



Cardiff Students' Union
Undeb Myfyrwyr Caerdydd

Student Senate
Cardiff University Students' Union
Tuesday 7th November 2023, 5pm
Via Zoom

Agenda

Please contact the Student Voice Team via email (democracy@cardiff.ac.uk) to discuss any additions or amendments you may have or to request further information on any of the below agenda items.

	1. Welcome	
Standard Items	2. Apologies	
	3. Minutes from the previous meeting	(P2)
	4. Election of Vice-Chair	
SU Submitted Items	5. Students' Union Budget	(P19)
	6. Report from the Trustees	
Submitted Items	7. Appointment of External Trustee	(P6)
	8. Lapsing Policy	
	9. Submitted Bye-Law Proposals	
	I. <i>Amendment to bye-law 4 (Annual General Meetings) to improve accessibility.</i>	(P7)
	10. Submitted Motions	
Any Other Business	11. Date of Future Meetings	



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ITEM THREE: Minutes from the Previous Meeting

Student Senate – Minutes

Monday 19th June, 5pm via Zoom

Attendees:

Committee Members [with Returned Voting Cards]

Rebecca Hardy (Chair)

Angie Flores Acuna (Vice President Postgraduate Students)

Ashly Alava Garcia (Vice President Heath Park Campus)

Alex Meers (Student Senator)

Beth Williams (Student Senator)

Charles Parker (Student Senator)

Chris Grayson-Diamond (Student Senator)

Deio Owen (Welsh Language Officer)

Emily Carr (Women's Officer)

Emma Campbell (Student Senator)

Jack Morewood (Student Senator)

Jazz Walsh (Student Senator)

Jonathan Jarrett (Student Senator)

Micaela Panes (Student Senator)

Nathan Mintz (Student Senator)

Nodie Caple-Faye (LGBTQ+ Officer)

Penny Dinh (Black & Ethnic Minorities Officer)

Zack Hayward (Student Senator)

Staff

Tali Atvars (Head of Student Voice, Info Point)

Hannah Fatkin (Deputy Head of Student Voice)

Cymen Cyf (Translation Services)



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Standard Items	
Welcome	Rebecca Hardy (Chair) explains the process of Student Senate, thanks everyone for their attendance and reminds all members about voting and its process. RH (Chair) continues to explain the format of the meeting and clarify what will be covered.
Minutes from the previous Meetings	RH (Chair) goes through the minutes page-by-page asking for any amendments.
Students' Union Submitted Items	
Report from the Trustees	Gina Dunn provided a verbal update on behalf of the trustees. Senate is invited to ask any clarifying questions regarding the trustee report.
Submitted Items	
Appointment of Student Trustee	Rebecca Hardy (Chair) invites the committee to take note of the recommended student trustees for appointment. RH (Chair) reminds Student Senate of the process regarding trustee appointments. Senators are asked to record their vote on the voting cards.
Democracy Review: Phase 1	The Head of Student Voice & Advice is invited to report the findings and key recommendations from Phase 1 of the democracy review covering scrutiny and accountability. The report detailed the consultation and data gathering process and a list of recommendations for student senate to consider for approval. Following the update Gina Dunn (SU President) responds to any questions student senators may have regarding the report and its recommendations. Student Senate is provided with the opportunity to debate the recommendations prior to being reminded to record their votes on the voting cards provided.
Submitted Bye-Law Proposals	Amendment to bye-law 4 (Annual General Meeting) to improve accessibility Jack Morewood as the proposer for the motion is invited to speak for up to 4 minutes. The debate procedure is that followed with student senators speaking both for and against the motion.



	<p>Debate is paused for a procedural motion – ‘that the question lies on the table until the next meeting’.</p> <p>Following debate on the procedural motion, a vote is held.</p> <p>RH (Chair) reminds the committee that a two-thirds majority is required for any procedural motion to pass.</p> <p><i>The procedural motion passes, the proposal is therefore added to the agenda of the next Student Seante meeting.</i></p>
Submitted Motions	<p>Cardiff University Students’ Union and Graduation 2023</p> <p>Micaela Panes, as the proposer of the motion, speaks for up to 4 minutes.</p> <p>The debate procedure is that followed with student senators speaking both for and against the motion.</p> <p>RH (Chair) reminds the committee to record their vote on the voting cards provided.</p> <p>Name change of Parent and Carers Officer</p> <p>Nodie Caple-Faye, as the proposer of the motion, speaks for up to 4 minutes.</p> <p>The debate procedure is that followed with student senators speaking both for and against the motion.</p> <p>RH (Chair) reminds the committee to record their vote on the voting cards provided.</p> <p>Carers Awareness Week and Family Day</p> <p>Janet Williams, as the seconder of the motion, speaks for up to 4 minutes.</p> <p>The debate procedure is that followed with student senators speaking both for and against the motion.</p> <p>RH (Chair) reminds the committee to record their vote on the voting cards provided.</p>
MEETING ENDED	



Voting Results

Minutes of the previous meeting: **Approved**

Election of Student Senate Chair for 2023/24: **Rebecca Hardy**

Appointment of Student Trustees:

Michael Summers – **Approved**

Courtney Endall – **Approved**

Democracy Review Phase 1 Recommendations: **Approved**

Motion I. Cardiff University Students' Union and Graduation 2023: **Approved**

Motion II. Name change of Parent and Carers Officer: **Approved**

Motion III. Carers Awareness Week and Family Day: **Approved**



ITEM SEVEN: Appointment of External Trustee

Re-appointment of University Nominated Trustee

Senate is asked to consider the re-appointment of a University Nominated Trustee to the Board of Cardiff University Students' Union.

Jayne Sadgrove has served one four-year term as a University Nominated Trustee and is eligible to serve a second term. Jayne is willing to undertake a second term and the University support the nomination. Jayne is a former Chief Operating Officer at the University and has a wealth of experience both as a senior manager in the Higher Education sector and as a Director of a NHS Health Board. She is currently Vice-Chair of the CSU Board of Trustees.

Senate is asked to approve the re-appointment for a second four-year term.

Jayne Sadgrove was Cardiff University's Chief Operating Officer for 5 years with responsibility for the leadership, development, and delivery of the University's Professional Services. A member of the University Executive Board, she was also Secretary to the Council, the University's governing body. She retired from the University in January 2019. In May 2019, she was presented with the Lifetime Achievement award at the Students' Union ESLAs.

Jayne was the Director of Human Resources, Safety Health and Environment at Cardiff from 2006. Jayne has held a number of non-executive positions, including being a member of the UCEA Health & Safety Committee and the AHUA Executive Committee.

Outside the HE sector she was a Living Wage Commissioner and holds an award as a Living Wage Champion for that work. She also served on the Cwm Taf Morgannwg Health Board and is a trustee of The Escape Route, a charity supporting ex-offenders into self-employment.

Her career began in the Department of Industry working to develop manufacturing industry across Wales and the South-West of England. This was followed by a period as a Research Officer with the Welsh Consumer Council. A family move to the Midlands in 1988 led to management roles in the private sector in legal partnerships and then at Director level for the West Midlands Magistrates' Courts Service. Her higher education experience began in 2003 with her appointment to run and develop the operational people management service at the University of Birmingham.

Jayne was born in Neath and studied at Cardiff University, gaining a BA and an MA in Classics. She is a Fellow of the Chartered Institute of Personnel and Development.



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ITEM NINE: Submitted Bye-law Proposals.

I. Amendment to bye-law 4 (Annual General Meetings) to improve accessibility.

Please provide the reasons for your bye-law proposal

Keeping Members' Meetings accessible to all students

Currently, Student Members can only attend Student Members' Meetings in-person or by a proxy appointed in their place. This includes the Annual General Meeting (AGM).

This requirement excludes certain students from the meeting, both in terms of cost and disruption to them of in-person attendance. This can affect all students, but especially students with caring responsibilities, disabled students, students living in transport poverty, remote students, degree apprentices and part-time students. While a proxy may still allow a student to vote indirectly, proxies do not allow these students to attend or speak during the meeting. The proxy model also relies on students knowing a proxy who can and is willing to attend in-person on their behalf.

All students should be able to attend, speak and vote at Members' Meetings in a way that is accessible for them, and it should be easy for them to do so.

It is already possible to conduct Student Senate meetings virtually. This follows also involves conducts a post-meeting ballot, with in-meeting arrangements for procedural motions. Precedents also exist for past AGMs. During the COVID-19 pandemic, the AGM was held entirely virtually. Another AGM since has been live-streamed. College Forums are also held virtually. This demonstrates the viability of remote attendance and means there is no technical reason why this cannot be facilitated at Student Members' Meetings.

Last year's AGM on 24th November 2022 was postponed and rearranged because the initial meeting was not quorate [1]. Although several reasons contributed to this, the requirement for in-person attendance at Student Members' Meetings, including AGMs, was one factor. The expense and disruption of rearranging large meetings means that not keeping meetings accessible bears a direct financial cost and risk to the Union.

The governing documents are currently ambiguous to the mode of attendance at Students' Members' Meetings and accessibility requirements. The measures below:



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(i) alter bye-law 4 to explicitly give Student Members the right to attend virtually, alongside existing modes.

(ii) alter bye-law appendix 3 to make accompanying provisions for this, such as post-meeting ballots in line with the Student Senate.

It is also important to consider wider accessibility. These changes introduce bye-law 4.10 mandating accessibility of meetings and make provisions such as allowing short access breaks during meetings, subject to the approval of the meeting. Adopting these bye-law amendments will ensure future Student Members' Meetings are more inclusive and accessible.

The Union is also conducting a Democracy Review. The bye-law amendments here do not obstruct this process or prevent further changes to bye-laws in the future as a result of the Democracy Review.

[1] <https://twitter.com/cardiffstudents/status/1595847927817441280>

Please provide details of your bye-law proposal

Any added or amended text within the bye-law is highlighted in purple

Amend Section 4 of the bye-laws to read:

4.1 A Student Members' Meeting, including the Student Members' Annual General Meeting, shall be conducted in line with the procedures detailed in Appendix 3.

4.2 There shall be at least five days' notice between the publication of notice of the Student Members' Meeting and the deadline for submission of agenda items.

4.3 The agenda for each Student Members' Meeting shall be published and displayed at least four days before the commencement of the meeting. The notice shall include the process for submitting amendments.

4.4 The quorum for Student Members' Meetings shall be 500 Student Members and shall be competent to amend, pass or reject any tabled business. For the avoidance of doubt, quorum shall include all Student Members attending in-person.

4.5. Student Members are entitled to attend, speak and vote at Student Members' Meetings. Student Members can attend and speak in-person, virtually or by an in-person proxy in their place. Voting will be by electronic means accessible to all Student



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Members who attend.

4.6 Any amendments to tabled business must be submitted to the Chair at least 48 hours before the meeting. Amendments must be relevant and not frustrate the intention of that business, as determined by the Chair. Any amendments shall be published and displayed at least 24 hours before the commencement of the meeting.

4.7 In the event of a meeting being or becoming inquorate no business shall be transacted other than the adjournment of the meeting. At least three days' notice of the adjourned meeting shall be given. At the adjourned meeting only the unfinished business from the original meeting shall be transacted. In the event of the adjourned meeting being or becoming inquorate the unfinished business (other than proposed amendments to the Memorandum and Articles) shall be referred to the Student Council whose decision thereon shall be final.

4.8 A Members' Meeting can be triggered by:

- (i) A Secure Petition of no less than 500 Student Members*
- (ii) A motion passed by a simple majority of Student Council;*
- (iii) A resolution of the Trustees.*

4.9 A Members' Meeting shall be organised by the Union as soon as possible after the trigger, but no longer than 21 days.

4.10. The Students' Union shall ensure the meeting is as accessible as reasonably possible so that all Student Members are able to participate.

Amend Appendix 3 of the bye-laws to read:

1. The Chair

- (a) The Chair of Student Council shall chair a Members Meeting.*
- (b) In the absence of the Chair of Student Council, the Student Members present shall confirm acceptance of another Student Council Member to chair the meeting.*

2. Attendees

- (a) Students Members shall have the right to attend Student Members' Meetings in-*



person, virtually or by an in-person proxy in their place. The organisers shall take reasonable measures to authenticate rights to attend, speak and vote.

(b) Students Members may attend Student Members' Meetings virtually subject to pre-registering with the Student Voice team no later than Noon before the start of the meeting.

(c) Virtual attendance to the meeting will be facilitated using an online videoconferencing tool. The tool shall enable virtual attendees to speak and enjoy the same capabilities as in-person attendees. The organisers shall satisfy themselves that the tool is reliable and technically capable of supporting full participation in the meeting.

(d) Students Members may appoint a proxy to attend in-person in their place, subject to the appointment being made to the Student Voice team no later than Noon before the start of the meeting. This proxy must be a Student Member in their own right. Student Members may only appoint one proxy. Student Members can act as proxy for no more than one other.

(e) Student Members can only attend Student Members' Meetings in one way. For the avoidance of doubt a Student Member attending virtually may not attend in-person or by proxy; a Student Member attending in-person may not attend virtually or by proxy; and a Student Member who has appointed a proxy may not attend the meeting themselves or act as a proxy for another Student Member.

3. Observers

(a) Student Members shall have the right to attend Student Council on the condition that there is sufficient room for them and that they remain orderly.

(b) It shall be at the discretion of the Chair to declare the meeting room full and to ask any disorderly member to leave the room.

(c) Student Members in need of assistance may be accompanied to the meeting by someone else. If this person is not a Student Member in their own right, they will only be admitted to the meeting and may not speak or vote and must be done through such a process as identified in the Notice of the Members' Meeting.

4. Order of Business

(a) The order of business shall include the place, the start time of the meeting, and any content required by Article 19. If the meeting is not an Annual General Meeting under Article 19, the order of business shall be determined by the Chair. The meeting shall be



publicised widely to allow the maximum number of Student Members to attend, promoting the option to attend both in-person and virtually.

(b) At a Members Meeting any business that has not been publicised in advance shall be provided for information only and no decision may be taken on such matters.

(c) Multiple copies of all relevant papers shall be made available at the beginning of the meeting. This shall include physical copies, including those printed with a larger font size. Virtual copies of all relevant papers shall be circulated ahead of the meeting.

(d) The Chair shall have the power to change the order of business subject to the approval of the meeting. This includes the power to provide access breaks of no more than ten minutes once every hour, also subject to the approval of the meeting.

(e) If, in the opinion of the Chair, orderly debate of the business has become impossible, the Chair shall declare the meeting adjourned until order is restored or shall declare the meeting closed when the time allotted for the meeting has expired.

5. Procedure for Debate

(a) Policy ideas must be submitted through the students' union online voting mechanism before they are added to the Student Senate Agenda. Members Meeting policy is excluded from this process, instead the process for submitting policy will be outlined within the Notice of the Members Meeting

(i) Students submit their policy idea via the students' union website

(ii) If the policy idea is of operational concern it will be added to the next Leadership or Management Team meeting and will not require a vote

(iii) If the policy idea is a political stance or request for action from the elected representatives of the students' union, the policy idea will be made available for students to vote on within one working day of the submission

(iv) Policy ideas will be given two weeks to receive a minimum of 50 votes in order to be added to the upcoming Student Senate agenda outside of the academic term this timeframe may be extended

(b) The Chair shall have the authority to adjust timings and order of debate in order to facilitate an effective discussion:



(i) *The Proposer of the Motion shall speak for up to four minutes.*

(ii) *The Chair shall then call for a speech against the motion, which shall last for up to four minutes.*

(iii) *The Chair will then allow a period of debate calling speakers who may speak for, against or on the motion for up to two minutes.*

(iv) *The Chair shall call such speakers in the order they catch their eye whilst trying to keep a balanced debate. **The Chair shall include both in-person and virtual speakers.***

(v) *If at any time there is no speaker available, the Chair shall move directly to the summation and a vote.*

(vi) *The summation shall include a final speech for the motion by the proposer or their nominee and from an opposer. The summation should not include new information not included in the debate.*

(vii) *At the end of this period of debate, the period may be extended at the discretion of the meeting*

6. Voting

(a) The organisers will provide the facility to vote at Student Members' Meetings by electronic means accessible to all Student Members.

(b) At Student Members' Meetings, votes on motions and affiliations shall take place by members present in-person, virtually and by proxy, via a secure electronic voting platform. This will open within 24 hours of the end of the meeting and remain open for a period of 24 hours.

(c) All other votes at Student Members' Meetings, including amendments to motions and procedural motions, will take place immediately of members present in-person, virtually and by proxy.

7. Motions of Censure at Scrutiny Committee

(a) A Censure may be applied to a Sabbatical Trustee or Campaign Officer.



(b) Automatic Censures

These shall be deemed passed automatically, unless extenuating/mitigating circumstances are presented at Scrutiny Committee:

- (i) Failure to submit a report without good reason*
- (ii) Failure to attend Scrutiny Committee without apologies, or repeated absence.*
- (iii) An Officer receives three Notices of Required Improvement in one academic session.*

(c) Non-Automatic Censures

(i) The Scrutiny Committee shall have the authority to apply censures for other means. In considering such a censure, the Committee shall confirm their intention with the officer and give them appropriate opportunity to respond before any decision is made to apply the censure.

(ii) Such censures may be applied for:

- (a) Neglect of duties or obligations*
- (b) Frustration of democratic processes*
- (c) Failure to fulfil a mandate from decision making bodies*

This is not an exhaustive list.

(d) Upon the passing of three motions of Censure within one academic session a motion of no confidence in the Sabbatical Trustee or Campaign Officer shall be automatically tabled for the following meeting of Student Council.

8. Motions of No Confidence (in Sabbatical Trustee or Campaign Officer) at Student Council and Members' Meetings

(a) Conduct of Motions of No Confidence in a Campaign Officer at a Members' Meeting:

- (i) If a Student Member at the Members' Meeting wishes to table a Motion of No*



Confidence, they may bring this to the Chair's attention.

(ii) The proposer of the Vote of No confidence shall have the right to speak for the motion.

(iii) The Campaign Officer concerned shall have the right to speak against the motion.

(iv) The Chair shall allow an appropriate amount of time for discussion, which shall not allow any personal attack(s) on Campaign Officer concerned.

(v) After discussion, the Chair shall call a vote, which will require a 75% majority in order to pass.

(b) Conduct of Motions of No Confidence in a Sabbatical Trustee or Campaign Officer at Student Council:

(i) The proposer of the motion of no confidence at Student Council may be:

(i.i) A representative of the Scrutiny Committee where the motion is recommended by the Scrutiny Committee, or

(i.ii) A member of Student Council.

(i.iii) A student member

(ii) The proposer of the motion of no confidence shall have the right to speak for the motion.

(iii) In either case, the Sabbatical Trustee or Campaign Officer concerned shall have the right to speak against the motion.

(i.v) The Chair shall allow an appropriate amount of time for discussion, which shall not include any personal attack(s) on the individual concerned.

(v) After discussion, the Chair shall call a vote, which will require a 75% majority in order to pass.

9. Amendments to motions



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(a) Only one amendment to a motion may be moved at a time and no other amendment shall be taken into consideration until the last one has been disposed of.

(b) Amendments shall be taken in the order in which they are submitted.

(c) Amendments may not negate the substantive motive and no amendment shall be discussed which is not relevant to the content of the substantive motion. The Chair's ruling on the question is final.

(d) Amendments which are accepted by the proposer of the substantive motions shall be incorporated into the substantive motion without debate or vote, and the proposer of the original motion shall remain as proposer of the motion as amended.

(e) Amendments which have not been accepted by the proposer of the substantive motion shall be debated immediately after the proposing speech for the substantive motion.

(f) The proposer of such an amendment shall have the right to make a proposing speech and to sum up before a vote is taken. The summation shall contain no new information on matters which have not been directly referred to during the course of the debate.

(g) The proposer of an original motion shall have the right to speak immediately after the summing up by the proposer of an amendment which has not been accepted by them.

(h) If an amendment is passed which substantially alters the original motion, the motion shall then become the property of the proposer of the amendment. Therefore that person shall own the summation speech.

10. Procedural Motions

(a) Between speeches on a motion or an amendment, or in the case of Standing Order 8(f) (below), during a speech, at any time due to the Chair calling a vote, debate may be interrupted by any of the following procedural motions in the following order of ascendance:

(i) that the meeting has no confidence in the Chair

(ii) that the question now be put

(iii) that the question be not put



(iv) that the question be referred to an appropriate committee

(v) that the question lies on the table until the next meeting

(vi) that the question be voted on in parts

(vii) that the time limit be overturned

(b) All procedural motions must be both proposed and seconded.

(c) In the case of Standing Order 8(a)(i), the proposer shall have the right to speak. If the Chair so wishes, they shall have the right to leave the Chair and reply. A vote shall be taken without further discussion. If Standing Order 8(a)(i) is passed, the Chair must leave the Chair for the remainder of the meeting.

(d) Procedural motions Standing Order 8(a)(ii), (iii), (iv), (v) and (vi) shall not be moved before there have been two speeches for and one against the motion or amendment under discussion.

(e) In cases Standing Order 8(a)(iii), (iv), (v) and (vi) the proposer of the procedural motion shall speak to their motion and the proposer of the main motion shall have the right to reply if they wish. If the proposer of the main motion forgoes this right, the procedural motion shall now be taken without further discussion.

(f) Any member wishing to propose any procedural motion shall alert the Chair or organisers, whereupon the Chair shall be bound to recognise them.

(g) In the event of two or more members arising with different procedural motions, the order of precedence shall be according to Standing Order 8(a).

(h) In the case Standing Order 8(a) (vii) there shall be a speech in favour and a speech against the motion. A vote shall then be taken without discussion.

(i) Procedural Motions shall require a two-thirds majority to pass.

(j) There shall be no further procedural motions except Standing Order 8(a)(i) until the preceding one has been disposed of.

(k) No procedural motion, if defeated, may be put again during the same debate until there have been four speeches in the debate in progress.



(l) Procedural motions may not be moved while a vote is being conducted.

11. Chair's Rulings

(a) Any ruling made by the Chair may be challenged by any Student Member.

(b) Should the Chair's ruling be challenged, the Chair shall leave the Chair. The proposer of the challenge shall speak to their motion, and the challenged Chair shall have the right to reply. A vote shall immediately be taken, requiring a simple majority, and the decision shall be binding upon the Chair.

12. Suspension

(a) Any of these Standing Orders may be suspended for the duration of a meeting by a two-thirds majority of members except for Standing Orders 2(a), 2(b), 5, 6, 7(a), 7(b), 7(c), 7(d), 7(g), 8, 9 and 10.

(b) It shall be competent for any Student Member at any time to move the reintroduction of a suspended Standing Order(s), and such a motion shall only require a simple majority for the reintroduction of the Standing Order(s).

Name of the proposer:	J. Morewood
Name of the seconder:	K. Haddad

Proposer: Gina Dunn
 Secunder: Ashly Alava Garcia



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ITEM FIVE: Students' Union Budget

Cardiff Students' Union

Student Service Provision – Budget Summary

Clearly the recent financial activity of the Union has been significantly affected by the Covid pandemic and the forthcoming current year where high inflation is increasing costs. This document includes:

1. The budget for the current year
2. The budget for the prior academic year - 2022-23
3. The actual spend in the prior academic year 2022-23
4. The actual difference between the budget approved for the current 2023-24 year and the budget for the 2022-23 academic year.
5. The proportionate difference between the budget approved for the current 2023-24 year and the budget for the 2022-23 academic year.

The general theme that can be seen below is that in an increasing difficult financial environment, the Union has sought to reduce costs where possible and seek new income options in order to maintain services. This has included an increase in gross income, savings on overheads and a overall reduction in headcount. Whilst services in a number of areas may cost members more, the levels of service and activity are largely unchanged from the previous year

	1	2	3	4	5	
	2023-24 Budget	2022-23 Budget	2022-23 Actual Spend	Variance to 2022-23	Variance to 2021-22	Notes of changes in budget between 2022-23 and 2023-24
Total Cost of Operation (For services without income generation)						
Student Advice	247,000	263,000	251,000	-16,000	-6.1%	Reduced direct headcount following natural turnover and restructure
Sabbatical Officers & Campaigns	223,000	209,000	214,000	14,000	6.7%	Cost of Living increase in salary heavy budget
Student Media	37,000	39,000	36,000	-2,000	-5.1%	Maintained consistent with previous years
Student Voice	181,000	229,000	203,000	-48,000	-21.0%	Reduced direct headcount following natural turnover and restructure, cost savings and reallocation of costs to other budget lines
Membership Services Central	210,000	213,000	217,000	-3,000	-1.4%	Cost of living increased mitigated by cost savings
Total Cost of Operation (For services that generate income)						
AU Income	200,000	165,000	162,000	35,000	21.2%	Income increased against previous year with increase to Membership Fees
AU Expenditure	434,000	419,000	420,000	15,000	3.6%	Provision for inflation of costs, mitigated by some cost saving
Total AU Funding	234,000	254,000	258,000	-20,000	-7.9%	
Societies & Volunteering Income	48,000	37,000	36,000	11,000	29.7%	Income increased against previous year with increase to Membership Fees
Societies & Volunteering Expenditure	110,000	114,000	106,000	-4,000	-3.5%	Provision for inflation of costs, mitigated by some cost saving
Total Societies & Volunteering Funding	62,000	77,000	70,000	-15,000	-19.5%	
Give it a Go Income	32,000	24,000	31,000	8,000	33.3%	Income expected to be maintained compared to prior year actuals
Give it a Go Expenditure	34,000	34,000	31,000	0	0.0%	Provision for inflationary costs
Total Give it a Go Funding	2,000	10,000	0	-8,000	-80.0%	Large proportional change, but limited financial impact, seeking to achieve near break even
Transport Income	30,000	13,000	2,000	17,000	130.8%	Revised hire scheme increased hire charges to reflect high fuel inflation
Transport Expenditure	107,000	88,000	95,000	19,000	21.6%	Anticipated high costs of damage for vehicles at end of lease
Total Transport Expenditure	77,000	75,000	93,000	2,000	2.7%	
Skills Development Service Income	0	2,000	-2,000	-2,000	-100.0%	Change of focus of service provision. Income to match direct costs
Skills Development Expenditure	43,000	70,000	58,000	-27,000	-38.6%	Reduced headcount through natural turnover and re-focusing of activity
Total Skills Development Funding	43,000	68,000	60,000	-25,000	-36.8%	
Jobshop Income	184,000	127,000	149,000	57,000	44.9%	Continued growth in activity with small increase in management fees
Jobshop Expenditure	118,000	138,000	134,000	-20,000	-14.5%	Reduced headcount through natural turnover compared to prior year.
Total Jobshop Funding	-66,000	11,000	-15,000	-77,000		
Total Funding to Student Service Delivery	1,250,000	1,448,000	1,387,000	-198,000		