To approve	2/22
1.4 Actions & matters arising from last meeting	Divya Agarwal	To discuss	2/22
<b>2. Items for Discussion</b>			
2.1 Re-freshers events <i>All members to discuss and consider any ideas or events they would like to do over the welcome period or start of the year.</i>	All Reps	To discuss	Verbal
<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	To discuss and action	Verbal
<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	To discuss and action	Verbal
<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	To discuss	Verbal
5.2 Vice President (Business & Law)	Ash Salim	To discuss	Verbal
5.3 Vice President (Arts, Humanities & Social Sciences)	Sobin Sojan	To discuss	Verbal
5.4 Vice President (Health, Education, Medicine & Social Care)	Divya Agarwal	To discuss	Verbal
5.5 Vice President (Science & Engineering)	Kevin Joy	To discuss	Verbal
<b>6.</b>			
<b>7. Any Other Business</b>			

Date of next meeting: TBC February 2022		
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## Executive Committee (FVC and LEDIC) Minutes; 26<sup>th</sup> November 2021, 11:30-13:30

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 (CHAIR)</td><td>P</td></tr> <tr> <td>Sobin Sojan</td><td>Vice President: Arts, Humanities, and Social Sciences</td><td>P</td></tr> <tr> <td>Ashique Salim</td><td>Vice President: Business &amp; Law</td><td>P</td></tr> <tr> <td>Divya Agarwal</td><td>Vice President: Health Education Medicine &amp; Social Care</td><td>P</td></tr> <tr> <td>Kevin Long</td><td>Vice President: Science and Engineering</td><td>P</td></tr> <tr> <td>Abbie Harper</td><td>AHSS Faculty Rep</td><td>P</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>Ap</td></tr> <tr> <td>Cal O'Connor</td><td>HEMS Faculty Rep (Cambridge)</td><td>A</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>Sandra Misbah</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>A</td></tr> <tr> <td>Joshua Olasehinde</td><td>BME Students Rep (Cambridge)</td><td>A</td></tr> <tr> <td>Tiegan-Leigh Everitt</td><td>Disabled Students Rep (Cambridge)</td><td>A</td></tr> <tr> <td>Emma Wong</td><td>Disabled Students Rep (Chelmsford)</td><td>A</td></tr> <tr> <td>Akshay Kumbalath</td><td>International Students Rep (Chelmsford)</td><td>A</td></tr> <tr> <td>Robin Robert</td><td>International Students Rep (Cambridge)</td><td>A</td></tr> <tr> <td>Charlotte Fraser-Williams</td><td>LGBT+ Students Rep (Chelmsford)</td><td>A</td></tr> <tr> <td>Kat Persaud</td><td>LGBT+ Students Rep (Cambridge)</td><td>A</td></tr> <tr> <td>Maddison Taylor</td><td>Mental Health Rep (Chelmsford)</td><td>P</td></tr> <tr> <td>Alina Clarke</td><td>Mental Health Rep (Chelmsford)</td><td>A</td></tr> <tr> <td>Sascha Wasilewska</td><td>Trans Students' Rep (Cambridge)</td><td>A</td></tr> <tr> <td>Neethu Jose</td><td>Women's Rep (Chelmsford)</td><td>A</td></tr> <tr> <td>Chelsea-Marie Cochrane</td><td>Women's Rep (Cambridge)</td><td>P</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>Joe Bunkle</td><td>Campaigns and Representation Coordinator</td><td>P</td></tr> <tr> <td>John Valerkou</td><td>CEO</td><td>P</td></tr> </table> <p><b>1.2 Terms Of Reference*</b></p> <p><b>1.3 Minutes of the last meeting</b> The minutes were approved.</p>	Cavya Antony	President (CHAIR)	P	Sobin Sojan	Vice President: Arts, Humanities, and Social Sciences	P	Ashique Salim	Vice President: Business & Law	P	Divya Agarwal	Vice President: Health Education Medicine & Social Care	P	Kevin Long	Vice President: Science and Engineering	P	Abbie Harper	AHSS Faculty Rep	P	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)	Ap	Cal O'Connor	HEMS Faculty Rep (Cambridge)	A	Elle Rimmer	HEMS Faculty Rep (Peterborough)	A	Ruime Azumara	S&E Faculty Rep (Chelmsford)	A	Sandra Misbah	S&E Faculty Rep (Chelmsford)	A	Olubenga Oluwatominiyi	BME Students Rep (Chelmsford)	A	Joshua Olasehinde	BME Students Rep (Cambridge)	A	Tiegan-Leigh Everitt	Disabled Students Rep (Cambridge)	A	Emma Wong	Disabled Students Rep (Chelmsford)	A	Akshay Kumbalath	International Students Rep (Chelmsford)	A	Robin Robert	International Students Rep (Cambridge)	A	Charlotte Fraser-Williams	LGBT+ Students Rep (Chelmsford)	A	Kat Persaud	LGBT+ Students Rep (Cambridge)	A	Maddison Taylor	Mental Health Rep (Chelmsford)	P	Alina Clarke	Mental Health Rep (Chelmsford)	A	Sascha Wasilewska	Trans Students' Rep (Cambridge)	A	Neethu Jose	Women's Rep (Chelmsford)	A	Chelsea-Marie Cochrane	Women's Rep (Cambridge)	P	Emma Howes	Engagement Manager	P	Fraser Luther-Yarwood	Democracy and Campaigns Coordinator	P	Joe Bunkle	Campaigns and Representation Coordinator	P	John Valerkou	CEO	P	
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2.	<div>2. Items for Discussion</div> <div>2.1 CA: Thanks for those who attended the Group Chat and provided updates. It was a successful event and your support was appreciated.</div> <div>2.2 EH: Introduced proposed changes to Bye-Law 4 relating to Elections complaints processes. The intention is to reduce appeals process time from potentially 3 weeks to 4 days. It will also remove the involvement of the Returning Officer (from NUS) in initial complaints investigations, allowing them to process appeals if they arise. Voting will be online</div> <div>2.3 JB – on behalf of SW a budget request has been made for £165 for 1000 pronoun badges (he / him, she / her, they / them). Designs are ready to go and could be ready for Freshers if approved. Voting will be online</div> <div>2.4 FLY: Any budget needed for freshers under £50 per rep can be spent without a budget request to be voted on – this will be useful for refreshers eg: hosting coffee mornings or drop ins.</div> <div>2.5 CA: Reclaim the night. We will be organisers of the event in collaboration with CUSU. The March will take place on 11<sup>th</sup> March, in the evening. It will start at LAB courtyard and end in St Mary’s Church Cambridge for a vigil. There are questions around police protection for the event and whether we feel this is appropriate, needed or wanted.</div> <div>CMC: Is there a choice, or is it a requirement?</div> <div>FLY: The conversation will affect the possibility that the march will take place. Without the possibility of the police presence we would be able to host a rally and a vigil. This would be limited to a host location (eg: ARU or CUSU). The police presence would allow us to do the march which would be more inclusive.</div> <div>MT: Might be something worth checking in with the BAME rep on?</div>	<div>ALL</div> <div>ALL</div>																																				

	<p>CA: We want to be as collaborative as possible and not just have a vigil but we need to be aware of students feelings about police presence.</p> <p>CMC: I am happy with police presence if it makes the event more inclusive.</p> <p>DA: It is better to have a safe, police monitored march.</p> <p>JB: To give context there are some groups who have been involved in the conversation who feel that the police presence might be uncomfortable (thinking of the white washing of the event previous and the Sarah Everard case). We cannot guarantee police presence as they are stretched thin in Cambridge but they may attend the march if it goes ahead. We want to make sure we are collaborative to keep demonstrators safe. It would be good to hear from female, non-binary and BAME students how they feel about police presence.</p>	ALL
3.	<p><b>3. Faculty Rep Updates:</b></p> <p>3.1 IDSC: I have been working with Demi to reach out to Course reps to introduce myself and will be organising drop ins to gather feedback to feed into campaigns.</p>	
4.	<p><b>Campaign Rep Updates</b></p> <p>4.1 MT – Nothing new since yesterday's group chat!</p>	
5.	<p><b>Executive Committee Updates:</b></p> <p><b>5.1 President:</b></p> <p>EDI project has developed into community building and looking at training including consent, microaggressions, racism. We are in talks with AHSS Deputy Dean Apurba Kundu and the EDI Team; Katie Potts to deliver these.</p> <p><b>5.2 VP Arts Humanities and Social Sciences</b></p> <p>We have identified 5-6 universities to compare fees structures for international students.</p> <p>I am sending out surveys to look into integration, engagement and isolation for new students.</p> <p>CSA and CSCI students are finding it hard to seek employment without practical / professional experience and we are working to support internships and placements to support them.</p> <p><b>5.2 VP HEMS</b></p> <p>Looking at the language barriers as part of the team campaign.</p> <p>The budget has been approved for the food banks so I will start creating this next week to place on SU premises.</p> <p><b>5.3 VP S&amp;E</b></p> <p>Looking at facilities for international students and comparing to other universities – 2 have responded and will be helping us to compare and assess our provision.</p> <p>I have met with the employability team and we will be working together to host an event in mid march to bring employers onto campus and deliver seminars.</p> <p><b>5.5 VP Business &amp; Law</b></p> <p>Working with KJ and SS on the comparison with other unis fees and facilities for international students.</p> <p>Working on accommodation planning for January intake international students. There is a lot of concern about the number of rooms available, so I am meeting with the estates and facilities team to discuss this.</p>	
6.	<p>AOB:</p> <p>6.1 CA: Is anyone staying on campus over Christmas or want to be involved in any Christmas events.</p> <p>No-one in the meeting will be on campus.</p>	

	<p>6.2 EH: Introduced WonkeHE research event into graduate employment and asked for interest. CMC will attend alongside KJ and Harriet ratty (Rep Coordinator) EH to share registration links</p> <p>6.3 EH: reminder to vote when links are shared</p> <p>6.4 SS: Please consider spending your £50 to deliver events during refreshers and speak to JB / FLY if you would like to do something</p>	
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## Matters Arising:

ITEM	ACTION	OWNER	UPDATE
New Actions: November 2021			
2.2	Executive Committee Members to vote on the proposed changes to Bye-Law 4	ALL	
2.3	Executive Committee Members to vote on the budget request of £165 for 1000 pronoun badges	ALL	
2.5	Campaign Reps to pass on any feedback regarding police presence at Reclaim the Night to JB	Campaign Reps	
6.2	CMC to register for WonkHE employability event in London	EH / CMC	

## FACULTY REPS

Campaigns, projects and other work

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

**Date Updated:**

**Completed:**

- 

**Things for the future:**

- 

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

**Date Updated:**

**Completed**

- Began collecting feedback from students at the start of tri 1
- Attended the first few FPT meetings of the year
- Spoke to Divya about making a new HEMS newsletter as she wants to do one, as we wanted to start one last year but didn't get anywhere with it
- Been working with one of the nursing bioscience lecturers to improve standard of teaching, awaiting meeting with year 1 course reps to discuss

**Things for the future:**

- Continue collecting feedback from students
- Continue to support Divya in her vp role

### HEMS Faculty Rep (Cambridge): Cal O'Connor

**Date Updated:**

**Completed:**

- 

**Things for the future:**

- 

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

**Date Updated:**

**Completed:**

- Attended the first FPT and executive meetings of the year
- Informed Divya I would be happy to help with the newsletter
- Organised drop in sessions for students to raise concerns

**Things for the future:**

- Haven't received any feedback from students as I don't believe students are aware of a HEMS Rep in Chelmsford – aiming to collect these and be a meaningful rep in the near future once students are informed of my role
- Communicate my role to the Course Reps in order to receive student feedback in order to create a good campaign – waiting on their contacts
- Possible events for HEMS students with the Exec Team

#### HEMS Faculty Rep (Chelmsford): Kirstin Green

**Date Updated:** 19<sup>th</sup> November

**Completed:**

- Has been elected to this position through the Bye election
- Completed Faculty rep training

**Things for the future:**

- Work with fellow Chelmsford Rep, Ines, to raise awareness of Faculty Rep role amongst students.
- Arrange a drop-in session with Course Reps to introduce ourselves and hear from the course reps the issues being raised with them by the students

#### HEMS Faculty Rep (Peterborough): Elle Rimmer

**Date Updated:**

**Completed:**

- 

**Things for the future:**

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#### 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): Sandrah Misbah

***Date Updated:***

**Completed:**

- Has been elected to this position through the Bye election

**Things for the future:**

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#### S&E Faculty Rep (Chelmsford): Ruime Azumara

***Date Updated:***

**Completed:**

- Has been elected to this position through the Bye election

**Things for the future:**

-

## 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 Oluwatomiiniyi**

**Date Updated: 20/10/2021**

**Completed:**

- 

**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

**Things for the future:**

- Help to arrange support groups for students with disabilities.
- Attend groups and events relating to disability support and awareness.
- Work on 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 neurodivergencies, in particular ADHD and ASD.

**International Rep (Cambridge): Robin Robert**

**Date Updated:**

**Completed:**

- 

**Things I want to do in the future:**

- 

**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:**

- 

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

***Date Updated:***

**Completed:**

- 

**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:**

- 

**Trans Rep (Chelmsford): Currently Vacant**

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

***Date Updated:***

**Completed:**

- 

**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): Neethu Jose**

***Date Updated:***

**Completed:**

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**Things for the future:**

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**Mental Health Rep (Cambridge): Alina Clarke**

***Date Updated:***

**Completed:**

- 

**Things I want to do in the future:**

- 

**Mental Health Rep (Chelmsford): Maddison Taylor**

***Date Updated: 11 October 2021***

**Completed:**

- I have devised a calendar of Mental Health Related events for 2021/2022. I am hoping to create some bespoke events and also align these dates with the ARU wellbeing service to ensure comms are communicated appropriately to students on support services available.
- I am exploring with the wellbeing service how we can better promote their services and consider which services are most used by students. We also may look at revamping the website.
- I am meeting with NHS Society & the volunteer service regarding monthly pet's therapy events as these will become wellbeing events moving forward.
- In November, I am fundraising for Samaritans and running 30k.
- I am exploring more training for students in mental health first aid.



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> <ol style="list-style-type: none"> <li><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.</li> </ol> <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> <p>If not how why is the disparity happening?</p>	

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 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 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:

1. Discussing these matters with the diversity and cultural change coordinators at the university.
2. Discussing the concerns and having relevant meetings with the Race equality advocates and EDI manager Katie Potts and her team.
3. Discussing with Dr. Apurba Kundu (Deputy Dean Faculty AHSS) to further our understanding on these matters and to work on ways we can implement these sessions.
4. Creating the format of the mode of delivery and the content of the sessions planned.

So far the colleagues 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. They are planning to



implement these sessions at the start of the tri 2 during the induction period. University id 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

#### **Staff response ( Team)**

Completed/Ongoing

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&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) Faculty of HEMS and S&E we will be lobbying the university in future to reduce their response time.

#### **Other relevant updates**

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

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.*

##### ***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

<b>Title:</b> <i>Eliminate isolation, loneliness and improve students' engagement</i>	In Progress
<p><b>Updated:</b> Date: 20/10/2021</p> <p><i>Hello everyone! Many students coming to university can find it difficult to socialize, meet new people and make friends with the same interests as themselves, which can impact their student experience. However, I am working on an exciting campaign to find new solutions to tackle student loneliness, and to improve students engagement.</i></p> <p><i>Students have told us that it can often be challenging to connect with fellow students and sometimes experience a feeling of self-isolation and loneliness, especially with so much of our student life being online. Also, students tend to gravitate towards people who come from the same place as themselves and it can get difficult to meet new people with the same interests, within the university. I am trying different alternatives to eliminate cultural differences, break down barriers, make connections more accessible and inclusive, bringing students together from diverse backgrounds.</i></p>	
<b>Title:</b> <i>Freelancing/ Internships to students in CSA and CSCI</i>	

*Updated: I have started to work on providing freelancing/ Internships opportunities to students in CSA and CSCI. I believe, the students from CSA and CSCI had extremely limited practical sessions during their academic year due to pandemic. It is hard for those students to get into a professional life with lack of practical experiences. I believe, there should be an extra support for the students from the University.*

**Title: Staff response time**

**Completed**

*Updated: 20/10/2021*

*AHSS staff response time to students is 5 working days and we had a discussion regarding this as students were not happy about it. We raised this issue in FEC and FPT and concluded that the aim will be to respond back to the students by 3 working days rather than a solid action. The issue around reducing it to a solid 2/3 days was due to Associate Lecturers (outsourced) and part-time academics, not working a full week.*

#### **Other relevant updates**

##### **Team Campaign:**

*Updated: Date: 20/10/2021*

*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.*

#### **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*

*SU Executive Committee*

***ARU Students' Union Board of Trustees***

***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 ran 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>	

Increase the number of placements	In Progress
<p>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.</p>	

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

**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

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

***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

### 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 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!</p>	



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<b>PERIOD POVERTY</b>	Completed
<i>Updated: 20/09/2021</i> 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

<b><i>Projects, Ideas and Policies:</i></b> <i>Updated: 10-10-2021</i> 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.
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<b><i>Updates from committees and meetings that I sit on:</i></b>  <b>Senate Committees:</b> Senate  <b>Non-Senate committee</b>  <b>Students' Union Committees</b>  <b>Working groups (and others)</b>
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## My campaigns, policy and other work

### 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>	
Introducing Different Cuisines to our ARU café -	In Progress

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.

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.

## 24\*7 Counselling Sessions

On Hold

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.

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.

But this is On Hold because when I discussed the idea in FPT, most of faculties were not promoting it because of its confidentiality.

So, it's still in On Hold.

## 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.

**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)**