

Council Attendance

Role	Name	Initials	Attendance
Officer Trustee - Union President	Camille Boutrolle	CB	Apologies
Officer Trustee - Deputy President (Education)	Emina Hogas	EH	Present
Officer Trustee - Deputy President (Welfare)	Nico Henry	NH	Present
Officer Trustee - Deputy President (Clubs & Societies)	Christian Cooper	CC	Present
Officer Trustee - Deputy President (Finance & Services)	Stephanie Yeung	SY	Present
Council Chair	Anthea MacIntosh-LaRocque	AML	Apologies
Constituent Union President - ICSMSU	Lilia Evans	LE	Present
Constituent Union President - CGCU	Daniel Zhuo	DZ	Present
Constituent Union President - RSM	Amelia Spindler	AS	Present
Constituent Union President - RCSU	Julia Purrinos De Oliveria	JPDO	Present
Constituent Union President - Silwood	Jana Braun-Wilson	JBW	Present
Management Group Chair - Arts	Nathalie Tedfors Lindell	NTL	Present
Management Group Chair - Community	Shahmir Durrani	SD	Present
Management Group Chair - Culture	Sheshpriya Gadiya	SG	Apologies
Management Group Chair – Knowledge	William Chen	WC	Absent
Management Group Chair – Recreation	Enzo Amaral	EA	Present
Management Group Chair - Sport	Junior Mbah	JM	Present
LCO - Black & Minority Ethnic Officer	Comfort Oluwakoya	CO	Absent
LCO - LGBTQ+ Officer	Anson To	AT	Present
LCO - Disabilities	Maegan Spitari	MS	Present
LCO - Mental Health	Miriam Foulkes	MF	Apologies
LCO - Gender Equality Officer	Vacant		
LCO - Ethics & Environmental Officer	Hollie Meyers	HM	Present
LCO - Interfaith Officer	Ashay Divekar	AD	Present
LCO - International Officer	Yuanze Xia	YX	Present
LCO - Working Class Officer	Scarlett Kilford	SK	Apologies
Welfare Officer of CU - RCSU	Stefaniia Medvetskaia	SM	Present

Welfare Officer of CU - ICSMSU	Ketevani Asatiani-Kalandaze	KAK	Present
Welfare Officer of CU - CGSU	Adrib Ahmed	AA	Absent
Welfare Officer of CU - RSM	Gao Kamalanavin	GK	Absent
Academic Officer of CU - CGCU	Linmo Lin	LL	Present
Academic Officer of CU - RCSU	Jack Swires	JS	Present
Academic Officer of CU - ICSMSU	Yousuf Yaqub	YY	Present
Academic Officer of CU - RSM	Emma Halford	EHa	Absent
Postgraduate Research Academic & Welfare Officer (Engineering)	Yifeng Mao	YM	Absent
Postgraduate Research Academic & Welfare Officer (Medicine)	Ruksana Begum-Meades	RBM	Absent
Postgraduate Research Academic & Welfare Officer (Science)	Hengchang Cao	HCa	Absent
Postgraduate Taught Academic & Welfare Officer (Business School)	Reem Al Saud	RAS	Apologies
Postgraduate Taught Academic & Welfare Officer (Engineering)	Injeel Syed	IS	Absent
Postgraduate Taught Academic & Welfare Officer (Medicine)	Srimathi Lakshminarasimhan	SL	Present
PGT Representation Chair	Nakul Maheshwari	NM	Absent
PGR Representation Chair	Jing Xu	JX	Absent
Council Representative (UG Science)	Chloe Huang	CH	Absent
Council Representative (UG Science)	Elias Fink	EF	Present
Council Representative (UG Engineering)	Salman Khalaf	SKh	Apologies
Council Representative (UG Engineering)	Alvaro Vicente Tarrago	AVT	Absent
Council Representative (UG Engineering)	Huaihou Yang	HY	Present
Council Representative (UG Business)	Sofia Hueffer	SH	Absent
Council Representative (UG Medicine)	Haider Nazerali	HN	Present
Council Representative (UG Medicine)	Rohan Boyapati	RB	Present
Council Representative (PG Science)	Alex Auyang	AAu	Absent
Council Representative (PG Engineering)	Deniz Etit	DE	Present
Council Representative (PG Engineering)	Hanqing Zhang	HZ	Absent

Council Representative (PG Medicine)	Thea Jakobi	TJ	Present
Council Representative (PG Business)	Laotan Faji	LF	Present
Council Representative (PG non-faculty)	Jordan Milward	JM	Apologies
Council Representative (PG Business)	Akanksha Kumari	AK	Present

In attendance [Students/Staff]

Hannah Corsini (HC) – ICU Democracy and Representation Assistant [Union Staff]
 Zahra Butt (ZB) – ICU Democracy and Campaigns Coordinator [Union Staff]
 Mohamed Majlisi (MM) – Felix Editor [Student]

1. Welcome

AML welcomed everyone to the meeting.

2. Apologies & Chair’s Business

Apologies

Quorum check

27. *Confirmed.*

3. Council Seat Reinstatement

None.

4. Proxies

None raised

5. Approval of minutes of the previous meeting

None raised. Minutes approved.

CC asked if democracy review section of the minutes is being published. AML said yes it is.

6. Action tracker

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: i) Make a public	CB	In progress	11/1/24

			<p>commitment to exclude all fossil fuel companies from their investment portfolio(s). Introduce a publicly accessible ethical investment policy that explicitly excludes all fossil fuel companies.</p> <p>ii)</p> <p>iii) Fully divest from all fossil fuel companies within 3 years.</p>			<p>Reconvening SRI working group within College to tackle this</p> <p>20/2/24 CB noted she sent a recommendation to the Provost and will give further updates in due time.</p> <p>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.</p> <p>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.</p> <p>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</p> <p>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.</p>
20/2/24	4.1	Item 8, Resolve 1	The Union will release a statement taking the position that part-time work as	CB, NH	In progress	<p>1/11/24 CB: No Union-specific statement has been realised, but OTs have been advocating</p>

			part of your studies is now a must for many and not a choice and offering support to students in part-time work.			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 remunerated.	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	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

			students with the College's stance on part-time working and signposting to support, financial and otherwise, available within and outside of College.			<p>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.</p> <p>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/</p>
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	<p>30/04/24 The OTs have raised the Item to college stakeholders but are yet to finalise actions.</p> <p>2/11/24 NH: I'm working with student support services on this and increased communication on the available help at the university.</p>
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	<p>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.</p> <p>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</p>

						<p>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.</p> <p>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.</p> <p>12/11/24: Writing recommendations on how to take this project forward</p>
20/2/24	4.7	Item 8,, Resolve 7	To facilitate more accessible employment opportunities for students.	NH, JC, NFL	In progress	<p>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.</p>
20/2/24	4.8	Item 9, Resolve 2	Lobby the College to support increasing	CB, NH, DE	In progress	<p>10/12/24 DE, CB and EH have met with other London-based Student</p>

			the UKRI London allowance.			<p>Unions on lobbying to improve the UKRI allowance. A working group has been set up.</p> <p>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.</p> <p>07/1/25 No substantial progress due to the Christmas break but EH expects to have an update by February.</p>
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	
20/2/24	4.11	Item 9, Resolve 5	To gather data regarding the financial circumstances of PhD students at Imperial.	NH	In progress	<p>30/04/24 AC noted this has been raised in committee meetings but are yet to finalise actions.</p> <p>2/11/24 NH: Questions around work and financial accessibility will be added to the Postgraduate</p>

						<p>Research Experience Survey (PRES).</p> <p>12/11/24 NH: Keeping this action open until there is confirmation that this question will be added to the PRES</p> <p>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.</p> <p>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.</p>
	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	<p>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.</p>
	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	In progress	<p>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.</p>

AML noted the update of the action tracker and thanked everyone for their progress.

7. Committee Position – Vice President Postgraduate Students Addition to RCSU Committee

SM presented the paper as its author.

SM noted the following:

- i. Her paper is to add a new committee position to the RCSU: VP Postgraduate Students
- ii. Previous postgraduate representation and activities work was carried out by the Graduate Students' Union which stopped existing in 2022.
- iii. There has been an increase responsibility of Constituent Unions to carry out this work.
- iv. Most Executive Committee members of the current RCSU are undergraduates, and that the lack of postgraduate representation has been noted through meetings with faculty staff, the Head of Education Experience and Senior Tutors.
- v. Postgraduate-exclusive events are well-attended by postgraduates, but the current VP of Activities for the RCSU is overwhelmed with work so another executive position would be needed to create more of these activities.

SM introduced the following beliefs:

- i. That undergraduate representatives on the committee are unable to fully understand postgraduate students and advocate for their needs.
- ii. That a VP Postgraduate students on the RCSU committee would help to address this.

Council Members were asked for their feedback and questions

- i. CC noted that though this might be approved now it may need to be revisited in a year's time given any implementations of the democracy review.
- ii. CC also asked if there was any interest in the role. SM replied that there is no interest in the role yet as they have not advertised it but that a postgraduate student ran for VP Activities so there is postgraduate interest in general.
- iii. CC asked for Resolve 2 to be amended to not reference specific committees as these may fluctuate and change. AML asked specifically for 2f to be changed to "attend relevant committees to represent student voice." *SM agreed to this amendment.*
- iv. EF asked if the VP Postgraduate Students will consult with postgraduate representatives for departmental societies. SM replied that they will. AML suggested an additional resolve: 2h: VP Postgraduate Students to liaise with postgraduate representatives of departmental societies. *SM agreed to this additional resolve.*

Secretary's postscript: The amendment has been drafted as follows:

- f. **Attend relevant committees to ensure postgraduate students' opinions are voiced.**
- h. **Liaise with any postgraduate representatives within the RCSU's departmental societies.**
- v. *The paper was accepted by a majority voting in favour. The final voting outcome was:*

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
31	20	30		1	PASS
		JBW, AS, HN, KAK, EF, SM, RB, EH, CC, DE, EA, LL, LF, MS, HM, AK, LE, NTL,DZ, YY, JS, EHa, AT,JPDO, NH, AD, SD, YX, GK, SL, TJ		HY	

8. CSPB Update

CC noted that CSPB met on the 14/12/24 and that their next meeting is on 23/1/25.

In their next meeting, they will be receiving an updated version of the Student Group Funding Policy, which will be taken to the Finance, Audit & Risk Committee of the Board of Trustees. This governs how ICU allocates money to student groups, but not specific principles.

They will also receive a draft of the new Annual Budgeting Review for comment. This governs how money is handed out, including specific principles. The Annual Budgeting Review will then hopefully will be approved in February.

22 new societies have been approved for creation by CSPB.

There has been a minor change in that all Sub-committees will now be meeting in an actual meeting rather than voting asynchronously. Will be in-person or hybrid meetings like Council.

Next on the agenda will be the Sustainability Framework, which CSPB will be discussing in February.

AML asked for questions from Council. None were raised.

9. Rent Negotiations Update

NH gave a brief recap of the updates given at the last council. At this time, the rent increase had been negotiated by himself and CB down to 18% from 30% average increase.

NH noted that the final deal the university has offered is a rent increase staggered over 3 years of 8% (7.9%) average increase every year over 3 years, taking into account inflation. This totals 26% at the end of three years. This has not yet been published by the College.

The ICU have not agreed to this but have agreed to a Memorandum of Understanding, which stipulates:

- i. Halls will never make a profit
- ii. If the ratio of affordable to market accommodation changes, then the ICU will be informed and involved in discussions.
- iii. If there are any changes in services (eg. concierge services) then the ICU will be consulted.
- iv. If any assets are bought or sold then the ICU will be informed and involved in discussions.
- v. Next year, the College will not break even, so they will be subsidising the costs.
- vi. If the maximum maintenance loan goes up, then affordable room prices will go up, and this will be used to make the peer bracket of accommodation more affordable.
- vii. There will be enough affordable rooms to house at least all bursary students.
- viii. On the 31st October, the ICU will be given the charges of the previous year.
- ix. If there are any changes to charges for long-term maintenance costs, ICU will be given this information.

NH and CB have been unable to fully agree on the current College accommodation budget and so they will be holding 2 more meetings. In particular it was noted:

- i. Carbon Net Zero costs are included in long-term maintenance costs – for example, 400K worth of LED lighting is in the maintenance budget.
- ii. Capital cost (the cost of replacing the building after 50 years) is about 50% of the rent students pay. There is not too much wiggle room here but the College has agreed to contract an independent 3rd party to conduct capital cost calculations, and this will be started too
- iii. Current students are being charged for the accommodation of wardens. After successful negotiation by NH and CB this cost to the students has been removed, but there is an upcoming Wardening Review by the College, so ICU has asked to be involved.

NH noted the following actions they are looking to pursue as next steps:

- i. NH and CB are looking into philanthropic donations. As part of the College's advancement campaigns, alumni are encouraged to pay to refurbish their old rooms. This could result in rents going down but NH warned not to put too much faith in this.
- ii. A lot of students are being priced into twin rooms. NH believes every student should be allowed to have a single room. He will probably not achieve this in the current year as the portfolio does not allow for it.
- iii. NH and CB have pushed for a 50-week option for rents, as the College currently only offers 39-week accommodation, leaving 13 weeks where some students have nowhere to go. 50-week accommodation will be cheaper per week (but the university will still make more money overall). The College initially said no to this but have now agreed. Students will be placed with other students staying for 50 weeks.

AML opened the floor to any questions.

- i. EF asked whether it would be better for students to have a system similar to summer accommodation as opposed to 50-week contracts as some students end up having to resit exams which they are not aware of in advance. NH said that the university will clean and refurbish rooms in the summer so they need to know at the start of the year who will be present in certain accommodation, and that the 50-week option also means that students won't have to move rooms in the summer.
- ii. SD asked if bursary students will be prioritised for affordable rooms or if it is random. NH replied that at the moment, those with disability requirements and caregivers get priority (and nobody else), but NH and CB have changed this so from next year, bursary students will be third priority.
- iii. MS asked if anything has come of the money the halls make in the summer. NH said this is not included in the breakeven calculations, so the College does make a profit off of this. However, they do not know until the summer how much they will make, and this money goes into a pool for the university.
- iv. MS asked if the College commented on the letter and survey completed by students. NH said that the open letter was sent to the College President, who responded that they would try to balance community feelings with their costs, whilst the most impactful responses from the survey were brought to the negotiations committee. The UCU sent the letter out but they did not take an official stance on it as they would have needed to vote on this.
- v. EA asked if the profit the university makes during the summer will be affected by 50 week contracts. NH replied that most of the 50 week contracts would be in North Acton and Beit Quad and would not affect summer rentals, as these are currently empty summer assets – the two buildings in South Kensington are rented out for the summer. EA asked if the buildings in North Acton should be rented out to non-students in the summer to further subsidise student rent. NH replied that this was raised in discussions, but that non-students are unlikely to want to rent in North Acton for the summer.
- vi. SM asked what the warden reviews will look like. NH replied that the invite has not yet been sent to himself and CB but it has been mentioned. The College are speaking with other universities about their warden systems. NH has a meeting with the Student Support Director who will be making a new proposal so will be pushing this.

Action: NH to update on his meeting with the Student Support Director at the next council.

- vii. JS queried NH's statement that North Acton buildings are not rented out for the summer. NH said that people sometimes have to move there in the summer for resits, for example, but that student prices are lower than those for hotel guests and currently these buildings are not rented out to hotel guests.
- viii. AT asked if there is any chance they could push for summer profits to be made transparent. NH said that they have been told it goes into a central pot and different percentages will be used for different things.
- ix. LL asked if students are paying for capital costs for the whole year or just for the duration of their 39-week contract. NH replied it was originally for the whole year, but that he and CB negotiated this down to 39 weeks. However, this didn't result in a large reduction as the buildings do not cost much to run in the summer.

AML congratulated NH and CB on the negotiations.

13. AOB –

HM – Invited Council to this month’s sustainability forum on 30th January in MR3 from 6-8pm. She is presenting a motion that will eventually come to Council on plant-based catering at the Union and University which was originally brought to Council in April 2024. The sustainability forum discussion will allow for more discussion and be less time-constrained. If anyone has concerns with the motion they should talk to HM.

EH – Asked for volunteers for a Learning Well event on 10th February from 3-5pm on taking care of mental health whilst studying. She particularly needs more undergraduates. Council members should share this opportunity with their networks and should get in touch with EH before 14th January if they are interested. She also asked for volunteers for student testers for new assessment platforms the university are trialling within each department. Testing will consist of mock exams to test out and see how it feels. She requested Council Members share in their networks, and advised volunteers get in touch before the 20th January.

- i. MS asked if there are separate tests for disabled students. EH replied she is unsure but will ask.
- ii. JS asked if there are any departments particularly lacking. EH said physics, the Faculty of Natural Sciences and the Faculty of Engineering .

ZB – Reminded everybody of the upcoming elections. Leadership election nominations open on the 10th February and close on the 29th February. Positions will be available for full-time, CSPB roles etc. She requested that Council Members spread the word, and that if they have any questions to email rep or elections inbox.

- i. HN asked if the alternative structures presented in the last Council that came out of the democracy review will affect these elections. ZB said that this implementation will not happen for this election cycle as it needs to be approved by Council and Board in March, which will not happen before the election cycle begins. AML asked if anyone has any thoughts or concerns on the Democracy Review. Nothing was raised. AML noted that the final recommendations will come to the March Council and that, in the meantime, people should send thoughts to Alan Roberts (alan@counterculturellp.com) to get their voices heard.