

DPW report to Union Council

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Updates:

- Held a Town Hall on College Discipline on January 24, 2022. There were 22 attendees, along with an additional 4 students who submitted their views in writing through a Microsoft Form. The summary of the Town Hall can be found [here](#).
- Wrote a [blog](#) about the College's upcoming review on its student disciplinary procedures.
- Published the 2021 Sexual Misconduct Survey. Wrote a [blog](#) on the Union website to accompany it.
- Shared the Sexual Misconduct Survey with the Counselling team and Residential Life Committee. Communicated with the Deputy Director of Student Services about some of the concerns and recommendations that are outlined in the report.
- Co-wrote a [blog](#) in WonkHE about the Union's Sexual Misconduct Survey in the context of how sexual misconduct is handled in the higher education sector.
- Worked on a process map with Union staff on the Union's complaints procedure.
- Met with the ex-president of Portsmouth SU and discussed her work on how sexual misconduct is handled at her university. Saw some very eerie similarities in our experiences within both of our roles.
- Assisted ICUsToo in drafting a project plan for their recently approved EDI seed fund proposal.
- Wrote a paper proposing that College should sign the charter to make a commitment to avoid using NDAs in sexual misconduct cases.
- Had a first meeting with the Union's EDI Task and Finish Group together with Koreo. They are currently working on getting a scope of the data that is available to us through the Union and College, which will be used to fuel discovery conversations for the T&F group in the month of February.
- Battled a particularly difficult period of chronic illness, and came out the other side. Realised that I am in a much better position to advocate for others and be productive when I show myself compassion.

Upcoming:

- Will meet with the ICSMSU president and RCSU Welfare VP to communicate with students about what anti-spiking measures our neighbouring venues are taking.
- Will follow up with Sam Lee and senior management about the security review after the completion of the commercial review.
- Will attend two meetings with the College's Working Party in its review of the student disciplinary procedures.
- Will continue to reach out to other SU sabbatical officers in an effort to join forces in a wider campaign against the mishandling of sexual misconduct in the HE sector.
- Will write a survey for well-being reps to fill out to give their views on the efficacy of the current structure and training in the Union.
- Will work with the Outreach Coordinator in the Advice Centre to run educational campaigns related to student well-being. Initial topics will include addiction, sexual health, and stress management.

Community & Welfare Board Update:

- On 27/01/2022, the third ordinary meeting was held for CWB.
- The Disabilities Officer presented a paper on a Motion to Expand the Educational Access Provisions for Disabled Students. Feedback on the paper was very supportive, and several members offered to be seconders. It was noted that it would be helpful to collaborate with the DPE, as he is the one who attends meetings on exam arrangements.
- The International Officer presented a paper on the Imperial Premier League and invited a representative from Imperial Athletes to attend as an observer. One action was to investigate potential collaboration with the Imperial Award.

Objectives:

Objective 1: Post-Pandemic Reintegration of the Imperial Community - [In progress]

I had a conversation with Lloyd about this at the beginning of term as this was our shared objective. We reflected that, at the time that we made our objectives, it seemed to be the right approach to establish this as a separate priority. As the year progressed, however, it became increasingly apparent that the vast majority of the issues that students faced during the pandemic seemed to resolve automatically as they were granted a sense of normalcy from being allowed back on campus. The departmental well-being reps shared this sentiment in my many conversations with them; they stated that students are generally a lot happier now that they can continue their education and socialise with others in person, which led to far fewer well-being related complaints in term 1 than in the previous academic year.

There was some shakiness around the progress made in Term 1 when Omicron came around, but from observations I have made above, I am fairly confident that these issues will once again resolve with the transition back to on-campus learning and social events. I will also aid in supporting this transition by working with the Advice Centre to roll out educational campaigns related to personal well-being. Once this is done, I will mark this objective as complete.

Objective 2: CSP Culture Review - [In progress]

I have written a draft project initiation document for this project and will liaise with staff to work out who can provide the relevant support for the areas that we need to look at. Having felt unwell last month, I didn't have the capacity to make progress on this objective as much as I would have liked, as my priorities lay with preparing for the discipline review (see next objective).

Objective 3: Improving Safeguarding and Disciplinary Procedures - [In progress]

The first meeting for the College's Review of the Student Disciplinary Procedures has taken place. At the moment, I am feeling hopeful that the hard work of our predecessors to create a collaborative relationship between the College and the Union will come to fruition, and that a positive outcome can be reached that will benefit all students for many years to come. My main task for the next three weeks will be liaise with student groups to create written submissions for the working party to consider. I have been challenged by the group to gather student feedback on all aspects of the procedures, from the most minor cases to the most severe - this is likely to require careful consideration of the wording and specificity of the questions that I ask.

I have also made plans to meet with a variety of student sabbatical officers from across the UK, to gather more information on what is currently being done around student discipline in other parts of the sector. Unsurprisingly, other student unions and universities are grappling with many of the same issues that we are. I have come across some useful resources to add to my repertoire, including the Changing the Culture [report](#) from Universities UK.

Objective 4: Welfare Representation Network Review - [In progress]

I have identified a few key areas that I would like to investigate in the review: the pros and cons of having separate well-being and academic year reps (as opposed to having two general year reps that give feedback to a departmental academic and well-being rep), the efficacy of signposting materials and training, the

communication between reps at each level of representation, and the quality of handover that occurs at each level of representation.

My goal for the next Council meeting will be to work with the representation coordinator to create a survey for the reps to complete which seeks to address all of these questions.

Objective 5: Developing the Union's EDI Strategy - [In progress]

The Union's Task and Finish Group for the development of the EDI strategy had an introductory meeting with Koreo (the EDI strategy consultant we hired last term) to agree on a proposed project timeline. Koreo is now working behind the scenes to consolidate the data and reports that have been made available from the Union and the College; the next step for the Task and Finish Group will involve a series of discovery conversations that are set to take place this month.