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Union Progress Meeting (UPM)

15th November 2022

6:00pm – 8:00PM, Michael Heron Lecture Theatre

1. **Apologies** (Rishi Kumar)
2. **Review of minutes of last EUPM** (Rishi Kumar)
3. **New Society Proposal**

To Review & Consider:

* General Surgery Society (Isaamuddin Alvi)

1. **EDI presentation** (Attai Inueenekpo - University Students Equality Diversity and Inclusion Officer)
2. **Continuation of discussion around Pride Society’s open letter**

To Review & Consider:

* Disclaimer (Ayesha)
* SU Action plan (Ayesha)
* Pride Society Open Letter (Appendix 1)
* Unitu Post Calling for an Emergency UPM (Appendix 2)
* Open letter from the Trustees, Sabbatical Officers, and Staff of the Students’ Union (Appendix 3)

**Disclaimer: Any member present at this meeting, is allowed to call for a break due to the sensitive nature of the topics discussed.**

After the last session, there were concerns over derailing and discrimination that were raised by members of the student body to our SU Exec. The Union Affairs Zone has created a protocol for this meeting that aims to ensure the safety of all our members, whilst not impacting on their ability to voice their viewpoints nor impacting on the progression of the meeting.

The SU Chair will present these to the UPM, and it can be discussed (5 minutes).

1. **Any Other Business (AOB)**

Meeting begins

1. **Apologies**

18:12 – Apologies and agreement for recording by voting **96 for recording, 0 against, 6 abstaining**

1. **Review of minutes of last UPM**

18:15 Rishi Kumar – Review of last UPM minutes, Anya commented on need to fix last minutes regarding Rishi chairing. Elgin requested to remove “very angrily” from final paragraph of last UPM minutes and clarified he did not use the word “insulting” when referring to the SU response.

1. **New Society Proposal, General Surgery Society**

18:19 – General Surgery Society proposal.

Questions

* Anya Tidey – asked about charging subs – response was around £2 which would cover events
* Elgin Edison – asked what type of speakers would be invited for talks – response was a wide range to aid students with their curriculum teaching with additional OSCE teaching
* Shir Dor – mentioned catering to multiple students and cohort, how would you do this? – response was students may be interested in studying medicine and other courses such as PA may find teaching useful and will tailor teaching to the needs of student
* Shir Dor – what will you offer different from surgery society? – response was to create more focus on general surgery alone covering priority list and specific OSCE stations
* Rebecca Beni – commented as President of surgical society that surgical society has a separate chair for general surgery thus there is not a need for general surgery society. Response – we are not aiming to compete with surgical society, we are collectively aiming to better student education
* Natasha Wollen – suggestion to add “open to all courses” in sharing media, well received by committee

Discussion

* Lauren asked if required to know interest in society. Ayesha confirmed all relevant documents including interest form has been completed and received
* Further comments on Teams regarding duplication of society comments
* Saleh – stated he believes that having one representative for General Surgery on Surgery society does not give adequate representation which would be better represented by a specific society

Proposal to accept society from Anya, seconded by Natasha. 68 to accept, 14 against, 8 abstaining – society passed

1. **EDI presentation (Attai Inueenekpo - University Students Equality Diversity and Inclusion Officer)**

18:42 EDI Presentation – Attai Inuenekpo (University students EDI Officer)

19:07 – May and Ella raised issue of lack of representation for disabled students within University Staff. Gavin advised to email to discuss further.

1. **Continuation of discussion around Pride Society’s open letter**

19:08 Continuation of discussion around Pride Society’s open letter

Shazaib - Issue raised about Olivia taking minutes. Was discussed and Rishi clarified that it is wholly appropriate for Olivia to continue taking minutes

Ayesha – disclaimer, hate towards marginalised groups is unacceptable and there is no place for threatening or discriminatory speech in the meeting or SU. Last meeting will be reviewed for any breaches of the EDI policy. Information provided on support available for students struggling with issues raised.

SU action plan – Ayesha – statement of apology from SU about happenings of the last meeting, statement of support for the LGBT community. Lack of chair training from Ayesha, Rishi or Elgin which is being actioned to aid chairing of meetings to prevent derailing. Constructing and reviewing EDI policies on website. All communication given about Pride Soc in all student emails will be seen by president of Pride soc prior. There will be EDI training for SU members and societies. Opening intersoc panel for safe and controlled environment conversations. There is advice and support available and will be monthly meetings with Pride Soc as to how the SU can support the LGBT community and potentially bake sales to support stonewall if this is something Pride Soc would like.

Pride society – Jack Stallard – Thanks SU and everyone turned up. Thank the SU for conversations about productive goals agreed on and invites all members of LGBT community to riase ideas to Pride Soc and the SU about how better they could be supported. Proposed idea about voting about which Charity will be supported by SU bake sale proposed.

Rishi – proposed idea of running mentimeter for all points raised to prevent discriminatory comments.

Shir – raised issue that this may enable further discriminatory comments as people will be anonymised.

Issue discussed – people will be putting M numbers as mentimeter instead of name thus non anonymised for further investigation of potentially harmful comments

Anya proposed motion that people use M numbers and go forward with mentimeter, seconded by Jack Stallard

23 for, 32 against, 18 abstaining – decided to go forward with people speaking in person .

Rishi – asked room if there are any other comments to be raised regarding the Pride soc open letter.

No comments or discussion points raised

KJ (teams chat) – what is the SU doing to ensure that queer and trans students feel safe on campus? Why have gender neutral toilets been fitted with a radar key then?

Ayesha – highlight reporting tool and encourage use of report and support tool. SU in conversation with the university to ensure all students feel safe on campus, reviewing EDI related policies to protect all community, especially queer and trans members of community.

Becky – gender neutral toilet was previously vandalised thus was radar key fitted. Numerous meeting were had previously and the radar key should have been removed. This should be on SU radar to ensure that it is continually unlocked and potentially explore increasing the number of gender neutral toilets on campus

Ella – raised issue of people not wanting to openly declare disability, gender or sexual orientation when wishing to use facilities and issue of vandalization of toilets.

Lauren – highlights cross over between disability and queer/trans community in seeking access to toilets.

Ayesha – will have a conversation with Gavin and the conversations is actively going on, requested Lauren and Ella’s full names to follow up with them after

Ella – support idea of reporting online but issue of people not wanting to come forward due to fear, how can people come forward whilst ensuring people feel safe to do so

Ayesha – report and support tool does have an anonymous option, these procedures will be put on the website clearly and university will be contacted to make tools clearer to find on website

Ayesha – how can the SU do better to help students with the cost of living crisis, can people put through the mentimeter so it can be discussed.

Noor – what happens after people report using the report and support tool?

Becky – university has a tool which can be anonymous but for the support element may be better to put your name. can be found on website. Will first go to Attai then to student services and Gavin’s team and may be referred to conduct and compliance or university if appropriate

Noor – what happens after it is seen by the relevant person

Becky – will depend on what the complaint is as to who it goes to and what will be done. If complaint about student will go to Gavin then will be investigated further will relevant parties involved

Rishi – apologises for not supporting students as needed in the previous UPM and commits to doing better in future

1. **Any Other Business (AOB)**

Meeting closed