

Cardiff University Students' Union Undeb Myfyrwyr Prifysgol Caerdydd

ANNUAL GENERAL MEETING Cardiff University Students' Union Thursday 21st November, 2019 - 18:00, The Great Hall

Agenda

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|---------|-----|---|-------|
| | 1. | Welcome | |
| Past | 2. | Minutes from AGM 2018 | (P2) |
| | 3. | Annual Report 18/19 | (P8) |
| | 4. | Financial Report 18/19 | (P9) |
| Present | 5. | Affiliations | (P13) |
| | 6. | Open Questions to the Trustees | |
| Future | 7. | Students' Union submitted items | |
| | | i) Review of the Memorandum and Articles of Association | (P14) |
| | | ii) Sabbatical Officer Review | (P19) |
| | 8. | Tabled Motions | |
| | | A) Lapsing Policy | (P20) |
| | | B) Submitted Motions | |
| | | i) Make Cardiff University Students' Union a Living Wage Employer | (P21) |
| | | ii) A Commitment to tackling institutional racism at Cardiff | (P23) |
| | | iii) UCU Strike Action | (P25) |
| | | iv) Radical Environmental Policy | (P28) |
| | | v) Adopt an official Pro-Choice stance | (P30) |
| | 9. | Notice of Elections | |
| | 10. | Any Other Business | |

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ITEM TWO

ANNUAL GENERAL MEETING 2018 Minutes Cardiff University Students' Union Thursday 22nd November 2018, 18:00 The Great Hall

1.	<p>Welcome</p> <p>Nick Fox (Chair) welcomed attendees to the meeting.</p>
2.	<p>Minutes from AGM 2017</p> <p>The minutes from AGM 2017 were confirmed as a true record.</p> <p><i>Minutes approved.</i></p>
3.	<p>Annual Report 17/18</p> <p>Fadhila Al Dhahouri (SU President) presented the SU Annual Report 17/18 and explained that highlights can be found on here.</p>
4.	<p>Financial Report 17/18</p> <p>Daniel Palmer presented the Financial Report 17/18 and audited financial statements of the group and Union. More information can be found here.</p>
5.	<p>Affiliations</p> <p>NF explained that the SU affiliations are:</p> <p>NUS affiliation fee - £39,476 BUCS affiliation fee - £16,368</p> <p><i>Affiliations approved.</i></p>
6.	<p>Open Questions to the Trustees</p> <p>Nathan asked about the savings for next year, as the block grant is not being increased. FAD replied that the block grant is not the only income. Savings will be increased by income from commercial services or making savings on other services. Can't predict exact numbers as we won't hear about block grant until March.</p>

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	<p>Sam asked about how to increase voter turnout for the upcoming elections. Henri Page replied that it was affected this year by University strikes. Autumn elections hit record numbers for voters and nominations. Looking to increase engagement by adding voting to tier structure for sports and societies, online programme to track voters and are pushing forward with electronic ballot. Welcomed suggestions to Student Voice team.</p> <p>Del asked about what can be done to recognise the achievements of academic societies HP replied they are working with VP Education and the rep system to understand what course based societies need. Academic rewards can go on transcript or be printed next to degree certificate.</p> <p>David asked about what will be done about over capacity in the SU. FAD replied that Y Stiwdio has been opened to provide more space and they are thinking of redeveloping Great Hall. It was noted that the Centre for Student Life will change queuing system and stewarding arrangements. Asked for comments to be directed towards the Venues team.</p> <p>Student asked what the purpose of the tier structure was. HP explained the tier structure is not designed to constrain students, it is meant to provide a list of suggestions on how to develop society. Should recognise how much has been achieved and can be proudly worn as a 'badge'. Other ways include Societies Ball and certificates etc.</p> <p>Student asked what the SU will do about the strobe lighting in the nightclub, as it can affect students who are photo-sensitive. Amr Alwishah replied that it is important to advocate for all students and wants feedback from students. Is working with Venues to develop strobe-free rooms and accessible club nights. Asked for suggestions.</p> <p>Ben asked if the trustees understand charity laws and investments. FAD replied they have intensive training in July to understand laws and governance.</p> <p>Leah asked about the issues with accessing the Societies Fair and how the Union will respond to complaints. HP replied that they tried to use feedback from last year to improve on safety but were grateful to receive feedback this year to improve again for next year.</p> <p>George asked about how the Union plans to improve Student Support at the University. AA replied that if you have an emergency, Student Support will see you there and then or if you request to be seen, you will be seen. There are also drop-ins at Student Advice in Cathays and Heath and campaigns running.</p>
7.	Students' Union submitted items
i.	<p>Review of the Memorandum and Articles of Association</p> <p>Item was removed from the agenda.</p>
8.	Tabled Motions
A.	Lapsing Policy

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i.	<p>Mandatory mental health training for personal tutors</p> <p>NF explained that this policy is lapsing.</p> <p><i>Lapsing policy passed.</i></p>
B.	<p>Submitted Motions</p>
i)	<p>Fight for funds: Continue to finance initiatives that tackle sexual assault and violence on students</p> <p>Proposed by: Katey Beggan Seconded by: Georgie Haynes and Fadhila Al Dhahouri</p> <p>KB spoke for the motion and explained that this is a very wide reaching and emotive topic. Noting that sexual assault has substantial impacts on victims and the problem needs to be accepted and acted upon. KB further explained the project requires more long term funding and this motion will inform the University about how important the topic is and suggest that they should invest more in the cause and strengthen safeguarding policies and procedures.</p> <p>No speaker against.</p> <p>No questions.</p> <p><i>Motion passed.</i></p>
ii)	<p>Sweatshop Free Campaign</p> <p>Proposed by: Harvey Langley Seconded by: Hannah Redfearn</p> <p>HL spoke for the motion and explained that this is a large issue in electronics production. Electronics Watch is an organisation that runs research and provides information on how companies are operating and the rights that their workers have. HL noted subscription is only £5000 annually and Cardiff University should invest in this as one step to avoiding sweat shop labour.</p> <p>No speaker against.</p> <p>Student asked if CUSU are signed up. HL replied he doesn't think they are, however this could be something to be considered for the future.</p> <p>Student asked if the motion is to support Electronics Watch or make the University sign up. HL replied that this motion would tell the University that the student body believed they should be affiliated and that this is one part of process.</p> <p>Student asked if the motion would be about any hardware or just computers. HL replied that this would be about computers, not more specialised equipment.</p> <p><i>Motion passed.</i></p>

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iii)	<p>Welsh Language Officer</p> <p>Proposed by: William Rees Seconded by: Jacob Morris</p> <p>WR spoke for the motion and explained this is an important issue, not just for the Welsh community but also the wider community. Elaborating that the role will combine President of UMCC and Welsh Language sabbatical officer and will be following Bangor and Aberystwyth in creating the post, Swansea will follow next year. The cost will be £40,000 in the first year and then the annual salary costs from thereafter. WR believes that the Union is in a good position to fund this position and then will attract more students who will pay more tuition fees. Summating that the Officer will promote Welsh language and culture to all.</p> <p>No speaker against.</p> <p>Josie asked if the part time role would disappear. WR replied yes.</p> <p>Student asked if it would aim to be for next elections. WR replied the constitution of SU will mean it is unlikely for the next elections but if not the role will be for 2020.</p> <p><i>Motion passed with a 2/3 majority.</i></p>
iv)	<p>Make Cardiff University Students' Union a Living Wage Employer</p> <p>Proposed by: Leo Holmes Seconded by: Joshua Hurst</p> <p>LH spoke for the motion and explained that the SU should be in line with the University, who pay £1.20 more per hour. The proposal was rejected last year but this is for 2020-21, to give the SU enough time to make savings. Cardiff Council will provide the SU with accreditation cost for 3 years.</p> <p>HP spoke against the motion and explained there are risks and potential negatives. Denoting that the SU pays all full time staff at least the living wage. Elaborating that all student staff receive the over-25 minimum wage even though majority are under 25 and the SU has the highest levels of student satisfaction in student staff. Providing the view that this change would cost the Union approx. £120,000 a year. Further noting that this would lead to closure of outlets which in turn would decrease the number of jobs and additional money could fund mental health services or other support for vulnerable students.</p> <p>FAD spoke in favour of the motion and explained it will give a mandate to at least explore the options. FAD noted that the motion does not ask for this to be implemented this year, and as such could be worked on for future years. Elaborating that they had spoken to the University who would support the implementation.</p>

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	<p>Kathryn spoke against the motion and explained that pay is above most other venues in town. Speaking on behalf of other Venues student staff the student highlighted that students don't want their hours cut due to changes in budget. Staff satisfaction is high and profit goes into improving experience for 30,000 students. It is well meaning but will have negative consequences.</p> <p>Joshua spoke for the motion and explained that finance is a leading cause of mental health issues. When you offer better wage you increase productivity and encourage more applicants for work.</p> <p>Orla spoke against the motion and agreed that finance is a cause of mental health in students but the money could be better spent on mental health services. 16 other SUs have living wage, but they have average 75 student staff, Cardiff University Students' Union has over 300.</p> <p>LH summated the motion.</p> <p><i>Motion fell.</i></p>
v)	<p>Protecting our Palestinian and Jewish Students</p> <p>Proposed by: Amr Alwishah Seconded by: Fadhila Al-Dhahouri</p> <p>AA spoke for the motion and explained the motion is a response to views of students who have engaged with AA. AA further explained that the motion also comes in response to hate crimes on the Jewish community in Cardiff and the shooting in Pennsylvania. 34% increase in violent anti-Semitic responses in UK and also has happened on campus. We have the right to demand where tuition fees are invested and this avoid countries anywhere in the world that support poor human rights or war. Want no prosecution of Palestinian students on campus.</p> <p><i>Amendment proposed to the motion – proposer of amendment not present and no other attendees wished to speak in favour of the amendment.</i></p> <p>FAD spoke against the amendment and explained that it reduces the seriousness of the motion. Spoken to members of Jewish society and want to make sure there is a current Israeli government mentioned, not just Israel. Made sure policy is explained and bullet pointed. Removed BDS to protect students and also added difference between Judaism and Zionism. Amendments debunk the issues.</p> <p><i>Amendment fell.</i></p> <p>Student spoke against the motion and explained they felt the motion was deeply flawed. It was not created with Jewish students as the Jewish community was only recently informed. If you want to define anti-Semitism it should be by those who are oppressed. Boycotts should be conducted in a manner that is culturally sensitive and this motion will make Israeli students feel unwelcome and puts international politics ahead of safety of students.</p> <p>Student spoke for the motion and explained that there are contradictions. Palestinians live as multiple religions as one nation and the Israeli Government commit international violence.</p> <p>Joel spoke against the motion and expressed disappointment. Joel believed the motion to not mention</p>

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	<p>other religious extremism and believe put fear into Jewish students and those who come from Israel. Need to put safety and security of Jewish students first.</p> <p>Student spoke for the motion and expressed that Palestine cannot speak for themselves and do not have rights. They made a comparison to when students tried to push for a boycott of the apartheid and can grow international pressure on Israel to stop them blocking Gaza. University funds are spent on companies that directly fund this.</p> <p>Student spoke against the motion and provided the perspective that it was offensive that Jewish students were only consulted a day ago. There have been motions about Israel at previous Senates but none about Myanmar etc. We can't focus on politics of one country and need to focus on student safety and welfare.</p> <p>Student spoke for the motion and explained that criticisms of the Israeli Government are not anti-Semitic, suggested a more rounded approach would have been more suitable, as the motion does not mention LGBT+ etc.</p> <p>Procedural motion raised to go to a vote.</p> <p><i>Procedural motion passed.</i></p> <p>AA summated for the motion.</p> <p><i>Motion fell (124 for, 143 against, 218 abstentions)</i></p>
9.	<p>Notice of Elections</p> <p>NF explained that nominations for Spring Elections open Friday 23rd November at 12:00.</p>
10.	<p>Any Other Business</p> <p>There was none.</p>

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ITEM THREE

Students' Union President, Jackie Yip, will present the key messages from the report significant developments, achievements and changes within the organisation for the 2018-19 academic year.

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ITEM FOUR

Financial Report

The Trustees present their annual report together with the audited financial statements of the group and the Union for the year 1 August 2018 to 31 July 2019. The Trustees confirm that the Annual Report and financial statements of the Union comply with the current statutory requirements, the requirements of the Union's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

Objectives and Activities

The objects of the charity are the advancement of education of students at Cardiff University for the public benefit by:

- Promoting the interests and welfare of students at Cardiff University during their course of study and representing, supporting and advising students;
- Being the recognised representative channel between students and Cardiff University and any other external bodies; and
- Providing social, cultural, sporting and recreational activities and forums for discussions and debate for the personal development of its students.

In shaping the Union's objectives for the year and planning its activities, the Trustees have considered the Charity Commission's general and relevant supplementary guidance on public benefit. In pursuit of these aims for the public benefit, the Union has established departments and services for use by its members and works with the University and other organisations on behalf of Cardiff University students.

The Union sets its long-term priorities in line with its strategic plan, reviewed periodically and informed by research undertaken with Cardiff University students. The Trustees consider the strategic plan when setting the Union's annual objectives, articulated in a balanced scorecard and pursued by Trustees and Union staff. In May 2018 the Union launched its current strategic plan covering 2018 to 2021, entitled 'The Heart of the Cardiff Student Experience' and it can be viewed at: <https://www.cardiffstudents.com/about-cusu/plans>.

Financial review

The Charity Group's total income amounted to £9,934,887 (2018: £9,573,491) with total expenditure of £9,931,722 (2018: £9,311,448) in the year. Overall this resulted in a net income of £3,165 (2018: £262,043). This includes restricted grant income of £16,781 and expenditure of £13,862.

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At 31 July 2019 the Union Group's free reserves (i.e. unrestricted funds not represented by fixed assets) amounted to £1,008,172 (2018: £740,566) and the Trustees are satisfied that the Union has a sound financial base from which to pursue its objectives and activities. In addition, a further £24,715 (2018: £21,796) was held in restricted funds.

The Union's trading subsidiary, CUSL, continued to grow its income in 2019 with turnover of £4,516,928 (2018: £4,500,911) despite a challenging environment. Overall the trading company made an operating deficit of £-1,256,541 (2018: £323,781), following a significant reduction in grant income. The reduction corrects overpayments made since the Union's companies were consolidated in 2015. During the year the Company's pension liability fell to £4,297,886 (2018: £4,407,704) after deficit contribution payments and unwinding of the discount. The deficit arises from the Company's future obligations towards the Students' Union Superannuation Scheme (SUSS) pension scheme, which was closed to future accrual in 2011. The Trustees and Directors are satisfied that it has the funds to meet the obligations to the fund as they fall due over the life of the scheduled deficit recovery plan up to 2033.

Reserves policy

The Trustees annually review the Union's reserves position and set targets for reserves levels in accordance with future needs, should funding not be available from the principle funding sources. The Union's reserves policy states that the Union will budget to achieve surpluses annually from its consolidated activities to build unrestricted free reserves to £1.3M by 2023. Free reserves are defined as 'unrestricted funds not represented by fixed assets'.

The Charity's total funds in free reserve is £1,421,355 (2018: £175,683) and £1,008,172 (2018: £740,566) when consolidated.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Union has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

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CARDIFF UNIVERSITY STUDENTS' UNION (A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 JULY 2019

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Income from:					
Donations and legacies	2	2,925,000	16,781	2,941,781	2,956,583
Charitable activities	4	2,468,637	-	2,468,637	2,115,210
Other trading activities		4,516,928	-	4,516,928	4,500,911
Investments	3	7,541	-	7,541	787
Total income		9,918,106	16,781	9,934,887	9,573,491
Expenditure on:					
Raising funds		6,160,460	-	6,160,460	6,064,629
Charitable activities	5	3,757,400	13,862	3,771,262	3,246,819
Total expenditure		9,917,860	13,862	9,931,722	9,311,448
Net income before other recognised gains and losses		246	2,919	3,165	262,043
Net movement in funds		246	2,919	3,165	262,043
Reconciliation of funds:					
Total funds brought forward		8,759,739	21,796	8,781,535	8,519,492
Total funds carried forward		8,759,985	24,715	8,784,700	8,781,535

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CARDIFF UNIVERSITY STUDENTS' UNION

Registered number: 07328777

(A Company Limited by Guarantee)

CONSOLIDATED BALANCE SHEET

AS AT 31 JULY 2019

	Note	£	2019 £	£	2018 £
Fixed assets					
Tangible assets	11		12,049,699		12,426,877
Investments	12		73,563		73,563
			<u>12,123,262</u>		<u>12,500,440</u>
Current assets					
Stocks	13	70,786		39,936	
Debtors	14	825,778		539,582	
Cash at bank and in hand		1,655,788		1,174,851	
		<u>2,552,352</u>		<u>1,754,369</u>	
Creditors: amounts falling due within one year	15	(1,593,028)		(1,065,570)	
Net current assets			959,324		688,799
Total assets less current liabilities			<u>13,082,586</u>		<u>13,189,239</u>
Provisions for Liabilities	16	(4,297,886)		(4,407,704)	
Net assets			<u>8,784,700</u>		<u>8,781,535</u>
Charity Funds					
Restricted funds	17		24,715		21,796
Unrestricted funds	17		8,759,985		8,759,739
Total funds			<u>8,784,700</u>		<u>8,781,535</u>

Full accounts are available: <https://www.cardiffstudents.com/about-cusu/governance/financial-statements/>

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ITEM FIVE

Affiliations

NUS Affiliation Fee / Undeb Myfyrwyr
Cenedlaethol £ 49,737

BUCS Affiliation Fee / Chwaraeon
Prifysgolion a Cholegau Prydain £ 17,077

- Many of our registered sports clubs and societies affiliate to various sporting and cultural national governing bodies.
- Mae llawer o'n clybiau chwaraeon a'n cymdeithasau cofrestredig yn gysylltiedig ag amrywiaeth o gyrrff llywodraethu chwaraeon a diwylliannol cenedlaethol.

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ITEM SEVEN

Students' Union Submitted Items

i. Review of the Memorandum and Articles of Association

Introduction

The Union's Memorandum and Articles is a document which forms the Union's constitution, defines the responsibilities of the Board of Trustees, the type of business the Union may undertake and the means by which the Board of Trustees is held accountable by the Students.

Context of Review and Process

The Articles require that the Memorandum and Articles are reviewed every five years, and a review is now due. The document is considered fit for purpose, but a series of administrative amendments is proposed, with a view to clarifying ambiguity, removing duplication, and updating terminology. The process for the approval to the Memorandum and Articles is set out in Article 9 and can be summarised as follows:

- Proposed amendments to be agreed by the Board of Trustees
- Proposed amendments to be circulated to all Student members – this agenda item constitutes this circulation
- Revisions to the proposals may be submitted via petition or a majority of the Student Senate
- Proposed amendments (or revised proposal) to be agreed at a Students Members Meeting or by referendum
- Amendments to be agreed by special resolution of the Board of Trustees
- Amendments to be agreed by University Council

Recommendation

- To approve the proposed amendments to the Memorandum and Articles as set out in the Appendix to this report, for onward submission for approval as outlined above.
- That in relation to the Byelaws and Appendices to Byelaws, to authorise the Student Senate to consider the implications of any of the above amendments, and to make such concomitant revisions as it sees fit.
- To authorise the Chief Executive to make such other drafting amendments necessitated by the above changes to ensure grammatical and referencing accuracy.

Jackie Yip

President

Daniel Palmer

Chief Executive

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Number	Provision	Existing wording with proposed edit shown. Strike through shows deletion, bold text shows addition.	Proposed new wording	Rationale
23.6	Sabbatical Trustees – contract of employment	23.6 At the same time as commencing the term of office as a Sabbatical Trustee, the Sabbatical Trustee will enter into a contract of employment with Cardiff University Students' Union or Cardiff Union Services Limited for a term to be determined by the Bye-Laws.	23.6 At the same time as commencing the term of office as a Sabbatical Trustee, the Sabbatical Trustee will enter into a contract of employment with Cardiff University Students' Union for a term to be determined by the Bye-Laws.	The proposed amendment would reflect arrangements in practice
30.1/ 30.2	Filling a Sabbatical Trustee vacancy	<p>30.1 If a Sabbatical Trustee resigns, is disqualified or is removed from office at any time prior to or after the commencement of the Academic Year, the vacancy that results on the Board of Trustees shall be filled in accordance with the Bye-Laws.</p> <p>30.2 If a Sabbatical Trustee resigns, is disqualified or is removed from office after the commencement of the Academic Year, the vacancy shall be filled in accordance with the Bye-Laws. Any person elected under this Article may be required to assume the responsibilities of the Sabbatical Trustee.</p>	30.1 If a Sabbatical Trustee resigns, is disqualified or is removed from office prior to or after the commencement of the Academic Year, the vacancy that results on the Board of Trustees shall be filled in accordance with the Bye-Laws. Any person elected under this Article may be required to assume the responsibilities of the Sabbatical Trustee	Merger of existing provisions; no substantive change of effect.

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<p>33.2</p>	<p>Establishing Committees of the Board of Trustees</p>	<p>33.2 The Trustees shall establish</p> <ul style="list-style-type: none"> • a Leadership Team as further described in Article 35 • A Committee with specific responsibility for and oversight of the Union's financial performance and sustainability; • Such other Committees and/or Sub-Committees as it requires in order to discharges its functions and responsibilities, in accordance with Articles 32 and 33.1. <p>the following committees (which is a non-exhaustive list)</p> <p>33.2.1 Leadership Team (as further described in Article 35);</p> <p>33.2.2 Appointments and Remuneration Committee;</p> <p>33.2.3 Finance and Audit Committee; and</p> <p>33.2.4 Health, Safety and Maintenance Committee.</p>	<p>33.2 The Trustees shall establish:-</p> <ul style="list-style-type: none"> • A Leadership Team as further described in Article 35; • A Committee with specific responsibility for and oversight of the Union's financial performance and sustainability; • Such other Committees and/or Sub-Committees as it requires in order to discharges its functions and responsibilities, in accordance with Articles 32 and 33.1. <p>(If approved, this would also mean the deletion of 59.1.24, 59.1.27 and 59.1.36 which define the prescribed Committees. It is therefore proposed to add a paragraph in 59.1 giving a generic definition of a Committee.)</p>	<p>The removal of a prescribed number and remit of Committees will enable the Board of Trustees to determine which Committee structure best serves the efficient discharge of its responsibilities, without having to seek a further amendment to the Articles. The prescription of the Leadership Team and a Finance Committee respectively is retained.</p>
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53.3	Publication of Minutes	<p>53.3 The minutes of the meetings referred to in Article 53.1 above shall normally be considered open and shall be available to the Student Members on the Union's website, except where those minutes relate to any reserved or confidential matters, including without limitation staff-related or disciplinary matters.</p> <p>Where the minutes contain confidential information, a summary of decisions taken, which does not include said information, shall be available to the Student Members on the Union's website.</p> <p>Copies of the minutes shall also be kept in the Union's offices.</p>	<p>53.3 The minutes of the meetings referred to in Article 53.1 above shall normally be considered open, except where those minutes relate to any reserved or confidential matters, including without limitation staff-related or disciplinary matters.</p> <p>Where the minutes contain confidential information, a summary of decisions taken, which does not include said information, shall be available to the Student Members on the Union's website.</p> <p>Copies of the minutes shall also be kept in the Union's offices.</p>	<p>As the nature of the Union's business has evolved, it is rare that minutes of Board and Committee meetings do not contain information that should not be published for reasons of commercial confidentiality and/or to avoid the disclosure of personal information.</p> <p>The proposed amendment retains the presumption of openness and the provisions allowing for the protection of commercial and personal confidentiality, but also ensures the publication of decisions taken.</p>
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59.2	Interpretation – use of gendered terms	<p>59.2 Words importing the singular shall include the plural and vice versa. and words importing the masculine shall include the feminine and vice versa.</p> <p>The words “they”, “them”, “their”, “theirs”, and “themselves”, where used to describe an individual, shall be taken to refer to that individual, irrespective of that individual’s gender identity.</p>	<p>59.2 Words importing the singular shall include the plural and vice versa. The words “they”, “them”, “their”, “theirs”, and “themselves”, where used to describe an individual, shall be taken to refer to that individual, irrespective of that individual’s gender identity.</p>	<p>The Union is taking active steps to use inclusive, non-gendered language and the proposed amendment will bring the Articles in line with that activity.</p>
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i) Sabbatical Officer Review

Option A – Removing VP Postgraduate

Removing the post of VP Postgraduate and the creation of the VP Welsh Language & Community (all other existing roles would remain unchanged). Some duties of the VP Postgraduate would be moved to VP Education with the support from a Campaign Officer position for Postgraduate Students. The full team would be consist of:

- Students' Union President
- Vice President Welsh Language & Community
- Vice President Societies & Volunteering
- Vice President Sports & Athletic Union President
- Vice President Welfare & Campaigns
- Vice President Education
- Vice President Heath Park

Option B – Merging VP Education and VP Welfare & Campaigns

Merging the roles of Education & Welfare to have posts based on mode of study and location as well as the creation of the VP Welsh Language & Community. The full team would consist of:

- Students' Union President
- Vice President Welsh Language & Community
- Vice President Sports & Athletic Union President
- Vice President Societies & Volunteering
- Vice President Education & Welfare - Undergraduate Students
- Vice President Education & Welfare - Heath Park Campus
- Vice President Education & Welfare - Postgraduate Students

Option C – Stay the same with a Review

The current officer team posts would remain the same, however there would be a year-long review of how Welsh Language can be embedded across the union's activities. The full team would consist of:

- Students' Union President
- Vice President Societies & Volunteering
- Vice President Sport & Athletic Union President
- Vice President Heath Park
- Vice President Postgraduate Students
- Vice President Education
- Vice President Welfare & Campaigns

Reviewing the positions in place and the decision-making mechanisms the students' union to review how representation of Welsh speakers and learners can be implemented. It would be a year-long review that focuses on engaging Welsh speakers and learners and understanding their needs through active consultation.

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ITEM EIGHT

A) Lapsing motions

The following motions passed at AGM have expired since the last AGM. These are presented for information only. All motions were passed 24th November 2016

Mental Health Campaign Officer – Please note: this officer will still exist after the policy lapses
Challenge don't censor

Being a Zero Tolerance Union
Periods in Poverty

Please see this section of the website for all policies - <https://www.cardiffstudents.com/your-voice/policy/>

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B) Submitted Motions

MOTION ONE

Make Cardiff University Students' Union a Living Wage Employer

AGM Notes:

1. Cardiff University is among a small group of universities in the UK who pay their workers the Real Living Wage. (1)
2. However, Cardiff Students' Union is not a Living Wage employer.
3. That financial stress is one of the main causes of mental health issues with young people, so paying its workers a fair Wage, it will build on its already fantastic student support services in combatting mental health issues with students and young people.
4. That Cardiff University and Cardiff Students' Union are widely seen by students as part of the same institution, especially with the construction of the Centre of Student Life.
5. Cardiff Students' Union continues to go from strength to strength with its popularity, continually making substantial profits after its acclaimed club nights.
6. According to the NUS 'Pound in Pocket' survey, Disabled Students were more likely to report that they felt a 'lack of control' of their financial situation in University. The implementation of the Real Living Wage would go a significant way to help remedy this. (2)
7. It is within the interests of Cardiff Students' Union to abide by the official policy of the National Union of Students (NUS) as well as Trade Union's across the UK.
8. Paying the Real Living Wage was voted for by Student senate in 2013, but this decision was never respected and upheld by the Union.

AGM Believes:

1. It's common sense for the SU to employ the Living Wage, because this will enable a decrease in financial stress with its employees in turn, helping to combat the continual rise of mental health issues in younger generations.
2. The cost of Living in Cardiff is slowly on the rise, by paying their workers with the Living Wage the SU will show that it takes the cost of Living for students seriously.
3. By paying SU workers the Living Wage, they will become more productive, meaning the SU will be a happier workplace and boosting Student satisfaction ratings and the Mental Health of the staff of our beloved Student pub and Nights out.
4. A Living Wage Students' Union will be a huge attraction for prospective students who are looking to get a job while studying at the university.
5. It only makes sense for the SU and the university to employ a common Living Wage policy, as they are widely seen by students as the same institution.
6. Paying a Real Living Wage respects the incredibly hard work partaken by Student staff and contractors here at the Students' Union, also aiding their Mental Health by reducing financial strain on their lives.
7. By Affiliating with a Trade Union like the GMB, Students' Union workers will continue without threat from the SU to be paid the Real Living Wage.

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AGM Further Believes:

1. That Living Wage accreditation is actually beneficial to business. The Living Wage foundation has found that 93% of Living Wage employers say they have benefitted from adopting a Living Wage with 86% saying it improved their business reputation. (3)
2. Coinciding Cardiff University winning Welsh University of the Year 2018 (4), its reputation is clearly astounding, and by improving the reputation of the Students' Union too, student satisfaction rates with Cardiff will only increase, leading to improved league table finishes.
3. The already excellent reputation of the Students' Union is built upon the hard work and excellent service of its employees, now it is time, for us as regular beneficiaries of its services, to give back to its employees with a fair Wage.

AGM Resolves:

1. That Cardiff Students' Union applies to the Living Wage Foundation for Living Wage accreditation as soon as the necessary steps are taken.
2. That all current and newly employed staff at Cardiff University Students' Union are given a Living Wage of at least £9.30 per hour within the next three academic years in accordance with the Living Wage Campaign. (5)
3. To ensure that there are no cuts to Mental Health services as a result of the implementation of the Real Living Wage.
4. That Cardiff University Students' Union immediately start planning to employ all on site contractors with the Living Wage within the next three academic years.

Proposed by: Leo Holmes

Seconded by: Elinor Cheason.

References:

(1)

<https://www.cardiff.ac.uk/news/view/69124-a-Living-Wage-employer>

(2)

www.nus.org.uk

(3)

<https://www.LivingWage.org.uk/good-for-business>

(4)

<https://www.cardiff.ac.uk/news/view/937922-welsh-university-of-the-year-2018>

(5)

<https://www.livingwage.org.uk/>

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MOTION TWO

A commitment to tackling institutional racism at Cardiff

AGM Notes

1. In early 2019, The Equality and Human Rights Commission (ECHR) launched an inquiry into racial harassment in publicly funded universities in Britain.
2. The inquiry was set up to understand students' experiences of racial harassment and the effect they might have on their education, career and wellbeing. Cardiff University Students' Union supported this inquiry and shared the student survey they conducted with students.
3. In October 2019, they released the findings to the inquiry they conducted around racism in higher education.
4. The report findings show that racial harassment is a common experience for a wide range of students and staff at Universities.
5. Around a quarter of students from an ethnic minority background (24%) said they experienced racial harassment since starting their course. (REFERENCE 1) With 1 in 20 students reporting to have left their studies due to racial harassment. (REFERENCE 2)
6. Over half of the staff who responded described incidents of being ignored or excluded because of their race. With 3 in 20 staff saying racial harassment caused them to leave their jobs. (REFERNECE 3)
7. Two-thirds of students who said they had experienced racial harassment did not report it to their university due to a lack of confidence in the process, being unsure how to report. Some thought they didn't know if it was serious enough and others reported having difficulty proving what occurred. (REFERENCE 4)

AGM Believes

1. There is no place for racism in society. Universities should be leading the way in tackling behaviours and changing cultures to ensure all students are able to study without fear of harassment.
2. The Union and University should act in response to this inquiry to address the statistics outlined in the report.

AGM Resolves

1. The University to publicly acknowledge its duty to act on these findings and commit to finding solutions.
2. To call on the University to release a public statement to the ECHR report, outlining what response is being taken and a commitment to timescales for implementing recommendations.
3. The Students' Union to work with the University to find solutions and implement changes at Cardiff, ensuring student voices are heard in developing the next steps.
4. The Students' Union to work with the National Union of Students Wales to lobby Higher Education Funding Council Wales (HEFCW) to ensure the recommendation from this report is acted upon and clear expectations are set on Universities from the funding body.

Proposed by: Jackie Yip, Students' Union President

Seconded by: Cindy Ikie, Black and Ethnic Minority Students' Officer

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References:

- (1) <https://www.equalityhumanrights.com/sites/default/files/tackling-racial-harassment-universities-challenged-executive-summary.pdf>. Pg. 2
- (2) <https://www.equalityhumanrights.com/sites/default/files/tackling-racial-harassment-universities-challenged-executive-summary.pdf>. Pg. 4
- (3) Ibid.
- (4) <https://www.equalityhumanrights.com/sites/default/files/tackling-racial-harassment-universities-challenged-executive-summary.pdf>. Pg. 5

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MOTION THREE

UCU Strike Action

AGM Notes

1. The UK Higher Education sector is facing a crisis of poor employment conditions
2. Following a nationwide democratic ballot, The University and College Union (UCU) are engaging in strike action over two separate legal disputes; one on pensions and one on pay and working conditions.
3. Cardiff University staff who are members of UCU voted overwhelmingly in favour of strike action. Strike action will take place over 8 days between 25th November and 4th December and UCU members will also begin Action Short of Strike, which involves strictly working to contract, not covering for absent colleagues, and refusing to reschedule lectures lost during the strike action.
4. UCU Strike action revolves around both pensions and 'Four Fights':
 - i. Precarity - Universities rely on a significant number of staff, many postgrads, on precarious or casual contracts which do not provide secure or sustainable working conditions.
 - ii. Inequality - Inequality: Cardiff University's gender pay gap in 2018 was 21.6%, UCU are demanding concrete action to close gender and ethnicity pay gaps.
 - iii. Workloads - University staff are routinely relied upon to work unpaid overtime – 52% of respondents to the Cardiff University's annual Staff Survey said they could meet the requirements of their job without 'regularly working unreasonable hours'.
 - iv. Pay - UCU have calculated that the below inflation pay rises since 2009 have meant university staff pay has received a 20% real-terms cut, and are asking for pay increases to keep up with the Retail Price Index (RPI) with an additional 3% or £3,349 (whichever is higher) increase this year to catch up.
5. Strike action also took place in 2018 in a dispute over the USS pension scheme in which staff pensions were going to be cut by over half¹. For example, a £20,000 pension of a 40-year-old academic, with 15 years' experience teaching would be cut to just £9,000
6. The National Union of Students backed strike action in 2018², and are standing 'shoulder to shoulder' with staff in the current disputes³, but in 2018 Cardiff Student's Union were unable to take a stance within the required timeframe, which alienated many staff and students.

¹<http://www.cardiffucu.org.uk/2019/11/07/ucu-strike-2019-summary-of-key-issues/>

² <https://www.nusconnect.org.uk/articles/uss-pensions-dispute-joint-ucu-nus-statement>

³ <https://www.ucu.org.uk/article/10324/NUS-stands-shoulder-to-shoulder-with-UCU-in-fight-for-fair-pay-and-pensions>

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7. The UCU anti-casualisation working group has been set up by concerned University staff and postgraduate students, aiming to provide support for precarious staff and resistance to casualised, unfair and declining working conditions. They have been working for four years to secure employee status for postgraduate teachers.

AGM Believes

1. The Student's Union should support the UCU Strike action
2. This strike action is not just about pensions, but about protecting the work culture within our University. It is about taking a stand against pay inequality, precarious work, inequality and excessive workloads which affect our lecturers, our education and many postgraduate students who teach
3. Further, members of UCU have supported students over the years and helped with campaigns such as resisting tuition fee increases and scrapping maintenance grants. This is part of the wider issue of the marketisation of education and creating increased competition within universities. The issues raised by the UCU are another consequence of this marketisation which adversely affect our students, our staff, and the wider community
4. "Staff working conditions are student's learning conditions"⁴, our student experience is being affected by the employment issues facing our teachers and members of professional services staff at Cardiff university.
5. During last year's pension strike, 6,785 Cardiff University students signed a student-organised petition stating, "we stand by our lecturers and feel their demands are justified" and demanded financial compensation for teaching hours lost and for extenuating circumstances to be awarded to students. A YouGov poll showed that nationally, 66% of students supported the strike, 2% blamed staff for the disruption, and 50% blamed universities.⁵
6. It is widely noted the affects working conditions are having on the mental health of both staff⁶ and students⁷. This has been felt particularly sharply within Cardiff, following the incredibly tragic suicide of a member of staff in the business school, whose widow says was directly related to workload⁸. It is of paramount importance we consider the underlying causes of mental ill health within our university community, and unreasonable workloads affects us all.
7. The Student's Union has a duty to support issues faced by postgraduate students who teach such as workload pressure, precarious contracts and a lack of employment rights

⁴ <http://www.cardiffucu.org.uk/2019/11/07/ucu-strike-2019-summary-of-key-issues/>

⁵ <https://www.change.org/p/colin-riordan-cardiff-university-vice-chancellor-president-ucu-strike-action-cardiff-university-student-response>

⁶ <https://www.bbc.co.uk/news/education-48353331?fbclid=IwAR1tonD00CghPR5gWyeWobi2BnrIQ8DqfAy7Upl69fTOceZ9U0XFRRc0MS0>

⁷ <https://www.thegryphon.co.uk/2019/05/03/academic-staff-the-forgotten-victims-of-the-university-mental-health-crisis/>

⁸ https://www.bbc.co.uk/news/uk-wales-47296631?fbclid=IwAR3ponP8j_nfLVYdavo-ToxAeWedYVunZZiMe-tV2tjmr_4dRI8Zaval3Ew

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AGM further believes

1. If the UCU have support from the SU, this places greater pressure on the University and Universities UK and UCEA (Universities & Colleges Employers Association) who represent employers to come to an agreement with UCU, strengthening the bargaining hand of UCU, and thereby bringing a quicker resolution to the industrial action.

AGM Resolves

1. To mandate elected officers to stand in solidarity with UCU and publish a public statement of support for 2018/19 action, before the 25th November
2. To mandate the elected officers to work with UCU and encourage the university to meet the demands of the union regarding the Four Fights and pensions
3. To mandate the elected officers to give UCU a communication platform with students online and offline to raise awareness about the UCU strike and demands
4. The Students' Union should work with UCU to facilitate and promote 'Teach Out' sessions for students during the strike period
5. The Students' Union should lobby the University for fee reimbursements for any lost contact hours.
6. The Vice President Postgraduate Students will encourage PGR students who teach, that want to support the strike, to join UCU and apply to the UCU Strike fund – a fund that subsidises lost income for those that strike.
7. The Vice President Postgraduate will encourage students to support and engage with staff at rallies and on the picket lines

Proposed by Hebe Fletcher

Seconded by Joe Healy

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MOTION FOUR

Radical Environmental Policy

AGM Notes:

1. The UN's Intergovernmental Panel on Climate Change (IPCC) has warned that by 2030 global greenhouse gas emissions need to have declined by at least 45% in order to remain at safe levels of global heating. The wealthiest countries must lead the way by decarbonising faster and global emissions must start decreasing from 2020 onwards for this emissions pathway to be followed.
2. The world is currently in the midst of a Sixth Mass Extinction event, which has been caused primarily by manmade activity such as habitat destruction, pollution and fossil fuel emissions.
3. There is little campaigning on campus which highlights the level of urgency established by the above statements. This is despite the fact that the climate and ecological crises impact all UK and international students, especially students from marginalised groups and the Global South.
4. The UK Government, Welsh Government and Cardiff University Students' Union have all declared a climate emergency, although none of these institutions have unveiled any major action they will be taking within the next 12 months to tackle this.
5. Cardiff University has not yet declared a climate emergency but is developing a new environmental policy. It is uncertain whether this new policy will involve any major action for the next 12 months.
6. There is currently very little representation of Cardiff University students in the environmental decision-making processes of the Students' Union and University. The last Students' Union climate emergency meeting was attended by a maximum of just two student representatives chosen at Board Level.

AGM Believes:

1. That Cardiff University Students' Union and Cardiff University have a duty to actively inform students about these crises.
2. That Cardiff University Students' Union and Cardiff University have a duty to lead the way in creating a carbon free and ecologically sustainable campus for students to experience.
3. That Cardiff University Students' Union, as a union, and Cardiff University, as an academic institution, have a duty to demand radical action from government in order to protect all on this campus from the climate and ecological crises.
4. Both organisations would represent students better on these issues if more students were involved in their environmental decision-making processes.

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AGM Resolves:

1. That Cardiff University Students' Union must create and begin distributing a 'Tell the Truth' campaign about the climate and ecological crises on campus by the end of the next academic term. This must be actioned by at least the VP Welfare, VP Education and Ethical and Environmental Officer, and be done in collaboration with interested campaigning groups and environmental groups such as Extinction Rebellion Cardiff Students.
2. That the Students' Union, through those elected officers and collaborative groups, must lobby the University to communicate the truth about these crises to students by the end of the next academic term.
3. That the Students' Union must commit to both halting any biodiversity loss in its actions and a carbon net zero target of 2025. These commitments must be added to the Students' Union's environmental policy immediately.
4. That the Students' Union must lobby the University to commit immediately, in its environmental policy, to halting any biodiversity loss in its actions and to a carbon net zero target of 2025.
5. These environmental policy targets for biodiversity and carbon emissions must be achieved through the decisions of a Students' Assembly for Climate and Ecological Justice. This must be established and approved by both the Students' Union and University within this academic year so that its remit covers the whole of campus as soon as possible.
6. The Students' Assembly should work like a Citizens' Assembly and be composed of a random sample of up to 500 students. The sample should be representative of the student body in terms of University school, gender identity, ethnicity, disability, sexual orientation, financial status, having the correct proportion of undergraduate to postgraduate students, and having the correct proportion of national to international students.
7. It is understandable that the Students' Union and Cardiff University are only two organisations and that external political, social, economic and technological factors will restrain their ability to implement some policies set by any Students' Assembly. Under circumstances where either organisation can't implement the Students' Assembly's policies, they must become active in demanding that government makes systemic changes which will enable them to do so.

Proposed by: Matt Tomlin

Seconded by: Jordan Leeming

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MOTION FIVE

Adopt an official pro-choice stance

AGM Notes

1. Cardiff University Students' Union does not currently have a stance on abortion rights and bodily autonomy.
2. There has been misinformation about the medical procedure of abortion spread by Students' Union affiliated societies as well as in the general media.
3. There has been misinformation spread about the effect of carrying an unwanted pregnancy to term by Students' Union affiliated societies as well as in the general media.
4. There is a substantial amount of evidence showing the detrimental effects of carrying an unwanted pregnancy.
5. The Students' Union has prominent awareness of other health related issues like mental health, wellbeing and sexual health and yet only one webpage on "Pregnancy Support".
6. Currently the "Pregnancy Support" webpage is not conducive to equality as it is insensitive to pregnant people considering abortions by referring to a 13-week foetus as a "baby" which is medically inaccurate and further stigmatises termination of a pregnancy.
7. There is not any easily accessible information on the Students' Union website on reproductive health in the context of pregnancy, miscarriages and abortions – currently there is sign posting to "a healthcare professional".
8. The 'Cardiff University Strategic Equality Plan, 2016-2020', published in 2016, states that Objective 2 (page 12) is "To attract and retain the brightest students from a diversity of backgrounds by providing an inclusive and supportive learning and teaching environment".
9. "Pregnancy & Maternity" are protected characteristics under the 2010 Equality Act.
10. Bodily autonomy and access to safe and legal abortions are a human right under the UN.

AGM Believes

1. In these politically charged times when anti-choice groups have pushed legislation around the world to ban all abortions, even in cases of rape and incest, it is critical the Students' Union takes an egalitarian pro-choice stance in line with its ethos of equality.
2. It is time to officially recognise that the right to keep or terminate a pregnancy is a fundamental human right and that recognising this is no more against free speech than recognising equality between ethnicities despite many advocating against it – it does not go against free speech to take the stance of equality.
3. There should be more accessible information through the Students' Union about pregnancy and abortion that is up-to-date, unbiased, medically accurate and academically referenced.
4. Any misinformation spread about reproductive health or any activities conducted against the Students' Union's policies by Students' Union affiliated societies should be investigated and steps taken so this does not occur again.
5. A pro-choice stance ensures the mental health and wellbeing of any people who are pregnant, have the potential to get pregnant or have the potential to impregnate someone else regardless of whether they would personally keep or terminate the pregnancy as this stance is supporting the pregnant person's right to choose.

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6. Keeping in mind Objective 2 of the 'Cardiff University Strategic Equality Plan, 2016-2020,' it needs to be considered that many students require a pro-choice environment for education to be accessible and inclusive. Many students have had or will have had an abortion to achieve their goals to reach and complete studies here at Cardiff University. Some may have considered it, decided to carry the pregnancy to term and thrived in our university. Either way these choices are deeply personal thus officially supporting students' rights to reproductive choices provides a much more inclusive environment.
7. As "Pregnancy" is a protected characteristic (under the 2010 Equality Act), pregnant people should not be robbed of the bodily autonomy afforded to everyone else as that is discriminatory thus the Students' Union's stance should reflect this.
8. Pregnancy and abortion most often affect women, and not acting to protect people from pregnancy and abortion-related discrimination is misogynistic. Any kind of sexism would contradict the Students' Union's core values of inclusion and equality as stated in the CUSU "Our Strategy 2018-2021" document.
9. When trans men and AFAB* non-binary people experience issues pertaining to pregnancy and abortion, this can be an especially vulnerable time, and so not protecting them is not in line with the Students' Union's policies and beliefs regarding trans inclusion. Trans inclusion is of importance to Cardiff University as stated in the Cardiff University Trans Policy (published in 2018).

[*Assigned female at birth]

AGM Resolves

1. Cardiff University Students' Union will publicly announce their stance as pro-choice and clearly state on the CUSU "Pregnancy Support" webpage and any other applicable webpages such as in the "Policy" webpage.
2. Changing the pregnancy and abortion related terminology throughout the Students' Union to make it unbiased and medically accurate. For example, on the CUSU "Pregnancy Support" webpage referring to a "foetus" at 13-weeks, instead of a "baby".
3. Addition of links to unbiased, medically accurate, academically referenced and up-to-date information regarding pregnancy and abortion on the CUSU website.
4. Up-to-date information on pregnancy, abortion and where to seek medical help on the back of the SU toilet stall doors to ensure students in abusive relationships can also access the information.
5. The VP of Welfare and Campaigns will be responsible for ensuring that the Students' Union campaigns and strategies support the pro-choice stance to provide an equal, safe and inclusive environment for students.
6. The VP of Welfare and Campaigns, in collaboration with the Mental Health, Women's and LGBT+ officers, will create a pro-choice awareness campaign that highlights the importance of access to safe and legal abortion using statistically and/or medically backed information.
7. The VP of Societies and Volunteering will be responsible for ensuring that Students' Union affiliated societies do not spread misinformation about abortion and pregnancy nor participate in activities against SU policy.
8. The Students' Union and Cardiff University should work together to ensure that students understand their rights to bodily autonomy and abortion.

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Proposed by: Isadora Sinha

Seconded by: Emily Millward

Resources

1. Cardiff University Students' Union (2018). "Our Strategy 2018-2021 by Cardiff Students" - Issuu. [ONLINE] Available at: https://issuu.com/cardiffstudents/docs/strategic_plan_-_a3_lowres. [Accessed 09 November 2019].
2. Cardiff University Students' Unions' Pregnancy Support webpage: <https://www.cardiffstudents.com/advice/health-and-wellbeing/pregnancy/> [Accessed 9 Nov. 2019].
3. Cardiff University. 2019. Cardiff University Trans Policy. [ONLINE] Available at: https://www.cardiff.ac.uk/__data/assets/pdf_file/0004/966532/trans-policy-2018-en.pdf. [Accessed 9 November 2019].
4. Embryo-ethics, Barts and The London School of Medicine and Dentistry (2019). "English law – foetus". [online] Available at: <https://embryo-ethics.smd.qmul.ac.uk/tutorials/embryo-and-the-law/english-law-foetus/> [Accessed 9 Nov. 2019].
5. Equality Act 2010 - UK Public General Acts, 2010 c. 15, Part 2, Chapter 1, Section 4. <http://www.legislation.gov.uk/ukpga/2010/15/section/4> [Accessed 9 Nov. 2019].
6. Herd, P., Higgins, J., Sicinski, K. and Merkurieva, I. (2016). The Implications of Unintended Pregnancies for Mental Health in Later Life. [online] NCBI. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4815713/> [Accessed 9 Nov. 2019].
7. Klossner, N. Jayne, Introductory Maternity Nursing (2005). "The fetal stage is from the beginning of the 9th week after fertilization and continues until birth".
8. Morgan, C. and Preece, A. (2016). "Cardiff University Strategic Equality Plan 2016 – 2020".
9. The UN Human Rights Committee's General Comment 36 on the Right to Life and the Right to Abortion. <http://opiniojuris.org/2019/03/06/the-un-human-rights-committees-general-comment-36-on-the-right-to-life-and-the-right-to-abortion/> [Accessed 9 Nov. 2019].

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ITEM TEN

(Monday 2 December) the students' union will open nominations for the Spring Elections. All sabbatical officer and campaign officer roles for 2020/2021 will be filled in these elections. If you'd like more information have a look at cardiffstudents.com/elections or email elections@cardiff.ac.uk