

UGM AGENDA

| | |
|------------------|-------------------------------|
| Time: | 17:30 |
| Date: | 10 th October 2014 |
| Location: | JCR |

Agenda

- 1) Welcome
- 2) Report from Sabbatical Officers
- 3) Report from executive officers
- 4) Presentation of Educational Priorities
- 5) Presentation of Non-Educational Priorities
- 6) Motions:
 1. To Approve Updates to the SOAS SU Complaints Procedure
 2. To Approve SOAS SU Dignity Policy
 3. To Arrange Mandatory Trainings for the Union Executive, Society and Sports Team Committees and Union Staff
 4. Fossil Free SOAS: Call on SOAS to Remove its Investments from Fossil Fuels
 5. No To Benefit Cuts
 6. Support Fractionals For Fair Play
 7. Protest Undergraduate Open Day on 29th October
 8. Proposal for Increased Drinking Water Facilities
 9. SOAS Goes to Calais
 10. Campaign to End Detention
 11. Stop Discrimination against Religious Minorities at SOAS
 12. Lobby SOAS to End its Contracts with Companies that Operate in Palestinian Occupied Territories and to Implement an Academic Boycott
 13. Real Samosas For Real People
 14. Campaign against Unpaid Internships
 15. Publish University Committee Minutes on Union Website
 16. Deals For Part-time Students
 17. Sweatshop Free SOAS
 18. Amending Liberation Officer Schedules
 19. Motion to instate full time liberation officers

- 20. Campaign to Overhaul the Student Loan System
- 21. Solidarity with Egyptian Detainees on Hunger Strike
- 22. Chilli Sauce
- 7) Emergency Motions
- 8) Any Other Business (AOB) and announcements

Time & Date of next meeting:

17:00 – Friday 14th November 2014

Motion Deadline:

19:00 – Tuesday 11th November 2014

UGM Motion 10/10/2014 – 1

| | |
|------------------|--|
| Title: | To approve updates to the SOAS SU complaints procedure |
| Proposal: | Georgie Robertson |
| Seconder | David Suber |

This Union Notes

- 1.1 That the Union created a complaints procedure in 2012, which has since been used by students.
- 1.2 That this Union complaints procedure is separate from SOAS' complaints procedure.
- 1.3 That the Union complaints procedure is available to any member of the Union or opted-out student or other person such as visitor or member of school staff wishing to make a complaint or lodge a grievance against the Union, the Union Trustees, Union staff, against any organisation within the Union (such as a club or society), or against any member of the Union. This shall include any complaint arising from the Union election procedure, subject to the election rules as laid out in the Constitution and Schedules.
- 1.4 That the Union complaints procedure has been updated, which requires the approval of Union members at this meeting.

This Union Believes

- 2.1 That students' use of the Union's complaints procedure since 2012 have shown improvements than could be made to the procedure.
- 2.2 That further use of the procedure is likely to highlight further potential improvements to the procedure.
- 2.3 That it is imperative that the Union strives to create a procedure which is fair, accessible and efficient, so that students are supported to report and resolve problems experienced within, or relating to, the Students' Union.

This Union Resolves

3.1 To implement this updated complaints procedure.

3.2 To continue to evaluate and review the complaints procedure based on its practical usage, in a process of continually improving the procedure over time.

SOAS SU Complaints procedure

The Students Union and the school have separate complaints procedures. The student Union procedure is available to any member of the union or opted-out student or other person such as visitor or member of school staff wishing to make a complaint or lodge a grievance against the Union, the Union Trustees (comprising the Co-presidents and part-time officers and General Manager), Students' Union staff, against any organisation within the Union (such as a club or society), or against any member of the Union. This shall include any complaint arising from the Union election procedure, subject to the election rules as laid out in the Constitution and Schedules. Complaints brought shall be within the limits of the Membership Section.

The procedure allows any student, group of students or other member of SOAS Students' Union or an individual or group within SOAS students union, relating to their treatment by SOAS Students' Union, relating their treatment by anyone acting on behalf of SOAS Students' Union or if they feel they have been unfairly disadvantaged by having exercised the right to opt of membership of SOAS Students' Union.

The Governance and Communications staff member will be monitoring the whole complaints process. If a member of the Students' Union wishes to bring a complaint against the General Manager, the member shall invoke the School's complaints procedure.

Should the Governance and communications staff member be under investigation, their role will be replaced by a staff member of the Students' Union who is not involved with the case.

Complaints against all SOAS SU staff (full time and part time) shall be investigated under the SOAS SU Staff complaints procedure.

Informal Stage

If a member or group wishes to make a complaint, they shall initiate the informal stage by taking all reasonable steps first to resolve the matter informally and locally. Elected Co-Presidents shall, depending on the nature of the complaint, investigate the complaint at an informal level. The outcome can take up to 5 days.

Should a complaint be made against a Co-President, a part time officer shall be called to investigate the case informally. Where there is a complaint made against all full time or part time staff, the elected Co-President shall also investigate the case informally.

If the case arises out of an informal complaint against all Co-Presidents and all part time officers, a member of staff of the Students' Union who has not been involved with the case shall be nominated to investigate the complaint.

The elected Co-President or relevant investigator will send the outcome of their investigation to the relevant people involved in the investigation in writing.

Formal Stage

Where the procedures set out so far fail to satisfy the complainant or where the matter is in any case deemed sufficiently serious by the elected Co-President to meet more formal consideration, the written complaint shall be taken forward as a formal complaint. The investigating Co-President shall call upon the Students' Union to convene and chair a panel to formally investigate the complaint.

The complaint may also be taken up under formal investigation should the issue not be resolved locally and informally. The Academic and Welfare Adviser is responsible for the formal investigation of complaints in the Students' Union. The formal stage should be concluded within 4 weeks. Additional time can be permitted for the

appeal procedure. The Academic and Welfare Adviser reports their investigation to the General Manager who shall inform, in writing, all parties about the complaint, send a copy to all parties the written complaint any actions proposed at earlier stages and any outcomes from those actions; detail to all parties the composition of the panel and the procedure to be followed for the formal hearing of the case.

The formal panel will consist of the Academic and Welfare Adviser who will lead the investigation as well as the 2 Co-Presidents who were not involved in the informal stage. Should the complaint be against or involve the Co-Presidents of the Students' Union, the panel will then call for two part time officers to support with the investigation. Where there is a complaint made against all full time or part time staff, the General Manager shall lead the formal stage panel.

In the formal hearing all parties will be allowed to represent their case. The hearing could include calling live witnesses or presenting witness statements. All parties involved in the complaint can choose to be accompanied by friends in support, but who should not usually speak unless invited to do so by the leading investigator. The lead chair of the investigation may seek expert advice where necessary. The panel shall aim to reach a unanimous decision but in the case of disagreement amongst the members of the panel, a two to one majority vote shall decide

The panel shall endeavour to complete its proceedings and issues its report within ten working days of the referral made from the informal stage.

Appeal Procedure

If the complainant/s remains dissatisfied after all informal and formal Students' Union procedures, the complainant/s may appeal the decision to an appeals panel which will consist of external sabbatical officers from a university independent of SOAS should the individual or group feel that they have a cause for appeal against the panel's decisions. Any appeal must be made in writing within 5 working days of the union panel's notification of its decision and must give specific grounds for appeal. No new evidence will be accepted at this point. The appeal should detail the procedures followed to date, enclosing the necessary papers, and must give the precise grounds for appeal.

If the complainant is dissatisfied with the result of the appeal procedure, the matter may be referred to the Office of the Independent Adjudicator (OIA).



UGM Motion 10/10/2014 - 02

| | |
|---|-----------------------------------|
| Title: | To approve SOAS SU Dignity Policy |
| Proposal: | Georgie Robertson |
| Seconder | David Suber |
| This Union Notes | |
| <p>1.1 That a SOAS SU Dignity Policy has been written, which requires the approval of members at this meeting.</p> <p>1.2 That the Policy comprises a zero tolerance stance on discrimination, harassment and bullying.</p> <p>1.3 That the Policy explains what constitutes discrimination, harassment and bullying, and how the Union will respond to such conduct.</p> <p>1.4 That the Policy includes a Safe Space policy, which defines Safe Space in relation to SOAS SU and explains how the Union will respond if Safe Space is breached.</p> | |
| This Union Believes | |
| <p>2.1 That the Policy should be approved so that the Union can better meet its commitments to promoting equality and diversity, tackling discrimination, harassment and bullying.</p> <p>2.2 That the Policy will help make the SU, and SOAS more broadly, accessible to all students and create an environment in which we treat each other with dignity and respect.</p> | |
| This Union Resolves | |
| <p>3.1 To implement the SOAS SU Dignity Policy</p> <p>3.2 To continually evaluate and review the Dignity Policy, with an aim to updating and improving the policy over time.</p> | |

Introduction

The SOAS Students Union is committed to providing a positive learning, working and social environment so that everyone is supported to have a positive experience at SOAS. The SOAS Students' Union is committed to treating all students with respect in a non-discriminatory manner. The procedure is for students who are currently registered at SOAS, full time and part time, who would like to raise an issue regarding behaviour they perceive to be;

- Discrimination
- Harassment
- Bullying
- Victimisation

If a student or SOAS SU staff would like to raise an issue other than those above, then they should use the appropriate SOAS SU Complaints Procedure.

For the purpose of clarity of this policy when mentioning SOAS SU this shall include all SOAS Students: full time, part time and temporary, volunteers, part time officers and sabbatical officers.

The student who would like to raise the complaint under the SU Dignity Policy will be referred to as the complainant. The student accused of inappropriate behaviour will be referred to as the respondent.

Should the complainant be a member of SOAS staff, the Dignity at SOAS Staff complainant policy & procedure will apply.

It should be noted that such complaints could also lead to civil and criminal claims (under the Protection for Harassment Act 1997) beyond the Union and School's own disciplinary proceedings e.g. victims could seek from the civil courts to file for a restraining order against the accused offender or claim for damages for the trauma caused by the incident. It is also an offence to engage in conduct which is intended to incite hatred regarding ones for example race or religious belief and so such cases will lead to criminal proceedings. Should a civil or criminal proceeding occur, the SU will co-operate with appropriate requests for information and decide whether the SU procedures should be suspended for the duration of the external case.

The SOAS Students' Union takes a zero tolerate stance on any form of discrimination, harassment or bullying within its environment. This also includes behaviours which may be related to the following factors:

- Age
- Body size/image
- Carers
- Contractual status
- Disability or Disfigurement
- Ethnicity (ethnic origin, colour or race)
- Gender Identity and Trans
- International Students
- Language
- Marriage or Civil Partnership
- Mature or Part-Time students
- Nationality of national origin
- Pregnancy, Maternity, Paternity & Student Parents
- Political or other opinion
- Religion or other belief (including absence of belief)
- Sexual orientation
- Social origin or socio-economic status
- Student union or trade union membership or non- membership

NB. The list above is not intended to be exhaustive. The aim of the list is to illustrate the plethora of potential factors that may be involved within a case of discrimination, harassment or bullying.

NB. There are some academic courses at SOAS that require a certain standard of written and spoken skill in English or another language should the course be language related.

SOAS SU acknowledges that this policy extends beyond legal definitions but also recognises that should unfair treatment occur on grounds other than the legally protected characteristics then such treatment would also be covered by this policy.

Scope of Policy

This policy applies to all students and staff at the School and Students' Union and relates to discrimination, harassment, bullying and victimisation perpetrated by:

- A student against a student
- A student against a member of staff in the Students' Union (SU)
- An SU member of staff against a student
- An SU member of staff against another SU member of staff

This policy will cover discriminatory behaviour, bullying and harassment of students and SOAS SU staff, whether by other students, SOAS staff, contractors, temporary worker or visitors of the Students' Union or School.

This policy aims to include all forms of unacceptable behaviour identified in current UK legislation as well as behaviours that may not necessarily be illegal, but be interpreted as inappropriate and unacceptable within the Students' Union. For example:

- Unwanted violation of a person's dignity;
- Causing a negative environment for a person through means of intimidation, hostility, humiliation or offensive acts;

SOAS SU will take action on such behaviours regardless of if the intentions of the respondent were not to cause harm/offense or such effects.

Discrimination, bullying and harassment should be distinguished from academic debate along with the dialogue of unpopular and controversial opinions which has the potential to make students or SOAS SU Staff uncomfortable, but which are a legitimate exercise of the right of freedom of expression within UK legislation.

The distinction also needs to be made between the practice of appropriate academic judgement of assessed work and performance of a student or peer. This approach will safeguard academic work reinforcing that objectives are met through legitimate standards.

Should there be cases where the respondent is neither employed directly by SOAS Students' Union nor a student of SOAS (a Third Party), SOAS SU take steps (where it deems it reasonable and proportionate to do so) to make such Third Party aware of the scope of the Dignity at SOAS SU Policy prior to such Third Parties encountering workers, employees of the Students Union as well as students at SOAS. SU Staff and students are expected to co-operate with any reasonable instruction from a Third Party or to comply with any safety advice given by such Third Party and to do nothing that would impede the Third Party from carrying out his/her lawful duties whilst on SOAS Premises.

While SOAS SU staff, students, Sabbatical Officers should not obstruct a Third Party from carrying out their lawful duties, staff and members of the SOAS SU are entitled to challenge these people if their behaviour is aggressive, intimidating or provocative and their conduct fails to meet the diversity and equality ethos of

SOAS. Should a Third Party behave in an aggressive, intimidating and inappropriate or provocative manner, SOAS SU Staff are entitled to either ask them to desist and to provide their name, work location and contact details or to contact a the general manager .

Students should seek support from an appropriate member of staff to assist with such a situation.

Contacts can be:

Co-Presidents

Welfare and Academic Adviser

General Manager

Equalities adviser Jackie Smyth

Staff at the Student Advice and Wellbeing Service

SOAS Harassment officers

Should a complaint arise against a third party the Union or School's disciplinary policies will not apply, however the SOAS SU, where it is possible, will investigate the complaint and work with appropriate representatives/supervisors responsible for the third party in connection to the complaint.

Students' Union as a Safe Space:

This Safe Space policy makes the Union responsible for endeavouring to prevent and tackle discrimination, prejudice, harassment, or intimidation both within Students' Union and SOAS as a whole, on which we have a zero tolerance stance. This policy is intended to promote equality and diversity, and prioritises liberation groups (black students', women's, students' with disabilities, and LGBTQ) which have been historically disadvantaged.

Having a Safe Space policy does not pretend that the space is separate from structures of oppression, but rather represents a commitment to making our space safer and more inclusive.

If an event in SU space is deemed to be hostile or exclusionary or triggering, the SU can mediate to relocate the event to a room, so that students can opt-in to attend. Triggering refers to topics that could potentially trigger an individuals' traumatic experiences, for example discussions on sexual assault.

SOAS SU is also responsible for all society, sports team, and student bookings within SOAS, and our safe space policy extends to these spaces, and beyond (e.g. pitches). We will also endeavour to safeguard safe space throughout the campus and to any external spaces but cannot guarantee this as the SU only has authority over Union space.

If the SU is concerned that an event, activity, or speaker, or organisation would breach safe space policy, the SU will carry out a risk assessment and mediate to find an alternative that would not breach Safe Space policy.

This policy seeks to support our diverse and active student body by making the SU, and SOAS more broadly, accessible to all. It seeks to enable debate and difference in an environment in which we treat each other with mutual respect and dignity. Under this policy students should refrain from using language or behaving in a way that is derogatory and that is likely cause offense to others.

This policy recognises that individual behaviour does not exist within a vacuum, but within a context of structural oppression. An individual can be asked to leave the Students' Union if they have harassed or assaulted another person. However, this policy is not targeted at individuals. It is intended that if an individual breaches Safe Space, then the SU should explain to the individual, why their language or behaviour constitutes a breach of policy, avoiding accusatory language in doing so. This is intended to ensure that the SU does not exclude those who breach Safe Space, but instead that it seeks to improve the individual's understanding of the policy and mediate between this individual and any who have been affected by the breach of policy.

If a society or sports team repeatedly breaches Safe Space, for example through discrimination or intimidation, they may be disciplined through the suspension of room bookings and/or budgets, and could, in extreme circumstances, be disbanded.

SOAS SU staff and students can be held liable (informally) for incidents that occur outside of the SU and SOAS, should they be SOAS-related. This policy therefore covers incidents of harassment or bullying which occur both inside and external of SOAS SU e.g. trips, events or social functions organised for or on behalf of the SU. This will also cover conventional working hours as well as out of working hours.

Any individual who experiences discrimination, bullying or harassment will be encouraged to address the problem firstly through the Students' Union informal process. However should the informal approach not resolve the issue, or should the complainant believe the issue as too serious to be resolved informally, the appropriate formal complaints procedure for staff/students at the SU should be instigated (Please see SOAS SU Complaints Procedure)

Types of inappropriate conduct

Bullying:

A form of harassment which can offend, intimidate and create a hostile environment for an individual. This can occur privately and publicly.

Bullying should not be affiliated with legitimate constructive criticism of an individual's performance or behaviour. Infrequent arguments will not necessarily be assumed as bullying by the SOAS SU however this decision will be made after careful consideration of the circumstances of the incident in question.

Discrimination:

Less favourable treatment of an individual which is related to one or more of the protected characteristics identified in the equality legislation e.g. age, disability, ethnicity, gender, religion, sexual identity or sexual orientation. Discrimination can be direct, by perception, indirect or associated with one or more of the associated characteristics. There are 4 types of discrimination:

- **Direct discrimination:** when one individual treats another individual less favourably than others because of a protected characteristic.
- **Indirect discrimination:** a practice or policy which applies to everyone in the same way but has an adverse effect on certain groups of people, for example holding events only in the Bar without sufficient reason, which may exclude students who do not drink alcohol.
- **Discrimination by perception:** less preferable treatment of an individual because they have been perceived as one of the protected characteristics e.g. one who is targeted as they are perceived as being from a certain religious or ethnic background.
- **Discrimination by association with a person who has one of the protected characteristics:** for example less favourable treatment of the spouse of someone who is of a particular religious practice, ethnicity or who has a disability.

Harassment:

Unwanted conduct which can be a single or serial event. Harassment violates an individual's dignity and can also create an intimidating, humiliating and offensive environment for the individual it is aimed at.

Legal definition:

- Unwanted conduct that has the purpose or effect of creating an intimidating, hostile, degrading, humiliating, or offensive environment for the complainant or violating the complainant's dignity.
- Unwanted conduct of a sexual nature (sexual nature).
- Treating a person less favourably than another person because they have either submitted to, or did not submit to, sexual harassment or harassment related to sex or gender reassignment.

The Equality Act (2010, Section 26)

Victimisation:

Where one is treated unfavourably and unfairly over others who may be in the same or similar circumstances due to that individual previously either raising concerns, making a complaint or giving evidence with good underlying motivations against the respondent.

Legal definition:

- Victimisation takes place where one person treats another less favourably because he or she has asserted their legal rights in line with the law or helped someone else to do so.

Equality Act, 2010, section 27

Examples of harassment and bullying behaviour

The following examples of behaviour and conduct constitute bullying or harassment and will not be accepted.

Unwanted physical conduct

Unwanted touching, pinching, stroking, brushing against another person's body, insulting or abusive behaviour or gestures, physical threats, assault, coerced intercourse, rape.

Unwanted verbal conduct

Unsolicited sexual advances, using disrespectful nicknames, propositions or remarks, lewd comments, jokes, banter or abusive language, which refer to a person's or group's age, colour, disability, ethnic or national origins, gender, national origins, social activities, exposing or gossiping about an individual's sexuality or sexual identity. Unwanted verbal conduct extends to the use of social media and email, including trolling someone on social media sites.

Unwanted non-verbal conduct

Displaying offensive suggestive gestures, abusive graffiti, displaying pornographic literature, pictures, videos and other means of visual display such as social networks, emails and whistling.

This policy will also cover other forms of conduct that threatens, mocks, disparages individuals or acts of physical aggression or stalking.

Confidentiality

SOAS SU will treat complaints of bullying, discrimination and harassment sensitively and maintain confidentiality to the maximum extent possible. See this link for our Confidentiality Agreement

Keeping with the Data Protection Act (1998), the information gathered from an SOAS SU dignity enquiry or complaint shall be recorded on the SOAS SU's confidential database. Paper work will also be stored away securely.

Interpretation

Every individual has the right to decide what type of conduct is suitable to them and how they would like their feelings to be respected by others, subject to the test of reasonableness i.e. one must investigate whether a reasonable person would find the behaviour (verbal or physical) unacceptable, given the circumstances. The Students' Union General Manager and Welfare Adviser and the SOAS Diversity Adviser will make this assessment of reasonableness for each complaint or enquiry. If it is decided that complaint is unreasonable, the complainant will be contacted and informed of this decision.



UGM Motion 10/10/2014 – 03

| | |
|---|--|
| Title: | To arrange mandatory trainings for the Union Executive, society and sport team committees, and Union staff |
| Proposal: | Georgie Robertson |
| Seconder | David Suber |
| This Union Notes | |
| <p>1.1 That there were nearly 500 responses to the Students' Union Harassment Survey last year about harassment on campus</p> <p>1.2 That the Union has become a Good Night Out venue, as Union Bar and Shop staff have received Good Night Out training from Hollaback and the Union has signed up to the Good Night Out pledge, which states that anyone is harassed or made to feel uncomfortable in our space, they can report it to a member of staff, who will provide support and work with them to make sure it doesn't ruin their day/night.</p> <p>1.3 That the first Equality and Diversity training for societies and sports teams took place before the start of term, which a few societies attended voluntarily.</p> | |
| This Union Believes | |
| <p>2.1 That the Union is committed to promoting equality and diversity, and to tackling discrimination, harassment, intimidation and bullying in SOAS</p> <p>2.2 That the Union Executive, sports and societies' committees, and Union staff, should receive trainings to support these commitments.</p> | |
| This Union Resolves | |
| <p>3.1 To arrange the following mandatory trainings on an annual basis:</p> <ul style="list-style-type: none"> - Annual equality and diversity trainings for the Students' Union Executive in the first half of the first term, to be attended by all members of the Executive. - Equality and diversity and anti-harassment trainings for society presidents and sports captains and any other committee members during | |

the first term, annually. At least all presidents and captains should have attended one training session by the end of first term, those which have not attended by the end of first term will be given another opportunity in early second term, but failure to attend this could result in suspension of room bookings or budgets.

- Annual Good Night Out trainings for Shop and Bar staff at the beginning of the first term.

- Annual mental health first aid trainings for at least two Union Co-Presidents.



UGM Motion 10/10/2014 - 04

| | |
|------------------|--|
| Title: | Fossil Free SOAS: Call on SOAS to remove its investments from fossil fuels |
| Proposal: | Rebecca Newsom, 603024 |
| Seconder | Clare Birkett, 608006 |

This Union Notes

1.1 SOAS currently holds shares in several oil and coal multinationals including Shell, BP and BHP Billiton.

1.2 Fossil fuel companies like these are the largest contributors to climate change, as well as facing numerous allegations of human rights violations. They thus directly contravene SOAS' own ethical investment policy prohibiting investment in companies that violate human rights, and our guiding principles committing us to improve environmental practice.

1.3 As a result, this Union voted unanimously in November 2013 to petition SOAS governing body to divest (remove its investments) from companies engaged in the extraction of fossil fuels.

1.4 Following this motion and several months of campaigning from the Fossil Free SOAS group, SOAS' Investment Advisory Panel decided in June 2014 to freeze all new investments in fossil fuels whilst it investigated the options for full divestment.

1.5 SOAS' Resources & Planning Committee will vote on 11 November 2014 to decide whether to divest the rest of its existing shares, and commit to never investing in fossil fuels again.

This Union Believes

2.1 That SOAS must follow its own ethical investment policy and guiding principles

2.2 That SOAS' current financial support for the fossil fuel industry

effectively endorses a future of dangerous climate change, to which populations in Asia and Africa are particularly vulnerable.

2.3 Divestment campaigns such as those that targeted apartheid South Africa and the tobacco industry have a proven effectiveness, and are now being used to push for action on climate change. Divestment campaigns have rapidly sprung up at universities and other institutions across the US and UK over the past two years: recent successes include Stanford University in the US, the British Medical Association, Quakers UK, the £550 million Rockefeller Foundation in the US, and Norway's Sovereign Wealth Fund.

2.4 SOAS must act responsibly to secure a sustainable and ethical future by divesting from companies that extract fossil fuels."

This Union Resolves

3.1 To call on the SOAS Resources & Planning Committee to vote on November 11 in favour of divesting from companies engaged in the extraction of fossil fuels.

3.2 To encourage SOAS students, staff and alumni to sign the petition calling on SOAS to divest from fossil fuels, at fossilfreesoas.org.

3.3 This Union reaches out to those among us who are active members of other communities external to the University, such as religious communities and local government bodies. We ask you to take this message to them and urge them to pursue divestment from fossil fuels as well.



UGM Motion 10/10/2014 - 05

| | |
|--|---------------------|
| Title: | No to benefits cuts |
| Proposal: | Tom King 349872 |
| Seconder | Grace Mason 565820 |
| <h3>This Union Notes</h3> <p>1.1) that all three main political parties are committed to continuing austerity measures after the general election and to making further cuts to social security and public services</p> <p>1.2) that Labour and the Conservatives have both put forward policies which would see benefits removed from under-25s</p> <p>1.3) that the Conservatives plan to remove Housing Benefit from 18-21 year olds entirely and to remove their entitlement to Job Seekers' Allowance after six months out of work</p> <p>1.4) that Labour plans to scrap Job Seekers' Allowance - replacing it with a means-tested benefit based on parental income - and to reduce access to Housing Benefit for under-25s</p> <p>1.5) that cuts have had the worst impact on working class people and other oppressed groups in society</p> <p>1.6) that 1 in 4 young rough sleepers in London are LGBTQ</p> <p>1.7) that there are 1 million young people still unemployed</p> <p>1.8) that 45% of young black people are unemployed</p> <p>1.9) two thirds of those hit by the bedroom tax are disabled and the government plans to scrap the Independent Living Fund which allows disabled people to fund personal assistance to live independent lives</p> | |
| <h3>This Union Believes</h3> <p>2.1) that these proposals to remove benefits from under-25s will push many into poverty</p> <p>2.2) that plans to force under-25s to rely on their family financially and for housing is entirely unworkable for all but the well-off</p> <p>2.3) that the removal of Housing Benefit, in particular, will lead to many LGBTQ people, who are estranged from their parents, becoming homeless and impoverished</p> <p>2.4) that cuts to JSA, in particular, will have a disproportionate impact on black communities</p> | |

2.5) that access to benefits should be based on need, not age, and that JSA should be available to all unemployed people at the same rate
2.6) that the best way to reduce public spending on social security is to legislate for a Living Wage, cap rents and build council housing and provide the public investment and ownership necessary to create full employment

This Union Resolves

3.1) to condemn any plans to cut benefits for under-25s and to campaign against them
3.2) to continue to campaign against austerity and cuts, and to ensure that issues such as class, gender, ethnicity, gender identity, sexuality and disability are central to these campaigns
3.3) to organise events in the run up to the general election involving the three main parties and others to debate their policy platforms



UGM Motion 10/10/2014 - 06

| | |
|------------------|-----------------------------------|
| Title: | Support Fractionals for Fair Play |
| Proposal: | Adam Barr 296340 |
| Seconder | Hannah Slydel 541349 |

This Union Notes

- 1.1 That the Fractional For fair Play (FFFP) campaign is on-going and rejects SOAS management's claims that the current imposed contracts represent a substantive improvement for fractional staff pay or conditions.
- 1.2 That many fractionals are PhD students and are therefore represented by the Student's Union as well as the UCU.
- 1.3 That fractional staff continue to perform many crucial tasks for students' education without remuneration.
- 1.4 That SOAS management has repeatedly claimed fractionals 'over prepare' and has called on them to do less work. For example, R. Black argued that Fractionals should take only an hour to prepare and freely acknowledged that this may not give enough time to read all the material.
- 1.5 That one of the fractional UCU reps, Alexis Wearmouth, has been unfairly victimised by SOAS management for his trade union activities.

This Union Believes

- 2.1 That all SOAS staff, including fractionals, deserve a fair wage for their labour.
- 2.2 That management's proposals pose a great risk to the quality of education at SOAS.
- 2.3 That the FFFP campaign's demands are not only just, but basic principles of decent conditions at work

2.4 that the School should be seen to act consistently with its stated values of ensuring freedom of expression and trade union organising.

This Union Resolves

3.1 To support the FFFP campaign, attend its public meetings and protests, and publicise its materials to all students.

3.2 To support student initiatives in support of the campaign.

3.3 To continue to lobby SOAS management for a solution to this situation, which safeguards teaching quality as well as labour conditions at SOAS.

3.4 To demand the Alexis Wearmouth be re-instated immediately



UGM Motion 10/10/2014 - 07

| | |
|--|---|
| Title: | Protest Undergraduate Open Day on the 29th of October |
| Proposal: | Adam Barr 296340 |
| Secunder | Hannah Slydel 541349 |
| <h3>This Union Notes</h3> | |
| <p>1.1 On the 29th of October SOAS will have an undergraduate open day for prospective students.</p> <p>1.2 Students have lacked an independent voice at previous open days</p> <p>1.3 The Student Union currently supports a number of priority campaigns including Fractionals for Fair Play, Justice for Cleaners and Democratise SOAS.</p> | |
| <h3>This Union Believes</h3> | |
| <p>2.1 The Student Union should have an independent voice at the open day</p> <p>2.2 Prospective students should be aware of all aspects at life at SOAS</p> <p>2.3 The school is unlikely to provide an independent platform for the Union on the open day</p> | |
| <h3>This Union Resolves</h3> | |
| <p>3.1 To call a broad protest for the 29th of October featuring representation for all campaigns, the student union and two trade unions on campus.</p> <p>3.2 To promote this demonstration using social media, leafleting, poster and other methods.</p> | |



UGM Motion 10/10/2014 - 08

| | |
|--|--|
| Title: | Proposal for Increased Drinking Water Facilities |
| Proposal: | Phoebe Fisher 569165 |
| Secunder | Hattie White 573553 |
| This Union Notes | |
| <p>1.1 There are currently inadequate drinking water facilities at SOAS.</p> <p>1.2. There is increased use of disposable plastic cups due to inadequate facilities for refilling bottles.</p> <p>1.3 There has been a previous UGM motion passed to get fountains in the bar and JCR and outside.</p> <p>1.4 Re-useable bottles are currently sold in the JCR shop.</p> <p>1.5 Providing facilities of this nature is the responsibility of the Estates department of the School.</p> | |
| This Union Believes | |
| <p>2.1 Increased drinking water facilities will reduce the amount of plastic disposed of in the school.</p> <p>2.2 Access will encourage the re-use of drinking bottles.</p> <p>2.3 Access to drinking fountains will benefit health and well being of students, especially in the library.</p> | |
| This Union Resolves | |
| <p>3.1 The School should be lobbied for:</p> <p>3.2 increased water facilities in the library.</p> <p>3.3 at least one fountain in bar and JCR.</p> <p>3.4 one fountain outside the building for student and public use.</p> <p>3.5 fountains will be to drink directly and refill bottles, and not provide further plastic cups.</p> | |



UGM Motion 10/10/2014 – 09

| | |
|---|------------------------|
| Title: | SOAS GOES TO CALAIS |
| Proposal: | Pietro Autorino 573797 |
| Seconded | David Suber ds60 |
| <h3>This Union Notes</h3> <p>1.1 Tha Calais has become a chronic situation where migrants, who are often fleeing persecution and trying to reach their families in the UK, get stuck and often abused by local police and fascist groups.</p> <p>1.2 That Soas students have previously co-organised several times to go to visit migrants who are stuck in Calais.</p> <p>1.3 That this initiative has been constructive and enriching for those who have joined in.</p> <p>1.4 That this initiative has been strongly encouraging and a symbolic manifestation of solidarity towards the migrants stuck in Calais.</p> <p>1.5 That day after day, the mediatic and political mainstream discourses are increasingly characterised by xenophobic rhetoric; as well as speculating on assumptions or arguments that unfairly blame migrants for the systemic crises that our economies and societies are facing.</p> | |
| <h3>This Union Believes</h3> <p>2.1 That the situation with the migrant encampments in Calais is diagnostic of the many contradictions and hypocrisies of British and other European governments.</p> <p>2.2 That the undertaking of initiatives in solidarity with situations like that of Calais is of important support to the migrants and activist on the ground, who struggle daily.</p> <p>2.3 That the undertaking of initiatives of sorts can be a strong message of disagreement with the everyday politics of discrimination that perpetuate a practical and mental global north-south divide; therefore, it is crucial that these actions gather support and visibility.</p> <p>2.4 That further action should be taken in this direction, and that ideas like SOAS Goes to Calais can develop a stronger potential if well supported by an environment such as that of this institution, where these themes are discussed every day, and these injustices recognised as such from different academic and non-academic perspectives</p> | |

This Union Resolves

- 3.1 To facilitate the creation of a "Soas Goes To Calais" platform open to everyone, by supporting it and advertising it inside and outside of SOAS.
- 3.2 To contribute to the next SOAS Goes To Calais initiative by facilitating the collection of clothes, food, and other goods that will be brought down to Calais by those who desire to go.
- 3.3 To actively support the fundraising for the next ethnomusicological solidarity intervention to Calais.
- 3.4 To support the SOAS Goes to Calais initiative regularly this year, and eventually in the future, by encouraging talks of a permanent SU Campaign on these



UGM Motion 10/10/2014 - 10

| | |
|---|---|
| Title: | Campaign to end Detention |
| Proposal: | Grace Wilcock 565820 Study of Religions |
| Secunder | Oliver Doyle 590221 Arabic and Hebrew |
| <h3>This Union Notes</h3> | |
| <p>1.1: The government is carrying out policies of 'hostile environment' towards immigrants</p> | |
| <p>1.2: Detention Centres are a central part of the overarching 'hostile environment' policy, as immigrants including asylum seekers are detained without trial, in some cases for months and years.</p> | |
| <p>1.3: Students who lose their student status can end up in detention centres</p> | |
| <p>1.4: There is a new parliamentary inquiry into the state of immigration detention centres</p> | |
| <p>1.5: International students are counted as immigrants.</p> | |
| <p>1.6: The 8th November 'Surround Harmondsworth' protest will be the 5th of a series which have been challenging the system of detention, and have been supported by student and community groups, including SDS and the National Black Students Conference (at the most recent conference).</p> | |
| <p>1.7: The 8th November will coincide with a Parliamentary Inquiry into Detention, and will be an open air hearing on the experience of detention.</p> | |
| <h3>This Union Believes</h3> | |
| <p>2.1: The situation inside detention centres contravenes Human rights</p> | |
| <p>2.2: The hostile environment is contributing towards racist beliefs which further marginalises some members of societies</p> | |



2.3: People in detention centres are treated as de-facto criminals

2.4: Building awareness of detention and the movement to end detention would make an enormous step to challenging the 'hostile environment' and freeing our communities to work on a more human-centred policy of movement and migration, whether for study, escape, work or other reasons including, but not limited to, those affected and marginalised by human trafficking and modern slavery.

2.5: The Surround Harmondsworth demonstrations have lifted the spirits of current detainees, to the point that former detainees from around the country have overcome the abuse to lead the way for change, to speak publicly about the horrors of detention, and inspired many who also want to end racism and win equality, dignity and fairness for all no matter what our backgrounds.

This Union Resolves

3.1: To make the campaign to end detention, and to halt the encroachment of UKVI on our campuses, a union campaign; including approaching other unions to jointly campaign.

3.2: To join and support the forthcoming Surround Harmondsworth demonstrations by publicising, and to arrange transport from union funds to enable supporters to attend the demonstration.

3.3: To organise, with SDS, Movement for Justice and any other student groups who wish to be involved, awareness-building events.

3.4: To allow societies and students concerned with this campaign to host one of the Student Union's pub quiz evenings in order to fundraise to enable the campaign to continue to financially enable students to participate in the campaign, and also increase campaign awareness within our community.



UGM Motion 10/10/2014 - 11

| | |
|---|--|
| Title: | Stop Discrimination Against Religious Minorities at SOAS |
| Proposal: | Kabir Joshi |
| Seconded | Georgie Robertson |
| This Union Notes | |
| <p>1.1 That in recent years discrimination has occurred at SOAS towards Jewish, Shia, Ahmadiyya and other religious minorities at SOAS.</p> <p>1.2 That some individuals have felt threatened due to geo-political events that they have subsequently been associated with because of their religion or ethnicity.</p> | |
| This Union Believes | |
| <p>2.1 That while the Student Union has a zero tolerance stance on discrimination towards anyone based on their belief, non-belief or ethnicity, in the past it has failed to tackle issues of prejudice towards religious minorities.</p> <p>2.2 That an individual does not hold any responsibility for the actions of states or non-state actors that claim to share their identity.</p> | |
| This Union Resolves | |
| <p>3.1 To provide more support for students who have suffered from such prejudice.</p> <p>3.2 That if individuals or groups are found to be promoting, instigating or actively pursuing discrimination against religious minorities they will be subject to a formal investigation by the SU, with the possibility of disciplinary action.</p> <p>3.3 To launch a campaign with other Students' Unions where issues of discrimination against religious minorities are also in existence.</p> | |



UGM Motion 10/10/2014 - 12

| | |
|------------------|--|
| Title: | Lobby SOAS to end its contracts with companies that operate in Palestinian occupied territories and to implement an academic boycott |
| Proposal: | David Suber |
| Secunder | Kabir Joshi |

This Union Notes

- 1.1 That in 2005 Palestinian Civil Society called for the Boycott, Divestment and Sanctions of Israel's economic, cultural and academic institutions, until the Israeli government agrees to comply with International Law and the Universal Principles of Human Rights.
- 1.2 That SOAS Students' Union was one of the first unions in the country to publicly endorse the call for BDS, and has campaigned on the issue ever since, and has boycotted Israeli goods in our Shop and Bar.
- 1.3 That SOAS outsourced cleaning staff to ISS which operate in the occupied territories.
- 1.4 Also last year during a strike day it hired security from Veolia, which also operates in the occupied territories.
- 1.5 That SOAS has affiliations with academic institutions in Israel, notably the Hebrew University in Jerusalem.

This Union Believes

- 2.1 That SOAS should not contract companies which operate in the occupied territories and thus promote Israeli apartheid.
- 2.2 That as an academic institution, our focus should be on the academic boycott component of the BDS campaign
- 2.3 That, while an academic boycott is seen as the most controversial side of the BDS movement, Israeli Universities have been complicit in

whitewashing Israel's violations of international law and Palestinian rights and most recently have actively supported Israeli war crimes in their recent operation 'Protective Edge', which killed over 2,127 Palestinians.

2.4 That, however, there are Israeli individuals both amongst students and staff, who resist on a daily basis the complicity of these institutions with the Israeli state.

2.5 That, this academic boycott should target Israeli institutions rather than individuals.

This Union Resolves

3.1 To continue to practice BDS as a Union, by not buying Israeli goods.

3.2 To set up a working group to research SOAS' links with Israeli institutions that are culpable for promoting, even in their silence, the injustices committed by the Israeli state, and to produce a policy for how an academic boycott would be implemented at SOAS (i.e. which institutions would be boycotted)

3.3 For this working group to bring its research and proposed policy to a UGM to be voted on.

3.4 For this working group to actively seek interaction with those individuals, Israeli students and staff, who too oppose the apartheid policies of the Israeli state.

3.5 To hold a School-wide referendum on whether SOAS as an institution should implement BDS and an academic boycott (along the lines of the policy voted on at the UGM) and break ties with any institution that upholds Israel's violations of International Law and basic human rights.

UGM Motion 10/10/2014 – 13

| | |
|---|------------------------------|
| Title: | Real Samosas for Real People |
| Proposal: | Yasmin Begum, 552451 |
| Secunder | Resham Akhtar, 567049 |
| <h3>This Union Notes</h3> <p>1.1. That samosas are sold in the bar. 2.1. That samosas are an indigenous foodstuff to Central and South Asia, not traditionally served with lemon and have slightly more flavour than the ones sold in the Union.</p> | |
| <h3>This Union Believes</h3> <p>2.1. That samosas are delicious, and should be eaten frequently. 2.2. That there are much better samosa catering companies out there. 2.3. Drummond Street, one of the oldest Desi food streets, is under threat. 2.4. That supporting local businesses is a good thing.</p> | |
| <h3>This Union Resolves</h3> <p>3.1. To change our caterers to an independent sweet and savory shop on Drummond Street, to support local businesses and better the quality of our samosas.</p> | |



UGM Motion 10/10/2014 – 14

| | |
|------------------|---|
| Title: | Campaign Against Unpaid internships |
| Proposal: | Grace Wilcock 565820 Study of Religions |
| Seconded | Tom King 349872 Politics |

This Union Notes

1.1: The Prohibition of Unpaid Internships Bill failed to make it through parliament.

1.2: Students often have to partake in unpaid internships in order to get relevant experience in their chosen fields.

1.3: Many graduate employers begin their recruitment process through internship schemes which are unpaid.

1.4: Many students cannot afford to work for free.

1.5: The TUC demonstration on 18/10/2014 end unpaid internships.

This Union Believes

2.1: Unpaid internships are immoral: people should not have to work for free in order to progress into the workplace.

2.2: All people should have equal access to work opportunities.

2.3: People should be paid a fair wage for working.

2.4: Unpaid internships are exploitative and marginalise large sections of society and the student population. They create a system of inequality and reinforce class systems by only being accessible to those people from wealthier economic backgrounds.

This Union Resolves

3.1: To campaign against unpaid internships and to lobby the school to ensure SOAS Careers service is not promoting and advertising unpaid internships.

3.2: To campaign and work with other student unions and NUS against unpaid internships, and to hold NUS to account with regards to their campaign.

3.3: To ensure that the issues surrounding unpaid internships are strongly vocalised to our local politicians in the run-up to the general election (May 2015)

UGM Motion 10/10/2014 - 15

| | |
|---|---|
| Title: | Publish University Committee Minutes On Union Website |
| Proposal: | Adam Barr 296340 |
| Secunder | Yasmin Begum 552451 |
| This Union Notes | |
| <p>1.1 SOAS has a number of committees that are responsible for various aspects of governance of the school</p> <p>1.2 Sabbatical and Executive officers sit on a number of these committees</p> <p>1.3 Minutes from these committees, including the General Board which has overall responsibility for the university, are published months later.</p> | |
| This Union Believes | |
| <p>2.1 Students have a right to know what decisions and discussions are taking place within the school</p> <p>2.1 That, as representatives of the students, elected officers have a responsibility to keep the student body informed about what happens at committee meetings.</p> | |
| This Union Resolves | |
| <p>3.1 To require elected officers to publish the minutes of committees they sit on within one week of that committee sitting.</p> | |



UGM Motion 10/10/2014 - 16

| | |
|---|------------------------------|
| Title: | Deals for Part-time Students |
| Proposal: | David Suber ds60 |
| Seconded | Raquel Villar-Pérez 616482 |
| This Union Notes | |
| <p>1.1 There are numerous benefits that Full-time Students have, in order to make their financial struggle during the academic year easier. These benefits include:</p> <ul style="list-style-type: none"> - scholarships and bursaries - 30% discount on Oyster fares - Council Tax exemption | |
| This Union Believes | |
| <p>2.1 That Part-time Students should equally entitled to enjoy the benefits mentioned above, based not upon the assumption that "because they work, they can afford to pay"</p> | |
| This Union Resolves | |
| <p>3.1 To campaign SOAS to extend the upon-mentioned benefits to Part-Time students too.</p> <p>3.2 To seek connections to similar campaigns in other Higher Education Institutions.</p> | |



UGM Motion 10/10/2014 - 17

| | |
|------------------|--|
| Title: | Sweatshop Free SOAS (amendments added) |
| Proposal: | Rosie Rawle 618896 |
| Seconder | Rob Abrams 617046 |

This Union Notes

1.1) That our University, like many others in the UK, purchases its electronic equipment and apparel from large multinational companies, who in turn often outsource and subcontract out work to suppliers in the Global South.

1.2) That across the world, electronics and textile industry workers are subject to forced overtime, long shifts, health hazards, few days off, wages lower than living wage and in some cases authoritarian management.

1.3) The Worker Rights Consortium, set up in 2000, is a US-based independent monitoring organization working to achieve respect for labour rights in the global textile industry through socially responsible purchasing, and has over 150 US universities affiliated, plus 11 others in the UK.

1.4) Electronics Watch, is a newly formed body based upon a similar structure to the Worker Rights Consortium, is the world's first independent monitoring organisation working to achieve respect for labour rights in the global electronics industry through socially responsible public purchasing.

1.5) That Electronics Watch is a European partnership of 42 organisations led by SETEM (Spain), Danwatch (Denmark), Fundacja CentrumCSR (Poland), People & Planet (UK), SOMO (Netherlands), Südwind Agentur (Austria) and WEED (Germany), is funded by the European Commission, and is set to launch in 2015.

1.6) That if the University were to affiliate to both The Worker Rights

Consortium and Electronics Watch, these organisations would investigate working conditions in the factories of our supply chains; issue detailed public reports; work with factories, apparel and electronics companies, workers and local organizations to correct problems and improve respect for worker rights; launch factory assessments in direct response to worker complaints; and also initiate assessments on a proactive basis.

1.7) That the UK student activism network People and Planet is currently leading a Sweatshop Free campaign in universities across the UK, encouraging students to call for their institutions to affiliate to both the Worker Rights Consortium, and Electronics Watch.

1.8) The affiliation of other universities to the WRC has enabled workers to have a number of major successes in defending their rights, including against Fruit of the Loom and Nike.

This Union Believes

2.1) That the process of outsourcing labour in the textile and electronics industry denies responsibility for the factories in which their products are actually made.

2.2) That suppliers often crush workers' attempts to improve their conditions and join trade unions, due to pressure from brands to cut costs, and that this should not be allowed to continue.

2.3) That our University should monitor its supply chains, to ensure that its garments and electronics are being made in factories which respect workers' rights.

2.4) That the University should affiliate to the Electronics Watch and the Worker Rights Consortium.

2.5) That Electronics Watch and Worker Rights Consortium are the only textile and electronics monitoring organisations that are credible with workers and their organisations, and are explicitly dedicated to monitoring public body supply chains.

2.6) That once issues have been reported by Electronics Watch and the

Worker Rights Consortium, labour rights NGOs and student organisations have an important role to play by taking action in solidarity with workers in the university's garment and electronics supply chain.

2.7) That the more student organisations working together in solidarity with workers in the university's supply chain, the greater the improvements in human and workers' rights that can be achieved.

This Union Resolves

3.1) To lobby the University to affiliate to Electronics Watch and The Worker Rights Consortium

3.2) To set up a Sweatshop Free Purchasing Group of staff and students that will monitor the reports provided by the organization.

3.3) To work in solidarity with workers in the global south by affiliating to People & Planet's Sweatshop Free campaign, and promoting campaign actions where students can get involved.



UGM Motion 10/10/2014 - 18

| | |
|------------------|---------------------------------------|
| Title: | Amending liberation officer schedules |
| Proposal: | Tom King 349872 |
| Seconder | Karmel Carey 584498 |

This Union Notes

- 1.1) Due to the current election rules, in SOAS SU elections any student is able to stand for the liberation officer positions of Black Students', LGBTQ, Disabled Students' and Carers' and Women's Officers.
- 1.2) That, in theory, someone could be elected Black, LGBTQ, Disabled Students' and Carers' or Women's Officer without belonging to the relevant liberation group.
- 1.3) That the LGBTQ Students' Officer represents lesbian, gay, bisexual, trans and queer students,
- 1.4) That the Disabled Students' and Carers' Officer represents the interests of students personally affected by disability (people who are disabled themselves, or who are a carer/close relation to someone who is disabled)
- 1.5) That the Women's Officer represents all students who self-define as women
- 1.6) That the Black Students' Officer represents the interests of Black students to the Union and the School, in particular with regards to issues of racism and its various intersections. 'Black' students shall denote those with African, Asian, Latin American and Middle Eastern backgrounds

This Union Believes

- 2.1) That the role of each liberation officer is to represent the interests and support the campaigns of the members of each liberation group.
- 2.2) That each liberation group should have the autonomy to decide the direction of their campaign.
- 2.3) That autonomy does not exclude non-self-defining students from engaging with each campaign.

2.4) That the Union should continue to encourage liberation officers to work as widely as possible with the Union community in order to tackle the intersectional nature of oppression and gain non-self-defining allies, but that the primary duty of liberation officers is to their liberation group and so these self-defining groups should be the deciders of each officers' campaigning agenda.

This Union Resolves

3.1) To amend the schedules of the Union to reflect the above, including any change in name or description of a liberation officer/group and so that the Union's Black Students' Officer, Women's Officer, Disabled Students' and Carers; Officer, and LGBTQ Officer must be filled by a person/people who self-define into that liberation group.

3.2) That the Union be urged to apply this principle to any future liberation officers established.



UGM Motion 10/10/2014 – 19

| | |
|------------------|---|
| Title: | Motion to instate full-time liberation officers |
| Proposal: | Lauren Tapp 613347 |
| Seconder | Fatoumatta Sanyang 616652 |

This Union Notes

- 1.1 SOAS has one of the most culturally, ethnically and socially diverse student bodies in the country;
- 1.2 SOAS Union has a rich political history of supporting liberation movements on campus and in the wider global context;
- 1.3 The National Union of Students (NUS), as well as many Students' Unions across the country (e.g. UCL and Nottingham have 4 liberation groups: women, disabled students, LGBTQ* and BME (Black Minority Ethnic) students;
- 1.4 The current SOAS executive comprises of 3 full-time Sabbatical Officers including: Co-President Welfare & Campaigns; Co-President Activities & Events; Co-President Democracy & Education.
- 1.5 Currently, there is no full-time officer solely concerned with liberation issues.
- 1.6 SOAS currently has part-time, unpaid liberation officers representing women, LGBT students, black students while the student's unions of Oxford University, Cambridge University, Edinburgh College, University of Sheffield, University of Manchester and University of Bradford all have full time, paid sabbatical women's officers.

This Union Believes

- 2.1 There is significant nationwide problem of students that identify as members of liberation groups being faced with prejudice and bigotry that causes serious damage not only to their time at university but also their wellbeing;
- 2.2 Democratically elected liberation officers play an important role in campaigning to make university life better for the groups that they are elected to represent;
- 2.3 1 in 4 women experience domestic violence;
- 2.4 Women own less than 1% of the world's property;



- 2.5 Women are far less likely to be students' union presidents than men;
- 2.6 Research by the DfES found that Black students are less likely to get a first class degree when all other factors are equal;
- 2.7 Black students face discrimination throughout education: despite higher achievements on entry, they leave school with lower grades and are more likely to be excluded. They face discrimination in admissions to elite universities and are awarded lower marks where anonymous marking is not implemented;
- 2.8 In further education, at least 6% of students declare a disability on enrollment and in higher education, at least 4% of students declare a disability on enrollment;
- 2.9 Only 1 in 20 disabled people are in FE or HE, compared to 1 in 10 for the rest of the population;
- One third of disabled people do not feel they can enter education because of their disability;
 - Universities have a history of reducing access to marginalize and working-class students due to their culture of elitism, whiteness and masculinity.
 - The NUS 'Still in the Red' reports that higher fees discourage those from a low-income background from considering entering higher education.
 - That the issue of class, and its effects on the experiences of working-class students, is rarely examined and interrogated by the Student's Union – partly due to the middle-class culture at SOAS.

This Union Resolves

- 3.1. Mandate the current part-time liberation officers and the SOAS executive to secure funding for the aforementioned positions by lobbying the university and union during the current academic year.
- 3.2. Once full-time officers have been instated the campaign membership should hold a meeting to designate the campaign remit, membership definition and aims.
- 3.3. To put the women's officer, BME officer, disabled student's officer, class officer and LGBTQ officer on full time contracts in which they are:
- a) Paid for up to 35 hours per month of their time.
 - b) Paid the same rate as all other SOAS full-time Sabbatical Officers.
 - c) Paid as full-time Sabbatical officers, and not required to treat payment as coming out of their respective liberation campaign budget.

4. The full-time elected liberation officers shall remain in office for a term of one year commencing in accordance with the Schedules. The term of office may be shorter or longer on a transitional basis to coincide with an alteration of the year start or end. Subject to a transitional change in the year of office, an elected liberation officer may be re-elected for a maximum further term of one year by the self-defining members of the union at an election to be held in accordance with the Schedules. For the avoidance of doubt, an Officer Trustee's terms of office may be either consecutive or non-consecutive.
5. All full-time elected liberation officers, must define into the campaign that they wish to represent i.e. the LGBTQ officer must define as LGBTQ.
6. All full-time elected liberation officers, must be elected by self-defining students of their respective campaign membership i.e. the LGBTQ officer must be elected by self-defining LGBTQ students.
7. These full-time liberation officer elections will be held concurrently with the SOAS executive officer elections.



UGM Motion 10/10/2014 – 20

| | |
|------------------|---|
| Title: | Campaign to overhaul the Student Loans System |
| Proposer: | Grace Wilcock 565820 Study of Religions |
| Seconder: | Tom King 349872 Politics |

This Union Notes

1.1 There are different systems of student loans dependent on residency within the United Kingdom.

1.2: The amount given in a student loan is dependent on parental/guardian/carer income.

1.3: The maximum amount of Student Loan and grant a person can receive has not risen in-line with the rising cost of student housing, rental properties and day-to-day living costs.

1.4: Students in their final year often receive a lower amount of loan and grant.

1.5: There is no form of government funding for students who wish to study postgraduate courses.

1.6: Students on courses that last longer than the traditional 9 month academic year do not receive higher levels of funding.

This Union Believes

2.1: The Student Loans System is not fit for purpose.

2.2: The different systems of loans discriminate against young people purely on chance of birth and the place in which they reside.

2.3: Parental/ Guardian/ carer income does not necessitate contributions from the aforementioned parties towards students' education.

2.4: A large number of students have to work long hours in order to financially support themselves through university, something which not

only has an adverse effect on academic achievement but also limits the extent to which students can access other parts of the university experience.

2.5: An education system which puts students into debt should at least provide enough financial support so that students can access their education fairly, enjoy reasonable standards of living and not be subject to mental health problems, including depression and anxiety, which can arise from the pressures of trying to survive and manage increasing living costs and debt whilst being a student.

2.6: Education should be free, however, whilst we continue to campaign for free education, we need to ensure that systems are in place which allow students to access education equally.

2.7: The lack of funding for postgraduate students encourages a system of elitism where students from lower socio-economic backgrounds do not have the same level of access to higher levels of education.

This Union Resolves

3.1: To start a campaign for a re-evaluation of the student loans system.

3.2: To coordinate with other student unions, both in London and around the country to make this a priority campaign, particularly with regards to the upcoming election.

3.3: To create forums so that all students can interact and contribute their different experiences of the student loan system so that a proposal for a new system addresses all issues that different students face when accessing it.



UGM Motion 10/10/2014 - 21

| | |
|------------------|---|
| Title: | Solidarity with Egyptian Detainees on Hunger Strike |
| Proposal: | Farida Hammad, 614895 |
| Seconded | Matija Vlatkovic, 621047 |

This Union Notes

1.1 Egyptian and international human rights organization (ranging from Human Rights Watch to Amnesty International) have highlighted the increase in arbitrary detentions, lengthy periods of pre-trial confinement and torture of prisoners since the military seizure of power in Egypt on 3 July 2013.

1.2. There are currently over 40,000 political detainees in Egypt.

1.3. 143 detainees in Egyptian prisons and police stations have joined a protest hunger strike against their detention. As a consequence of the hunger strike, several detainees are currently suffering from deteriorating health conditions.

1.4. Detainees include political activists and students such as:

- a. Mohamed Soltan, on hunger strike for 253 days (as of October 6th).
- b. Sanaa Seif, a 20-year old student, facing trial tomorrow, Saturday 11th of October, for protesting against her brother's detention.
- c. Ahmed Douma, a political activist, who has repeatedly been arrested since 2011.

1.5. 10 SOAS students have participated in a series of 24-hour hunger strikes as part of the Egypt Solidarity Initiative campaign '1000 hours of hunger'.

This Union Believes

2.1. That the current situation in Egypt requires international solidarity from students in order to highlight the repressive methods deployed by the Egyptian authorities.

This Union Resolves

3.1. To express solidarity with the Egyptian detainees on hunger strike and endorse the '1000 hours of hunger' campaign through

- a.) a message of solidarity distributed to SOAS and other student unions in the UK and
- b.) regular updates on their website.

3.2. To write a letter signed by the SU to the Egyptian Ambassador to the UK, condemning the political detentions and demanding a fair trial according to international norms and standards or immediate release without delay for all detainees.

3.3. To write a letter to the UK government condemning continued British support for Egypt's repressive military regime.

3.4. To donate £50 to Egypt Solidarity Initiative to publicise the '1000 hours of hunger' campaign.

UGM Motion 10/10/2014 - 22

| | |
|---|-----------------------|
| Title: | Chilli Sauce |
| Proposal: | Yasmin Begum, 552451 |
| Seconder | Resham Akhtar, 567049 |
| This Union Notes | |
| <p>1.1. Previously, very hot chilli sauce was available at the bar two years ago.</p> <p>1.2. That chilli sauce has now gone, and been replaced with a sweet chilli sauce. Sweet chilli sauce isn't that hot.</p> | |
| This Union Believes | |
| <p>2.1. That we need a wider selection of chilli sauce in the bar for our samosas, chips etc.</p> | |
| This Union Resolves | |
| <p>3.1 To buy a hotter chilli sauce, for people who love chilli sauce.</p> | |