



nus women
CONFERENCE

Women Students' Campaign Live Policy 2016-19

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format contact NUS on 0845 5210 262
or email events@nus.org.uk





Purpose of this paper

This paper contains all the live policy for the Women’s Campaign as agreed by Women’s Students’ Conference 2016, 2017 and 2018. Policy agreed in 2016 will expire at conference 2019.

Policy Lapse

Policy Lapses in 2 circumstances:

1. If a subsequent policy over-rides it.
2. After 3 years unless Women’s Conference votes to renew it.

Policy passed at Women’s Conference 2016 will lapse at the end of Women’s Conference 2019.

What you need to do

If you are considering submitting policy to Women’s Conference you should first check whether any policy is currently ‘live’ for that issue and whether you need to change the National Union’s current stance on that area of work.

If you require this document in an alternative format, please contact democracy@nus.org.uk.

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Policy Passed at Women's Conference 2016

Zone: Education

Motion 201: Statutory PHSE

Conference believes

1. PHSE (Personal, health, social and economic education) is currently taught in some schools in the UK
2. Four chairs of parliamentary select committees have called for Statutory PHSE
3. Statutory PHSE was voted down last year by ministers in an overwhelming majority.
4. The NUS Women's Campaign has done a lot of work in recent years on consent within sexual relationships but has not done research into students affected by domestic abuse, particularly emotional/coercive abuse.
5. Recent statistics from the Welsh government showed that 75% of young women students in Wales have experienced some form of emotional abuse from a partner.
6. Comprehensive sex and relationship education in schools is sporadic, and of varying quality. Many young people grow up without an understanding of the dynamics of a healthy relationship.
7. Non-physical abuse (such as coercive behaviour, control, emotional and mental abuse, and financial control) often goes unrecognised by victims as signs of an abusive relationship.

Conference further believes

1. That there should be statutory PHSE and it should include:
 2. Consent (There is more to consent than sex!)
 3. Information about diverse genders
 4. Information about a diverse range of sexualities (including identities on the ace spectrum)
 5. What the white curriculum is
 6. Cultural appropriation (including the reality of colonialism)
 7. Make sure everyone knows about periods and the reality for those who menstruate
 8. Diverse range of sanitary product options (e.g. Pads, tampons and mooncups)
 9. Impact of rape culture
 10. Body positivity and representation in the media
 11. Mental health and self-care
 12. Invisible disabilities
 13. Intersectionality
 14. Racism
 15. Tackle virgin stigma, slut shaming, and prude shaming
 16. Contraception
 17. Truth about sex which is LGBT+ inclusive
 18. Abortion rights - including but not limited to how to get an abortion
 19. The political system and how to engage with it
 20. Why victim blaming is wrong
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21. Harm reduction for drugs and not abstinence
 22. How to do taxes
 23. Rent and finances
 24. Information on Porn not being real while being pro sex worker
 25. Sex work
 26. Humanisation of women
 27. Consultation on what should be on here!
 28. PHSE lessons should not be not segregated by (perceived) gender.
 29. Educating people at an early age about this areas would greatly improve and impact current culture.
 30. What is currently taught in many schools is not good enough.
 31. By having poor PHSE we are letting the next generation down
 32. The government has a responsibility to educate people on these issues
 33. People deserve to have the information about things that will greatly impact there life
 34. The number of hours which is currently made available for PHSE should be increase.
 35. Specialist in areas are far better than one person covering every area
 36. PHSE should be taught as early as possible
 37. Domestic abuse is often represented in purely physical manifestations
 38. Emotional abuse and coercive behaviour often comes hand in hand with physical abuse, but not always.
 39. Consequently, many students who are in coercive/abusive relationships may not spot the signs of an unhealthy relationship as abusive.

Conference resolves

1. To campaign for Statutory PHSE as described in Conference further believes 1
2. To run a day of action lobbying MPs to sign an early-day motion to make PHSE statutory.
3. Lobby the government to run or run ourselves consultation on what should be included in PHSE
4. For the women's campaign to work with schools, FE institutions and relevant charities to build a resource pack.
5. To build a resource pack for students to use to engage their local schools.
6. To undertake a piece of research into the experiences of students and domestic violence, ensuring that non-physical abuse is afforded equal prominence within the work.
7. Develop a long term project supporting students and bystanders.
8. Extend the consent campaign to offer training and resources for students' unions/associations on healthy relationships.

Motion 202: Frozen 2 – Loan Repayments and Women

Conference believes

1. In the Autumn statement, Chancellor George Osborne announced a freeze on the repayment threshold of student loans until at least 2020.
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2. A research report concluded that this would mean on average paying an extra £2,800 over 30 years, but for women would be £3,300 on average as women tend to have lower earnings and tend to pay back their loan for longer.
 3. This constitutes a retrospective fee hike which proposes to charge the rich less for education than the poor.
 4. This is a direct ideological attack on working class and low-income women and non-binary students and graduates, motivated by the desire to fully marketise the education system.
 5. This is happening in the context of the scrapping of maintenance grants and their replacement with loans, which will force the poorest students into thousands of pounds more debt, and the backdoor fee increases and marketisation proposed as part of the HE reforms.
 6. Loans and existing debt should be scrapped, and replaced with free education and living grants for all in FE and HE, funded by taxing the rich and big business.

Conference resolves

1. To ensure the Women's Campaign has involved with the priority campaigns dealing with access to education and student debt.
2. To work with student unions and feminist societies to educate students about the changes to the loan repayment conditions and the disproportionate effect it will have on women students and graduates, and to actively work with national campaigns against the HE reforms and cuts to maintenance grants and for free education and universal living grants as a feminist demand.
3. To build links between the student and trade union movements to actively oppose and campaign against the changes to loan repayment conditions as part of the fight against the HE reforms and cuts to maintenance grants, including organising protests and supporting and encouraging students to join picket lines, and engage in direct action and occupations.

Zone: Society and Citizenship

Motion 301: No Women in Men's Prisons

Content Warning: Prison Abuse, Rape, Suicide.

Conference believes

1. That Tara Hudson, a trans woman, was placed in a male prison despite the judge sentencing her recommending that she should be placed in a female prison.
 2. That Vicky Thompson, another trans woman who said she would kill herself if she was placed in a male prison, was placed in HMP Leeds, a Category B male prison, and was subsequently found dead in November 2015.
 3. That Joanne Latham, another trans woman, was placed in HMP Woodhill, and was subsequently found dead in November 2015
 4. That the Ministry of Justice and the Women and Equalities Select Committee are aware of abuses of trans people in the justice system, as shown by submissions to the latter body.
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5. An emergency motion to similar effect was passed at NUS Trans conference last year.

Conference further believes

1. That placing trans people into prisons based on the gender they were assigned at birth puts them at high risk of violence and abuse from both other prisoners and prison staff.
2. That automatically placing trans people in isolated confinement constitutes torture based on their identity.
3. Self-definition should be the only criteria when deciding which gendered prison someone should be in.
4. Placing these trans women into a men's prison makes the government directly responsible for the deaths of these women.

Conference resolves

1. That prisons minister Andrew Selous should resign, and the NUS should campaign for his resignation.
2. For a completely independent inquiry into abuses of trans people in the justice system.
3. That custodial sentences should only be used as an absolute last resort when all other methods of rehabilitation have failed.
4. That anybody receiving a custodial service should be placed in the general population of a prison conforming to their self-defined gender.
5. To campaign for the Ministry of Justice review on trans women in the justice system to include at least one trans woman on the panel.
6. To campaign for the changing of prison for any trans women placed in a men's prison.

Motion 303: Prison Abolition is a Feminist Issue

Conference believes

1. Prison does not work; 47% of prisoners re-offend within one year.
2. 53% of women in prison are survivors of sexual violence.
3. 49% of women in prison have depression or anxiety.
4. 67% of women in prison for killing somebody close to them were abused by that person.
5. 46% of women in prison reported attempting suicide at some point in their lives.
6. Trans people are regularly incarcerated in the wrong gendered prison and/or denied hormone therapy.
7. 66% of women in prison have dependent children under 18.
8. In the last decade the women's prison population has gone up by 33%, with two thirds being in prison for non-violent offences.
9. Approximately 90% of prisoners report experiencing some kind of mental illness.

Conference further believes

1. The prison-industrial complex is a fundamentally unjust system; one that disproportionately affects and harms women, people of colour, LGBTQI+, sex worker, trans and working-class communities.
 2. The ruling class determine what warrants incarceration; prisons do not work in our interests.
 3. Prison is about punishment, not reformation or justice.
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4. Prison is a system of brutality that attacks and takes advantage of the already vulnerable for profit.
 5. Austerity and cuts to legal aid will mean the incarceration of more people.
 6. Immigration, sex work and drug possession are key areas where people are incarcerated for crimes which pose no threat to the public.
 7. People are politically targeted by the state and unfairly incarcerated.

Conference resolves

1. To call for the abolition of the prison-industrial complex.
2. To emphasise community and transformative justice as a replacement for state incarceration.
3. To offer financial assistance to organisations including but not limited to The Empty Cages Collective.
4. To oppose proposed regressive prison reforms.
5. To support initiatives that write letters of solidarity to prisoners.

Motion 305: My Identity is not your business

Conference believes

1. The current system of legal gender recognition requires trans people to submit themselves as a case to a gender recognition panel.
2. Acquiring evidence for and the charge for the panel hearing required for gender recognition is cost-prohibitive and time consuming, and discourages trans people from doing so.
3. Gender recognition also requires that you declare your intention to live in your 'assumed gender' permanently.
4. Non-binary gender identities are not recognised under the law, and even though assuming the other binary gender is seen by some as a compromise, it is much harder for a non-binary person to attain a Gender Recognition Certificate.
5. The 2013 Marriage (Same Sex Couples) Act enshrined the 'spousal veto' into law, allowing a married trans person's partner the opportunity to veto their application.

Conference further believes

1. Submission to the gender recognition panels is an unnecessarily cruel system of gender recognition, and a group of (likely cisgender) 'experts' have no business determining our gender identities.
 2. Gender identity is not a static concept, and the requisite 'permanence' of gender transitioning is damaging, pathologizing and unnecessary.
 3. A system of self-definition should become the new model of gender recognition. It should be free, recognise non-binary identities and no individual should have power of determination or a veto over you.
 4. The Equality Act 2010 should be amended to cover non-binary as a protected characteristic.
 5. Marriage should be gender neutral.
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Conference resolves

1. To condemn and campaign against the gender recognition system as established by the 2004 Gender Recognition Act and 2013 Marriage (Same Sex Couples) Act.
2. To campaign for an inclusive system of gender recognition based upon self-definition.
3. To reach out to LGBTQ and women's groups (student or otherwise) around the country to join us in this campaign.
4. To lobby the government to:
 - a. Legally recognise the existence of non-binary people.
 - b. Recognise being non-binary as a protected characteristic.
 - c. Make marriage entirely gender neutral.

Motion 306: Gendered Islamophobia

Conference believes

1. In the wake of major events, the number of Islamophobic attacks have increased, even tripled in some places.
2. Muslim women have overwhelmingly been the target of physical attacks.
3. From being doused in alcohol to being pushed in front of an oncoming tube train, Muslim women have been targeted due to their religion, race and gender, compounding the effects of these attacks.
4. In addition to this, the relationship between bigoted attitudes on the street and online incidences of harassment and trolling has never been close

Conference further believes

1. The gendered, racist and Islamophobic nature of these attacks needs to be seriously addressed.
2. The anonymity afforded by social media can make online harassment incessant and unable to tackle when companies like Twitter make the reporting procedure difficult.
3. When responding to or raising issues about online trolling, Muslim women risk further backlash, and the implications of these can be grave.

Conference resolves

1. To condemn the attacks on Muslim women.
2. To carry out research on the effects of Islamophobia on Muslim women students, and the barriers that stop them from participating in student life.

Motion 307: #BursaryOrBust

Conference believes

1. The government is currently proposing abolishing the NHS bursaries that support midwifery, nursing and other health students.
 2. Nursing students spend half of their year on unpaid placements, with a heavy workload and other commitments to balance.
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3. Kings College London Nursing have led the campaign against scrapping the bursaries (#BursaryOrBust), including a popular demonstration on the 9th January, attended by students across the country.
 4. 'Westminster' Government
 5. The Scottish Government is currently undergoing a review of the NMSB (Nursing and Midwifery Student Bursary) due to be completed Summer 2016.

Conference further believes

1. The gendered impact of this proposal is evident, women will be at a greater disadvantage.
2. Many health studies students are from disadvantaged backgrounds already, with the NHS bursaries providing an entry into higher education that would not have existed
3. Mature women students have highlighted the necessity of the bursaries, citing their removal as a barrier to future women thinking of studying NHS courses.
4. Fighting alongside NHS funded students should be a priority for feminists in the student movement
5. The scrapping of NHS bursaries is an attack on working class women and non-traditional students: the majority of NHS funded students are women, working class, mature students and students with caring responsibilities, many of whom could not have even contemplated the course without the bursary.
6. The removal of the bursary would force prospective nurses and allied health professionals to effectively pay to work.
7. It is also the fight for the reversal of cuts to, and the marketisation and privatisation of, the NHS
8. The campaign to save NHS Bursaries should also be placed in the context of the fight against the imposition of the junior doctors' contract.
9. The BMA has called a further three 48 hour strikes, on 9th March, 6th April and 26th April
10. These strikes are not only to defend junior doctors' pay and conditions, but to save the NHS from further marketisation and privatisation, and to defend patient care and safety.
11. If imposed, the junior doctors' contract is likely to widen the gender pay gap in medicine, and is essentially a penalty for care work, as women tend to spend more years in training than men in order to balance caring responsibilities and their job.

Conference resolves

1. To call for an equality impact assessment of these proposals
 2. To support KCL and all other NHS students fighting these proposals.
 3. The bursary review in Scotland will undoubtedly be impacted by the removal of bursaries in England, both in terms of Barnett consequentials and by setting precedent.
 4. To support and work closely with NUS Scotland Women's Campaign in their work campaigning for fair funding for student nurses and midwives.
 5. To actively campaign against the scrapping of NHS bursaries, to work with the BMA to link this with the fight against the junior doctors' contract and to link up with national campaigns to defend the NHS from cuts, marketisation and privatisation.
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6. To actively encourage women and non-binary students and femsocs to join junior doctors on picket lines across the country.
 7. To encourage femsocs to work with local campaigns against NHS cuts, marketisation and privatisation.

Motion 308: Teaching Muslim Women What?

Conference believes

1. On 18th January 2016, David Cameron announced £20 million funding for English Classes for Muslim women.
2. In the years before this, David Cameron has been cutting ESOL funding, directly impacting women migrants, including Muslim women.
3. The Adult Skills budget that funds ESOL has been cut by 35% since 2009, which resulted in a 22% drop in attendance - excluding thousands of migrant women from learning English
4. Last Summer, £45 million was slashed from the ESOL budget.
5. Funding for childcare has also been eroded.

Conference further believes

1. The patronising nature of the announcement stigmatised an entire community of women.
2. Linking language to extremism sets a dangerous precedent.
3. Migrant women who have been shut out of ESOL classes are more likely to have poor working conditions, low pay, poor housing and poor health.
4. ESOL classes should be free and easily accessible to all, regardless of immigration status.
5. ESOL classes should also be accessible for those with caring responsibilities and those who work varying shift patterns.
6. We must fight gendered and racialised attack on ESOL teachers' pay and conditions and job security.
7. Adult education is undergoing devastating cuts: funding to non-apprenticeship adult learning will fall by 24% in 2015/2016.
8. Adult education is the way some of the most disadvantaged students access vital education.
9. Fighting for adult education should be a priority of all students.

Conference resolves

1. To condemn David Cameron's inability to strategise and separate counter-extremism efforts from schemes that will help society prosper
 2. To highlight the Islamophobic nature in which Muslim women are instrumentalised by the media and the government.
 3. To encourage a wider debate on institutional Islamophobia against women students.
 4. To link up with UCU and other national campaigns against cuts to ESOL using (but not limited to) lobbying, creative actions, direct action such as shockupations and occupations.
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Zone: Strong and Active Unions

Motion 401: Supporting the creation of a full time paid NUS Trans Officer and an autonomous NUS Trans Liberation Campaign

Conference believes

1. At the first ever democratic NUS trans conference trans students voted to have a full time paid NUS trans officer and an autonomous NUS trans liberation campaign.
2. NUS trans conference mandated the NUS LGBT+ officers in collaboration with those from the NUS LGBT+ committee who define as trans to submit a motion to NUS LGBT+ Conference to amend the NUS LGBT+ standing orders AND to submit a motion to NUS National Conference 2016 to do this.
3. Trans conference also resolved that the reserved NUS LGBT+ officer place for women within the campaign remains and that the creation of a full time paid NUS Trans officer must not supersede this.
4. Transphobia stems entirely from the same patriarchal structures as misogyny.
5. Trans people of all gender identities are targets and victims of (but not limited to) trans-misogyny, transphobia, sexism, racism, ableism, and LGBTIA+-phobia.
6. Trans women of colour are particularly disproportionately affected by trans-misogyny as they experience multiple oppressions, such as both racism and transphobia.
7. As transphobia is difficult to fight at the ground level due to lack of support from Universities and Student Unions, fear of persecution by TERFs (Trans Exclusionary Radical Feminists) and transphobia within their own LGBTQIA+ community, therefore, trans students would directly benefit from representation at higher levels in the student movement.
8. A motion at NUS National conference 2015 to create a full time paid NUS trans officer fell narrowly missing the required 2/3rd majority needed.

Conference further believes

1. The women's campaign should always support the decisions made by trans students on trans issues.
2. That NUS' liberation campaigns and the voice of marginalised students must be prioritised above all other activities of NUS that are not essential to its survival as an organisation.
3. That a feminism that does not address every aspect of misogyny cannot be intersectional, and cannot succeed; and does not reflect this campaign.
4. That this campaign has a proud history of fighting TERFism
5. LGBT+ women should have specific representation
6. The reserved NUS LGBT+ officer place for women within the LGBT+ campaign should remain.

Conference resolves

1. For the women's campaign to fully support creation of a full time paid NUS Trans Officer and an autonomous NUS Trans Liberation Campaign
 2. To support the campaign for the passing of the motion which creates a full time paid NUS trans officer and an autonomous NUS trans liberation campaign at NUS National Conference.
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3. For the women's campaign to actively campaign at NUS National conference to support the motion be passed.
 4. To fight to ensure that the LGBT+ (women's place) remains.

Motion 402: Part-Time Activist Development

Conference believes

1. Elected part-time women's officers lead union-wide campaigns that can have a far reaching impact
2. Part-time women's officers are often required to balance their duties on council with their academics (as well as their personal life)
3. The responsibilities of being on council and balancing academics can take a physical and mental toll on part-time officers
4. Part-time liberation officers are not always paid by Unions for their work

Conference further believes

1. The NUS Women's Campaign has offered initiatives like the Women's Officer Boot Camp
2. The NUS Women's Campaign has also launched and delivered self-care workshops to Unions throughout the country
3. Initiatives like the Women's Officer Boot Camp ought to be expanded
4. Students' Unions around the country are readily available to "empower students" – but assistance is required in the form of sufficient support and training for part-time activists
5. Activist self-care ought to be a priority for Unions throughout the country
6. Without the required training, support and self-care (activist development), campaigns can only have limited impact/ reach

Conference resolves

1. The mandate the NUS Women's Officer, and the HE and FE on the Women's Campaigns Committee to provide further activist development initiatives (in the form of boot camps, leadership programmes and self-care workshops) for part-time women's officers
2. NUS Women's campaign to encourage SU's to provide self-care initiatives for part-time women's officers (and other liberation activists)
3. The NUS Women's Campaign to provide further resources in the form of toolkits and workshops on activist self-care as guidance for Unions
4. For NUS Women's Campaign to promote part-time activist development nationally
5. For NUS to apply pressure (encourage) Unions to pay part-time liberation officers for their hard work.

Motion 403: Database of Best practice for Women's Officers

Conference believes

1. That valuable and exciting campaigning is always occurring at many different universities and student unions
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2. That women's officers and liberation officers could benefit from receiving regular updates about the major achievements of other student unions and the resources used to achieve this progress, so that they can be replicated elsewhere
 3. That it is difficult for other student unions to learn of these achievements
 4. That a Facebook Group does exist for women's officers across the country, in addition to other Facebook groups linking campaign and liberation officers across the country, but that it is not quite suitable or sufficient in providing regular updates and resources

Conference further believes

1. That an online resource for women's officers and liberation officers would draw together all the best work achieved nationally
2. That this would make their workload and time constraints easier
3. That sharing and collaborating between women's officers would make unions stronger and ensure that progress for women and other liberation groups happens faster

Conference resolves

1. For the NUS Women's Campaign to publish an online resource updated termly with information sent by women's officers and student unions, detailing their core achievements in campaigning for women and liberation groups, and to publish their contact details so that they can share best practice

Zone: Welfare and Student Rights

Motion 501: Here's Looking at you Kid – Campaign for the free childcare for student and staff Parents

Conference believes

1. That some 70% of student carers are women
2. Campus nurseries are unaffordable and out of the way for the majority of student parents
3. In a study conducted by the NUS, 76% of the participants said that they received no childcare funding at all
4. Over 50% of student parents and carers have considered leaving their course due to excess pressure
5. Only 36% of student carers feel able to balance commitments such as family, work, and relationships

Conference further believes

1. That student parents have a right to study without being overburden of child care accessibility and fees
 2. That all staff including support staff such as cleaners should be entitled free childcare as well
 3. Access to childcare on campus should be free or at least heavily subsidised, and ought to be more flexible.
 4. That NUS Women's Campaign ought to organise and run a nationwide campaign demanding and lobbying universities to support student parents in meeting their childcare needs. This support should
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be of both a financial and academic nature (i.e. being flexible to student parent's needs and timetables and not requiring commitment for a child to be in full time childcare).

5. Add "and colleges" after "lobbying universities"
6. That the funding situation across England and the devolved nations differs vastly – for example, student parents in English colleges can receive funding from the Care2Learn scheme, whereas students in Wales have to rely solely on the discretionary Financial Contingency Fund.
7. That the benefits of free universal childcare to a society outweigh the costs, and that such a system would particularly benefit low-income families and women, who undertake the vast majority of unpaid caring responsibilities.

Conference resolves

1. To work with feminist societies and student unions to campaign for free crèches for student and staff parents
2. To set up a national campaign for free childcare that includes, but is not limited to, lobbying universities, organising protests and using direct action as occupations, sit-ins.
3. To undertake provide research for student unions and FemSocs.
4. That any campaign covering a devolved area such as childcare must take into account the differing landscapes across the entire UK (and be inclusive of further Education), and the National Women's Officer must work with relevant officers in the nations (and FE representatives within NUS.)
5. That students in Scotland must pay on average £400 deposit up front to secure a nursery place.
6. The campaign should also support SUs/SAs to lobby for the removal of nursery place deposits.

Motion 502: My Body, My Choice – Demonstrate Against 'March for Life'

Conference believes

1. Every year a coalition of anti-choice groups hold a march in Birmingham under the banner 'March For Life'. This year they will be marching on Saturday 14th May 2016
2. Last year the University of Birmingham Women's Association and Abortion Rights organised a successful counter demonstration.
3. The pro-choice demonstration was made up of a wide group of people such as students from UoB Women's Association, Abortion Rights, Trade Unionists, and members of the public
4. That British anti-choice groups are starting to use "US-style tactics" , including bullying and intimidation outside abortion clinics
5. 1 in 3 women will have an abortion in their lifetime

Conference further believes

1. That a woman has the right to choose whether or not to have an abortion
 2. Access to abortion should be legal, free, and on request
 3. That the NUS Women's Campaign must join the fight to protect the Right to Choose through a variety of means including: lobbying, campaigning, and radical direct action
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Conference resolves

1. To support the counter demonstration opposing the March for Life in 2016 and in future years
2. To issue a statement condemning March for Life
3. To mobilise students from different campuses to get to the counter demonstration by doing things such as, but not limited to: working with women's officers, feminist societies, and student unions to put on coaches; and promoting the event online and when visiting campuses.
4. The NUS Women's Officer and Committee to liaise with UoB's Women's Officer and the UoB Women's Association and Abortion Rights.
5. That NUS Women's Campaign affiliates to Abortion Rights and work with them on other campaigns surrounding students' right to choose.
6. To produce materials such as, but not limited to, placards, flyers, stickers, and a call out with the slogan "My body, my choice".
7. That NUS Women's Campaign will have representatives (ideally the Women's Officer and Committee) and a banner at the demonstration

Motion 503: Abortion Devolution

Conference believes

1. An announcement from the Secretary of State for Scotland, David Mundell, on 14th October 2015, stated the Scottish Affairs Committee at Westminster will amend the Scotland Bill to devolve abortion law to the Scottish Parliament.
2. The amendment was initially brought forward by three English anti-choice MPs from the All-Party Parliamentary Pro-Life group, who seek to restrict women's access to reproductive justice.

Conference further believes

1. There is a threat to women's reproductive rights already posed by the motion to Parliament lodged by John Mason, MSP (SNP), stating the importance of "achieving a proper balance" between the "fundamental rights of babies to be protected both before and after birth as well as the importance of women's sexual and reproductive rights".
2. Abortion legislation is rarely revisited as it is so contentious, therefore Scotland needs to get it right first time.
3. Devolution of abortion to Scotland poses questions around the stability of abortion legislation in the rest of the UK.
4. Although firmly pro-choice, the Women's Campaign has not been mobilised to effectively campaign against any threats to a woman's right to choose.
5. It's vitally important that any discussions about devolution of the legislation meaningfully and genuinely involves those who are capable of conceiving

Conference resolves

1. To build campaigning capacity on a local and national level, by mobilising students, women's groups and feminist societies.
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2. To continue to campaign for improved reproductive health education in primary and secondary education.
 3. To put active pro-choice campaigning as a Women's Campaign priority for 2016/17.

Motion 504: #StandByMe - Supporting Student Survivors

Conference believes

1. 1 in 7 women students (14%) has been the victim of serious sexual assault or serious physical violence while at university or college.
2. The NUS Lad Culture Audit report revealed that there is a lack of clarity around the complaints and disciplinary procedures in universities across the country.
3. In the NUS 2015 Lad Culture and sexism survey 61% of students stated that they were not made aware of any codes of conduct and 66% stated they were not aware of the procedure to report these incidents.
4. The Zellick Report was created in 1994 to give guidance to universities about how to deal with sexual assault cases. It tells universities not to investigate cases and not to go through disciplinary procedures until the victim has reported the incident to the police.
5. Evidence shows that 82% of rapes are never reported to the police and of these, only 1 in 5 result in court proceedings. For the few cases which do enter the court system, the average length of the court process is 1 year and 4 months from report to verdict.
6. NUS launched the #StandByMe campaign which calls for the repeal of the Zellick guidelines and for a public consultation which listens to the student movement and specialist services in order to develop new reporting and disciplinary and survivor support guidelines.
7. Support services for victims and survivors of sexual violence are facing significant funding shortfalls.

Conference further believes

1. The quality of university reporting procedures and support services across the UK are inconsistent and inadequate and are not well understood by students.
2. The Zellick report is out of date and needs to be revised to take into account developments in our understanding of sexual violence and to incorporate equality legislation.
3. Universities should have accessible reporting procedures for sexual assault which are well promoted and provide access to specialist support for victims during their time at university.
4. Rape Crisis Centres provide vital support services for victims and survivors of sexual assault. The cuts to Rape Crisis centres and other support services are fatal and we are significantly concerned that support for survivors of sexual violence is becoming rapidly non-existent without sufficient Government funding.

Conference resolves

1. To continue to run the #StandByMe campaign calling for better support for all victims and survivors on campus and sustainable funding for specialist support services across the country.
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2. To call for the repeal of the Zelic guidelines and for a public consultation to develop new reporting and disciplinary guidelines and survivor support.
 3. To assist Students' Unions in lobbying their Vice Chancellors and principals to support to call for change on campuses and at a national level.
 4. To help Students' Unions to form partnerships with local rape crisis centres and other local support services for victims and survivors of sexual violence.
 5. To support and encourage Student Unions, femsocs, and women's officers in campaigning against cuts to survivors support services on campuses and in their communities.
 6. To approach Sisters Uncut to hold a national speaker/workshop tour on using direct action to save survivor support services which is funded by NUS.
 7. To coordinate a day of action against these services being cut on the International Day for Elimination of Violence Against Women on 25th November 2016.
 8. To organise some direct action for the Women's Campaign on this day as well which can be the national focal point.

Motion 505: End Detention Centres

Conference believes

1. The death of Ugandan Lesbian, Movement for Justice member and Freedom Fighter Jackie Nanyonjo who was severely beaten by Guards deporting her to Uganda where she died of her injuries.
2. UK International Students face continual racism.
3. All three main UK political parties have recently stepped up their anti-immigrant rhetoric.
4. The current Movement For Justice campaign of public hearings putting the UKBA, Home Office and UK Government on trial for racism, sexism, homophobia, brutality, torture and murder.
5. New legislation has been released making university compliance with Prevent obligatory, and students, especially international students, and BME students, are at risk at being reported to the Home Office and UKBA for supposed "extremist views."
6. Women in detention centres are at risk of sexual assault, and at Yarl's Wood detention centre, it was reported that women were being pressured into sexual acts for assurances on their immigration status.

Conference further believes

1. A culture of rape and sexual coercion is never acceptable, regardless of the legal status of the women involved, whether they are a woman of colour, or their religion.
2. Universities should be spaces where students are able to express themselves without fear of detention or persecution by the government.
3. Universities are using their status as Visa sponsors to victimise women of colour scholars if they criticise their institutions – for example the cases of Justice 4 Sanaz and Dr Casey Briezna.

Conference resolves



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1. Work with Movement for Justice to host public hearings on campuses throughout the UK, putting the UKBA, The Home Office and UK Government on trial, hearing witness testimony from those freedom fighters, asylum seekers. Refugees, immigrants, migrant workers, international students and all those who have experienced the structural oppressions, brutality and harassment of the UKBA, The Home Office and their political backers.
 2. Make it widely and publicly known that we believe the only just sentence on the question of immigration is ending detention, demand the release of all detainees now, stop the deportations, demand that the borders be opened and that people be able to travel freely. We say grant ALL those who want it, full citizenship rights NOW.
 3. Sign onto the Movement for Justice Submission to The Home Affairs Committee inquiry into UK's Asylum system.
 4. Continue to campaign against G4S' role in detention centres, alongside their other human rights abuses, as well as condemning the rape culture within detention centres.
 5. Condemn British University's complicity with the UKBA, especially in regards to victimising women of colour scholars.
 6. For the Women's campaign to support the NUS Black students' campaign in preventing PREVENT.

Motion 506: Abortions for all!

Conference believes

1. While the 1967 Abortion Act legalised abortion under certain circumstances in England, Scotland, and Wales, abortion is still a criminal offence under the 1861 Offences Against the Person Act.
2. The 1967 Abortion Act does not extend to Northern Ireland.
3. The wording of the 1967 Abortion Act is vague and open to interpretation by individual doctors, meaning that the provision of abortion across Great Britain may not be equal.
4. The 1967 Abortion Act was first amended in 1990 by the Human Fertilisation and Embryology Act, which lowered the time-limit for legal abortion from 28 to 24 weeks.
5. In subsequent years, further attacks on the 1967 Abortion Act have been made. Attacks on a person's right to choose have included attempts to reduce the legal time limit for abortion and specifically ban sex-selective abortion.
6. Attacks on a person's right to choose have also come from an increased number of anti-choice protestors and pickets of abortion clinics in recent years. As of writing, at least one abortion clinic in the UK has been forced to close as a result of protests

Conference further believes

1. A person's right to choose is a fundamental right.
 2. Despite rulings that the total ban on abortion in Northern Ireland is a breach of international human rights legislation, leaders in Northern Ireland are still staunchly opposed to the extension of the 1967 Abortion Act to cover Northern Ireland, and in January 2016, a woman in Northern Ireland faced prosecution for procuring abortion pills.
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3. The situation for people in Northern Ireland is exacerbated by the fact that people in Northern Ireland are not entitled to free abortions on the NHS. The cost of travelling to a private clinic in England can be anywhere from £400 to £2,000.
 4. That we not only need to focus on defending our right to choice – we also need to be campaigning for the extension of a guaranteed right to choose for every person in UK, including those in Northern Ireland.
 5. That there also many broader issues connected to reproductive freedoms and the ability and right to choose, including access to and the content of sex and relationships education, childcare, benefits and public services.

Conference resolves

1. To demand for the complete decriminalisation of abortion across the UK, including in Northern Ireland.
2. To demand that abortion be available on demand, without the ability of doctors to veto the procedure, as early as possible, as late as necessary, and free and publicly provided for all.
3. To organise a high-profile, and public campaign around these demands.
4. To continue working with specialist organisations to provide training to women’s officers and student feminists around the country to help them defeat anti-choice groups on campus and support abortion providers in their area.

Motion 507: Women and Interfaith

Conference believes

1. Historically, Muslim women have been side-lined in feminist narratives
2. Fascism, including (but not limited to) Islamophobia and anti-Semitism, is on the rise.
3. We need to protect the interest of women from religious minorities
4. Minority women are less likely to go for leadership roles
5. There are a lack of services and provisions (in the form of training sessions and workshops) for religious minority women

Conference further believes

1. Islamophobic attacks in London against “visibly” Muslim women have risen by 300 per cent .
 2. Cameron’s initiative to introduce language classes for Muslim women is fundamentally racialised .
 3. In specific feminist circles, Muslim women (and by extension, other religious minorities) are often side-lined, derailed and painted as individuals with no autonomy
 4. A large majority Muslim women students - and by extension, other religious minority women - have become disenfranchised with feminist politics and mainstream politics as a whole
 5. The NUS programme ‘I Will... Lead the Way’, seeks to increase the number of women in elected leadership positions within the student movement, is having a real and lasting impact on women students.
 6. The NUS Women’s Campaign has policy that prioritises ‘I Will... Lead the Way’ having a particular focus on ‘providing black, LGBT and disabled women with coaches’ (Women in Leadership, 2014).
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7. That this year we have seen anti-Semitic rhetoric and attacks on Jewish students across social media, our institutions, and the student movement – often leaving Jewish women feeling ostracised and unwelcome.
 8. That women of every faith may face different barriers and the NUS Women’s Campaign interfaith work should aim to address as many as possible

Conference resolves

1. To support safe spaces for religious minorities - in particular, women from religious minorities
2. For the NUS Women’s Campaign to regularly pilot - and extend -workshops, training sessions and conferences such as ‘I Will...Lead the Way’ specifically catered for Muslim Women and other religious minorities
3. To carry out a large scale research project into Muslim women’s experiences of Islamophobia in and outside educational settings – lectures, seminars, labs and other research environments
4. To produce a report as a result of the research and host a series of events launching it with a view to start campaigning on the issues revealed
5. To arrive at a set of recommendations and toolkits for action and local campaigns, on engaging, interacting with, and supporting Muslim women at universities following consultation and events around launching the report
6. To mandate NUS Women’s Campaign to offer further initiatives to reach out to women from religious minorities.
7. That when caucuses are held for women of intersecting identities at Women’s Campaign events, every effort should be made to ensure that women of faith also receive the opportunity to organise and discuss the discrimination they face in a safe space.

Motion 508: Black Women and Mental Health

Conference believes

1. Women of Colour (WoC) are having to deal with their mental health independently and not offered competent care or support
 2. The mental health of WoC is often side-lined or dismissed outright in narratives concerning mental health
 3. In general, people from black and minority ethnic groups living in the UK are more like to be diagnosed with mental health problems, admitted to hospital, experience a poor outcome from treatment, disengage from mental health services leading to social exclusion and a deterioration of their mental health
 4. While mental illness is no more common in Africa or the Caribbean than it is in the UK as a whole, it is a bigger problem for African and African Caribbean communities living in the UK
 5. The trope of the “strong Black Woman” (sapphire stereotype), disillusionment with medical institutions, cultural stigma surrounding mental health stresses the need for culturally inclusive mental healthcare
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Conference further believes

1. The image of the “strong Black woman” disinclines black and brown women to show vulnerability, whilst simultaneously adding to the culture of stigma that surrounds mental illnesses
2. The sapphire stereotype concerning black women conveys that they have built-in capacities to deal with hardships without breaking down, physical or mentally
3. African and African Caribbean communities, including those of white and black mixed ethnicity, can face additional problems that may affect their mental health (e.g. gendered racism)
4. In the US one African-American commits suicide every 4.5 hours
5. Even though the image may be employed for self-empowerment, it should be questioned because it is often used as a way to chastise Black women who openly suffer from mental illness
6. 63 per cent of African Americans believe depression is a personal weakness
7. The top-rated barriers to treatment for African-Americans are denial, embarrassment and shame
8. We need culturally competent care that addresses the needs of non-white and non-Western groups

Conference resolves

1. We request that NUS undertake research into Black women’s experiences of mental health provisions at university
2. To produce a report as a result of the research and host a series of events launching it with a view to start campaigning on the issues revealed
3. To arrive at a set of recommendations and toolkits for action and local campaigns, on engaging, interacting with, and supporting Muslim women at universities following consultation and events around launching the report
4. For NUS Women’s campaign to encourage SU’s to provide self-care initiatives and culturally sensitive mental health provisions for black and brown women
5. For NUS to apply pressure (encourage) Unions to push their respective universities to offer culturally competent care¹²

Motion 509: NUS get behind our women’s officers!

Conference believes

1. That before Christmas several women activists including the women’s officer at the university of York were subject to extreme abuse on social media by a high profile anti-feminist journalist
2. That woman’s officers and feminist activists frequently get abuse for campaigns etc.

Conference further believes

1. Women’s Officers should be protected from online hate crime and abuse.
2. There should be a support network available for Women’s Officers that experience online hate crime and abuse.

¹ <https://www.mentalhealth.org.uk/a-to-z/b/black-asian-and-minority-ethnic-bame-communities>

² <http://www.nhs.uk/Livewell/Blackhealth/Pages/Mentalhealth.aspx>



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3. NUS should provide legal and emotional support for Women's Officers who experience this as well as liaise with their SU's and AU's if such actions lead to a disruption of their studies.
 4. Women's Officers should not be left alone to deal with online abuse.

Conference resolves

1. A support network for Women's Officers will be established prior to the next academic year.
2. Plans will be put in place of how to liaise with SU's and AU's as well as any legal action that may be required.

Motion 510: Accessibility at Campus Events

Conference believes

1. That many university student activist and campaign events are not accessible
2. That many events at university locations, particularly at institutions with old buildings, are not wheelchair accessible and do not readily have equipment and resources such as audio or visual transcription
3. That many events do not contain access breaks or safe spaces for triggering material when these measures would be appropriate and/or necessary
4. That there are many other accessibility requirements and issues which need to be considered at campaign events, such as the presence of food, expenditure for attendees, or the way in which the event is pitched (e.g. over-theorising and space taken up by privileged individuals which may alienate attendees)
5. That ableist language is still prevalent in many spaces
6. That this is a feminist issue and that any campaign which does not accommodate the requirements of disabled students cannot be truly inclusive

Conference further believes

1. That meeting accessibility requirements at events should not occur in exceptional circumstances – where possible, it should be the norm
2. That it is not always possible for often underfunded campaigns to provide expensive equipment or resources on their own but that every effort should be made to accommodate every requirement and that, where possible, aid should be given to them to be able to meet these requirements

Conference resolves

1. For the NUS Women's Campaign to work with the NUS Disabled Students Campaign to produce guidance which informs disabled students of their rights and what support they are entitled to in terms of support from their college/university and student union
 2. For the NUS Women's Campaign to work with the NUS Disabled students campaign to produce a resource for women's officers on keeping spaces and events accessible, including a section on respectful and non-ableist language
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3. For the NUS Women's Campaign to work with the NUS Disabled Students Campaign to produce guidance for Womens officers and student unions to in lobbying their institutions to give more generous funding to campaigns and activist groups for resources which are often difficult to fund, such as transcription

Motion 511: Keep Perpetrators out of Activist Spaces

Content Warning: Sexual Violence

Conference believes

1. That people involved in women's and liberation activism and campaigning can and do commit acts of sexual violence
2. That protecting perpetrators, knowingly inviting them into activist spaces or wilfully disregarding their actions is rape apologism, that this perpetuates rape culture in valuing their welfare over that of the survivor's and sends the message to survivors that they are not believed
3. That sexual violence and rape apologism is never acceptable, but especially not in spaces which either directly or indirectly recognise rape culture and which work to raise awareness of sexual violence

Conference further believes

1. That a significant proportion of women experience sexual violence. The NUS Hidden Marks states that 1 in 7 women students will be raped or seriously sexually assaulted during their time at university and that 68% will experience some form of sexual harassment
2. That we exist in a culture where survivors are often not believed
3. That sexual violence is prevalent in so many spaces and that it is therefore vital that spaces which directly or indirectly raise awareness of sexual violence are both safe and leading by example

Conference resolves

1. For the NUS Women's Campaign to produce resources for women's officers on keeping activist spaces safe for survivors
2. For the NUS Women's Campaign to release a statement stating that it believes all survivors and that it will not tolerate rape apologism in activist spaces

Zone: Rules Revision

Motion 602: Reserved Spaces on NUS Women's Steering Committee

Delete:

200 NUS Women's Steering Committee

Membership of the Steering Committee





201 *The composition of the Steering Committee shall be five Individual Members, elected at Conference.*

202 *Steering Committee may co-opt non-voting additional advisors to the Steering Committee in the event that further assistance is needed between conferences.*

Replace with:

200 NUS Women's Steering Committee

Membership of the Steering Committee

201 *The composition of the Steering Committee shall be five Individual Members, elected at Conference. One of these spaces will be reserved for a self-defining Black woman. One of these spaces will be reserved for a self-defining woman who also defines as LGBT, disabled, Black, or has caring responsibilities.*

202 *Steering Committee may co-opt non-voting additional advisors to the Steering Committee in the event that further assistance is needed between conferences.*

Motion 603: Emergency Motions

Delete:

Emergency Motions

368 *Emergency Motions may be submitted by a Constituent Member or the Women's Campaign Committee in writing to the Steering Committee. The closing date shall not less than two weeks before Conference begins. The Steering Committee shall rule out any emergency motion of more than 300 words. Emergency motions must be submitted three times and signed by the appropriate Executive Officer of the Constituent Member concerned or member of the Women's Campaign Committee.*

368 *An emergency motion is one whose substance concerns events occurring after the latest date for the submission of ordinary motions for discussion of the forthcoming meeting of the Conference. No motion is an emergency unless the present work of NUS Women's Campaign would be severely impaired by the failure of the forthcoming meeting of Conference to discuss the issue.*

369 *The Steering Committee shall rule in the first instance on whether any proposed emergency motion is in fact an emergency motion.*

370 *The Steering Committee shall draft all submissions into a composited motion and amendments to it for each subject. The Steering Committee shall publish the policy headings to the Conference.*





371 A priority ballot shall then be held. The delegation of each Constituent Member and the Women's Campaign Committee shall be issued with a form on which to indicate the motions in the order of preference which it wishes to see them discussed. Steering Committee shall count the votes using the single transferable vote system to determine the order.

372 The Steering Committee shall then announce how many motions can be discussed within the time allocated to emergency motions on the Order Paper and shall notify the Conference of its ruling on emergency motions, which shall be discussed in the listed order. Any Constituent Member may object to Steering Committee rulings on emergency motions if the motion in question has been selected for debate in the priorities ballot. The objection shall be sustained if it receives a two-thirds majority of the Conference in its favour.

Replace with:

Emergency Motions

368 Emergency Motions may be submitted by a Constituent Member or the Women's Campaign Committee in writing (this includes email) to the Steering Committee. The closing date shall not be less than two weeks before Conference begins. The Steering Committee shall rule out any emergency motion of more than 300 words. Emergency motions must be authorised by the appropriate Executive Officer of the Constituent Member concerned or member of the Women's Campaign Committee respectively.

An emergency motion is one whose substance concerns events occurring after the latest date for the submission of ordinary motions for discussion of the forthcoming meeting of the Conference. No motion is an emergency unless the present work of NUS Women's Campaign would be severely impaired by the failure of the forthcoming meeting of Conference to discuss the issue.

369 The Steering Committee shall rule in the first instance on whether any proposed emergency motion is in fact an emergency motion.

370 The Steering Committee shall draft all submissions into composited motions and amendments to it for each subject. The Steering Committee shall publish the policy headings to the Conference.

371 A priority ballot shall then be held. The delegation of each Constituent Member and the Women's Campaign Committee shall be issued with a form on which to indicate the motions in the order of preference which it wishes to see them discussed. Steering Committee shall count the votes using the single transferable vote system to determine the order.

372 The Steering Committee shall then announce how many motions can be discussed within the time allocated to emergency motions on the Order Paper and shall notify the Conference of its ruling on





emergency motions, which shall be discussed in the listed order. Any Constituent Member may object to Steering Committee rulings on emergency motions if the motion in question has not been selected for debate in the priorities ballot. The objection shall be sustained if it receives a two-thirds majority of the Conference in its favour.

Motion 604: Speaking Accessibility

Conference believes

1. Speaking at the front of conference can cause anxiety

Conference further believes

1. Speaking in a pair or a group can reduce this anxiety
2. Conference should be as assessable as possible

Motion 605: Changing the Format of Motions

Conference believes

1. That motions to NUS Women's Conference currently follow the format "Conference believes...Conference further believes...Conference resolves"
2. That "Conference believes" is used to state facts relating to the motion, "Conference further believes" is used to state reasons for the motion and "Conference resolves" is used to state the action that will be taken as a result of the motion.
3. That most delegates to NUS Women's Conference come from Students' Unions where the general format is "This Union Notes...This Union believes...This Union resolves", where "This Union Notes" is used to state facts relating to the motion and "This Union believes" is used to state reasons for the motion and "This Union resolves" is used to state the action that will be taken as a result of the motion.

Conference further believes

1. That it makes more sense to use "Conference Notes" to state facts relating to the motion and to use "Conference believes" to state reasons for the motion.
2. That the discrepancy in the wording of motions between Students' Unions and NUS Women's Conference causes unnecessary confusion for delegates writing motions for NUS Women's Conference
3. That NUS Women's conference should be as accessible as possible and this should be represented in our democratic methods.

Conference resolves

1. To change the wording of our motions to "Conference Notes...Conference believes...Conference resolves"

Motion 606: Queer Representation on Women's Committee





Conference believes

1. Queer is an umbrella term that is used to refer to the entire LGBT+ community
2. Queer is also used as an alternative to labels and categories such as lesbian, gay, bisexual, trans etc. to “queer” the idea of categorisation.
3. Some women who define as Queer do not define as LGBT+.
4. Queer women face specific discrimination through a combination of sexism and queerphobia.
5. The NUS Women’s Campaign Committee does not currently have a queer rep.
6. The composition of the current committee is as follows:
7. The Officer of the Campaign with voting rights, elected at Conference as Chair
8. Women’s Campaign representative on the NEC with voting rights, elected at Conference
9. Up to 12 Individual Members with voting rights, elected at Conference and from caucuses:
10. Four Open places
11. One Bisexual representative
12. One Lesbian representative
13. One Trans representative
14. One further Education representative
15. One Black Students’ representative
16. One Disabled Students’ representative
17. One representative with caring responsibility
18. One international representative
19. The Women’s Officers for each of the nations; Scotland, Wales and Northern Ireland with voting rights
20. 102 In addition any Women on the NEC may be invited to attend Committee meetings as observers with speaking rights only.

Conference further believes

1. Queer women who do not self-define as LGBT+ deserve a place on the NUS Women’s Committee.
2. Women’s campaign should actively challenge queerphobia within our own structures and in wider society.

Conference resolves

1. To change the composition of the committee to include a queer rep.
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Policy Lapse

Motion 2: Double Discrimination – Racism and Sexism in Education

Conference believes

1. Sexism and racism are evident in our institutions and remain a barrier for women to reach their full potential at college and then in the world of work.
2. Black women are oppressed by racism and sexism, so face a double oppression in education and employment.
3. Women make up the larger percentage in higher education.
4. There are more Black students studying in London Metropolitan University than there are in the entire Russell Group.
5. 4 years ago research showed that if you had a typically Black sounding name you were likely to receive up to 12% lower marks.
6. 2 years ago the university of Leeds changed to anonymous marking and the marks of Black students and women went up by up to 12%
7. Colleges that are compliant with Race and other equalities legislation would have implemented anonymous marking.
8. A survey of 50 FE colleges by the University Colleges Union (UCU) found none were compliant with the RRAA.
9. Over 60% of Black students' studying in FE and a large proportion of these are women. The lack of compliance by FE colleges is a disgrace.
10. Due to the racist and sexist job-market and pay gap, top-up fees and debt disproportionately impact upon Black students and Women.
11. The higher education system faces cuts in spending. Cuts in spending always historically means cuts in equalities provisions. Therefore there is definitely reason for concern amongst liberation groups
12. The introduction of anonymous marking in institutions has seen women's marks rise
13. Before the University of Wales introduced anonymous marking in the faculty of arts 42% of men in the achieved either a first or upper second degree compared to 34% of women. In the first year after the introduction of anonymous marking, the figures were 42% for men and 47% for women.
14. Women make up 13.2 per cent of university vice chancellors
15. Anonymous marking is not in place in many institutions and in others is only used in certain departments

Conference further believes

1. Recent research by the ECU has shown that the attainment gap between Black and white students has widened, putting Black women at an even greater disadvantage.
 2. Research shows suggests Black women students are less likely to get a 2.1 or First in their degree.
 3. Vice-chancellors are lobbying for annual fees of over £5,000 in the upcoming funding review; alongside economic recession this will worsen the situation for Black, LGBT and Disabled women
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graduates.

4. Government plans to cut bursaries will further students deter students from disadvantage groups from pursuing education.
5. The proposed Single Equalities Bill does not go far enough to demand transparency in pay audits or guarantee positive action in education.
6. There is a belief that men are more academically gifted than women
7. Male lecturers are part of the patriarchy that survives by oppressing women whether consciously or not
8. Sexism is endemic in society and comments such as those by Buckingham University VC Terence Kealey describing women students as a perk of the job show it is also endemic in the education sector

Conference resolves

1. Work with partner organisations to 'name-and-shame' institutions failing to comply with race and gender legislation and to demand that the EHRC takes action against these colleges.
2. Join the other Liberation campaigns and other sections of NUS to demand Anonymous Marking for both exams and coursework.
3. Equip students with action guides to make their institutions accountable.
4. Actively campaign against fees and debt – for grants and EMAs that cover living costs.
5. Oppose all cuts in equalities provision in FE and HE.
6. Campaign for the extension of the Equality Bill to include Positive Action in student admissions.
7. The introduction of anonymous marking in institutions has seen women's marks rise
8. Before the University of Wales introduced anonymous marking in the faculty of arts 42% of men in the achieved either a first or upper second degree compared to 34% of women. In the first year after the introduction of anonymous marking, the figures were 42% for men and 47% for women.
9. Women make up 13.2 per cent of university vice chancellors
10. Anonymous marking is not in place in many institutions and in others is only used in certain departments
11. To work with the VP HE and other liberation officers to revive the anonymous marking campaign
12. To produce material for education officers informing them of the benefits of anonymous marking for women students
13. Work with lecturers unions to ensure campaigns for anonymous marking are not seen as attack on staff

Motion 12: Negative perceptions of Black women - No to skin bleaching

Conference believes

1. Some Black women use skin lightening and bleaching products.
 2. Skin bleaching promotes low self-esteem and is left behind from the colonialist and racist idea that the 'whiter' you are the better you are.
 3. In order to move forward Black women must see themselves in a more positive light which is the
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responsibility of all women.

4. Skin lightening can be damaging to health, causing sensitivity to sunlight, scarring and serious post-operation problems.
5. The products are very expensive and aimed at an already economically disadvantaged community.
6. Women are already targeted by the media to aspire to unbelievable images of beauty, for Black women these pressures far exceed what is naturally possible.
7. All women are beautiful and Black women should not be made to feel like the ideal of beauty is lighter or white skin.

Conference further believes

1. There are women's magazines that advertise these products openly. E.g Asian Woman and Pride.
2. There are hair and beauty shops sell these products and some extra strength versions, with ingredients such as hydroquinone or mercury which are banned in the UK and so sold illegally under the counter.
3. Black women are the largest consumers of beauty products. Mintel estimates sales of ethnic cosmetics, skincare and hair care to be £65 million in 2007 representing growth of 24% since 2002.
4. The CEO's of these companies are usually white and are benefiting from Black self-hatred.

Conference resolves

1. Support the Black is Beautiful Campaign
2. Challenge publications that promote skin bleaching.
3. Actively promote positive ideas about dark skin.
4. Lobby publications aimed at women to be inclusive of and positive about Black Women

Motion 301: Defend and extend Abortion Rights

Conference believes

1. That there are a number of threats to abortion rights:
2. The threat of legislative attacks, with the tacit and not so tacit encouragement of the Conservative leadership;
3. The increased activity of activist anti-choice groups, particularly street activity targeting abortion clinics;
4. The effect of the progressive dismantling of the NHS on free, public access to abortion.
5. That there also many broader issues connected to reproductive freedoms and the ability and right of women to choose, including access to and the content of sex and relationships education, childcare, benefits and public services.

Conference further believes

1. That the fight to defend abortion rights is one of the crucial frontlines of women's liberation struggle, both because of the increased activity of anti-choice groups and because so many feminists,
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particularly student feminists, are active in the fight.

2. That we should step up our activity on this issue.
3. That in addition to defending the rights we have, we need to demand a genuine, guaranteed right to choose, which currently does not exist in Britain.
4. We need build solidarity with our sisters in both parts of Ireland, as shown by the death of Savita Halappanavar last October.

Conference resolves

1. To demand every woman's right to choose to have an abortion on demand, without the consent of anyone else, as early as possible, as late as necessary and free and publicly provided.
2. To develop a charter of demands for reproductive freedom covering abortion rights, childcare, SRE, benefits and public services.
3. To organise a national pro-choice speaking tour.
4. To organise training across the country on challenging anti-choice street mobilisations.
5. To organise a conference bringing together student feminists from all parts of Britain and Ireland to discuss fighting for abortion rights and reproductive freedoms.
6. To call on all other parts of NUS to adopt strong pro-choice policies.

Motion 303: Take Back the Night Bus! Tackling Street Harassment

Conference believes

1. In May 2012, End Violence Against Women Coalition (EVAW), commissioned a YouGov opinion poll asking women about their experience of sexual harassment. 43% of 18-34 year old women in London experienced sexual harassment in public spaces, and that twice many women in London as men said they do not feel safe using London public transport at all times of day and night
 2. Research done by Hollaback! evidences that 75% of all reported public sexual harassment involves a woman target and male perpetrator & 16% occur on public transport
 3. According to NUS Hidden Marks report, 16% of women students have experienced unwanted sexual contact during their time as a student, the majority of which has been public
 4. In February 2012, Collective Action for Safe Spaces, a Washington feminist group, began a campaign for the Washington Transit Authority (WMATA) to implement policy to address sexual harassment on the metro rail system. In April 2012, WMATA introduced a campaign to combat sexual harassment of customers that places blame on perpetrators & provides information on what constitutes sexual harassment and how to report incidences to the police. By September 2012, over 70 cases have been brought to WMATA's attention.
 5. In 2010, Lambeth introduced a "Know the Difference" campaign & developed a range of publicity materials distributed across the borough, explaining the difference between flirting and crossing the line to harassment. Reports of sexual offences in the borough have dropped by 30%
 6. That women students face sexual harassment in all different environments as a daily reality
 7. That public spaces are a place where women experience sexual harassment
 8. That this harassment can be intimidating and rage inducing
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9. That it can be difficult to know how to react to being harassed in public spaces
 10. That although our Zero Tolerance Policies exist in Students' Unions they do not apply to other public spaces
 11. That gender is not covered by hate crime legislation and so harassment of this kind is usually not illegal (depending on its severity under existing laws).

Conference further believes

1. Street harassment reinforces ubiquitous sexual objectification of women in everyday life. Public sexual harassment and assault can include vulgar remarks, heckling, insults, innuendo, stalking, leering, touching, fondling, indecent exposure and other forms of public humiliation.
2. Street harassment can manifest in various different ways depending on how women are read by offenders. Black, LBT and disabled women are devalued not only as women, but as combinations of other oppressions.
3. Street harassment is a complex issue and tackling it requires a multifaceted approach. Groups like CASS provide strategic, community-driven solutions to address issues that impact on the willingness of women to report these crimes & Lambeth's "Know the Difference" evidences how effective targeting information at perpetrators of sexual harassment can be
4. The NUS Hidden Marks provides a useful base for further research into public sexual harassment and harassment on public transport
5. That the fact we are shouted at, leered at, beeped at, groped, touched, followed and flashed in public spaces is just another reflection of the position of women in our society
6. That it is NEVER a compliment
7. That this behaviour should be considered on the spectrum of sexual violence
8. That there needs to be a revolution in attitudes and behaviours, particularly in the men who perpetrate this aggression, for the situation to change
9. That public sexual harassment is often ignored and not taken seriously by police and wider society

Conference resolves

1. To commission a literature review and research into women students' experiences of street harassment, including public transport.
 2. To form a Women's Safe Transport Action Group consisting of the NUS Women's Committee, Women's Reps from other Liberation campaigns, & interested Students' Unions groups to develop local campaigns across the 2012/13 academic year, utilising the best practice of successful campaigns such as CASS and Lambeth Council.
 3. To use the results of this work to produce a toolkit to aid other Unions to start their own campaigns.
 4. To use the results of successful local Students' Union campaigns to lobby Government and public transport providers to roll out campaigns on a national basis.
 5. To work with Hollaback! to campaign against street sexual harassment.
 6. To lobby the police to take street harassment seriously.
 7. To seek a change in the law to make street harassment illegal.
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8. To educate students about the problem of street sexual harassment.

Motion 402: Black Women's Sub Committee

Conference believes

1. 9.8% of home students in the UK are Black women
2. White women are 22% more likely to go on to FE or HE than their black counterparts
3. There is currently only one reserved place on women's committee for a black student, who is expected to represent all Black Women.
4. Black women face a "stacking" of oppressions when having to face sexism and racism.

Conference further believes

1. There is a wide range of varying issues faced by Black women from different backgrounds.
2. To expect one Black rep to represent all Black women from across FE and HE is a huge task.
3. Many first time black women delegates are less likely to run for women's committee than their white counterparts.
4. The women's movement has historically been very dominated by white women, and this needs to be recognised and changed.

Conference resolves

1. To create a Black Women's sub-committee to be made up of 3 Black women elected at women's conference and 1 elected at Black students conference.
2. That this sub-committee would increase representation of Black women on the committee as a whole.
3. That the sub-committee would be a safe space for issues facing all Black women to be discussed on a regular basis ready for the Black women's rep to bring to women's committee
4. The committee would meet in person twice a year and be granted the funding to do so, on other times would Skype.

Motion 404: Women's Officers

Conference believes

1. That Women's Officers, particularly full-time women's officers, continue to face hostility in their students unions from both staff and students
 2. That significant numbers of students still do not understand the reasons for having a Women's Officer
 3. That sabbatical officer teams are still dominated by men
 4. NUS Women's Conference has a number of active policies which recognise the continued attack on Women's Officers - both sabbatical and non-sabbatical - throughout the movement, including the scrapping of Women's Officers in favour of Equalities Officers and in some instances the creation of Men's Officers
 5. 5, NUS Women's Conference 2012 resolved to launch a priority campaign of "A Women's Officer in Every Union"
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6. NUS Women's Conference 2012 passed policy on "Winning Women's Representation", recognising that "women's officers elected by and accountable to women [are] vital to women's equality and to overcoming the bigotry, inequality and discrimination we face."
 7. That only 6 Unions have paid sabbatical Women's Officers
 8. The Education Act 1994 states that "major union office holders" are required to be elected by secret ballot in which all members may vote, leading to many Unions allowing non-women students to vote for their Women's Officer
 9. The definition of a "major union office holder" is open to interpretation - Some Unions, including Cambridge, recognise that the definition of major and minor posts is a pragmatic one, and have successfully protected women's only voting for their sabbatical Women's Officer
 10. Motions have already been brought at Stirling SU to replace the role of Women's Officer with a 'Gender Equality Officer' - despite falling, there is continued dialogue about future attempts to the same end
 11. Large sections of society do not see the necessity for a continued Women's Movement - hence the non-existence of a long-established Women's Officer and/or Women's Group in many Sus
 12. The deliberate misrepresentation of feminism is a device used to further the patriarchal oppression of women.

Conference further believes

1. That anti-women groups (who have no interest in liberation), calling for the removal of the position and its replacement with an 'Equality Officer' has contributed to a situation where we have only 6 full-time women's officers in HE Students' Unions in the UK.
 2. That Women's Officers are crucial to ensure that women are well represented in our institutions, particularly in the top level decision making process.
 3. That although equality officers can do good work, they cannot replace the position of Women's Officer.
 4. Women's Officers do not just exist so that women are on Union Executives; they hold political roles with very clear campaigning objectives around women's empowerment, thus it is essential that they are elected by women.
 5. Autonomy is absolutely crucial to any liberation campaign. It is essential that we support the right of oppressed and disempowered groups to self-organise, and recognise and champion the rights of women to make their own decisions 16.
 6. Retaining paid sabbatical Women's Officers with equal responsibilities and powers to other sabbatical officers is essential; the Women's Officer role should not have to be compromised in order to allow women's only voting.
 7. Education & charity law should not be used as an excuse to shut women out
 8. Compulsory women's representation in the democratic structures of SUs needs to be extended to those SUs where it does not exist and defended where it does - Women's Officers are essential
 9. 'Gender Equality' does not yet exist and can only be achieved via women's liberation. Creating an officer role for something which does not exist not only takes the emphasis away from the Women's Movement, but opens the door for men to hold power over what should be the Women's Campaign.
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10. Lad Culture and societal sexism often account for the 'fear' or 'discomfort' many people have in associating themselves with the Women's Movement and Feminism - 'Gender Equality' is a 'cuddlier' term, but it completely removes women from the centre of the campaign (and the name), thus perpetuating patriarchy in itself.

Conference resolves

1. To launch a priority campaign of "A Women's Officer in Every Union", as passed by NUS Women's Conference 2012.
2. To mandate the Women's Officer to work with Students' Unions who have successfully protected women's only voting for full time sabbatical officers in order to produce best practice documentation by the end of 2013.
3. To mandate the Women's Officer to seek professional legal support to explore the options for women's only voting for full time sabbatical Women's Officers under current education, charities & equality law by the end of 2013.
4. To mandate the Women's Officer and NUS Women's Campaign to produce a toolkit drawn from Union best practice and professional legal advice on winning the arguments for women's only voting, specifically addressing the issues raised by the Education Act 1994 by the end of 2013.
5. To provide this support not only to Unions with sabbatical Women's Officers, but to all Unions seeking to protect their existing women's representation, or indeed develop it, and provide women's groups on campus with support to win these arguments.
6. To educate students about the need for Women's Officers.
7. To educate staff in students' unions about the need for women's representation.
8. To support Women's Officers, particularly full -time women's officers, whose positions come under attack.
9. The National Women's Committee to assist all NUS affiliated SUs currently without the Women's Officer role in creating and maintaining this role, with the goal of having a Women's Officer in every affiliated SU by the end of the 2013/14 academic year.
10. The National Women's Committee to create a toolkit for all Women's Officers which equips them with the knowledge, practical support and advice on how to effectively challenge and quash suggestions of 'Gender Equality Officer' roles being created. The toolkit should also provide information on how best to create and/or maintain a strong Women's Campaign on campus - challenging a continued deluge of misplaced moral outrage and misogyny can prove tough, even for the most seasoned of campaigners.

Policy Passed at Women's Conference 2017

Zone: Welfare and Student Rights

Motion 101: Gendered Hate Crime





Conference Notes

1. In the last year there has been an increase in racially, and religiously, motivated hate crimes in the UK, particularly online and on social media.
2. There has been a particular rise in online harassment of women of faith, including current Member of Parliament for Liverpool Wavertree, Luciana Berger, who described the messages as
 - a. "pornographic, sometimes violent, and often very misogynistic."
3. NUS NEC members have often been the target of anti-Semitic, racist, or Islamophobic online abuse that often has misogynistic elements to it.
4. Tell MAMA outline that anti-Muslim hate is clearly gendered. They state in their 2015 Annual Report that "Muslim women are more likely to be attacked than men in most settings".
5. The same report recorded 468 victims in 437 incidents. 61% of victims (287) are female. 55% of all victims were visibly Muslim, but 75% of all female victims were visibly Muslim.
6. In their 2015 Annual Report, the Community Security Trust received a description of the gender of the victim or victims in 511 (55%) of the 924 anti-Semitic incidents reported to CST during 2015. Of these, the victims were female in 134 incidents (26%) and groups of males and females together in 48 incidents (9%).

Conference believes

1. Women of faith encounter specific challenges that are still yet to be addressed. The NUS Women's Campaign should aim to address these.
2. The NUS Women in Leadership Conference, and the work around it, has empowered women from different faiths and backgrounds to become engaged in the work of the NUS Women's Campaign.
3. Jewish students do not directly identify into any of the NUS Liberation Campaigns and therefore it is important that the NUS Women's Campaign facilitates discussion around faith and belief.

Conference resolves

1. To work with Universities UK and faith-based organisations, such as UJS, FOSIS and National Hindu Students Forum, to assess what further work needs to be done in relation to online harassment and hate crime.
 2. To work with social media providers, specifically Twitter and Facebook, to look at ways to prevent online harassment against women of faith that is often misogynistic in tone.
 3. To produce guidance for HE and FE Students' Unions on gendered discrimination in order to support them in tackling it.
 4. For the NUS Women's Campaign to run a 'Women of Faith' Campaign that raises awareness of the challenges that face women of faith and celebrates their contributions to their faiths.
 5. To increase the number of spaces that women of faith have to discuss the discrimination and the challenges that they face in a safe space.
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Motion 102: Student Survivors Deserve Better

Conference Notes

1. Recent research has highlighted the problem of abuse and harassment by staff towards students, and faced by, particularly junior, women staff³;
2. Sussex University allowed a senior lecturer to continue working despite allegations of abuse and police investigation⁴. At Goldsmiths, Sara Ahmed, the former head of the Centre for Feminist Research, publicly quit her post, citing ongoing and endemic harassment⁵.
3. In November Universities UK (UUK) published the findings of its taskforce on campus sexual violence, alongside guidance replacing the outdated Zellick Report;

Conference believes

1. That we welcome this work and is happy to see that survivors will no longer be forced to report incidents to the police before receiving any support from their universities;
2. However, that the guidance and report did not adequately consider harassment and abuse perpetrated by staff, and indeed, that staff themselves face, is a serious failing;
3. That the abuse and harassment endemic in higher education cannot be understood without seeing it in the context of marketisation and cuts. These make it harder for survivors to speak out, fearing for their future careers;
4. That the NUS Women's Campaign has already begun working with the 1752 Group to launch a research project into student-staff misconduct, but that there is no active policy to mandate the campaign to do so;
5. That sexual assault can happen to any person, at any level of education. This means that further Education students in colleges face this too;

Conference resolves

1. To stand in solidarity with students and staff who have faced harassment and abuse and challenge institutional cultures which enable and mask abuse;
2. To produce resources to support students facing and wanting to campaign against sexual violence perpetrated by staff, and to offer our support to existing campus campaigns;

³ www.theguardian.com/education/2016/aug/26/sexual-harassment-of-students-by-university-staffhidden-by-non-disclosure-agreements and <https://www.theguardian.com/society/2016/oct/07/scale-of-sexual-abuse-in-uk-universities-likened-to-savile-and-catholic-scandals>

⁴ <http://www.independent.co.uk/news/uk/home-news/sussex-university-lecturer-student-girlfriend-criminal-conviction-beat-up-assault-lee-salter-a7183391.html>

⁵ <http://www.independent.co.uk/news/education/education-news/london-university-goldsmiths-professor-quits-sexual-harassment-female-students-staff-a7072131.html>



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3. To demand that universities record and make public their data on sexual violence, including that faced by staff;
 4. To work closely with the 1752 Group to carry out research into experiences of student-staff misconduct and produce a report at the end of the research.
 5. For the Women's Campaign to launch research into what sexual harassment reporting procedures and structures are like, and the experiences of student survivors in further Education colleges;
 6. Off the back of that research to work with FE Students' Unions to develop a framework of structures for reporting harassment and for survivor support, and to lobby FE institutions to adopt this;
 7. To work with the National Society of Apprentices to ensure survivor support structures are in place for apprentices in their colleges and/or their work place.

Motion 103: Solidarity with Northern Ireland's Abortion Crisis

Conference Notes

1. The Abortion Act 1967 has never been extended to Northern Ireland;
2. The foundation of NI abortion law remains the Offences Against the Person Act 1861 which makes it a criminal offence to have an abortion or perform one on another person. The 1861 Act is still in effect in England and Wales;
3. The introduction of the Abortion Act 1967 did not decriminalise abortion in England and Wales: it allowed exceptions to the 1861 Offences Against the Person Act under which the obtaining or performing an abortion would be lawful;
4. An abortion will be lawful in NI if performed:
 - a. To save the life of the pregnant person; or
 - b. Where continuing the pregnancy would risk permanent and serious damage to the physical or mental health of the pregnant person;
5. In the past, people have been arrested for trying to procure an abortion (be it through a GP, travelling to England to obtain an abortion or through backstreet/ self-induced abortions)
6. On 4 April 2016, a 21-year-old woman was given a three month suspended sentence for procuring an abortion with pills purchased online. She had been reported to the PSNI by her housemates;
7. International students and students from elsewhere in the UK may understandably arrive in Northern Ireland under the false impression that because Northern Ireland is part of the UK, abortion will be legal and accessible on the local NHS;
8. However, this is not true when registered with a GP in Northern Ireland, you no longer have access to abortion;
9. Students who are Northern Ireland nationals studying in other parts of the UK do not qualify for abortion on the NHS

Conference believes

1. Access to reproductive healthcare is a student welfare issue: students do face crisis pregnancies which have an adverse effect on their university lives;
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2. The unavailability of safe and legal abortion in Northern Ireland places an undue burden on these students in an already distressing situation;
 3. If an international student falls pregnant unexpectedly while living in Northern Ireland, they will likely not be able to extend their study visa to accommodate their pregnancy or maternity, nor can they access abortion services in Northern Ireland unless they meet the very strict criteria;

Conference resolves

1. This motion is in itself a statement of solidarity with those for access to free, safe and legal abortion in Northern Ireland;
2. For the NUS Women's Campaign to release a formal statement of solidarity with those in Northern Ireland;
3. That the incoming Women's Officer and NUS Women's Campaign continue to support pro-choice activists and pro-choice resistance in Northern Ireland
4. To lobby the Government to make exceptions for students from Northern Ireland who are studying in other parts of the UK to have access to abortion on the NHS.

Motion 104: The Price of a Period

Conference Notes

1. Sanitary products control and manage menstruation
2. Sanitary products are currently subject to 5% VAT

Conference believes

1. Sanitary items are not a luxury.
2. Sanitary products are expensive, and when living on a tight budget they can be difficult to access.
3. That students are facing a cost of living crisis.
4. Most homeless shelters can't provide sanitary products, so for homeless people with periods accessing these essential items is even harder.
5. Although some food banks have begun distributing sanitary items, many still do not. 6. Homelessness is a hidden problem among students

Conference resolves

1. To work with NUSSL (National Union of Students Services Limited) to encourage them to get tax free sanitary products available for Students' Unions, and to reduce the overall cost of sanitary items.
 2. To create a toolkit on running tampon drives, creating period packages, and linking up with local organisations, charities, etc.
 3. Work, where possible, to support Students' Unions to get free sanitary products available for students.
 4. To work with the further Education members on the Women's Committee and the self-defining Women on the further Education Zone Committee to ensure this policy in practice works for FE Students' Unions.
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Motion 105: Reproductive Justice

Conference Notes

1. Reproductive rights activism, like the feminist movement, has often been exclusive and focused on white, cisgender, able-bodied, middle-class women.
2. People of colour often face abusive and coercive reproductive medical practices, such as: forced sterilisation of women of colour across the globe; the use of experimental and dangerous contraception like Norplant, etc.
3. Disabled people also face risk of sterilisation due to ableist beliefs about their ability and a faux concern for their welfare or children's welfare.
4. Many people cannot access adequate reproductive healthcare due to cost, cuts to their healthcare services, or geographical location.
5. Reproductive rights activism has focused on contraception and abortion, but ignored other barriers to people's reproductive capacities such as access to welfare, healthcare, childcare, poverty, and many other factors.
6. Women of colour in America developed the theory of Reproductive Justice to challenge the dominant narrative and make reproductive rights campaigning inclusive.

Conference believes

1. Whilst the NUS supports and promotes Pro-Choice activism, it must be recognised that the ability to have choice is a privilege. Some people do not have choice or their choice is taken away from them due to their circumstances and oppressions.
2. The framework of Reproductive Justice promotes this idea and a comprehensive and inclusive approach to reproductive rights.

Conference resolves

1. To mandate the NUS Women's Campaign to create a toolkit on Reproductive Justice to allow a narrative on reproductive rights that ensures campaigning is inclusive of ALL - not just cisgender, straight, white, able-bodied, middle-class women.

Zone: Society and Citizenship

Motion 201: Securing an Institutional Wide Approach to tackling Sexual Violence through prevention and support

Conference Notes

1. NUS and the Women's Campaign has focused on tackling Sexual Harassment and Violence for a number of years. Collecting data, publishing reports and creating toolkits which have been a great resource for Student Unions.
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2. One in seven women experience sexual violence or harassment at University as outlined by the Hidden Marks campaign and reiterated in a recent study⁶.
 3. Consent workshops have been delivered by Students Unions during this time.
 4. Films and documentaries such as “The Hunting Ground” have brought to light these kinds of behaviours in American institutions and therefore, these concerns are more prevalent in society across the US, Australia and the UK⁵.
 5. ⁷ “High rates of unreported sexual violence, along with the serious harms caused is of fundamental importance in contributing to the argument for the need for university communities to enact their civic duties in both improving the prevention of sexual violence and also ensuring that those reporting sexual violence get the appropriate support along with respondents.” - Graham Towl (Tackling sexual violence at UK universities: a case study)⁸.
 6. NUS Women’s Campaign are currently working towards developing bystander programmes and training.

Conference believes

1. Bystander intervention programmes have been identified as a key area in the protection of female students at University
2. Unions are not currently adequately supported to deliver bystander intervention campaigns; institutional partnership should be encouraged and supported in order to aid the delivery of such campaigns - such as the current proposed partnership between Keele SU and Bradford College. For information about the city wide work currently taking place at Keele and Staffordshire University⁹
3. Research undertaken by Public Health England and Universities UK states that more support is needed in getting Sexual Violence Policy embedded in Unions and Institutions and that this must be institution wide.
4. It is important and imperative that NUS continues to work to tackle sexual violence in both FE and HE institutions and that Students’ Unions and Union Officers are empowered and equipped with knowledge and support to drive change in their institutions.
5. The University of West England has had major success in embedding this into their curriculum demonstrated through the research commissioned by Public Health England.

Conference resolves

1. NUS will help Students’ Unions and Officers establish Institutional Wide Approaches to tackling Sexual Violence through prevention and support.
2. NUS Women’s Campaign will produce guidance alongside relevant organisations on how Students’ Unions can get training and support on dealing with Sexual Violence cases. This guidance will be to benefit Student Union Advice Centres, Officers, staff and internal structures.

⁶ www.endviolenceagainstwomen.org.uk/data/files/Spotted__Obligations_to_Protect_Women_Students_Safety__Equality.pdf

⁷ en.wikipedia.org/wiki/The_Hunting_Ground

⁸ www.tandfonline.com/doi/abs/10.1080/21582041.2016.1260764?journalCode=rsoc21

⁹ www.keele.ac.uk/activebystanders/



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3. NUS will launch a campaign on Bystander Intervention including aims that encourage HE institutions to partner with FE institutions to target behaviours and share resources in a community wide approach.
 4. NUS Women's Campaign will launch a toolkit on Bystander Intervention to include campaigning, training and partnership
 5. NUS will work and lobby to secure Bystander Intervention Programmes in FE and HE Institutions.

Motion 202: Raising Awareness of Gendered Islamophobia

Conference Notes

1. In August 2016, the government released a report into the Employment Opportunities for Muslims in the UK (following an enquiry)¹⁰
2. Muslim women face the greatest pay gap of 22.4 per cent (the greatest pay gap in the whole of the UK);
3. The report also concluded that Muslim women face a "triple penalty": being women, being BME and being Muslim
4. Unemployment rates for Muslims are more than twice that of the general population (12.8% compared to
5. 5.4%).
6. 41% of the Muslim population in the UK are economically inactive, compared to 21.8% of the general population. The disadvantage is greater still for Muslim women: 65% of economically inactive Muslims are women;
7. Incidents of anti-Muslim abuse (Islamophobia) rose by 326% in 2015;
8. The vast majority of Islamophobic incidents that occur in the UK are directed at those perceived to be "visibly Muslim": Muslim wearing the hijab, niqab, abaya and so forth;
9. According to research Islamophobia is causing a "chill factor", whereby the perception and fear of discrimination or even hostility of colleagues is putting Muslim women off applying for certain jobs.

Conference believes

1. The report in question found that reasons behind these discrepancies to be varied and complex;
2. They can include: discrimination and Islamophobia, stereotyping, pressure from traditional families, a lack of tailored advice around higher education choices, and insufficient role models across education and employment;
3. The NUS Women's Campaign has already launched a survey into the experiences of Muslim women on campuses and colleges, but there is no policy mandating the campaign to do so;
4. That gendered islamophobia (and Islamophobia in general) is a student issue because Muslim women are targeted on campuses e.g. at King's College London

¹⁰ www.parliament.uk/business/committees/committees-a-z/commons-select/women-and-equalitiescommittee/inquiries/parliament-2015/inquiry/



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5. Prevent is more likely to be targeted to Muslim (or those perceived to be Muslim i.e. those who are visibly Muslim);
 6. Far right activity is sweeping across Europe and America, and is likely to have further implications on Muslim women's livelihood;

Conference resolves

1. To mandate the NUS Women's Campaign to issue a statement of solidarity with Muslim women students;
2. To create a toolkit for Student Unions to challenge gendered Islamophobia on Campus;
3. To work with Black Students' Campaign to campaign against the Prevent legislation

Motion 203: Support Migrant Reproductive Rights!

Conference Notes

1. The government's current policy does not allow International students who may get pregnant while studying the ability to give birth in the UK.
2. They and any dependants will normally need to leave the UK, then apply for new Tier 4 entry clearance in order to return to the UK and resume their studies.
3. In the event that they do give birth in the country, if they then leave they are not allowed to return with their dependents.
4. Migrant women may also be subject to show their passports at maternity wards before giving birth.

Conference believes

1. All of these policies are deeply xenophobic and racist, and promote a worrying culture of nationalism, individualism and disregard human rights.
2. At a time of increased racism and fascism where migrants are facing attacks upon their civil liberties, we should ensure that they have access to adequate reproductive healthcare.

Conference resolves

1. To mandate the NUS Women's Campaign and Officer to work alongside the NUS International Students Officer to actively campaign against this regressive policy.
 2. To mandate both the NUS International Students Officer and Women's Officer to create a toolkit on Reproductive Rights that is inclusive of International students and migrants.
 3. That both the NUS International Students Officer and Women's Officer should campaign for the right for all international students, regardless of nationality to be able to either give birth or get an abortion in the UK
 4. That the NUS International Students Officer and Women's Officer should lobby the government to reexamine the current policy and adopt a new one that will allow international students to either give birth or get an abortion in the UK
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Zone: Education

Motion 401: Campaign on Sexual Assault as Mitigating Circumstance

Conference notes

1. That the NUS Hidden Marks survey/report conducted in 2011 found that 16% of respondents had experienced unwanted kissing, touching or groping during their time at university.
2. That 7% of respondents to this survey had been subjected to a serious sexual assault during their time at university¹¹
3. That 4/10 of the survivors of serious sexual assault surveyed had told nobody about the assault
4. That one in four victims of serious sexual assault that responded to the Hidden Marks survey said that their studies had been affected
5. That 49% of respondents that had suffered serious sexual assaults reported issues with their mental health
6. That 13% of respondents that had suffered serious sexual assaults had contemplated leaving their course
7. That the US organisation RAINN (Rape, Abuse & Incest National Network found that 33% of women who are raped contemplate or have contemplated suicide¹².
8. That 13% of women who have been raped had attempted suicide.
9. That 40% of a survey of women surveyed with severe mental health issues had suffered rape or attempted rape in adulthood.
10. That transgender students are at higher risk of sexual violence (21% of transgender, genderqueer, nonconforming (TGQN)) have experienced some form of sexual violence while studying compared to 18% non-TGQN females and 4% non-TGQN males).
11. That Sisters Uncut found that 4 in 5 BME women are turned away from domestic violence services¹¹.

Conference believes

1. That Sexual Assault and Domestic Violence are serious issues affecting students.
2. That these issues have a detrimental impact on students' lives and studies.
3. That more needs to be done to support victims of sexual assault and domestic throughout their academic studies.
4. That in many cases the conditions for mitigation fail to fully take into account serious issues such as sexual assault and domestic violence.
5. That a national campaign that includes Sexual Assault and Domestic Violence as mitigating circumstances is necessary.

¹¹ www.nus.org.uk/global/nus_hidden_marks_report_2nd_edition_web.pdf

¹² www.rainn.org/statistics/victims-sexual-violence ¹¹
www.sistersuncut.org/press/



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6. That any campaign conducting around the issue of sexual assault and domestic violence needs to be inclusive of the diverse demographic of students affected.

Conference resolves

1. To launch a national campaign for the inclusion of Sexual Assault and Domestic Violence as mitigating circumstances.
2. To support unions that are running similar campaigns or have already implemented this into their academic procedures.
3. To ensure that any campaign ran will be fully inclusive of all students, including but not limited to: Women of Colour, disabled women, queer women, trans women, non-binary people and people of faith.
4. To conduct research on the impact of suffering from domestic violence whilst at university.

Policy Lapse

Society and Citizenship

Motion 201: A Woman's Right To Protest

Conference believes

1. Protest has played a significant role in bringing about social and political change for women.
 2. Protest takes a diverse range of forms, be it industrial action, civil disobedience, boycotts, occupations, marches, petitions or direct action.
 3. Women do not just take part in "women's actions", we are also a vibrant and vital part of broader protest movements.
 4. Many women students report feeling disempowered and shut out of 'traditional' forms of protest, as masculinist modes of protest dominate and women are undermined and written out of protest histories and organising spaces.
 5. Women's role in protest is frequently demeaned by those within protest movements; such as the sexism behind 'Hot Chicks of Occupy Wall Street' and the belittling of older women involved in Occupy.
 6. We are facing increased attacks on our right to protest during a time of unprecedented austerity measures. These include the routine use of kettling, indiscriminate batoning by police, excessive charging of protesters and sentencing in courts, as well as educational institutions collaborating with the Police and Government to shut down our democratic rights.
 7. Brocialism and Manarchism unfortunately thrive. NUS and left-wing women students have been at the front of tackling misogyny in our own movements, providing much needed solidarity and challenging our own organisations to take women's political voices seriously.
 8. There should be zero tolerance of any infringement that is degrading and contrary to the dignity of women, and in particular when it affects physical and mental health.
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9. That the wave of repression against student activists (mass arrests in London and Birmingham, suspensions at Birmingham and Sussex, heavy-handed policing of demos etc) should be a matter of serious concern for our movement
 10. That contrary to police propaganda, extensive police presence on campuses is not the way to guarantee women's safety
 11. That we should fight for 'Cops off campus' by campaigning for
 12. A law that prohibits police presence on campuses/university property without the permission of both university management and the students' union;
 13. Universities to agree, and write into regulations, that they will not invite police onto campus without the permission of the SU
 14. There have been incidents of violence against women at student protests such as the the protests at the University of London

Conference further believes

1. Women are disproportionately affected by the Government's devastating austerity agenda – it is vital that women are supported and empowered to lead the way not only on engaging in protests, but in shaping their narratives. In representing over 4 million women, NUS Women's Campaign has a unique role to play here.
2. Women students are part of their local, national and global communities. Our campaigns should be working together with women in community groups and across the women's sector, with LGBT, black and disabled campaigning organisations, to develop multifaceted collective calls for action that strengthen our voices and push for our liberation.
3. There is no one right way to protest. As a campaign we must champion and offer a diversity of tactics and methods, bringing our communities together to make change.
4. We must champion and support the excellent work that women students are doing to tackle women's exclusion in protest spaces, from organising facilitation training for women to empower them to lead inclusive meetings, to organising to dismantle rape culture in leftist organisations.
5. That it is well-established that both mounting student debt and cuts are having a disproportionate effect on women
6. That we should demand free education and a living grant for every student, oppose all cuts, and demand taxation of the rich, taking control of the resources of the banks etc, to restore and expand public services

Conference resolves

1. NUS Women's Campaign will develop tool kits and action packs to support women students to lead their own protests and campaigns with their local communities.
 2. NUS Women's Campaign will provide opportunities for women students to discuss their role in protest around tactics and women's place on the left for example, providing much needed spaces for women students to selforganise.
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3. NUS Women's Campaign will continue to stand firmly against misogyny in our own movements.
 4. To unite with other women's groups to campaign against human rights abuses, including that of rights and freedom to protest and freedom of association.
 5. To campaign against police repression of student activists and campaign for 'Cops off campus' on the basis set out above
 6. To produce a briefing including explanation of how this policy relates to our campaigns for women students' safety on campus
 7. To campaign for free education, against cuts, and for the restoration and expansion of public services on the basis set out above
 8. To oppose security and police violence against women at UoL during protests and to support Cops off Campus and encourage a spaces for women students to protest without the fear of police brutality.

Motion 402: Start Tackling with Training

Conference believes

1. Education is a key way to tackle sexism and lad culture within university.
2. The issue of 'lad culture' at university has been getting a lot more attention since the recent Women's Campaign report: 'That's What She Said'.
3. 'Lad Culture' can be present in any student group: society, sports, etc.
4. All student groups have committees that should be provided with some form of committee training by the student unions to ensure they are a functioning committee.

Conference further believes

1. Committee training often does not include the principles of zero tolerance or gender equality.
2. Many people need to be educated in what can actually contribute to sexual harassment.
3. Committee training is a good place to educate key members of student groups.

Conference resolves

1. For the NUS Women's Campaign to push for the addition of gender equality and 'what constitutes as sexual harassment' (zero tolerance) training onto the committee training agenda of all societies/sports clubs/student activities in all student unions.
 2. For the NUS Women's Campaign to create a pack of information to help unions provide the correct information within these training sessions.
 3. There must be systems invoked for confidential reporting. Statistics must be kept to review processes, progress and outcomes of investigations, and addressing policy changes needed.
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Motion 403: Women in leadership

Conference believes

1. Women make up the majority of the student population, but are underrepresented in positions of power and decision making in the student movement.
2. The fact is that there are far too few women in positions of leadership in our universities and colleges, but also in our students unions, and civil society. Only 22% of professors in UK universities and only 17% of our Vice Chancellors are women.
3. 56% of students in tertiary education are women, and yet only around a third of our students' union presidents are women.
4. That we should be inspired not by women who have risen to the top of businesses or the capitalist political system by proving their willingness and ability to enforce exploitation and oppression on other women (and men), but by women fights against exploitation and oppression
5. That the International Women's Day events organised by (low-paid, precarious, mostly migrant) women in the IWGB Union to celebrate working-class women's solidarity and expose the anti-worker and anti-feminist role of women managers and bosses is the kind of thing we should support as part of fighting for 'Women in Leadership'

Conference further believes

1. Currently the default image of a leader is a white non-disabled heterosexual cis man which means that people seeking election or influence and define into a liberation group face disadvantage and prejudice in seeking to be a decision maker
 2. Issues of women's inequality and underrepresentation can't be addressed just by getting more individual women into positions of leadership. Women in leadership is fundamentally about radically altering the structure of power, how we conceptualise power, and how it is used.
 3. The gendered nature of power under a system of patriarchy means that women face barriers to accessing and challenging power when power is normalised as male.
 4. In order to be successful, campaigning on women in leadership must focus on all 3 aspects of the work: individual capacity (public speaking workshops, confidence building etc.), structural barriers (reserving places for women in democratic structures in order to reach critical mass) and changing organisational culture (tackling lad culture and sexist norms).
 5. Black/lgbt/disabled women are particularly underrepresented and should always be targeted and prioritised in our work to change what we understand as leadership.
 6. In particular, black women's marginalisation in the feminist movement has been a shameful stain on the feminist movement with many white women who are recognised as feminist leaders claiming to reject intersectionality and refusing to check their white privilege. The NUS women's campaign rejects any marginalisation of black women under the name of feminism and believes that a feminism without intersectionality is no feminism at all.
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Conference resolves

1. To support student unions in improving their democratic legitimacy by improving both the number of women in key leadership positions as well as crucially the diversity of women in leadership
2. For nus to continue to run women only sessions at summer training courses and make a woman only session compulsory at all residential summer training events
3. To continue to develop the I will lead the way coaching scheme with a particular focus on providing black, LGBT and disabled women with coaches
4. To produce a pamphlet and exhibition for SUs celebrating the struggles of women fighters against exploitation and oppression through history and today – “Women leading in the struggle.”
5. To create a guide for student union offers on how to deliver women in leadership workshops on campuses to encourage more women from different backgrounds to run in campus elections.

Zone: Welfare and Student Rights

Motion 502: Anti-FGM

Conference believes

1. Since 1985 it has been a serious criminal offence under the Prohibition of Female Circumcision Act to perform FGM or to assist a girl to perform FGM on herself. The Female Genital Mutilation Act 2003 tightened this law to criminalise FGM being carried out on UK citizens overseas.
2. There has been an increasing awareness of the issue of female genital mutilation in England, with national newspaper articles and documentaries on Channel 4.
3. MPs are probing the issue of Female Genital Mutilation in the UK, with a select inquiry probing why since FGM was made a crime in 1985, it still occurs and there have been NO prosecutions.
4. Campaigners estimate that there are 66,000 women living in Britain who have suffered FGM with a further 24,000 girls aged 11 or under thought to be at risk.

Conference further believes

1. FGM is abuse. Although it can happen within families who do not see it as such.
2. FGM is a criminal act which causes severe physical and mental harm to victims both in the short and long term and for this reason it cannot be condoned or excused.
3. Much more needs to be done to support victims of FGM.
4. Much more needs to be done to prosecute those who ‘cut’ or arrange for FGM.

Conference resolves

1. For the NUS Women’s Campaign to write a model letter to MPs asking for them to push for more to be done surrounding the issue of FGM, for activists to use.
 2. For the NUS Women’s Campaign to lobby the government for more support for victims and to stop being “politically correct” and tackle the issue head on.
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3. For the NUS Women's Campaign to support and take direction from grass-roots survivor-led anti-FGM Organisations in regards to supporting any further anti-FGM legislation that passes through the UK
 4. Men to be asked and made aware of supporting the campaign against FGM. This is crucial where in any circumstances anyone is intending to perform, and/or actually aid, assist, encourage or be coerced in performing an act of FGM.

Motion 503: Prioritising campaigning on student carers

Conference believes

1. A student carer is a student of any age who provides unpaid support to family or friends who could not manage without this help. This could be caring for a relative, partner or friend who is ill, frail, disabled or has mental health or substance misuse problems.
2. Student carers are under-represented in further and higher education. The difference is particularly stark for women aged 16–24; 10 per cent of women carers in that age range who care for more than 50 hours per week are in education, compared to 17 per cent of men carers.
3. The NUS women's campaign produced 'learning with care' in 2013 which was the first ever comprehensive research into the experiences of student carers in the UK
4. Only 36 per cent of student carers felt able to balance commitments such as work, study, and family/relationships, compared to 53 per cent of students without caring responsibilities.
5. More than half of student carers (56 per cent) had seriously considered leaving their course, compared to 39 per cent of students without caring responsibilities.
6. Student carers had experienced varying degrees of support from their institutions, but in all cases there was a lack of coordinated, systematic support.
7. Two thirds of student carers (67 per cent) regularly worry about not having enough money to meet their basic living expenses. Many student carers have had to sacrifice all or some of their social life in order to study and provide care
8. Student carers who were in receipt of Carer's Allowance did not feel the benefit was adequate, but the fact that full-time students are not eligible for Carer's Allowance was considered unfair and contributing to their financial hardship.
9. Student carers were three times as likely to have taken on high-risk debt as students without caring responsibilities, even though they were less likely to have taken out low-risk debt.

Conference further believes

1. Access to education is a key social justice issue for women and it is important that within the context of austerity cuts which are decimating public services including support for carers that women who care are not denied or deterred from entering apprenticeships, further and/or higher education
 2. That due to patriarchy, the nature of caregiving in the UK is gendered, with women expected to be the primary caregivers and as with other areas of work which are dominated by women this work is devalued in society
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Conference resolves

1. That the NUS women's campaign should continue to campaign for the recommendations in 'learning with care' to be implemented locally at colleges and universities
2. That the NUS women's campaign should campaign nationally for the collection and use of monitoring data and a replacement of the unpaid carers allowance for student carers in full time education
3. That the NUS women's campaign should make campaigning on student carers one of the priority campaigns for the academic year 2014/2015
4. To campaign against cuts to services and benefits, and for taxation of the rich to restore and expand publicly provided social care services, provide living benefits, and create jobs on a living wage.

Motion 504: Women Studying Abroad

Conference believes

1. Studying abroad as part of a course is already recognised as a fantastic opportunity by both educational institutions and NUS.
2. Anti-sexism safe-guards manifest differently in educational institutions around the world.
3. Educational institutions and study abroad programs have a legal and moral obligation to safeguard their students who they send on study abroad programs.
4. Students on study abroad should not be restricted in opportunities, whether educational or informal, based on their gender.
5. Students on study abroad are often unable to report sexism and sexual harassment as they do not know where to report it.
6. Students on study abroad are sometimes unable to report sexism and sexual harassment as the institution abroad and study abroad program have no place to report incidents.

Conference resolves

1. To lobby institutions, erasmus and other study abroad schemes to provide comprehensive information about where students can go to report sexism when they are on study abroad.
2. To lobby institutions, erasmus and other study abroad schemes to provide a system of support for students who face sexism on study abroad programs.

Motion 505: Improving the lives of student sex workers

Conference believes

1. The term 'sex worker' includes people working in escort work, lap dancing, stripping, pornography, selling sex (on or off street), webcamming, adult models and phone sex work.
 2. Research on sex work has shown that the main reason for entering into and staying in sex work is due to financial hardship. For instance, 93% of sex workers in New Zealand reported financial need as their reasons for entering the industry.
 3. Financial reasons, and any criminal record gain due to the criminalisation of sex work, are also cited as the main reason for staying in sex work.
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4. The current regime of cuts to services and support has disproportionately affected women and women's services, putting more women students into financial hardship.
 5. The increasing cost of rents, household bills and energy bills leave many students with not enough money their funding for other expenses, including enough money to properly feed themselves.
 6. The NUS Women's Campaign passed a motion in 2011 resolving to conduct research into student sex workers and since 2012, the NUS Wales Women's Campaign has been conducting national research in Wales on the National Student Sex Work Project
 7. Sex work is work. We should all be free to choose what we do with our time, labour power and our bodies. Under neoliberal capitalism how 'free' any of us are, regardless of what work we undertake, is debatable.
 8. Sex work, like domestic labour, is gendered, classed and raced. Women's work is undervalued and undermined, and disabled, LGBT and black women face further complex oppressions and exploitations that further devalue and control their labour power.

Conference further believes

1. The cuts, combined with tuition fees, has likely increased the number of student sex workers, increasing demand on services and the number of people who need additional support.
 2. Sex workers have a diverse range of needs in addition to and different from other students, and face more barriers to accessing support for those needs.
 3. Stigma against sex workers increases the risks for all people involved in the sex industry, and makes sex workers less likely to seek out help and support.
 4. Sex workers often do not have proper union representation or membership, and do not have access to adequate sick pay, holiday pay or pensions.
 5. There has been a lack of research focusing on student sex workers themselves and their needs in the UK, leading to a lack of understanding of the needs they face.
 6. Local projects are currently running in different areas of the country, such as Swansea and Leeds; however there has been no national research aimed specifically at sex workers. The NUS Women's Campaign is uniquely placed to conduct this research.
 7. The lack of easily accessible methods of funding post-graduate education highly increases the likelihood of women to use sex work to fund their education.
 8. NUS Women's Campaign doesn't just represent students – it stands for social justice and we stand with all sex workers whether in education or not.
 9. Raids on brothels mostly target businesses where undocumented workers are suspected, resulting often in physical and sexual abuse of sex workers. Migrant workers are further vulnerable at the hands of the state, which uses racist narratives of 'protection' to justify their deportation, exploitation and criminalisation.
 10. Research has shown that migrant sex workers in Britain consider regularisation of their status to be the single thing most needed to protect themselves from abuse and exploitation (Mai, 2011)
 11. Sex workers are already part of the trade union movement and we champion this. They have the right to unionise, full labour rights, and full human rights.
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12. Students and work is a priority for NUS. Those working in informal economies, including sex workers, should be as much a part of this as anyone else

Conference resolves

1. To conduct research into student sex workers and their needs in the UK
2. To make the results of this research the basis of further work by the NUS Women's Campaign to support student sex workers.
3. To make this research a priority campaign of the NUS Women's Campaign.
4. To work with sex worker led organisations, such as the English Collective of Prostitutes, Sex Worker Open University and National Ugly Mugs to improve the lives of sex workers.
5. Support the International Union of Sex Workers, and champion sex worker's right to form and join unions, and to receive the same benefits as other workers.
6. Work with sexworker-led organisations to produce specialist training for student-facing support staff on the needs of sex workers, including peer support where students can organise with other student sex workers in a safe - and if necessary anonymous - environment.

Motion 507: Online Accountability

Conference believes

1. That social media is a huge platform to share information and promote our campaign
2. On occasions social media is being used detrimentally to the wellbeing and safety of students
3. There is not a consistent, effective means of accountability when dealing with all forms of online harassment and the objectification of women in educational institutions
4. Students have a right to dignity at study and this should extend to an online presence
5. Institutions have a responsibility to ensure the wellbeing and safety of its students, extending to online material
6. Women students are being degraded, objectified and harassed by new surges of websites and social media (e.g. spotted, confession pages, ratemash.com)
7. This encourages some to not see the crime in harassment and violation on the internet as they are not being held accountable for their actions
8. Women are disproportionality victims of online harassment through websites and social media
9. Institutions need clearer guidelines and stricter policy on how to manage and tackle online harassment

Conference resolves

1. That the Women's Campaign carry out research into the detrimental effects of this use of online media alongside the three other liberation campaigns
 2. To create a report and guide for students to take back and put into effect on their campuses
 3. To support and encourage all unions/institutions to tackle this issue on their campuses
 4. To assist Unions in developing local policy and regulations with their partner institutions which ensures that online harassment is dealt with as an offence
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Policy Passed at Women's Conference 2018

Motions

Zone: Strong and Active Unions

Motion 101: Provide Financial Support to NUS-USI Women's Campaign

Conference notes

1. The NUS-USI Women's Campaign is one of the existing liberation campaigns for NUS-USI;
2. The NUS-USI Women's Campaign has active policy on Decriminalisation of Sex Work, Campaigning Against the Two Child Tax Credit and the Rape Clause, Support for Women Apprentices etc.;
3. The Women's Officer role at NUS-USI is voluntary and unpaid position - unlike it Scottish, Welsh and UK counterpart(s);

Conference believes

1. The NUS-USI Women's Campaign has led on student organising including helping to organise a "Student Bloc" at the Rally for Choice Demonstration in October 2017;
2. Though the NUS-USI Women's Campaign does brilliant work in representing women students in N.Ireland, it is often limited in its capacity to enact/ deliver on policy due to issues of underfunding;
3. The NUS UK Women's Campaign has a responsibility to support NUS-USI Women's Campaign and the NUS-USI Women's Officer;
4. Providing financial support is by no means the only solution to ensuring NUS-USI Women's Campaign is supported adequately, but it is a start;

Conference resolves

1. For the NUS UK Women's Campaign to provide financial support to the NUS-USI Women's Campaign of up to £1,000 (or more if requested by the NUS-USI Women's Officer);
2. For the NUS UK Women's Officer to maintain regular contact and ensure the NUS-USI Women's Officer is invited to flagship events such as NUS Women in Leadership Conference, NUS Women's Conference etc.

Zone: Society and Citizenship

Motion 202: Scrap the Two Child Tax Credit and Rape Clause!

Conference notes

1. The child tax credit is a benefit to help with the cost of raising a child. Parents and carers might be able to get them if their children are under 16 or, if they are in eligible training, up to the age of 20.
 2. The policy to cap child tax credit was announced in 2015 by then-Chancellor George Osborne.
 3. The government said it introduced the limit, for a claimant's first two children, because it wanted "people on benefits to make the same choices as those supporting themselves solely through work".
 4. Exemptions were announced for those adopting children, those involved in kinship care and for multiple births, as well as those who had a child conceived "as a result of a sexual act which you didn't or couldn't
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consent to" or "at a time when you were in an abusive relationship, under ongoing control or coercion by the other parent of the child". This is the 'rape clause'.

5. Those seeking to claim the exemption for rape must fill in additional paperwork and be assessed by what the government has described in a consultation as a "professional third party", which could include health workers, police, social workers or rape charities.
6. A woman cannot claim this exemption if she lives with the other parent of the child.
7. The cap came into force in April 2017.
8. The new work and pensions secretary, Esther McVey, is facing renewed calls to urgently review the "rape clause" in child tax credits.
9. MPs including Alison Thewliss, Nicola Sturgeon and Kezia Dugdale have publicly spoken out against the "rape clause".

Conference believes

1. The NUS Women's Campaign should publicly oppose the Two Child Tax Credit.
2. The Department for Work and Pensions (DWP) is effectively forcing survivors to disclose and to endure further trauma by making them "prove" they have been raped.
3. Calling on survivors to "prove" that they have been raped in order to receive social security payments is morally questionable (to say the least).
4. The "rape clause" fails to take into account that the vast majority of survivors do not disclose to the police - roughly 82 per cent of all rapes go unreported.
5. A woman cannot claim this "exemption" if she lives with the other parent of the child, this fails to take into account that many women are trapped in abusive relationships.
6. The policy is also intrinsically classist and pushes families into further poverty.

Conference resolves

1. For the NUS Women's Campaign to issue a public statement against the Two Child Tax Credit.
2. For the NUS Women's Campaign to launch a campaign/ produce information packs for students on the two-child tax credit and rape clause: what it is and why we should campaign to repeal it.
3. For the NUS Women's Campaign to work with charities such as Women's Aid to put pressure on the Department for Work and Pensions to repeal the "rape clause".

Motion 203: #TimeUpTheresa: Domestic Violence Bill

Conference notes

1. On 17th February 2017, Theresa May announced plans for a new programme of work leading towards bringing forward a Domestic Violence and Abuse Act.
 2. At first glance, the Domestic Violence and Abuse Bill appears to be a win for survivors, but feminist groups such as Sisters Uncut have denounced the Bill as "a dangerous distraction that will criminalise survivors while taking attention away from the devastating funding cuts to domestic violence services nationwide".
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3. The Bill is still currently under consultation in parliament, but Theresa May has made it clear that she intends to use the Bill to increase police powers over domestic violence and toughen sentences.
 4. In a statement to the press, May insisted that she intends to deliver a system that “increases convictions”.

Conference believes

1. Evidence suggests that when police are given increased power to tackle domestic violence it leads to a pro-arrest environment in which everyone involved will be more likely to be arrested - including the survivor in question.
2. Mandatory arrest policies — which require police to make an arrest when they respond to domestic violence calls — have often led to arbitrary arrests of survivors of domestic violence, rather than their abusers, in many cases.
3. Indeed, almost 57% of women in prison have experienced domestic abuse. Thus, criminalising survivors is extremely dangerous – as shown in recent reports about the death of Katrina O’Hara who was wrongly investigated by the police instead of her violent partner, who later murdered her.
4. Instead of using this opportunity to fund housing and support services for domestic violence survivors to escape abuse, the government is focusing almost entirely on sentencing.
5. It is imperative that the government’s Domestic Violence and Abuse Act funds local domestic violence charities and shelters.

Conference resolves

1. For the NUS Women’s Campaign work with local groups/ charities like Imkaan to raise funds for domestic violence charities and shelters.
2. For the NUS Women’s Campaign to ensure that survivor support is made a priority in the Domestic Violence and Abuse Bill (and lobby relevant MPs to table amendments accordingly).
3. For the NUS Women’s Campaign to produce guidance on what effective support mechanism for survivors look like.

Zone: Welfare and Student Rights

Motion 301: Women and Austerity

Conference notes

1. Women bear the brunt of austerity.
 2. For example, the former shadow equalities minister, Sarah Champion, published analysis showing that 86% of the burden of austerity since 2010 has fallen on women.
 3. In total, the analysis also estimated that cuts have cost women a total of £79bn since 2010 and £13bn for men.
 4. Women’s Aid groups tackling domestic violence across the UK are fighting to keep women’s centres open due to funding cuts.
 5. Since 2010, at least 34 specialist refuge centres have been forced to close.
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6. A third of all referrals to refuges are turned away - that is approximately 155 women per day being turned away due to lack of space from underfunding.
 7. The local government central grant has been halved between 2010 and 2015 and is planned to be cut by a further 30% by 2020 thereby reducing the amount of money councils receive.
 8. Local councils decide how the limited money is used and domestic violence services and refuges are being asked to take on more work with less people, less resources and less money.

Conference believes

1. One in three women will be turned away from refuges. This means that women cannot flee abusive relationships and are stuck in a vicious cycle of abuse - thereby endangering their lives.
2. For example, two women are killed every week in England and Wales by a former or current partner.
3. Domestic violence services are funded on short term basis - services are forced to spending time and energy fighting for their survival as they are under the constant threat of closure;
4. Lack of funds mean that small and specialist charities aren't awarded contracts and are often forced to close as a result. Others are forced to cut back on employees meaning they cannot adequately support those who want to access support;
5. This also all means that women of colour, LBT+ women, disabled women, women who are alcohol/ drug dependant, refugees, those who don't have UK Citizenship and those who don't speak English often face more barriers in accessing support and refuge.
6. For example, 4 in 5 BME women are turned away from refuges;

Conference resolves

1. To work with groups Sisters Uncut to campaign against the cuts to domestic violence services;
 2. For the NUS Women's Campaign to provide a toolkit on how to campaign locally and create links with local domestic violence charities/ shelters to keep services open
 3. For the NUS Women's Campaign to produce briefings on how to lobby councils to ensure they fully meet the needs of all survivors;
 4. For the NUS Women's Campaign to lobby the government to protect funding for domestic violence services at a national level;
 5. For the Women's Campaign to organise a Day of Action against cuts to local domestic violence services;
 6. For the NUS Women's Campaign to work with local domestic violence services to create partnerships between students' unions and local domestic violence refuges and shelters.
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Policy Lapse

Motion 202: Free Education

Conference believes

1. "Feminist education - the feminist classroom - is and should be a place where there is a sense of struggle, where there is visible acknowledgement of the union of theory and practice, where we work together as teachers and students to overcome the estrangement and alienation that have become so much the norm in the contemporary university." - Bell Hooks
2. Education is a public good and should be free for everyone to access.
3. An educated society is one which holds more progressive views on Liberation issues.
4. At the current tuition fees rate, it will take women a lot longer to pay back their debt due to the gender pay gap.
5. Investing in free education would not only offer opportunities for women it would play a central role in reviving the economy now and in promoting longer-term prosperity and growth for the future.
6. Free education would pay for itself. Research shows that for every £1 invested in higher education the economy expands by £2.60.
7. Free education at all levels is a necessary part of an accessible education system.
8. Free education means more than the absence of fees.
9. All students should be provided with living grants allowing them to live comfortable, and grants to allow any dependents to live comfortably.
10. This can all be funded through increased taxation on the richest in society.
11. When caring responsibilities and child-raising responsibilities more frequently fall on women, studying can be difficult enough, and financial difficulties can heavily contribute towards / force students to leave their studies.

Conference further believes

1. Free Education should be funded by progressive taxation.
2. Free Education goes beyond just the abolition of fees and the provision of living grants for home students, it has to extend the same rights to international students.
3. Free Education has to be not just economically free, but also liberated.
4. The fight for a liberated curriculum, including but not limited to, fighting against a whitewashed and male-dominated curriculum, is integral to the fight for free education.
5. This fight is part of the larger struggle for the democratic university and against the privatisation and marketisation of education.
6. The democratic university should be run by workers, students and the wider community rather than unaccountable managers.
7. We can only achieve a truly liberated education system when it is democratically organised.

Conference resolves

1. Oppose and campaign against all methods of charging students for education – including tuition fees and a 'graduate tax', which is nothing less than a euphemism for 'student debt'.
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2. To produce a briefing on the impact free education will have on women
 3. To oppose 24 plus loans in Further Education
 4. To oppose moves to market driven Further Education framework.
 5. The NUS Women's Campaign, and the NUS Women's Officer, should campaign for free education, combined with living grants.
 6. The NUS Women's Campaign should widely publicise its belief in free education and living grants and explain widely why free education is a feminist issue.

Motion 203: Research sexism in educational environments

Conference believes

1. Studies of sexism in educational environments have focused on sexism in academia and the experiences of women academics and early career researchers. Recently the student movement has done amazing work on sexism on campus by focusing on tackling lad culture and rape culture in universities but without a particular focus on key teaching and learning environments.
2. There is a false assumption that with the access of women into Higher Education and with the majority of students being women that the classrooms or labs are not spaces where sexism is felt. Women are always asked to justify their claims of feeling uncomfortable or to 'prove' that a space is hostile. It is widely assumed that learning spaces can no longer be male dominated and that women can't feel excluded given that they might outnumber men in the room. However we still hear things like 'you are good at logic for a girl', 'your handwriting is nice' said by a male lab demonstrator, we're still not feeling confident to ask questions at a research seminar, women still speak less in seminars compared to men, and still experience sexual harassment at academic conferences – this is anecdotal evidence usually shared in safe spaces. But we know that in many subjects women student numbers drop from undergraduate, to postgraduate taught to then postgraduate research level because educational spaces and academic attitudes are patriarchal and unwelcoming.
3. The NUS report on lad culture has made a breakthrough in the discourse around the sector and made progress towards fighting the denial that such a culture exists, providing a grounding for campaigning and action. A similar evidence-gathering exercise carried out on the experience of sexism specifically for teaching & learning spaces and research environments would be needed to fill a gap in the discussions and actions around sexism in academia, the progression of women scholars and discrimination against women students.

Conference resolves

1. To carry out a large-scale research project, with quantitative and qualitative elements, into women's experience of sexism in educational settings – lectures, seminars, labs and other research environments (particularly conferences for postgraduate students).
 2. To produce a report as a result of the research and hold a series of events launching it with a view to start campaigning on the issues revealed.
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3. Following consultation and events around launching the report to arrive at a set of recommendations and toolkits for action and local campaigns, building, evidencing and expanding on the women in academia work that has been happening across the country.

Motion 303: Supporting the decriminalisation of sex work

Conference believes

1. Sex work refers to escorting, lap dancing, stripping, pole dancing, pornography, webcams, adult modelling, phone sex, and selling sex (on and off the street).
2. Selling sex is not illegal in the UK, but it is criminalised.
3. There are a disproportionate number of disabled people, migrants, especially undocumented/semi-documented migrants, LGBT people and single parents (vast majority of whom are women) involved in sex work¹³.
4. The financial cost of being disabled, childcare, medical transition and hormones, racism in the workplace, the vulnerability of undocumented migrants to exploitation in other forms of work and the prejudice faced by oppressed people undoubtedly contribute to this overrepresentation.
5. Sex work is the exchange of money for labour, like any other job. It is different because it is currently criminalised and stigmatised.
6. People should be free to choose what they do with their time, labour and bodies. If they have fewer choices, our solution should be to expand their choices, not take options away through further criminalisation.
7. The right of consenting adults to engage in sexual relations is of no business to anyone but the people involved.
8. With the rise in living costs, the increase in tuition fees, and the slashing of benefits for disabled people, it is highly likely that some women students do sex work alongside their studies.
9. Regardless of their reasons for entering into sex work, all sex workers deserve to have their rights protected and to be able to do their jobs safely. Whether or not you enjoy a job should have no bearing on the rights you deserve while you do it.

Conference further believes

1. The pushes for legislation which would criminalise the purchase of sex (and introduce the 'Nordic Model' on prostitution) are led by anti-choice, anti-LGBT right-wing fundamentalists, working with radical feminists.
2. This legislation is often brought forward in the name of anti-trafficking programmes – but it is primarily used to target immigrant sex workers for raids and deportations.
3. Legislation targeted at combatting poverty, universalising childcare and a living wage, social housing, accessible education funding and living grants, is more likely to ensure those who do not wish to work in the sex industry do not feel forced by economic circumstances.

¹³ Safety First Coalition



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4. Decriminalisation would ensure that sex workers feel able to report unsafe clients or violence at work without the worry of criminal repercussions, that sex workers can work together for safety, and that those who wish to leave the sex industry are not left with criminal records as a result of their job.

Conference resolves

1. To support and campaign for the full decriminalisation of sex work.
2. To campaign against any attempt to introduce the Nordic Model into the UK.
3. To support and be led by sex worker led organisations, such as the English Collective of Prostitutes, Sex Worker Open University and SCOT-PEP.

Motion 304: Support the right to education and justice for Palestine

Conference believes

1. Palestinian students' right to education continues to suffer as a result of the illegal occupation of the West Bank and Israel's brutal siege on Gaza.

Conference resolves

1. Invite a Palestinian student as a guest speaker for next year's Women's Conference to increase awareness of how the illegal occupation of the West Bank and the siege on Gaza is adversely affecting women and their right to education.
2. Continue to boycott companies that benefit from the illegal occupation of the West Bank.
3. To re affirm our opposition of the Occupied Palestinian Territories, end the blockade on Gaza
4. Call upon the British government to demand that the siege on Gaza is lifted.

Motion 305: Disruptive Direct Action Gets the Goods!

Conference believes

1. That the role of Women's Officer is, as with all Union roles, a political role.
2. That Women's Officers are often forced into more welfare-focused work by the failure of universities and unions to properly provide welfare and support services for women students. This hinders Women's Officers from being able to focus on fighting alongside women students for better conditions.
3. That women are taking a very prominent role organising within the student movement for free education.
4. The behaviour and presentation of women in everyday life is policed by expected adherence to social norms and women are often assumed to be incapable of disruptive direct action due to their perceived need to be safe and quiet.

Conference further believes

1. Our priority as a movement is to fight our oppressions and liberate ourselves.
 2. That the role of a women's officer is not primarily about looking after women students, it is to actively fight alongside women students for better conditions.
 3. That women may partake in this fight however they see fit, including using disruptive direct action.
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4. That women have won many of the rights they can exercise today through the tactical use of disruptive direct action.
 5. That large-scale actions, such as a demonstration, can never be accessible for everyone, due to contrasting access needs.
 6. That threats to safety whilst doing a direct action come overwhelmingly from the police.
 7. That whilst direct action can never be accessible to everyone, this does not mean we should not support those who are able to carry it out.
 8. That when carrying out a large-scale direct action, such as an occupation or a demonstration, there are a myriad of ways to be involved in the action which do not require the ability to be physically present which should be promoted as important as taking part in the action itself.
 9. That the Women's Campaign should not attempt to mirror societies policing of women.
 10. That free education is a resolutely feminist demand.
 11. That unfortunately NUS currently has the opposite approach, polite chats with institution managements and with governments of whatever political colour, which among other things helps NUS "leaders" promote their careers in politics and with NGOs. This was symbolised by its betrayal of the 2010-11 student upsurge-

Conference resolves

1. That the NUS Women's Campaign should promote disruptive direct action to further its aims.
2. That the NUS Women's Campaign release a statement on the role of a Women's Officer in line with the politics of this motion.
3. To build links with the Sisters Uncut initiative and mobilise member or their action

Motion 502: End Transphobia, Biphobia and Islamophobia on Campus

Content warning: Transphobia, biphobia, Islamophobia.

Conference believes

1. NUS Women's Campaign has a duty to protect and promote the rights of those who self-define as part of the NUS Women's Campaign within NUS, on campus at University or college and in wider society.
 2. All students, regardless of their sexual orientation or gender identity, have the right to a safe environment at their University or College campus where they can learn, develop as an individual, and achieve their full potential. This safe space must include an environment that is free from all forms of discrimination and prejudice including but not limited to: homophobia, transphobia, biphobia, racism, sexism, ableism, xenophobia, Islamophobia, and anti-Semitism.
 3. Transphobia is an irrational dislike, hatred, prejudice and/or discriminatory action towards individuals who define as trans, including (but not limited to) transgender, transsexual, transvestite, and genderqueer people, and anyone who does define into the gender binary norms of society.
 4. NUS Liberation Campaigns have previously passed 'No Platform' Policies in order to protect students from individuals who preach prejudice and discrimination based on an individual's identity, and who incite hatred against an individual based upon their identity or beliefs.
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5. The NUS LGBT Campaign and the NUS Women's Campaign have previously passed policy refusing to share a platform with Julie Bindel, a journalist and author who is notorious for her transphobic publications and views, and other individuals who hold transphobic views.

Conference further believes

1. Julie Bindel is renowned for her transphobic viewpoints, which first came to light in her article *Gender Benders, Beware* (2004). Bindel has apologised for the 'tone' of this article, but has not renounced further writings which argue that trans people should be denied medical care. Moreover, she has spoken at events such as Femifest 2014 that explicitly exclude trans people.
2. Julie Bindel argued in her latest book, *'Straight Expectations'* (2014) that that bisexuality doesn't exist as a sexual identity, thus erasing bisexual individuals' identities and experiences.
3. Julie Bindel has also criticised women who wear the niqab in her article for the Daily Mail: *Why are my fellow feminists shamefully silent over the tyranny of the veil* (2013); in refusing to believe that Muslim women have made their own decision to wear the niqab she denies Muslim women agency.

Conference resolves

1. That the NUS Women's Officers and members of the NUS Women's committee shall not share a platform with Julie Bindel.
2. The NUS Women's Officers and members of the NUS Women's committee shall not offer a platform to any transphobic speaker, biphobic or Islamophobic speaker, nor shall it officially support any event that does.

Motion 506: The Black Womens Experience of Sexual Violence

Content warning: Sexual assault, sexual violence.

Conference believes

1. NUS (Lad Culture) research has revealed that one in four students (26 per cent) have suffered unwelcome sexual advances, defined as inappropriate touching and groping.
 2. NUS (Lad Culture) research has also revealed that more than a third of women students (37 per cent) said they had faced unwelcome sexual advances.
 3. NUS (Hidden Marks) Research revealed that 14 per cent of women students have experienced serious physical or sexual assault which is more than one in ten women students that have been a victim of serious physical violence.
 4. The experience of black women survivors of sexual violence differs to that of non-black women.
 5. Black women are fetishized which affects their experience of sexual violence. This positions stems from slavery where black women were stripped of their humanity and femininity.
 6. Black women face additional barriers to non-black women in reporting sexual violence due to the ever present criminalisation of black people and lack of trust of the institutionally racist police force.
 7. No NUS research has yet been formulated on the experiences of black women and sexual violence.
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Conference resolves

1. For NUS Women's campaign to work with external agencies to research the experience of sexual violence of black women and to include how this can differ to the experience of non-black women, the fetishisation and sexualisation of black women, and the complications black women face in deciding whether to report.
2. For NUS Women's campaign to collate a resource material for black women survivors of sexual violence.
3. For NUS Women's campaign (particularly the Women's officer, the Black representative on committee, and the Black Women's subcommittee) to work with NUS Black Students Officer to provide support for black women students who have experienced sexual violence and ensure resources are available for them to access and encourage unions to ensure it is available for black women on campus and within societies.
4. For NUS Women's officer and NUS Black Students' Officer to work in conjunction with each other to combat fetishisation of black women the problem, and also make it a mandatory caucus at women's conference and black students conference.

Motion 507: Affordable & Secure Housing

Conference believes

1. Huge numbers of women suffer from homelessness or insecure housing - this is bad.
2. In most boroughs housing benefit has been reduced for under 35s and cut for most people under 25 - this is bad
3. This government policy assumes that all under 25s have wealthy family who live near jobs who they feel comfortable living with. Many do not, in particular women and LGBTQ students.
4. Most students are currently unable to claim housing benefit - this is bad.
5. Even if people can claim housing benefit, they still are constantly at risk of eviction - this is bad.
6. Many people live in terrible conditions - this is bad.
7. Everyone should be entitled to secure housing in areas they want to live, in good conditions.
8. 'Affordable rent' is often interpreted to mean 80% of market rent, which is not actually affordable.

Conference resolves

1. For the NUS Women's Campaign to publicise how having a right to secure housing in good conditions is an important feminist issue.
 2. For the NUS Women's Campaign to campaign for increased social housing.
 3. For the NUS Women's Campaign to support other campaigns for social housing, secure tenancies and good living conditions, such as the Focus E15 Campaign.
 4. To campaign for actually affordable and secure housing.
 5. To demand: the building of millions of council houses; repopulation of empty homes and estates; expropriation of properties left empty; taxation on second etc homes; an end to the sell off of public land; rent controls.
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6. To campaign in universities for zero rent rises; to bring rents down; to for national maximum rents. To condemn the NUS leadership for failing to take strong positions or action on these issues.

Motion 509: Supporting women on the front line

Content warning: Rape, sexual assault.

Conference believes

1. Feminism is hard, emotive and exhausting work
2. NUS's 'Hidden Marks' report found that 1 in 7 women students is a victim of sexual assault or violence
3. Local and national women's services and rape crisis centres are being decimated by cuts
4. Peripheral support services (e.g. University and College Counselling) are often the first to be cut

Conference further believes

1. Activists often do not have strong support networks.
2. Being a feminist or women's campaigner can sometimes be an isolating role.
3. Continuously campaigning for women's rights can sometimes be upsetting, mentally and physically draining and have implications on people's health.
4. Women's officers often deal with casework that involves supporting women who have experienced sexual assault and rape as well as their family, friends, course-mates and housemates.
5. The squeezing of resources and increasing waiting time on institution's and women's services mean that women students are more likely to use and rely on the support offered by women's officers and women's campaigners
6. Without the correct information and training provided to those supporting survivors in the student movement, the advice given may not be in their best interests or could be damaging.
7. Without the correct information and training provided to those supporting survivors, they can often feel overwhelmed and under-supported with negative implications for their own mental health.

Conference resolves

1. NUS Women's Campaign will develop both informal and formal support networks for women's officers across the country.
 2. Steps will be taken to ensure self-care is embedded in the work and culture of the campaign.
 3. NUS will work with sexual assault referral centres, and rape crisis centres to source and provide training, information and advice for officers supporting survivors of sexual assault and rape
 4. The Women's Campaign will promote the NUS activist mental health guides to the membership.
 5. NUS will provide information and advice around best practice for policies and procedures that improve the support that is available to staff and volunteers e.g. access to support services, TOIL, mental health policies, sick leave/pay, management mental health training and bullying policies.
 6. NUS will work to help full time women's officers gain access to counselling services by supporting the development of links between unions geographically close, so that officers in one union can use the
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counselling services of nearby unions (as they are in a unique position working full time supporting women students often without access to counselling or support networks).

Motion 511: Contracted staff in students' unions (Security, builders, maintenance) as well as university staff must undergo zero tolerance to harassment training

Conference believes

1. There needs to be emphasis against all kinds of discrimination: Sexism, Transphobia, Racism, Homophobia.
2. Banter has been used by some, as an excuse in academic, social and communal areas on campuses, and within students' unions; it has also been used to bully, harass, degrade and shame Women.

Conference resolves

1. Annual training to ensure knowledge of working practice and procedures in students' unions are up to date regarding these issues.
2. NUS to promote and support students' unions in ensuring, that all staff in contact with students, facilitate a safe learning and social environment in education.

Motion 512: Dear White Gay Men: Stop Appropriating Black Women

Conference believes

1. The appropriation of Black women by white gay men is prevalent within the LGBT scene and community.
2. This may be manifested in the emulation of the mannerisms, language (particularly AAVE- African American Vernacular English) and phrases that can be attributed to Black women. White gay men may often assert that they are "strong black women" or have an "inner black woman".
3. White gay men are the dominant demographic within the LGBT community, and they benefit from both white privilege and male privilege.
4. The appropriation of Black women by white gay men has been written about extensively. This quote is taken from Sierra Mannie's TIME piece entitled: "Dear white gays, stop stealing Black Female culture":

"You are not a black woman, and you do not get to claim either blackness or womanhood. There is a clear line between appreciation and appropriation. I need some of you to cut it the hell out. Maybe, for some of you, it's a presumed mutual appreciation for Beyoncé and weaves that has you thinking that I'm going to be amused by you approaching me in your best "Shanequa from around the way" voice. I don't know. What I do know is that I don't care how well you can quote Madea, who told you that your booty was getting bigger than hers, how cute you think it is to call yourself a strong black woman, who taught you to twerk, how funny you think it is to call yourself Quita or Keisha or for which black male you've been bottoming — you are not a black woman, and you do not get to claim either blackness or womanhood. It is not yours. It is not for you."





Conference further believes

1. This type of appropriation is unacceptable and must be addressed.
2. Low numbers of Black LGBT women delegates attend NUS LGBT conference. This can be attributed to many factors, one of which may be the prevalent appropriation by white gay men, which may mean that delegates do not feel comfortable or safe attending conference.

Conference resolves

1. To work to eradicate the appropriation of black women by white gay men.
 2. To work in conjunction with NUS LGBT campaign to raise awareness of the issue, to call it out as unacceptable behaviour and, where appropriate, to educate those who perpetuate this behaviour.
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