

<u>Role</u>	<u>Name</u>	<u>Initials</u>	<u>Attendance</u>
Officer Trustee - Union President	Hayley Wong	HW	Present
Officer Trustee - Deputy President (Education)	Jason Zheng	JZ	Present
Officer Trustee - Deputy President (Welfare)	Nathalie Podder	NP	Present
Officer Trustee - Deputy President (Clubs & Societies)	Dylan Hughes	DH	Present
Officer Trustee - Deputy President (Finance & Services)	Niamh McAuley	NM	Apologies
Council Chair	Yuki Yuan	YY	Present
Constituent Union President - ICSMSU	Christian Oldfield	CO	Apologies
Constituent Union President - CGCU	Kia Popat	KP	Apologies
Constituent Union President - RSM	Josephine Onerhime	JO	Present
Constituent Union President - RCSU	Trinity Stenhouse	TS	Present
Constituent Union President - Silwood	Danica Duan	DDu	Present
Management Group Chair - Arts	Celine Driessen	CD	Present
Management Group Chair - Community	Vacancy	N/A	N/A
Management Group Chair - Culture	Vacancy	N/A	N/A
Management Group Chair - Knowledge	Vacancy	N/A	N/A
Management Group Chair - Recreation	Stephanie Yeung	SY	Present
Management Group Chair - Sport	Christian Cooper	CC	Present
LCO - Black & Minority Ethnic Officer	Seat Lost under Byelaw A.3	N/A	N/A
LCO - LGBT+ Officer	Devni Peramunugamage	DP	Apologies
LCO - Disabilities	Jasmine Chan	JC	Present
LCO - Mental Health	Aglaia Freccero	AF	Present
LCO - Gender Equality Officer	Nancy Yang	NY	Present
LCO - Ethics & Environmental Officer	Riqi Zhang	RZ	Present
LCO - Interfaith Officer	Pratik Ramkumar	PR	Present
LCO - International Officer	Lintong Li	LL	Present*
LCO - Working Class Officer	Jordan Elliott	JE	Present
Welfare Officer of CU - CGCU	David Zhou	DZ	Present*
Welfare Officer of CU - RCSU	Anthea MacIntosh-LaRocque	AML	Present
Welfare Officer of CU - ICSMSU	Seat Lost under Byelaw A.3	N/A	N/A
Welfare Officer of CU - RSM	Shirley Xu	SX	Present*
Academic Officer of CU - CGCU	Hugo Stanbury	HB	Proxy sent
Academic Officer of CU - RCSU	Runtian Wu	RW	Absent
Academic Officer of CU - ICSMSU	Rayyan (Safeer) Islam	RI	Apologies
Academic Officer of CU - RSM	Shoupan Li	ShLi	Present*
Postgraduate Research Academic & Welfare Officer (Engineering)	Kuan-Cheng Chen	KCC	Present*
Postgraduate Research Academic & Welfare Officer (Medicine)	Aryan Niknam Maleki	ANM	Present
Postgraduate Research Academic & Welfare Officer (Science)	Seat Lost under Byelaw A.3	GX	N/A
Postgraduate Taught Academic & Welfare Officer (Business)	Théophile Leseq	TL	Present
Postgraduate Taught Academic & Welfare Officer (Engineering)	Swapnil Kumar	SK	Present
The PGR Representation Chair	Seat Lost under Byelaw A.3	CY	N/A
The PGT Representation Chair	Shangyi Liu	SLiu	Present
Council Representative (UG Science)	Ding Ding	DDi	Present
Council Representative (UG Science)	Stefano Fiocca	SF	Absent
Council Representative (UG Engineering)	Vacancy	N/A	N/A

Council Representative (UG Engineering)	Rea Tresa	RT	Present
Council Representative (UG Engineering)	Shaheer Chaudry	SCh	Absent
Council Representative (UG Medicine)	Sasha Lisitsyna	SaL	Present
Council Representative (UG Medicine)	Hao Ze Yang	HY	Absent
Council Representative (PG Science)	Mahmood Mubarak	MM	Absent
Council Representative (PG Science)	Tianyu Wen	TW	Absent
Council Representative (UG Engineering)	Seat Lost under Byelaw A.3	N/A	N/A
Council Representative (PG Business)	Seat Lost under Byelaw A.3	N/A	N/A
Council Representative (PG Business)	Seat Lost under Byelaw A.3	N/A	N/A
Council Representative (PG Medicine)	Eric Auyang	EA	Present
Council Representative (PG Medicine)	Songyang Li	SL	Present
Council Representative (PG Engineering)	Yanda Tao	YT	Present
Council Representative (PG Engineering)	Xinyi Huang	XH	Present

In attendance

Alex Auyang (AA) – Silwood Union Treasurer

Clem Jones (CJ) – ICU Governance & Democracy Coordinator

Annette Ma (AM) – ICU Governance & Representation Assistant

Toby Andrews (TA) – University and College Union (UCU) Representative [Item 4 only]

Yomna Mohamed (YM) – proxy for HS

Jamie John (JJ) – Co-Editor-in-Chief, Felix

Zanna Buckland (ZB) – Co-Editor-in-Chief, Felix

Isabella Ward (IW) – Co-Editor-in-Chief, Felix

Yueyang Yu (YueY) – UG Engineering

1. Welcome & Requests for Reinstatement of Lost Seats

YY welcomed everyone to the meeting.

*Reinstatement of Seats Lost Due to Two Missed Consecutive Meetings

SX

- i. SX stated she was facing tight deadlines for the first missed Council, and was in a state of poor wellbeing for the second missed Council. SX mentioned apologies were sent for both previous councils.

Seat reinstated by Union Council.

LL

- ii. LL stated his first missed Council was due to train strikes on the day, and was ill for the second missed Council. LL mentioned apologies were sent for both previous councils.

Seat reinstated by Union Council.

KCC

- iii. KCC stated he had conferences for both missed Councils, and was unfamiliar with procedure so did not send apologies.

Seat reinstated by Union Council.

ShLi

- iv. ShLi stated they had problems with their College ICT account and was not aware of both Councils.

Seat reinstated by Union Council.

YueY

- v. YueY stated she was COVID positive for the first missed Council, and busy with exams for the second missed Council.

YY tested the mind of Council to see if there was consensus for reinstatement. AA raised to object against reinstatement of the seat. AA noted the only responsibility of elected council representatives is to come to council, and given her absence seen four times in a row and not having attended any Union Council this academic year, they should not be given the benefit of the doubt.

Seat not reinstated by clear majority voting against, 3 abstentions and 1 supporting vote.

[Secretary's postscript – it is only explicitly specified that *ex-officio* Council members can have their seats reinstated under Bye Law A, sec 3.1; as this elected members' request was not accepted, the outcome of votes at this Council are unaffected, but it should be noted for future requests]

DZ

DZ explained he was out of London for the first missed council, and had an exam on the day of the second missed Council.

Seat reinstated by Union Council.

YY reminded all Council members to send apologies to both Clem and her for absences and noted that this information was included in the training documents and on the Union website.

2. Apologies & Chair's Business

Apologies

Noted as above.

Proxies

Request for YM to proxy for HS was approved by Union Council.

Request for SLiu to proxy for CY was rejected as it is against SO19 to transfer voting power to another person who already has a seat on Council.

Guest Attendance

YY noted there was a request for UCU Representative TA to join the meeting and provide information for Item 4. Permission was obtained from the meeting for TA to attend and speak.

3. Minutes

Minutes of the previous meeting held on 10 January 2023

Noted NM had sent corrections via email in advance of the meeting, which would be incorporated.

- i. JZ raised that, under item 6.v, 'structural priority' should be corrected to 'structural parity'.
- ii. JO raised that, under item 5, 'women in stem fortnight' should be corrected to 'women in stem brunch'.

Approved by consensus as an accurate record of proceedings subject to above corrections.

4. Motion on Union Stance on Industrial Action

JZ presented the motion as its author, highlighting that in the paper he had invited any questions to be emailed directly to him, but he had received no questions from Council members in advance.

JZ stated there are 17 days of strike further planned for the Spring term. JZ stated the number of staff that participated in previous strikes are included in the paper, and 119 staff participated in the strike on 21 January 2023. JZ noted the UCU have mandates to take strike action, including strikes during the end of year assessment period. JZ noted the college rate of UCU membership and the rate of industrial action are both relatively low compared to other universities, and there was limited impact from January strikes with very few disruptions to students noted.

YY invited TA to address Union Council.

TA stated there is little change since the last motion on the matter regarding the issues around pensions, and inflation this year is over 8%, but staff received a pay rise of around 3%.

TA noted he represents UCU to appeal for student support, including the use of ICU Office space for storage of strike paraphernalia in the mornings of the strike days and use of Metric for UCU meetings on strike days, and any additional support that ICU can provide, such as encouraging students to join the strikes.

TA mentioned that he understands striking staff are imposing disruption to students, but they are the people that teach, do research, and care about students. TA expressed that he is personally participating in the strikes for his colleagues, where the cut that has been imposed is on average at least 1/3 less of pensions for staff, and it will only worsen in the future and affect those that wish to go into academia. TA asked for support from the Union, meanwhile acknowledging the controversy around the April ballot for student assessments and marking and welcomed any questions from Council members.

YY asked whether Council members had any questions for TA.

- i. TL asked about the progress on the strike aims. TA responded that staff members' pay last year was particularly low and negotiations around it closed. However, they are bringing forward the conversation this year as they recognise a lot of staff are facing hardship and are facing a real terms pay cut. TA concluded there is sadly no progress.
- ii. HW asked for clarification whether there is a range in the 3% raise in staff pay. TA mentioned information can be found in the report, and explained the lowest paid staff

have a raise of up to 8% but it does not include all the staff, such as security. TA suggested that staff are shocked that the College revealed last year they could afford 1.5-2% higher pay for staff but they held back, and most of revenue are now paid to the top 50 or so staff, including the new President. TA noted there was not much good faith in the negotiations.

YY kindly asked TA to leave the room for Council to be able to consider the matter before voting on the motion, and noted a Council Representative will be in touch with him via email.

JZ also clarified that UCU's request on use of Metric space will depend on Union staff capability and room bookings, and they do not intend to make changes to current bookings.

YY asked whether Council members had any further questions or comments.

- i. CC asked what the priority of the Union would be in terms of space availability if the Trade Unions requested to use Union spaces. DH clarified that students' room booking needs will come first.
- ii. TL noted that his course was not impacted at all, and asked whether any Council members' courses had been affected, in order to better understand the impact of strikes on students. JZ noted that his paper includes details on the impact of strikes, including disruptions in the Physics, EEE, and Materials departments. JZ said that he is unsure about the details of disruptions in the Materials department. YM, being in the EEE department, noted lecture cancellations occurring once this week, and twice last week, with a 2-day notice to students. YM also noted a Materials professor that was participating in the strikes last year which affected the lectures. TS, from the Physics department, noted that staff explained the strikes to students beforehand to relieve worries around the missing lecture content being examinable. AML noted that strike action has occurred at Imperial for many years but one of the issues is that it does not actually affect College. Therefore, continued action should be around something that matters to the College, such as student graduations. AML expressed that she thinks it is important to vote in favour of the boycotting.
- iii. ANM asked about the strike impacts regarding research students. RT noted that the coursework is a major area facing disruption. RT noted that the Union should support them in any way that it can, and this will cause pressure where it is needed, so the strikes can stop.
- iv. AA asked whether marking boycotts have occurred in the past, and how they can be sure the outcome of this is worth the potential negative impacts on students. TS noted that Queen Mary University had introduced marking boycotts and led to strikes ending within a few months due to the pressure on the University from both staff and students.
- v. HW asked whether Council are willing to take the risk around the boycotts targeting the end of year exams. HW further expressed that based on her communication with the College, she is unsure whether they will have the same outcome as Queen Mary, and whether they have the proper tools to retaliate. HW also mentioned the College said they will make sure students are not affected with this staff action.

YY asked Council members to open the online Voting platform for votes on resolve 1 and 2.

YY thanked everyone for voting and noted results will be verified and confirmed after.

Secretary's Postscript: On Union Resolves 1, 84.8% of Council members voted in favour of continuing to support UCU's strike action. 12.1% voted to withdraw support, and 3.0% abstained.

On Union Resolves 2, 60.6% of Council members voted in favour of beginning support for the marking and assessment boycott, 18.2% voted to continue not supporting the boycott, with 21.2% abstaining. This therefore marks a change in the ICU position on the marking and assessment boycott.

5. Student Consultation on the College's Student Disciplinary Procedures Review [Confidential item]

6. Scrutiny Committee Report

DDi presented the paper on behalf of the Committee.

DDi noted thanks to YY and expressed that the Officer Trustees have made a lot of positive progress, with brief questions raised:

Questions for HW

- i. DDi asked for clarification around the value proposition document regarding Objective 2. HW clarified that the document is to identify and quantify the output of CUs.
- ii. DDi requested a verbal update on the January meeting regarding Objective 6. HW noted it was the first meeting of the Union strategy group, where they have identified the internal and external operating contacts, completed a SWOT analysis, and identified sectors that they will visit to draft the strategy that will be consulted on.
- iii. DDi asked for updates on the building renaming which was mentioned in the last Council.
[Confidential item] HW noted that the College is currently looking for staff to be a 'point of contact' or sponsor for the action, and it is likely the associate provost of EDI. HW mentioned it is currently being sorted.
[End of confidential item.]

Questions for JZ

- i. DDi asked JZ for a further verbal update as there was limited time between the report and the last Council. JZ noted he finished the TEF submission and will be meeting other Unions for discussions on strategy in Sheffield. JZ stated he did a lot of readings for College meetings, and had discussions on representation with Business and EEE reps on the structures. JZ also noted that Peter Haynes has been appointed to Vice Provost (Education and Student Experience). JZ mentioned that he had been meeting with reps in TARF and RARF where several issues had been raised.

Questions for NP

- i. DDi asked regarding Objective 3 for clarifications around the line 'to increase the number, complexity, and severity of mental health cases'. NP noted the change in wording was recommended to reduce barriers for students. This is so students can then access services without facing barriers, where point of strategy is to reduce barrier for students to reach out and receive support.

- ii. DDi asked whether there are any long-term goals, such as in 3-5 years' time. NP noted that due to the nature of housing issues, the project will be long-term and may take several years. This timeframe also takes into account the work done around the finance and management accounts of the College. NP noted the identified goals are to preserve the housing guarantee provided for 1st year undergraduates, which has been a success so far, and to identify vulnerable student groups and explore ways to create further support for them. NP stated discussions have been ongoing with various groups within the College.

Questions for NM

- i. DDi asked regarding Objective 5 whether there are any long-term solutions to deal with the absence of a representative in the management groups. NM provided a written response sent in advance, read out by JZ: "Recruiting management groups wouldn't typically fall under the DPFS role; DH and the activities team will host the elections for the currently empty management groups in summer term, and will encourage individuals within CSPs under those groups to run, especially newly elected committees."

Questions for DH

- i. DDi commented positively on the general updates given and asked whether a clear timeline can be provided on completion of short-term and long-term objectives. DH noted a Director of Membership Services had been hired and making preliminary implementations for financial support and guidance to deal with debt. DH also mentioned student consultations are run every Wednesday, and the annual budget policy is approved. DH noted regarding the Student Ex Fund app, that IC Trust has approved funding and invited them to discuss how CSPs can be best supported. There is not yet a response on the President's Community Fund. DH noted regarding Objective 0 that implementation may take several years, with work in progress for new systems platforms.
- ii. DDi asked regarding Objective 1 how CSPs are being informed of the new improvements. DH responded there are currently no new additions to the CSP system that is relevant to student training. He stated that Objective 1 is complete, and currently looking to get receipts for the training.
- iii. DDi asked for updates on the event regarding Objective 4. DH mentioned regarding changing the Trips Policy, the budgeting took longer than expected as he was ill. DH noted he is currently looking for potential sponsors which will mainly depend on sponsors from last year and potentially in the green energy sector, but contacts have been very active. As event details will depend on the College policies and sponsors, further updates will be given when this is approved.

YY noted a previous resignation of a SC member, and asked Council to vote on the proposal of SF filling the vacancy.

Official joining of SC by SF agreed from vote by consensus.

7. RCSU Standing Orders

TS presented its paper as its author.

TS noted that that Council voted to replace CU constitutions last year under the DSR with Standing Orders instead, and therefore RCSU was hereby submitting standing orders to Council.

TS noted major points proposed include increase from 2 to 4 committee members bearing financial responsibility to speed up the financial processing for CSPs and a new position in Department societies as there is currently not enough support.

YY asked whether the Council has any questions.

- i. AA asked what the new position proposed is. TS responded the position is the Vice President of Clubs and Societies.
- ii. JZ noted he had identified grammatical errors to TS. AA noted he did not see the new role in the general committee list. JZ noted it is included in page 67 of the paper pack, point 7.1.3 of the Standing Order. AML also noted it written on page 59. TS noted the most updated version will be circulated to the Council. YY asked TS to put the most updated version in the Teams channel with the corrections.
- iii. AA noted the sponsorship officer is currently not a role and needs to be implemented.
- iv. JZ expressed uncertainty regarding SO 7.9, stating it is included in the Union's CSP policy and therefore does not need to be included in the Standing Order. TS noted the need to check in with the departmental societies regarding this.
- v. JZ noted a list of concerns compiled from NM, including 1) SO11 does not need to specify Council as CU SOs can be approved by CUF 2) financial responsibility cannot be dictated by RCSU and hence associated standing orders should be removed, and 3) references to the DPFS approving annual budgets and events should be removed as these are not approved solely by the DPFS.
- vi. CC asked regarding the election of new positions in the Leadership Elections and the actions required of Council. HW noted the SOs need to reflect the positions to be put up in election ready for next year. HW suggested the SOs in principle, and the committee positions list included therein, be approved in this Council, and typographical corrections can be made outside the meeting and the updated paper recirculated; in the case of huge disagreement, the item could be raised again.

SOs approved subject to a revised version with further corrections being circulated.

8. UROP Paper

RT presented the paper as its author.

RT noted that the UROP bursary scheme only offered 60 grants this year and the hope is to make sure the additional funding continues in the upcoming years. RT noted that bursaries need to be ensured to provide to students that require financial support, and mandates the Deputy President (Welfare) or Deputy President (Education) to collate feedback from student representatives on the current application criteria and present it to the College's working group.

- i. ANM expressed concern about Union Resolve 1 as a PhD representative and noted he would like to see the funding go towards PhD students for stipends and would like clarity that the Resolve would ensure support to PhD students. RT responded the paper is deliberately written with vagueness for flexibility of funding allocations. She noted the scheme is not intended to provide funding for

- undergraduates at the costs of other students, so it is mainly based on the amount of additional funding.
- ii. NP suggested to amend Union Resolves 1 to add “Any reallocation of funding must not come at the cost of reducing funding other areas of student experience, (eg, student support fund, PhD funding pots or capital expenditure projects”. RT accepted this amendment.
 - iii. AML asked for clarifications regarding Union Resolves 2 on the line ‘to publish criteria for funded UROP applications’, asking whether it refers to guidelines for the bursary fund or funding in general. RT responded the bursary scheme has a document that works as a scoring system for how successful an application is, but it is not available to students.

YY asked the Council to vote on the motion as amended. YY noted that final results will be verified and notified after.

Secretary’s postscript: The motion was carried with the following voting outcome - Support: 87.9%; Against: 3.0%’ Abstain: 9.1%.

9. Vote of No Confidence: RSMU Committee Member [Confidential Item]

10. AOB

End of Union Council

YY thanked everyone for their participation and closed the meeting at 8pm.