



ANNUAL GENERAL MEETING

Cardiff University Students' Union

Thursday 24th November 2022 - 18:00

The Great Hall

Agenda

1. Welcome

Past 2. Minutes from AGM November 2022 (P2)

3. Annual Report 21/22 (P14)

4. Financial Report 21/22 (P15)

Present 5. Affiliations (P19)

6. Open Questions to the Trustees

Future 7. Tabled Motions (P20)

A) Lapsing Policy

B) Submitted Motions

i) Adoption of an Official Pro-Choice Stance (P21)

ii) Climate action and accountability: Making Net-Zero a Reality (P25)

iii) UCU Industrial Action (P28)

iv) Cardiff Students' Union Stance on the FIFA 2022 World Cup (P33)

v) Cops Off Campus (P34)

vi) Fossil Free Careers (P41)

vii) Full-Time Minorities Officer Cardiff University (P44)

8. Notice of Elections

9. Any Other Business



ITEM TWO

ANNUAL GENERAL MEETING 2020/21

Minutes

Cardiff University Students' Union

Thursday 25th November 2021, 18:00

Venue: Great Hall, Cardiff Students' Union

A full recording of the meeting can be found at: <https://www.facebook.com/cardiffstudents/videos/annual-general-meeting-2021-cyfarfod-cyffredinol-blynnyddol/923444174969435>

1.	Welcome Rebecca Hardy (Chair) welcomed all attendees and outlined the way business was to be conducted over the meeting.
2.	Minutes 20/21 Minutes from the 2020/2021 AGM were confirmed as a true record and were approved.
3.	Annual Report 20/21 Hannah Doe (SU President) presented the SU Annual Report 20/21 taking note of the impact of the pandemic on the past academic year. The SU President went on to explain the highlights which can be found here .
4.	Financial Report 20/21 Daniel Palmer presented the Financial Report 20/21 and audited financial statements of the group and Union.
5.	Affiliations RH explained that the SU affiliations are: NUS affiliation - £37,500 BUCS affiliation - £19,367



	<i>Affiliations approved.</i>
6.	<p>Open Questions to the Trustees</p> <p>Q1. A member asked about the reason for refusal to fund a Full-Time Welsh Officer to be funded for the past 3 years, and asked how much the Students' Union have spent on Welsh Language in the past year. (24:31)</p> <p>A1. Hannah Doe (SU President) replied noting that DP mentioned that a reserve fund exists however not all of that can be spent. Hannah also mentioned a motion put forth in 2018 to the Board of Trustees (BOT) for the position of Welsh Language Officer did not pass. (27:56)</p> <p>Q2. A member asked about the likelihood of the University giving the Students' Union extra funding to cover deficits, and whether the SU has other means of procuring funds if the University does not provide sufficient funding. (26:04)</p> <p>A2. Hannah Doe (SU President) replied that the SU generates income via key features of the organization like The Taf and other services in the SU. (29:47)</p> <p>Q3. A member asked whether there is funding to spare to be spent on other activity, noting significant funds were spent on vouchers after the Elections in the past academic year. (26:45)</p> <p>A3. Hannah Doe (SU President) replied that the past academic year's voter turnout was one of the highest in the country and noted that the vouchers went back into the student population. (31:04)</p> <p>Q4. A member asked about whether the SU is doing anything about spiking and to prevent the issues of assault against women and other groups. (32:33)</p> <p>A4. Hannah Doe (SU President) replied the SU is working with South Wales Police and Cardiff City. Noted that the SU is open to suggestions. (35:19)</p> <p>Q5. A member asked about to what extent the CSU is working with other Students' Unions' across the country to address national student issues caused by COVID. (33:22)</p> <p>A5. Orla Tarn (VP Postgraduate) replied that SU collaborated with the NUS on various campaigns and is sticking with all students. OT and the SU are open to collaboration and suggestions. (37:30)</p> <p>Q6. A member asked what the SU is doing to ensure that lectures return to being in-</p>



	<p>person. (34:26)</p> <p>A6. Gina Dunn (VP Education) replied that the University is continuing with a Blended approach. It was noted that next semester provisions will be two-thirds to fully in-person and to get in touch to lobby for more. (39:22)</p> <p>Q7. A Student noted that it was hypocritical for masks to be worn during in-person teaching at University, however clubbing in large numbers is allowed. (40:58)</p> <p>A7. Hannah Doe (SU President) replied that choosing to come to clubbing and going to University are different decisions. (43:10)</p> <p>Q8. Student asked how much funding the SU spends especially on Student Mental Health, and the reason for a limit to the number of counselling sessions. Student also asked whether this has changed over the past few years. (41:44)</p> <p>A8. Hannah Doe (SU President) replied that the University has increased staff, while also noting the Student Advice department exists within the SU for support. (44:30)</p> <p>Q9. Student asked whether it is possible to open the Great Hall on Wednesdays to prevent overcrowding. (42:14)</p> <p>A9. Megan Somerville (VP Sports & Athletic Union (AU) President) replied to this saying that the Great Hall opening was considered, however the cost was very high. Noted that the SU is doing its best to cater to everyone's needs and suggestions are welcome to the Sabbatical Officers. (45:50)</p>
7.	<p>Students' Union Submitted Items</p> <p>i. Update on Welsh Language Review</p> <p>Hannah Doe (SU President) provided an update on the Welsh Language Review and outlined the next steps.</p> <p>There were no questions.</p>
8.	<p>Tabled Motions</p> <p>i. Full-Time Welsh Language Officer for Cardiff University (58:59)</p>



	<p>Proposed by: Annell Dyfri</p> <p>Seconded by: Deio Owen</p> <p>Speaker for</p> <p>Annell Dyfri spoke for the motion and noted the essential role having a full-time Welsh language Sabbatical Officer would play in ensuring Welsh-speaking and non-Welsh-speaking students received equal treatment and support within the SU. Annell noted that Swansea, Aberystwyth, and Bangor SUs all have a Welsh language Sabbatical role within their SUs.</p> <p>Speaker against</p> <p>Hannah Doe (SU President) spoke against the motion and provided historical context regarding Board's discussion and noted that they could not accept the motion put forward in the past due to the large size of the Board of Trustees and how it would change the efficacy of the board. Hannah noted that voting for the motion today does not necessarily mean it will get approved by the Board.</p> <p>Speaker for</p> <p>Speaker spoke for the motion noting that English was considered a more important language to learn in their childhood than Welsh. Speaker explained the importance of the issues and the need to persevere and to make room for a Full-Time Welsh Officer. The speaker asks the floor to consider whether Welsh Language is important for the country it is in.</p> <p>No other speakers against.</p> <p>Summation</p> <p>The proposer of the motion gave a summary of their motion. The proposer noted that the Welsh language belongs to everyone and just how important the role is.</p> <p>No questions.</p> <p>Motion Passes</p>
ii.	Vice President Welfare & Campaigns Role and Name Change (1:12:00)



	<p>Proposed by: Hannah Doe</p> <p>Seconded by: Charlotte Towlson</p> <p>Speaker for</p> <p>Hannah Doe spoke for the motion noting the details of the role and what the role looks like. Notes that the Candidate Manifestos of the VP Welfare and Campaigns may not align with the Campaigns Officer. Hannah notes that the title of the role is misleading, gives unfilled obligations to this role in a misleading way, and believes it is most appropriate to permanently change the title from VP Welfare and Campaigns to VP Welfare from academic year 2021/2022.</p> <p>Speaker against</p> <p>A member spoke against the motion saying that the role is important and notes that there is enough time for both campaigns and welfare needs to be fulfilled. Student believes that the name change gives the Sabbatical Officer role less legitimacy and for the role to exist as it does currently.</p> <p>Speaker for</p> <p>A member spoke for the motion and believes that they deserve to be a separate entity from the Sabbatical Officers. Notes that the positions come underneath the VP Welfare and Campaigns, while the team works very hard alongside their studies to ensure the best student experience.</p> <p>Speaker against</p> <p>A member spoke against the motion mentioning that it is a paid role, are part of the university and have time to carry out the responsibilities. Student feels strongly that campaigns need to be a VP position due to the vast range the role covers within campaigns and initiatives. Student continues to argue that the position not only protects the SU, but also Cardiff as a city.</p> <p>Speaker against</p> <p>A member spoke for the motion stating that campaign officers will be exposed to plenty of support from SU President or the relevant officers at the time.</p>
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	<p>No other speakers against.</p> <p>Summation</p> <p>Hannah Doe provides a summary of the motion.</p> <p>Motion Passes</p>
iii.	<p>Adopting the International Holocaust Remembrance Alliance Definition of Antisemitism in Full</p> <p>Proposed by: Nimrod Shefi</p> <p>Seconded by: Gemma Abrahams</p> <p>Speaker for</p> <p>A member spoke for the motion, detailing a personal experience and stating hate crime against Jewish people is very common and regular in the United Kingdom. Notes that many stereotypes and conspiracy theories lead to actual beliefs which people or groups of people hold, and eventually results in people being angry towards this minority group. Speaker gave governmental statistics on the rate of Jewish related hate crime in the United Kingdom. Speaker believes adopting the International Holocaust Remembrance Alliance's definition will allow there to be more awareness of an antisemitism act and can help fight against it.</p> <p>Speaker against</p> <p>A Student spoke against the motion, noting that adopting this definition of antisemitism is not the right way of protecting Jewish students, as the definition is vague and poorly worded. Student believes the definition has been misused to silence criticism of Israeli government and Palestinian activists. Notes that institutional antisemitism should be tackled by the University rather than adopting this definition.</p> <p>Speaker for</p> <p>Joe spoke for the motion, saying that the definition is not a binding definition; it does not infringe on freedom of speech or on the Israeli state. Speaker quotes data suggesting there has been a spike in cases of antisemitism on university campuses across the United Kingdom, and it is necessary to act. Further noting antisemitism can go unrecognised,</p>



	<p>thus it is important to outline what can be constituted as antisemitism.</p> <p>Speaker against</p> <p>Irfan Mohammed spoke against the motion. Notes that the definition only serves to protect and shield the Israeli state from accountability and criticism and do nothing to actually protect Jewish students.</p> <p>Speaker for</p> <p>Jemma Abrahams spoke for the motion. States the definition should be allowed to be defined by the Jewish community and this motion has already been adopted by several countries, political parties, higher education institutions and most importantly by a number of Jewish organisations across the United Kingdom. This motion would promote healthy discussion and also provide awareness of topics that become offensive towards Jewish students.</p> <p>Speaker against</p> <p>Maraj Raman Blake spoke against the motion. Notes the definition does not protect the Jewish students, but in its current form shuts down legitimate discussion against the state of Israel, as the definition shields it from necessary criticism.</p> <p>No other speakers for.</p> <p>Summation</p> <p>Nimrod provides a summary of the motion.</p> <p>Motion Passes</p>
iv.	<p>Acceptance without Exception: Protection for our Trans Students</p> <p>Proposed by: Orla Tarn</p> <p>Seconded by: Lucas Jakabovic</p> <p>Speaker for</p> <p>Speaker spoke for the motion, noting trans and all other gender identities need to be</p>



	<p>represented, supported and at the most basic level accepted by their institution. The current systems in place to support is not working and must do better; also Cardiff University and Students Union need to take the opportunity to stand with their students against discrimination. This motion is designed to take forward good practice that is currently at play and write it into policy for the next three years. Notes the motion strives to mandate the Union and University to proactively protect Trans students.</p> <p>No other speakers against.</p> <p>Summation</p> <p>Orla provides a summary of the motion.</p> <p>Motion Passes</p>
v.	<p>UCU Industrial Action (1:56:28)</p> <p>Proposed by: Rachel Beaney</p> <p>Seconded by: Orla Tarn</p> <p>Speaker for</p> <p>Penny spoke for the motion. Highlighting there are currently 620 postgraduate Cardiff University students who teach on an hourly rate on a casual basis rather than being employed. As a result, they do not receive sick pay, parental leaves, contracts or basic workforce rights. Notes the motion asks the Student Union to stand in solidarity with the striking staff to fight for better treatment and working conditions.</p> <p>Speaker against</p> <p>Joe Kid spoke against the motion. Notes students are used as political pawns, where students face weeks of strikes and put a halt to studies. Putting students' learning at risk is not the way to tackle the issue and management need to listen that students have had enough.</p> <p>Speaker for</p> <p>Orla spoke for the motion, saying as an organisation action needs to be taken in the best interest of not only undergraduate students, but also postgraduates who teach alongside their research. Speaker states now is the time to stand united as a sector for a common</p>



	<p>cause to take control of student's education. The motion would allow there to be a basket of measures to protect students' academic interests and ensure postgraduates are no cast out by the institute.</p> <p>Procedural Motion Submitted.</p> <p>Hannah Doe spoke for a procedural motion. Notes it is important to take time and review what staff and postgraduate students want, and now is not the right time to vote for this motion as whether strikes would be taking place is uncertain. Speaker suggests the motion to not be voted upon at this current moment, but rather to wait till strikes occur and make decisions based on the information released during that time.</p> <p>Penny spoke against the procedural motion. Stating a message need to be sent now instead of waiting for strikes to happen as there would be a very limited window of time to act or come up with mitigations to let the University know where the students stand. Previously, Student Union did not act timely enough to come up with a stance on the strikes, which left postgraduate research students unsupported and uncertain.</p> <p>No other speakers.</p> <p>Procedural Motion Fell</p> <p>Debate on motion continues.</p> <p>No other speakers against.</p> <p>Summation</p> <p>Penny provides a summary of the motion.</p> <p>Motion Passes</p>
vi.	<p>Hybrid Events, Seminars, Meetings and Guest Policy</p> <p>Proposed by: Joseph Liu</p> <p>Seconded by: Ben Martin, Gan Zhen Ni, Kay Morris</p>



	<p>Speaker for</p> <p>Joseph spoke for the motion. Notes that many people, including students with disabilities, prefer to have the option to attend events, seminars, meetings etc remotely. Speaker states that all personalities and character traits should be considered by implementing a hybrid approach. The policy would benefit students who are unable to attend events in-person due to sickness, cannot/do not like to commute, are travelling or have a disability.</p> <p>Speaker against</p> <p>Maraj Raman Blake spoke against the motion, saying this motion would be exclusionary against smaller societies and would not be feasible for most society events. Notes hybrid approach most definitely has a place; however, mandating it is irresponsible and inconsiderate.</p> <p>Speaker for</p> <p>Kieran Capper-Williams speaks for the motion. States remote access is important for disabled students as they are constantly affected, discriminated, and excluded from most activities. Notes surveys suggest for a new normal where it brings people together and encourage students to be part of more societies and events.</p> <p>Procedural Motion Submitted.</p> <p>William Martin spoke for a procedural motion. Notes motion should be voted on separately, as solution for a hybrid approach within the University and societies is less realistic.</p> <p>Joseph spoke against the procedural motion. States the motion encourages to include hybrid but does not dismiss the continuity of in-person activities.</p> <p>No other speakers.</p> <p>No questions.</p> <p><i>Procedural Motion Passes. AGM Resolves to be voted on in parts.</i></p> <p>Debate on motion continues.</p> <p>Speaker against</p>
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	<p>Chris Grieve spoke against the motion. Notes the motion gives an impression of policing on how societies and students should be delivering events. The purpose of the Student Union is not to set mandatory rules on how students need to have fun. Speaker suggests instead support should be given to existing groups/societies/events wanting to implement virtual activities, not enforcing activities to be taken online.</p> <p>Summation</p> <p>Joseph provides a summary of the motion.</p> <p>Motion AGM Resolves Part 1 Passes</p> <p>Motion AGM Resolves Part 2 Fell</p> <p>Motion AGM Resolves Part 3 Fell</p> <p>Motion AGM Resolves Part 4 Fell</p> <p>Motion AGM Resolves Part 5 Fell</p>
vii.	<p>Refugees Welcome University of Sanctuary Campaign</p> <p>Proposed by: Albert Davies-Smith</p> <p>Seconded by: Matilde Pinto Vicente</p> <p>Speaker for</p> <p>Albert spoke for the motion, saying being a refugee is not a personal choice and caused by several life-changing factors. Notes refugees struggle immensely to rebuild their lives and are severely underrepresented in higher education. There is a huge inequality between refugees and non-refugees, thus Cardiff University and the Student Union have a responsibility to remove this barrier to higher education. The motion is statement of solidarity for forced migrants everywhere and making it loud and clear that refugee students are welcome.</p> <p>No other speakers against.</p> <p>Summation</p>



	Albert provides a summary of the motion. <i>Motion Passes</i>
10.	Any other Business Nominations for Spring Elections open Wednesday 1 st December 2021.



ITEM THREE

Students' Union President, Gina Dunn, will present the key messages from the report, highlighting significant developments, achievements, and changes within the organisation for the 2021-22 academic year.



ITEM FOUR

Financial Report

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity and its subsidiary for the year ended 31 July 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice 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 2019).

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 December 2021 the Union launched its current strategic plan covering 2021 to 2025, entitled 'The Heart of the Cardiff Student Life' and it can be viewed at: <https://www.cardiffstudents.com/about-cusu/plans/>

FINANCIAL REVIEW

The group's total income amounted to £12,318,155 (2021 - £5,967,127) with total expenditure of



£11,064,178 (2021 £6,041,114) in the year. The unwinding of the discounted pension provision resulted in a credit to the Statement of Financial Activities of £398,444 (2021 - £41,665). Overall, this resulted in net income of £1,652,421 (2021 - net expenditure £32,322). This comprises a restricted surplus of £41,983 and an unrestricted surplus of £1,610,438.

At 31 July 2022, the group's free reserves (i.e. unrestricted funds excluding designated funds and not represented by fixed assets and pension fund liability) amounted to £1,534,034 (2021 - £1,205,186) and the trustees are satisfied that the Union has a sound financial base to continue to operate and pursue its objectives and activities. In addition, a further £584,998 (2021 - £543,015) was held in restricted funds.

Within the Union's trading subsidiary, Cardiff Union Services Limited, turnover increased to £5,237,048 (2021 - £1,268,583) resulting in a gross profit of £2,611,536 (2021 - £977,827). Administrative expenses increased to £4,191,369 (2021 - £3,536,902) in the year. Overall, the trading subsidiary reported a profit of £1,088,843 (2021 – reported deficit £547,022).

During the year the trading company's pension liability decreased to £4,757,753 (2021 - £5,460,411) as a result of the updated net present value of future deficit contributions and accounting for deficit payments made in the year. The deficit arises from the company's future obligations towards the Students' Union Superannuation Scheme (SUSS), 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 2035.

RESERVES POLICY

The trustees annual review the Union's reserves position and set targets for reserve levels in accordance with future needs, should funding not be available from the principal 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 of £1.3m by 2023. Free reserves are defined as 'unrestricted funds not represented by fixed assets'.

At 31 July 2022 the parent charity's free reserves amounted to £2,748,766 (2021 - £2,220,497) and for the group a consolidated position of £1,534,034 (2021 - £1,205,186).

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 of preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.



CARDIFF UNIVERSITY STUDENTS' UNION

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 JULY 2022**

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	3,261,417	1,198,974	4,460,391	3,112,250
Charitable activities	6	2,619,808	-	2,619,808	1,162,243
Other trading activities	4	5,237,048	-	5,237,048	1,268,583
Investment income	5	363	-	363	127
Other income		545	-	545	423,924
Total		11,119,181	1,198,974	12,318,155	5,967,127
EXPENDITURE ON					
Raising funds	8	6,821,814	-	6,821,814	3,825,587
Charitable activities	9	3,744,630	497,734	4,242,364	2,215,527
Total		10,566,444	497,734	11,064,178	6,041,114
NET INCOME / (EXPENDITURE)		552,737	701,240	1,253,977	(73,987)
Unwinding of discounted pension provision		398,444	-	398,444	41,665
Net income/(expenditure) for the year		951,181	701,240	1,652,421	(32,322)
Transfer between funds		659,257	(659,257)	-	-
		1,610,438	41,983	1,652,421	(32,322)
RECONCILIATION OF FUNDS					
Total funds brought forward		7,666,810	543,015	8,209,825	8,242,147
TOTAL FUNDS CARRIED FORWARD		9,277,248	584,998	9,862,246	8,209,825



CARDIFF UNIVERSITY STUDENTS' UNION
 CONSOLIDATED AND CHARITY BALANCE SHEET
 31 JULY 2022

	Notes	2022 £	Group 2021 £	2022 £	Charity 2021 £
FIXED ASSETS					
Tangible assets	15	12,155,967	11,922,035	29,351	35,281
Investments	16	<u>73,563</u>	<u>73,563</u>	<u>2,000</u>	<u>2,000</u>
		12,229,530	11,995,598	31,351	37,281
CURRENT ASSETS					
Stocks	17	108,518	59,203	-	-
Debtors: amounts falling due within one year	18	966,428	435,965	963,209	730,212
Cash at bank		<u>3,480,876</u>	<u>3,001,250</u>	<u>3,094,600</u>	<u>2,678,454</u>
		4,555,822	3,496,418	4,057,809	3,408,666
CREDITORS					
Amounts falling due within one year	19	(2,023,686)	(1,630,117)	(697,040)	(647,155)
		<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>
NET CURRENT ASSETS		<u>2,532,136</u>	<u>1,866,301</u>	<u>3,360,769</u>	<u>2,761,511</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		14,761,666	13,861,899	3,392,120	2,798,792
CREDITORS					
Amounts falling due after more than one year	20	(141,667)	(191,663)	-	-
PENSION LIABILITY		<u>23</u>	<u>(4,757,753)</u>	<u>(5,460,411)</u>	<u>—</u>
		<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>
NET ASSETS		<u>9,862,246</u>	<u>8,209,825</u>	<u>3,392,120</u>	<u>2,798,792</u>
FUNDS	25				
Revaluation reserve		9,786,047	10,388,265	-	-
Pension reserve		(4,757,753)	(5,460,411)	-	-
Unrestricted funds – Designated		2,714,920	1,533,770	374,351	35,281
Unrestricted funds - General		1,534,034	1,205,186	2,403,768	2,220,496
Restricted funds		<u>584,998</u>	<u>543,015</u>	<u>614,001</u>	<u>543,015</u>
TOTAL FUNDS		<u>9,862,246</u>	<u>8,209,825</u>	<u>3,392,120</u>	<u>2,798,792</u>



ITEM FIVE

Affiliations

NUS Affiliation Fee: £37,500.00

BUCS Affiliation Fee: £20,479.25

- Many of our registered sports clubs and societies affiliate to various sporting and cultural national governing bodies.



ITEM SEVEN

A) Lapsing motions

The following motions passed at AGM have now lapsed. These are presented for information only. All motions were passed at the AGM in November 2019.

Adopt an official pro-choice stance (*Note: a motion on the same or similar topic has been submitted to this year's AGM*)

Radical Environmental Policy (*Note: a motion on the same or similar topic has been submitted to this year's AGM*)

UCU Strike (*Note: a motion on the same or similar topic has been submitted to this year's AGM*)

A commitment to tackling institutional racism at Cardiff

Make Cardiff University Students' Union a Living Wage Employee

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



B) Submitted Motions

MOTION ONE

Adoption of an Official Pro-Choice Stance

AGM Notes

1. Until 2019, Cardiff University Students' Union did not have a stance on abortion rights and bodily autonomy.
2. In the past, there has been misinformation about the medical procedure of abortion spread by Students' Union affiliated societies as well as in the general media.
3. Previously, 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, eating disorders, sexual health, and one webpage on "Pregnancy Support".
6. Since the Students' Union adopted a pro-choice stance in 2019, the "Pregnancy Support" webpage has vastly improved now detailing: where to obtain pregnancy tests; how pregnancy tests work; options regarding continuing or terminating a pregnancy; links to charities, some of which support with the former and some with the latter giving a balanced approach; university policy around pregnancy; and finally, interruption of study and extenuating circumstance options.
7. Though the information around pregnancy and abortion has improved on the Students' Union website, there is still a lack of clarity on information and support available for miscarriages.
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.
11. There has been significant external backlash since the previous AGM in 2019, when the Students' Union adopted an official pro-choice stance as it was democratically passed. Non-student anti-choice organisations, such as the UK branch of the Centre for Bio-Ethical



Reform (CBR UK), resorted to misinformation, demonstrating outside the Students' Union displaying misleading graphic material (causing many students distress), bullying, and harassment to pressure students and the Students' Union to reverse our democratically passed pro-choice stance.

12. Some external anti-choice organisations and individuals threatened and spread falsehoods about pro-choice students that were involved in proposing and/or supporting the motion in 2019. This resulted in disruption to these students' studies and lives at Cardiff University due to death threats and such the like. Death threats are against the law as detailed in Offences against the Person Act 1861.

13. Since the Students' Union adopted an official pro-choice stance in 2019, there has been a more inclusive and supportive environment conducive to learning. Students who are pregnant feel more empowered to make the choice that is best for them and their future knowing they are supported no matter what they choose, by the Students' Union and their fellow peers. There has also been improvement in information available and less misinformation spread around the topic of pregnancy and abortion.

AGM Believes

1. In these politically charged times when anti-choice groups have pushed legislation around the world (especially in Poland and the United States of America) to ban all abortions, even in cases of rape and incest, it is critical the Students' Union maintains its current egalitarian pro-choice stance and remain in line with its ethos of equality.
2. It is essential to carry on officially recognising 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 website about miscarriages that is 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.
5. Our 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.
6. Keeping in mind Objective 2 of the Cardiff University Strategic Equality Plan, 2016-2020 as well as the updated equality plan, 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 maintaining to officially support 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 remain to 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 (as well as the values stated in the updated "Our Strategy 2021-2025" 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).
10. Our students and the Students' Union should not be targeted or punished by external anti-choice organisations for democratically passing a motion, especially not one that aligns with the majority pro-choice views in the UK.
11. Students should not be targeted, threatened and harassed for exercising their democratic right to propose, discuss or support the Students' Union's official pro-choice stance.
12. The Students' Union's pro-choice stance has improved the environment, culture, and inclusivity within it, and to not maintain the stance would mean we lose that and all the progress that has been made.

[*Assigned female at birth]

AGM Resolves

1. Cardiff University Students' Union will publicly announce they maintain 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. Maintaining the pregnancy and abortion related terminology throughout the Students' Union to ensure it remains unbiased and medically accurate and add more information regarding miscarriage (support, policy, etc).



3. Retain the balanced links to 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 remain 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 an annual 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 remain 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.
9. The Students' Union will publicly condemn anti-choice organisations actively seeking to interfere in our democracy with the aim of oppressing students' rights and pro-choice views, especially those that resort to bullying, harassment, and misinformation. The Students' Union shall also keep up to date on and enforce regulations and laws that are applicable to stop external organisations from being able to access students on the public roads between the campus and display blown-up misleading graphic material.
10. The Students' Union will thoroughly evaluate the support available to students who are targeted and threatened by external anti-choice organisations and individuals. The Students Union should increase support available in an aim to mitigate the harmful impact on students from the actions of these external parties.
11. The Students' Union, especially the VP of Welfare and Campaigns, will build on the positive progress that this stance has had since 2019, not to simply maintain what has been changed but also to keep striving for an environment where there is clarity, information, support and unbiased options around pregnancy and abortion whilst fully respecting the individual's right to choose.

Proposer: Isadora Sinha

Seconder: Anna Webberley



MOTION TWO

Climate action and accountability: Making Net-Zero a Reality

AGM Notes

1. The expiration of the Radical Environmental Policy passed three years ago means we are in need of further environmental commitments to ensure we are fulfilling our duties as an eco-conscious organisation.
2. That Cardiff University ranks 44th in the UK for positive environmental impact
3. That Cardiff University Students Union, being based in one of the greenest cities in the UK, is uniquely situated to advocate a green agenda

AGM Believes

1. That commitment to the environment is a priority for any future-conscious union and that we must naturally take steps to address our environmental impact.
2. That the University can do better than 44th and that CUSU must play a part in pushing to ensure this.

AGM Resolves

1. To incorporate sustainable development goals into Students Union decision making, in the mould of the 7 areas set out in the Well-Being of Future Generations (Wales) Act 2015 and with a particular focus on what can be done to minimise avoidable environmental harms.
2. To commit the Students Union to clear actions under four key headings, detailed below:
 - 2.1. A commitment to renewable energy, sustainability, and biodiversity
 - 2.1.1. That Cardiff SU must develop and implement a strategy to decarbonise its properties as soon as possible. Premises at Park Place have a non-domestic energy performance certificate (EPC) rating as low as D, with no provision for renewables (Appendix 1). Success will be measured by achieving an EPC rating of at least A for all of the SU's premises. Achieving this could involve the use of renewables, energy storage technologies and measures to reduce energy demand such as insulation. This could also involve educating building users, including staff and students, to prevent energy waste. The time to act is now, not only to achieve Net Zero but also combat the SU's vulnerability to rising energy unit costs in the non-domestic sector. A commitment to ethical investment, where investments and banking practices are conducted in an economically viable, environmentally responsible manner



- 2.1.2. Striving for sustainable food production, where food policy and procurement includes fair, ethical, and environmentally friendly items where possible - and achieving the Soil Association's Food for Life Served Here award
- 2.2. Ensuring Supply chains are fair, ethical, and sustainable
 - 2.2.1. Source only reused/recycled products where possible, such as paper, plastics, and other recyclables
 - 2.2.2. Publishing a detailed plan for working towards a zero-waste policy.
- 2.3. Ensuring services run by the Students Union have been assessed for their environmental impact
 - 2.3.1. Ensuring transport services see a transition to electric vehicles
 - 2.3.2. Promoting the use of Active Travel across university campuses
- 2.4. Net zero accountability
 - 2.4.1. Lobby the university to create a specific job role responsible for net zero delivery
 - 2.4.2. Establish an Environmental Impact Committee, including Senior University Leadership, Students Union Representatives, and student groups to provide accountability for Net Zero promises

Proposer: James Barber

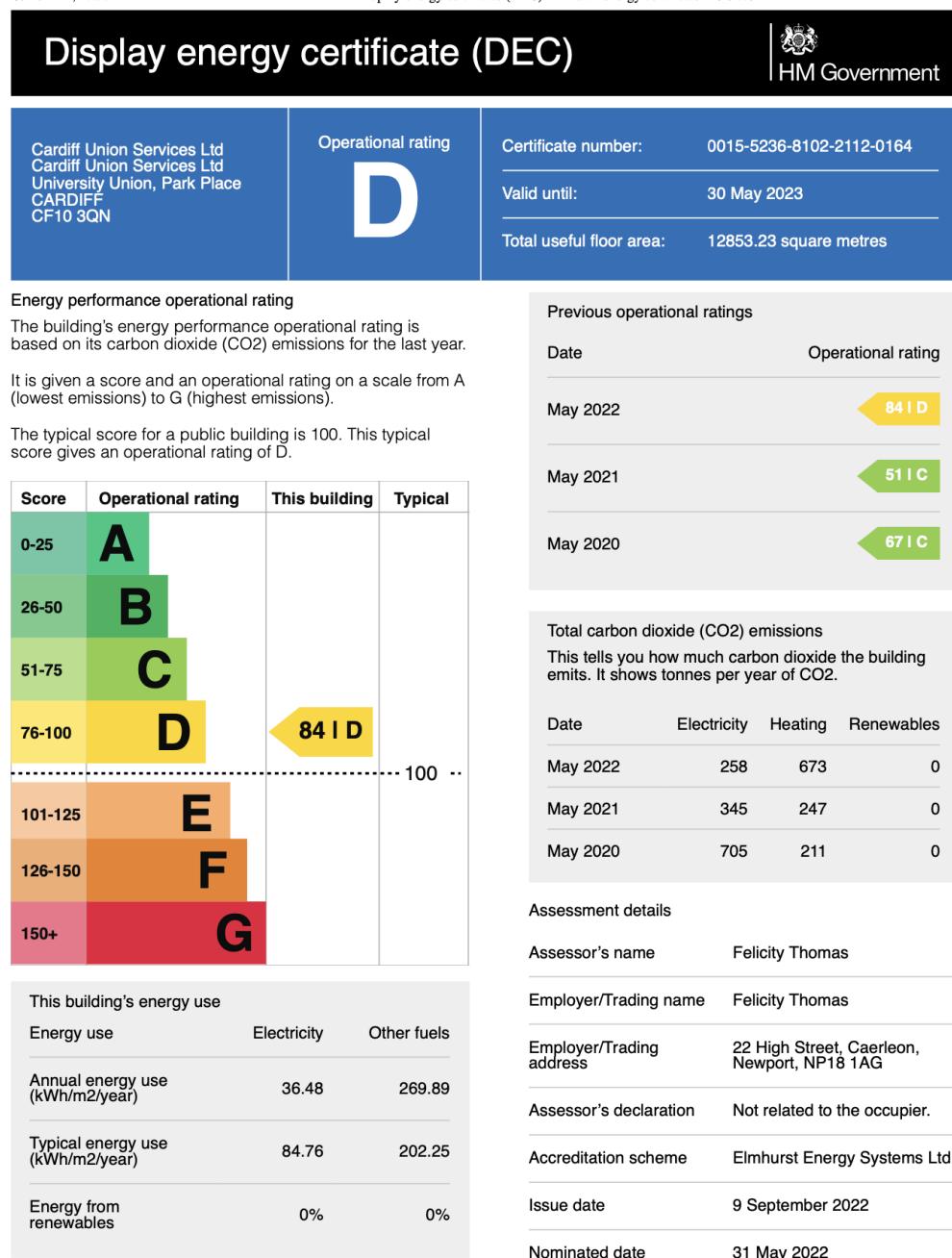
Seconder: Darcie Stimpson



Appendix: CUSU Display Energy Certificate

19/11/2022, 10:33

Display energy certificate (DEC) – Find an energy certificate – GOV.UK



MOTION THREE

UCU Industrial Action

AGM Notes

1. The UK Higher Education (HE) sector continues to face a crisis of poor working conditions for academic staff, professional services staff, Postgraduate tutors and many other members of staff. This crisis is taking place in your university every day, and has only been exacerbated by the Coronavirus Pandemic.
2. There are at least 600 students who currently teach at Cardiff University – these are students who work for an hourly rate and are engaged casually with the University, rather than employed. As a result, they do not have sick pay, parental leave, contracts, or other basic workforce rights.¹
3. Following a nationwide democratic ballot which closed at 5pm on the 21st October, University and College Union (UCU) have voted for strike action (Figure 1).

Pay and conditions	Yes (%)	No (%)	Turnout (%)
Are you prepared to take industrial action consisting of strike action?	81.14	18.86	57.71
Are you prepared to take industrial action consisting of action short of strike action (which for this purpose is defined to include overtime and call-out bans)?	88.75	11.25	57.71

USS	Yes (%)	No (%)	Turnout (%)
Are you prepared to take industrial action consisting of strike action?	84.88	15.12	60.23
Are you prepared to take industrial action consisting of action short of strike action (which for this purpose is defined to include overtime and call-out bans)?	90.14	9.86	60.23

Figure 1: Table displaying nationwide results of ballots held by University and College Union (UCU) in October 2022.²



4. UCU Strike action elsewhere revolves around both pensions and 'Four Fights' which are as follows:
 - 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. Many staff are also employed through variable hours, fixed term and temporary contracts, contributing to a lack of job security.³
 - ii. Inequality – Cardiff University's gender pay gap in 2020 was 18.9%⁴; UCU are demanding concrete action to close gender and ethnicity pay gaps within our institutions
 - iii. Pay - Nationally, University staff have faced a decrease in salaries of 17.6% since 2009. £8.70 is the hourly rate of the lowest paid teachers in Higher Education.⁵
 - iv. Workload - Throughout the Higher Education (HE) sector in the UK, four in every five university staff members surveyed are struggling with workload and 86% of staff surveyed had been directed towards support for mental health due to workload. According to a survey carried out by Cardiff UCU, 93% of academic staff reported working weeks of more than 35 hours (standard contractual hours at Cardiff University).⁶
5. Last year, the AGM voted to stand in solidarity with UCU. After a successful ballot for Cardiff in April, UCU negotiated with the university and as a result, students were not affected by strike action.⁷
6. Strike action also took place in 2019-2020 in a dispute over the USS pension scheme in which staff pensions were going to be cut by over half. For example, a £14,843 p.a. pension of a 40-year-old academic, with 30 years' experience teaching would be cut to just £8,449 p.a.⁸
7. The National Union of Students backed strike action in 2018, 2019 and 2020, and are standing 'shoulder to shoulder' with staff in the current disputes in other Higher Education Institutions. NUS have recently reiterated their support for staff who have voted to take industrial action.⁹
8. In 2018, Cardiff Students' Union were unable to take a stance within the required timeframe, which alienated many staff and students, however a supportive stance in 2019-20 led to mass support of Industrial Action by students across campus.¹⁰
9. The UCU anti-casualisation working group has been set up nationally by University staff and Postgraduate students. The group aims to provide support for precarious staff and resistance to casualised, unfair and declining working conditions. They have been working for over six years to secure employee status (contracts) for Postgraduate tutors and demonstrators.¹¹ At this time, the contracts for PGR students who teach have been drafted and approved to soon be implemented.



AGM Believes

1. Cardiff Students' Union should support the National UCU Industrial Action taking place during the academic year 2022/2023 and officially stand in solidarity with striking staff.
2. Cardiff Students' Union should support any Industrial Action that occurs locally within Cardiff during the academic year 2022/23 and officially stand in solidarity with staff.
3. The national Strike action is not just about pensions, but about protecting the work culture within Universities and the wider Higher Education (HE) sector. 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 across the country.
4. Furthermore, UCU and its members have supported students over the years and helped with campaigns such as resisting tuition fee increases and opposing the scrapping of maintenance grants. This is part of the wider issue of the marketisation of education and creation of 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
5. "Staff working conditions are student's learning conditions" - Our student experience is being negatively impacted by the employment issues facing our teachers and members of professional services staff at Cardiff university.
6. The impacts of staff working conditions on our learners' student experience are widely felt and noted. This has been felt particularly sharply within Cardiff, following the incredibly tragic suicide of a member of staff in the Business School in 2019; this was speculated to be linked to vast workloads ¹⁴. It is of paramount importance we consider the underlying causes of mental ill-health within our University community, and how unreasonable workloads affect us all.
7. Cardiff Students' 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/contract.
8. If the UCU have support from Cardiff Students' Union, 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. This strengthens the bargaining hand of UCU, and thereby bringing a quicker resolution to any period of Industrial Action or Action Short of a Strike.



AGM Resolves

1. To mandate the Sabbatical Officer Team to stand in solidarity with UCU and publish a public statement of support for 2022/23 Industrial Action within five working days of any Industrial Action being formally announced.
2. To mandate the Sabbatical Officer Team to work with UCU and lobby the University Executive Board to meet the demands of University Staff and Postgraduate Students who teach regarding the Four Fights and Pensions, whether or not Industrial Action is formalised via a member ballot.
3. To mandate the Elected Officers to give UCU a communication platform with students online via the SU Website and offline via space in the Union building, to raise awareness and inform students about any UCU Industrial Action.
4. To mandate Cardiff Students' Union, particularly the Vice President Postgraduate Students, to openly encourage Postgraduate Research Students to join UCU, whether as a 'student' member or a 'standard free' member (eligibility depends on whether a PGR is carrying out teaching work).
5. To mandate the Sabbatical Officer Team to encourage eligible Postgraduate members of UCU to submit their ballots in any further balloting period within the academic year 2022/23.
6. Cardiff Students' Union should work with UCU to facilitate and promote 'Teach Out' sessions for students should a strike period occur.
7. Cardiff Students' Union should offer wellbeing support to all students who have been affected by the strikes.
8. The Students' Union Sabbatical Officers should lobby the University for fee reimbursements for any lost contact hours owing to potential Industrial Action in the Academic Year 2022/23.
9. The Vice President Postgraduate will encourage PGR students who teach, that want to support any Industrial Action, to join UCU and apply to any available hardship funds for those who have lost income resulting from participation
9. The Vice President Postgraduate will encourage students to support and engage with staff at rallies and on the picket lines if and when these occur.

Proposer: Micaela Panes

Seconder: Angie Flores Acuña, VP Postgraduate Students



- ¹ - <https://intranet.cardiff.ac.uk/?a=442409>
- ² - <https://www.ucu.org.uk/ucuRISING-results>
- ³ - <https://www.ucu.org.uk/hedisputes>
- ⁴ - https://www.cardiff.ac.uk/_data/assets/pdf_file/0018/2048202/2020-GPG-report.pdf
- ⁵ - <https://www.ucu.org.uk/article/3538/Calculation-of-hourly-rates-of-pay-for-academic-and-related-staff-in-HE-institutions>
- ⁶ - <https://www.cardiffucu.org.uk/2020/07/23/cardiff-ucu-covid-19-working-lives-survey-report-of-findingsjuly-2020/>
- ⁷ - <https://www.ucu.org.uk/article/12234/Staff-at-36-UK-universities-back-further-strike-action-in-ballot-over-pay-and-working-conditions>
- ⁸ - <https://www.ucu.org.uk/ussmodeller>
- ⁹ - <https://www.nus.org.uk/articles/nus-response-to-ucu-announcement-on-industrial-action-over-pensions>
- ¹⁰ - <https://www.cardiffstudents.com/pageassets/your-voice/democracy/agm/AGM-Agenda-2019-EN.pdf>
- ¹¹ - <https://www.ucu.org.uk/fthpcommittee>



MOTION FOUR

Cardiff Students' Union Stance on the FIFA 2022 World Cup Cardiff University

AGM Notes

1. The Union current has plans to showcase the world cup throughout the next few months.
2. The World Cup in Qatar was won through bribery and corruption.
3. Football should be accessible for everyone, but in Qatar homosexuality is illegal, with flogging (whipping or beating with a rod) still an acceptable form of punishment.
4. The stadium used to host the games was built on exploitation, forced labour and the deaths of 6,500 workers.
5. Many other major Cities have already announced boycotts of showing the games in public.

AGM Believes

1. It is not possible for Union to screen the world cup while making our LGBTQ+ community feel safe.
2. Profiting from the screening of the 2022 World Cup, which is hosted in a country where LGBTQ+ rights and other human rights are violated, undermines Cardiff SU's existing work on LGBTQ+ inclusion, especially in sports.
3. No workers, no matter where in the world should be subject to forced labour and exploitation.
4. The Union should not profit off the back of these games, after the appalling human rights abuses in Qatar and the severe exploitation of workers used to build the games.

AGM Resolves

1. To take a public stance on the World Cup 2022, making the thoughts of the Union and its members clear.
2. To revoke any plans to show World Cup 2022 on Cardiff SU premises.
3. To strengthen its work in promoting inclusion and equality in sports, especially for members of the LGBTQ+ community.

Proposer: Jazz Walsh

Seconder: Penny Dinh



MOTION FIVE

Cops off Campus

AGM Notes

1. Cardiff SU currently has a close relationship with South Wales Police.
2. This is evident in the police's frequent presence in the SU building and in Freshers Fairs in September 2022, and a police officer being recently shortlisted for an Enriching Student Life Award (ESLA)¹, as well as collaboration with South Wales Police in initiatives around student safety.
3. The SU also promoted policing as a career (describing the Police Now career stall as "cute" on Instagram on 14th February 2022), as well as volunteering opportunities with South Wales Police (e.g., through their activities during Freshers Week in September 2022).
4. This relationship with South Wales Police and policing in general happens despite well documented incidents of racial profiling and police brutality towards Black people and people of colour committed by South Wales Police and other Welsh police forces.
 - a. Two Black men, Mohamud Hassan and Mouayed Bashir, in Cardiff and Newport respectively, died after contact with South Wales Police in 2021².
 - b. People of colour are disproportionately targeted by Stops and Searches: "*Of every 1,000 White people living in Wales, eight were stopped and searched. This compares to a rate of 56 per 1,000 Black people, 16 per 1,000 Asian people, and 28 per 1,000 people who identify as being from a Mixed ethnic background*" (Wales Online, March 2022)³. In other words: In Wales, compared to a White person, the likelihood of being subject to a stop and search increases by **seven times** for a Black person, **doubles** for an Asian person, and **quadruples** for a person from mixed ethnic backgrounds.
 - c. People of colour in Wales face disproportionately more forceful tactics from the police: "*Black people were subject to nearly 8% of the total instances for use of force involving a firearm, despite Black people only numbering just over half-of-one-percent of the total population of Wales. Asian people were also disproportionately threatened with firearms by Welsh cops, with guns being used against people of Asian descent for 5.1% of all*

¹ <https://www.cardiffstudents.com/news/article/6013/Enriching-Student-Life-Awards-Shortlist-2022-Rhestr-fer-Gwobrau-Cyfoethogi-Bywyd-Myfyrwyr-2022/>

² <https://www.bbc.co.uk/news/uk-wales-60066630>

³ <https://www.walesonline.co.uk/news/wales-news/police-stop-search-powers-wales-23315799>



instances but only accounting for just under 2% of the population.” (Voice Wales, March 2022)⁴

- d. South Wales Police are unreceptive to criticisms of their conduct, targeting Black Lives Matter protesters in Cardiff who marched to call for justice for Mohamud Hassan and Mouayed Bashir⁵. In Swansea, they tried to recruit a Black Lives Matter activist as an informant⁶, which was cited as a reason behind the group’s dissolution in February 2022⁷.
- e. There are also recent examples of racial profiling committed by the police in Cardiff, with children being their targets. An incident on 30th March 2022 was described on twitter as follows⁸:

So today I watched a young Asian kid get cuffed on Albany Road.

I asked the police what they were doing, they got aggy with me for asking. The kid told me he had done nothing, had nothing on him, but the police insisted he was a car robber... I asked why they were targeting this young kid, they said that he met the description of the person they were looking for, so I said “What BAME young kids?” They then un-cuffed him, because he had done NOTHING and was in possession of NOTHING. This poor kid is probably traumatised now. I shouted to the police that they had unnecessarily cuffed a kid, for nothing!

- 5. Policing in general also harms other marginalised communities, including LGBTQ+ people, working class communities, the travelling community, and people with disabilities. According to the Independent Office for Police Conduct (IOPC), ten out of sixteen people (nearly two thirds) who died in or following being taken into police custody in 2018/19 had mental health concerns, including bipolar disorder, depression and anxiety⁹.
- 6. Sexual misconducts are also high among police officers. South Wales Police have sixth highest number of sexual misconduct allegations in their force among all police forces in the UK (iNews, October 2021)¹⁰.

AGM Believes

- 1. While the SU may argue that they work with the police to improve student safety, the police do not make all students feel safe.

⁴ <https://www.voice.wales/revealed-shocking-stats-on-welsh-cops-use-of-force-against-black-people/>

⁵ <https://netpol.org/2021/04/12/south-wales-police-target-cardiff-blm-protesters/>

⁶ <https://netpol.org/2021/10/26/breaking-police-attempt-to-recruit-black-lives-matter-activist-as-an-informant/>

⁷ <https://twitter.com/blmswansea/status/1493299699238977536>

⁸ https://twitter.com/hazza_ps/status/1509218908020088845

⁹ https://policeconduct.gov.uk/sites/default/files/Documents/statistics/deaths_during_following_police_contact_201819.pdf

¹⁰ <https://inews.co.uk/news/sexual-misconduct-allegations-against-police-workers-uk-forces-statistics-1227576>



- a. Black students and students of colour who have experienced police brutality or have witnessed police brutality within their community will not feel safe around the police. Other marginalised groups such as LGBTQ+ students, disabled students, and student sex workers, may also feel unsafe around the police due to experiencing or witnessing police brutality.
 - b. Any student who experiences police brutality, especially Black students and students of colour, will not feel safe to disclose with the SU for support due to the close relationship between the SU and the police.¹¹
2. The police currently are not effective in investigating safety complaints and supporting survivors. Student sex workers in particular frequently have their safety concerns dismissed by the police¹¹.
3. South Wales Police cannot be trusted to protect and improve student safety, especially when it comes to women's safety, when their own officers are allegedly perpetrators of sexual misconduct.
4. Both Cardiff SU¹² and Cardiff University¹³ condemned the murder of George Floyd in America in June 2020 (See Appendix A for Cardiff SU's Statement). It is hypocritical if the SU and the university then stay silent about victims of police brutality and racist policing in Cardiff and South Wales, especially Mohamud Hassan and Mouayed Bashir, who both died following police contact in 2021.
5. As a charity, Cardiff SU has responsibilities towards the wider Cardiff community, especially young people who may be interested in joining the university. Supporting the police while young people of colour in Cardiff experience police violence would send a wrong message to our community and further the divide between students and the local community.
6. Elsewhere in the UK, the police have been called by their university to intimidate student protesters, e.g., rent strikers in Manchester in 2020. The Police, Crime, Sentencing and Courts Act 2022, since coming into effect, has seen an increase in police power, undermining the ability for students and other citizens to protest. As an organisation that aims to champion students' voice, Cardiff SU would be hypocritical to work with organisations that may hinder students' voice.

¹¹ <https://wonkhe.com/blogs/sex-work-some-students-voices-are-more-uncomfortable-than-others/>

¹² <https://twitter.com/cardiffstudents/status/1268246549613682695>

¹³ <https://www.cardiff.ac.uk/media/media-statements/open-letter-from-the-vicechancellor>



AGM Resolves

1. Cardiff SU will publicly condemn police violence by South Wales Police, especially their brutality towards Black people and people of colour.
2. Cardiff SU will audit where it engages with the police, and following this audit, cut down on engagement with the police to the minimum without violating legal requirements and interfering with strictly essential operations of the SU, such as the operation of its trading venues and important large-scale events. Cardiff SU will work towards non-engagement with the police in the future, and work towards a position where our operation and income are not reliant on engagement with South Wales Police or any other policing organisations. The immediate priorities in cutting down engagement with the police include refusing, opposing, and resisting police presence on campus, especially to promote career opportunities (including voluntary) and to promote themselves as the sole legitimate protectors of our safety. Cardiff SU officers will also lobby Cardiff University to take the same stance and cut ties with the police as much as possible.
 - This will not stop the police, with warrants, from investigating crime on Cardiff SU premises, nor from arriving in response to calls from individual students who choose to call the police and seek justice through this system.
 - Cardiff SU, especially its Advice service, will continue to support students who wish to pursue justice by reporting to and working with the police.
3. Cardiff SU will actively promote alternatives to policing and transformative justice practices, steering away from promoting the police and the carceral justice system as the only channel that survivors could pursue, while raising awareness of the police's complicity in violence and sexual violence. Cardiff SU will broaden its definition of safety in its campaigns to acknowledge how policing perpetuates violence, and that students can feel unsafe around the police.
4. Cardiff SU will work with local and national organisations as well as student groups to raise awareness of police violence within our community, and to provide students with resources about resisting police violence, supporting victims of police brutality as a bystander, and knowing our rights when facing police violence.
5. Cardiff SU will publicly oppose and condemn the Police, Crime, Sentencing and Courts Act 2022, especially its potential to suppress student protests, which are essential parts of students' voice and democracy.
6. Cardiff SU will provide resources to facilitate transformative justice practices at Cardiff University as an alternative to policing in addressing student safety, focusing on education, bystander interventions, and community care.

Proposer: Penny Dinh, Black and Minority Ethnic Officer

Seconder: Noah Russell, VP Education



Appendix A

Cardiff SU's Black Lives Matter statement



Statement on the recent racial injustice

"If you are neutral in situations of injustice you have chosen the side of the oppressor"

- Desmond Tutu

Silence is an unacceptable response to racism. As your Students' Union we accept that we have not done enough historically and presently to address issues regarding race. It is our deepest shame and we offer our Black and Ethnic Minority identifying students our sincerest apologies.

#BlackLivesMatter



There has undoubtedly been a disproportionate amount of burden placed on Black and Ethnic Minority identifying students to represent their pain and explain their experiences, many times trying to convince us of what is actually well known to occur. Racism and discrimination is real and racism in modern society is regrettably rife.

We recognise that racial injustice is unspeakably grievous. We have experienced the untimely killings of Black people in recent times, most recently the tragic murder of George Floyd in Minnesota. We all have been called on to say their names: George Floyd, Ahmaud Arbery, Breonna Taylor, Belly Mujinga, Regis Korchinski-Paquet and many more.

#BlackLivesMatter





Racism and discrimination has shown itself in all educational levels, in the healthcare system, policing and society at large. Now more than ever, we need to commit to tackling racism and discrimination.

We will increase focus on exploring and identifying more effective ways of bettering your experiences whilst continuing to work with the University to put action into these words, such as by decolonising the curriculum, closing the Black Attainment Gap, resourcing BAME-specific counsellors, and supporting other initiatives currently being put forward.

We are committed to better amplifying the visibility of, the empathy towards, and the dialogue with Black and Ethnic Minority students.

We stand in solidarity with our Black students. Black Lives Matter.

#BlackLivesMatter



Here are some useful links for donations, petitions and information regarding current events:

- Where to donate your money and time to help protesters: <https://nyulocal.com/where-to-donate-your-money-and-time-to-help-protesters-ef2727d7a9d2>
- Petitions, Donations and Information: <https://linktr.ee/iuri>
- Commitment to tackling institutional racism: Cardiff University Students' Union AGM 2019: <https://www.cardiffstudents.com/news/article/6013/AGM-2019-CCB-2019/>

#BlackLivesMatter



Appendix B

Further reading about police violence

Online articles:

Cops on campus are a threat to students of colour – Remi Joseph-Salisbury, Red Pepper:
<https://www.redpepper.org.uk/cops-on-campus-are-a-threat-to-students-of-colour/>

Against ‘hate crime’ – Kay, Daikon Zine: <https://daikon.co.uk/blog/against-hate-crime>

The students fighting to keep cops off campus – Chloé Meley, Huck Magazine:
<https://www.huckmag.com/perspectives/the-students-fighting-to-keep-cops-off-campus/>

Racist Policing In Wales: ‘The Numbers And Stats Are There For Everyone To See’ – Aara Syed, Voice Wales: <https://www.voice.wales/racist-policing-in-wales-the-numbers-and-stats-are-there-for-everyone-to-see/>

Books:

Brick by Brick: How we build a world without prisons – Cradle Community, Hajar Press
<https://www.hajarpres.com/books/brick-by-brick>

Feminism, Interrupted: Disrupting power – Lola Olufemi, Pluto Press

Especially Chapter 8, entitled, ***The answer to sexual violence is not more prisons***

<https://www.plutobooks.com/9780745340067/feminism-interrupted/>



MOTION SIX

Fossil Free Careers

AGM Notes

1. That the operations of the oil, gas and mining industries¹ cause immense environmental harm, by accelerating the climate and ecological crisis², polluting the water³ and permanently destroying landscapes.⁴
2. That these extractive operations also cause direct social harm, by displacing people from their homes and lands,⁵ destroying livelihoods,⁶ demolishing sacred indigenous sites,⁷ and leaving workers and communities with severe health problems.⁸
3. That graduates are increasingly turning away from the oil and gas sector. A 2017 study showed the number of graduates taking jobs in the industry had dropped by 60% in four years.⁹
4. That young people see oil and gas as the most unappealing sector to work in.¹⁰ They associate it with responsibility for the climate crisis, and believe there is no future for jobs in the industry.¹¹
5. The University Careers Service does not have a publicly accessible policy that excludes the promotion of careers in the oil, gas and mining industry through its website, careers fairs, emails to the student body and other recruitment events.
6. Cardiff University Career Department already restricts the vacancies advertised to exclude certain industries based on ethical and moral grounds, including, but not limited to: “Vacancies that are connected to the adult/sex industry or associated with adult content” and “Vacancies with Tobacco companies, or produce tobacco-based products, due to the research that Cardiff University does with Cancer Research UK”¹². This shows a clear precedent that this type of motion is feasible with pressure from the student body.
7. The university has made a public ethical and sustainability commitment. This included a commitment to fully removing its investments in fossil fuel companies by 2021. If the university truly believes in this pledge it needs to go further in the fight for a cleaner planet

AGM Believes

1. Inviting oil, gas, and mining companies to advertise with the careers service adds legitimacy to the idea that these companies are an acceptable part of our society and our future.
2. The University Careers Service should ensure that its recruitment activities and events are in line with the university's publicly stated ethical principles of sustainability.



3. The university's careers service has a responsibility to its students to promote jobs with a future.
4. Ending this university's complicity in career pipelines into the oil, gas, and mining industry is an effective method of showing solidarity with communities affected by these companies' operations.

AGM Resolves

1. To publicly support the Fossil Free Careers campaign,¹³ and demands that Cardiff University career's department:
 - Refuses all new relationships with oil, gas or mining companies.
 - Declines to renew any current relationships with oil, gas or mining companies after the contractually obligated period ends.
 - Adopts a publicly available Ethical Careers Policy that explicitly excludes oil, gas and mining companies from recruitment opportunities.
2. To mandate a full-time sabbatical officer and the Ethical and Environmental Officer to actively work with the Fossil Free Careers campaign group and People & Planet to ensure that Union work is linked up with grassroots campaigners.
3. To mandate the relevant full-time and part-time officer(s) to help set up meetings relating to the Fossil Free Careers campaign with relevant university staff, and include student campaigners where relevant.
4. To use relevant SU social media channels to amplify petitions, statements and other calls to action from the Fossil Free Careers campaign.
5. To send out a press release and website statement announcing the passing of this motion and the support of the union for this campaign.
6. To never allow oil, gas, or mining companies access to SU-organised events, or to lend the SU name, logo or endorsement to events which include these companies.
7. To refuse the presence of oil, gas and mining companies in any SU-controlled physical or digital space.

The Students' Union believes as the student body of the largest higher learning institute in Wales owe a debt to our environment to push Cardiff University, and Universities at large across the UK, to do better.

Proposer: Noah Russell

Seconder: Ellie Mae Dorrans



1. For a precise definition of the companies we refer to when we say 'oil, gas, and mining companies' see the [Fossil Free Careers Targets](#) page.
2. [Revealed: the 20 firms behind a third of all carbon emissions](#)
3. [Impacts of copper mining on people and nature](#)
4. [Revealed: Trump officials rush to mine desert haven native tribes consider holy](#)
5. [The Dark Side of Coal](#)
6. [CUT AND RUN:How Britain's top two mining companies have wrecked ecosystems without being held to account](#)
7. [Rio Tinto blasts 46,000-year-old Aboriginal site to expand iron ore mine](#)
8. [Cerro de Pasco: The city built around a mine](#)
9. [Oil industry has a millennial problem as talent pipeline trickles](#)
10. [Millennials at work](#)
11. [How do we regenerate this generation's view of oil and gas?](#)
12. [Request on industries limited on advertising careers by Cardiff University](#)
13. [People & Planet's Fossil Free Careers Campaign](#)



MOTION SEVEN

Full-Time Minorities Officer Cardiff University

AGM Notes

1. Cardiff University Students' Union does not currently have a full-time Minorities Sabbatical Officer.
2. There is no fair representation of our minority student within the Union, as neither Sabbatical Officers nor staff use the extent of the Union's platform to promote the interests of our minority students.
3. The University's Minority student community is isolated and marginalised from the rest of the student body.
4. Many other Student Unions such as Manchester and Demontfort have successfully run flat structures for their full-time sabbatical officers.
5. In past years there is a significant challenge with the recruitment of minority students into full time officer roles. Across the Russel Group Student Unions, there is a significant lack Black, Asian and Minority Ethnic sabbatical officers, especially those from economically deprived backgrounds.
6. In order to introduce a minorities officer within a flat structure the unions Bye laws have to be changed.

AGM Believes

1. It is not possible for one part-time student to fairly represent the voice and aspirations of all the University's minority students within the current system.
2. The introduction of a minorities officer would attract more talented minority students to the University as well as those from deprived backgrounds. This will result in our student body be far more representative of wider society.
3. This would mean that a dedicated representative will be able to devote their time fully to ensuring that the Union and the University progress the interests of our Minority students. This will create a more diverse and equitable environment for all our students.
4. To start on the road to introduce a minorities officer within a flat structure, outdated union byelaws must be changed.

AGM Resolves

Call upon the Board of trustees and Sabbatical Officers to:



1. To begin the path to restructure the current seven sabbatical officer roles, creating a flat president's structure, introducing a new full time minority officer role. The new flat structure should be as follows:

President Minority Students

President Undergraduate (Education and Welfare)

President Postgraduate (Education and Welfare)

President Sports and AU President

President Societies and Volunteering

President Heath Park

President Welsh Language and Culture

2. Update Bye law 7.2.8: "Sabbatical Trustee roles shall be determined by a Members' Meeting or a Referendum, but will at all times include a President and a Vice President Welsh Language, Culture, and Community."

To : "*Sabbatical Trustee roles shall be determined by a Members' Meeting or a Referendum but will at all times include a sabbatical officer dedicated to Welsh Language, Culture, and Community.*"

3. Update Bye law 23.2: "*Up to 7 Sabbatical Trustees shall be elected in accordance with Article 23.1 to posts specified in the Bye-Laws and shall include the President. Each of these Sabbatical Trustees shall hold office as a Sabbatical Trustee until they cease to be a Sabbatical Trustee in accordance with Articles 27 or 28. Except where otherwise indicated, references in these Articles to "Sabbatical Trustees" are to individuals acting solely in their capacity as Sabbatical Trustees.*"

To : "*Up to 7 Sabbatical Trustees shall be elected in accordance with Article 23.1 to posts specified in the Bye-Laws. Each of these Sabbatical Trustees shall hold office as a Sabbatical Trustee until they cease to be a Sabbatical Trustee in accordance with Articles 27 or 28. Except where otherwise indicated, references in these Articles to "Sabbatical Trustees" are to individuals acting solely in their capacity as Sabbatical Trustees.*"

Proposer: Jazz Walsh

Seconder: Gurpal Sahota



ITEM EIGHT

On Monday 12th December 2022 the Students' Union will open nominations for the Spring Elections. All sabbatical officer and campaign officer roles for 2022/2023 will be open for nomination in these elections. If you'd like more information visit www.cardiffstudents.com/elections or email elections@cardiff.ac.uk



Amendments to AGM Motions

Category	Amender: George Phillips
Name of motion:	Cardiff Student's Stance on the FIFA 2022 World Cup Cardiff University
Are you the proposer of the motion	No
Please reference which section of the motion you would like to amend:	To Replace Resolves 2
What is said currently? (Please reference the point and page number i.e. Page 1, AGM Believes 1.)	AGM Resolves 2. "To revoked any plans to show World Cup 2022 on Cardiff SU premises"
What do you wish to amend it to?:	<p>1. FIFA 2022 World Cup matches continue to be shown on Cardiff University Students' Union premises, but the AGM calls on the Board to donate funds to LGBTQ+ societies within the Student's Union such as CU Pride, TANGGS and the LGBTQ+ Association</p> <p>1.1. This donation should be an amount equal to the financial takings (for example, but not limited to, beverage sales during matches) by the CUSU from the matches shown.</p> <p>1.2. The LGBTQ+ Campaign Officer(s) should be consulted in the selection of which groups to donate money to.</p> <p>1.3. For transparency, Cardiff University Students' Union should publicly release a statement detailing how much was donated and to which group(s). This statement should be released jointly with the group(s) receiving the donation(s). This statement should be released promptly after donations have been given.</p> <p>2. Information regarding the negative treatment of workers and LGBTQ+ rights in Qatar should be clearly visible and freely available where matches are shown within CUSU.</p>



Category	Amender: J Morewood
Name of motion:	Cops Off Campus
Are you the proposer of the motion	No
Please reference which section of the motion you would like to amend:	Remove and Replace Resolves 1 to 6 with new Resolves 1 to 17.
What is said currently? (Please reference the point and page number i.e. Page 1, AGM Believes 1.)	<p>Existing title: Cops Off Campus</p> <p>Page 36, AGM Resolves 1 to AGM Resolves 6</p> <p>1. Cardiff SU will publicly condemn police violence by South Wales Police, especially their brutality towards Black people and people of colour.</p> <p>2. Cardiff SU will audit where it engages with the police, and following this audit, cut down on engagement with the police to the minimum without violating legal requirements and interfering with strictly essential operations of the SU, such as the operation of its trading venues and important large-scale events. Cardiff SU will work towards non-engagement with the police in the future, and work towards a position where our operation and income are not reliant on engagement with South Wales Police or any other policing organisations. The immediate priorities in cutting down engagement with the police include refusing, opposing, and resisting police presence on campus, especially to promote career opportunities (including voluntary) and to promote themselves as the sole legitimate protectors of our safety. Cardiff SU officers will also lobby Cardiff University to take the same stance and cut ties with the police as much as possible.</p> <p>- This will not stop the police, with warrants, from investigating crime on Cardiff SU premises, nor from arriving in response to calls from individual students who choose to call the police and seek justice through this system.</p> <p>- Cardiff SU, especially its Advice service, will continue to support students who wish to pursue justice by reporting to and working with the police.</p>



	<p>3. Cardiff SU will actively promote alternatives to policing and transformative justice practices, steering away from promoting the police and the carceral justice system as the only channel that survivors could pursue, while raising awareness of the police's complicity in violence and sexual violence. Cardiff SU will broaden its definition of safety in its campaigns to acknowledge how policing perpetuates violence, and that students can feel unsafe around the police.</p> <p>4. Cardiff SU will work with local and national organisations as well as student groups to raise awareness of police violence within our community, and to provide students with resources about resisting police violence, supporting victims of police brutality as a bystander, and knowing our rights when facing police violence.</p> <p>5. Cardiff SU will publicly oppose and condemn the Police, Crime, Sentencing and Courts Act 2022, especially its potential to suppress student protests, which are essential parts of students' voice and democracy.</p> <p>6. Cardiff SU will provide resources to facilitate transformative justice practices at Cardiff University as an alternative to policing in addressing student safety, focusing on education, bystander interventions, and community care.</p>
What do you wish to amend it to?:	<p>Amended title: An independent review of the relationship between Cardiff SU and the police: a voice for students</p> <p>1. Cardiff SU will recognise that there is now a significant and complex need to consult the student population about its relationship with the police to better understand how these issues affect students.</p> <p>2. Cardiff SU shall commission an independent review to examine, consider and report on its relationship with the police. This review will be led by a suitable independent person/s from outside the SU and university deemed acceptable to the Board of Trustees. The review will have a significant consultative element. The review will result in a series of concluding recommendations about the future of Cardiff SU's relationship with the police.</p> <p>The scope of the review will include the following (3 – 7):</p>



	<p>3. Consultation about students' experiences with the police, appreciating the many ways students can interact with the police, such as pursuing justice, volunteering, seeking employment, using roads kept safe by the police or being subject to investigation for an alleged crime.</p> <p>4. Consultation about students' perceptions of the police. This could assess whether policing helps students to feel safe on campus or the impact of negative interactions with the police, such as profiling and bias.</p> <p>5. An audit of where and how Cardiff SU engages with the police to guide the scope of the review and the recommendations produced.</p> <p>6. An inclusive consultation methodology, developed in collaboration with the proposer of the original motion, the elected officers of Cardiff SU and approved by the Board of Trustees. The review must consult at least 5% of the student population. Due to the sensitive nature of the issues raised, the way that evidence can be submitted to the review must also be inclusive, such as providing the option for anonymous testimony.</p> <p>7. As well as consulting the student population directly, the review will reach out to relevant societies and organisations. Examples will include student societies and associations. External organisations and campaign groups may be consulted. As part of the review, policing organisations highlighted will be given the right to reply.</p> <p>8. That a Terms of Reference for this review be presented to the Cardiff SU Board of Trustees to approve as soon as practicable or no later than three months after the close of the AGM. This Terms of Reference will describe a timescale for the review and provide resources to complete it, such as a suitable review team.</p> <p>9. When developing these recommendations, the review team will consider a full range of options, including the option to censure the police or to limit engagement.</p>
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	<p>10. That the report's findings be disseminated to the student population and university through appropriate channels. The recommendations will be presented to the Board of Trustees to implement. The review team should consider whether to recommend following recommendations by the original proposer in 11 – 17:</p> <p>11. The review shall consider whether to recommend that Cardiff SU publicly condemns police violence by South Wales Police, especially their brutality towards Black people and people of colour.</p> <p>12. The review shall consider whether to recommend that Cardiff SU cut down on engagement with the police to the minimum without violating legal requirements and interfering with strictly essential operations of the SU, such as the operation of its trading venues and important large-scale events. Cardiff SU will work towards non-engagement with the police in the future, and work towards a position where our operation and income are not reliant on engagement with South Wales Police or any other policing organisations. The immediate priorities in cutting down engagement with the police include refusing, opposing, and resisting police presence on campus, especially to promote career opportunities (including voluntary) and to promote themselves as the sole legitimate protectors of our safety. Cardiff SU officers will also lobby Cardiff University to take the same stance and cut ties with the police as much as possible.</p> <ul style="list-style-type: none"> - This will not stop the police, with warrants, from investigating crime on Cardiff SU premises, nor from arriving in response to calls from individual students who choose to call the police and seek justice through this system. - Cardiff SU, especially its Advice service, will continue to support students who wish to pursue justice by reporting to and working with the police. <p>13. The review shall consider whether to recommend that Cardiff SU promote alternatives to policing and transformative justice practices, steering away from promoting the police and the carceral justice system as the only channel that survivors could pursue, while raising awareness of the police's complicity in violence</p>
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	<p>and sexual violence. Cardiff SU will broaden its definition of safety in its campaigns to acknowledge how policing perpetuates violence, and that students can feel unsafe around the police.</p> <p>14. The review shall consider whether to recommend that Cardiff SU will work with local and national organisations as well as student groups to raise awareness of police violence within our community, and to provide students with resources about resisting police violence, supporting victims of police brutality as a bystander, and knowing our rights when facing police violence.</p> <p>15. The review shall consider whether to recommend that Cardiff SU will publicly oppose and condemn the Police, Crime, Sentencing and Courts Act 2022, especially its potential to suppress student protests, which are essential parts of students' voice and democracy.</p> <p>16. The review shall consider whether to recommend that Cardiff SU will provide resources to facilitate transformative justice practices at Cardiff University as an alternative to policing in addressing student safety, focusing on education, bystander interventions, and community care.</p> <p>17. The review shall consider any other recommendations as may be appropriate.</p>
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END OF PAPERS

