Cardiff Students' Union
Undeb Myfyrwyr Caerdydd

ANNUAL GENERAL MEETING

Cardiff University Students' Union
Thursday 20th November 2025 – 18:00
The Great Hall

Agenda

	1.	Welcome	
Past	2.	Minutes from AGM November 2024	(P2)
	3.	Annual Report 24/25	(P12)
	4.	Financial Report 24/25	(P13)
Present	5.	Affiliations	(P18)
	6.	Open Questions to the Trustees	
Future	7.	A Proposed Restructuring of the Sabbatical Officer Team	(P19)
		Tabled Motions	
	8.	A) Lapsing Policy	(P20)
		B) Submitted Motions	(P21)
		i) It's Taken Long Enough: It's Time to Act on Sexual Violence	(P21)
		ii) My Scrubs, My Choice: Equality in Healthcare Dress Code	(P27)
		iii) For Cardiff Students' Union to campaign for and support Pro-Choice	(P30)
		iv) Making Cardiff a Safe Space for Trans Students	(P32)
	9.	Notice of Elections	(P36)
	10.	Any Other Business	

ITEM TWO

ANNUAL GENERAL MEETING

Cardiff University Students' Union
Thursday 21st November 2024 – 18:00
The Great Hall

Minutes

1.	**Welcome** Maria Pollard Chair (MPC) welcomed all attendees and outlined the way business was to be conducted over the meeting.
2.	**Minutes from AGM 2023** MPC went through the minutes page by page and invited attendees to make their way to the info point to flag any errors. **Minutes from the 2023 AGM were confirmed as a true record and approved with one minor correction**
3.	**Annual Report 23/24** Madison Hutchinson SU President (MH) presented the Annual Impact Report 23/24. MH highlighted the work done through campaigns to ease the cost of living for students and to improve Students' Union (SU) spaces. MH highlighted a particular focus on - supporting students to prevent sexual violence on campus by setting up the first working group for students.

	- lobbying schools to ensure Graduate Tutor contracts were in place in every school. - introducing a gender identity fund. - providing free STI testing kits and pregnancy tests for students in the SU. MH shared that engagement with the SU was at its highest ever with over 70,000 unique engagements - a 3.7% percent increase from the previous year. MH concluded the report by sharing the impact report video for AGM. https://www.cardiffstudents.com/about/hwr/reports-and-policy/
4.	**Financial Report 23/24** Daniel Palmer Chief Executive Officer (DP) presented the Financial Report 23/24 and audited financial statements of the group and Union. DP began the report by providing a brief overview on how the organisation is run, noting that it is student-led, independent from the university and a registered charity. DP highlighted the three biggest sources of the SUs income being the £3million block grant received from the university, income from the SUs businesses and special grants from the university and Welsh Government. DP shared that the SUs income has risen slightly from the previous year. This is through the increase in our commercial output and partnerships such as the partnership established with Ticketmaster. DP noted that there was a net expenditure of £73,000 and showed the balance sheets to AGM.

5.	**Affiliations** MPC explained the SU affiliations to NUS and BUCS and provided members with the opportunity to debate the affiliations. No members opted to debate the BUCS affiliation. MPC moved to a vote on BUCS affiliation. ***BUCS affiliation approved.*** Members opted to debate the NUS affiliation. Micaela Panes VP Postgraduate (MP) spoke for the NUS affiliation. Penny Dingh (PD) spoke against the NUS affiliation. The chair invited members to vote on the affiliation to NUS. ***NUS affiliations approved.***
6.	**Open Questions to the Trustees** MPC explained the procedures for questions to trustees. MPC read the first three questions: 1. "Could you provide an update on how the SU is working to improve accessibility?" *Response from the Trustees:* MP responded on behalf of trustees. MP highlighted accessibility as a continuous process that is really important to the SU. MP shared some of the work the SU has undertaken to promote accessibility such as the installation of a second passenger lift, improving the accessibility of AGM by live-streaming and including closed

	captions, ensuring the accessibility of Freshers' Fair. MP invited students to share anything they would like to see in terms of accessibility. 2. "This is the second year that there has been a full-time VP Cymraeg, what do you think the biggest impact has been from having a full-time Welsh language Officer?" *Response from the Trustees:* Catrin Edith Parry VP Cymraeg (CP) answered in Welsh. CP said that the Welsh language has become more visible on campus since the role was introduced, and she noted that the Union became the first SU in Wales to recieve the Cynnig Cymraeg accreditation from the Welsh Commissioner's Office. CP also noted that the relationship between Welsh speaking students and the SU has improved, and drew attention to the fact that the Union's website is now almost fully bilingual. CP recognised that further work can be done and said that they would like to see improvements in the University's Welsh language provision. CP concluded by stating that significant improvement had been made but that the continutation of the role is important to the future of the Welsh language in the University. 3. "How are you working to tackle antisemitism on campus?" *Response from the Trustees:* MH responded by sharing that the SU does not condone any form of antisemitism. MH mentioned that the officer team are working on this, and that MH would like to

	open communication channels with student groups. MH encouraged students to report any forms of antisemitism to the university or SU. 4. "The Ceasefire Now motion passed at AGM in 2023 which called for the SU to organise and facilitate education around Palestine, encouraging students to be critical around propaganda. What educational events and resources or otherwise have the SU supported or organised since this motion was passed?" *Response from the Trustees:* MP responded to this question noting that the officer team have worked hard to work on the resolves of the Ceasefire Now AGM 2023 Motion. MP highlighted that the Officer team released a statement on the SU website supporting the people of Palestine and calling for a Ceasefire. The team also worked with the university to ensure that students are signposted to relevant support services. MP highlighted that the team is working with students to protect their right to protest. MP also shared the Officers supported an event for students who wished to find out more about the encampment. 5. "Would the Guild of Societies consider re-introducing the termly fee for societies to support students who may only be here for a term and not a full year?"

	Response from the Trustees: Eve Chamberlain VP Societies (EC) answered this question by explaining that the societies fee helps to support their grant and their activity. EC invited students to contact her if they would like to chat about this further. *6.* "What is the SU doing about the YOLO que?" *Response from the Trustees:* MH shared her response by noting the popularity of YOLO. MH shared that the SU are working hard every week to ensure that the queue is safe by having additional security and barriers. MH shared that safety is a top priority of the SU and encouraged students to show up later to the venue. 7. "Last year concerns were raised at AGM regarding support for commuter students or those living at home, what has been done to act upon or follow up on these concerns?" *Response from the Trustees:* MP responded to this question by sharing that the SU wants to ensure that as many students can engage with the SU as possible. MP highlighted that the team are always looking to make improvements and reminded students of the proxy voting system.

	8. "The Chair's report stated that AGM was accessible to all, however it's held from 6-9pm which excludes students with parenting or caring responsibilities. This is likely to disproportionately affect Postgrads or PGRs who are already less engaged with the SU. Have you considered an impact assessment report regarding this matter and how are you going to ensure that these groups are not excluded in the future?" *Response from the Trustees:* MP shared that it can be really difficult to find a suitable time for all students. MP noted that the attendance may fall largely if it was held during lecture times. MP encouraged students to reach out with any suggestions that they have. 9. "What is the SU going to do about the university discontinuing courses with very little notice, sometimes after receiving applications for the course. For example, the Maths and Music BA?" *Response from the Trustees:* MH responded to the question by noting that she is working with academic reps within schools on this issue. MH shared that they are also trying to find out from the university why exactly this has happened. MH noted that they are awaiting a response from the university which she will share with academic reps. MH let students know that the SU are lobbying for students' rights as the university goes through a time of change. MH shared that students should contact the SU or

	Student Advice if they feel like they have not been given the correct notice of courses closing. MPC stated again that time was up for Questions to Trustees and attendees. MPC noted that the questions and answers would be available on the SU website.
	MPC moved on to item 7, which was a paper submitted called A Resolution to Approve Proposed Changes to Cardiff Students' Union Memorandum & Articles of Association. MPC introduced the paper and explained the memorandum and articles of association. MH proposed the paper for up to 4 minutes. MPC invited AGM to vote on the paper. **The paper submitted, A Resolution to Approve Proposed Changes to Cardiff Students' Union Memorandum & Articles of Association passed.**
	MPC noted lapsing motions.
	MPC read a statement on behalf of the SU which set out the expectations and rules for a respectful debate between students.
i.	**Securing Justice: A Renewed Call to End Sexual Violence** MPC invited the proposers of the motion Isabel Trinkle, Rebecca Rumsey and Rowan Dominique to propose the motion for up to 4 minutes. The proposers introduced the motion by sharing stories of sexual violence highlighting the importance of speaking out and getting support. The proposers

	shared that the motion focuses on ending sexual violence, coercive control, promoting education on healthy relationships, and bystander training. The proposers summarised the motion for up to 2 minutes. ***The Motion (*Securing Justice: A Renewed Call to End Sexual Violence*) passed.***
ii.	**Oppose Cuts To Teaching Opportunities For Phd Students** MPC invited the proposer of the motion to speak for up to 4 minutes. MP shared sentiments of the importance of Phd students in providing teaching for undergraduate students. MP noted the vitality of teaching for the development and opportunities for Phd students. MP also shared that teaching opportunities provide income for students. MP raised that the University are removing these opportunities for students. MP summarised the motion for up to 2 minutes. ***The Motion (*Oppose Cuts to Teaching Opportunities For Phd Students) passed.***
iii.	**Protect Our Freedom to Express Solidarity With Palestine** MPC invited the proposer of the motion to speak for up to 4 minutes. Luke Palin proposed the motion and had another member share the personal impacts of the conflict in Palestine. The proposers shared that they don't feel safe expressing these sentiments on campus and the motion focuses on protecting student voices and right to protest.

	The proposers summarised the motion for up to 2 minutes. ***The Motion (*Protect Our Freedom to Express Solidarity With Palestine*)*** ***passed.***
iv.	**Protecting Students' Right to Parking Permits In Cardiff** MPC invited the proposer of the motion to speak for up to 4 minutes. MH proposed the motion by highlighting that Cardiff Council are proposing to exclude students from applying for parking permits. MH shared that the SU is committed to climate action and understands the need to make changes, however MH shared that the burden of change is disproportionately placed on students who may not have the same means to make changes. MH highlighted that students are a massive part of the city and that this policy unfairly affects them. The proposer summarised the motion for up to 2 minutes ***The motion (*Protecting Students' Right to Parking Permits In Cardiff*)*** ***passed.***
	MPC invited students to vote on whether they would like to hear more questions or finish the meeting early. **AGM voted to finish the meeting early.** MPC gave notice of the 2024/2025 Spring Elections.
9.	**Any other Business** *No additional 'Any Other Business' was submitted and the meeting was closed.*

ITEM THREE

ANNUAL REPORT 24/25

Students' Union President, Maria Pollard, will present the key messages from the report, highlighting significant developments, achievements, and changes within the organisation for the 2024-25 academic year.

The annual impact report for 2024-25 can be found here:
https://www.cardiffstudents.com/about/hwr/reports-and-policy/

ITEM FOUR

FINANCIAL REPORT 2024/2025

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 2025. 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. 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/hwr/our-strategy/ . Work has commenced on the development of the next strategic plan, expected to be launched in 2026. A comprehensive review of progress against existing objectives is underway, alongside consultation with stakeholders to inform future priorities. A central focus of the new strategic plan will be the identification of new charitable and commercial opportunities that strengthen future funding and sustainability while continuing to enhance the student experience.

FINANCIAL REVIEW

The group's total income amounted to £14,039,688 (2024: £12,908,971) with total expenditure of £13,108,936 (2024: £12,835,212) in the year. Overall, this resulted in net income of £2,302,539 (2024: net expenses £(73,037)) comprising a restricted surplus of £536,861 and an unrestricted surplus of £1,765,678. These results were shaped by a section 75 (S75) pension buyout from the Students' Union Superannuation Scheme (SUSS) which resulted in a £1,585,026 movement. The unwinding of the discounted pension provision resulted in a debit to the Statement of Financial Activities of £(213,239) (2024: £ (146,796)).

At 31 July 2025, the group's free reserves (i.e. unrestricted funds excluding designated funds and not represented by fixed assets and pension fund / loan liability) amounted to £1,803,781 (2024: £1,886,847) 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 £609,795 (2024: £72,934) was held in restricted funds.

Within the Union's trading subsidiary, Cardiff Union Services Limited, turnover decreased to £5,543,935 (2024: £5,807,849) resulting in a gross profit of £2,638,219 (2024: £2,759,191). Administrative expenses increased to £5,727,259 (2024: £5,109,204) in the year. Overall, the trading subsidiary reported a profit of £1,471,834 (2024: a loss of £ (432,044)).

With the assistance of an interest free loan from Cardiff University, the Directors of Cardiff Union Services Limited exited the SUSS pension scheme through a section 75 buyout process. This resulted in the discounted debt held within CUSL of £4,625,233 (as at 31 July 2024) being replaced on the balance sheet with a concessionary loan liability to Cardiff University of £3,004,000. The loan value is based on a S75 debt position of £2,893,000 plus associated fees. The loan has been made by Cardiff University to Cardiff University Students' Union. The loan is interest free with repayments being made in a straight line over 12 years, commencing in August 2026. The company no longer has any defined benefit pension scheme liabilities as a result of the S75 buyout with an exit date of 24th June 2025.

During the year, there has been significant investment in the University Union building as part of ongoing improvements to enhance accessibility, sustainability, and the overall charitable and commercial offer. Key developments include the installation of a second passenger lift to improve access throughout the premises and the addition of solar panels, supporting the organisation's sustainability objectives. Work also commenced on the replacement of the building roof, including the removal of RAAC (Reinforced Autoclaved Aerated Concrete) and the renewal of other deteriorated roof areas to ensure structural integrity and safety. Internally, improvements have been made to the Cwtch area, creating a more welcoming environment with a broader range of uses. Further investment is planned to upgrade the Balconi Bar facilities in the coming year to meet additional demand.

RESERVES POLICY

The trustees annually review the Union's reserves position and set targets for reserve levels in accordance with future needs, should funding not be available from principal funding sources. The Union's reserves policy is to achieve budget surpluses from its consolidated activities to generate unrestricted free reserves of at least £1.6m. Free reserves are defined as 'unrestricted funds not represented by fixed assets'.

At 31 July 2025 the parent charity's free reserves amounted to £3,249,349 (2024: £2,950,009) and for the group a consolidated position of £1,803,781 (2024: £1,886,847).

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 2025

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Income from:					
Donations and legacies	3	1,764,004	3,327,138	5,091,142	*3,652,975*
Charitable activities	4	-	3,320,821	3,320,821	*3,398,707*
Other trading activities	5	-	5,543,935	5,543,935	*5,807,849*
Investments	6	-	83,790	83,790	*49,440*
Total income		1,764,004	12,275,684	14,039,688	*12,908,971*
Expenditure on:					
Raising funds	8	-	8,621,953	8,621,953	*8,147,112*
Charitable activities		30,164	4,456,819	4,486,983	*4,688,100*
Total expenditure		30,164	13,078,772	13,108,936	*12,835,212*
Net income/(expenditure)		1,733,840	(803,088)	930,752	*73,759*
Transfers between funds	25	(1,196,979)	1,196,979	-	-
Net movement in funds before other recognised gains/(losses)		536,861	393,891	930,752	*73,759*
Other recognised gains/(losses):					
Pension actuarial movement		-	1,585,026	1,585,026	-
Pension discounting costs		-	(213,239)	(213,239)	*(146,796)*
Net movement in funds		536,861	1,765,678	2,302,539	*(73,037)*
Reconciliation of funds:					
Total funds brought forward		72,934	9,074,991	9,147,925	*9,220,962*
Net movement in funds		536,861	1,765,678	2,302,539	*(73,037)*
Total funds carried forward		609,795	10,840,669	11,450,464	*9,147,925*

CARDIFF UNIVERSITY STUDENTS' UNION
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07328777

CONSOLIDATED BALANCE SHEET
AS AT 31 JULY 2025

	Note		2025 £		*2024 £*
Fixed assets					
Tangible assets	13		11,830,585		*11,813,378*
Investments	14		62,000		*62,000*
			11,892,585		*11,875,378*
Current assets					
Stocks	15	82,582		*102,608*	
Debtors: amounts falling due within one year	16	1,124,962		*1,106,990*	
Investments	17	1,052,537		*1,016,735*	
Cash at bank and in hand		3,235,754		*2,196,586*	
		5,495,835		*4,422,919*	
Current liabilities					
Creditors: amounts falling due within one year	18	(2,744,956)		*(2,336,139)*	
Net current assets			2,750,879		*2,086,780*
Total assets less current liabilities			14,643,464		*13,962,158*
Creditors: amounts falling due after more than one year	20		(3,004,000)		-
Provisions for liabilities			(189,000)		*(189,000)*
Net assets excluding pension asset / liability			11,450,464		*13,773,158*
Defined benefit pension scheme liability			-		*(4,625,233)*
Total net assets			11,450,464		*9,147,925*

ITEM FIVE

AFFILIATIONS

NUS Affiliation Fee: £38,370.00

BUCS Affiliation Fee: £24,968.00

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

ITEM SEVEN

A PROPOSED RESTRUCTURING OF THE SABBATICAL OFFICER TEAM

AGM are invited to approve a new Sabbatical Officer structure to be implemented from the Spring Elections 2026.

Students' Union President
Vice President Postgraduate Students
Vice President Undergraduate Students
Vice President Cymraeg
Vice President International Students
Vice President Sports and Athletic Union President
Vice President Societies and Communities

*In the event this proposal is approved by AGM the Sabbatical Officers will take a formal proposal to Student Senate for the introduction of two Heath Park Students' Officers as part of the Campaign Officer structure and will explore further amendments to Officers' Executive Committees to ensure representation for Heath Park students.

ITEM EIGHT

A) LAPSING MOTIONS

The following motions passed at AGM and will lapse prior to the next scheduled AGM in 2026. These are presented for information only. All motions were passed at the AGM in November 2022.

- Adoption of an Official Pro-Choice Stance
- Climate action and accountability: Making Net-Zero a Reality
- UCU Industrial Action
- Cardiff Students' Union Stance on the FIFA 2022 World Cup Cardiff University
- Cops off Campus

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

B) SUBMITTED MOTIONS

MOTION ONE: IT'S TAKEN LONG ENOUGH: IT'S TIME TO ACT ON SEXUAL VIOLENCE

AGM Notes

1. With a legal precedent being set in Feder and McCamish vs Royal Welsh College of Music and Drama, Cardiff University and Students' Union owe a duty of care towards their students. [1]

2. With E6 policy coming into affect in England, requiring Higher Education providers to have provisions to combat and safeguard sexual violence, Cardiff University and the Students' Union should be adequately prepared for MEDRs equivalent soon to follow.[2]

3. Cardiff University has failed to acknowledge any wrong doing despite apologies being a key part of a survivors journey. [3]

4. The lack of mandatory consent and bystander training across the university and Students' Union fails to create a safe and secure community for all students. [4]

5. The Students' Union has failed to provide public campaigns around consent to coincide with freshers week. Research suggests that 62% of students will experience sexual violence at UK universities, and that 50% of these will occur in the 'red zone' (this period is the first 6-8 weeks of an academic year). [5] + [6]

6. Survivors should feel safe within their university life, but allowing perpetrators to take positions of power within the Students' Union compromises their academic and social life at University. Research suggests allowing perpetrators into positions of power with authority over others can further authority bias and thus leading to more students being harmed by such individuals. [7]

7. The Students' Union has failed to collect and publish data on the prevalence of sexual misconduct at Cardiff University which was proposed in Time to Act: Tackling Sexual Misconduct At Cardiff University 2023 motion. [8]

8. Research suggests allowing survivors to be able to help shape services into a survivor-centered focus allows for a better system for those who need to access them. [9]

9. Survivors going through complaint processes such as through Student Cases or via the Police are at an increased risk of being retraumatised. The Students' Union should provide a safe place for survivors by suspending people under investigation from the Union and its premises. [10]

10. Research demonstrates that victims of sexual violence experience victim-blaming, institutional desensitization, and lack of trust in complaint procedures and therefore these processes must be trauma-informed, treating survivors with dignity and respect. [11]

11. Marginalised Communities such as women of colour, migrants, disabled persons, and LGBTQIA individuals are at higher risk of sexual violence. The Students Union's failure to provide public information specifically targeting these communities puts them at higher risk. [12]

AGM Believes

1. The Students' Union owes a legal duty of care to protect all students who are members of the Union against sexual misconduct as demonstrated by the Feder & McCamish ruling against RWCMD.

2. The Student's Union must follow through with its requirement to proactively lobby the university to take responsibility for any possible failings to protect and support survivors of sexual misconduct.

3. Providing comprehensive and relevant safeguarding, consent and bystander training to all clubs, societies, media groups and anyone who wishes to access it is essential to providing a safe environment to all students and ensuring that sexual violence is not part of life at Cardiff University.

4. The Students' Union must provide information to students regarding consent within the freshers period to minimise the impact of sexual violence within the 'red zone'.

5. Providing students an opportunity to report perpetrators who wish to take up key roles within the SU (including societies and sports teams) will provide a safer, more inclusive Students' Union where students will not have to see their perpetrators in positions of power.

6. Collecting and publishing data on the prevalence of sexual misconduct will help the Students' Union to understand where interventions need to be made and how these can be targeted appropriately.

7. A student-led review into key services in investigations will give the students the opportunity to better understand the processes and help shape the direction in which these services should be working for students.

8. Suspending those from SU spaces and groups while going through investigation processes will give victims autonomy on campus and to feel safe within their Students' Union.

9. Survivors of sexual violence deserve dignity and respect throughout any investigation process they go through and these processes should not retraumatise them.

10. Marginalised communities are at a higher risk of experiencing sexual violence within university and wider society, thus more work needs to be done by the Students' Union to help those who belong to these communities.

AGM Resolves

1. The Students' Union elected officers must lobby Cardiff University to publicly acknowledge failings to protect and support survivors of sexual misconduct.

2. The Students' Union must provide consent and bystander training for all sports clubs, societies and student media groups. This must be a mandatory requirement for all groups to attend and that there will be repercussions for lack of engagement.

2.1. This training should not be limited just to these groups and their committees but should be readily available to all students who wish to engage in this.

2.2. This training should include, but not be limited to:

- Discussing the pyramid of sexual violence e.g. how rape 'jokes' contributes to sexual violence.
- How to ask for consent
- Stealthing
- Sharking
- Coercive control
- How to be an effective bystander
- Head pushing
- Asphyxiation

2.3. All of this training should use translatable examples which reflect everyday student life.

3. Lets Talk Consent campaign set up by Georgia Spry (AU President 2023-25) must be taken on by elected officers each year to coincide with Freshers Week.

4. The Sabbatical Officers must implement the new 'Fit to Stand' requirement for new election candidates. They should ensure appropriate collaboration with the University to ensure necessary information is shared and undertake consultation with Time to Act and students on these requirements.

5. The working group set up within the Students' Union due to the Time To Act motion in 2023 must be taken up by the president and women's officer each year. The membership of this working group must be updated each year.

6. The Students' Union elected officers must collect and publish data on the prevalence of sexual misconduct at Cardiff University each year. This should include a consultation which is sent electronically to all members of the Union. The Students' Union should also hold engagement events for students to come and ask questions about the proposed consultation.

7. The Students' Union officers must commit to a student-led review into SSIT and Student Cases. This review will be led by the Sabbatical Officers and will be open to students to contribute.

8. The Students' Union should look in partnership with Cardiff University, review and if feasible, introduce, strengthened safeguarding, investigation, and disciplinary measures relating to cases of sexual misconduct. This review should include consideration of how precautionary and punitive measures are applied to ensure consistency, fairness and student safety.

9. The Students' Union officers must lobby the university to further update the student conduct procedure specifically around sexual violence. This must include the following:

- Survivors must not be forced to be in the panel room with their alleged perpetrator.
- Procedures must treat survivors as such rather than putting them on trial.
- Survivors must be treated with dignity and respect.
- Survivors going through this procedure must be aware of trauma-informed independent specialist bodies or representatives such as New Pathways.
- This procedure must be independent.

10. The Students' Union elected officers must work to highlight the impact sexual violence has on marginalised communites by working with organisations such as BAWSO and Galop.

11. The Students' Union to provide practical support for and flag additional external support to students who are trapped in living situations with their abuser. This support should include:

- Finding alternative placement for victims.
- Signposting survivors towards Refuge who provide emergency temporary housing.
- Offering support with housing applications to the local authority.
- Offering wellbeing support tailored towards students who are housed with their perpetrator.

12. The Students' Union elected officers should lobby the housing letting agents in Cardiff for example Cardiff Students Letting, CPS, John Winters, Unite etc. to add a clause to rental contracts allowing victims to break their lease without penalties or repercussions if they live with their perpetrator and should help them find alternative accommodation.

13. The Students' Union to have greater measures to flag support given by Stronger Together by working with the student group and actively promoting this to students when engaging in campaigns around sexual violence.

References

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MOTION TWO: MY SCRUBS, MY CHOICE: EQUALITY IN HEALTHCARE DRESS CODE

AGM Notes

1. This motion challenges the current University mandated uniform and scrubs policy for healthcare students, as it fails to provide alternatives in line with NHS guidance and may breach students' freedom of religious expression, accessibility, and equality.

2. There are currently no accommodations provided by healthcare schools for students who wish to dress modestly in their scrubs or theatre uniform.

3. Appropriate alternatives such as disposable arm sleeves exist and are explicitly mentioned in NHS Employers' guidance, yet these are not made available to healthcare students by the university.[1]

4. Healthcare students who dress modestly are sometimes denied entry to surgical theatres for refusing to comply with standard dress codes, despite the existence of theatre- and hygiene-approved modest or religious clothing.

5. NHS Employers' Uniform and Workplace Guidance states that dress codes must be justified, non-discriminatory, and sensitive to religious and cultural expression - with clear, role-specific reasoning and regular equality reviews.[2]

6. A large number of religious students are based at Heath Park, where the majority of healthcare students study.

7. The Students' Union promotes inclusivity as a core value, and barriers to freedom of clothing contradict this commitment.

8. Often healthcare students do not voice concern to avoid confrontation.

9. Under the Equality Act 2010, Cardiff University has a legal duty to eliminate discrimination and advance equality of opportunity - which includes ensuring dress codes do not disadvantage students of particular religions or beliefs.[3]

10. In accordance with the Equality Act 2010, religion and belief are protected characteristics. The University's Strategic Equality Plan 2024-2028 reaffirms this duty by committing to promote equality and inclusion for people of all faiths and beliefs or none at all.[4]

11. Many students, both religious and non-religious, may choose to dress modestly or wear head coverings for personal, cultural, or accessibility reasons.

AGM Believes

1. Considerations must be made for healthcare students who choose to wear modest clothing on placement, if Cardiff University is to remain an inclusive space for all students.

2. The current University approved healthcare uniforms and scrubs for students do not fall in line with the University's Strategic Equality Plan 2024-2028 and are therefore inadequate for future University-wide equality objectives.

3. Cardiff University's healthcare schools, like NHS employers, should ensure that dress codes are justified, non-discriminatory, and sensitive to religious and cultural expression - with clear, role-specific reasoning and equality reviews.

4. Denying religious healthcare students entry to theatre due to their clothing choices, without offering suitable alternatives, places them at an academic disadvantage.

5. The University should offer disposable sleeves and other industry standard alternatives, to remain inclusive and accessible to all in its uniform policies.

6. Current University mandated health care uniforms act as barriers to religious expression in healthcare education, which contradict Students' Union values.

7. Failure to accommodate modest or religious-based clothing may leave students feeling ostracised and unsupported.

8. It is a fundamental autonomous right of every individual to wear the clothing of their choice, including religious or modest attire.

9. Wellbeing may be negatively impacted when students feel pressured to accept unfair compromises to avoid confrontation, which goes against student wellbeing support.

10. As modest clothing and head coverings are not exclusive to religious practice, these matters also intersect with accessibility and equality concerns. Therefore this issue concerns all students.

AGM Resolves

1. That the Students' Union lobby the University and its healthcare schools to introduce a framework allowing students to confidentially discuss and request accommodations for modesty requirements, either via email or an online portal.

2. That the Students' Union lobby the University and healthcare schools to provide industry-standard, alternative modest uniform and scrub options - including elbow-length

sleeve scrubs, disposable forearm sleeves, skirt scrubs, and theatre-approved religious head coverings for surgical placements - in line with NHS guidance.

3. That the Students' Union advocates to the University's healthcare schools for the adoption of NHS-approved alternatives for modest clothing within theatre and placement settings.

4. That the Students' Union lobbies the University to commit to regular Equality Impact Assessments of healthcare uniform policies, in line with NHS guidance.

5. The Students' Union works with the University to ensure that healthcare uniforms and scrubs fall in line with the goals of the University's Strategic Equality Plan 2024-2028.

6. The Students' Union to update its equality and inclusivity communications to reaffirm students' freedom of choice in clothing, including religious and modest dress, as part of its commitment to equality and bodily autonomy.

7. That the Students' Union work closely with the local health board to achieve the above resolutions in a practical manner for healthcare students.

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MOTION THREE: FOR CARDIFF STUDENTS' UNION TO CAMPAIGN FOR AND SUPPORT PRO-CHOICE

AGM Notes

1. AGM adopted an official pro-choice stance three years ago, recognising the importance of protecting students' reproductive rights and access to healthcare.

2. This policy is now due to lapse, which would leave the AGM without a formal position on abortion and reproductive rights unless it is renewed.

3. Abortion remains a legal healthcare service in Wales, yet stigma, misinformation, and barriers to access persist, affecting students' ability to make informed choices.

4. Reproductive health continues to be a relevant issue for students, many of whom may face financial, emotional, or social pressures when making decisions about pregnancy.

5. Maintaining a clear and active pro-choice policy ensures the Union continues to support students' autonomy, wellbeing, and access to accurate information and safe services.

6. External anti-choice organisations have previously targeted Cardiff University campus, displaying disturbing and graphic imagery and spreading misinformation about abortion. Such activity can cause distress to students, contribute to stigma and misinformation, and create a hostile environment for those seeking or having undergone reproductive healthcare.

AGM Believes

1. Every student has the right to make informed decisions about their own body and reproductive health without coercion, stigma, or discrimination.

2. The Students' Union has a responsibility to uphold and advocate for students' rights, autonomy, and access to safe reproductive healthcare, including abortion.

3. Renewing the Union's pro-choice stance demonstrates an ongoing commitment to equality, inclusivity, and wellbeing.

4. A pro-choice position supports all students, whether they choose to continue or end a pregnancy, by ensuring that support and resources remain accessible and non-judgemental.

5. Allowing the previous policy to lapse would risk undermining progress made toward destigmatising abortion and protecting reproductive rights on campus.

6. Reaffirming this stance empowers the Union to continue providing accurate information, training, and campaigns that promote reproductive choice and bodily autonomy for all students.

AGM Resolves

1. Reaffirmation of Stance – Cardiff Students' Union's Elected Officer will publicly reaffirm its support for pro-choice

2. Accurate and Inclusive Language – The SU will maintain unbiased, medically accurate, and inclusive terminology relating to pregnancy, abortion, and reproductive health, expanding information on miscarriage support and policy.

3. Accessible, Up-to-Date Information – The SU will retain and regularly review balanced links to reliable, current information on pregnancy, abortion, and healthcare services.

4. Confidential Access to Support – The SU will display up-to-date information about pregnancy and abortion services on toilet stall doors, ensuring private access for students in vulnerable or abusive situations.

5. Sabbatical Officers Leadership – The Sabbatical Officers will remain responsible for ensuring SU campaigns and strategies actively support the pro-choice stance and a safe, inclusive environment.

6. Awareness Campaigns – The Sabbatical Officers, with the Campaign Officers, will continue pro-choice awareness campaigns promoting access to safe, legal abortion and accurate information.

8. Partnership with the University – The SU and Cardiff University will collaborate on a working group to ensure students understand their rights to bodily autonomy and reproductive healthcare, including abortion.

9. Protection from Harassment and Misinformation – The SU Elected Officers will condemn and speak out against anti-choice organisations that harass or intimidate students and/or spread misinformation

10. Support for Targeted Students – The SU will evaluate and strengthen support services for students affected by anti-choice activity, ensuring proactive measures to protect wellbeing.

11. Continued Progress and Review – The SU will build on its current progress, striving to maintain and advance a campus environment grounded in clarity, compassion, accurate information, and the right to choose.

MOTION FOUR: MAKING CARDIFF A SAFE SPACE FOR TRANS STUDENTS

AGM Notes

*by using the term ‘trans’ we mean all gender diverse people, such as trans men, trans women, agender, non-binary, gender queer, intersex, and any other terms that fall under that umbrella

1. Cardiff Students’ Union (CSU) is committed to equality, diversity, and inclusion, but there remain barriers for trans students on campus that impact their wellbeing, visibility, and access to facilities and opportunities, affecting their student life.

2. Survey responses from trans students at Cardiff University show that while there are positives, such as the availability of gender-neutral toilets, the trans support team, and welcoming societies, there are also clear gaps in facilities, awareness, and visibility.

3. Students report a lack of gender-neutral changing rooms in university sports facilities such as Talybont Sports Centre, insufficient hygiene bins in men’s toilets, and poor visibility of trans-inclusive spaces.

4. Students also noted inconsistent use of chosen names and pronouns across university departments and services, as well as inadequate publicity around the ease of changing names and gender on university systems.

5. Some students highlighted the lack of trans inclusion in sport and the need for Cardiff University and the Athletic Union to address discrimination in sporting policies and ensure equitable access for trans athletes, including those wanting to participate in varsity or other sporting events.

6. Several respondents stressed the importance of clear, public statements of trans inclusion and trans inclusive policies from both the University and the Students’ Union to combat misinformation and demonstrate visible allyship.

7. Nationally, trans people face increasing hostility, including government inaction on banning conversion therapy, restrictions on self-identification, and harmful narratives in public discourse. These national issues have real impacts on trans students’ safety, mental health, and sense of belonging. Additionally, students have been affected internationally, when on study abroad, impacted by countries that discriminate based on geopolitical issues that threaten their existence,

8. True trans liberation requires not only inclusion but also proactive advocacy, education, allyship and visible support at both institutional and community levels.

AGM Believes

1. Trans rights are human rights. Every student and staff member, regardless of gender identity or expression, deserves to feel safe, respected, represented, and supported within their university environment and communities.

2. The Students' Union has a responsibility to champion trans inclusion, ensure that trans students' needs are heard and met, and challenge all forms of transphobia, both on and off campus.

3. Visible institutional allyship, including formal public statements, consistent messaging, and policies, is essential to make trans students feel valued and heard and to counter misinformation and stigma.

4. Equal access to sport, education, and facilities is a fundamental part of student life. Trans students should not face barriers to participation or additional scrutiny when accessing these spaces.

5. Education and awareness among the wider student body are vital for creating a genuinely inclusive culture. Campaigns should not only focus on trans spaces but also aim to reduce ignorance and prejudice among students.

6. Conversion therapy in any form is harmful, discredited, and incompatible with the Union's values of respect, inclusion, and autonomy.

7. Cardiff University, CSU, and local affiliates should continue to collaborate to ensure that all university systems, services, and facilities reflect and respect students' gender identities, chosen names, and pronouns.

8. Upholding trans rights aligns with CSU's broader commitments to equality, wellbeing, and the safety of all students, and reflects its role as a progressive, student-led body standing up to injustice.

AGM Resolves

1. Reaffirm and Strengthen the SU's Commitment to Trans Inclusion.

Cardiff Students' Union Elected Officers will publicly reaffirm their commitment to trans rights and trans inclusion.

2. Improve Visibility and Access to Trans-Inclusive Facilities

2.1. The SU will work with Cardiff University to:

- Expand the availability of gender-neutral toilets and changing facilities, prioritising sports facilities such as Talybont.
- Ensure all toilets include appropriate hygiene waste bins.
- Improve resources about gender-neutral and inclusive spaces.
- Ensure trans students are able to use the spaces and facilities they're most comfortable using.
- Publicise Trans Support Services and Safe Spaces

2.2. The SU will collaborate with the University to:

- Increase awareness of the LGBTQ+ and gender-diverse safe spaces through resources.
- Clearly promote the process for changing names and gender markers on university systems, including student ID cards, records, and the SU website.
- Ensure there is support for trans students on a year abroad especially in less trans-inclusive countries.
- Ensure Consistency in Respecting Students' Identities

2.3. The SU will lobby Cardiff University to implement a university-wide standard ensuring all departments, systems, and staff use students' chosen names and pronouns in all communications and records, being mindful of those who use alternative names/pronouns with designated people.

3. Trans Inclusion in Sport

3.1. The VP Sports will:

- Work with BUCS, the Athletic Union, and relevant sports bodies to ensure trans students can participate in sports without discrimination, regardless of identity.
- Provide training to club committees on trans inclusion and awareness.
- Campaign for national sports governing bodies to revise discriminatory policies that limit trans athlete participation.

4. Education and Awareness Campaigns

The Sabbatical Officers and LGBTQ+ Officers will lead annual campaigns promoting trans inclusion and awareness, addressing misinformation and celebrating trans identities. These campaigns will include educational materials for all students and training opportunities for societies and student leaders.

5. Oppose Conversion Therapy

The SU will continue to condemn all forms of conversion therapy for all trans and LGBTQ+ identities and will lobby the Welsh Government and UK Government to implement a comprehensive, national ban on conversion practices.

6. Strengthen Reporting and Support Mechanisms

6.1. The SU will work with the University to ensure that:

- Reporting mechanisms for transphobic harassment are visible, accessible, and trusted.
- It is made clear that transphobia is not tolerated under any circumstances.
- Students who experience transphobia are supported through welfare services and peer-led networks.

7. Representation and Consultation

The SU will ensure trans students are meaningfully consulted in all decisions affecting their wellbeing and representation, including through trans-led advisory groups or focus panels.

8. Monitoring and Accountability

The SU will review progress on these commitments annually, with the Sabbatical Officers reporting to Student Senate and publishing updates on the SU website.

9. Condemn All Forms of Transphobia

The students union will not condone any form of transphobia and will deal with any reports of it accordingly.

ITEM NINE

NOTICE OF SPRING ELECTIONS 2026

On Friday 16TH January 2026 the Students' Union will open nominations for the Spring Elections. All sabbatical officer and campaign officer roles for 2026/27 will be open for nomination in these elections. If you'd like more information keep an eye on the Students' Union website (www.cardiffstudents.com) for the official Notice of Election.

END OF PAPERS