

2039 i) A set of Amendments to the Articles of Association and to the Bye-Laws from the Student Leadership Review Group

Passed 2 February 17

Motion A: The Student Leadership Review and Constitutional Tidy Up

Proposer: A Rust (Campaigns and Democracy Officer) Seconded: L Rudd (Mature Students Officer)

Union Notes

1. In April 2015, Union Council resolved that the Campaigns and Democracy Officer should carry out a review of Student Leadership positions within the SU.
2. The mandate was:
 - The review should be focussed on, but not look exclusively at, part time roles on SOC.
 - The review should adopt similar terms of reference as the one originally launched last October; examine all relevant council mandates on the issue; and look at good and emerging practice from other unions.
 - That the review group should be supported by three Union Councillors.
 - That the review should undertake preparatory work over the summer; consult with all relevant groups this and next term; and report by the December meeting of 2016 in time for recommendations to be approved for elections in the Spring.
3. The review has been subject to consultation at the last few meetings of council and the C&D Officer has consulted with a wide range of student groups.

Union Believes

1. That there is considerable scope to both expand the number of opportunities available and strengthen and standardise the support available to elected representatives.
2. That the current system creates large barriers to involvement both in terms of elections and workload once in an elected role.
3. That there are several parts of the bye laws that need to be tidied up, moved or clarified

Union Resolves

1. To pilot and monitor the effectiveness of investment in financial support and mentoring for students from Widening Participation backgrounds to take up leadership positions.
2. To release E&D benchmarking data to all student opportunity groups, develop funding incentives around E&D work and require the creation of an E&D rep to drive strategies for diversification of membership.
3. To hold a student leadership conference annually and involve more students in both design and delivery.
4. To ensure there are systems in place across the SU to promote the work of

- student representatives and their impact on the student experience.
5. To collaborate with the University over a Community Strategy involving liaison with representatives, a drive on student safety and a focus on housing to include a good neighbour scheme.

6. Delete Article 35

The Officer Trustees (both Full-time and Part-time) shall be deemed to be "major union office holders" for the purposes of Section 22 of the Education Act.

...and renumber as appropriate

7. Move Bye Law 1.23 to 1.28 (Management Committee and Graduate Centre Management) to Bye Law 11 Sub-Committees of the Trustee Board and renumber as appropriate

8. Amend Bye Law 1.29 from

The Democratic Procedures Committee shall consist of The Campaigns and Democracy Officer and six individual Members who shall be elected for a one year term by Union Council.

To...

The Democratic Procedures Committee shall consist of The Campaigns and Democracy Officer, the Chair of Union Council and six individual Members (at least three of which must self define as women or non binary) who shall be elected for a one year term by Union Council.

9. Amend Bye-Law 1.34.1 to read:
Student Officer Committee, Union Council, or Referenda may consider staff policy subject to the Articles of Associations and these Byelaws. Any staff policy made this way must not contravene Byelaw 7: Staff Protocol and is subject to approval of the Trustees and consultation with the recognised Trade Unions.

10. Amend Bye Law 5.23 as follows from
Whereas candidates may well adopt similar policy stances and use similar publicity materials to other candidates, no candidate shall use publicity to promote another candidate, in the same or other election.

To...

Whereas candidates may well adopt similar policy stances and use similar publicity materials to other candidates, no candidate's publicity will be permitted to promote another candidate, in the same or other election.

11. Insert at end of Bye Law 11

Development and Oversight Boards

There will be three Development and Oversight boards (Retail/Catering, Licensed Trade/Live, Advice/Housing)

Their purpose will be to support day to day decision making of Management Committee, oversee work of subsidiary companies, and the Boards in implementing the SU strategy.

They will consist of:

The Campaigns and Democracy Officer (or the Welfare Community and Diversity Officer in the case of the Advice/Housing DOB)

An elected student staff member from the area(s)

Six students elected as a block at least two of which must be in their first year of study and at least three of which must self define as women or non binary;

Staff (including student managers) as non voting members.

The Ethical Issues Officer

...and renumber as appropriate.

Motion B

Broadening Our Involvement in Student Opportunity Groups

Proposer: A Rust (Campaigns and Democracy Officer) Seconded: J Zilch (Activities and Opportunities Officer)

Union Resolves

1. To review training and support for the leaders of student opportunity groups, aligning elections more closely with the main SU elections and creating time/space to deliver training before the summer.
2. To create a dedicated academic societies strategy; supporting academic societies within each school
3. To deliver specific investment and support in the HSC society to enable it to succeed.
4. To restrict the number of key positions that a student can hold within student opportunity groups, dramatically expanding the number of students taking up leadership positions in this area.
5. To propose a requirement for all student opportunity groups to elect a first year students rep.
6. To propose that societies introduce a Vice President role that is gender balanced with the society President.

7. Amend Bye Law 1.10.5 from

to approve the Articles of Association of any new club, society or peer support group or any alteration to the Articles of Association of an existing club, society or peer support group or to delegate this power to any other committee (pre-existing or created by Union Council);

to...

to approve the Articles of Association of any new student opportunity group or any alteration to the Articles of Association of an existing club, society or peer support group or to delegate this power to any other committee (pre-existing or created by Union Council);

8. Delete Bye Law 9.2e and f

e: Academic Societies Collective, which will coordinate the work of Academic Societies

f: International SU, which will coordinate the work of International Societies

9. Amend Bye Law 9.19 from

The Committee of a group shall have the minimum membership of: the President (or similar implied role); the Treasurer (or similar implied

role); the Secretary (or similar implied role); and at least two other members. One member of the Committee must have the responsibilities the Union Council Rep, and another the responsibility of Equality & Diversity monitoring.

To...

The Committee of a group shall normally have a minimum membership of: the President (or similar implied role); the Vice President (where at least one of the President and Vice President must self define as woman or non binary); the Treasurer (or similar implied role); the Secretary (or similar implied role); and at least two other members, one of which will be reserved for first year students. One member of the Committee must have the responsibilities the Union Council Rep, and another the responsibility of Equality & Diversity monitoring.

Any or all of these requirements may be waived by the Union Council where the society is able to demonstrate that it may achieve the implied aims through a different mechanism.

10. Insert after 9.36 and renumber:

No individual student member may hold more than one Presidency of a Student Opportunity Group No individual student member may hold more than three committee positions within Student Opportunity Groups.

Motion C

Expanding leadership opportunities

Proposer: A Rust (Campaigns and Democracy Officer) Seconded: L Rudd (Mature Students' Officer)

Union Notes

1. That historically the Union ran on a "central committee" model
2. The University (and the SU) has expanded rapidly in recent years
3. The successful creation in recent years of the Societies Executive, Sports Executive, Media Collective and Caucuses and Assemblies

Union Believes

1. That our system is confusing and has developed "piecemeal"- there are multiple student leadership positions across the Union but we tend to have an unhelpful focus on a single "central committee" (the "student officer committee" or "SOC") whose role and function is confused.
2. That given UEASU's size, scope and ambition, we should expand the number of leadership roles available to students and form leadership committees/boards for different types of student and SU functions.
3. That the expansion of our democratic structures will lead to greater confidence in our ability to meet the needs of students.
4. That for the purposes of accountability and democracy, it is important to maintain a structure which recognises the continuing need for a committee of elected officers who are responsible and accountable for the implementation of policy and the Union's campaigning activities.
5. It is important that the role of the Student Officer Committee as being principally accountable to Council isn't watered down but it makes sense to create sub committees to take on work in different areas
6. That solely having a central committee may, at times, restrict the ability for the Union to effectively implement policy, represent student interests and can act as a barrier to students engaging with the Union in a range of leadership roles.
7. That there are still gaps in the representative structure on council that should be addressed.
8. That as acknowledged elsewhere in the student leadership review and in numerous resolutions of Union Council, proactive measures to increase representation of women and non-binary students in the union's structures are still necessary.

Union Resolves

1. To develop an Education sub committee around the Education FTOs to focus on policy development & implementation and officer accountability.

2. To create a Welfare, Wellbeing and Community sub committee whose role will be to drive policy development and implementation in this area and accountability for the Full Time Officer.
3. To create a Liberation, Equality and Diversity sub committee to drive the implementation of the SU's award winning single equality scheme ("Transforming Equality") and better coordinate funding for and activities of Liberation groups and events.
4. To create a dedicated Ethical and Environmental sub committee; bringing together policy development, implementation and FTO accountability and better coordinating societies in this area.
5. Focus our current Student Officer Committee on priority campaigns, to ensure maximum impact to the SUs campaigning work.
6. To elect School Convenors to support student representation and strengthen the links with academic societies.
7. To shift Faculty Convenors into the main body of the constitution, electing them from across the faculty to advocate for students and liaise with the faculty

8. Amend Bye Law 1.10.7 from

to, for the purpose of accountability, receive and consider regular reports from the Trustee Board and the Student Officer Committee on the general and financial affairs of the Union and on actions taken by the bodies since previous Union Council meetings; and

...to

to, for the purpose of accountability, receive and consider regular reports from the Trustee Board and the Student Officer Committee (and their sub committees) on the general and financial affairs of the Union and on actions taken by the bodies since previous Union Council meetings; and

9. Amend Bye Law 1.11.11 from

The President of the Sports Association Executive and the President of the Societies Collective Executive

...to

A Student Member from each of the Student Officer Committee Sub Committees
A representative from each major Student Accommodation cluster on campus

10. Delete all of Bye Law 1.18 to 1.21 (Student Officer Committee) and replace with

Student Officer Committee

 - The role of the Student Officer Committee will be to set

out, secure and promote the interests of the student members as from time to time suggested by election and consultation and determined by policy resolution at Union Council.

- It shall advise the Board of Trustees of any implications for the allocation and use of resources arising out of its role.
- It will be responsible for:
 - The development and operation of the Union's Priority Campaigns
 - The representation and campaigning work of the Union;
 - The implementation and interpretation of Union Policy;
 - Any other duties set out in the Articles of Association or these Bye-Laws.
- It shall include Student Officers as voting members, in accordance with Bye-Law 4: Student Officer Job Descriptions, and the Chief Executive as a non-voting member.

Student Officer Committee Sub Committees

- The Student Officer Committee will have sub committees accountable to it that are responsible for specific policy areas. They will act as the day to day leadership of that area of the union, carrying out activities, projects, representation and campaigning work and the implementation of policy as delegated by Student Officer Committee.
- The Education Sub Committee shall consist of the two Education Full Time Officers, the School Convenors, and the Faculty Convenors
- The Welfare, Community and Diversity Sub Committee shall consist the Welfare, Community & Diversity Officer, a representative from each of the Liberation Groups and Assemblies, two representatives from Student Accommodation on campus, two representatives from health & welfare societies, two from student faith societies and four students elected as a block at least one of which must be in their first year of study and at least two of which must self define as women or non binary;
- The Liberation, Equality and Diversity Sub Committee shall consist of the Welfare, Community & Diversity Officer, a representative from each of the Liberation Societies and Assemblies, and six students elected as a block at least two of which must be in their first year of study and at least three of which must self define as women or non binary;
- The Ethical and Environmental Sub Committee shall consist of the Campaigns and Democracy Officer, representatives from relevant societies, and six students elected as a block at least two of which must be in their first year of study and at least

three of which must self define as women or non binary;

1.23 Union staff may attend meetings of the Sub-Committees at the request of the Committee. Any conflict as to the respective allocation of roles or duties of the Sub-Committees shall be resolved by the Student Officer Committee.

...and renumber as appropriate

11. Insert Bye Law 4.2.7

Being the primary Full Time Officer member of the Education Sub Committee

12. Insert Bye Law 4.3.8

Being a member of the Education Sub Committee

13. Insert Bye Law 4.4.8

Being the primary Full Time Officer member of the Welfare, Equality and Diversity Sub Committee

14. Insert Bye Law 4.5.10

Being the primary Full Time Officer member of the Societies and Sports Executives

15. Insert Bye Law 4.5.11

Being the primary Full Time Officer member of the Ethical and Environmental Sub Committee

16. Insert at end of Bye Law 4.13.2 (Non Portfolio Officers)

At least two of the non portfolio officers must self define as Women or Non Binary

17. Delete Bye Law 4.24 (Faculty Convenors) and replace with

School Convenors

There shall be one School Convenor representing each of the Schools of the University of East Anglia elected by and from each School.

They shall

- Secure the academic interests of the students in the relevant school;
- Provide a link between the school and the Student Union;
- Provide support for the development of academic societies in their school;

- Represent students on school level committees and to school level officials.

They may be paid a bursary. The value of the bursary, and any terms related to it, shall be decided by the Education Executive in liaison with the University, and full details will be included in the application pack.

Faculty Convenors

There shall be two Faculty Convenor representing each of the Faculties of the University of East Anglia elected by and from students studying in that faculty (one PG and one UG).

Faculty Convenors shall:

- Represent the academic needs of the students in the relevant faculty;
- Secure the academic interests of the students in the relevant faculty;
- Represent students on faculty level committees; and
- Liaise with the faculty staff on academic issues effecting students.

They may be paid a bursary. The value of the bursary, and any terms related to it, shall be decided by the Education Executive in liaison with the University, and full details will be included in the application pack.

18. Insert after Bye Law 9.36

Funding for Academic Societies will be determined by the Education Sub-Committee.

...renumbering as appropriate

Motion D

Strengthening Liberation Diversity and Equality Work

Proposer: A Rust (Campaigns and Democracy Officer) Seconded: L Auger (Momentum)
Amended by F Northrop (Non Portfolio Officer)

Union Believes

1. That there is significant and confusing overlap between Liberation Caucuses, Officers and Societies.

Union Resolves

1. To introduce confidence building support strategies for students in liberation groups across the leadership positions.
2. To revise the ban on co-campaigning to allow students in elections to campaign together.
3. To create constitutionally statutory Liberation Societies within the constitution which combine social activity, representation and campaigning and which are able to organise their own structures and activity to best involve their students autonomously.
4. To create a similar structure for International and Mature assemblies and deliver better support for their activities.
5. To recast the Trustee Board's E&D committee to focus on employment matters affecting both casual and career staff.
6. To introduce the ability to "Job Share" roles across the Liberation and Assembly structures.
7. Amend Article 68 from

Caucuses and Assemblies

68 Caucuses and Assemblies shall be autonomous bodies that are responsible for the formation, deliberation and determination of policy, except that caucuses and assemblies shall be subject to the powers of the Trustee Board under Article 56.
68.1 Caucuses and Assemblies may hold policies distinct from and contradictory to existing UUEAS policies.
68.2 Only those Individual Members that self-define as being a part of a liberation group or else are deemed to be part of a group represented by an assembly by their student status shall be entitled to participate in the governance, discussion or activities of the Caucus or Assembly.
68.3 Caucuses and Assemblies may be created and wound up by Union Council in accordance with the Bye Laws. The powers, composition and procedures of the Assemblies shall be further defined in these Bye-Laws.
68.4 A resolution may be referred by Union Council to an Assembly or Caucus by way of a procedural motion.

...to

Liberation Societies

Liberation Societies shall be statutory autonomous societies that are responsible for securing the interests of the students that self-define into the relevant group.

They will coordinate activities and events relevant to that agenda.

They will be responsible for the formation, deliberation and determination of policy, except that they shall be subject to the powers of the Trustee Board under Article 56.

They may hold policies distinct from and contradictory to existing Union policies, any policy will be presented to the Union Council for adoption.

They may develop a leadership structure and office holders appropriate to that society.

Only those Individual Members that self-define as being a part of a liberation group shall be entitled to participate in the governance, discussion or activities of the group.

Liberation societies may include constituent societies representing a particular group of students and may also recognise associate societies whose agenda links closely to that group.

The Liberation societies will be:

- Women
- LGBT+
- Disabled Students
- Black Students (BAME)

Assemblies

Assemblies shall be autonomous bodies that are responsible for securing the interests of the students of that group.

They will coordinate activities and events relevant to that agenda.

They will be responsible for the formation, deliberation and determination of policy, except that assemblies shall be subject to the powers of the Trustee Board under Article 56.

Assemblies may hold policies distinct from and contradictory to existing Union policies.

Only those Individual Members that are deemed to be part of a the group by their student status shall be entitled to participate in the governance, discussion or activities of the Assembly.

Assemblies may include constituent societies representing a particular group of students and may also recognise associate societies whose agenda links closely to that group.

They may develop a leadership structure and office holders appropriate to that assembly. The Assemblies will be:

Mature Students

International Students

Postgraduate Students

...and renumber as appropriate

8. Amend Article 91.5 from

Caucuses and Assemblies.

...to

Liberation Societies and Assemblies.

9. Amend Bye Law 1.9 from

A referendum of a subset of the membership may be called by Union Council on recommendation from the relevant caucus or assembly

...to

A referendum of a subset of the membership may be called by Union Council on recommendation from the relevant liberation society or assembly

10. Amend Bye Law 1.11.10 from

Five members elected from each of the following; Graduate Assembly, International Students Assembly, Mature Students Assembly, LGBT+ Caucus, Women's Caucus, Students with Disabilities Caucus, Ethnic Minorities Caucus.

...to

Five members elected by and from each of the Liberation Societies and Assemblies.

11. Amend Bye Law 1.11.10 from

Five members elected from each of the following; Graduate Assembly, International Students Assembly, Mature Students Assembly, LGBT+ Caucus, Women's Caucus, Students with Disabilities Caucus, Ethnic Minorities Caucus.

...to

Five members elected by and from each of the Liberation Societies and Assemblies.

12. Delete Bye Law 3.2-3.8 Caucuses and Assemblies and replace with

Bye Law 3 Liberation Societies and Assemblies

Liberation Societies

The Liberation Societies will have a role and function as set out in the Articles. They shall organise and structure themselves as they see fit, save that:

- Their membership shall be automatically allocated to all students self-defining into that group.
- They shall approve rules governing their society by referendum and in proposing those rules will have a duty to ensure intersectionality
- They may recognise societies that are a constituent part of that wider Liberation Society
- They may recognise associate societies whose membership or purpose has a direct link to that Liberation Group.

Assemblies

The Assemblies will have a role and function as set out in the Articles. They shall organise and structure themselves as they see fit, save that:

- Their membership shall be automatically allocated to all students entitled to be part of that group.
- Except in the case of the postgraduate assembly, they shall approve rules governing their society by referendum and in proposing those rules will have a duty to ensure intersectionality

...renumbering as appropriate

13. Insert into list at Bye Law 11.1

Equality Diversity and Access Committee
Management Committee

14. Insert Bye Law at 11.4

Equality Diversity and Access Committee

This committee will:

monitor performance against staff Equality & Diversity targets; develop and publish an SU Equality Diversity and Access Strategy

It shall consist of 2 full time officers and a representative from each of the Liberation Societies