**Imperial College Union**

**Union Council**

**Action Tracker**

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| **Date of creation** | **Action number** | **Council reference (if applicable)** | **Action** | **Owned by** | **Status** | **Update** |
| 7/11/23 | 1.5 | Item 10, Resolve 10(1) | Demand that College:   1. Make a public commitment to exclude all fossil fuel companies from their investment portfolio(s). 2. Introduce a publicly accessible ethical investment policy that explicitly excludes all fossil fuel companies. 3. Fully divest from all fossil fuel companies within 3 years. | CB | In progress | 11/1/24  Reconvening SRI working group within College to tackle this  20/2/24  CB noted she sent a recommendation to the Provost and will give further updates in due time.  19/03/24  CB noted regarding Action 1.5 that a Socially Responsible Investment (SRI) working group has been set up and will hold a meeting on 10 May, and updates will be shared to Council afterwards.  28/5/24  SRI working group met on 10 May to assess whether they need to revisit the policy. CB noted there will be changes to the policy, but they are currently facing pushback on whether they’re using the Imperial index to judge investments. CB noted the next meeting will take place in June.  1/11/24  College still disputing how they will roll out the Imperial Zero Index and this needs to be decided before it is applied to investments. Currently the College has no investments in fossil fuel companies, and this will not change in the time it takes them to decide on the Index  10/12/24  CB is still unsure as to when the university needs to decide on the Imperial Zero Index. The university has emailed her saying that they are in discussions, but they are still relatively cagey about this. |
| 20/2/24 | 4.1 | Item 8, Resolve 1 | The Union will release a statement taking the position that part-time work as part of your studies is now a must for many and not a choice and offering support to students in part-time work. | CB, NH | In progress | 1/11/24  CB: No Union-specific statement has been realised, but OTs have been advocating for more support for students working part-time with the College.  2/11/24  NH: Following my analysis of the bursary survey, which shows students have increasingly been working whilst at uni, we're working with the university to release this sort of statement. |
| 20/2/24 | 4.3 | Item 8, Resolve 3 | To encourage Imperial to facilitate more academic-related employment opportunities within the College for students that will further their career development and align with their academic pursuits by recognising the restrictions on work due to studying needs and their financial needs as these opportunities are often better renumerated. | NH | In progress | 30/04/24  The OCs have raised the Item to college stakeholders, but are yet to finalise actions. They are also lobbying the College to create a platform to set up proper advertisements and increase students’ awareness of work opportunities.  2/11/24  NH: I'm in the process of writing a recommendation document for each of the faculties to work on. This will show that the proportion of students working has been increasing every year for the past 5 years. I've already started the conversation, and everyone has been very open to this, I'm working with the careers service to finalise this and have conversations with each faculty dean on reducing the stigma of students working. This will lead to set recommendations on students working. |
| 20/2/24 | 4.4 | Item 8, Resolve 4 | **Lobby the College to acknowledge and address that part-time work is undertaken by many students at Imperial alongside their studies and that these students may require additional support. This acknowledgement should include a statement released to students with the College’s stance on part-time working and signposting to support, financial and otherwise, available within and outside of College.** | NH | In progress | 30/04/24  The OCs have raised the Item to college stakeholders but are yet to finalise actions. AC noted this is a complex conversation, and the College acknowledges part-time work is important for students but restated that the 20-hour cap for home students is merely a recommendation, whereas for international students it is legally set at a national level. They are currently trying to identify their capacity to lobby at a nationwide level.  2/11/24  The university has acknowledged this and are working with me. The statement is partially on this website but we're working on making this more public through different channels. The union hasn't made a statement but we will soon.  https://www.imperial.ac.uk/careers/jobs-and-experience/part-time-work/ |
| 20/2/24 | 4.5 | Item 8, Resolve 5 | To collaborate with Student Services to review the indicators of financial hardship, particularly for hardship fund and bursary applications. | NH, JM | In progress | 30/04/24  The OTs have raised the Item to college stakeholders but are yet to finalise actions.  2/11/24  NH: I'm working with student support services on this and increased communication on the available help at the university. |
| 20/2/24 | 4.6 | Item 8, Resolve 6 | To meet with students and College to discuss expectations and impact of part-time work on studies. | NH, JM, NFL | In progress | 30/04/24  JM noted regarding Action 4.6 that it was brought up in meetings with the Quality Assurance and Enhancement Committee (QUAK) and the Early Career and Research Institute (ECRI), and discussions for expectations and impact of part-time work on students are in progress. JM noted it is an ongoing initiative on postgraduate and post-academic support by the university.  28/5/24  NFL noted regarding Action 4.6 that some revisions were made on adding some support to help students identify job opportunities within the College. It is now a requirement that the expectations document is discussed at the initial student-supervisor meeting as well as other regular checkpoints such as the Early Stage Assessment or Late Stage Review. NFL also noted they are acknowledging the need for part-time work and ways to recognise opportunities within and outside the college.  2/11/24  NH: I just presented data on working students and the trends over the past 5 years to the faculty deans and other stakeholders at APSG (Access and Participation Strategy Group). This was taken very well and we will be meeting starting next week to discuss expectations and impact of working students.  12/11/24: Writing recommendations on how to take this project forward |
| 20/2/24 | 4.7 | Item 8,, Resolve 7 | To facilitate more accessible employment opportunities for students. | NH, JC, NFL | In progress | 2/11/24  NH: I'm working with the university on seeing what jobs we can give to students, some faculties are creating more UG Teaching assistant jobs, there's also more well paid mentorship opportunities (up to £19 p/h), and I'm personally making sure all students are getting paid more than London Living Wage, I successfully lobbied the university into increasing the wages of students working for catering (~£3p/h increase). We're pushing the careers service and the university to create even more developmental jobs and opportunities. At the union we are also creating more jobs for students and this should be expanding even further in the next couple of months. |
| 20/2/24 | 4.8 | Item 9, Resolve 2 | Lobby the College to support increasing the UKRI London allowance. | CB, NH, DE | In progress | 10/12/24  DE, CB and EH have met with other London-based Student Unions on lobbying to improve the UKRI allowance. A working group has been set up.  28/5/24  AC noted Action 4.8 was raised in a meeting with college stakeholders, with the review of the funding structure to be completed in due time. NH noted that students that can vote should do so as they can impact student experience in the years to come. CB added regarding Action 4.8 she spoke with College staff who are happy to help with drafting papers moving forward. CB noted they haven’t reached out to Unions, but they will be involved with the projects planned in the next year, where student lobbying will likely happen.  07/1/25  No substantial progress due to the Christmas break but **EH expects to have an update by February**. |
| 20/2/24 | 4.9 | Item 9, Resolve 3 | If the College does not support increasing the UKRI London allowance, then to form a student-driven campaign led by the paper author focussed on the issue of the UKRI London allowance, with the support of the Union President and Deputy President (Welfare). | CB, NH, DE | Incomplete |  |
|  | 4.12 | Item 9, Resolve 6 | For the Union President and Deputy President (Welfare), alongside the paper author, to make efforts to form a working group with other London-based universities to lobby the UKRI to increase the UKRI London allowance. | CB, NH, DE | Incomplete | 10/12/24  DE, CB and EH have met with other London-based Student Unions on lobbying to improve the UKRI allowance. A working group has been set up. |
|  | 4.13 | Item 9, Resolve 7 | For the Union President and Deputy President (Welfare), to make efforts to form a working group with non-London-based universities to lobby the UKRI to increase the UKRI base rate. | CB, NH | Incomplete | 1/11/24  CB: The UKRI has just completed a review of the UKRI base rate so we feel we cannot influence this but have much more scope for London allowance – potential to prioritise the London allowance. |
| 20/2/24 | 4.11 | Item 9, Resolve 5 | To gather data regarding the financial circumstances of PhD students at Imperial. | NH | In progress | 30/04/24  AC noted this has been raised in committee meetings but are yet to finalise actions.  2/11/24  NH: Questions around work and financial accessibility will be added to the Postgraduate Research Experience Survey (PRES).  12/11/24  NH: Keeping this action open until there is confirmation that this question will be added to the PRES  10/12/24  NH is attempting to update the PGR experience survey in order to reflect financial circumstances of PGR students. He has a meeting week commencing 9/12 and will update at the next council.  07/01/25  NH is meeting with the PRES Team to understand if this question will be added to the PRES. He chased this up on 7/1/25 and is waiting to hear back. They are checking if they have this question and will add it if not. |