Put liberation and campaigns at centre stage

Senedd notes:

1. Cardiff University Students’ Union (“the Union”) has 7 paid, Sabbatical Officers and 9 Campaign Officers that undertake their duties on a voluntary basis. During the Cardiff Student Elections this year, a Mental Health Campaign Officer will be elected for the first time ever. All of these officers are elected into their positions by a cross-campus vote of the student body to serve for the preceding academic year.

2. Ensuring equality, liberation and diversity in all aspects of the education sector and every aspect of society has always been a core value of the student movement; that continues to be true to this day.

3. The Union’s main governing document, the Memorandum and Articles of Association, states that one of the Union’s guiding missions is to achieve the following at all times:

   “(i) ensure that the diversity of its Student Membership is recognised and that equal access is available to all Student Members of whatever origin or orientation;

   (ii) pursue its aims and objectives independent of any political party or religious group;

   and (iii) pursue equal opportunities by taking positive action within the law to facilitate participation of groups discriminated against by society.”

4. Concerns that Campaign Officers are side-lined have been raised time and time again. However, the Union has ducked the issue. For example, in a meeting between the Campaign Officers of 2015/16 and the SU President and Director of Membership Services on 29 February 2016, concerns of that nature were raised; the Union leadership vowed to tackle the lack of publicity given to Campaign Officers and to provide them with lanyards/identity cards in order for them to access the Union building and for students to identify them. The undertaking was not acted upon. In the first Student Senedd meeting of 2016, a Campaign Officer stated that the arrangements for financing those officers and their liberation campaigns was insufficient; in the 2016 AGM, concerns that liberation officers are side-lined were also expressed.

5. There is no mention of the existence of Campaign Officers on the graphic displayed on the front of the Union building nor on the graphic erected in the new re-development near the Union’s rear entrance on Senghennydd Road; on the Union’s main website homepage; on pop-ups raised throughout the campus to promote the Union’s work nor on the marketing TV screens within the Union building.

6. The positions and responsibilities of Sabbatical Officers are outlined in the Appendices to the Bye-laws, but the same isn’t true of Campaign

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2 See Apendix 1.

Officers.

7. Campaign Officers are granted the following resources to undertake their roles: Email, Facebook, and Twitter accounts, clothing, and access to a workstation within Student Voice (hot desk), as well as training from Student Voice.

8. Sabbatical Officers are granted the following resources to undertake their roles: Email, Facebook, and Twitter accounts, clothing, business cards, as well as training from Student Voice, a laptop that is provided as their workstation and a mobile phone.

9. Disparities between Campaign Officers and Sabbatical Officers can be identified with regards to elections.

10. Further information obtained by the Union executive for the purposes of forming this motion can be seen in Appendix 2.

Senedd believes:

1. That a more prominent and central place should be given to Campaign Officers and to liberation campaigns within the Union.

2. That all officers - whether they be Sabbatical Officers or Campaign Officers - are full-time, elected officers tasked with representing students, leading the Union and form part of one strong officer team; the Union should thus treat all of its officers as equals and afford them the same platform.

3. That Campaign Officers should be equipped with all the necessary resources to effectively undertake their duties as elected student representatives and they should not be under any personal disadvantage as a result of fulfilling their duties.

4. That standing as a student officer candidate in the Union’s elections should be a practical option for every Member, which shouldn’t be hindered by concerns such as personal finances.

5. That the work and contribution of Campaign Officers should be celebrated and recognised as such work is undertaken out of a passion and conviction for equality, whilst following full-time degree programmes and without pay.

6. That Campaign Officers in many cases are champions for liberation campaigns, and in that capacity have a key role to play in raising awareness of liberation issues amongst the student body in its entirety.

Senedd resolves:

1. That the pictures and names of Campaign Officers should be displayed alongside the names and pictures of Sabbatical Officers at the front of the Union building and in the re-development, near the Union's rear entrance on Senghennydd Road, as soon as possible at the start of the new semester and as a matter of practise during preceding academic years.

*See Appendix 2.*
2. That when the Union gives publicity to the Sabbatical Officer team in its entirety (including, amongst other things, when erecting pop-up banners on campus, on TV screens within the Union building and on the Union’s website home page), it should give the same publicity to the Campaign Officer team.

3. That the phrase “Elected Officers” shall be used by the Union to refer to the Union’s elected officer team in its entirety – to include both Campaign and Sabbatical Officers; that the phrase “Sabbatical Officers” shall be used by the Union to refer to the Union’s elected Sabbatical Officer team; and that the phrase “Campaign Officers” shall be used by the Union to refer to the Union’s elected Campaign Officer team.

4. That the nature of resources made available to the Campaign Officer team should be equitable to those made available to the Sabbatical Officer team, in order to allow all elected officers of the Union to fulfil their duties effectively. Senedd specifically resolves that lanyards/identity cards should be provided to Campaign Officers as soon as possible during the new semester; and that the Union should plan ahead to ensure that the Campaign Officer team have access to the appropriate equipment to effectively undertake their duties, such as business cards, clothing, IT equipment and mobile phones – without prejudicing the exact method of implementing this desire, and as determined by the executive team, having consulted with those parties deemed appropriate – from the 2017/18 academic year onwards.

5. To place a duty on Sabbatical Officers to consult with Campaign Officers on any matter affecting the latter’s remits and responsibilities, to share any relevant documents with them and to include them in coming to a decision on those matters; to invite the current Sabbatical and Campaign Officers to develop a protocol to ensure that liberation officers shall not be publicly undermined on any matter which relates mainly or solely to a liberation campaign led by them, should a situation arise whereby officers’ views differ.

6. That Campaign Officers shall be invited to the Union’s Partnership Board with the University.

7. To invite the executive team to bring forward amendments to the Union’s By-laws to the next meeting of Senedd in order to include and recognise the positions of elected Campaign Officers within the Union’s governing documents, as is the case for Sabbatical Officers.

8. To mandate the SU President to write to the President of NUS Cymru to ask what progress has been made on the motion entitled ‘The 1994 Act is Problematic’ agreed at the 2015 NUS Cymru Conference⁵; to invite her to bring forward a report sharing the response to the next meeting of Senedd (or at the earliest convenience) and to present proposals regarding a comprehensive recognition package to Campaign Officers, whether that be financial or otherwise, that could be introduced from the 2017/18 academic year onwards.

9. That as the work of forming the Union’s budget for the next financial year takes place, to call on the Board of Trustees to include an expenditure line containing

⁵ http://s3-eu-west-1.amazonaws.com/nusdigital/document/documents/13590/fa3e5b24d8ec484a956ec0d1498153ac/Motions%20Final%20English%20Format%20Amendments.pdf
protected finance to fund liberation campaigns and the campaigns of Campaign Officers within the budget, in addition to the Student Voice/other budgets for that financial year and preceding financial years.

Submitted by: Steffan Bryn
Appendix 1

**Figure 1:** picture of a CUSU pop-up on campus promoting ‘Your Elected Officers 16-17’, without corresponding promotion of elected Campaign Officers

**Figure 2:** picture of the newly erected graphic in the re-development near the Union’s rear entrance on Senghennydd Road, without corresponding promotion of elected Campaign Officers
Appendix 2

- How many Campaign Officers positions, and which ones, remain vacant following the by-elections?

One remains vacant – Student Voice will be in touch with the Association via their Facebook page to see how we can best support representation of those individuals. The position has been vacant following two elections (Spring 2016 and Autumn 2016) hence communication through the only channels we have access to. We will be creating specific emails to all mature students ahead of the Spring 2017 elections to encourage students to run.

- During the main Cardiff Students Elections 2016, how much funding was available for financing Campaign Officer candidates’ campaigns and candidates for Sabbatical Officer positions?

Campaign Candidates were granted £15 to spend on their campaign
Sabbatical Candidates were granted £30 to spend on their campaign

We do not differentiate within budgeting between the two, there is simply a pot of money available for all candidates. These figures have come about over several years, we have seen that the average spend is much lower than the allocated amount. Most notably Sabbatical Candidates spend a lot more on their campaigns, some Campaign Officer Candidates spend nothing at all.

- How much money is available for the funding of elected Sabbatical Officers’ campaigns and for funding Campaign Officers’ campaigns? I would like to have the whole figures for both the officer teams, as well as the figure for the individual officers within both teams.

The elected officer campaigns budget is complex as there are so many ways the officers are encouraged to find resource for various campaigns. There are a lot of cross-departmental transactions made. For example, Housing Advice Week might be partly funded by the elected officer team and partly funded by Student Advice one year and fully funded by the officer team the next depending on the plans of the Vice President Welfare in post. Another example would be the Postgraduate Social events which are organised by the VP Postgraduate but will often depend on some initial budget from the Venues department with the addition of any extra additional costs covered if the event does not break even although this is rarely the case.

Ultimately Sophie is responsible for managing the budget in terms of planning the year’s campaigns and projects. Sophie is given support and advice in managing the budget by Steve Wilford. In addition, a contingency budget for any reactive campaigns is a part of this budget.

Full-time elected officers and campaign officers are encouraged to be resourceful. For example, last year’s LGBT+ (Women’s) officer sourced money from their own campaign budget and from the elected officers’ budget to light up Main Building red and often elected officer campaigns may overlap with any other department’s budget depending on the event, project, or campaign. Elected officers are also encouraged to seek funding from external charities, the university, and when putting on events to break even whenever possible in order to be as cost effective as possible.

The money in the campaigns budget can be interchangeable with the sabb budget depending on the amount of money spent on things like training and development, catering, transport, residential, union tour, general marketing, and postage. The officer salaries come out of this budget too which remain the same throughout the year.

Aside from direct salary costs, the Officer team have access to a total of £27,260 for use in the pursuit of their roles. On an annual basis the objectives, campaigns and national
Of which:

- **£4,600 for training**
  Includes facilitators, accommodation, travel, course costs for training for sabbatical officers at the start and during their term of office

- **£15,000 for conferences and travel**
  Includes attendance at all conferences, visits, and meetings for all elected officers. Typically this involves 2 to 3 NUS Wales national events and 2 to 3 NUS UK events for the whole team, as well as additional events on an officer by officer basis. This also incorporates all travel to and from local, regional and nation meetings of officers other organisations.

- **£3560 for IT, office and communications**
  Two year cycle of laptop replacement, mobile phone contracts, office supplies, printing and photocopying

- **£4100 for campaign costs**
  Supports projects such as Revision Aid, Mind Your Head Week, Housing Advice Week, National Demo, Welsh Language Policy launch, It's no Joke, World Aids Day etc. This would also include support for political motions passed at Senate or AGM such as voter registration campaigns and local councillor surgeries as well as supporting election manifesto commitments such as wellbeing booklets for first years this year. At times this can be reactive (and part way through the year) to local or national student agenda, e.g. proposed fee changes, higher education policy etc.

These funds are split between two budgets, referred to as the SAB and CAM budgets.

In separating out the authority to spend from the transaction itself. All expenditure is subject to authorised limits for expenditure, meaning as the transaction value increases, the higher the level of authorisation required. In practice, the Sabbatical team meet together to budget and authorise expenditure within the limits set and the budget available. In terms of the transaction itself, there is always a preference to make payment by invoice to a supplier or service provider. On some occasions it may be appropriate or necessary to reimburse officers who have made payment themselves.

Campaign Officers
£100 per campaign officer, further note: each campaign is provided a budget to attend each of the conferences. There is simply a conference budget that has money within it, it is not separated out per conference. We send students to NUS UK: Women’s, Disabilities, Black Students, LGBT+, and International. We also send students to the NUS Wales liberation conferences.

- **How much money is available for the funding of Sabbatical Officers’ expenses and for funding the expenses of Campaign Officers, from which budget does the money for both officer teams come and what is the procedure for securing the funding?** That is, do you have to apply for the funding in advance, or will the officers be compensated after spending the money from their own pocket?

Student Voice in relation to expenses this was noted within the previous answer. In relation to how Campaign Officers are compensated, it entirely depends on the situation. Example: If they are being sent to an NUS Conference we will pay for transport and accommodation up front. If they are required to spend money on food they spend the money themselves and Student Voice refunds them (once receipts are submitted), in certain circumstances if the student is unable to spend the money upfront they can speak to Student Voice and we can provide the money on the proviso that all receipts are received within a week.
Furthermore, some campaign officer campaigns become all-encompassing union campaigns i.e. Zero Tolerance started as being just in the role of the Women’s officer through their campaign work and is now linked to union-wide activity. This exemplifies that point that if Campaign Officers would like support for their campaigns, they can speak with the sabbatical officer team. The sabbatical officer team can assist in campaign activity. CUSU welcomes Campaign Officers and students without elected positions to discuss campaign ideas with the team so that they can support.

- What resources are provided to the Campaign Officers to perform their duties and what resources are provided to the Sabbatical Officers to perform their duties (e.g. information technology, mobile phones, branded clothing, business cards amongst other things)?

Campaign Officers are granted: Email, Facebook, and Twitter accounts, clothing, and access to a workstation within Student Voice (hot desk), as well as training from Student Voice.

Sabbatical Officers are granted: Email, Facebook, and Twitter accounts, clothing, business cards, as well as training from Student Voice, a laptop that is provided as their workstation and a mobile phone.