



**Faculty Voice Committee (FVC) and Liberation, Equality, Diversity and Inclusion Committee (LEDIC)**  
26th November 2021, 11:30 – 13:30

1.1 Welcome, apologies and absences, including newly elected members	Cavya Antony	<i>To note</i>	Verbal
1.2 Terms of reference*	Cavya Antony	<i>To note</i>	
1.3 Minutes of the last meeting	Cavya Antony	<i>To approve</i>	26/21
1.4 Actions & matters arising from last meeting	Cavya Antony	<i>To discuss</i>	27/21
<b>2. Items for Discussion</b>			
<b>3. Faculty Rep Updates</b> <i>All representatives to introduce their projects and campaigns and seek support and input from others</i>	All Faculty Reps	<i>To discuss and action</i>	Verbal
<b>4. Campaign Rep Updates</b> <i>All representatives to introduce their projects and campaigns and seek support and input from others</i>	All Campaign Reps	<i>To discuss and action</i>	Verbal
<b>5. Executive Officer reports</b> <i>Officers may select one or two campaigns to update on and seek support and input</i>			
5.1 President	Cavya Antony	<i>To discuss</i>	Verbal
5.2 Vice President (Business & Law)	Ash Salim	<i>To discuss</i>	Verbal
5.3 Vice President (Arts, Humanities & Social Sciences)	Sobin Sojan	<i>To discuss</i>	Verbal
5.4 Vice President (Health, Education, Medicine & Social Care)	Divya Agarwal	<i>To discuss</i>	Verbal
5.5 Vice President (Science & Engineering)	Kevin Joy	<i>To discuss</i>	Verbal
<b>6.</b>			
<b>7. Any Other Business</b>			
Date of next meeting: TBC November 2021			

## Executive Committee (FVC and LEDIC) Minutes; 29<sup>th</sup> October 2021, 1-3pm

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>Ap</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>Ap</td></tr> <tr><td>Ines Da Silva Correia</td><td>HEMS Faculty Rep (Chelmsford)</td><td>Ap</td></tr> <tr><td>Kirstin Green</td><td>HEMS Faculty Rep (Chelmsford)</td><td>Ap</td></tr> <tr><td>Lucy Barton</td><td>HEMS Faculty Rep (Cambridge)</td><td>P</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>Ap</td></tr> <tr><td>Ruime Azumara</td><td>S&amp;E Faculty Rep (Chelmsford)</td><td>P</td></tr> <tr><td>Sandra Misbah</td><td>S&amp;E Faculty Rep (Chelmsford)</td><td>Ap</td></tr> <tr><td>Olubenga Oluwatominyi</td><td>BME Students Rep (Chelmsford)</td><td>Ap</td></tr> <tr><td>Joshua Olasehinde</td><td>BME Students Rep (Cambridge)</td><td>A</td></tr> <tr><td>Tiegan-Leigh Everitt</td><td>Disabled Students Rep (Cambridge)</td><td>P</td></tr> <tr><td>Emma Wong</td><td>Disabled Students Rep (Chelmsford)</td><td>Ap</td></tr> <tr><td>Akshay Kumbalath</td><td>International Students Rep (Chelmsford)</td><td>Ap</td></tr> <tr><td>Robin Robert</td><td>International Students Rep (Cambridge)</td><td>Ap</td></tr> <tr><td>Charlotte Fraser-Williams</td><td>LGBT+ Students Rep (Chelmsford)</td><td>P</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>Ap</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>Ap</td></tr> <tr><td>Chelsea-Marie Cochrane</td><td>Women's Rep (Cambridge)</td><td>Ap</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>Director of Advocacy and Engagement</td><td>P</td></tr> <tr><td>Joe Bunkle</td><td>Campaigns and Representation Coordinator</td><td>P</td></tr> </table> <p><b>1.1.3 Guests</b></p> <table> <tr><td>Tony Bickley</td><td>Engagement Manager</td><td>P</td></tr> <tr><td>David Rutt</td><td>Strategic Project manager RIDO</td><td>P</td></tr> <tr><td>Bettina Mills</td><td>Director of Strategic Planning and Performance</td><td>P</td></tr> </table>	Cavya Antony	President (CHAIR)	P	Sobin Sojan	Vice President: Arts, Humanities, and Social Sciences	P	Ashique Salim	Vice President: Business & Law	Ap	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)	Ap	Ines Da Silva Correia	HEMS Faculty Rep (Chelmsford)	Ap	Kirstin Green	HEMS Faculty Rep (Chelmsford)	Ap	Lucy Barton	HEMS Faculty Rep (Cambridge)	P	Cal O'Connor	HEMS Faculty Rep (Cambridge)	A	Elle Rimmer	HEMS Faculty Rep (Peterborough)	Ap	Ruime Azumara	S&E Faculty Rep (Chelmsford)	P	Sandra Misbah	S&E Faculty Rep (Chelmsford)	Ap	Olubenga Oluwatominyi	BME Students Rep (Chelmsford)	Ap	Joshua Olasehinde	BME Students Rep (Cambridge)	A	Tiegan-Leigh Everitt	Disabled Students Rep (Cambridge)	P	Emma Wong	Disabled Students Rep (Chelmsford)	Ap	Akshay Kumbalath	International Students Rep (Chelmsford)	Ap	Robin Robert	International Students Rep (Cambridge)	Ap	Charlotte Fraser-Williams	LGBT+ Students Rep (Chelmsford)	P	Kat Persaud	LGBT+ Students Rep (Cambridge)	A	Maddison Taylor	Mental Health Rep (Chelmsford)	P	Alina Clarke	Mental Health Rep (Chelmsford)	Ap	Sascha Wasilewska	Trans Students' Rep (Cambridge)	A	Neethu Jose	Women's Rep (Chelmsford)	Ap	Chelsea-Marie Cochrane	Women's Rep (Cambridge)	Ap	Emma Howes	Engagement Manager	P	Fraser Luther-Yarwood	Director of Advocacy and Engagement	P	Joe Bunkle	Campaigns and Representation Coordinator	P	Tony Bickley	Engagement Manager	P	David Rutt	Strategic Project manager RIDO	P	Bettina Mills	Director of Strategic Planning and Performance	P	
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	Alex Mosely	Anglia Learning and Teaching	P		
	Demi Smith	Senior Representation Coordinator (HEMS)	P		
	<b>1.2 Terms Of Reference*</b>				
	<b>1.3 Minutes of the last meeting</b> The minutes were approved.				
	<b>1.4 Actions Arising</b>				
	<b>ITEM</b>	<b>ACTION</b>	<b>OWNER</b>	<b>UPDATE</b>	
	Carried Over Actions:				
		None			
	New Actions: September 2021				
	2.2	Provide required sizes for hoodies to EH via chat or email	ALL	Partially complete.	
	2.3	Please email EH to take on committee places or request more info: 4 x Reps: Student Experience Committee, 1 x PGT Rep: Academic Standards and Quality Committee, 1 x UG Rep: Student Matters Committee (Board of Governors)	ALL	Partially Complete: Remaining vacancies: 2 x SEC 1 x PGT Rep: ASQ 1 x UG Rep: Student Matters	
	2.3	EH to update committee memberships and inform secretaries.	EH	Complete	
2.	<b>2. Items for Discussion</b>				
	<b>2.1 Changes to Bye-Laws</b> DS outlined the role of the proposed VP Healthcare Practice Students FLY noted an online vote as we are not quorate. DS shared email address and asked for questions EH: Please vote when the voting link is shared – non quoracy means we will not be able to pass these changes even if 12 of you vote in favour!				ALL
3.	<b>3.1 Introductions to all staff and Exec Members</b>				
	<b>3.2 Faculty Rep Updates:</b> <b>3.2.1 Faculty Rep HEMS Chelmsford:</b> LB: Written update taken as read – lots of feedback about placements ongoing				

4.	<p><b>Campaign Rep Updates</b></p> <p><b>4.1 Mental Health Rep Chelmsford</b>  MT: Meeting with NHS society next week to look at 'pets as therapy' events. Interested in seeking some budget for refreshments for the volunteers.  Also have had feedback that wellbeing services need better promotion.</p> <p><b>4.2 Disabled Students' Rep Cambridge</b>  TLE: Have been contacted by students regarding support and awareness of ADHD and concerns raised about the knowledge and support through the PDTs.  Also would like to hear any updates about the accessibility audit.</p> <p>CA: Campaign reps should arrange a meeting with JB and FLY to take ideas forward and develop campaigns.</p> <p><b>4.3 LGBT+ Rep Chelmsford</b>  CFW: Planning to push for mandatory training on EDI, incorporated into the curriculum.  Also want to work on pronoun name badges.</p>	
5.	<p><b>Executive Committee Updates:</b></p> <p><b>5.1 President:</b>  Team are working on international student fees and the quality / accessibility of support for international services. Eg: access and uptake of English / EFL courses.</p> <p>Team are working on response times from ARU staff replying to students. Lobbying for consistency across the faculties. AHSS has agreed to reduce their response times to 3 working days max. S&amp;E and HEMS are still to agree.</p> <p>Working on a 'good speech' policy which we will share with you as it develops.</p> <p>Developing EDI training and embedding this into community building delivery in the curriculum. Have spoken to the Deputy Dean AHSS and had positive feedback about the possibility of this.</p> <p><b>5.2 VP HEMS</b>  ARU have approved the period poverty campaign actions and will be funding some period products.</p> <p>Have put in a budget request to support the development of an SU based food bank. Please can everyone vote online after the meeting; Food security is a real concern for some students and I would like to establish a donation box on each campus and encourage students to put dry, long shelf life items in for others to take. I would like the budget to kick start this campaign; buying the boxes and some food. It is a trial, and we will review after 2-3 months to see how it is working.</p> <p>Looking at the wellbeing services and language around mental health. I will be working on support for international students with EFL with David Walmsley</p> <p><b>5.3 VP S&amp;E</b>  KJ: Planning a job fair on campus to support employment outcomes in S&amp;E. I have met with the employability team to collaborate on this.</p> <p>Wanting to work on food options in the canteen.</p> <p>Plans to bring psychology students in to support wellbeing services are now on hold</p> <p><b>5.4 VP Arts Humanities and Social Sciences</b></p>	ALL

	<p>SS: Considering barriers to engage with student communities and looking at an app called UMI to overcome barriers such as cultural / language to help build friendships and support student communities. Seeking feedback from students</p> <p>Looking into the fee structure with a focus on international students.</p> <p>Also supporting team on response times project within my faculty</p> <p><b>5.5 VP Business &amp; Law</b> CA: Ashique has been working with faculty staff to increase placement / internships opportunities</p> <p>Also working on accommodation contracts and costs; following previous officer campaigns.</p>	
6.	<p><b>6. The Group Chat</b> FLY: outlined group chat and expectations of executive committee members. All should attend and ensure updates are current and relevant.</p>	ALL
7.	<p><b>7. Breakout sessions</b> 7.1 Campaign reps to join Tony Bickley for network training. (Requested members to allow a recording of the session.)</p> <p>Faculty reps and officers joined by BM, DR and AM to discuss education strategy.</p> <p><b>7.2 Education Strategy:</b> DR and BM outlined 3 draft strategies and the pillars. Clarifying questions asked by EH and FLY</p> <p>CA: How will students be involved in the development of these strategies? BM; next steps include student consultation – will launch an online open consultation where questions and comments can be submitted by staff and students (from mid November) Task and Finish groups have been created to get specific questions and priorities set. We would like reps to be members of these groups. We would also like any other ideas on how you would like to involve students.</p> <p>CA: During a workshop we established some questions which we would like the task and finish group to address – can these be shared with Exec?</p> <p>FLY: It will be important to make sure that the consultation is accessible in terms of time needed to complete the questionnaire and to eg: International students with EFL, placement students...</p> <p>DR: Would incentives help encourage students to complete?</p> <p>FLY: We have used prize draws and similar in the past there is a challenge making the incentive worth while without de-legitimising the feedback.</p> <p>BM: How could we seek feedback on the landing page, especially regarding language.</p> <p>EH: This can be shared with the whole Executive Committee for comments via Teams (send to FLY)</p> <p>DR: would an optional short video in the survey help to give context?</p> <p>DR: We would like to fill places on task and finish groups with student reps.</p> <p>EH: Officers have very limited time to sit on additional meetings</p> <p>FLY: It would be important to give clear dates and times to engage other reps due to eg: placement, work, studies, child care.</p> <p>DR: Yes and we could share information via teams for online conversation.</p>	<p>BM</p> <p>BM</p>

ITEM	ACTION	OWNER	UPDATE
Carried Over Actions: September 2021			
2.2	Provide required sizes for hoodies to EH via chat or email	ALL	Partially complete: Hoodies now available for collection – email EH to arrange
2.3	Please email EH to take on committee places or request more info: 4 x Reps: Student Experience Committee, 1 x PGT Rep: Academic Standards and Quality Committee, 1 x UG Rep: Student Matters Committee (Board of Governors)	ALL	Partially Complete: Remaining vacancies: 2 x SEC 1 x PGT Rep: ASQ 1 x UG Rep: Student Matters
New Actions:			
2.1	For Approval; Changes to Bye-Laws. All members of the Executive Committee to vote online.	ALL	
5.2	For Approval; Budget request for £70 for food banks.	ALL	
7.2	BM to share task and finish group questions with Exec via CA	BM	
7.2	BM to share consultation landing pages with Exec (Via FLY) for comment	BM	

## 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, and we wanted to start one last year but didn't get anywhere with it

**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:***

**Completed:**

- Has been elected to this position through the Bye election

**Things for the future:**

- Has been booked in to complete training

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

***Date Updated:***

**Completed:**

- 

**Things for the future:**

- 

#### B&L Faculty Rep (Chelmsford): Wonda Grobbelaar

***Date Updated:***

**Completed:**

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

**Things for the future:**

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

#### B&L Faculty Rep (Cambridge): Abu Suresh

***Date Updated:***

**Completed:**

- 

**Things for the future:**

-



S&E Faculty Rep (Cambridge): Sandrah Misbah

***Date Updated:***

**Completed:**

- Has been elected to this position through the Bye election

**Things for the future:**

- 

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 Oluwatominiyi**

**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:**

- 

**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:**

- 

**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> <p>1. <b>FEES REDUCTION:-</b> International students pays such huge about of money when they come to UK. On the other hand the home students fees are capped.</p> <p>For Ex: I. For UG Home student; they pay 9000£ (capped) whereas an international students pay 14500£ yearly for the similar services university provides.</p> <p>II. For PG Home students pay 5000£ ( capped ) fees whereas International student pays thrice the amount i.e. 14500£.</p> <p>( the disparity between the fees is huge)</p> <p>The question to think about here are the students getting the right and adequate support ( worth the money they pay) at ARU.</p> <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.

### *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 Committees:**

Senate

###### **Non-Senate committee**

###### **Students' Union Committees**

###### **Working groups (and others)**



My campaigns, policy and other work

### My campaigns

Access to cheaper accommodation	In Progress
<p>Reason behind to take this as my campaign because students are taking accommodation from private proprietors and they were wasting their international exposure. If our accommodation is feasible for everyone, we can accommodate more students and it can be seen more focused on their studies and accommodating various countries' students makes a cultural diversity compared to other universities. Cambridge is one of the most expensive cities in the UK.</p> <p>For this, I have presented my campaign in the Accommodation strategy group as well as planning to make 1 to 1 meetings with the estate and facilities team, and I have been gathering feedback from students planning to make focus groups.</p>	
Increase the number of placements	In Progress
<p>The main motivation behind this is that students are opting for a 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 easily able to find 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> <p>For this, I have been planning to work with student services, and also made conversations with the placement and employability manager. For this, I have presented my campaign in the FPT as well as the FEC meeting.</p>	

**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

***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>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

<b>MENS WELLBEING AND LANGUAGE BARRIER IN WELL BEING</b>	<b>In Progress</b>
<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>	<b>In Progress</b>
<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>University approved the idea, but I still need to follow up and I'm planning to collaborate with chaplaincy for this campaign</p>	

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

#### Other relevant updates

<p><b><i>Projects, Ideas and Policies:</i></b></p> <p><i>Updated: 10-10-2021</i></p> <p>HEMS Newsletter – In Progress</p> <p>I had a word with faculty reps, and they have shown their interest in it.</p> <p>After I finish preparing a draft, I will present it in Faculty partnership team meeting to approve it.</p> <p>Team campaign – International fee reduction – In progress</p>
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<p><b><i>Updates from committees and meetings that I sit on:</i></b></p> <p><b>Senate Committees:</b></p> <p>Senate</p> <p><b>Non-Senate committee</b></p> <p><b>Students' Union Committees</b></p> <p><b>Working groups (and others)</b></p>
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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

***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)**