

2081 An Amendment to the Bye-Laws: Code of Conduct: Make-up of Disciplinary Panels and Cases involving Members of SOC the Trustee Board

Proposer: Madeleine Colledge (Postgraduate Education Officer)

Seconder: David Cutting (Postgraduate Committee)

Passed 23 March 2017

Union Notes

1. The SU "Code of Conduct" is a bye law that details standards of behaviour expected of all members of the union and the process for handling incidents and complaints
2. It contains a dedicated section on incidents at events/on licensed premises where the power to exclude a member from the Venue and ban for up to 1 month is delegated to the Venue Management in pursuit of the license.
3. Motion 2027 which censured the Welfare Community and Diversity Officer over an incident in the LCR last term
4. That motion stated that where SU officers commit offences in the future "more consideration should be given to whether more stringent (and granular) sanctions should apply"
5. It resolved that "the Trustee Board should consider amendments to the Code of Conduct that properly reflect concerns around what should happen when Full Time Officers breach the Code"
6. The Board delegated this task to the Chair of Management Committee and the Deputy Chair/Conduct Supervising Trustee

Union Believes

1. That we should expect high standards of behaviour from those who set the standards
2. That where an incident happens on licensed premises, the Code of Conduct as written does not allow for Venue Management to take into account whether someone is an elected officer/Trustee or not
3. Where elected officers or Trustees are involved in an incident we ought always to be seen to properly investigating and taking findings to a panel
4. The make-up of SU disciplinary panels might be usefully strengthened by involving more randomly selected students in a "Jury Service" style form of participation. A pool of students would be randomly selected and would replace elections from council.
5. Taken together these reforms would ensure that where an officer or Trustee is removed from the Venue that it is always properly investigated, the outcome properly determined by a panel and that panels would involve more "ordinary" students.

Union Resolves

1. To amend Bye Law 12 (Code of Conduct) as follows:
 - a. **Add** Clause 12.21 "Where an incident involves a member of the Trustee Board or Student Officer Committee or any sub-committee of

either of these groups or any member of the Sports Executive, the Duty Manager will automatically refer the member into the formal procedure below"

- b. **Change** Clause 12.12 from "It shall also appoint a pool of people from which to form a panel at disciplinary hearings, which will always consist of: A lay student; An officer of the Union; A Union staff member" to "It shall approve the arrangements for the forming of Disciplinary Panels by the Supervising Trustee which will always consist of at least two ordinary members, a student officer of a Students' Union, someone who is not an ordinary member of the Union; and a Union Staff member acting in an advisory capacity in relation to due process"

2. That in usual circumstances:

- a. the two ordinary members will be drawn from a pool of members selected at random that have agreed they will do this;
- b. the student officer of a Students' Union will usually be UEA Students' Union except in the case of the accused being a Full Time Officer or Trustee;
- c. that the person appointed by the supervising Trustee who is not an ordinary member of the Union will usually be a union staff member but may be an external members based on the seniority of the accused; and
- d. the Union Staff member acting in an advisory capacity in relation to due process shall usually be the Democracy and Governance Coordinator.