

Union of UEA Students Purpose:
"To enrich the life of every UEA student"



Student Officer Committee Meeting

4 pm, Thursday, 27 February 2014 in the Council Chamber

Agenda

FORMAL AGENDA ITEMS

- 1150 Block Grant Committee**
A discussion paper from the Communications Officer. (See page 8)
- 1151 Minutes of the meeting held on 20 February** (See pages 3-6)
- 1152 Matters Arising**
- 1153 Action Log** (See page 7)
- 1154 Officers on Livewire Union Show**
Officers to appear on the show for the following week.
- 1155 UCU Industrial Action: Marking Boycott**
A discussion topic from the Chair. (See also NUS briefing, page 9).
- 1156 Elections**
A proposal from the Communications Officer.
- 1157 Go Global**
An update from the Community and Student Rights Officer.
- 1158 Council Action Log**
The updated Log from the Communications Officer. (To be circulated at the meeting)
- 1159 Officer Go Round**
Officers to detail their activities for inclusion in the SOC Report to Council.
- 1160 Officers' End Game**
A discussion topic from the Chair.
- 1161 Management Committee Minutes**
The minutes from the meeting of 25 February. (See pages 10-11, see also Appendices A and B on the Annual Student Survey)
- 1162 Any Other Business**

1163 Time, Date and Place of Next Meeting

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Minutes of the Student Officer Committee
20 February 2014
Summary

Key Discussions

- UUEAS finances
- UCU marking boycott
- Places available at NUS Conferences

Key Actions

- Asked that police entry into Union House at evening events be formally recorded in future Events Reports

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Minutes of the Student Officer Committee
20 February 2014



Voting Members present:

Ella Gilbert (Non Portfolio Officer), Rosie Rawle (Communications Officer), Kimberley Hirst-Jones (Postgraduate Officer), Tu An Ngo (International Officer), Sebastian Bachelier (Non Portfolio Officer), Lauren Sloan (Ethical Issues Officer), H Staynor (LGBT+ Officer), Freddie Meade (Non Portfolio Officer), Bintu Foday (Community and Student Rights Officer), Joe Levell (Finance Officer), Emma Silk (Environment Officer), Rachel Knott (Women's Officer), Eunice Opare-Addo (Black & Ethnic Minorities Officer) D Delargy (Students with Disabilities Officer) joined the meeting part the way through.

Non-voting Member

Jim Dickinson (Chief Executive).

Chair

L Withers Green (Academic Officer).

In attendance:

Tony Moore (Representation Support Worker)

Apologies:

Joe Raynes (Non Portfolio Officer).

1140 Minutes of the meeting held on 13 February 2014

The minutes were agreed.

1141 Matters Arising

There were none.

1142 Action Log

R Rawle reported, on the **ambiguity of questions in Referendums**, that a meeting of the CRG had been arranged for the following week.

SOC agreed to note progress on the implementation of policies recently passed by Council and update the **Council Action Log**.

R Rawle noted she was investigating possible alternatives to the NUS for the **Returning Officer** post.

On University Rents, B Foday noted that the University had not publically stated that it had reached a decision on the rent level and that she would investigate when the decision would be made.

SOC noted that the **Block Grant open meeting** had taken place.

SOC noted that an Officer had attended the **ATOS** demo and the demo

had been publicised.

SOC noted the increase in the number of police officers patrolling on campus and in Union House.

*SOC asked that it be minuted that this had not been reported in recent Events Reports and staff made aware of the **Police in Union House policy**.*

R Rawle reported that had been yet another rejection by the University over the **Fossil Free** campaign.

J Levell reported that the changes which would enable students to sit on the boards of the **Subsidiary Companies** were still being designed.

K Hirst-Jones noted the Library had held a focus group with PG students and that questionnaires would be placed in the Grad Bar. She noted she would be asking the Library about use of PG space by **integrated masters'** students.

SOC agreed that Officers would update the Council Action Log in between meetings and that only the items highlighted in red would be discussed at SOC.

Emergency Item

J Dickinson, Chief Executive gave a presentation on UUEAS' finances and service provision. He summarised the situation: profit of the commercial side was below the benchmark for students' unions, spend on membership services and campaigns was low and spend on administration and premises was high.

L Sloan noted on the £60,000 rise in the pension funding contribution whether this might be an area where the University might help.

J Dickinson advised this would be the subject for future conversations with the University.

L Sloan asked as to the state of the Reserves Policy.

J Dickinson advised there had been a delay which had been caused by the need to merge the Reserves Policy with an Investment Policy which would establish where the reserves were held. He noted the present problems with the new ownership and governance structure of the Co-op Bank. He further noted he would be advising the Trustee Board to decide to make the policy agreed by Council immediately operational.

1143 Officers on Livewire Union Show

J Levell noted that Officers had failed to appear on the show the previous week and he asked Officers if they committed to appearing to ensure they did so.

To appear next week: J Levell and R Knott.

1144 Block Grant Committee

SOC noted this item would be considered at the next meeting.

1145 UCU Industrial Action: Marking Boycott

SOC noted, due to J Raynes' absence, this would be formally considered at the next meeting.

J Dickinson advised that students would soon be asking questions about this matter. He noted that the last boycott had been in 2006 and that

students' unions and the NUS had lost control of events when they failed to put the effort in to lobby and inform their members. He advised that support for a marking boycott was far harder to gain than for generalised industrial action and that, if SOC decided it should be supported, they would have to be prepared to mount a sustained and detailed campaign of briefing and lobbying. He advised that it was highly unlikely that the employers would agree to a deal with the UCU; so SOC should be prepared for this eventuality.

SOC agreed that this matter would be reported to Council at its next meeting

1146 Council Action Log

Chair noted that this item had been covered earlier in the meeting.

1147 Officer Go Round

E Gilbert : ATOS demo, Block Grant meeting, Norfolk People's Assembly Unions Day

E Silk: Fossil Free, Activism and Campaigns workshop and screening of the film, Just Do It!

R Knott: International Women's Day, Manchester 'Reclaim the Night', London 'Lad Culture' Summit

F Meade: Block Grant, Marketisation of HE Teach-in in Cambridge and ULU demonstration against their university's attempt to seize control of the students' union

K Hirst-Jones: PG library space, promoting another PG live music band in the Grad Bar

S Bachelier: introduction of gluten free products in the Hive

L Sloan: National Week of Action of the Fair Pay on Campus Campaign

E Opare-Addo: introduction of 'Scotch Bonnets' in the Shop

H Staynor: Continuing LGBT+ History Month, including talk by Peter Tatchell and a meeting on international LGBT+ issues with DEV SOC

D Delargy: organising attendance at NUS conference and organising a focus group before the conference.

1148 Any Other Business

H Staynor wondered as to quotas for NUS conferences. R Knott noted that certain places were reserved for certain categories of students. J Levell noted the cost for observers was quite high but last year for the LGBT+ Conference this had been met by funds from the Campaigns Budget. H Staynor noted she would like to attend the Women's Conference. R Knott noted that there was a lot of interest from Feminist Society members and she would write a list of attendees and places available.

Chair noted that unions were restricted to only two observers at the Women's Conference; she believed this was unfortunate: the event should be unrestricted and aim to be the 'Glastonbury' of feminism.

E Silk asked Officers to attend the Just Do It! Event and to talk about their campaigns

1149 Time, Date and Place

5 pm, Thursday, 27 February in 1.31, Union House



SOC ACTION LOG (Internal Process)

Date Commissioned	Action Required	Status	Assigned To:	Date to be actioned by:
14 Nov 13/30 Jan 14	Ambiguity of referendums: how to ensure they do not contain a leading question when a whole policy is sent by Council to referendum to be investigated	☹️ to be sent to Constitutional Review Group/awaiting replies	Rosie	End of January
5 Dec 13	Management Committee agenda papers to be circulated to SOC	Actioned	Jim/Tony	January
16 Jan 14	informal committee to support mature students/ exit interview with Mature Students Officer to be held	To be convened and exit interview arranged	Rosie/Bintu	End of January
20 Feb 14	Police presence in Union House to be included in Events Reports	ENTS to be informed	Jim	February

Bloc Grant Campaign Meeting Plan

Documents/ Presentations to accompany:

- Union Presentation that was given to University Staff
- Union Presentation that was given to University Council
- Relevant figures in full (currently being drafted)
- Policies Passed at Union Council. Specifically: 1462a, 1462b, 1254, 1266.
- Union Blogs released: April 29th, 2013, and December 20th, 2013

Agenda:

1. "Where we are now" Presentation delivered by FTOs (10mins)
2. What are the risks and opportunities in running a campaign for a higher block grant? What are our principles? Discussion (15mins)
3. Creating a Strategy - which is Specific, Measurable, Achievable, Resourced, Time-based (15mins)
4. Tactics and Escalation Strategy. (10mins)
5. Summary, date, time, place of next meeting. Online forum? (5mins)

Note: The group will be open but led by Student Officers. It shall plan a campaign for increasing the block grant as requested by policies brought through council. A report and proposal should be brought back to Council on the 6th March.

Industrial Action Update from NUS: UCU - Marking Boycott

Hello all,

We are writing with a further update on the dispute between the University and College Union (UCU) and the University and College Employers Association (UCEA) over pay in higher education.

UCU's Higher Education Committee (HEC) met on Friday 14 February 2014, and have confirmed a marking boycott will take place with effect from Monday 28 April 2014 if the ongoing pay dispute between higher education institutions and staff unions is not resolved in the next two months.

This would be the first time academics have held such a boycott since 2006, and if it occurs it could clearly be deeply problematic for students, particularly in its potential effect on those graduating this year.

We met with UCEA, representing the employers, yesterday to once again call on them to urge a speedy resolution to the dispute and a fair and sustainable pay settlement for staff. We have invited UCU to attend NUS' national executive committee (NEC) this Thursday to update on us on their plans for industrial action and how they can work to protect students' interests, as well as to answer questions and address concerns.

As you will know, the current pay dispute follows the employers' offer of just 1 per cent salary increase through the Joint Negotiating Committee for Higher Education Staff (JNCHES) which the unions have pointed out would mean academics will have suffered a real terms pay cut of 13 per cent since 2009.

UCU have pointed out that the average pay increase for vice chancellors was over 5 per cent last year, and the Times Higher Education (THE) has recently [revealed](#) that Russell Group vice chancellors received average salary increases of more than 8 per cent last year. Meanwhile, just two weeks ago Vince Cable and David Willetts [publicly called on vice chancellors](#) to show great restraint with their pay of senior staff in their letter to the Higher Education Funding Council (HEFCE).

We continue to call on UCEA to get round the table and negotiate meaningfully with the unions. We would therefore encourage students' unions to [write directly to UCEA](#) calling for this, and setting out your concerns about the proposed industrial action. UCEA can be contacted at enquiries@ucea.ac.uk

Of course, students are likely to be concerned about the action that has taken place and that planned. We need vice chancellors and principals to understand the impact of their failure to agree a fair and sustainable pay settlement, and we would therefore encourage you to provide students with the relevant contact details to raise their concerns about its impact.

Students want a speedy resolution to this dispute and we now urgently need to see both the employers and unions getting round the table and negotiating a fair and sustainable pay settlement. The prospect of students being punished for others' mistakes by being denied their graduation is absolutely intolerable.

We would also continue to encourage you to establish and maintain contact with your local trade unions branches, and discuss different ways that students can express support and also how students' interests can be protected. We remain in close contact with all of the trade unions involved in the higher education pay dispute, and will be encouraging them to establish strong links locally too.

Do get in touch if you would like any additional information or have any questions about how this could affect you or students at your institution.

In unity,

Toni and Rachel

Management Committee Minutes 25th Feb 2014

Apologies: Joe and Alex

Louise: Note we are being no confided on Thursday, can we discuss implications later

Operational Updates

- Bintu: Have been organising Go Global, Interfaith and Elections
- Jim: Mainly focussed on the restructure which comes up later in the agenda
- Louise: Futureskills, and prep for committees
- Rosie: Prepping for next Block Grant meeting, Stop the Sell Off meeting, Constitution sub group, and help with elections publicity

Relationship Updates

- Rosie: Have had email responses from Uni on WRC, electronics watch was never raised with ET by Neil, so we are writing a new paper. Also got a new knock back re Fossil Free
- Louise: Monthly update with Neil discussed potential areas of Joint Work as per the partnership motion. (Rosie) he's also coming to Council to talk re Gen Regs (Jim) bear in mind Graeme Wise from NUS also attending
- Bintu: General update meeting with Annie Grant was fine, specific Annie Grant meeting to discuss Interfaith centre was strange- we offered to help keep it open before 10am and beyond 4pm but they seemed unnecessarily resistant. Meeting with Uni on Islamic Centre is coming up.

Trading Updates

- Jim: Nothing new to report against what was presented to Board last week, detailed numbers for the trading outlets are going to the two trading Boards next week.

Improvement Plan

- Jim: Nothing new to report following last week's Board

Restructure Update

- Jim: **VRs** progressing with interim arrangements, leaving dates and agreeing individual arrangements with staff over notice (pay) and holiday. **At risk** staff we met Unison on Friday and you have all had minutes- generally positive dialogue and plenty of extra information has now gone to Unison as requested. Some 121s still to go but we will get there this week. Redesignated staff- most met and understand delay on agreeing new JD with them. Contract renegotiations (ie cleaners) discussions continuing this week, looking positive.
- Bintu: Concerned, do staff have chance to talk or is it more we do talking?
- Toby: Principles of the meetings set out in VR policy. Initial meetings focussed on their questions about how things will work in the future. Also discuss support, new roles, retraining, etc etc. They can bring a rep, meet multiple times, and meet in groups or as individuals.
- Louise: How many bring a friend?
- Toby: Mixed, some do some don't. Not all members of Unison. Sometimes in groups don't bring anyone extra. Whole scale recognition that the organisation is dysfunctional but people obviously worried out themselves.
- Bintu: Ents and Bars, how can ents be getting smaller?
- Jim: Remember we are merging the operational venue aspects of bars and ents so the remaining ents staff can focus on supporting student events, programming and promotions. Relieves some pressure on ents.
- Toby: There are two unfilled shop posts, warehouse and PO and these are available to people at risk which is helpful

- Jim: We don't have formal representation of student staff and until we have full or substantial Unison student staff membership we'd like to establish an interim student staff council to consult more regularly
- Rosie: Important not to undermine Unison
- Jim: Yes intent is to see if Unison can support with time, training etc and then look to take it over with student staff in membership

Annual Student Survey

- Presented as attached. Agreed no particular implications for management outside of improvement plan but should be sent to SOC for a representational response