



INVESTOR IN PEOPLE



**University of Hertfordshire Students' Union exists to represent and support all its students at all levels by promoting and defending their rights and providing services, activities and an environment responsive to their needs.**

## **Policy Document**

**Updated February 2009**

## UHSU POLICY

	PASSED/ RE-AFFIRMED	LAPSES
ACCOMMODATION	13/3/90 13/2/95 15/2/00	15/2/05
<i>reviewed, re-written and re-affirmed</i>	24/05/05	24/05/09
WEDNESDAY AFTERNOONS	23/1/92 9/5/95 9/5/00	9/5/05
<i>reviewed, re-written and re-affirmed</i>	24/05/05	24/05/09
CHRISTIAN ASSEMBLIES EUROPE	14.12.98 4/12/03 6/12/07	14.12.03 4/12/07 6/12/12
STANDARD OF BEHAVIOUR IN LRC AND OTHER QUIET STUDY AREAS	7/5/99 13/05/03 6/12/07	13/5/07 6/12/12
EQUAL OPPORTUNITIES POLICY	18/1/00 13/1/05	18/1/05 13/1/09
NESTLE	7/11/00 28/10/04	7/11/04 28/10/08
Replaced with alternative motion	17/01/06	17/01/10
THE ENVIRONMENT	7/11/00 28/10/04	7/11/04 28/10/08
FAIRTRADE POLICY	24/05/05	24/05/09
WORKING PRACTICES MOTION	24/05/05	24/05/09
TAKE OVER MOTION	24/05/05	24/05/09
INTERNATIONAL STUDENTS	24/05/05	24/05/09
ASSOCIATIONS MOTION	17/01/06	17/01/10
CONSTRUCTIVE ENGAGEMENT MOTION	17/01/06	17/01/10
NESTLE CONSTRUCTIVE ENGAGEMENT	17/01/06	17/01/10

ANGNUS	28/02/06	28/02/10
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RULES FOR SOCITITES	13/01/09	13/01/13

## **ACCOMMODATION**

### Council Believes:

1. Not all campus accommodation is solely owned by the University.
2. Student facilities run by PFI organisations put profit before students.
3. The introduction of top up fees has added to an already increasing student debt.

### Council further Believes:

1. In recent years the new intake has exceeded the number of rooms available, resulting in new students being housed in hotels.
2. That rent prices are set to increase in the new academic year.
3. A large number of students incur extortionate penalties for replacement items/non compliance with rules of accommodation.

### Council Mandates:

1. The Executive to continue to call for a restriction on new student intake.
2. The Executive to investigate charges from PFI accommodation at other Universities.
3. The Executive to look at issues students face with the de havilland PFI accommodation.
4. The Executive to work together with the University to develop good practice for campus accommodation.
5. The Executive to take action to ensure the Students' Union is consulted about rent increases in accommodation and any proposed new accommodation developments.
6. The Executive take note and involve themselves in the NUS Co-Op Housing Scheme.

## **WEDNESDAY AFTERNOONS**

### **THIS UNION BELIEVES:**

1. The students of UH have the right to a total student experience.
2. Participation in extra curricular activities is a vital aspect of the student experience.
3. The employment market is becoming increasingly competitive. Degrees no longer guarantee jobs and there is an expectation of students to illustrate they have gained skills beyond the remit of their qualification.
4. The majority of students need to work in order to fund their education.
5. At present the University do not timetable teaching for full time undergraduate students on a Wednesday afternoon.

### **THIS UNION FURTHER BELIEVES:**

1. Extra curricular activities give students the opportunity to develop vital key skills and transferable skills that will improve their employability.
2. Student activities can widen the participation in the Students' Union by groups that are often underrepresented, therefore creating a union far more representative of the membership.
3. A wide range of student activities with a high level of participation can provide a vehicle for the Students' Union to promote its services to students. This can result in a valuable source of increasing custom for commercial services, but also a means of effectively promoting Students' Union welfare services, campaigns, democracy and information.
4. Students at this institution should be given the time to play sport, volunteer in the community, participate in student activities, have the opportunity to have part time work or to engage within the students union.
5. By keeping Wednesday afternoons free the students, University and Students' Union benefit.

### **THIS UNION RESOLVES:**

1. To monitor the University to ensure that Wednesday afternoons continue to be kept free for student activities
2. To take pro-active steps in protest if the University reverts to timetabling lectures on Wednesday afternoons.

## **CHRISTIAN ASSEMBLIES EUROPE**

### **This Union Notes:**

- That the University of Hertfordshire Students' Union exists to (amongst other things) provide a safe environment for students no matter of their colour, creed, religion, sex, ability or sexuality.
- That the "Christian Assemblies Europe" have been flyering the Student's Union in General and the Club and Societies boards in particular.

### **This Union Believes:**

- That the flyers that the "Christian Assemblies Europe" have been placing around the Union are homophobic and offensive to other religions.
- That it should protect its membership from being the subject of offensive literature and behaviour.

### **This Union Resolves:**

- To ban "Christian Assemblies Europe" from entering any Union premises.
- To remove all "Christian Assemblies Europe" posters and flyers from Union premises.

### **This Union Mandates:**

- The Students' Union President to send a copy of this motion to the University and petition it to ban "Christian Assemblies Europe" from entering any of the University of Hertfordshire's properties.
- The Students' Union President to write to "Christian Assemblies Europe" informing them of this policy and include a copy of this motion.

## **STANDARD OF BEHAVIOUR IN LRC AND OTHER QUIET STUDY AREAS**

This Union Believes that:

- The LRC (except the foyer and canteen) and other designated study areas should be an effective place of quiet study and the use of mobile phones and disruptive behaviour should result in a course of action from University Security.

This Union Mandates that:

- The Executive actively encourage the University to support the policy of quiet study within the LRC and other areas.
- The Executive urge the LRC and other designated study areas to advertise that action will be taken against any offenders.
- The Executive to encourage effective discussion on this policy and other methods of prevention.

# Equal Opportunities Policy

## Mission Statement

*University of Hertfordshire Students' Union seeks to represent  
And support all of our students at all levels and provide a  
Range of services responsive to their needs*

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The policies and principles described in this document have been approved by the Student Representative Council with effect from 18<sup>th</sup> January 2000.

In relation to student members this policy document runs concurrently with the University of Hertfordshire's Equal Opportunities policy and as such action may be taken under either policy.

Responsibility for implementation of this policy rests with the trustees of UHSU.

### 1. Definitions

For the purpose of this document the following definitions will apply:

'Employee/member of staff': a person undertaking paid work for UHSU on a full time, part time, job share, fixed term or temporary contract;

'Student': a person registered by the University, following a University owned and/or delivered scheme, course or programme of study which will be assessed and will normally lead to a University award;

'Member of UHSU': a member as stated in the Unions Constitution and/or club rules.

### 2. Summary of Principles

The UHSU is committed to being an equal opportunities organisation which ensures equality of opportunity and fair treatment both as an employer and as a provider of a number of commercial and non commercial services.

The UHSU will seek to take all reasonable steps to:

- i) ensure that all policies and procedures reflect the UHSU's commitment to equal opportunities;

- ii) respond constructively to its responsibilities within the developing British and European legal framework.
- iii) integrate equal opportunities into its strategic planning process;
- iv) create an ethos of fairness, courtesy and respect that embraces all members of the UHSU, clients, visitors and contractors;
- v) create an environment which is safe, accessible, caring and welcoming;
- vi) work constructively with appropriately recognised organisations, for example UH, NUS and recognised trade unions, to ensure the effective implementation of this policy.
- vii) ensure that anyone (whether for membership or employment opportunities) and all students and staff are treated fairly regardless of their race, colour, nationality, ethnic or national origin, sex, marital status, family responsibilities, disability, age, sexuality, political (which are not deemed by the union to be in contradiction with the aims of this policy) or religious beliefs, anti-body status, socio-economic group, trade union activity or being an ex-offender (unless where required by law);
- viii) ensure that all members of staff are trained and promoted on the basis of their abilities and the requirements of the job and are employed and retained in a non-discriminatory manner (for further info see Staff Recruitment Policy and Staff Development Plan).
- ix) ensure fair treatment for: everyone who is entitled to use any of the Union's services and facilities; individuals seeking redress through the union's complaints and grievance procedures;
- x) develop opportunities in and approaches to, representation and employment that take into account patterns of under-representation with a view to encouraging, where possible, greater diversity within the Unions membership.
- xi) offer staff and students opportunities to develop knowledge, skills and approaches to meet their personal responsibilities;
- xii) monitor and review regularly the operation of this policy.

### **3. Application of the equal opportunities principles to members of UHSU**

- This Union aims to encourage members from all areas of the student body to become involved in the democratic process of the UHSU.
- The union recognises the wide ranging diversity of tastes and interests held by the student body and seeks to ensure that entertainment's within the union reflect such diversity.
- This union believes that all clubs and societies should be open and accessible to all students and that every member should be given the opportunity for involvement.
- This union will provide skill-based training for all union officers and where possible for all students, subject to resources.

### **4. Application of the equal opportunities principles to members of staff**

#### **4.1. Recruitment and selection**

- In the recruitment and selection of staff, the Union aims to encourage applications from eligible applicants; to ensure that all applicants are treated fairly and to appoint the individual who is best suited to the post. Selection will be on merit.
- Unless there are exceptional circumstances, for example, where current employees are at risk of redundancy, all vacancies will be advertised internally and normally externally.
- All vacancies will be described accurately and only requirements that are objectively necessary to the post will be stipulated in the job description and in the person specification.

- The Union's commitment to equal opportunities will be notified to all applicants through advertisements and recruitment literature.
- In choosing the media and wording to be used in the advertising of vacancies, the Union will be informed by the outcomes of its equal opportunities monitoring.
- The Union will respond constructively to requests from applicants with disabilities for reasonable adjustments to be made to application and selection arrangements and where an appointment is made, to premises and work arrangements.
- Selectors are responsible not only for choosing appropriate selection criteria but also for employing selection methods which enable them to make a fair and objective assessment of each applicants' suitability for the post – against the actual requirements of the post – as described in the job description and person specification.
- Care will be taken to ensure that the composition of selection panels includes men and women and that, wherever possible, these panels are representative of the ethnic diversity of the union and of people with disabilities.
- No applicant should be unfairly treated on the grounds listed in 2.vii, or on any other reasonable grounds.
- Selectors are required to record all decisions and retain appropriate documentation in accordance with the Union's recruitment procedures.

**The Union will:**

- Monitor and keep under review its recruitment and selection procedures and make every reasonable effort to ensure that these reflect best practice;
- Identify and address any barriers in the recruitment process;
- Require selectors to be trained in the Union's recruitment and selection procedures and practices;
- Monitor statistically the recruitment process;
- Ensure fairness in the terms and condition on which appointments are made.

**4.2. Employment, promotion and retention**

- The Union will make reasonable efforts to provide a working environment where the ethos, Standards and practices are conducive to the well being of all employees.
- The Union will seek to ensure, through collective bargaining at both national and local level, to develop occupational schemes and conditions of service, which are objectively justified and promote equity between staff groups.
- The Union will seek to develop an ethos in which all staff, regardless of role, are valued and will promote a range of working patterns, schemes, facilities and benefits which recognise and help staff to resolve their work and personal commitments.
- The Union will consider requests from individuals who wish to alter their working arrangements because of changing personal circumstances and will develop a working environment that accepts and values different patterns of employment and career development.
- The Union will seek to retain members of staff who become disabled or whose disability worsens during the course of their employment and to this end will consider making reasonable adjustments to premises and to work arrangements.
- All promotion and employment opportunities will be advertised. Selection will be on merit against appropriate criteria and through the use of fair methods.

#### **4.3. Appraisal and Development**

- The Union will ensure that appropriate staff development and appraisal schemes are in place for all categories of staff which take account of the principles of equal opportunities.

#### **4.4. Services and Facilities**

- The Union is committed to the principles of equal access to and fair treatment in, the services it provides and the facilities it offers to its members and to its employees.
- Where a service cannot be offered to all who wish to use it, restrictions on access will be fair and reasonable.
- Managers with responsibility for the Union's services and facilities are encouraged to recognise the diversity of needs within the Union membership and to translate these into operational practice.

#### **5. Community Links**

- The Union seeks to develop links with all sections of the community.
- All visitors to the Union will be treated with courtesy and respect.

#### **6. Sanctions and Penalties**

- It should be noted that disciplinary action may be taken against employees or members in cases where it can be shown that they have failed to comply with the requirements of this policy.

#### **7. Complaints and Grievances**

- The Union will deal with complaints relating to this policy in accordance with its appropriate complaints/grievance procedures.

## **Roles & Responsibilities of the Independent Chair and Deputy Chair of Student Council.**

### Student Council Believes:

1. The role of the Independent Chair and Deputy Chair of Student Council are the only Non-Executive Officers elected by cross-campus ballot.
2. The roles, responsibilities and benefits of the Chair and Deputy Chair of Student Council are not clearly defined.
3. The Independent Chair and Deputy Chair of Student Council potentially hold powerful positions within the Unions' democratic system.

### Student Council Further Believes:

1. As elected officers the Independent Chair and Deputy Chair of Student Council should take on more responsibilities for promotion and awareness of Student Council.
2. That in the elections pages of last years Universe, there was no mention of the roles of Independent Chair and Deputy Chair of Student Council.
3. The roles need to be clearly profiled as an "independent information point".

### Student Council Commends:

1. The Vice President Communication & Media for the new "ask the chair" email account so that questions can be put to the Executive anonymously or in a Council members absence.
2. The Vice President Communication & Media that all Executive minutes, Council minutes and reports are now available via UHSU Web before council session.

### Student Council Resolves:

1. The Independent Chair and Deputy Chair of Student Council shall write un-bias independent reports for Universe reporting on the last council meeting, highlighting the discussion that took place, policy passed etc. Each article must include what council is, what it does, the date of the next council meeting and how to get involved.
2. The Independent Chair and Deputy Chair of Student Council shall have their own Flounder log-ins to be used in discussions, however, anything entered using the official log-in will have to be independent. Debating on Flounder should not be encouraged, but bringing a debate to council should be.
3. The Independent Chair and Deputy Chair of Student Council should familiarise themselves with the debating process and how to construct a motion. They will then act as information points for people wanting to bring a debate to council, but sees it inappropriate asking an Executive Officer.

4. In all election material, the Independent Chair and Deputy Chair of Student Council are included.
5. The newly elected Independent Chair and Deputy Chair of Student Council will receive two VIP Summer Ball Tickets upon winning their election, and receive 2 VIP Summer Ball tickets in their year in office.

## **Fairtrade Policy**

This union believes:

1. That farmers in third world countries do not receive adequate funding for the goods they produce.
2. That large multi national companies do not do enough to ensure the welfare of the small producers of their goods (eg, coffee growers).

This union further believes

1. That fairtrade products allow producers to gain a proper price for their crop and hence provide a better way of life for the community
2. That by utilising fairtrade products UHSU can actively improve the lives of third world communities.

This union resolves:

1. To sell fairtrade coffee and tea and other appropriate products in the Unions licensed venues.
2. To serve fairtrade tea and coffee at all union meetings and in the union offices
3. To serve fairtrade chocolate/flapjacks/geobars and tea and coffee in the union shop
4. To actively promote fairtrade products within the union

## **Working Practices for Elected officers Motion**

### Student Council Believes:

1. All officers elected to serve the students of the University of Hertfordshire should be held accountable for their actions.
2. Current means place a great deal of trust in our elected officers
3. Contact with the membership, in the forms of reports/documents outlining activities and action could be improved.
4. Part-time officers are equal to Full-time sabbatical officers so when referring to Elected officers it means the collective.

### Student Council Further Believes:

1. The trust placed in our officers to commit their necessary time and work to their role has been misplaced and abused by some officers.
2. A *live* message board is not a democratic forum as it does not allow for constructed debate and balance argument as outline in the Associations' constitution.
3. Council should be facilitated in a more a far more effective manner to allow for the executive officers to be held accountable in a democratic manner, this may be done as surgery sessions before the meeting.
4. Communication could be improved between the elected officers.
5. Additional documentation that lists what an officer has achieved with respect of their election pledges should be made available to the wider membership.
6. A higher level of professionalism is required from our elected officers.

### Student Council Resolves:

1. That elected officers should make use of the Intranet site, which is currently in progress, to allow all members to be aware of activities, tasks and projects.
2. That all officers to aim to post a weekly Web blogg of current activities and actions being undertaken on the UHSU main website, similar to [www.officeronline.co.uk](http://www.officeronline.co.uk), the NUS website.
3. An elected officer no matter their position does not cease to represent the students of Herefordshire once the set working day or meeting is finished, as am ambassador for the students association they should conduct themselves with dignity and gravitas. This includes message boards, bars and all university grounds.
4. Written reports should be submitted to the weekly Executive committee meeting that are included in the minutes, these reports should be made available to council once ratified.
5. All Executive Committee minutes should continue to be published on both UHSU web and the union message board within 24 hours of ratification by the Internal Affairs officer.
6. Executive reports to council should detail Union related activities and not personal events or activities.

7. Elected officers should not wear UHSU branded clothing when not in UHSU venues or non-UHSU sanctioned trips. At all times elected officers should always be conscientious of how their actions could be perceived by the membership.

## ***Take Over***

### Student Council Believes:

1. That UH has approached UHSU for its commercial services.
2. That UH has offered a minimal amount in financial compensation for our services.
3. That a UHSU should continue to be run by students for students.

### Student Council Further Believes

1. Student commercial services face an uncertain future.
2. UH is has not made their intentions and plans clear.
3. Student facilities run by PFI organisations will put profit before students.
4. Shareholders will have the final say, not students.
5. The final decision should not be down to the Executive.

### Student Council Resolves:

1. The membership should have the final say on all decisions.
2. No final decision can be made before the 1<sup>st</sup> Student Council of academic year 2005/06
3. All consultation meetings must involve all trustees of the Students' Union.

## ***International Students***

### **Council Believes:**

1. That the University of Hertfordshire has a large proportion of International Students - 2800 students from more than 80 different countries. (Herts Online)
2. International students pay extortionate fees in comparison to home students - first and second year entry undergraduate £8,700 (Herts Online)
3. International students are currently under represented within UHSU.
4. International Student Visa charges have recently faced a disgusting increase.

### **Council Further Believes:**

1. International students may face different issues to home students.
2. Some International groups do not feel comfortable in our licensed venues.
3. The role of a Students' Union maybe misinterpreted by some International groups.

### **Council Resolves:**

1. For the Executive to engage with International students by running Freshers events and joining in University run events during International Students Freshers Week.
2. To produce a supplementary International Students handbook highlighting the role of the Students' Union to include vital information specifically for International students e.g. Visas, UHSU International Students Association & the NUS International Students Campaign.
3. To mandate the Vice-President Education & Welfare and Internal Affairs Officer to investigate the need for a Part-Time International Students Officer, to be elected in the 2006/7 election.
4. To ensure that non-licensed premises are included in the UHSU/UH Strategic plan with consultation of International Students.

## **Associations**

### Council Believes:

1. UHSU associations should provide student representation for minority or marginal groups. In addition they should offer varying levels of support and the opportunity to educate and inform other students of the issues they may face.

2. As our membership grows more diverse, the need for effective representation is greater than ever.

### Council Further Believes:

1. Executive officers can have difficulty identifying with associations that are allocated to them and do not have sufficient time to properly dedicate themselves to association work.
2. Committed individuals who have made a conscious decision to work for a specific association would be able to serve the cause more effectively.

### Council Resolves:

1. To elect the following officers

Lesbian, Gay, Bisexual & Transgender officer

Students with Disabilities (SwD) officer

Black Students' officer

International Students' officer

Women's officer

Mature Students' officer

Post-Graduate Students' officer

by cross campus ballot every year starting from 2006-07 elections. Their term will be 1 year from August 1<sup>st</sup> to July 31<sup>st</sup>. All other procedures will be adhered to as stated in Schedule 2 of the constitution.

2. The job description of each officer will be as per the attached sheets.
3. All officers will have a UHSU email addresses, with their contact details displayed on the UHSU website.

4. All officers have the opportunity to attend executive committee meetings in a non-voting capacity. This excludes closed business.
5. All officers will have the opportunity to use the volunteer's resource area in accordance with the policy of the office.

## **Constructive engagement policy**

### Student Council Believes

1. That many companies act or work in a manner which some students would consider being unethical or detrimental to the environment or wider society.
2. That, whilst Nestlé is the most boycotted company in the world, very little has changed regarding its policy on baby milk substitutes in 30 years.
3. NUS Services has had a policy of positively engaging companies for over 10 years
4. In that time the positive engagement policy has had a number of successes, including:
  - Within 3 months of evidence coming to light that Coors had in the past funded homophobic think tanks, a public apology was received along with evidence this was no longer happening.
  - Lobbying of GlaxoSmithKline forced them into releasing the global patents for antiretroviral AIDS drugs.
  - Continued lobbying of Pepsi secured a pullout from Burma
  - Two years of pressuring Coca-Cola has seen them appoint a global head of labour relations and establish a regular dialogue with the International Union of Food workers (which represents the majority of Coca-Cola employees worldwide). NUS Services has also helped shape their global water project and is helping shape a global human rights policy.

### This Union Further Believes.

1. That constructive engagement is an effective method for positively changing the behaviour and actions of multinationals.
2. That it is important for organisations representing student interests to seek to improve and develop the practises of companies who supply student unions
3. That UHSU and NUS services has an important role to play in this respect

### This Union Resolves

To support continuing the policy of NUS Services Ltd in pursuing constructive engagement.

## **NESTLE**

Motion: Constructive engagement with Nestle over boycott

Replace Motion dated 28/10/04

Student Council Believes:

1. The current UHSU policy relating to Nestle is unproductive and unworkable.
2. The ambiguity of the policy wording that calls for the Nestle products to be sold in moderation has meant that throughout the life of this policy no significant action has taken place.

Student Council Further Believes:

1. The preferred and intelligent response to an unacceptable situation is to talk in a civilised, constructive and educated manner. This will provide an opportunity to air our grievances and influence, through factual argument, future decisions made by Nestle directors'.
2. That the supply of raw and semi processed materials by Nestle to other manufacturers, makes any boycott ineffective and counterproductive.
3. The current policy seriously jeopardises our chances to continue to push Nestle on the ethics of their practices, as well as jeopardising our chances to negotiate competitive prices for our members.

Student Council Resolves:

1. That UHSU will support constructive engagement with Nestle both now and in the future.
2. UHSU to continue with an effective campaign to raise student awareness of the issues relating to Nestle.

## **ANGNUS Affiliation**

### Council Believes:

1. That 'Areas' are autonomous organisations within the structures of NUS which are governed by Area Executives.
2. That 'Areas' offer an additional way to network with other unions within the region.
3. That Areas can help to support smaller HE and FE unions on many issues, for example local campaigns.

### Council Further Believes:

1. That UHSU should make the most of AngNUS and its network structure to the fullest.
2. That UHSU should encourage its associate colleges to utilise AngNUS and its support structures.
3. UHSU should be aware that 'areas' were already in existence in the past, and disappeared due to lack of affiliation due to high fees and inability to do their job.
4. By affiliating to this area UHSU is placed at risk
5. At present there is only one active area, so AngNUS is in its infancy, and will take time and money to develop.
6. Affiliation is needed each year for AngNUS. The cost can, and will potentially rise in years to come.

### Council Resolves:

1. That UHSU should affiliate to AngNUS at a cost of £200 for 05/06 academic year.
2. An Affiliation vote to be taken in conjunction with the 2006/07 officers for 06/07 affiliation.
3. If a yes vote is cast, UHSU should affiliate for a period of one year. This is to be reviewed and voted on by student council before reaffiliation.
4. Each year the Executive needs to review the involvement in AngNUS. If the review shows clear benefits, the executive should make a recommendation to council to affiliate for the following year.
5. That representatives to the area should be elected from council, no officers have the automatic right to represent in this forum.
6. For information and accountability the President is mandated to write a balanced benefit analysis that looks at how the area will benefit UHSU more than the current relationship with NUS, which should include a copy of the constitution for AngNus and a budget.

## **Student Council Meetings**

### **Student Council Believes:**

- 1) Student Council is the sovereign body of UHSU.
- 2) Student Council is one of the key ways for UHSU to gauge its memberships views on a wide range of issues.

### **Student Council Further believes:**

- 1) Current policy, which dictates that Student Council meetings are to be held at a different university site (St Albans, DeHav and College Lane) in rotation is an unnecessary strain on staff and students involved in student council.
- 2) It is logical that Student Council be held at the college lane campus as all the vital provisions are kept on college lane (refreshments, minutes, etc).
- 3) Transportation of all material to the other sites can be problematic, environmentally unfriendly and not cost effective.
- 4) As the sovereign body of UHSU, Student Council should not be bound by policy determining of location of future meetings, especially when currently date and time of future meetings are not governed by any such policy. Student Council should have the power to hold meetings at any local that its members wish.
- 5) The new development on the college lane site will have a purpose built chamber for Student Council meetings, if the location of these meetings continue in rotation between sites the chamber will go to waste as currently only two meetings a year would be held in the chamber if past policy is not revoked.

### **Student Council Resolves:**

- 1) Location of future Student Councils to be determined at the end of the each Student Council meeting.
- 2) That past policy, restricting where Student Council meet be replaced with this motion.

## **The base for The Vice President of Student Activities**

### **Council Believes:**

- 1) The Vice President of Student Activities makes up a vital democratic part of the clubs and societies department.
- 2) That the clubs and societies department is based on the de Havilland campus.

### **Council Further Believes:**

- 1) Fragmentation of the clubs and societies department brings no benefit to student activities and has a negative effect on the department.
- 2) Communication within the department will be greatly improved as a result of consolidation.
- 3) At present the role of Vice President of Student Activities misses out on key interaction with Clubs and Societies members. This is as a direct result of being based on our College Lane campus.
- 4) The permanent presence of a full time sabbatical on our de Havilland campus will help to provide constant and consistent representation at this site. In addition the sabbatical can provide support to the part time de Havilland campus co-ordinator.

### **Council resolves:**

1. The Vice President of Student Activities for UHSU will be based on our de Havilland campus in the existing clubs and society's office, with immediate effect.

## **Bullying Sucks!**

### Council Believes:

1. This year, NUS LGBT and Welfare campaigns have teamed up to raise awareness about bullying in FE and HE - the invisible crisis ruining thousands of students' lives.
2. 63% of respondents to their bullying survey said that they had been bullied, or are being bullied right now.
3. Very few colleges or universities have anti-bullying policies which are both accessible and inclusive. Where these do exist, most students don't even know about them, and they can be difficult to use. This suggests that the problem of bullying is much bigger than is currently reported or recognised by our universities and colleges.

### Council Further Believes:

1. Bullying is a particular problem for lesbian, gay, bisexual and trans students, who make up around 7% of the student population.
2. 6% of all the respondents to the bullying survey said that they had experienced homophobic or transphobic bullying whilst at university or college.
3. The Bullying Sucks campaign is in part about supporting students who experience bullying.

### Council Resolves:

1. For V.P. Academic Support and Campaigns to run the NUS LGBT and Welfare Bullying Sucks campaign in our union.
2. To run this Campaign with the support of and inclusion of the LGBT and any other association if agreed by the members of that association.

# No Platform for Fascists

## Council Believes:

1. The new UHSU Constitution does not include a No- Platform policy for fascists.
2. Historically and currently, with the worrying growth of the BNP, fascists pose a particular threat to a vast majority including LGBT, Disabled, Black and International people.
3. The NUS and the NUS LGBT Campaign is proud of its No Platform Policy.
4. It is important for UHSU to affirm support for the NUS No Platform Policy.
5. It is time to enshrine this policy into the new UHSU Constitution to ensure the policy is upheld consistently at all of our events.

## Council Further Believes:

1. That no platforming fascists are an important tool in fighting fascism.
2. No platforming is based on the principle that fascists use supposedly democratic means (elections, speaking in meetings, etc) to undermine democracy – the logic of their views would result in, at the least, the removal of all of these democratic rights from LGBT, Disabled, Black, International people and others, and at worst their elimination from society.
3. It is for this reason that no platform policies have historically been used, and are at their most effective, when they are directed against the fascist threat.
4. Most major trade unions have no platform policies for fascists.

## Council Resolves:

1. To include the following policy in UHSU constitution.

That any individuals or members of organisations or groups known to hold fascist views will not be allowed to stand for election to any UHSU position, or attend, speak or otherwise participate in UHSU conferences, meetings or other UHSU events, and members of UHSU Trustee board, Executive Management Board and Student Council will not share a public platform with an individual or member of an organisation or group known to hold fascist views.

# **NUS Reform**

## **This Union Believes**

- That NUS are essential for championing the views of Students' Unions and their members
- NUS is in vital need of a restructure to ensure:
  - Finances and Risk are responsibly managed
  - They can dedicate time and resources to campaigns
  - Ensure appropriate student representation at all levels

## **This Union Resolves**

- To mandate UHSU Conference delegates to vote for the new NUS constitution either as is, or with any further amendments, at either the next extraordinary conference or at the national conference.
- To mandate UHSU Conference delegates to vote against any amendments that would result in the constitution being withdrawn
- To mandate UHSU Conference delegates to vote against any Add Amendments that significantly change the constitution as it stands
- To allow UHSU Conference delegates a free choice over any other Add Amendments
- To mandate UHSU Exec to create a briefing document for the UHSU Conference Delegates detailing which Add Amendments are seen as significant changes, and which the delegates should have free choice.

# **NUS Delegates**

## **Student Council Believes**

1. That UHSU seeks to represent all students
2. That UHSU elects NUS delegates to represent said students on a national level
3. That UHSU seeks to represent all students.
4. That UHSU elects NUS delegates to represent all students on a national level.

## **Student Council Further Believes**

1. That over the past few years UHSU has not spoken at nor submitted a motion to National Conference.
2. That, in the past, NUS delegates have not met to discuss National Conference motions submitted by all institutions. This leaves them only able to vote with their head on the day, not on policy passed by the UHSU procedures.
3. That over the past few years UHSU has not spoken at nor submitted a motion to National Conference.
4. NUS delegates in the past have not met to discuss National Conference motions submitted by all institutions. This leaves them only able to vote with their head on the day, not on policy passed by the UHSU procedures.

## **Student Council Mandates**

1. All delegates to meet before any conference, be it Local, National, Emergency, or Extraordinary, to discuss the agenda, and any motions attached, so that in future, NUS delegates are able to vote according to UHSU policy.
2. All delegates to meet before any conference, be it Local, National, Emergency or Extraordinary, to discuss the agenda, and any motions attached, so that in future, NUS delegates are able to get a wider view on the opinion of students from across the entire university and help to vote according to UHSU policy.

## **CRUSH Radio Policy**

### **This Union Believes**

- That CRUSH Radio's Growth over the last 2 years has been outstanding
  - Number of Presenters has increased from around 10 in 2006/2007 to over 50 now
  - Number of Listeners has increased massively
  - The CRUSH 1278 Society has increased the number of opportunities for students to get involved in CRUSH Radio, both as presenters and also in making decisions on the direction of the station.
- That with the new radio studio to be built as part of the Forum development CRUSH needs to ensure that it is run well, and carries on increasing its number of Student Listeners
- CRUSH has a crucial role within the Students' Union and UH, including, but not limited to:
  - Giving students the opportunity of getting involved in the Union
  - Giving students experience in working in a radio station
  - Informing students about events within UH and the Union
- The installation of new software in the radio station will remove the need of a loop and ensure that when there are no live shows there will be a good, and random selections of songs.

### **This Union Resolves**

- CRUSH should be played
  - in Shop at all times when open
  - in the Smoothie bar at all times when open
  - Font during day
- CRUSH should be played before and after Council meetings (replacing 'Popular Music')
- Steps should be made to look at playing CRUSH in the Elehouse during the day when there are no sporting fixtures
- Playing CRUSH into the courtyard outside the Font should be investigated
- Some shows may not be appropriate for the shop and in this case another radio station can be played with approval of VPCM or CRUSH Society President. However this will be a temporary measure until the nature of the show can be change
- The Shop and Font should also be allowed exemption for sporting fixtures and public broadcasts (i.e. major world events).
- In the case of current inappropriate shows it should be down to the venue management to assess the suitability of other radio stations.

## **Registering Students to Vote**

### Student Council Notes

1. That student turnout in local elections in Hatfield tend to be very low.

### Student Council Believes

1. Local elections can greatly influence how any town develops, and can subsequently influence the experience of students at university.
2. It is crucial for students to have their say in how their town is run

### Student Council Further Believes

1. That the reason for low student turnout could be that there is very little encouragement for them to do so from the University or the Students Union. Also, elections are sometimes held in June, when most students have gone home for the summer.
2. That, by registering our students to vote, they will have the chance to have their say in how their town should be governed.

### Student Council Mandates

1. That the Students Union run a campaign to register students to vote for the time that they reside in Hatfield.
2. That, should an election be scheduled for the holiday period, that students should be encouraged to register by postal vote.

## **Rules for Societies**

### **This Union believes:**

- Societies are a fundamental part of UHSU and should be supported as much as possible.
- Students should be encouraged to get involved in union activities through societies
- As encouraging and supportive of the student body that the Students' Union is, rules for being a supportive body for the students and local community must be defined.

### **This Union further believes:**

- That no UHSU Societies should have more external members\*\* than internal members\*.

### **This Union resolves/mandates**

- The Student Volunteer and Development Manager and relevant staff to enforce this rule of the ratio of internal members\* to external members\*\*.
- That no UHSU societies will have more external members\*\* than internal members\*
- UHSU to continue the hard work they have put in to supporting students and societies.

\*Internal members are defined as being current University of Hertfordshire students in full/part-time education.

\*\*External members are defined as not being part of the university in any other way other than being part of a UHSU society.

