

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



Student Officer Committee Meeting

5 pm, Thursday, 27 March 2014 in the Board Room

Agenda

FORMAL AGENDA ITEMS

- 1174 Minutes of the meeting held on 13 March** (See pages 2-4)
- 1175 Matters Arising**
- 1176 Action Log** (See page 5)
- 1177 Officers on Livewire Union Show**
Officers to appear on the show for the following week.
- 1178 UCU Industrial Action: Marking Boycott**
A discussion topic from the Chair. (See policy, pages 14-15)
- 1179 Block Grant Funding 2014-15**
A discussion topic from the Finance Officer.
- 1180 Policies Passed by Union Council on 20 March** (See pages 6-19)
- 1181 Officer Go Round**
Officers to detail their activities for inclusion in the SOC Report.
- 1182 Management Committee Minutes**
The minutes from the meeting of 11 March. (See pages 20-21)
- 1183 Any Other Business**
- 1184 Time, Date and Place of Next Meeting**

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Minutes of the Student Officer Committee
13 March 2014
Summary

Key Discussions

- UCU Marking Boycott
- Equal Opportunities Committee
- Democratic Procedures Committee elections

Key Actions

- Establish a Focus Group to work on communications and campaign planning to co-ordinate UUEAS' response to the UCU Marking Boycott
- Democratic Procedures Committee elections to be run alongside Part Time Officer By-Elections

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13 March 2014



Voting Members present:

Ella Gilbert (Non Portfolio Officer), Rosie Rawle (Communications Officer), Bachelier (Non Portfolio Officer), H Staynor (LGBT+ Officer), Joe Levell (Finance Officer), Emma Silk (Environment Officer), Eunice Opare-Addo (Black & Ethnic Minorities Officer), Joe Raynes (Non Portfolio Officer).

Chair

L Withers Green (Academic Officer).

In attendance:

Tony Moore (Representation Support Worker).

Apologies:

Kimberley Hirst-Jones (Postgraduate Officer), Freddie Meade (Non Portfolio Officer), Bintu Foday (Community and Student Rights Officer).

1164 Minutes of the meeting held on 27 February 2014

The minutes were agreed.

1165 Matters Arising

There were none.

1166 Action Log

SOC received the Log without comment.

1167 Officers on Livewire Union Show

To appear next week: R Rawle and L Withers Green.

1168 UCU Industrial Action: Marking Boycott

J Raynes noted that there had been no settlement to the dispute and he believed that some preparatory action should be taken.

SOC agreed to establish a Focus Group to work on communications and campaign planning to co-ordinate UUEAS' response.

Members of the group will be: E Gilbert, F Meade, R Rawle and H Staynor, E Gilbert will organise.

1169 Equal Opportunities Committee

H Staynor reported from the first meeting of the Committee. She noted that B Foday would be bringing a policy draft to the next meeting which would propose a structure and timeline for the promotion and monitoring of equality and diversity across UUEAS staffing and services with a target delivery date for the delivery of the first Equal Opportunities Review of 1 July 2015.

SOC discussed briefly the resolves of the Women in Leadership policy

passed at the last meeting of Council.

1170 Council Action Log

R Rawle apologised that the latest update of the Log was not, as yet, available.

1171 Officer Go Round

R Rawle: planning the panels and invitations for the Union Awards. There has been an online Elections Hustings this year, along with stronger publicity for the elections.

E Gilbert: Stop The Sell Off - UCU policy. Elections

J Levell: Media Hub, Voting publicity. Manchester Strategy and Scrutiny. Macclesfield NUS Communications and Engagement Group

E Silk: attended to University Boards – The Sustainability Board and Environmental Management Systems Board, increasing pressure for the University to go Fossil Free. She organized an elections hustings for Ethical Issues and Environment candidates. The University witnessed its first Communications Blockade from the Fossil Free Campaign, where phones, social media and switchboards were permanently jammed for three hours. She has also been preparing for next year's Reduce Reuse Recycle.

J Raynes: elections, writing policy

S Bachelier: Elections publicity

E Opare-Addo: success in introducing plaintain chips in The Shop, as part of her initiative to encourage international food on campus.

H Staynor: women in leadership and equal ops

L Withers Green: Vote Mobile. Presentation for Annual Fund - Flip Lectures, Education for Sustainability.

1172 Any Other Business

R Rawle noted that, on the elections for the new Democratic Procedures Committee (DPC), SOC had agreed that these should involve the generality of students and not just Union Councillors.

SOC noted that there would be two By-Elections coming up for unfilled Part Time Officer posts and that the DPC elections could usefully be held simultaneously with the By-Elections. SOC noted that there had been successful By-Elections held in May.

SOC agreed to recommend that the DPC elections will be run alongside the PTO By-Elections sometime in May.

J Raynes reiterated his concerns over the need for immediate action over the UCU marking boycott and argued that it would be unfair to leave this to the incoming PTOs.

R Rawle noted she would post information on the Blog to alert students to the issues immediately.

1173 Time, Date and Place

5 pm, Thursday, 27 March in a venue to be confirmed.

SOC noted that after the Easter break, the FTOs elect would be invited to SOC meetings during the Exam Period.



SOC ACTION LOG (Internal Process)

Date Commissioned	Action Required	Status	Assigned To:	Date to be actioned by:
16 Jan 14	informal committee to support mature students/ exit interview with Mature Students Officer to be held	To be convened and exit interview to be arranged	Rosie/Bintu	End of January
27 Feb 14	University Rents	To be considered at future meeting	Bintu	March
27 Feb 14	Annual Survey Results to be considered by SOC	To be considered at future meeting	Tony	March/April
13 Mar 14	UCU Marking Boycott Group	Focus Group to meet and organise comms/campaign strategy – info to be posted on the Blog	Ella/Rosie	March
13 Mar 14	FTOs elect to be invited to future meetings	To actioned after Easter	Tony	April

20 March

1547 EQUAL OPPORTUNITIES: FROM MYTH TO REALITY

Proposer: B Foday (Community and Student Rights Officer)

Seconder: A Robertson (PSI PG)

Union Notes

1. That there is a requirement in the Bye-Laws that an Equal Opportunities Committee should meet and produce an annual Equal Opportunities Report; this has not happened in living memory.
2. That the Community and Student Rights Officer currently sits on the University's Equality and Diversity Committee, as the Student Union's representative. Presently there is no formal structure for Students to feed into this committee.

Union Believes

1. That UUEAS has only paid lip service to the promotion of equal opportunities both in staff development and in the provision of services to its members.
2. That despite the endless rhetoric about equality and diversity in countless strategic plans and mission statements, UUEAS has allocated little or no resources to the promotion and monitoring of equal opportunities.
3. That the Student Union having its own Equal Opportunities Committee, will enable the Community and Rights Officer to have more legitimacy, when arguing for students within the University's Equality and Diversity Committee.

Union Resolves

1. To mandate the present Community and Student Rights Officer and her successor to work with Management Committee to produce a structure to monitor and promote equal opportunities on the staff side of the organisation. This structure will be targeted to be in operation by the end of August 2014.
2. To mandate the incoming Welfare, Community and Diversity Officer to convene the Equal Opportunities Committee to meet three times a term for the coming academic year. The Welfare, Community and Diversity Officer will be the chairperson of the Committee.
3. That the Committee will be composed as stipulated by the Bye-Laws but will be able to co-opt two students with an interest in equality and diversity. These students will be recruited by advertisements for UUEAS volunteering opportunities and the successful applicants will be chosen at a meeting of the Committee.
4. That the Committee will be monitor the promotion and development of equality and diversity in regard to student activities and, in particular, the impact on minorities of new policies passed by Union Council. The Committee will report to both SOC and Union Council.

5. That the Welfare, Community and Diversity Officer will advise the Board of Trustees on what equality and diversity provisions should be made for the Student Union, in conjunction with the Equal Opportunities Committee. This is line with bylaw 6.8 of the Constitution.
 6. The Equal Opportunities Committee will also help, the Community and Student Rights Officer, to inform the University's Equality and Diversity Committee of what issues are affecting minorities within campus.
 7. To mandate the incoming Welfare, Community and Diversity Officer and the Committee to use their work on student activities and the results from the new reporting structure for the staff side of the organisation to produce the first annual Equal Opportunities Report by 1 July, 2015.
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1552 Aren't we all yearning for some Access to Learning? Ensuring a future for the Widening Participation Agenda.

Proposed by: J Levell (Finance Officer) taken up at the meeting

Union Notes:

1. On the 10th February, The Secretary of State for Business, Innovation and Skills (BIS) and the Minister for Universities and Science confirmed funding allocations to the Higher Education Council for England (HEFCE) for 2014-15.
2. HEFCE have been forced to make reductions in funding for 2014/15 and 2015/16, with the grant reducing from £4.21 billion in last year's grant letter to a total of £4.09 billion in 2014-15.
3. HEFCE have been challenged to 'protect as far as possible high cost subjects (including STEM), widening participation and small and specialist institutions.'
4. Section 5 of Annex 1 ('Funding Priorities') reads: 'The new funding system places greater responsibility on institutions to fund access and retention activities, including supporting students in cases of hardship...We (BIS) therefore want you to bring together funding which supports student retention and success, specifically the Student Opportunity fund and the Access to Learning Fund.'
5. The Student Opportunities Fund is a fund paid to Higher Education providers in England at a rate directly related to the proportion of student they take on from disadvantaged and lower income backgrounds. This money directly helps students access Higher Education.
6. The Access to Learning Fund (ALF) is a non-repayable fund available to students who need extra financial help to both access and stay in higher education.

7. ALF prioritised funding towards the following groups: students with children, mature students, students from low-income families, disabled students, care leavers (students who have been in care), students who are homeless or who are living in 'Foyers' (a service which provides accommodation, guidance and support for homes young people), and final year students.

8. According to the UEA website, 'Standard awards are intended to help meet general costs associated with being a full-time student such as living costs e.g. rent or mortgage payments, food, utility bills etc. In addition, assistance with course related costs such as childcare, travel, books and field trips is available for all students including part-time and postgraduate students.'
(<https://www.uea.ac.uk/services/students/fin/finalf>)

Union Believes:

1. In light of the decisions to cut the National Scholarship Programme, it is evident that access to Higher Education is being moved away from students from a low income background.

2. The Access to Learning Fund provided a valuable source of income for students at a time when they needed it most.

3. Whilst the fact that the Student Opportunities Fund has been kept 4. Students should be provided with all financial support they need in order to succeed in Education.

5. No student should face financial barriers to accessing Higher Education.

6. The cuts to Higher Education present one of the biggest challenges to young people at this time.

Union Resolves:

1. To mandate the Community and Student Rights Officer to launch a campaign to raise awareness of barriers to Higher Education and empower students to actively campaign against these.

2. To mandate the Student Officer Committee to establish a campaign to lobby the University and government to ensure no cuts are made to any student hardship funds.

3. To mandate the Student Officer Committee to work with the University in designing a program with the aim of engaging local schools and students in Higher Education.

1553 DON'T LET LEGAL LOANSHARKS BITE

Proposer: Daniel Wrigglesworth (PSI)

Seconder: Connor Rand (HIS)

Union notes:

1. Payday lenders offer short term loans at high interest rates.
2. Those who take out payday loans often run over their debt.
3. Valuable and insightful research undertaken by the National Union of Students shows that the most vulnerable student groups are more likely to access payday loans, including parents, student carers, LGBT students and others.
4. Payday lenders have already been banned from multiple campuses across the U.K.
5. Payday lenders have recently targeted students who are often financially vulnerable, through websites such as www.smart-pig.com

Union believes:

1. Payday lenders often target the poorest and most vulnerable in society.
2. The students union and university have a responsibility to provide safe and sensible financial advice.
3. Credit Unions, such as the one recently set-up in Norwich, offer low-interest short-term loans which are an alternative to payday lenders.

Union resolves:

1. To ban payday lenders from advertising in UEA student union buildings, website and any union publication.
2. That UEA Student Union will provide information for students about the dangers of borrowing from payday lenders and have available support for students in debt and the promotion of credit union loans as a sustainable alternative.
3. To mandate the Community and Student Rights Officer to advertise clearly any financial advice and support that is offered by the Union, on campus, through the website and through any union publications and events.
4. To commit to lobbying the University of East Anglia to banning payday lending companies and their advertisements from campus, on the institution website and any institution publications.

1554 'I think we are going to need a bigger boat...' MORE STUDENT LOAN

PAYMENTS, NOT MORE STUDENT LOAN SHARKS

Proposer: Connor Rand (HIS)

Secunder: Daniel Wrigglesworth (PSI)

Union Notes:

1. As part of the National Union of Students 'Pound In Your Pocket' (NUS PIYP) research, students stated that they would rather receive financial support either weekly or monthly.
2. 46% of respondents to NUS PIYP said they either strongly agree or agree with the statement 'I feel I have little control of my financial situation.'
3. 63% of all respondents to NUS PIYP said they strongly disagree or disagree with the statement 'In general, I don't worry about my current financial situation.'
4. National Student Money Week is a 4 week campaign run by the National Association of Student Money Advisers (NASMA) aimed at raising awareness of student financial difficulties.
5. Students in Scotland and those in England and Wales who receive an NHS Bursary receive payments on a more frequent basis than termly.
6. According to NUS, applications for hardship funds increase as it approaches the end of term.
7. Students who fall into financial difficulty are liable to take-out payday loans with usurious interest rates.
8. The Union of UEA Students should seek to improve the lives of students.

Union Believes:

1. Student finance issues clearly cause distress to students.
2. Students should be able to access financial support when they need it the most.
3. More regular financial support would help those who struggle with long term budgeting.
4. The Union should do all it can to raise awareness of this issue.
5. Monthly payments of student finance would help prepare students for life after graduation.
6. Monthly payments of student finance would mean students are less likely to take-out payday loans.

Union Resolves:

1. To mandate the Student Officer Committee to publicize and raise awareness of the NASMA petition titled 'Make student finance payments monthly.'
2. To mandate the Student Officer Committee to express support for monthly student finance payments whenever they have the opportunity to on a national level.

1555 Amendment to the Bye-Laws on Student Group constitutions

Proposer – Tohfa Walker (Fetish Society)

Seconder – David Stephens (CMP 2nd Year)

Union Notes:

1. That the Union runs a wide and expansive range of clubs and societies
2. That we have a diverse range of students at UEA.
3. That currently, there is no regulation regarding societies having to meet their constitution or to alter their constitution to match what they do
4. Across the year 2013-2014 3 societies have attempted to duplicate a society, one of which the original society agreed to alter their constitution, one which discussions broke down and the third where the new society was trying to duplicate the original society with a high degree of similarities.

Union Believes:

1. That the Union should work to ensure that clubs and societies are reaching out and ensuring their activities are accessible by all students, no matter their requirements or needs.
2. That any call to set up seemingly duplicate clubs, societies or peer support groups should be met with a meeting between the President of the existing group and the proposer of the new group to discuss how they can be accommodated by the current group.
3. That students who have concerns regarding how a club, society or peer support group is being run should come and speak to the Union who can facilitate a meeting with the committee.
4. That if meetings between the concerned students, the Union, and a club, society or peer support group come to a stalemate there should be an avenue to resolve the dispute.

Union Resolves:

1. To add the following to Bye-Law 9: "9.6.1. If a club, society or peer support group states that they perform activities within their constitution which they do not perform, the Finance Officer/Activities and Opportunities Officer, Societies/Clubs council or Union Council is able to request the club, society or peer support group re-write their constitution or start performing the activities within the semester. If the club, society or peer support group does not comply, the Union can withdraw any grants that have been granted, if no grant has been granted then the membership account will be frozen until the issue is resolved ."
2. To mandate the Finance Officer (Activities and Societies Officer), in association with the Equal Opportunities Committee to provide more training for the Equality and Diversity Officers within clubs, societies, and peer support groups to ensure they are considering all students' needs.
3. To mandate Sports/Societies Council to facilitate action if the Union Believes 2 should this be required.

Proposer: David Hall (HIS PGR)

Seconder: Louise Withers-Green (Academic Officer)

Union Notes

1) That the Office of Fair Trading (OFT) has just concluded an investigation into the terms and conditions of Universities

2) That most Universities have terms and conditions that prevent students progressing or graduating in the event that they owe the University money, no matter the amount

3) That According to UEA General Regulation 6¹:

a) "Students are not allowed to make a fresh or renewed registration for a programme of study if they have any debts to the University outstanding from a previous course or academic year (including fines and instalments due during a break or vacation)"

b) "No degree, diploma or other qualification shall be conferred upon any person who has not fulfilled all financial obligations to the University"

4) The OFT investigation considered enforcement of rules such as that in Notes 3 to be unfair, and liable to challenge under the terms of the "Unfair Terms in Consumer Contracts Regulations 1999" and the "Unfair Contract Terms Act 1977"²

5) That the OFT is writing to Universities informing them of the results of the investigation, particularly the point contained in Notes 4

6) That the OFT ruling applies to all fines/debt owed to the University (ie library fines, parking fines, accommodation fees/debt) with the exception of tuition fee debt.

Union Believes

1) That is unfair for students to be prevented from progressing with their studies, or graduating completely, because they may be in debt to the University

2) That "preventing progression or graduation not only affects students' educational experience but could also significantly harm their future employment prospects"³

3) That students pay £9000 a year for tuition, so it is unreasonable to expect them to have spare money to pay fines/debt if they fall into financial difficulty during their studies

Union Resolves

¹ <https://www.uea.ac.uk/calendar/section3/regs%28gen%29/gen-regs-for-students/6-payments-of-accounts>

² http://www.offt.gov.uk/shared_offt/consumer-enforcement/universities-letter.pdf

³ <http://www.offt.gov.uk/news-and-updates/press/2014/09-14#.UwXEdIUQP6o>

- 1) To mandate the Academic Officer to write an open letter to the University, clearly stating the Union's support for the OFT ruling, and encouraging the University to comply with the recommendations in the OFT report.
- 2) To mandate students on Discipline Committees to abide by the OFT ruling to ensure students are not prevented from progressing/graduating if they are in debt to the University
- 3) To lobby the University to change the terms of General Regulation 6 to ensure no student is ever prevented from progressing/graduating under the circumstances as outlines in this motion

1557 UCU Marking Boycott – Standing By Our Staff

Proposed by: Freddie Meade (Non-Portfolio Officer)

Seconded by: Ella Gilbert (Non-Portfolio Officer)

Union Notes:

1. The workers who make our education possible are campaigning for fair pay – against one of the worst pay cuts in any UK profession since WW2
2. That our lecturers have received a 13% pay cut in real terms since 2008, whilst the price of living costs have increased at a rate well above inflation.
3. The university sector is running a surplus in excess of £1 billion, whilst our Vice-Chancellor's pay increased by 8.6% in 2013.
4. Despite attempts to negotiate, multiple protests and industrial actions by education workers' trade unions, and student unions' support for fair pay, the University & Colleges Employers' Association (UCEA) still refuses to consider paying our staff fairly or even come to the negotiating table.
5. UEA University senior management have punitively attacked staff standing up for their rights by deducting an entire day of pay for 2 hour strikes.
6. The UCU trade union, representing academic and related staff (including postgraduate teaching assistants), has now issued an ultimatum that if the employers continue refusing to talk and make a deal, they will have no choice but to initiate a marking boycott beginning 28 April. If this goes ahead, it will delay the marking of students' assessed work and the release of those marks, and so could delay graduations (more details at <http://www.ucu.org.uk/6964>). The other unions are considering complementary industrial actions, such as more strikes.
7. That the Union currently upholds Policies, 1101 - "Motion in Support of UCU Industrial Action," 1178 – "Students Supporting Strikes Should Not Be Disciplined," and 1304, "Fair Pay Campus"
8. That UUEAS has stood solidly behind all strike action so far in this dispute

Believes:

1. Whilst the prospect of students not being able to graduate or progress with their course is disgraceful, the sole responsibility for this lies with University management and UCEA, not individual staff that are fighting for the pay they deserve.
2. It would be meaningless to claim that we support the demands for fair pay if we failed to support our staff as they take the action necessary to actually win them.
3. The best way for UUEAS to prevent any potential disruption to students, is to join in solidarity with staff and pressure the University and UCEA to grant their demands. Solid and widespread support

can help to resolve the dispute quickly, averting or minimising disruption to students.

4. That in particular UUEAS cannot abandon its members who are postgraduate teaching assistants being hit by the pay cuts.
5. The aggressive, stubborn and unjust behaviour of the employers has forced staff to issue this ultimatum, and so UCEA has a responsibility to come to the negotiating table and agree to fair pay immediately, in order to protect students and give staff a fairer deal.

Resolves:

1. To condemn the employers' failure to resolve this dispute in the interests of students and staff, and to support students to raise complaints about this to UEA senior management.
2. To demand that UCEA must agree immediately to fair pay in order to prevent the escalation of the dispute, and that UEA senior managers must pressure UCEA to do this.
3. If continued obstinacy from employers leaves the trade unions with no choice but to begin further industrial action, we will support this as follow:
 - a) Explain to students why it is happening, who is to ultimately to blame, and why winning decent pay for staff is in students' interest.
 - b) Encourage students to actively engage with the Fair Pay Campus Campaign, and National Week of Action.
 - c) Communicate this support to staff, letting them know how they can take action with student support.
 - d) To give solid support to any students that are adversely affected by the industrial action

1558 Sweatshop Free UEA - Electronics Watch

Proposer: Rosie Rawle (Communications Officer)

Seconded: Chris Jarvis (DIY Society)

Union Notes:

- 1) That our University, like many others in the UK, purchases its electronic equipment from large multinational companies, who in turn often outsource and subcontract out work to suppliers in the Global South.
- 2) That across the world, electronics industry workers are subject to forced overtime, long shifts, health hazards, few days off, wages lower than living wage and in some cases authoritarian management.
- 3) That Electronics Watch is the world's first independent monitoring organisation working to achieve respect for labour rights in the global electronics industry through socially responsible public purchasing.
- 4) That Electronics Watch is a partnership of 42 organisations led by SETEM (Spain), Danwatch (Denmark), Fundacja CentrumCSR (Poland), People & Planet (UK), SOMO (Netherlands), Südwind Agentur (Austria) and WEED (Germany), is funded by the European Commission, and is set to launch in 2015.
- 5) That if the University were to affiliate to Electronics Watch, the organisation would investigate working conditions in the factories of our supply chains; issue detailed public reports; work with factories, apparel and electronics companies, workers and local organizations to correct problems and improve respect for worker rights; launch factory assessments in direct response to worker complaints; and also initiate assessments on a proactive basis.
- 6) That for four years, the Union has been lobbying the University to affiliate to the Worker Rights Consortium, a similar body that works to ensure labour rights for textile workers in our supply chains. This affiliation was finally agreed to by University Senior Management in September 2013.
- 7) The affiliation of other universities to the WRC has enabled workers to have a number of major successes in defending their rights, including against Fruit of the Loom and Nike.

Union Believes:

- 1) That the process of outsourcing labour in the electronics industry denies responsibility for the factories in which their products are actually made.
- 2) That suppliers often crush workers' attempts to improve their conditions and join trade unions, due to pressure from brands to cut costs, and that this should not be allowed to continue.
- 3) That our University should monitor its supply chains, to ensure that its garments are being made in factories which respect workers' rights.
- 4) That the University should affiliate to the Electronics Watch.
- 5) That Electronics Watch is the only electronics monitoring organisation that is credible with workers and their organisations, and is explicitly dedicated to monitoring public body supply chains.
- 6) That once issues have been reported by Electronics Watch, labour rights NGOs and student organisations have an important role to play by taking action in solidarity with workers in the university's garment supply chain.
- 7) That the more student organisations working together in solidarity with workers in the university's supply chain, the greater the improvements in human and workers' rights that can be achieved.

Union Resolves:

- 1) To lobby the University to affiliate to Electronics Watch, and set up a Sweatshop Free Purchasing Group of staff and students that will monitor the reports provided by the organization.
- 2) To mandate the Communications Officer to write a proposal for the next meeting of the Executive Team that reiterates our demands to affiliate with Electronics Watch.
- 3) To mandate all student officers who sit on the purchasing committees to push for more ethical and more sustainable electronic products from University procurement managers.
- 4) To work in solidarity with workers in the global south by affiliating to People & Planet's Buy

Right campaign, thus committing to communicating the workers' rights issues tackled by the campaign and promoting the campaign actions that students can get involved in on a monthly basis via the Unions' Social Media.

- 5) To mandate SOC to support the Sweatshop Free Campaign, and People and Planet Society in continuing to lobby for positive change in University supply chains.
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1560 The Union and UEA: Collaboration on Sport.

Proposer: Joe Levell (Finance Officer)

Seconder: Evie Forster (UEA Snow)

Union Notes

1. The Union operates and supports students running Sports Clubs at UEA through the Union Sports Association, providing help and advice to Union clubs and ensuring they operate safely, as well as holding their funds, running an insurance scheme through the SAM card, and facilitating BUCS.
2. The university Department of Sport (based at Sportspark) is responsible for student sport activity, including the 'Ziggurat' challenge and intra-mural programmes.

Union Believes

1. Thousands of students at UEA are involved in sport.
2. Thousands more could be and should be.
3. Many students express confusion about when they should be contacting the union in relation to sport and when they should be contacting the university.
4. That students have little formal influence over the Department of Sport and they should have.
5. Many students are confused about who does what making accountability problematic.
6. Whilst the Union and the University do work together, there is more that can be done to maximise the effort going in to make sure that students get the best deal.

Union Resolves

1. To form a joint University/Union partnership group on sport at UEA.

2. The group should have student leadership at its core involving the new Activities and Opportunities officer and Sports Club Presidents.
 3. It should:
 - Focus on reducing any duplication of effort between the Union and University, maximising the use of students' money.
 - Ensure a joint strategy for external funding for sport, and a joint Union-University capital expenditure plan for sport.
 - Strive to enhance the student sport / physical activity programme through improved promotion and coordination across campus, working closely together on participation targets.
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1561 Amendment to the Bye-Law 8.1: Protecting the Sub-Cultures

Proposer: Tohfa Walker (Fetish Society)

Seconder: David Stephens (CMP 2nd year)

Union Notes

1. As of April 2013 Greater Manchester Police record Alternative Sub-culture related hate crime alongside the 5 nationally agreed hate crimes categories (disability, race or ethnicity, religion or belief, sexual orientation, transgender identity)
2. There have been attacks related to sub-culture identity up to and including murder, most notably the murder of Sophie Lancaster.
3. The union runs The Waterfront which is marketed towards the alternative sub-culture and has many staff who would identify as part of the alternative sub-culture.
4. There are no other student unions that protect the alternative sub-culture.

Union Believes

1. It is committed to treating everyone equally and with respect. (stated in bye law 8.1)

Union Resolves

1. To amend bye-law 8.1 so that it reads "The Union is committed to treating everyone equally and with respect. Discrimination (direct or indirect), particularly that based on a person's age, colour, disability, ethnic origin, gender, HIV status, marital status, nationality, political beliefs, religion or belief, race, sexual orientation, spent or irrelevant criminal convictions, trade union membership or {sub-culture identification} will not be tolerated. This Union promotes equal opportunities as an employer, as a representative campaigning body and as provider of services. " (addition in {})
2. To mandate the Welfare, Community and Diversity Officer to discuss with the university the possibility of adding "sub-culture identification" into their discrimination statements for both students and staff.

Management Committee Minutes 11th March 2014

Apologies: Rosie

Operational Updates

- Toby- We are now working on detail re data sharing and privacy policies. University happy with progress. Wider data sharing agreement all on course.
- Alex- Work on H&S documentation is ongoing and top of priority. Wider partnership work with Adnams (pub investment) and RedBull (student events sponsorship) ongoing. Walkers also.
- Joe- Derby Day on Sunday in Colchester. Presentation on Friday re Media Hub. University Council yesterday.
- Louise- Working on Flip Lectures presentation for Annual Fund on Friday
- Jim- IT investment work ongoing, position now clarified by UEA on mobile tech; Meeting with insurers last week, we will review cover but likely increase in costs for 14/15; work on reshaping financial model ongoing
- Bintu- Elections and Zone Committee meeting later this week.

Relationship Updates

- Joe: Neil Ward meeting to follow this week focussed on discussion at University Council over confidentiality
- Louise: Met with Neil re getting money for representation, seems to be going well although timings were problematic
- Jim: It transpires that timings of the P&P Ethical Investment phone blockade were unhelpfully timed against key meetings between neil/Brian re union grant

Agreed all would try to communicate & discuss when these types of actions were planned.

- Jim: Ongoing discussions with DOS over Code of Conduct and sharing of incident reporting.
- Jim: Discussions with University Marketing over brand and alignment if union does visual refresh over summer
- Jim: Lunch between VC and new officers all arranged
- Jim: Union House Meetings ongoing- all asks in the "What if" conclusions are being met including more social learning space on levels 1 and 2, more space for Clubs and Socs, flex office space and a new student gateway entrance at bottom of hill. There is a strong possibility that we will persuade the University to release some capital early in coming weeks with a small scheme in Summer 14 focussed on removal of the Box Office and Employability Units to create more social learning/coffee space.
- Alex: Pop up meal deal shop is planned for employability space as of Mar 20 (see below) with racking and fridges provided by Ginsters and Mars. Reality is that with uncertainty over whether we will have the space for 12 weeks or 18 months there are not other viable options for filling the space on a temporary basis. This option will ensure that we reduce queues in the shop whilst ensuring we don't have dead space.
- Alex: Meeting with intu and lots clarified re intu students. Meetings with Christine Beveridge helpful.

Vote: Approved pop up meal deal store in employability space whilst we discover whether we will get investment in the corner units removal this summer.

Trading Updates

- Alex: Awaiting figures from Finance. PMS investment approved at last commercial board so figures should be more regular in the future.

Improvement Plan

- Toby- HR consultancy ready to go and should be announced next week.

Restructure Update

- Toby: Restructure- JDs have now been graded on a benchmark basis. Meeting Unison today. We have now met all staff re the restructure and several changes to the structure have been made. All the VR people now have their leaving dates. 2 more people have asked for VR which have been accepted.
- Alex- All staff have had an individual meeting (some several).

Equal Opps

- Items will be re-presented for next time with management response

AOB

- Annual fund- what are we doing

Agreed we would allow Lynne to focus on bidding around backlog of sports (and societies) capital given the backlog that has emerged in recent years.