

# DPW report to Union Council

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## Updates:

- Held interviews with all 9 liberation and community officers (LCOs) and 1 student campaign group on the College's Student Discipline Review. A repository of all of their statements, as well as the summary from the Town Hall, can be found [here](#).
- Submitted a [paper](#) to the Student Experience Committee and Education Committee to lobby the College to sign up to the #Can'tBuyMySilence campaign's pledge against using NDAs on cases of bullying, harassment, and sexual misconduct.
- Presented Awas' (Disabilities Officer's) paper on expanding remote provisions to the Vice Provost (Education and Student Experience). It was agreed that the best way forward would be to write a paper to the student experience committee proposing that a working group of staff and students should be formed to discuss the continuation of remote provisions.
- Assisted Awas in drafting a paper proposing the expansion of Disabled Students' Allowance to post-graduate students and students living outside of Imperial-owned South Kensington accommodation.
- Attended the second meeting of the College's Student Disciplinary Procedures Review Working Group together with Lloyd (Union President).
- Began working with a member of Union staff to roll out a survey for the well-being representation network review in Term 3. It was decided that the survey will be followed up by focus groups to ask follow-up questions that will be obtained from the results of the survey.
- Met with the Sexual Consent Training Working Group to discuss the implementation of mandatory consent training. We have already selected a provider (Epigeum); now, the College just has to work around the logistical challenges of actually putting it into place. I brought up the suggestion that data on student completion of the module should be made available to disciplinary procedures involving student sexual misconduct.
- Had a meeting with Union staff to discuss the implementation of a series of well-being awareness campaigns, which will be delivered by the Advice Centre on a yearly basis. Some of the initial topics of delivery that we discussed were addiction, sexual health, imposter syndrome and exam stress.
- Met with the Chair of College Council to discuss the recently published [bullying report](#).
- Attended a Stonewall Action Committee meeting with Calyste (LGBTQ+ Officer), where we discussed UCL's decision to discontinue its relationship with Stonewall. The committee unanimously decided that Imperial should not follow in UCL's footsteps.

## Upcoming:

- Will attend a Universities UK (UUK) conference on the handling of harassment, bullying and violence at universities.
- Will draft a set of survey questions for the well-being representation network review.
- Will meet with the Union's representation and advice teams to discuss implementation of well-being campaigns.
- Will write a paper to the College's Student Experience Committee proposing the formation of a working group to discuss the continuation of remote provisions for disabled students.

- Will make a request from the College's Counselling Service to get some student feedback on how the service is run.
- Will sit on a Fitness to Practice panel.
- Will have take part in a discovery conversation with Koreo (consultant for the Union's Equality, Diversity and Inclusion (EDI) strategy development.
- Will attend a writing workshop with the other officer trustees.
- Will try to figure out a way to get my cats to stop stealing my food.

## Objectives:

### Objective 1: Post-Pandemic Reintegration of the Imperial Community - [Complete]

As promised, I have gotten the ball rolling on implementing well-being awareness campaigns, which will be led by the Advice Centre. This is something that we hope to implement on a regular, yearly basis, and will seek to provide students with some additional support on the issues that they are currently facing.

### Objective 2: CSP Culture Review - [In progress]

I am finding it quite difficult to make progress on this objective. The main barrier I am encountering is that staff leads are split between two departments (activities and representation), which can sometimes make it difficult for everyone on the project team to be on the same page. Now that I have finished the bulk of the consultation work on the student disciplinary review, I can hopefully start to prioritise this objective a bit more.

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

The second meeting for the College's Review of the Student Disciplinary Procedures has taken place. The group agreed on a set of questions that will be asked when engaging with the evidence groups, as well as a baseline set of principles upon which the review will be based. Notably, Lloyd and I ensured that the principles of "protecting the student community" and "natural justice" were added to the list. I also made the suggestion to look at how many other Russel Group universities have it written in their procedures that complainants should be made aware of the outcomes of disciplinary proceedings.

I have also completed the bulk of my consultation work with students for the discipline review. Many thanks to the LCOs for your help on this!

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

I have spoken with Helena (Representation Coordinator) about writing a survey for the well-being reps to fill out. The questions will focus on communication with students, communication with other reps, confidence around signposting, training, and the types of issues that are raised at each level of representation.

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

A series of one-to-one discovery conversations have begun with Koreo and members of Union staff. I have mine booked for Wednesday, March 2.