

# Imperial College Union Union Council 8 February 2022 6:30pm –8:30pm

Council Representative (UG Medicine)	Aigun Gassanova (AG)	Present
Silwood Chair	Alex Auyang (AA)	Present
Council Representative (PG Science)	Ang Li (AL)	Present
Postgraduate Taught AWO (Medicine)	Anjola Onifade (AO)	Apologies
International Officer	Anvesh Rajeshirke (AR)	Present
RCSU President	Aparna Pillai (AP)	Present
Postgraduate Research AWO (Medicine)	Aryan Niknam Maleki (ANM)	Present
CGCU (Wellbeing Officer)	Aurna Maitra (AM)	Present
Disabilities Officer	Awais Seyyad (AS)	Present
Sports Sector Chair	Beckett Marshall (BM)	Absent
LGBTQ+ Officer	Calyste Revel (CR)	Present
Ethics and Environment Officer	Camilla Billari (CBi)	Present
Postgraduate Research AWO (Natural Sciences)	Ceire Wincott (CW)	Apologies
Mental Health Officer	Charlotte Barot (CB)	Apologies
Council Representative (UG Engineering)	Christina Wang (CWa)	Present
Council Representative (UG Science)	Ding Ding (DD)	Present
Council Representative (PG Medicine)	Eman Adair Adair (EA)	Present
RSM Vice Presdent Welfare	Emily Li (EL)	Present
Interfaith Officer	Esha Kamran (EK)	Apologies
RSM Vice Presdent Education	George Morgan (GM)	Present
Working Class Officer	Grace Fisher (GF)	Present
CGCU President	Hayley Wong (HW)	Present
Council Representative (UG Engineering)	Hilliam Tung (HT)	Present
Deputy President (Clubs & Societies)	India Marsden (IM)	Present
CGCU (Education Chair)	James White (JW)	Present
RSM President	Jasmine Crocker (JC)	Present
Postgraduate Taught AWO (Business)	Jenaifer Farhad Sethna (JFS)	Apologies
ICSMSU Academic Chair	Julia Komor (JK)	Apologies
Postgraduate Taught AWO (Engineering)	Christabel Ofori-Atta	Present
Council Representative (PG Engineering)	Lintong Li (LL)	Present
Union President	Lloyd James (LJ)	Present
ICSMSU Welfare Officer	Camellia Richards (CR)	Present
Gender Equality Officer	Malinda Davies (MD)	Present

Postgraduate Taught AWO (Natural		Present
Sciences)	Manasa Reddy Sanaga (MRS)	
Knowledge Chair	Matthew Hamer (MH)	Present
Council Chair	Michaela Flegrova (MF)	Present
Council Representative (PG Business)	Molly Gao (MG)	Present
Council Representative (UG Engineering)	Nabeel Azuhar Mohammed (NAM)	Present
Deputy President (Welfare)	Nathalie Podder (NP)	Present
A&E Chair	Niamh McAuley (NM)	Present
RCSU Vice President (Education)	Nicolas Barykin Pankevich (NBP)	Present
Council Representative (UG Engineering)	Rea Tresa (RT)	Present
Black & Minority Ethnic Students Officer	Rebekah Christie (RC)	Present
Deputy President (Finance & Services)	Sam Lee (SL)	Present
ICSMSU President	Samuel Hammond (SH)	Present
Council Representative (UG Science)	Stefano Fiocca (SF)	Present
RCSU Vice President (Welfare)	Tianyu Wen (TW)	Present
Postgraduate Research AWO (Engineering)	Tin Hang Un (THU)	Apologies
Deputy President (Education)	Daniel Lo (DL)	Present
Council Representative (PG Engineering)	Yusen Wang (YW)	Present
Council Representative (PG Business)	Zhun Tang (ZT)	Present

In attendance:

Cat Turhan (CT) - ICU Representation & Advice Manager

Clem Jones (CJ) - ICU Governance & Democracy Coordinator

Eric Auyung (EAu)

Jacob Edginton (JE)

Samuel Lovatt (SLo) - Felix Editor

Susan Rutter (SR) - RCSU Treasurer

Trinity Stenhouse (TS) - RCSU Vice President (Operations)

Ite	m	Actions
1.	Informal start and discussion of OT reports	
	1.1. Council members were allocated breakout rooms on Microsoft	
	Teams to discuss a particular OT report. A spokesperson from each	
	group was asked to take notes in order to later pose any questions	
	to the relevant OT arising from the scrutinising of the report.	
2.	Introductions and Apologies	
	<b>2.1</b> MF welcomed everyone to the meeting.	
	2.2 MF apologised for the lack of pizza due to the meeting needing to be	
	held online following several members testing positive with Covid-19.	
	2.3 Apologies were noted as above.	

# 3. Minutes of Previous Meeting **3.1.** MF presented the draft minutes of the previous meeting and a decision to approve them as an accurate record was made by consensus. **Action Tracker** 4.1. Extending VONC and Censure Powers (action from Item 7 of 30.09.21 meeting) LJ confirmed these considerations are included in the scope of **ACTION CJ** the review set by the democratic structures working group. update action 4.2 Cheerleading training (action from Item 6 of 02.11.21 meeting) tracker 4.2.1 SL reported that this is still to be discussed in more in depth **ACTION SL** have with the new health and safety manager. conversation 4.3 Interdepartmental Coordination on Shared Modules (action from before next mtg Item 7 of 30.11.21 meeting). **ACTION CJ** add DL reported he had now brought up this issue with Faculty of to action tracker 4.3.1 Natural Sciences staff, who said they would look into the issue and DL hopes to provide a update after the next time he has met them (in 2-3 weeks). Update to come to next meeting. 4.4 College Exam Policy (action from Item 10 of 11.01.21 meeting) 4.4.1 Action completed. **Matters for Decision** 5. Vote of No Confidence **5.1.** MF noted that the motion had been withdrawn. 6. Motion to expand the educational access provisions for disabled students **6.1.** AS summarised the motion by saying a lot of the temporary educational arrangements brought in to mitigate the Covid-19 pandemic were really helpful for disabled students, and it would be helpful to maintain some of these moving forward to continue improving accessibility for students with disabilities. AS emphasised they were not bashing in-person teaching, but noted some measures are being phased out and AS further stated they believe it comes under the Equality Act (2010) to continue to these measures for disabled students. AS concluded that the motion seeks to mandate the OTs to lobby the College to create a more unified policy surrounding what constitutes a "reasonable adjustment" beyond the scope of exams adjustments, and should the College be resistant, to lobby them to state their justification for why they believe these changes should not be adopted and what changes they are planning on making to lower the disabled rate of non-continuation. **6.2.** HW asked about the acronym TRA in the motion. AS clarified that the acronym TRAs stands for Timed Remote Assessments. **6.3.** HT asked about the measurability of Union Resolves 1, i.e. how to measure whether policy has become more unified. AS stated that at

the moment many arrangements come down to the decision of individual department, so there is lots of disparity between different departments; a measure of Union Resolves 1 would be more parity. NP suggested that the ephasis should be on keeping the provisions that are helpful to disabled students, and that this can be done by making the policy less prescriptive at the College level, so that departments are able to continue providing disabled students with remote provisions to the extent that they have shown that they are capable.

- 6.4. AA asked whether a particular OT should be mandated under Union Resolves, so someone can action the mandates. LJ suggest NP might be the most appropriate OT to do so but welcomed her views. NP agreed but also suggested it would be helpful to be jointly actioned with DL as he sits on lots of College-level education committees where exam arrangements are discussed. DL agreed and AS adopted the proposed amendment to Officer Trustees in Union Resolves to read DPE and DPW. AA also queried whether departments would be able to keep up with making two separate exams if it was the case that some departments would have to modify their exams for students to meet the provisions of this motion. AS stated whilst there are logistical issues ultimately the demand should still be made because the provisions during the pandemic did help students.
- during the pandemic did help students. **6.5.** GF noted that during the pandemic arrangements a class was shown a fish dissection on video, and it was noted to be really informative because it's having someone competent doing the dissection on record and one can refer back to an expert doing it.
- 6.6. AS gave closing remarks on discussion of the motion that the motion is about trying to trial something to help bring down the disabled student non-continuation rate. AS emphasised that it is an iterative process and so appreciated all the suggestions. AS concluded that the measures the motion seeks to put in place are ultimately last resorts to ensure that people who are struggling during their degree do not resort to dropping out, and that access for them to be able to continue their education is provided.

ACTION DL and NP take forward resolutions ACTION CJ add to action tracker

Vote: For - 30 Against – 1 Abstain – 0

7. The break was postponed until later and the meeting moved to Matters for Report

# 8. RCSU Report

- **8.1.** AP noted a successful end of term, having managed to hold a first term event (autumn ball), and noted that RCSU are now working their way through term two events.
- **8.2.** SR noted that they had missed a PO in their calculations and so the autumn ball only made £2.5k, not £4k as per the report.
- **8.3.** HT enquired as to the rationale for one of the plans under the Welfare Representation section of the report: 'Creating a list of 'blacklist' of places where we suggests CSPs don't hold events or discourage students from frequenting, and share with other faculties'.
- **8.4.** AP invited TW to comment on this section of the RCSU report which they had written but it was unclear whether TW was on the Teams call or if they were experiencing technical difficulties. Therefore, AP agreed to ask TW about this point offline and to report back.
- **8.5.** LJ stated he was very interested to see that, for the Science Challenge, RCSU have 74 PhD student markers, which would seem to

ACTION AP ask
TW about this
section of report
and provide
update
ACTION CJ add
to action tracker

equate to roughly 1 in 10 PhD students in FoNS being student markers. AP stated they didn't think that many would be needed eventually, given that there haven't been a huge number of entries just yet, but stated that RCSU done quite a lot of outreach, so maybe, we can't expect more entries in due course, and the idea was for this for the science challenge this time around to be bigger than ever.

- **8.6.** On this point, AA directed a question towards SL regarding whether there is a new method of paying these PhD markers rather than via external claims forms as these can take a long time to be processed. SL replied that he is aware that this is a really painful process that's currently the only process that still happens via what is technically a written paper form and not anything built into eActivities. SL stated that this procees is on the list to be added into eActivities, and that the benefit the Union has at the moment is that until we get to that competition point the Union now has more staff working on the current process in the activities team which means the current process should get done better and easier. SL pledged to work closely with the Student Opportunities & Development Manager to make sure that these do get paid in a timely manner as part of the Science Challenge this year, as opposed to previous years.
- **8.7.** DL asked a question regarding the statement under the 'Welfare Representation' section of the report: 'there are open letters initiated from Math department opposing exams, also a petition signed by many life sciences students and is sending to the Vice Dean in the students experience team'. DL stated he was aware of the Maths department open letter but not of the Life Sciences petition, and that he is aware final year Life Sciences students can have TRAs, but the first and second years have in-person exams, so wanted to query whether the life science petition is about those arrangements.

2.33 satisfaction score.

#### 9. CGCU Report

- 9.1. HW noted the report contained a summary of events that CGCU held last term, and also a summary of the events planned for this term including the flagship diversity in engineering event called The Face of Engineering coming up in March. For the upcoming Tunnels and Archives event, CGCU are currently looking to explore and reconnect students with forgotten traditions after catching wind of a hidden network of tunnels underneath Imperial. On this, JW added he was the one who originally approached LJ about due to involvement with the motor clubs and their alumni being very engaged with stuff like this.
- **9.2.** HW acknowledged the Wellbeing Section of the report was missing and gave an update that GCCU are currently in the middle of planning the very popular wellbeing event of dog petting.

No questions from members. 2.43 satisfaction score.

## 10. RSMU Report

- **10.1.** JC thanked the RSMU Executive for their contributions to the report.
- **10.2.** JC reported that all three dep socs are doing well after some initial issues getting to grips with IA.
- **10.3.** JC reported that alumni relations are stronger than ever.
- **10.4.** JC noted that finances are fine, with dept/faculty donations coming in and plans to most likely apply to ADF at some point.

No questions from members. 2.69 satisfaction score

ACTION SL to schedule meeting with RCSU, Finance Team and Activities Team.

#### 11. Silwood Union Report

- **11.1.** AA noted that the report contained a few updates on what was mentioned in the previous report. AA reported waiting on quite a few things from the central Union to do.
- **11.2.** AA reported having a meeting with the department which was not very productive as it seems that they do not know what SU does.
- **11.3.** LJ praised the inclusion of pictures of chickens in the report as making for an entertaining read.
- **11.4.** AA reported that the Student Opportunities & Development Manager had authorised Silwood Union to sell the printers.
- 11.5. IM provided an update on one thing about the eActivities accounts that AA is waiting for: they've been added to the list of accounts to be created in the incubator round that just happened, so they're currently with the team and should happen within a few weeks.
- 11.6. JW asked a question about Bar Management across the union. LJ stated the Union is not remotely even near the stage of speculatively talking about what the management situation of the bar will be and suggested it may be a conversation to have in 12 months time rather than now.

2.67 satisfaction score

A five minute screen break followed.

### 12. DPE Report

- 12.1. RC, as spokesperson for the group that had scrutinised the DPE report, asked if some more information could be given about the feedback collected on the Mums and Dads scheme, and as a more general point to all OTs asked if it would be possible to include explanations of acronyms in their reports. RC also reported a question from the group about DL's work on Lunar New Year and the Union socials.
- 12.2. DL began his response with an overview of some of his current work, namely advocating for timely College decisions on exam arrangements, noting that a decision had been made by Education Committee on 20-Jan-22 that departments are allowed to decide exam formats. DL reported some departments have already communicated their arrangements with students and stated he is lobbying the remaining departments for clear communication. DL further reported trying to lobby the College for more in-person teaching this term which has come to fruition. Moreover DL reported lobbying the College for resits for postgraduate taught students in the same academic year, which has been brought up at Education Committee and Quality Assurance & Enhancement Committee and is awaiting further College discussion. DL also noted running the Christmas buddy scheme and has collected feedback which will be analysed soon.
- 12.3. Regarding the question on Mums and Dads, DL reported the reason the Union decided to run the Christmas buddy scheme was to encourage people to keep in touch over the holidays and to meet people with similar interests, particularly when Plan B made socialising more difficult. DL reported that the review of feedback is to evaluate if there are ways to make the scheme more effective. Regarding the question on Lunar New Year, DL reported assisting the Union's marketing team in producing videos for Lunar New Year in Mandarin and Cantonese to celebrate the festival.
- 12.4. RC reported that the Cantonese video wasn't released which meant that some students had felt a bit sidelined or left out, and asked DL if he knew what happened. DL reported that the plan was to publish the Mandarin video on Instagram stories and the Cantonese version on Twitter and Facebook but it may have been that there may have been

a mix up of the videos when uploading them to social media, for which he offered apologies.

12.5. AA noted that DL's report stated that DL's concerns regarding College's arrangements of distributing Post-Nominal Awards had been addressed. AA asked if DL advocated for a specific College position e.g. a paper version being available. DL explained that the College reasoning for continuing to use electronic versions was that since the College changed to electronic only in January 2020 they have not received many requests for physical copies. DL stated that the position of the Union is to prefer physical copies.

### 1.75 satisfaction score.

## 13. DPW Report

- NP reported working with LJ on the College Discipline Review 13.1. and on this has undertaken thorough interviews with the liberation and community officers, which with their permission will be included as an appendix in next Council's DPW report. NP reported also talking to other student officers in other student union (both current welfare officers and presidents, as well as ex-sabbatical officers and ex-presidents) on the issues that they face around student misconduct and sexual violence. NP noted that 2 universities spoken to make it clear in their procedures that they do allow complainants to know the outcome of disciplinary proceedings, which is contrary to Imperial's position where the College has stated that this is not possible due to data protection/privacy, and so NP plans to lobby the College on this. NP reported, that with regards the CSP culture review, the groundwork will be laid for it this year, just not necessarily complete the implementation during this year due to timing constraints.
- 13.2. SF asked what actions are going to come out of the Sexual Misconduct Survey. NP noted that on the end last few pages at the end of the report there are some recommendations, mainly on communication e.g. working with the college on a new communications plan, increasing the the visualization of support such as like report and support as well as signage and communication in venues areas where these kinds of issues are prevalent, as to what sort of behaviour is OK and acceptable or what kind of behaviours constitute sexual misconduct. Furthermore, NP noted consent training was an action put on the college to implement and it is something that they're they've been working, as well as improving or reviewing training for SLVOs and considering improving training for personal tutors and supervisors
- **13.3.** SF asked if NP knew the extent to which NDAs were being used at Imperial regarding incidences of sexual misconduct. NP reported there not being any evidence that NDA's have been used at Imperial to hide or cover up incidences of sexual bullying or harassment or violence of any kind. However, NP noted that the decision was made to mention NDAs in the survey report's conclusion as contextual that's happening in the higher education sector.
- **13.4.** SL added that last year the Felix submitted FOI to Russel Group universities to ask if they use NDAs and discovered that Imperial used 234 NDAs since 2014, the third highest user in the Russel Group, notwithstanding that the FOI request did not reveal the context of these NDAs and so it was not known if any were sexual violence related.
- **13.5.** SR asked if anyone from ICU was part of the College's Return to Campus working group. LJ responded it is a very operational college committee, focused mainly on HR issues and so the Managing Director of ICU attends.

2.76 satisfaction score

#### 14. DPCS Report

- **14.1.** IM highlighted from her report that she has finished writing up all the comments from the student consultations on Imperial Athletes from last term.
- **14.2.** IM reported that minibuses are back and the Union are running tests for drivers.
- **14.3.** IM reported that budgeting is a significant focus at the moment
- **14.4.** IM reported the start of a new Senior Student Activities Coordinator in the Activities team.
- **14.5.** RT asked for more information about the Imperial Athletes Consultation. IM explained that the consultation comments and comments from various members of Sports Management Groups have been written up and that it is one of her priorities this term to work on this feedback.
- **14.6.** RT asked about timelines for budgeting. IM responded that there is a fixed timeline for budgeting which can be provided if anyone is interested.
- **14.7.** RT asked where election training materials could be found. IM reported that they were emailed out in a newsletter and they should also be on a on a training page on eActivities.
- **14.8.** RT asked about which spaces were being referred to under Objective 5 (Student Representation around Spaces) in the report. IM reponded that this has not been fully defined yet but that it is being based off something that already exists called the Concert Hall User Group, which is a group of societies that confer about when they use the Union Concert Hall. IM noted that a room bookings working group has been set up to review the Union does room bookings to try and make them more accessible to CSPs.
- **14.9.** RT asked what resources IM was referring to when describing the Union's current approach to managing the activities email inbox. IM clarified that this refers to ICU Staff and the system by which there's a specified hour every day where each member in the activities team is working on replying to emails in the activities inbox.
- **14.10.** NM asked what the current timeline is for processing claims and Purhcase Orders. IM reported a two week lead time but noted that this can vary based on the volume and complexity of requests at a given time.
- **14.11.** HW asked about the activity registration process and why some seem to get approved very quickly and others seem to take a long time. IM replied that it may be a systems issue with the way that the requests become ordered on the app on which they are processed, and suggested that it may be that the most recent requests are showing up at the top. SL suggested that he look at whether filtering activities in the opposite order and having the ones that've been waiting the longest go to the top of the list is possible.

**ACTION SL** 

2.42 satisfaction score

## 15. DPFS Report

- **15.1.** SL highlighted the Sustainability Strategy and Ethical Framework Policy updates from his report. SL invited members to make themselves known to him if they would like to be involved in these projects.
- **15.2.** SL noted that these projects will function as SSB for now as the staff support for SSB is reviewed.
- **15.3.** SL noted that London Sustainability Conference is happening at the end of this month and that there was a sign-up link in his report.
- **15.4.** SL reported that the Ethics & Environment Officer is running a sustainability week and is encouraging all aspects of the Union to get involved
- 15.5. GW asked what the aims of the Sustainability Strategy and Ethical Investment Frameworks are. SL responded that the scope can vary based on what research into what other institutions are doing reveals, particularly since the Union has not had such a strategy before
- **15.6.** GW asked how the review of SSB will be managed if SSBs normal meetings are not currently taking place. SL reported that from his experience last year SB functioned more as a campaign rather than a subcommittee and as such its board meetings as a subcommittee were not very functional. SL suggested that not having such formal meetings for now may not necessarily be a bad thing.
- 15.7. GW asked when venues might be released from the current Plan B-type set-up. SL reported the Union is operating stricter COVID protocols in ICU venues compared with other venues as it is trying to weigh up student satisfaction with student safety. SL also noted that the Union is currently introducing a new electronic point of sale (EPOS) system which also factors into the decision to maintain the current venues arrangements whilst it is installed over the next month or two.
- **15.8.** GW asked what the new annual budgeting process aim to achieve. SL responded that the main issue with the current process is the system that is used (PowerApp) which does not function as the Union needs. SL reported that the new process will involve reviewing what external apps exist that could do this process better or whether a custom built system is needed.
- **15.9.** JC asked whether CSPs are allowed to book Union Bar on Wednesdays/Fridays. SL reported that his understanding is that they should be.
- **15.10.** NM asked whether the Summer Ball events planning meeting mentioned at the last Union Council meeting had taken place. SL reported that it had not as the timeline of summer ball and its planning had been pushed back.
- **15.11.** NM asked where the representation for the services aspect of the Union would be located if SSB is currently functioning as a working group focusing on sustainability. SL responded that the Ethical Framework and Sustainability Strategy are inherently linked to the services that the Union runs and so student views and representation on services are still being sought and represented through the projects.
- **15.12.** NM asked for the reasoning to not elect the student staff members of SSB if services are indeed continuing to be discussed in the working groups looking at the Sustainability Strategy and Ethical Framework. SL clarified that a formal SSB meeting has not yet happened this academic year and so there has not been an election.

2.33 satisfaction score.

# ACTION SL

speak to venues team and check.

#### 16. Union President Report

- **16.1.** LJ highlighted from his report that the Democratic Structures Review scope and timeline was included as an appendix, noting that the working group has circulated a survey to Council members to seek their views.
- **16.2.** LJ noted the College were required to release a redacted version of the QC investigation into bullying in its senior team.
- **16.3.** AA asked about the outcomes and timeframe about the Developing a Coherent Lobbying Agenda for Campus Services and Estates objective. LJ noted that he is taking the lead on the Estates side, with SL taking more of a lead on the Campus Services side. LJ explained that this objective is about having more student input into College developments in these areas by firstly identifying key College relationships and decision-making bodies, and secondly to develop a coherent articulation of the Union's lobbying agenda in this area e.g. more student space at White City and more student study space more generally including at South Kensington.
- **16.4.** AA asked, on the subject of Estates, if there was any update on the proposed Alert statue discussed at the last Union Council meeting. LJ noted that the Felix article reporting on Union Council's discussion was sent to the both the artist and the funder of the statue by an anonymous source, who believes unfortunately that little action will be taken in response.
- **16.5.** AA asked for a verbal update on Governance & Identity Board and if LJ had had a meeting with CU presidents this term. LJ noted he had emailed CU presidents at the start of the term asking them to reply to arrange a time to meet. LJ mentioned that Governance & Identity Board had met earlier in the day to discuss CU support. LJ noted the intention for training support to be in place for CUs in the summer, and for wider support to be in place in the long term, noting increased resource will be required to be sought in order to facilitate this.
- **16.6.** SL asked whether there would be a College announcement if members of the College's senior team departed over the QC report. LJ noted that there would almost certainly have to be an announcement due to the seniority of the figures in the QC report.
- **16.7.** EAu asked about plans for the refurbishment of h-bar and if there were plans to re-start activities that occurred before Covid. LJ noted that h-bar had been underprioritized during the pandemic compared with other bars and noted that a lot more work was now going into h-bar. LJ noted that the refurbishment funding had come from the College as the plan is to improve the space for postgraduate study outside of bar hours. LJ also noted the plan is to get the evening food service back by the Summer if possible. LJ further noted that further social provision in h-bar was being considered. SL added that the pub quiz that used to run in h-bar had moved to the Union for the time being.

2.64 satisfaction score.

### 17. AOB

- **17.1.** MF asked if an action could be put on herself to reverse the order of OT reports in the next agenda.
- **17.2.** MF noted nominations are now open for the Union's Leadership Elections and encouraged members to consider standing.
- **17.3.** IM requested not to be allocated the DPFS report during the discussion of OT reports next time, due to the DPCS and DPFS roles being so intertwined meaning the questions prepared to be put to the DPFS could have been easily answered by herself at the time.
- 17.4. MF noted a small group used to meet to discuss how Union Council should undertake OT accountability. MF considered the group should reconvene to consider how to review the current process and how to make it even more efficient. MF proposed to email the group to arrange a time to meet and then to email Union Council to invite interested parties to join the meeting.

ACTION CJ add to action tracker

**ACTION MF** to email group to arrange meeting.

MF noted that, Covid-permitting, the next meeting should be in person. ENDS.