

# Deputy President (Welfare) – Council report

Shervin Sabeghi – 17<sup>th</sup> March 2020

## Intro:

Hello everyone! The last month has been a lot of Union meetings (we've had our main Board of Trustees meeting, as well as meetings of 4/5 sub boards!).

## How I've spent my time over the last 4 weeks:

College Meetings and 121s	Union Meetings	Operational work (day-to-day)	Project work	Time with students + comms
20%	50%	15%	5%	10%

## Key areas:

### EDI and Liberation

#### Updates:

- Have begun talks with relevant CSPs to discuss how the new Liberation & Community Networks. Likely that the networks, where there is overlap, will focus more on campaigning and advocacy and leave the community building and socialising more to the pre-existing CSP.
- Had a meeting of the College's Athena Swan Self-Assessment Team. We discussed the new renewal process for the award as well as the provision of childcare at the Hammersmith campus.
- There was a meeting of the College's Equality, Diversity and Inclusion (EDI) Steering Group which is the most senior EDI College Committee. The key points:
  - The College will move to making bi-annual applications to the Stonewall Employers Index (rather than annual) to focus on implementing actions during the off years. This decision will be reviewed if the College break into the top 100 (as only the top 100 is publicly available)
  - The committee looked at a demonstration of the 'Report and Support' (<https://culture-shift.co.uk/>) that allows for both anonymous and named reporting of sexual harassment and misconduct. I raised some concerns regarding the extensive demographic data requested and how this raises the user journey. The tool is supposed to be launched in around 8 weeks.
  - The College's new trans students policy is essentially complete and will be published very soon with a stipulation that it may have to change in line with upcoming changes to gender recognition laws in June.

## Wellbeing Representation Network

### Updates:

- The WBRN Review in collaboration with CHERS has progressed and we are establishing a steering group made up of a cross section of student reps to set the direction of the review. If you're interested in taking part in this (paid) position, please contact [repstaff@ic.ac.uk](mailto:repstaff@ic.ac.uk).

## Student Support & Services

### Updates

- Had a meeting with the Head of the Disability Advisory Service (just before she left!) to discuss the assessment fees. She was happy with a significant reduction and the next step was to discuss this with the Director of Student Services. Unfortunately, she had to cancel our latest catch-up so we haven't been able to discuss this yet.
- Attend two workshops coming out of the College's SIMP (Student Information Management Programme) Board. One was looking at the process of Interruption of Studies and how the individual steps in the chain can be streamlined to be less 'painful' for students. The other was around a new initiative that the College are planning to roll out next year called Emergency Contact Consent where the College are able to contact a student's emergency contact if a) they're in a life threatening/critical situation regardless of consent and b) if they're in/just about to be in a crisis and the student consented to this happening previously. The idea is to be able to contact someone who could potentially help when the College hasn't been able to help someone and needs help to get them support. There was a workshop at the last CWB (yet to happen) to consult students on this!

## Hall Rent

### Updates:

- We had an initial meeting of the Cut the Rent campaign after which we took down a few actions and decided to elect a chair at the next meeting. The campaign is now official and on the Union website (<https://www.imperialcollegeunion.org/imperial-cut-rent> – sign up!)

### Operational/other matters:

- As the lead of the People, Appointments and Remunerations Committee of the Union, I'll give an update on the last meeting. We discussed the recruitment process for the permanent MD – final interviews will take place the last week of April, and it is likely a group of students will be able to meet candidates on this day to feed into the decision process. Our interim MD Graham Atkinson provided a report on people and culture at the Union identifying primarily the need for alignment to a strategy for all staff members. Furthermore we reviewed our casual staff worker rate (in-line with the law) and had a wider discussion that affirmed casual work as an opportunity to students rather than purely a service to plug gaps in people power at the Union.
- Continued work on the new Student Choice Awards. We have finalised the combined category list and have started to work out details of the final ceremony.