

Attendance

21 students in total signed up for the meeting on the Guild of Students website

25 students in total (including 1 Scrutiny Panel member) were in the waiting room at the start of the meeting

Present:

Officers: Adam Dorey (AD, Campaigns Officer), Aaliyah Simms (AS, Welfare & Community Officer), Robin Hayward (RH, Trans & Non-Binary Students Officer), Josephine Conway (JC, Activities & Employability Officer), George Christian (GC, Sports Officer)

Scrutiny Panel Members: Shaun Keen (SK)

Student Idea/Policy Submitters: Stephen Gore (SG), Sumayya Amin (SA, ISoc), Shawon Sheikh (SS, ISoc),

Other Students: Nate (N, LGBTQ+ Association)

In Attendance:

Guild Core Staff: Rozena Nadeem (RN, Democracy Coordinator, Minute-Taker), Houmaa Chaudhry (HC, Senior Representation Coordinator, Tech), Amelia McLoughlan (AM, Representation Coordinator), Adam Sheridan (ASh, Director of Engagement), Jane Baston (JB, Policy & Campaigns Coordinator), Scott Dawson (SD, Student Voice & Representation Manager)

Apologies:

Officers: Jules Singh (JS, Education Officer), Danielle Murinas (DM, Postgraduate Officer), Mikey Brown (MB, Guild President)

Scrutiny Panel Members: Eloise Watkin (EW), Jingke Lin (JL), Lucy Shapley (LS), Jack Bowen (JB)

Guild Core Staff: Jo Thomas (Guild CEO), Solomon Gibson (SG, Representation Coordinator)

Absent Without Apologies:

Officers: Rachel Boucher (RB, Ethical & Environmental Officer), Eleanor Thomas (ET, LGBTQ+ Students Officer), Louisa Martin (LM, Womens' Officer), Imogen Mann (IM, Disabled Students' Officer), Wei-Lun Chen (WLC, International Officer)

Trigger Warnings/Content Warnings

Israel/Palestine, anti-Semitism, islamaphobia, racism, discrimination, sustainability, facilities, accessibility, stereotyping, immigration, prevent, giving blood, homophobia, community, mental health, national campaigns, living wage, sexual harassment, sexual misconduct, student misconduct, campus accessibility, BSL Bill, transphobia

Further Information

You can find full details of the items discussed in this meeting here:

<https://www.guildofstudents.com/representation/allstudentmeeting/>
<https://www.guildofstudents.com/news/article/website/Come-to-the-All-Student-Meeting/>

The full slides used during the meeting can be found here (please copy and paste the link):

<https://docs.google.com/presentation/d/13t6bdbsfalxdqhYRz3hJNWOMJD-e5OoUTifUpkoS3qg/edit?usp=sharing>

Meeting Notes

Key: ASM = All Student Meeting, B&Cs = Beliefs & Commitments

Item	Item Title	Meeting Notes
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<p>1</p>	<p>Welcome From the Chair of ASM</p>	<p>AM opened the meeting and introduced herself:</p> <ul style="list-style-type: none"> • Hi everyone, my name is Acacia and I am the Guild’s elected Chair of All Student Meetings. • I will be chairing this meeting. • My role is to be impartial and to ensure that all thoughts, opinions and views are discussed and taken into consideration when making decisions. <p>AM provided an overview of the Guild of Students:</p> <ul style="list-style-type: none"> • If you’re unfamiliar with the Guild - the Guild of Students is 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. <p>AM provided an overview of All Student Meetings:</p> <ul style="list-style-type: none"> • 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 – these decisions are made at 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 should be made at All Student Meeting
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- Each committee will discuss and make decisions on Beliefs & Commitments, ideas and policy proposals that have been sent to them
- The committees also provide support to Officers completing their manifestos and be consulted on projects and decisions.
- Any ideas or policy that the committees cannot decide on will be discussed at the ASM - and decisions on these ideas or policy will be made here, given that the meeting is quorate
- Policy that supports the Guild's values and aims as a charity may also be discussed and developed at this meeting
- ASMs will take place at least 3 times a year
- Any UoB student can attend ASMs – you can submit questions beforehand if unable to attend
- Chaired by 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 students at the All Student Meeting cannot make a decision or is not "quorate", the ideas and policies will go to an ALL STUDENT VOTE (we need 340 students at the ASM for it to be quorate).

If the meeting is quorate, voting will take place at ASM.

If not quorate, discussions can still take place, ideas allocated to ASV.

AM noted the following:

- This meeting is not quorate, therefore an ASV will take place on **Thursday 26th May, 10am - Monday 30th May, 4pm.**
- **Results for the vote will be published during w/c 30th May.**
- 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 are upset by anything discussed in this meeting, you can contact Guild Advice - **guildadvice@guild.bham.ac.uk**
- Trigger warnings will be provided before each set of items.

2	<p>Officer Introductions & Updates</p>	<p>AM introduced this item, and handed to Officers.</p> <p>Please note the following trigger warnings before reading the below: sustainability, housing, welfare, wellbeing</p> <p>GC introduced himself and projects he is working on (UoB Sport collaboration, Commonwealth Games and sustainability).</p> <p>AS introduced herself and projects that she is working (student housing, working with Community Wardens work in Selly Oak, welfare & wellbeing – sitting on Panels about UoB Heard).</p> <p>JC introduced herself and projects that she is working on (training and inductions for student groups committees and supporting the Venues Team with Fab).</p> <p>RH introduced themselves and projects that they are working on (pronoun badges to hand out at the Guild and post-exams social for trans & non-binary students).</p> <p>AM: Other Officers have sent their apologies for this meeting, as they had other commitments.</p>
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<p>3</p>	<p>Scrutiny Panel Report</p>	<p>AM introduced this agenda item, and handed over to the Scrutiny Panel members to present.</p> <p>SK explained that the Scrutiny Panel scrutinizes Guild Officers on their work and progress, in the form of questions, and positive and constructive feedback, at meetings, and that the Panel provide a summary of this report at All Student Meetings</p> <p>SK explained that not all Officers turned up to the last 2 meetings, particularly the last one, but that this wasn't the fault of the Officers (as they had other meetings/commitments, and some of them have been unwell). He also explained that the Panel are working on feedback to ensure that processes around Officer Scrutiny are improved, and a full report with Panel feedback for the Officers will be made available.</p> <p>Finally, SK thanked the Officer Team for their work this year, and in particular RH, WLC and JS who attended meetings consistently.</p> <p>AM thanked SK and asked students and Officers if they had any questions.</p> <p>Student: Thanks for your work, can you publish the minutes before the ASM for future meetings?</p> <p>It was noted that the minutes have not yet been approved.</p> <p>AM thanked SK and closed this item.</p> <p>ACTION: Scrutiny Panel minutes to be approved and published online</p>
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4	<p style="text-align: center;">Belief & Commitments (1)</p>	<p>AM noted the first two Belief & Commitments (B&C) that required renewal, and that attendees at the ASM could discuss, suggest recommendations for and ask questions for them.</p> <p>AM introduced each B&C one at a time, asked for questions, recommendations and suggestions.</p> <p>Israeli/Palestinian Conflict</p> <p>A student noted in the meeting chat that they agree with the policy. AD also noted that they agreed with the policy.</p> <p>27 students were in the meeting at this time.</p> <p>No Platform</p> <p>AS: Is this list exhaustive?</p> <p>AM: The list is tied to the University Code of Practice, and if other groups are linked with the list, they can't speak.</p> <p>Student: Who is responsible for deciding that a speaker doesn't fit the criteria?</p> <p>AM: There is a criteria that the Guild check. The Code of Practice is used too.</p> <p>JC: For student groups, there is a speaker form that they have to approve. The speaker form also has to be approved by University processes, based on who they are, their background, who they're speaking for etc.</p>
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		<p>AD posted the following message in the chat: Also, as part of the Guild's status as a charity, we have a duty to ensure freedom of speech - so if controversial issues are being discussed we have to hold a debate to allow both sides of the argument.</p> <p>AM: The Code of Practice is on the University intranet, if you'd like to view it.</p> <p>Student: So what does this policy have to do with the Freedom of Speech Policy at the university?</p> <p>AM: They track any groups that have a track record.</p>
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5	<p style="text-align: center;">Belief & Commitments (2)</p>	<p>AM noted the 2nd group of B&Cs that required renewal, and that attendees at the ASM could discuss, suggest recommendations for and ask questions. Trigger warnings were also provided.</p> <p>AM noted that some of the B&Cs would be presented together, due to them covering similar themes (e.g. sustainability).</p> <p>The Student Movement & Activism</p> <p>AD noted that the Campaigns Committee were in support of the Activism B&C.</p> <p>RN posted the following in the chat: “All paperwork for the All Student Meeting can be found here: https://www.guildofstudents.com/news/article/website/Come-to-the-All-Student-Meeting/”</p> <p>Education for Sustainable Development & Facilities</p> <p>A student posted the following in the meeting chat: “Would there be a way for the Guild to do some independent ESD teaching material themselves, like releasing a video or something like that.”</p> <p>Several responses were provided for this. The responses included that the new Officer Team could consider this, the relevant committee could work on it, and they could work with the University.</p> <p>Stereotyping</p> <p>No questions were asked about this B&C.</p>
6	<p style="text-align: center;">(Access) BREAK</p>	<p style="text-align: center;">Access break taken.</p>

7	<p style="text-align: center;">Belief & Commitments (3)</p>	<p>AM noted the 3rd group of B&Cs that required renewal, and that attendees at the ASM could discuss, suggest recommendations and ask questions. Each B&C was presented, and questions were asked/discussion took place. Trigger warnings were provided before they were presented.</p> <p>The B&Cs were: Immigration, Prevent, Giving Blood, Community, Mental Health and National Campaigns</p> <p>Immigration</p> <p>No questions were asked about this B&C.</p> <p>Prevent</p> <p>Student: With the overall policy, I'm personally supportive, but in the second to last paragraph, I'm wondering in terms of practicality, is the Guild required by law to pass on that information, if there's a court order and requirement?</p> <p>A student agreed with the above question.</p> <p>AM: It wouldn't hurt to have that clause included.</p> <p>Student: How does the line about extremist views being able to challenged through dialogue and debates fit with the B&C of No Platform?</p> <p>AM: If a group with extremist views is on the list, they can be challenged. There is a slight contradiction with each policy. It might be that each group is looked at on a case by case basis. This also links to the Code of Practice. There will be a national review of the Prevent policy. If you're interested, you can keep up with that, and submit a policy review for the B&C as a suggestion.</p> <p>Giving Blood</p>
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		<p>N: The rules for this have changed, will the B&C be updated?</p> <p>AS: This was discussed at W&L Committee, and we can confirm that the plan was changed.</p> <p>AM: We could make the B&C redundant, and a new policy could be submitted.</p> <p>A student posted the following link in the chat: https://www.blood.co.uk/news-and-campaigns/news-and-statements/landmark-change-to-blood-donation-eligibility-rules-on-today-s-world-blood-donor-day/</p> <p>Community</p> <p>Student: The policy covers nice ideas, but what does it all mean? There's no goals or objectives.</p> <p>AM: This is something that the Guild shapes its policy around, as it's a B&C.</p> <p>GC posted the following in the chat: "Worth noting the Community Wardens scheme also contributes towards this."</p> <p>AD posted the following in the chat: "And Guild Advice on that last paragraph."</p> <p>Mental Health</p> <p>No questions asked.</p> <p>National Campaigns</p> <p>AD: We could add Trans Awareness Week and Trans Day of Visibility.</p> <p>Student: Could we add Mental Health Awareness Week?</p>
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		<p>AS: We have an inclusivity calendar in the Guild, it's not yet released, but we do have more awareness weeks, festival, celebrations, cultural events, religious festivals etc on it, and they include the events that you have suggested. We're creating a 2022/23 version of the calendar, and this will be published soon. Some of the content on the calendar is in line with our B&Cs.</p> <p>AM: There is no issue with adding to the list on the policy. It's all student-led campaigns too. The Guild won't automatically do the campaigns if students don't want to do them.</p> <p>Student: Could we make the campaign funding more advertised because a lot isn't claimed.</p> <p>AM: That is a good point. AD can look into this, or the next Campaigns Officer could look into it.</p> <p>AD: We have sort of made campaigns funding more accessible, for example through the Activist Network, and Linktree, but you have to be in the spaces to look for the funding, so more work does need to be done on promotion.</p> <p>A student posted the following in the chat: I just wanted make this point about Access on campus: I wanted to use an E-scooter on my train commute and on campus as I have limited mobility. I was told I couldn't, but if I had a wheelchair it'd be OK. They're a green transport and I think they should be better supported on campus - for accessibility and sustainability. Thanks."</p> <p>It was noted that this concern would be discussed as an AOB at the end of the meeting.</p>
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	<p>Idea & Policy Submissions</p>	<p>19 students were in the meeting at this time.</p> <p>AM noted the ideas and policy submissions that were submitted and allocated to the ASM, and that attendees at the ASM could discuss, suggest recommendations for, and ask questions for them.</p> <p>Each idea/policy submission was presented one at a time, and questions were asked/discussion took place after each one was presented. Trigger warnings were provided before they were presented.</p> <p>The idea/policy submissions were:</p> <ul style="list-style-type: none"> • Guild Statement in Solidarity with Trans Students and Activists • Living Wage Campaign • The University Should Change Their Policy on Investigating Off-Campus Student Conduct Issues Before September 2021 • Updated Islamophobia Definition – The Runnymede Trust Definition <p>The following was posted in the meeting chat by RN: Documents with full idea submissions can be found here: Come to the All Student Meeting! (guildofstudents.com)</p> <p>Guild Statement in Solidarity with Trans Students and Activists</p> <p>AD and RH presented this idea.</p>
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		<p>Student: I agree with the solution. We may want to amend the policy. Under Tickell's leadership – it's un-limiting to not mention these times – we should amend the wording slightly here.</p> <p>AD: We assumed that by the time Tickell goes, that we wouldn't have a VC that expresses offensive views.</p> <p>N: As a trans student that has previously used Guild structures to mediate with lectures following an incident, the arrival of Tickell has made me (and many of my friends in similar situations) feel very unsafe. It is very important to me that the Guild stand against some of Tickell's actions and would massively help my comfort at this University if Tickell apologised or at least promised to uphold our rights to defend ourselves against discrimination. So, a good policy.</p> <p>AD: As a long-term project, we're working on a B&C about gender critical views on campus. We're working with lawyers because of freedom of speech and what can be said and can't be said. This is still in progress.</p> <p>Living Wage Campaign</p> <p>It was noted that there was an idea submission about this, and a separate B&C. They would be presented together, but would have to be submitted as motions separately for the All Student Vote.</p> <p>SG presented their idea submission.</p> <p>SG noted that they had checked the Guild's financial accounts, and that it would probably have been feasible for the Guild to pay the living wage, given the reserves that the Guild has.</p> <p>AD: Totally agree with this idea - will be voting for it!</p> <p>JC provided the following background context for the Living Wage B&C and idea submission, to explain the Guild position.</p> <ul style="list-style-type: none"> • This hasn't been implemented due to the impact and long term cost it would have on the Guild
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- The Guild currently pays above regulatory National Minimum Wage (NMW) for some members of student staff – this applies to those who are aged 18-20 or those on the Senior Assistant rate. Staff who are 21 and above who are paid at the base rate are paid the regulatory rate applicable for their age (either 21-22 or 23+)
- If the Guild implemented the Living Wage for student-staff, they would have to increase retail prices for other students in order to fund the increase and make operational changes to the number of student staff hours available. This would impact the Guild’s service offer and employment opportunities to students. The Trustee Board at the Guild has to strike a balance between rates of pay whilst keeping control of costs and maintain a flexible employment offer for students.

Student: I wholeheartedly support this policy, don't let SG lose faith in democracy, support this and follow through.

AS: AD has already mentioned that he supports this, as an Officer who is Full-Time, I would also love to pay students the living wage, but from a Trustee perspective, there are constraints we have to work to. A company that can't pay the living wage would have to consider staffing structures, and their longer-term deal with the University. I would be happy to meet outside of this meeting to discuss. Generally, I appreciate the time you've taken to put this motion forward.

SG posted the following in the meeting chat: Unsure of the costing implications of increasing student support staff wages to £9.90/hour, but I do know from the 2020/21 financial reports that the Guild has met its target of £1m in reserves (actually at £1.137 million), and has budgeted to make £54.9k net increase in cash reserves in 21/22.

AS: We spoke about this in the Guild’s HR Committee. I don’t know why we need £1 million in reserves.

		<p>JC: We have reserves as we're required to ensure that there's sustainability in our services.</p> <p>Student: Could we amend it to £10 per hour, sounds better and more round, plus the Guild can say they are paying above living wage, even though its only 10p.</p> <p>SG: I have no problem with amending.</p> <p>The University Should Change Their Policy on Investigating Off-Campus Student Conduct Issues Before September 2021</p> <p>AM presented this idea on behalf of the idea submitter.</p> <p>RN posted the following in the meeting chat: "For information: Student Conduct & Discipline – UoB website page: https://intranet.birmingham.ac.uk/as/registry/policy/conduct/discipline/index.aspx"</p> <p>N: Why is it currently September 2021? Explaining why that is the case might clarify potential barriers to this policy.</p> <p>AM: Each cohort is subject to a Code of Practice when they sign up.</p> <p>Student: I was just wondering if this was legal, because if it is then I support the policy. I do think there should be a cut-off point though, like maybe 5 years back or something like that.</p> <p>AS: I'm a law student, but not a qualified lawyer. Even if we say that we support it, the University could just say no. We have position and people power in the Guild, and are trying our best to represent students, however this is a University policy. It's possible that the University will reject this. Because of University bureaucracy, this could take a long time. It's not a police investigation, and the University doesn't have too much power to ask someone to come into campus to talk to a student who didn't follow conduct before September 2021. Not sure what sanctions they could put in someone who has left.</p>
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A student posted the following in the chat: I'm still a little confused as to why it's September 2021, I don't see anything on the page linked about that. Is it that it can't be raised if it was before the current academic year? Is it that it can't be raised if it was before you began your studies?

The same student then posted the following in the chat: "Oh wait no I understand now, sorry."

N: From a practical perspective (I think this is sort of what AS was saying), if the date isn't going to change from September 2021, are we actually going to be able to get through the bureaucracy of persuading the University to change things in a time frame that will actually be helpful for survivors of assault before September 2021?

AS: Yes – the date isn't going to change

SG: I believe the University can suspend/expel students or enforce no contact orders.

AS: University processes do take a long time – there's not just one person involved when making a decision, it would involve Committees, maybe Legal Services, and others. In terms of solutions, we are happy to talk to individual students who have been affected before September 2021 (when incidents definitely did occur), and see what we can do to support these students.

Student: What possible sanctions would be put in place for perpetrators while at University?

AM: There are other possible sanctions such as taking a year out, being suspended, etc. There is also education around sexual assault. The same also applies to other crimes e.g. drug use, stealing from a shop etc.

Student: Could we amend the policy so that it limits expectations of what it can achieve, given that the University has ultimate say. Otherwise a lot of students might be very disappointed, if this passes and nothing ultimately changes.

AM: If the idea passes, it will go to the University, the University will respond to this, and we will also update the idea submitter.

		<p>AS: The incoming officer team are passionate about this. Myself, AM and JS are working on consent modules. I'm working with JC on preventive measures for drink spiking. The future Officer Team will represent you on this. We want to support survivors and ensure that they feel safe.</p> <p>A student asked for clarification on the idea submission.</p> <p>AM clarified, and the student thanked AM.</p> <p>Updated Islamaphobia Definition – The Runnymede Trust Definition</p> <p>SA: I'm from the ISOC. We'd basically like the Islamaphobia definition to be updated. We'd like the Runnymede Trust definition to be put forward for now.</p> <p>AM read out the definition to attendees.</p> <p>No questions were asked about this policy submission.</p>
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8	Questions/ AOB	<p>AM noted that this time was an opportunity for attendees to ask questions, questions could be asked about minutes from the previous ASM, and it was also an opportunity for attendees to raise any other items.</p> <p>Access On Campus – this concern was a concern that a student raised earlier in the meeting, in the meeting chat – the concern was discussed.</p> <p>The concern was as follows: “I just wanted make this point about Access on campus: I wanted to use an E-scooter on my train commute and on campus as I have limited mobility. I was told I couldn’t, but if I had a wheelchair it’d be OK. They’re a green transport and I think they should be better supported on campus - for accessibility and sustainability.”</p> <p>AM: We could probably take this to Campus Services.</p> <p>Student: Off campus, they are illegal, and nothing can be done about that.</p> <p>SG: Agree that E-scooters are good for the environment, but there are safety concerns with them considering that they can go up to 15mph. If they were allowed on campus would it be possible to limit them to roads/cycle paths?</p> <p>AM: I’ll ask AS to look into this</p> <p>ACTION: AS to look into rules of e-scooters being used on campus</p> <p>Student: I agree there needs to be some sort of provision for access needs on campus - I am a wheelchair user and campus is so hilly to the point I cannot physically access some of my classes without taking Ubers. If there was some sort of transport for</p>
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		<p>disabled students around campus it would make life so much easier.</p> <p>GC: I'll happily pick this up with my chats with both the Sustainability and Transport departments. I'm also happy to talk about the issues around legality of e-scooters.</p> <p>ACTION: GC to raise concern in a meeting with the Sustainability and Transport Departments</p> <p>N posted in the chat noting that they agreed with the concern.</p> <p>No other questions or discussion points were raised about this concern.</p> <p>Thank-You to AM</p> <p>Student: I have some other business: I'd like to thank AM for being a cool Chair of the All Student Meeting this year.</p> <p>AM thanked the student.</p> <p>BSL Bill</p> <p>Student: I'd like to note the recent BSL Bill.</p> <p>AM: I'm not aware of this.</p> <p>Student: British Sign Language will become an official language with legal protections.</p> <p>AM: There are no current plans at the Guild. It can be looked into at the University, and we can chase this up. Especially with important legislation.</p>
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	<p>Student: I spoke to the VC a few weeks ago, there are some plans to put some stuff in place, I'm not sure what they are specifically, but stuff is happening on a university-wide level.</p> <p>Student: It would be lovely to have BSL as an officially used language in the Guild! It would make meetings etc a lot more accessible for deaf, HoH and students with sensory processing issues!</p> <p>Sensory Room In the Guild</p> <p>Student: Some disabled students were wondering if the Guild could have something like a sensory room at the Guild for students to relax</p> <p>AM: We can look into this.</p> <p>GC noted that he was happy to take this away as an action.</p> <p>ACTION: GC to investigate the possibility of sensory rooms in the Guild</p> <p>Islamaphobia Definition</p> <p>SS asked if the Islamaphobia definition slot had started.</p> <p>AM clarified that it had been discussed, and there was general agreement on it.</p> <p>Other</p> <p>AM thanked everybody who attended, and the meeting closed.</p>
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