Present: Ness Chigariro (NC, Education Officer), Alice Liu (AL, International Officer), Florie Craddock (FC, Sports Officer), Reeve Isaacs-Smith (RIS, Welfare & Community Officer), Nandini Sharma (NS, Chair of All Student Meeting), Ben Lockley (BL, Postgraduate Officer)

In Attendance: Rozena Nadeem (RN, Democracy Coordinator, Minute Taker), Scott Dawson (SD, Student Voice & Representation Manager), Jane Baston (JB, Senior Voice Coordinator), Dayna Hopkins (DH, International & Postgraduate Coordinator), Eloise Watkin (EW, Representation Coordinator), Solomon Gibson (SG, Representation Coordinator), Hannah Wilson (HW, Disabled Students Officer), Issy Stephens (IS, Idea Submitter), Jennifer Maidment (JM, Student Voice Assistant/Idea Submitter)

Apologies: Izzy Lawson (IL, Activities & Employability Officer), Acacia Matthews (AM, Guild President), Sarah Aray (SA, Scrutiny Panel Member), Becky Hudson (BH, Scrutiny Panel Member)

Absent Without Apologies: Chirag Sejpal (LGBTQ+ Students Officer), Chinaza Nwankwo (CN, Ethnic Minority Students Officer), Madupavitra Palani (MP, Womens' Officer), Robin Hayward (RH, Trans & Non-Binary Students Officer), Maiar Elhariry (ME, Ethical & Environmental Officer), Aaminah Saleem (AS, Campaigns Officer), Jamie Cox (JC, Scrutiny Panel Member)

Please note the following trigger warnings and content warnings before reading these minutes: Living Wage campaign, cost of living crisis, financial issues, UCU Strike Action, PGR student experience, political engagement, divestment/fossil free, careers/jobs, equal pay, workers' rights

Time	Item	Notes	Starts (Time)

| 1 | **Welcome & Introduction From the Chair of ASM** | Attendees entered the meeting.

NS welcomed attendees, and provided an introduction to their role, the Guild of Students, the Guild's decision-making processes and the All Student Meeting:

Chair of ASM Introduction
• Hi my name is Nandini, I am the Guild's elected Chair of All Student Meeting, and I will be chairing this meeting.
• My role is to be an impartial Chair and to ensure that all thoughts, opinions and views of attendees are discussed and taken into consideration when having discussions and making decisions.

The Guild
• If you're unfamiliar with the Guild of Students - we're here to represent all UoB students, and help you get the best experience possible during your time here.
• There is lots that we offer for students, from making change, to volunteering, student-staff jobs, student groups and societies, to reps, campaigns, elections, student and advice.
• A link to the Guild website will be posted in the chat if you would like to find out more about us.

A link to the Guild website was posted in the chat: **www.guildofstudents.com**

The All Student Meeting
• The All Student Meeting is part of the Guild's idea decision-making system - which should be representative and inclusive of all students.
• Some decisions are made by students with a specific interest or experience in the issues - decision-making committees (Education, Activities, Welfare & Liberation and Campaigns).
• Some decisions should be made by all students, and/or have more student input - these decisions will be made at the All Student Meeting
• Each committee will discuss and make decisions on ideas that have been sent to them
• The committees also support the Officers to achieve their written statement/manifesto aims | 2:06pm |

- Any ideas or policy that the committees cannot decide on will be discussed at the All Student Meeting - and decisions on these ideas or policy will be made here.
- Policy that supports the Guild's values and aims as a charity may also be discussed and developed at this meeting
- All Student Meetings will take place at least 3 times a year
- Any UoB student can attend – you can submit questions beforehand if unable to attend
- The meeting is chaired by the Chair of All Students' Meeting
- Decisions are made using consensus decision-making - instead of just having a yes/no vote, we will make decisions by consensus (which means we will take all of the issues, ideas associated with the idea into account, and coming to an agreement on these).
- Consensus decision-making means a more rounded discussion is had, more diverse perspectives are heard, and better quality decisions are made.
- If All Student Meeting cannot make a decision or is not "quorate", the ideas and policies will go to an All Student Vote (we need 416 students at the ASM for it to be quorate).

It was confirmed that the meeting was not quorate. 12 students were currently in the meeting, excluding Officers and including Scrutiny Panel members.

The All Student Meeting (continued)

- If the meeting is quorate, voting will take place

- If not quorate, discussions and voting can still take place, but the votes won't be valid and ideas will be allocated to the All Student Vote - All Student Vote will take place on Monday 5th December, 10am to Monday 12th December, 4pm. Results will be published during w/c 12th December.

The following links were posted in the meeting chat:

www.guildofstudents.com/representation/howitworks/

https://www.guildofstudents.com/representation/allstudentmeeting/ (the full meeting paperwork and more information

about the All Student Meeting could (and can still) be found here)

NS also talked through some meeting logistics and information about attendee wellbeing:

Meeting Logistics

- Please note that everybody is automatically muted in this meeting.
- If you would like to speak, and/or have a question, please use the raise hand function, and the host will unmute you.
- There is dedicated time for questions towards the end of the meeting, but you're welcome to ask questions throughout the meeting too.
- If you post anything inappropriate in the chat, you will be removed from the meeting.
- If you have any negative feedback about the Guild, please do not directly mention names of Guild staff or Officers.

Wellbeing

- Please note that some sensitive issues may be discussed in this meeting.
- If you are upset by anything discussed in this meeting, and/or you feel that your wellbeing has been affected, you can contact our Guild Advice Team for free, confidential and impartial advice - **guildadvice@guild.bham.ac.uk**
- You can also talk to UB Heard, the University's confidential, 24-hour, 7 days a week wellbeing helpline, and also the University's Chaplaincy service, who you can also talk to about welfare concerns.
- A link for these services will be posted in the Zoom chat.

The following links were posted in the meeting chat:
- **Guild Advice** - guildadvice@guild.bham.ac.uk
(URL for more information:
https://www.guildofstudents.com/support/guildadvice/)

- **UB Heard**
(URL: **https://intranet.birmingham.ac.uk/student/your-wellbeing/mental-health/ubheard.aspx**)

- **UoB Chaplaincy**
(URL: **https://intranet.birmingham.ac.uk/student/multi-faith-chaplaincy/index.aspx**)

Finally, NS noted the following trigger warnings and content warnings beforehand: Living Wage campaign, cost of living crisis, financial issues, UCU Strike Action, PGR student experience, political engagement, divestment/fossil free, careers/jobs, equal pay, workers' rights

NS noted that any trigger warnings and content warnings will be noted before each item on the agenda too.

2	**Officer Introductions & Updates**	Officers introduce themselves and provide updates on their work and a brief update on committees: **NC:** I'm Ness, the Education Officer, and I've been attended a cycle of committee meetings in the University at the Guild, and representing students. **AL:** I'm Alice, International Officer, I represent International students and students on a year abroad. I attended Education Committee recently and organised events such as the Language Café. **RIS:** I'm Reeve, Welfare & Community Officer, and my focuses have been on EDI and wellbeing. **BL:** I'm Ben, your Postgraduate Officer, and I've been working on the Postgraduate Student experience – social experience and academic experience. I've been organising events, working with Ness, and have attended a full cycle of committees. **FC:** I'm Florie, Sports Officer, and I've been working on sustainability in the Guild as a member of the Guild's Ethical & Environmental Committee, we've had a few Activities Committee meetings, and I've been working on participation and welfare in Sports Clubs.	2:10pm

| 3 | **Scrutiny Panel Report** | NS briefly introduced the Scrutiny Panel.

NS: The Scrutiny Panel, a group of 5 UoB students who scrutinize the Officers on their work, will provide a short report on the Officers' progress. This report is based on the Full-Time Officers' work since they started their roles in July, and the Part-Time Officers' work since they had their training in September. I'm going to handover to the Scrutiny Panel now.

SD provided a short report about the Officers' progress:
• Officers are doing amazing work and they have been working on some great initiatives, particularly in the Selly Oak community and general community work
• They have worked on some incredible and successful events, such as the Language Café and Societies Night
• In terms of constructive criticism, we would just say to keep the momentum up, keep doing what you're doing, and keep progressing
• Thank-you to the Officers for doing a great job, you're making a big impact, particularly in the Selly Oak community

NS: Do any students have any questions?

SD: We're aware that there have been some questions about engagement on social media and students wanting to know when Guild events are. I'm not aware of other questions otherwise.

No students in the meeting had questions. | 2:15pm |

| 4 | **Officer Topic – Cost of Living Campaign** | NS introduced this item.

RIS talked about this campaign, and the work that Officers have been doing for the campaign:

• Clothes swap events
• Community Pantry – gave 164 food parcels to students in need
• The Guild Hardship Fund was reinstated
• Don't Rush to Rent Campaign
• Free Selly Express bus service
• PhD transfer free was reduced, and PhD stipend increased for PG students

RIS noted that they were happy to take questions.

No attendees had any questions. | 2:20pm |

| 5 | **Idea Submission – Living Wage Motion** | NS introduced this item:
• This item is an idea submission, submitted by Ben Lockley, your Postgraduate Officer.
• Your Officer team will introduce this item, then everybody will be put into breakout rooms to discuss.
• Everyone will then be brought back to the main meeting, then an Officer, staff member or nominated student will feed back the key discussion points.
• You will also vote Yes, No or Abstain.
• As the meeting isn't quorate, a decision can't be made today, but discussion can still take place, and the idea will be allocated to the All Student Vote.
• The discussion is open for all UoB students, and we encourage everyone to have their say on what they think.
• The full version of the idea will be on the slide for everybody to discuss

BL presented the idea and background context:

• An idea was submitted about this a few years ago, but was rejected by the Guild's Trustee Board due to it not being financially feasible
• An idea was submitted again last summer about Living Wage, and allocated to the last All Student Meeting, but it was allocated to the All Student Vote due to the All Student Meeting not being quorate. This idea also didn't pass in the All Student Vote due to the All Student Vote not being quorate
• I submitted the idea again because I'd like to ensure that this idea is implemented. I've been working with the Finance Team on a plan to gradually increase the wages of student-staff over the next 5 years, so that the Guild eventually does pay the living wage in 5 years' time.

BL read the idea submission out.

A full copy of the idea submission can be found on the Guild of Students website here. | 2:35pm |

(URL:
https://www.guildofstudents.com/representation/allstudentmeeting/)

BL noted that they were happy to take questions, and would also really appreciate support from students for the idea.

Attendees were placed into breakout rooms to discuss the idea.

Attendees were brought back to the main meeting.

The following discussion points were fed back and discussed:

BL: There was not a huge amount of conversation, but from the responses received, it was a positive response

JM: Students generally expressed support for the idea

DH: One student in our room had a question – is there something that the University is doing to pay the living wage for students or to give cash to students. For example, University of Manchester is giving money to students.

BL: This idea is a completely internal Guild matter, I've not had a conversation with the University about it. The University does already pay students the living wage, but I haven't heard of them providing cash to students.

A poll took place for this idea, and the results of the poll can be found below. 12 students and the 5 Officers present voted:

- Yes = 14 (93%)
- No = 1 (7%)
- Abstain = 0

| 6 | **Idea Submission – The Guild Should Support UCU's PGR Manifesto** | NS introduced this item.

NC presented this item and provided background context.

A copy of the full idea submission can be found here.

(URL: **https://www.guildofstudents.com/representation/allstudentmeeting/**)

NC also noted that this idea was submitted by a student.

Attendees were placed into breakout rooms to discuss the idea, then brought back to the main meeting to feedback key discussion points.

The following points were raised:

NC: There were no PGRs in our meeting, so some students were unsure about it. We generally support the idea though – we thought there should be a fine balance on how to implement it.

AL: One of our participants is a PGR student, and apart from expressing support for the idea, they mentioned that the University should provide more training for PGRs.

PGR student: I'm a PGR student, and I agree with the Officers. When we're being employed at the University, it would be useful to have more information on what our roles are.

BL: I've discussed this in meetings in the University. I don't necessarily agree with the position, as we don't want to half the number of PGR students, as we would exclude people from widening participation backgrounds and other minority backgrounds.

A poll took place for this idea. 13 attendees (Officers and students) voted:

- Yes = 6/13 (46%)
- No = 3/13 (23%)
- Abstain = 4/13 (31%) | 2:50pm |

7	**(Access) BREAK**	All attendees took a short break.	2:55pm
8	**Idea Submission - The Guild Should Stand For Fossil Free Careers**	NS introduced this item. **IS:** Hi, I'm Issy, and I'm a PhD student in the Metallurgy Department. I'm the student who submitted this idea. IS introduced their idea. Key points included: • University invites companies that invests in fossil fuels to campus • The motion wouldn't affect the Guild as the Guild has no relationships with fossil fuel investing companies, to my knowledge • The idea could help to kickstart the Guild's campaign and support declaration of climate emergency **A copy of the full idea submission can be found here.** (URL: **https://www.guildofstudents.com/representation/allstudentmeeting/**) Attendees were put into breakout rooms to discuss the idea, and were brought back to the main meeting room. The following points were fed back: • **FC:** From the students that spoke and responded, I gather than the response is positive, and the students are in support of this idea, especially due to the impact that it would have on students in the future. • **IS:** I would like to add that at my previous University, I was mislead by a company that invests in fossil fuels, and this is why I feel so strongly about this topic **A poll took place for this idea. The results of the poll were:** • Yes = 11/13 (85%) • No = 0/13 (0%) • Abstain = 2/13 (15%)	3:06pm

| 9 | **Idea Submission - The Guild Should Support Workers Demanding Equal Pay From Birmingham City Council.** | NS provided trigger warnings for this idea and introduced the idea.

NS passed to JM to present their idea.

JM presented their idea. JM noted that they submitted their idea in their capacity of a UoB student, rather than their capacity as a Student Voice Assistant. JM also noted that their idea is in line with previous Guild stances on supporting trade unions.

A copy of the full idea submission can be found here.

(URL: **https://www.guildofstudents.com/representation/allstudentmeeting/**)

JM: My breakout room were quite supportive of this. Another student in my room is a council worker and expressed support of the idea.

NC: I was in the same breakout room as JM, there were generally positive vibes. There was discussion about how there are lots of students that stay in Birmingham and may potentially work for the Council, so the unequal pay of workers may affect students.

AL: I personally don't know much about the council, but somebody in my break out room mentioned that the University and Guild have such a big voice in the Council, and this motion would positively impact UoB students.

A poll took place for this idea. The results of the poll were:

• Yes = 9/10 (90%)
• No = 0/10 (0%)
• Abstain = 1/10 (10%) | 3:15pm |

| 10 | **Belief & Commitment – Political Engagement** | NS provided trigger warnings and content warnings for this item.

NS then introduced this item.

AL read the item out.

A copy of the full Belief & Commitment can be found here.

(URL: **https://www.guildofstudents.com/representation/allstudentmeeting/**)

NC: A student left a comment in our breakout room, and I'm going to read it as it's very powerful. The student mentioned that voting in an election is a great way of students to have their say, and is a non-biased way to find out about the voting and election, without being influenced by a biased view from a political party. I think that's really important. We also discussed how some international students can't vote, and maybe also emphasising to international students why voting in their home countries is important.

A poll took place for this Belief & Commitment. The results of the poll were:

• Yes = 7/7 (100%)
• No = 0/7 (0%)
• Abstain = 0/7 (0%)

This Belief & Commitment will be allocated to the All Student Vote. | 3:32pm |

| 11 | **Democracy Review** | NS introduced this item and passed to the Officers to present.

NC: An external consultant is helping us to review our democratic structures, if you're interested in taking part in focus groups for the review, please email **studentvoice@guild.bham.ac.uk** .

The above email address was posted in the chat.

NC: We would really like all UoB students to have their say!

NS asked attendees if they had any questions.

No questions were asked. | 3:44pm |

12	**Questions/ AOB**	NS and NC noted that this was an opportunity for attendees to ask questions to the Officer Team.
		
		A student asked when the All Student Vote will take place.
		
		NS noted the dates of the All Student Vote.
		
		NS noted the following points:
		
		• Thanks for attending this meeting
		• Don't forget to vote in the All Student Vote between next Monday 5th December, 10am - Monday 12th December, 4pm.
		• You can email **studentvoice@guild.bham.ac.uk** for any questions!
		• You can also contact your Officer Team - a link to their details will be in the chat
		• If you are upset by anything discussed in this meeting, you can contact any of the following services:
		   - **Guild Advice** – **guildadvice@guild.bham.ac.uk** – for free, impartial and confidential advice on wellbeing, finances, housing, international support and academic issues. You can find out more about Guild Advice here (URL: **https://www.guildofstudents.com/support/guildadvice/**)
		   - **UB Heard** – UoB's free 24 hour, 7 day a week mental health helpline. You can find out more about UB Heard here (URL: **https://intranet.birmingham.ac.uk/student/your-wellbeing/mental-health/ubheard.aspx**)
		   - **UoB Chaplaincy** – you can talk to UoB's Chaplaincy Service about welfare concerns (again, for free!), and you don't have to be religious to do so. You can find out more about the Chaplaincy Service here (
			3:49pm

		https://intranet.birmingham.ac.uk/student/multi-faith-chaplaincy/index.aspx) - Also - Community Pantry – the Guild is here to support students in crisis by providing a free one off food parcel to those who need it – we don't want anyone at UoB to struggle financially to the point where they cannot afford to eat. **You can find out more about the Community Pantry here**. (URL: **https://www.guildofstudents.com/support/communitypantry/**) A student asked about the implementation of the approved Islamaphobia definition. SD explained that this is being looked at by the Guild. SD also provided their email address and asked the student to email them for SD to provide more information. **The meeting closed.**	