

Guidance

- There are four sections to this report – (1) Roles and Responsibilities, (2) Written Statement (Manifesto) Action Plan, (3) Student Ideas & Policy and (4) Other Student Issues, Meetings or Projects to Note.
- You should write in all four sections, but it is up to you to decide how much you would like to write for each section.
- Your report should be submitted one week before your session. Completed reports should be emailed to Student Voice (studentvoice@guild.bham.ac.uk)
- If you are unable to submit your report on time, please let Jane and Scott know ASAP
- You will have two minutes at the beginning of your meeting slot to provide any further updates verbally

Officer:	Amira Campbell – President
Date of Panel:	28-29/11/23

Role and Responsibilities

This section is for you to write about any projects you have been working on or meetings you have been to that you think are of particular importance to your remit.

Please feel free to add extra rows if you need to.

Meeting / Project	Outcome For Students
Council (SPRC/Investment Sub-Committee)	No outcomes for students to record.
UEB	<p>Had worked with the previous EO on the black awarding gap piece, and raised the issues of facilities on campus.</p> <p>Presented the Medical Student COL presentation and asked UEB to agree to two principals, this was evaded and I am to follow up with Emma Robinson.</p> <p>Raised the work I am doing on “students at work” and will be delivering a presentation on that at the next UEB.</p>

Trustee Board (Finance Committee, EDI committee)	<p>We have approved an EDI action plan in EDI committee.</p> <p>I presented my action plan at my first Trustee Board meeting.</p>
VC (Vice Chancellor) 1:1s	<p>I have had 3 VC 1:1s thus far (one where I was observing Acacia and two independently). We are due to have monthly 1:1s.</p> <p>In these spaces, we have discussed;</p> <ul style="list-style-type: none"> - Minimum service level and ensured the university would never support this for their staff - The principals around medical students being paid on placement/treating it as work. - The University and Guild's response to Israel/Palestine Strike Action, and the Referendum - Medical School Students and challenges with the COL - We confirmed an open question VC + President Question time for students to attend this academic year - Living wage campus, and the university being a living wage employer. - Harm Reduction in relation to the current zero-tolerance around drugs - The University's new centre for EDI

Written Statement (Manifesto) Action Plan

This section is for you to track your progress on your written statement priorities, as outlined in your action plan. The "context" section of the document can remain the same for each Panel.

Please feel free to add extra boxes if you need to.

In my initial Manifesto there were items that were better suited to other roles within the officer team to address or items by which an alternative approach may be ideal.

Other officers:

- **Continued work to ensure that the consent training module the previous guild team progressed on is made compulsory to all students and staff to undertake.**

WCO has been successful in ensuring the university release the course. The full-time officer group have recently agreed to ensure it is made compulsory for student reps and society committee members, and will remain highly encouraged for other students to complete.

- **Making a night out for students more affordable, through creating more drinks deals for FabnFresh.**

AEO has been successful in securing more drinks deals at FAB nights.

- **The student mental health crisis is one of the most pertinent issues faced by our study body. Regular communication with our mental health society groups, further work on the pre-existing change in mind campaign, and the bringing together of outspoken students and decision makers at the guild and university is some of the groundwork required to tackle this crisis.**

The WCO continues to do great work with the University, working towards attaining a grade on the Mental Health Charter.

Alternative approach:

- **Work undergoing the cataloguing of the library collection by author characteristics such as nationality, in accordance with plans from the education officer 2020-22.**

This was brought to a meeting early during my tenure, and does not seem greatly feasible. The labour-intensive nature of this task, when central publishers are not required to catalogue this information, means a centralised approach to rectifying this is ideal over being university led.

- **Finance a student-led investigation team to look into the universities' climate policies, including their investment portfolio.**

I sit on the University's investment sub-committee meeting and as they restructure their approach, it is clear that ESG governance is a core concern.

Written Statement Aim #1	
<p>Action Plan: Provide students with the tools to fight for their workers' rights, and ensure students can afford to be students.</p> <p>Relevant Manifesto points:</p> <ol style="list-style-type: none"> 1. A report released reviewing WorkLink, in an effort to address the efficiency and simplicity in remunerating students for their labour, and guarantees no student ever waits too long (3 weeks +) to be paid for their work. 2. An annual Unions fair that inspires activism and action, connects students with potential future unions they may join, and provides the student body with the tools they need to advocate for their rights within their future workplaces, demystifying the reality of what it is to be an employee at the university or guild. 3. A continued effort towards expediting the attaining of living wage for student staff, by lobbying with the guild and the university. 4. Further work on the previous officer team's work lobbying with Food fellows, with the hope to see the £4 meal implemented in all branches on campus. 	
Context:	<p>Worklink are an organisation outsourced by the university to administrate student workers. The Guild have already committed to attaining living wage for their student staff, and hire over 400 student staff, one of the largest of any SU in the country.</p>
Progress:	<ol style="list-style-type: none"> 1. I met with the lead of Worklink in October, and they have committed to doing more with hiring managers to ensure they understand their responsibilities. I have followed with a student who highlighted the challenges of receiving payment 2 months in arrears, and will continue work with Worklink and Finance on this. I secured the support of the Worklink team for the Students at work survey, which was released on the 3rd November and closed on the 10th of November. Over 200 students completed the survey, and the data will be analysed for a report to be written with our student voice team in due course! These findings will be presented to UEB. 2. The Unions Fair was run on the 14th November and ran from 11am-4pm, with a total of 9 unions in attendance touching a wide range of industries. Students in attendance got a sneak peak of our students at work survey results, and spoke to various unions about worker's rights, and signed up to various unions. 3. The living wage was discussed with the Vice Chancellor in our early November 1:1 where I requested financial support for the Guild to reach living wage for students sooner. The request was rejected. We also discussed the university not being a living wage employer (its lowest paid staff only 10p from living wage).

	<p>4. The University offer a £4.50 meal deal, whilst the guild offers a £4.25 meal deal (through Nisa). Both remain too expensive for most students and staff on campus, evidenced in our NSS data. The topic has been raised in various conversations but the likelihood for progress is low. The Guild and the University also upcharge for Gluten free options. The Guild democracy page saw the latter issue raised, but only a 26 positive vote score at the end of the 2 weeks, so the idea could not be followed through. However, a poll on the same issue saw 78 students engaged and 73 vote against it in principle (on my Instagram page.) The IO is keen to address this, and it was briefly discussed in UEB (however, it is my judgement that this was a distraction from the core asks of the COL presentation).</p>
--	--

Written Statement Aim #2

Action Plan: Improve Engagement and Participation by building relationship with student stakeholders:

1. A fortnightly drop in session for society committee members to express concerns and issues. (manifesto)
2. Attend society events and get to know our stakeholder students

Context:	n/a
-----------------	-----

Progress:	<ol style="list-style-type: none"> 1. I worked with AEO to deliver two of these (9th + 23rd October) but they were not very popular. We have adapted them to be online, and asked societies regarding their opinions of the space before continuing the series. If it continues to be unpopular, they will be dissolved. 2. I have attended events from these societies/campaigns; <ul style="list-style-type: none"> Jazz Funk Soul Chess Society Black Voices TCU ACS J-Soc KCover <p>I hope to find time to attend more in the upcoming weeks before the end of semester.</p>
------------------	--

Written Statement Aim #3

Action Plan: Clarity and Centralising of EDI efforts

Relevant Manifesto points:

1. A breakdown of EDI roles and staff across the university, available to all students.
2. The sharing of intersectional demographic data on the student and staff cohort at the university to a departmental level.
3. A centralised cultural/event calendar that all students and staff across the guild and university can subscribe to.

Context:	n/a
-----------------	-----

Progress:	<ol style="list-style-type: none"> 1. I met with Catherine Mangan (DPVC EDI) and Sammy Li (EDI), who clarified the EDI officers, leads, reps, ambassadors and SEOs that exist at multiple levels and slightly different within each college. I have since been invited to attend Catherine's regular meetings with the EDI college leads to build this picture. 2. This item has seen little progress. 3. The WCO, IO and myself have worked together with the Guild's comms consultant to address this, and meet every few months to map out which key dates need to be highlighted and supported, this system has run fairly successfully.
-----------	---

Written Statement Aim #4

<p>Action Plan: The Democratic Review part 2</p> <p>Relevant Manifesto points:</p> <ul style="list-style-type: none"> - The establishment and consistent support of liberation campaigns, with widely promoted manifestos, access to guild staff support, and recognition from the university as legitimate activist-led campaigns. - Support for the shift from part time officers to paid community organisers, who are fairly remunerated and recognised for their work. 	
---	--

Context:	<p>The Democratic review was already in progress during my term as the Black Voices community organiser, and I was the first community organiser to be hired by the Guild of Students. Although I was never consulted during the period that the consultant was hired to do work on this, I was aware of the project, and wanted to see it progress effectively. The consultation was deemed not sufficient to make decision upon, and it was the decision of the Trustee board to extend the period of time that the survey was open to get sufficient responses.</p> <p>The surveys action group which I do not sit on remains to do the overlooking of the surveys progress.</p>
----------	---

Progress:	<p>The democratic survey was released mid-September 2023, and is due to have closed by the date of Scrutiny Panel. Working groups are due to take place this month, and the paper submitted in mid-December to our trustee board outlining the results.</p>
-----------	---

Written Statement Aim #5

<p>Relevant Manifesto point: A regular student artists night, where poets, singers, musicians etc., can showcase their talent in Joe's.</p>	
--	--

Context:	n/a
----------	-----

Progress:	<p>I ran the first of this event on the 25th October, in the Mermaid bar (not Joe's!). There were approx. 15 at the workshop, and circa 20 on observation for the open mic. Although low in numbers existence and resistance was not low in impact, and the discourse and creativity in the space was a unique offer to the Guild. I worked with the Barber institute to curate the event.</p>
-----------	---

	Going forward it is clear, I do not have the capacity to run this even fortnightly, but will seek to run it 2-3 times in the next semester.
--	---

Written Statement Aim #6	
Relevant Manifesto point: Access to a detailed organisation chart of the guild to all employees, student reps, and society committee members of the guild.	
Context:	n/a
Progress:	<p>Progress has not been seen on this item.</p> <p>Although there remains a page on the guild website, https://www.guildofstudents.com/contact-us/, that has the emails of the senior management team, it would be ideal to put faces to those names, and then get the company chart also on the website.</p>

Student Ideas and Policy

This section is for you to report on progress made on student ideas and policy that you have been allocated from the Guild's decision-making (democratic) process.

You only need to provide updates on your actions.

You can also add ideas or policy as they are submitted throughout the year.

Please feel free to add extra rows to the table if you need to.

You can find a copy of all submitted ideas and policy, including information on who they were allocated to [here](#).

Idea / Policy	Action Taken Since Last Panel
Idea / policy title	

Other Student Issues, Meetings or Projects to Note:

Issue/Meeting/Project	Context/Updates

<p>Cost of Living: Medical Students</p>	<p>The Dean of the Medical School is working with NHS England to transition placement payment to a top slice structure.</p> <p>I have not yet seen success getting the policy of the chamberlain award altered.</p>
<p>Black Student Experience, Facilities: Hairdressers and catering on campus</p>	<p>We have secured support from the Careers Network financially and with business advice. It has also been put through our democratic system, idea proposed by myself.</p>
<p>Cost of living: West Midlands SABs</p>	<p>The West Midlands SABs have had two meetings and approved a manifesto for the mayoral election in relationship to travel (costs and inequalities between universities) and housing (guarantors and conditions).</p>