

## NUS National Executive Council AGENDA

Twenty third meeting of the National Executive Council of the National Union of Students,  
25<sup>th</sup> February 2013, UNISON Centre, 130 Euston Road, London NW1 2AY

11am – 5pm  
(1pm – 2pm Lunch)

<b>Members:</b>	<b>Name</b>
President & Chair	Liam Burns
Zones	Toni Pearce & Jeni-Marie Pittuck (Further Education) Rachel Wenstone & Rachel Thornton (Higher Education); Danielle Grufferty & Dom Anderson (Society & Citizenship); Vicki Baars & Maggie Hayes (Union Development); Pete Mercer & Colum McGuire (Welfare)
Liberation	Aaron Kiely & Malia Bouattia (Black Students); Hannah Paterson & Daryl Jones (Disabled Students); Sky Yarlett & Finn Mc Goldrick (LGBT); Kelley Temple & Jo Johnson (Womens);
Sections	Daniel Stevens & Dennis Esch (International Students) Sean Rillo Razcka & Fee Wood (Mature & Part Time Students); Robin Burrett & Luke James (Postgraduate Students)
Nations	Stephanie Lloyd & Sam Reid (NUS Wales) Robin Parker & Stacey Devine (NUS Scotland); Adrienne Peltz (NUS-USI)
Block	Aidan Mersh, Caroline Dangerfield, Emma Meehan, Jake Kitchiner, Jamil Keating, Jamie Woodcock, Joe Vinson, Matt Stanley, Michael Chessum, Mike Williamson, Roshni Joshi, Surya Prakashsh Bhatta
<b>In attendance</b>	
Staff	Matt Hyde (Group Chief Executive); Jim Dickinson (Director Policy and Delivery); Vic Langer (Deputy Director Policy and Delivery); Amy Elkington (Executive Administrator); Ffion Bartley (Democratic Services Coordinator); Dan Francis (ACTS representative)

### Apologies

*If an item is 'starred' the Chair will assume that members have read and noted. Those presenting the papers will not speak to them. Non starred items will be discussed and may require a decision. To "unstar" an item, inform the Chair before the commencement of the meeting.*

No	Item	Action	Paper	Author / Lead	Time
<b>1 Introductory &amp; Administration</b>					
1.2	President's Opening Remarks			LB	20 mins
1.3	Apologies for absence and welcome of new members	Note		LB	
1.4	Disclosure of potential conflicts of interest arising from the agenda (verbal)				
1.5	Minutes of last meeting on 24 <sup>th</sup> January 2013	Approve	NEC/23A/13	LB	
1.6	Ballot to order motions to National Conference	Vote		FB	
1.6	Matters arising from previous meeting on 24 <sup>th</sup> January 2013	Discuss	Verbal	LB	
<b>2 Reports and Accountability</b>					
2.1	Report and Notices from the National President* Questions to the National President Presidential and Other Appointments	Scrutinise	NEC/23B/13	LB	10 mins
2.2	Report/ Priorities and Notices from the Zone Convenors* Questions to the Zone Convenors	Scrutinise	NEC/23C-G/13	TP, DG, RW, VB, PM,	15 mins
2.3	Report/ Priorities and Notices from the Liberation Campaigns* Questions to the Liberation Campaigns	Note	NEC/23H-K/13	KT, HP, SY/FM, AK	15 mins
2.4	Report/ Priorities and Notices from the Student Sections* Questions to the Student Sections	Note	NEC/23L-N/13	DS, SR, LJ	15 mins
2.5	Report and Notices from the Nation Convenors* Questions to the Nation Convenors	Note	NEC/23O-Q/13	SL, RP, AP,	10 mins
2.6	Report and Notices from the Scrutiny & Special Groups*	Scrutinise	Verbal		5 mins
2.7	Important information from CMs from the Block	Report	Verbal	Block	15 mins
<b>3 Motions and Proposals</b>					
3.1	ES6- Equality and Diversity Report	Approve	NEC/23R/13	LB	10 mins
3.2	Update on KPIs	Note	NEC/23S/13	LB	10 mins
3.3	Pound in Your Pocket Research	Discussion	NEC/23T/13	LB	45 mins
3.4	Amendments and motions to National Conference 2013	Debate	NEC/23U/13	LB	90 mins
3.5	Motions & Amendments	Debate	NEC/23V/13	LB	10 mins

Next meeting: National Conference meeting

# minutes & resolutions

meeting of:	National Executive Council (twenty second meeting)
place:	Unison Centre, 130 Euston Road, London NW1 2AY
date and time:	24 <sup>th</sup> January 2013, 11am

<b>Members:</b>	<b>Name</b>
President & Chair	Liam Burns
Zones	Toni Pearce & Jeni-Marie Pittuck (Further Education) Rachel Wenstone & Rachel Thornton (Higher Education); Danielle Grufferty & Dom Anderson (Society & Citizenship); Vicki Baars & Maggie Hayes (Union Development); Pete Mercer & Colum McGuire (Welfare)
Liberation	Aaron Kiely & Malia Bouattia (Black Students); Hannah Paterson & Daryl Jones (Disabled Students); Sky Yarlett & Finn Mc Goldrick (LGBT); Kelley Temple & Jo Johnson (Womens);
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Nations	Stephanie Lloyd & Sam Reid (NUS Wales) Robin Parker & Stacey Devine (NUS Scotland); Adrienne Peltz (NUS-USI)
Block	Aidan Mersh, Alex Causton-Ronaldson, Mark Swards, Caroline Dangerfield, Emma Meehan, Jake Kitchiner, Jamil Keating, Jamie Woodcock, Joe Vinson, Matt Stanley, Michael Chessum, Mike Williamson, Reni Eddo-Lodge, Roshni Joshi, Surya Prakashsh Bhatta,
<b>In attendance</b>	
Staff	Matt Hyde (Group Chief Executive); Jim Dickinson (Director Policy and Delivery); Amy Davies (Executive Office Manager); Ffion Bartley (Democratic Services Coordinator); Rachel Firth (ACTS representative)
Apologies	Alex Causton-Ronaldson, Mark Swards, Reni Eddo-Lodge, Jo Johnson, Maggie Hayes, Jake Kitchiner, Caroline Dangerfield, Rachel Thornton

# minutes & resolutions

## 1. Introductory & Administration

1.1 Liam Burns (LB) opened the meeting and confirmed that the meeting had reached the NEC quorate (quoracy is 18 NEC members).

1.2 Apologies were *noted*.

LB officially recognised the resignation of Mike Williamson and thanked him for all the work he has done.

1.3 There were no declarations of interests.

1.4 The minutes of the NEC meeting 27<sup>th</sup> November were approved.

Stacey Devine asked for a change to the previous minutes, which should have listed her, rather than Graeme Kirkpatrick, as NUS Scotland 2<sup>nd</sup> place on NEC.

1.5 There were no matters arising.

## 2. Reports and accountability

2.1 LB presented his report to the NEC and asked for questions.

Robin Parker (RP) asked about the details of the Southampton “no” campaign and why the referendum was lost, despite the support of sabbatical officers. Dani Grufferty (DG) pointed out that voting had only been open for one day, that Southampton already has a large, well-functioning student union and that we hadn’t done enough ground work to convince Southampton students in the run up to the referendum, relying on the influence of the Sabbaticals.

Rachel Wenstone (RW) spoke on the need to argue an ideological, pro-collectivist case, rather than focussing solely on the economic benefits of affiliation. LB added that history shows that referenda campaigns on affiliation at long standing non-affiliates are hard to win and that there should be an important focus on more strategically and systematically promoting the successes of the NUS Group. Hence things like the brand review and continuing work on communicating our impact are so important.

The report was *approved*

2.2 The Zone Convenors presented their reports, the following questions and issues were raised:

**Higher Education** – RW talked about the Access Guide that was launched today (England specific).

**Welfare** – Pete Mercer (PM) spoke about the Mayor’s Covenant on private rented sector. NUS Welfare committee is working with Shelter and London based student unions.

**Society and Citizenship** – DG made an announcement about the ‘Votes at 16’ parliamentary debate and asked people to tweet their support.

**Union Development** – Vicki Baars (VB) made an amendment to the UD report; she was unable to attend the NUS Scotland Charity Board due to adverse weather.

**Further Education** – Toni Pearce (TP) talked about the “No to FE Fees” launch, which will take place on 8<sup>th</sup> Feb. She announced that the second section of the “Resolve to Resolve” campaign was launched today.

The reports were *approved*

# minutes & resolutions

2.3 The Liberation Officers presented their reports to note.

Following Aaron Keily's update on Black Students campaign against the redundancy of Dr José Nafafé from University of Birmingham, Michael Chessum (MC) declared solidarity with Birmingham students who were occupying buildings in protest.

Sky Yarlett (SY) congratulated Kelley Temple (KT) on the display of intersectionality shown in decision shown to support criticism of Julie Burchill's article.

Dom Anderson (DA) and TP both congratulated Hannah Patterson for her work on the 'coming out as disabled' blogs.

AP thanked KT for her work on the campaign to support students with caring responsibilities.

These reports were *noted*.

2.4 The Sections presented their reports.

RW congratulated Daniel Stevens (DS) for his work against UKBA enforced attendance monitoring.

These reports were *noted*.

2.5 The Nations presented their reports to note.

Finn McGoldrick (FM) congratulated NUS-USI on their work campaigning against MSM blood band and asked for clarification of NUS-USI's stance on the on-going flag row and what action, if any, would be taken. Adrienne Peltz (AP) stated that NUS-USI's role was in campaigning for further integration in education in order to build bridges in the community and that its primary duty was to protect the safety of its membership.

These reports were *noted*.

2.6 There were no reports or notices from Scrutiny or Special Groups.

2.7 There were no issues raised from block

Liam asked whether the block is experiencing particular barriers to communication with local CMs. Colum said that sometimes papers from NEC are not circulated effectively and this makes communicating with CMs more difficult. Liam responded that papers are now circulated centrally through the Comms team.

Aidan added that it can be frustrating for block members who have requested support and not received it from staff and that this could contribute from low turnout at meetings. Liam refuted this link and pointed out that contact details are available online but said that we can examine how this information could be made better available.

ACTION: FB to review if proper contact information has been given to Block Members.

## 3. Motions and Proposals

3.1 Summary KPIs for Nations 2012-2013

This report was *noted*.

3.2 Approval of estimates

For the latest news follow @NUSNEC and visit [www.nusconnect.org.uk/nusnec](http://www.nusconnect.org.uk/nusnec)

# minutes & resolutions

There was discussion of the figures and clarification from Jim Dickinson (JD). SY stressed the importance of funding for volunteers and newly elected officers to support their transition into new roles. LB said that this is something that will be considered by the Board through the current harmonisation work on terms and conditions within the NUS Group.

Action: Matt Hyde

Vicki Baars asked if, although not included in the estimates themselves, externally funded projects could be annexed to the Estimates for the purpose of transparency.

ACTION: DF to attach details of externally funded projects to the estimates.

Adrienne Peltz requested that instead of noting that additional resource would be given to immigration campaigning through external funding and internal capacity, we stated that core funding would be given and the estimates amended as such. This was agreed.

ACTION: DF to amend the estimates to include dedicated resource to immigration campaigning through core funding.

The estimates were *approved*.

## 3.3 Motions to NEC

### Motion 1- Syrian Students at UK Universities Fees Crisis

Proposing speech      DS  
Speech against:      Not taken

Vote on motion: Motion un-amended *passes*

# minutes & resolutions

## Resolutions

### Syrian Students at UK Universities Fees Crisis

#### **NEC Believes:**

- 1) Syrian students face immediate expulsion from UK universities if, due to the conflict, either they or their sponsors can no longer pay their tuition fees.
- 2) Syrian students who return to Syria before completion of their sponsored qualification, will face severe financial penalties from the Syrian authorities.
- 3) Syrian students whose student visas lapse and lose the right to work risk destitution in the UK.
- 4) Should they return to Syria those involved in anti-government protests risk detention, torture and even assassination at the hands of the Syrian regime.
- 5) The British government must make an uncompromising commitment to supporting the rights and freedoms of the Syrian people.
- 6) The Foreign Secretary William Hague ensured that Libyan students affected by the conflict in 2011 were able to continue their studies and should extend this gesture to Syrian students. <sup>[2]</sup>
- 7) As the duty of the NUS is to represent and support all students, it should ensure that the plight of Syrian students in the UK is not overlooked by the British government.

#### **NEC Resolves:**

- 1) to call on all UK universities to waive or reduce the fees or extend the payment periods for all Syrian students affected by the conflict, whether sponsored or self-funded, so that they can complete their studies.
- 2) that UK universities should not make any Syrian student sponsored by the Syrian government personally liable for their tuition fees but should register their tuition fees debts against the Syrian authorities.
- 3) to request all UK universities to make hardship grants, scholarships and bursaries available to all affected Syrian students, whether sponsored or privately funded, to cover their living expenses.
- 4) to call on UK universities to allow any Syrian students who have already been forced to suspend their studies to return to complete their degrees and have access to the necessary financing to cover living expenses.
- 5) to call on the British Council, UKCISA and the Universities Minister to put measures in place to allow all Syrian students registered in UK universities, whether sponsored or self-funded, to complete their studies.
- 6) to encourage the NUS and Students' Unions to lobby Universities UK and mission groups such as the Russell Group, 1994 Group, University Alliance, and Million+ to permit Syrian students to complete their studies through campaigns, resolutions and student media.

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<sup>[2]</sup> FCO Press Release 27/07/11 <https://www.gov.uk/government/news/libyan-charge-d-affaires-to-be-expelled-from-uk?id=635937682&view=News>

Liam Burns

## Summary

This paper outlines matters of interest to the NEC which the President is dealing with or has taken a position on since the last NEC. The NEC are invited to:

- Canvass the views and reactions of students' unions on these issues
- Question any policy positions taken
- Make suggestions on future work concerning these issues

### 1) Pound in your Pocket

#### (Strategic Theme: Winning on Funding and Participation)

We have run five regional workshops exploring the research ([www.poundinyourpocket.org.uk](http://www.poundinyourpocket.org.uk)) with additional bespoke sessions with students' unions and institutional senior management. Uptake of the workshops was below expectation. A [consultation document](#) was sent to the membership but so far we have had no responses.

Work continues to develop policy proposals in the form of an amendment from the NEC to the already existing Welfare Zone recommendation, and that will be debated at this NEC. We will also work to promote the research within the sector.

#### Questions for the NEC:

1. Are your students' unions aware that the research has been launched?
2. Did they attend the regional workshops? Do they have feedback on our policy positions as a result?
3. Would your students' union like a PIYP workshop delivered locally?
4. Have their union responded to our consultation? If not, please encourage them or union staff to do so.

### 2) General Election 2015

#### (Strategic Theme: Winning on Funding and Participation)

We have developed a presentation outlining the electoral landscape for 2015 and questions NUS will need to answer as it develops its strategy. This has been delivered to the Full Time Officers, Strategy and Scrutiny 2013 and the Aldwych Group.

We held a round table with Compass exploring what our policy position could be in creating a coherent tertiary education system, in terms of values, structures and funding.

We attended a meeting convened by Universities UK (UUK) and the Dept. Business, Innovation and Science (BIS) on a collective attempt to promote the value of going to university. For obvious reasons I was sceptical of motives, think we should wait and see how it develops before committing involvement, but said:

- Reforms were meant to deliver on demand side pressures changing practices. Can't artificially stimulate demand by simply communicating what currently happens. Should be about structural/activity changes, not marketing/PR

- We should talk about not just why going to university is a good thing, but why universities themselves are a good thing in a wider public value sense
- We should not ignore alternative routes into university and alternatives to university

We have met with Nick Pearce from IPPR to discuss our work on tertiary education and IPPR's commission on Higher Education. The findings are due to be published in late spring and are likely to have a range of policy options rather than hard recommendations. These policy options will focus on credit transfer, greater links between business and universities to drive growth and regional enterprise hubs.

We attended a roundtable convened by the Universities and Colleges Union (UCU) to explore the creation of a coalition campaigning for public investment to the levels of the Organisation for Economic Co-operation and Development (OECD) average, which the UK is currently below. We said that:

- Shouldn't be a coalition of the lobby groups defending ourselves but rather coordinating "civil society" to promote spending on post compulsory
- More sophisticated research on public perception of spending on post compulsory, with proper segmentation, is needed to set bench mark for this work.
- this 'communicating the value of post compulsory' narrative is becoming an area of work in a few different places.

All of these activities are being fed into our General Election strategy and policy on tertiary education for National Conference (via an amendment from the NEC to the motion already in the "Priority" Zone and HE Zone).

#### Questions for the NEC:

5. Would your students' union like a session delivered on the General Election strategy locally?
6. Do you/your unions have views or questions on our work regarding the General Election?
7. What are your views on our interactions with Compass, UUK/BIS, UCU and IPPR?

### **3) Group Chief Executive Recruitment**

#### **(Strategic Theme: Building Strong Students' Unions)**

Since the last NEC Odgers (the recruitment company we are using) has met with the Full Time Officers, Boards of the arms of the NUS group, Senior Leadership Team, various students' union officers and staff and sector/political stakeholders. We have also created a dedicated email address ([nusceo@nus.org.uk](mailto:nusceo@nus.org.uk)) for anyone in the membership to send in their thoughts. Odgers have moved onto 'search' having conducted over 75 conversations.

The process will now be a long listing and short listing process, followed by two days of assessment involving a conversation with the Chief Executive, a stakeholder meeting and formal interview. The selection panel, who will recommend a candidate to the Board, will be myself, Toni Pearce, Finn McGoldrick, Dianne Nelms and Mike Alcock (lay trustees). The Trustee Board has now put in place a process for appointing an interim Group CEO should we need to and we are mindful of our development of the 2014 – 2017 Strategic Plan, should appointment be delayed.

Questions for the NEC:

8. Are your students' unions content that we're dealing with recruitment for a Group CEO?
9. Are they aware that they can contribute via the [nusceo@nus.org.uk](mailto:nusceo@nus.org.uk) address?

#### **4) Employment and Students' Unions**

##### **(Strategic Theme: Transforming Students through Activities and Development)**

We have agreed an approach to consulting on how students' unions can directly increase employment opportunities (jobs, apprenticeships, internships, work experience and volunteering) through traditional employability activities, institutionally, in the local area or nationally - involving:

- A literature review for any evidence of how other community groups and campaigning organisations have achieved such an aim
- A website encouraging debate and submissions from students' unions, the sector and wider
- A 'Commission' by the Soc/Cit and UD Zone Committees inviting evidence from representative bodies and experts in this area.

We plan to showcase initial recommendations at Students' Unions 2013 to then develop resources and campaigns for the start of the autumn term 2013.

Questions for the NEC:

10. Do you agree with this approach?
11. Do you have initial thoughts on what activities students' unions/NUS could undertake?

#### **5) Sector Regulatory Framework**

##### **(Strategic Theme: Securing a Fairer Society)**

We have developed and submitted a bid for funding from HEFCE to host a Student Interest Unit within NUS that works to support the sector on student engagement and interest issues – think Student Participation in Quality Scotland (sparqs) but in England. It is safe to say that ownership of the "student engagement" agenda is hotly contested within the sector and we will need to be clear that we are seeking to host a development agency to support the sector as a whole, not claim all activity in this area, if we are to be successful.

#### **6) National Conference and Succession**

##### **(Strategic Theme: N/A)**

The NEC will have policy amendments to debate on a coherent approach to the General Election in 2015 and the Full Time Officer have met to discuss our approach.

Over the next month I plan to prioritise ensuring there are good candidates for the National Executive Council, Trustee Board, Democratic Procedures Committee and buy in from the membership on our policy approach to the General Election.

We have begun to design a handover process for the new President, as well as ensuring the right support is in place for 2013/14.

Questions for the NEC:

12. What do you/your students' unions think should be our approach to policy development for General Election?
13. What do you/your students' unions think of the specific policy to be debated by the NEC?
14. Do you have any thoughts on key areas of handover/development for the new President?

**7) Additional – Syrian Students**

**(Strategic Theme: )**

We continue to meet with BIS and campaigners regarding Syrian students and the impact of their domestic conflict and resulting economic sanctions are having on them, particularly in regard to access to fee and maintenance funding. We have also pitched the concept of a sector/government agreed process for dealing with international students affected by domestic conflict/natural disaster as it has been frustratingly slow to secure accurate information regarding Syrian students in the UK.

Questions for the NEC:

15. Do your students' unions have Syrian students affected by the current domestic situation?
16. Do you/your students' unions have views on the merit of an agreed process for supporting international students affected by domestic conflict/natural disaster?

**2) Key Performance Indicators**

<b>Original 2012/13 Objectives</b>			
	<b>KPI</b>	<b>Report on Progress</b>	<b>Date expected</b>
<b>Student Financial Support</b>	<i>PIYP report launched in November</i>	Complete	December
	<i>3 major and/or 6 minor education recommendations adopted</i>	Underway	Consultation: January Proposals: February Conference: April
	<i>Joint guidance on Hidden Costs issued in March</i>	Benched	AY 2013/14
<b>General Election 2015</b>	<i>Students' unions report an increase in activism post #Demo2012</i>	Not yet started	Conclusion of Membership Perception Survey
	<i>Students say they are more likely to vote on education issues as a result of #Demo2012 (as a proxy for wider public)</i>	45% agreed to some extent.	Conclusion of polling of students.
	<i>400 Liberation Activists trained</i>	Not yet started	January - March
	<i>3600 trained activists</i>	Strategy Revised	Not expected

<b>Until Year End Objectives</b>			
	<b>KPI</b>	<b>Report on Progress</b>	<b>Date expected</b>
<b>Pound in your Pocket</b>	<i>PIYP report launched in November and profile secured</i>	Underway	Research launched and media/sector profile underway
	<i>Consult and develop policy for National Conference</i>	Underway	Consultation: January Proposals: February Conference: April

	<i>Campaign development following conference policy</i>	Not yet started	May/June
<b>General Election 2015</b>			
<b>Group CEO Recruitment</b>	<i>Secure a diverse short list of talented candidates</i>	Underway	Early March
	<i>Select the new Group Chief Executive</i>	Underway	End of March
<b>Employment and Students' Unions</b>	<i>Literature review of community group/campaigning organisations impact on employment completed</i>	Not yet started	
	<i>50 submissions to dedicated website</i>	Not yet started	
	<i>Soc/Cit and UD Commission evidence compiled</i>	Not yet started	
	<i>Recommendations prepared for SU2013</i>	Not yet started	
<b>Sector Regulatory Framework</b>	<i>Bid for a Student Interest Unit, hosted by NUS, successful</i>	Underway	Bid submitted and conversations continuing
	<i>NUS recommendations on new HEFCE Financial Memorandum, Operating Framework and Student Interest Strategy accepted</i>	Underway	All in development
<b>National Conference and Succession</b>	<i>Coherent policy on content and tactics for the General Election passed by conference</i>	Underway	Policies submitted to NEC for debate.
	<i>Ensure good candidates for the NEC/TB/NEC</i>	Not yet started	
	<i>Ensure successful handover for the new President</i>	Underway	Initial meetings to develop have been scheduled

## Additional

### Membership Events/Meetings

Pound in your Pocket Workshop (York)  
 Norwich University of the Arts (Pound in your Pocket)  
 Aldwych Group (General Election 2015)  
 York University SU (PIYP and Nouse Newspaper Debate)  
 York St Johns SU (PIYP)

### Internal

NUSUK Board  
 Full Time Officer (FTO) meeting  
 CEO Long listing meeting

### Sector Events/Meetings

NUS/Compass Parliament Roundtable  
 Higher Education Academy (HEA) Board away day  
 HEFCE Board  
 UUK/BIS Promoting the value of HE roundtable  
 UCU Education Funding roundtable  
 Council for Industry and Higher Education

### Declaration of Gifts/Annual Leave

Dinner from Norwich University of the Arts  
 3 days annual leave on UJS Israel trip

**NUS National Executive Council  
TO SCRUTINISE / NOTE**

**Officer Report**

Toni Pearce (VP FE)

**Outcomes and Outputs**

My Top priorities since the last NEC	What changes I have achieved or rights I have defended for students and students' unions in these areas
Complaints campaign	Meeting with BIS to move forward student complaints – BIS have written to colleges asking them to review their procedures – written to AOC to request clarification on their position on complaints
No 2 FE Fees	Constituency lobby against introduction of FE Fees and loans – specific focus on apprenticeships
FE National Conference registrations/motions submission	Encouraging FE students' unions to register for National conference & submit motions
FE Officer Res	Organising and promoting FE Officer Residential training
Traineeships	Shaping government proposals to introduce new "traineeships" program
Votes at 16	Vote in House of Commons to support Votes at 16
Ebacc	U-turn on Gove's plans to replace GCSEs with the Ebacc and remove women and black historical figures from the curriculum

**Other achievements of my Zone/Section/Campaign/Nation**

<p>Attending Pound in Your Pocket events to ensure FE understanding of proposals in lead up to walkouts          Working with City and Guilds to develop tertiary education model          Putting together "Future of education" consultation          Adult Engagement Survey          FE Yorkshire and Humber Network</p>
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**My outputs since the last NEC (meetings / actions attended)**

<p>Meeting with Matthew Hancock MP and BIS civil servants re: traineeships          Meeting with BIS re: complaints          Officer blog – Votes at 16          Huffington post blog – No to FE Fees          Attended strategy and scrutiny event          Attended/chaired at future of education event          Attended PIYP/access events          Toni Notes – FE Fees, A level reform, Learner View          14-19 alliance          Learner Voice Think Tank</p>
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**Key Performance Indicators**

KPI	Report on Progress	Date expected
180 delegates attend FESTival	150 delegates attended	Done
Government U-Turn on FE Fees	2 <sup>nd</sup> constituency lobby run on apprenticeships	May 13
'True Cost of College' research published	Developing research proposal for hidden course costs research	April 13
Establishment of a National Independent Adjudicator for student complaints	Ongoing campaign – BIS have written to colleges to ask them to improve their processes	February 13
Research and recommendations on offender learning published	Developing research proposal for offender/prisoner learners	April 13
Research and Recommendations report on apprenticeships IAG produced	Research is underway – emerging findings launch soon	January 13
Qualifications and Policy Commission reflects position on level 2 and 3 qualifications	Government U turn on Ebacc	Done
FE Teaching & learning Audit Tool produced	Development in progress	March 13
Updated College Mergers toolkit produced that is	Working with officers in the nations to update	May 13

UK wide/relevant	mergers toolkit	
Learner Engagement Hub launched	Learner Involvement Strategy launched – Learner Voice Quality Framework being piloted	February 13
70 Officers trained on FE Leadership	156 officers trained on introductory and advanced leadership	Done
Truth about youth issues film is produced	Filming planned over demo2012	April 13
5% increase LSS response rates in London	LSS open now	January 14
Enrichments Cuts research report	Research proposal was based upon anticipated project funding from LSIS which has been withdrawn	June 13
100 delegates attend education summit with 80% positive feedback	Developing narrative around tertiary education and intervention points for the membership	

### Plans before the next meeting

Between now and the next NEC, we plan to achieve:

My Priority area before the next NEC	What I hope to achieve
Continue complaints campaign	Independent complaints authority for Further education in England and Wales
Launching campaign for student support in FE	Local student actions (walkouts, demonstrations) on student financial support following Pound in Your Pocket recommendations
Learner engagement	Launch of the learner engagement hub
Future of Education summit	FE future of education event
FE Liberation, Equality and Diversity	FE training event for officers and staff

### Membership Engagement

Since the last NEC meeting, I have undertaken some union visits and attended a number of events to engage with the membership

Union / event visited	Purpose / Issues arising
PIYP – York and Liverpool	PIYP presentations – looking at future of FE student funding
FE York and Humber Network	Training and networking event for student officers in the region
Middlesex Uni SU	Student debate on future of education
Salford Uni SU	Presenting on PIYP research

### Media Engagement and External Relations

Meetings attended and media appearances made

Huffington Post blog on No to FE Fees FE week comment in response to falling Ofsted results in London FE Week comment on effect of FE fees THE Comment on A level reform Daily Mail comment on youth unemployment
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### Issues

During this period I have become aware of the following issues not recorded elsewhere

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### Declaration of Gifts, Hospitality And Interests

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**NUS National Executive Council  
TO SCRUTINISE / NOTE**

**Officer Report**

Dannie Grufferty (VP Soc & Cit)

**Outcomes and Outputs**

My Top priorities since the last NEC	What changes I have achieved or rights I have defended for students and students' unions in these areas
Living Wage	Confirmed living wage training up North in March. Confirmed joint FOI research project with UNISON on the Living Wage throughout FE and HE. Will provide first comprehensive picture of privatisation trends and number of institutions paying LW.
V16	Writing to the party leaders to ask them to deliver on the mandate, organising actions for the May elections
Equal Access	Confirmed three activist training days for STAR/Amnesty groups on the campaign in different regions
E&E	Bid submitted for Students' Green Fund. Met with Scottish Energy Minister on possible scheme in Scotland. Green impact pilots going very well in local authorities, hospitals, schools and our first private sector organisation Looking into starting a credit union, partnering with Walsall college
Interns	Supported students' unions across London to carry out an action at London Fashion Week.

**Key Performance Indicators**

KPI	Report on Progress	Date expected
10 unions have election registration drives	In planning, we expect every union to do them not just ten!	May
4 unions to start Open Book programmes over the next year	Supporting Sussex to deliver the scheme.	July
At least 10 institutions to begin implementing the living wage within the next year	Unison have reported that over 50 HEIs already paid LW to in-house staff by 2012.	Complete
Win on votes at 16 in nations	Working with community convenors in Scotland	2015
Commitment from major fashion house to back pay their interns	Devising a strategy to target major fashion chains with 'days of action' with the TUC as a post-demo activity	May
20 unions/STAR groups to begin dialogue with their universities on equal access.	Have started work with UCL and Warwick and many other on the list	March
Global justice toolkit launched	In process	April
30 students' unions to commit to switch to the co-operative bank.	42 currently	Complete
Joint materials produced with Defend the Right to Protest for national demo	Demo briefing, app and bust cards all delivered. Occupations guidance to be sent out this term.	Complete
5 pilots with unions on National Citizenship Service	Awaiting to hear from the Cabinet Office	March
10 candidates have documented interaction with SUs/make statement about students	Developing with You Gov some polling around student voting and interests	May

**Plans before the next meeting**

Between now and the next NEC, we plan to achieve:

My Priority area before the next NEC	What I hope to achieve
Working with AGCAS on best practice guide and kitemarking of university careers services for interns campaign and starting conversation with third sector employers on best practice on interns in the charity sector	Set the bar for ethical placements advertised by careers' services.

Tax	Planning actions for pre-tax profits week and gathering info to audit our suppliers' tax arrangements
V16	Keeping up momentum with stunts for May elections
IER	Working with Paul Blomfield MP regarding an amendment to IER bill that would allow HEI's to add a tick box for students to automatically register to vote when they register their course.
Food banks	Partnership with Trussell Trust to see how SU's can support

### Membership Engagement

Since the last NEC meeting, I have undertaken some union visits and attended a number of events to engage with the membership

Union / event visited	Purpose / Issues arising
UCLAN	Met student working on living wage campaign
Lancaster	Met with officers
Cumbria	Soc-cit zone committee
Reid Kerr	Presenting petition to MSP
UWS	Meeting on their citizenship project
Belfast Met, North West Regional College	Activist training with their soc-cit societies
St Marys, Ulster, Queens	Activist training with their soc-cit societies

### Media Engagement and External Relations

Meetings attended and media appearances made

Attended the Inaugural Meeting of the Commonwealth Students' Association in London. We drafted our constitution, our strategic plan and had a roundtable with the Education department of the Secretariat. We will be launching the first ever research into the state of things for students and young people with an international outlook and will be attending the Commonwealth Heads of Government meeting in November.

### Issues

During this period I have become aware of the following issues not recorded elsewhere

Visited a foodbank as part of zone committee and truly appalled by extent of the problem and blown away by response of communities across the country. This is something students' unions locally could be supporting.

### Declaration of Gifts, Hospitality And Interests

NA

**NUS National Executive Council  
TO SCRUTINISE / NOTE**

**Officer Report**

Rachel Wenstone (VP HE)

**Outcomes and Outputs**

My Top priorities since the last NEC	What changes I have achieved or rights I have defended for students and students' unions in these areas
Students as Partners	Continue to support Unions to develop their partnership work – from governance to learning and teaching. Currently supporting 14 unions to do this. Continue to push 'Manifesto for Partnership' in the sector, including meetings with the mission groups and key note speeches at learning and teaching conferences.
PGT funding proposal	Joint roundtable with CentreForum arranged for March. Created some underlying values that will be used to sign up 'PGT funding allies' in the upcoming campaign and constituency lobby.
Small and Specialist Unions	Working with the UD Zone, we held two 'small and specialist' days. Also working with specialist arts institutions to help create Arts policy to go to National Conference and a 'save the arts' campaign. Working with institutions that deal with teacher training to create policy on this.
Access	Our Access Agreement guidance has been published, and we have run a series of Access Bootcamps across England. Work has begun on creating a reference guide for all UK SUs on WP, access, retention and success (a 'WP Bible').
Postgraduate Research	Survey closed, with almost 2000 responses. The data has now been analysed, and we have decided upon recommendations. The report is being decided along with the toolkit.
Mature and Part-time students	Child free to child friendly kit almost finished and will be launched in the next month. Championing mature students conference will be held in Staffs on March 28 <sup>th</sup> .
National Course Rep Conference	Conference was held in Staffs Uni, with 200 attendees from 41 different students' unions, including 2 FE unions. Really incredible day – thank you to every SU who sent delegates!
Timetables	Toolkit will be launched before the NEC meeting

Other achievements of my Zone/Section/Campaign/Nation

- Meeting to plan ESU engagement

My outputs since the last NEC (meetings / actions attended)

- Universities and Labour Meeting
- Future of Education event; attended and facilitated workshop
- Strategy and Scrutiny; attended and facilitated sessions
- Shabana Mahmood meeting to discuss Labour HE policy
- Tertiary Education meeting with Compass
- On a panel at BETT; Technology in Higher Education Summit to discuss technology in learning and teaching
- Meeting with Nick Ratcliffe from the Russell Group

- NUS Trustee Board
- UCAS / HEFCE High Level Admissions Forum to discuss UCAS data, part-time admissions, qualifications reform, number controls, etc.
- Higher Education Public Information Steering Group; to discuss KIS / Uni Stats, NSS review
- Full Time Officer Meeting

### Key Performance Indicators

KPI	Report on Progress	Date expected
100 delegates attend education summit with 80% positive feedback	This KPI is now under review following the decision to run a Future of Education event as part of the January Strategy and Scrutiny conference. However, work has begun on developing a consultation on the future of education.	
10 unions supported to develop research and practice in induction	11 Unions now signed up to this and first project meeting has been held. We are pleased to have representation on the group from Wales (Cardiff) and Scotland (Aberdeen) and an excellent mix of union types and student groups involved.	March 2013
Publish Manifesto for Students as Partners	Manifesto has been published	Nov 2 <sup>nd</sup> 2012
20 Unions undertake Impact work on supporting teacher excellence	20 Unions selected and supported to work on this. Next meeting will be in Feb.	
10 Unions successfully win on local timetabling campaigns	Toolkit will be created and launched at the National Course Rep Conference.	Feb 2013
10% increase in cash bursaries for students	This will be pushed through the access work, but the outcome will not be known until July when access agreements are published by OFFA.	July 2013
Publish postgraduate funding discussions paper	Published. Action now created around this, including sector meetings and constituency lobby.	December 2012
Target 80 to training and 30 at each development day with 80% positive feedback	November and February development days have not been as well attended as we hoped, but feedback was positive from those who did attend. Having said this, we're on track to having meaningful contact with all HE unions by the end of the year.	
Joint UUK. Million + conference on Mature Students	This will not be a joint event with Million +, but we are still going ahead on March 28th	March 2013

### Plans before the next meeting

Between now and the next NEC, we plan to achieve:

My Priority area before the next NEC	What I hope to achieve
HE policy to National Conference	Supporting students' unions to submit education policy to National Conference
Partnership	Continue to work with students' unions, and push within the sector

For the latest news follow @NUSNEC and visit [www.nusconnect.org.uk/nusnec](http://www.nusconnect.org.uk/nusnec)

Degree attainment	Work with Liberation campaigns to publish briefings
Mature / Part-Time	Release campaign pack on this area and build for Mature Student Conference
PGRs who teach	Release research briefing and follow up with unions to develop local campaigns. Day of action on 6 March with PG campaign.
PGT funding	With PG campaign, campaign to create PGT funding 'allies', and build momentum for constituency lobby.
Timetabling	Publish campaign toolkit
Access	Launch 'WP Bible' at Conference
NSS Review	Plan how to ensure membership can feed into review
Education Consultation	Plan how best to deliver this over the next 6 months

### Membership Engagement

Since the last NEC meeting, I have undertaken some union visits and attended a number of events to engage with the membership

Union / event visited	Purpose / Issues arising
Leeds Met SU	Course Rep Conference – Spoke on a panel, delivered a workshop and a 'future of HE' session
University of Oxford SU	Visit to discuss access, post grad and partnerships
De Montfort SU	PIYP and Access Bootcamp workshop
Northampton SU	Course Rep Conference – Chaired a panel, gave keynote and delivered a workshop
Aberystwyth SU	Student media interview with Steph Lloyd
Staffordshire SU	NUS National Course Rep Conference
Cardiff SU	Course Rep Conference; keynote and panel
Southbank SU	Course Rep Conference; keynote
Nottingham SU	Course Rep Conference; delivering workshops and panel

### Media Engagement and External Relations

Meetings attended and media appearances made

Some quotes in the Times Higher Ed

### Declaration of Gifts, Hospitality And Interests

Dinner from UCAS, Lunch from University of Oxford SU  
3 days of annual leave

**NUS National Executive Council  
TO SCRUTINISE**

**Officer Report**

Vicki Baars (VP Union Development)

**Outcomes and Outputs**

My Top priorities since the last NEC	What changes I have achieved or rights I have defended for students and students' unions in these areas
Student Volunteering Week #SVW13 (11 <sup>th</sup> – 15 <sup>th</sup> Feb)	In partnership with Student Hubs we've taken the responsibility of Student Volunteering Week on. Celebrating and showcasing the incredible things student volunteers do including a parliamentary event and awards. *If you're reading this during #SVW13 please do tweet.
FE involvement in democratic structures	Increased internal capacity for engaging with unions to get them to conference given by the customer services team, also new affiliates tracked waiting to see if beat target and unions who may wish to submit policy to national conference given additional support.
Graduate Employability Award	In partnership with Pearson we're in the process of contacting students' union and universities to take part in the first phase of the award.
Blended Learning Strategy (Online Learning)	Blended learning strategy written. Undergoing procurement of an organisation to deliver the work identified in the strategy. Mapping out the requirements and needs across the organisation to embed online training. Ensuring parts of the organisation that are ready to move over go first.
Sabbatical officers unionising	Met with GMB. Planning way forward for communication, monitoring and training.
Commission on Employment	Timeframe establish for work with Soc/Cit, FE and President to establish what we as a movement can do about the issues our members face or will face in terms of employment.
Mapping Participation Research Launched (Monday 4 <sup>th</sup> Feb)	One of the key recommendations of the <i>Mapping Participation</i> research is to ensure that as unions we celebrate and shout about our wins. Rather than engaging in awareness campaigns to make the union more well-known among the student body, we should be engaging in action campaigns that show our value. This links in perfectly with the 'Communicating your Impact' work we're doing in the charity with the New Economics Foundation.
Career Service Standards	Less than 50 per cent (48%) of respondents to a GTI survey (a media group) for graduate career services said that the university had met their expectation in relation to preparing them for work. 24 per cent said university had not prepared them for work. We're consulting and working with the Association of Graduate Career and Advice Services (AGCAS) and a number of unions and university careers services to build a guide/activity to look at improving the provisions that careers services offer to students.

Other achievements of my Zone

- Be a champion project completed, video produced and awards ceremony taken place.
- On-going consultation on the Student Officer Disciplinary Standards Panel.
- Held two strategic planning days for trustee boards and chief execs.
- Planning for external trustee event for the 9<sup>th</sup> of May.
- We've begun work on an affiliation strategy for private providers as per conference policy (Both HE and FE).
- We've written a response to the Mixed Economy Groups (MEG) research outcomes on Students' Union and will be publishing this soon along with.
- We are in conversations with NUS Scotland about Be a Champion being delivered as part of the Common Wealth Games.
- Writing guidance on officer transition (handover).
- We are tendering to deliver research on behalf of the AoC (Association of Colleges) and BUCS (British University and Colleges Sport) into if playing sport at increases your employability.
- Developed 3 video's for unions to use a resource when running their elections – "What is a TV (Transferable Vote) election?", "Candidates do's and don'ts" & "What it means to stand in SU elections".
- I am the change, college activist project and video with the Co-op

<b>My outputs since the last NEC (meetings / actions attended)</b>	NUS Charitable Services Board – 11 <sup>th</sup> Feb
NUS UK Trustee Board – 4 <sup>th</sup> – 5 <sup>th</sup> Feb	SUEI/Quality Mark Development Board – 11 <sup>th</sup> Feb
Membership Engagement Committee/ Communications Scrutiny Group – 30 <sup>th</sup> Jan	Student Volunteering Week and SUEI parliamentary award evening – 13 <sup>th</sup> Feb
Full Time Officer Meeting – 8 <sup>th</sup> Feb	Charity Director Induction Meeting – 8 <sup>th</sup> Feb

**Key Performance Indicators**

KPI	Report on Progress	Date expected
Clear policy stance on youth and graduate unemployment for Conference 2013 communicated widely to unions, public and policy makers	Lots of research and then consultation has taken place. Facts sheet produced to guide evidence based policy. The zone committee has begun to form recommendations	<ul style="list-style-type: none"> <li>• Policy sent out Dec 2012</li> <li>• Discussed at Conference April 2012</li> <li>• Outcome Communicated June 2013</li> </ul>

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60 HE students' union using opportunities barometer with clear progression in impact shown by the majority of clubs	Some research into other progression monitoring systems such as 'Clubmark' has taken place.	Planned to be start work March/April to Launch at Summer Training
Increase in number of FE unions submitting policy to National Conference	Plan in place with customer services Last years 27. This year TBC after deadline. Updates have been circulated to unions	Feb Ring Round March 2013 Submissions
Online Training programme launched for officers	Blended learning strategy written. Procurement of an organisation to deliver the work identified in the strategy.  Mapping out the requirements and needs across the organisation to embed online training.  Ensuring parts of the organisation who are ready to move over go first.	Dec 2012 Webinars Aimed to begin developed in July/August 2013 once the organisational needs are identified and the appointment of an organisation to develop online training programme.
Returning Officer support provided for 100 UK students' Unions and Training Delivered to 40 Deputy Returning Officers	Deputy returning officer events took place in December, one in the north, one in the south.	Completed Training Dec 2013
Better functioning Good Governance Code with 50 unions using the tool and 'shared documents' section utilised	Review is taking place via survey for the whole movement about the effectiveness of the code.	Review underway Unforeseen website issues have delayed the tool kit.
Formal collaborative partnership with a trade union and 50 Students' Union officers joining that union	Partnership secured with GMB, will be contacting officers as they begin their terms	March 2013
FE (learner framework) Engagement Hub Launched	Website launched at FEstival	Completed Sept 2013
70 officers trained on FE Leadership	76 people attended	Completed Nov 2013
NUS understands specific needs of small and specialist unions – measured through review responses.	Needs assessment consultation and networking events will have taken place on the 21 <sup>st</sup> (South) and 23 <sup>rd</sup> (North). Travel bursary given. Outcome from these events will be reported to the next NEC.	Jan 2013 Completed Events
Joint materials produced with Defend the Right to Protest for national demo	Financial support given to Defend the Right to Protest to produce Bust Cards as well as them appearing on the App that Soc&Cit have produced.	Completed Nov 2013

**Plans before the next meeting** Between now and the next NEC, we plan to achieve:

My Priority area before the next NEC	What I hope to achieve
Unionisation of Sabbatical Officers	To build communication plan with newly elected officers entering the student movement and another for sabbatical officer continuing into a second year.
Commission on Employment	Evidence gathered on what unions are currently doing around study leaver employment.
Small &/or Specialist delivery plan	Using the information gathered and a survey for those that couldn't make it we'll be drawing up an action plan
Activist Hub	Activist hub ready and launched and train the trainer events planned.

**Membership Engagement:** Since the last NEC meeting, I have undertaken some union visits and attended a number of events to engage with the membership

Union / event visited	Purpose / Issues arising
Pound in Your Pocket Launch Workshop – 28 <sup>th</sup> Jan	Attended to catch up as I missed the FTO presentations in January due to being on annual leave.
Unions 94 – 29 <sup>th</sup> Jan	Attended as lead contact for Unions 94 and also consulted on the careers services standards work the zone is doing. A key conversation topic was about the future of the 94 group given the significant change to the groups membership.
Glasgow Caledonian University Students' Association – 31 <sup>st</sup> Jan	To deliver a workshop on public speaking as part of their Student Leadership Programme.
Reid Kerr College Students' Association – 1 <sup>st</sup> Feb	To support the SA to deliver a petition to their MSP about the Fund Scotland's Future Campaign. (aka photographer extraordinaire)
Westminster Higher Education Forum – 7 <sup>th</sup> Feb	To hear speakers talking about student life/experience outside of academia. Raised questions about institutions responsibilities in providing affordable accommodation as per the Welfare Zones accommodation cost research.
University of West London – 18 <sup>th</sup> Feb	Spoke at course Rep Conference
Charity Commission event 'Managing risks associated with events, speakers and publications as Charities' – 21 <sup>st</sup> Feb	To better understand how the charity commission work with HEI's and SU's
Reclaim the Night Manchester, 21 <sup>st</sup> Feb	To lend support to feminist actions taken to challenge blame culture.
Student Feminist Conference, 23 <sup>rd</sup> – 24 <sup>th</sup> Feb	To meet feminist students from across the UK.

**Media Engagement and External Relations:** Meetings attended and media appearances made

**Issues:** During this period I have become aware of the following issues not recorded elsewhere

For the latest news follow @NUSNEC and visit [www.nusconnect.org.uk/nusnec](http://www.nusconnect.org.uk/nusnec)

**Declaration of Gifts, Hospitality And Interests**

Trustee Board evening meal

**NUS National Executive Council  
TO SCRUTINISE / NOTE**

**Officer Report**

Pete Mercer (VP Welfare)

**Outcomes and Outputs**

<b>My Top priorities since the last NEC</b>	<b>What changes I have achieved or rights I have defended for students and students' unions in these areas</b>
Pound In Your Pocket (PIYP) (High Priority)	Have completed all 5 PIYP regional cost workshops, with net attendance of around 60 SU officers and staff. A broad spread of officers/staff now understand the research and the themes of the policy recommendations. Have also released the written consultation document, which has been downloaded by over 230 people so far, the responses to which will form the foundations for NC2013 policy.
Accommodation Cost (High Priority)	Have produced the Accommodation Cost Guide which empowers Unions to take action locally on rent inflation, with their institutions in particular, but also private providers. Accommodation cost also comprised part of the cost workshops.
London Mayor's Housing Covenant (Medium Priority)	Met with a range of officers and staff from London, as well as Shelter, to guide conversations on how to respond to Boris Johnsons covenant on the state of the Private Rented Sector in London
GUM clinics (Low Priority)	Met with the British Association for Sexual Health and HIV to discuss putting out a survey to students on the proposed changes to data sharing and confidentiality in GUM clinics.

**Key Performance Indicators**

KPI	Report on Progress	Date expected
Accommodation Costs Survey Report produced	Done	
Launch of NeighbourHub	Not done yet	Feb 13
NUS Group signed up to Time to Change pledge	HR in NUS interacting with TTC to scope pledge	March 13
Best practice guide to Healthy FE produced	Not started	March 13
10 candidates have documented interaction with Sus/make statement about students in Police and Crime Commissioner Elections	Anecdotally aware of around 8 hustings with SUs, with multiple candidates at each meaning target has easily been passed, but need to collate documented evidence.	Dec 12
Grants issued to 10 students' unions to organise interfaith activities	Done. Grants have been awarded to 15 SUs (including 5 FE colleges)	
30 students' unions implemented external speaker guidelines	Know it's happening in a widespread way, but don't have evidence yet.	Probably done, realistically speaking!
5 sites get blocked as a result of SU lobbying	Work not started	?
Government clarifies what is meant by 'reasonable grounds' for searches and returns to pre-reform policies	Work not started	Feb 13
Islamic students and others with specific objections to interest can access FE/HE loans	Liam met with David Willett's, progress made, political argument won but logistics still need to be sorted	?

**Plans before the next meeting**

Between now and the next NEC, we plan to achieve:

My Priority area before the next NEC	What I hope to achieve
Cyber-bullying	To have put out a briefing on local policies
Stop and Search	To have written to Therese May asking for clarification on 'reasonable grounds' for searches
Tenancy deposit Scheme advice	Will hopefully have put advice cards together

For the latest news follow @NUSNEC and visit [www.nusconnect.org.uk/nusnec](http://www.nusconnect.org.uk/nusnec)

	with ShelterUK
Time To Change	To have established and signed a pledge on mental health for NUS
Pound In Your Pocket	Have consultation responses in and fed into policy development

### Membership Engagement

Since the last NEC meeting, I have undertaken some union visits and attended a number of events to engage with the membership

Union / event visited	Purpose / Issues arising
16/1 – Future Of Education, Manchester	Presenting Pound In Your Pocket
17-18/1 – Strategic Conversations	Conversing strategically
23/1 – Meeting with London sabbs	London Mayor’s PRS Covenant
28/1 – Pound In Your Pocket workshop, London	Presenting
29/1 – Pound In Your Pocket workshop, Portsmouth	Presenting
30/1 – Pound In Your Pocket workshop, York	Presenting
31/1 – Pound In Your Pocket workshop, Liverpool	Presenting
6/2 – Welfare Zone Committee Meeting, Birmingham	Convening
7/2 – Welsh Welfare Bootcamp, Carmarthen	Speaking
11/2 – UEL conference on legal loan sharks	Speaking

### Media Engagement and External Relations

Meetings attended and media appearances made

- 12/1 – Spoke at British You Council conference on 16-19 Bursary Fund
- 23/1 – Met with Shelter to discuss response to London PRS consultation
- 26/1 – Met with British Association for sexual Health and HIV on GUM clinic confidentiality
- 4/2 – Spoke on BBC Asian Network on student loans and Muslim students
- 4/2 – Sexual Health Dinner in parliament with BD and Brooke
- 5/2 – Was in parliament for the Equal Marriage vote
- 8/2 – AMOSSHE/ECU conference, spoke on services and impact on protected characteristics

### Declaration of Gifts, Hospitality And Interests

Sexual Health Dinner in parliament – basically we talked gonorrhoea over beef wellington (literally)
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**NUS National Executive Council  
TO NOTE**

**Officer Report**

Kelley Temple (Women’s Officer)

**Outcomes and Outputs**

My Top priorities since the last NEC	What changes I have achieved or rights I have defended for students and students’ unions in these areas
Fair to Care – Student Carers	The final stage of the research is underway with focus groups and interviews taking place from the end of January until the beginning of March. We are working to heavily encourage participation in the research with Student Unions and get a good spread in the diversity of participating student carers. We are on track to have the report completed by May 2013. Student Carers have been included as a Target Group within NUS’ guidance on access agreements (in England) and OFFA have indicated interest in our work on the issue. Delivering Workshops at Student Feminist Conference and NUS Women’s Conference.
Women’s Conference	Women’s Conference will be taking place in York on the 5 <sup>th</sup> and 6 <sup>th</sup> of March at a cost of £19 for FE and £29 for HE delegates. Registration closes on 15 <sup>th</sup> February. Women’s Conference Agenda, speakers and entertainment (mostly) confirmed and working to drive participation to high numbers.
Lad Culture Research	Lad Culture Report will be launched at NUS Women’s Conference on 5 <sup>th</sup> March. The literature review and research findings (both conducted by Researchers from University of Sussex) are complete and we are in the final stages of preparation of the work to a student union audience to maximise the impact of the research.
Abortion	NUS will have hosted (by the time of NEC) the Abortion Rights Executive Committee Meeting and have released our guidance on keeping campuses pro choice and anti choice groups off campuses.
Liberating the Curriculum in Colleges	Adapted campaign briefing and union development has been deprioritised for the next month or so due to the time pressures of both the Lad Culture and Student Carers Research.
Training	Muslim Women I Will Lead the Way Training Day taking place on 22/2/13 in Birmingham, Liberation Activist Training Day will be in March with all Liberation Campaigns. Student I Will Training day will take place in March. Staff Train the Trainer I Will Lead the Way day sold out in 4 days, so we are putting on an additional training day for staff.

**Other achievements of my Zone/Section/Campaign/Nation**

Women’s Campaign newsletter January

**My outputs since the last NEC (meetings / actions attended)**

Attended the British Youth Council Equality 4U day to lead on the workshops to establish Young Women’s Liberation Campaigns and focus on campaign priorities for young women in BYC and member unions.  
 Spoke at Abortion Rights Protest of the ‘Pro Choice Students Alliance’  
 London Feminist network feminist conference organising group and meetings (x2)  
 NUS Women’s Committee Meeting

<p>NUS LGBT Committee Meeting  NUS Full Time Officer Meeting  NUS Full Time Officer Residential  NUS Liberation Equality and Diversity Committee Meeting  EQUALS Visioning Session  NUS Scotland Liberation Campaign Meeting  NEC  <b>Student Volunteering Week Parliamentary Reception</b>  Meeting with ESU 'Working Group'  UCU Women's Network Meeting</p>
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### Key Performance Indicators

KPI	Report on Progress	Date expected
Media Coverage for supporting carers in 1 national paper and 1 online feature.	Working towards student union action on carers rights day, aiming for student media coverage	Tbc
10 womens anti-cuts campaigns being run on a local level, with reported successes/impact.	Pre demo focus was on mobilising women for women's block on demo, post demo is now supporting the creation and development of local anti cuts campaigning	In process
Adapted briefing on LTC launched	Still in progress	Delayed
40 unions sign up to zero tolerance on sexual harassment standards/projects	Training still in design stage and undergoing wider review, 3 unions in contact re applying for accreditation including York college	Reviewing the process.
100 women mobilised for the MWR and RTN actions.		RTN Completed, MWR in March
100 Women across all three events have been supported to become leaders and/or activists	Planning for all events and women's conference in progress	Muslim Women's I Will Day 22 <sup>nd</sup> Feb and I Will days/activist training taking place in March.
30 students' unions download the resources for each of the briefings		
Report on Lad Culture completed January	Literature review and Research findings completed.	Launched March 5 at women's conference.

### Plans before the next meeting

Between now and the next NEC, we plan to achieve:

My Priority area before the next NEC	What I hope to achieve
Women's Conference	Getting high numbers registered and attending for NUS Women's Conference in March
Fair to Care	Student unions facilitating participation in qualitative research groups
Consent	Consent workshop resources to be ready for NUS Women's Conference
Zero tolerance	Reviewing the Zero Tolerance Process in NUS and creating a more robust and collaborative approach to Zero Tolerance in Student unions and nationally.

### Membership Engagement

Since the last NEC meeting, I have undertaken some union visits and attended a number of events to engage with the membership

Union / event visited	Purpose / Issues arising
UCL	Encouraging women to run in student union elections

Staffordshire University	To Speak against the change of the Women's Forum to Gender Equality Forum
University of Manchester Student Union	Meeting the Women's Officer regarding Reclaim the Night and Women in Student Union Elections
RHUL FemSoc President	Event planning for RHUL Femsoc Events
Lancaster	Million Women Rise Eve Endsler Visit
Oxford University	Julian Assange Protest at Oxford Union with Oxford Women's Campaign
Cambridge University	Cambridge Reclaim the Night
Bangor Women's Group	To discuss campaigning priorities and women's conference
UCLAN	UCLAN Feminist Society F Word Event
Kent University	Women and Elections Workshop

### **Media Engagement and External Relations**

Meetings attended and media appearances made

<p>Cosmopolitan re: sexual harassment  Glamour Magazine regarding lad culture  Huffington Post article on Sexual Harassment and Students</p>
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### **Issues**

During this period I have become aware of the following issues not recorded elsewhere

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### **Declaration of Gifts, Hospitality And Interests**

I took 2 days of annual leave

## Report of Hannah Paterson

This year has been jam packed with change making campaigns and student engagement. The campaign has gone from strength to strength and its been an incredible opportunity to be at the forefront of the campaign. The below report details the activities, achievement and wins we've had and details some of the upcoming plans for second half of the year.

### Mental Health

Over the past year I've really tried to move the work on mental health we do away from the awareness raising campaigns to campaigns that create positive change for students with mental health problems. This has included getting unions signed up to the **Time to Change Pledge** and to action plan ways in which they can better support employees with mental health problems and for unions for campaign for universities to also sign up to the pledge. I have also pushed NUS to lead by example and reexamine our pledge and creating a new action plan with aspects we hope to improve over the coming year.

We have two **Mental Health Days** in the calendar. One just before conference and one just after, these are split across the country with one in the North and one in the South. The training days will bring students and officers together to share best practice, discuss issues and gain new campaigning skills to take back to their unions.

I have created **Activists Mental Health Guides** that encourage campaigners and activists to think about how the work they do can impact an individuals mental health, ways to mitigate these problems and diminish the impact of campaigning on mental health. You can find these guides online to download here: <http://www.nusconnect.org.uk/news/article/studentmentalhealth/Activist-Mental-Health-Guides-download-now/>

I have also looked at how mental health is supported through the way that education is delivered. Looking at **specific education policy** to either fight policy that is detrimental to those with mental health problems e.g. 'Fit to Sit' (the policy that states if you are well enough to sit an exam they you can't submit mitigating circumstance). I have also looked at the policies that aim to support those with mental health problems e.g. Mitigating/extenuating/special circumstances, encouraging students unions to adapt best practice from across the country and re-imagining how policy can truly support the learning experience of disabled students.

During a number of my **blogs** I have tackled the issue of mental health, talking specifically of my own issues with my own mental health. For International Day of Disabled People numerous leaders throughout the student movement have also taken great courage and blogged about their experiences of their mental health problems. The feedback I have had from this campaign has been truly touching with messages from students, staff and officers getting in touch and discussing how it has made them reevaluate how they feel about mental health, particularly their own. This campaign has resulted in some finally accessing help, or taking steps to improve how they were feeling. Officers in different unions have also taken the idea and replicated within their own campuses getting sabbs and prominent students on campus to blog about disability, including their mental health problems.

I have been working with the **Equality Challenge Unit to research and make recommendations for the reasonable adjustments that can be made by university for those with mental health problems**. Once this research has been completed unions can lobby for universities to implement these recommendations.

After Mental Wealth Matters requested a freedom of information request about the increase in student suicide while at university, I **spoke to several journalists** about the increase pressure that students are facing at university, mental health problems and suicide within student life.

I have worked to encourage a **culture within Union officers to re-evaluate work practices in order to practice self care**, e.g. Only working contracted hours, getting sleep, making sure that eating is healthy and really thinking about how they take care of themselves in the role.

I have worked in **partnership with Mental Wealth Matters** in order to encourage unions to set up societies campaigning to improve mental health on campus.

## Disabled Activism

We are in the process of organising the activist training days in conjunction with the other liberation campaigns to give disabled activists the tools to go back to their campuses and make lasting positive change. We are also finalising two mental health training days and had a number of disabled students in attendance at the NUS Student Activism event.

## Disabled History Month

Has been a huge success this year, we have really pushed unions to not only celebrate the incredible disabled people and their achievements who have come before us but to think about what changes we can make ourselves. We have worked closely with the organisers of Disabled History Month to promote events and activities across the country. We have redeveloped the toolkit to ensure that change campaigns are being achieved on campuses pushing student unions to register as hate crime reporting centres as part of the activities or signing up to the access challenge.

For the International Day of Disabled People we worked to remove stigma within the student movement by encouraging prominent leaders in the student movement to 'come out' as disabled and blog about their experiences. Over 20 articles were written and posted on both NUS connect and on [www.liberateyourself.co.uk](http://www.liberateyourself.co.uk).

## Fighting the cuts

ATOS, the IT company who are being paid billions to assess and remove disabled people from benefits, sponsored the Paralympic Games. **NUS were present at the anti-ATOS protests outside their offices** (in accordance with policy passed at our last conference which supported direct action against benefit cuts). We also encouraged students to write letters to ATOS protesting the assessment process that is used (inefficiently) to assess disabled people's ability to work. These letters were then delivered to the London ATOS office in a handmade coffin.

Committee passed **policy against CO-OP's partnership with ATOS**, encouraging students unions who were affiliated with CO-OP to apply pressure for them to stop working with them. Jawanza Ipyana (committee member open place) took a lead lobbying CO-OP, particularly online, encouraging people to question CO-OP's relationship with the company. I am pleased to announce that after this pressure (coupled with pressure from other disabled people's movements) CO-OP will not be renewing their contract with ATOS.

It has become apparent throughout the year that ATOS is being invited onto numerous university campuses as part of recruitment drives and even more worryingly in some cases are involved in delivering teaching on health and social care modules. We have been **supporting unions to challenge ATOS's presence on campuses**.

NUS engaged with **the Hardest Hit** lobbying campaign which saw over 50 union officers taking online action to promote Pats Petition against changes to disability benefits.

I was part of the **NUS block on the TUC demo** along with other committee members representing Disabled Students.

Over the coming term we will be **working in partnership with Disabled People Against the Cuts in a joint campaign against benefit cuts**. That will harness the power of the student movement and try to engage as many students as possible in order to challenge and campaign against the cuts.

I have **supported student unions** to campaign against cuts in a way that they deem suitable, this has included providing information about safe direct action, using online campaigning such as thunderclap or campaign planing.

## #demo2012

The disabled students campaign was quite literally at the **forefront of #Demo2012** leading the march with a

disabled students block. Due to the nature of demos it was impossible to make #demo2012 accessible for everyone but I worked closely with the organisers throughout the planning process and on the day to ensure it was accessible as possible. This included checking the route, marking toilets, having the disabled student block setting the pace of the march, safe guarding stewards, a mobility bus, accessible toilets at the rally, a wheelchair user viewing platform, British sign language interpreter at the rally to name a few. I also worked closely with the Vice President Society and Citizenship to develop an iPhone app that detailed the route of the march including accessible toilets and safeguarding points, provided information on protestors legal rights, the ability to download a Find My Friend app as well feeds to the twitter hash tags. The campaign also took the political lead by challenging the inaccessible behaviour displayed by a minority of campaigners who chose to storm the stage at the rally in an open letter signed by over 50 student leaders.

## **Personal Care**

We have been **continuing the work** of the campaign from last year on personal care advocacy by exploring the options that are available in order for the service to be successful and full fill the needs of disabled students in need of personal care.

## **The Access Challenge**

We have been continuing the excellent work that we did last year with the **access challenge** working closely with Attitude is Everything to get unions signing up to the campaign and creating action plans to make positive changes to the accessibility of their unions, both physically and culturally.

## **Hate Crime**

We have responded to the 'No Place for Hate – Hate crimes and incidents in further and higher education: disability' report conducted but the disabled students campaign last year by **encouraging students unions to register and set up as hate crime reporting centres.**

## **Disabled Students' Allowances**

Disabled students' have been represented by me on the **Disabled Students' Allowance Quality Assurance Group** through regular meetings. I have pushed hard and secured a win for students by ensuring that all registered assessment centres and equipment providers **display their key performance indicators** through an independently run website providing advice, guidance and reviews for students e.g. Their waiting times for the assessment process to be complete and for equipment to be delivered. The website also provides the opportunity for students to provide a space to review the service they received.

For the last term I have sat on the **Student Finance England stakeholder group**, representing disabled students views, particularly highlighting issues with regards to issues with postgrad funding and challenging the increased influence of stakeholders who financial benefits from students and reasserting the importance of the student voice. We have achieved this by ensuring that the student voice is fed into the work that Student Finance England have been doing through numerous focus groups, questionnaires and written feedback.

I have ensured that within NUS's **Pound In Your Pocket research** (a huge research project that looks at the financial support and maintenance) the impact of financial difficulties on disabled students have been investigated. The research has identified particular issues for disabled students and provided recommendations for how to fight for wins for Disabled Students e.g. Readdressing the issues with Disabled Students Allowance in Further Education.

## **Accessibility**

I've worked to **improve the accessibility of NUS events**, working with NUS staff and management to improve the accessibility within the organisation, moving past the physical aspects related to access but thinking about culture and the way that all aspects of the organisation can support individuals access needs.

## **Training and the Membership**

I have made a huge effort to ensure that I am **at as many training events as possible**, really challenging student officers on their understanding of what disability is, encouraging them to embed accessibility into all that they do and campaign to make positive changes for disabled students on their campuses. During the Summer training period I was in attendance at 10 training events the majority of these residential and included Leading Active Student Engagement, Lead and Change, FE Leadership and Understanding Liberation.

I have also ensured that I am available to **visit unions** all over the country, talking at union events, running workshops or campaign planning within disabled student officers/societies.

Throughout the year I have continued this presence at as many NUS events as I can make it to and tried to ensure that I am embedding the campaign and making it relevant to the event and the zone it fits in with. This has encouraged student union officers to really evaluate how the campaign links to their work plans e.g. For the Higher Education zone I ran workshops on the 'Fit to Sit' exam policy and accessible learning, in the Welfare Zone I ran sessions on mental health campaigning.

This year we have really **pushed and promoted the Frontrunner training by Common Purpose** which trains up disabled leaders within Higher Education.

### **Sports**

In the wake of the Paralympics I have worked closely with staff at NUS to support funding bids with BUCS for disability sport in universities, we have also been promoting disability sports and what unions should run them at different unions, helping with funding bids and encouraging them to investigate ways in which that can support disabled sports groups in their institutions, campuses and communities. Bradford have taken an excellent lead on this as part of their bike hub projects with a regular disabled cycling group, which I got to go a try out, it was excellent and I managed to actually ride a bike without falling off.

### **Cross-Liberational Work**

I am a firm believer in both cross-liberation work and intersectionality, highlighting any overlapping issues for the campaigns. I have also been present a numerous liberation protests, actions, marches and events to make sure that Disabled Students are present, these have included; Pride marches, slutwalks, reclaim the night, protest against transphobic articles in the guardian.

I have been working hard to keep **www.liberateyourself.co.uk** up to date, answering the questions asked and encouraging students from across the country to write about their own experiences the website has now nearly had 40,000 views since its creatinine and over 150 people have submitted pieces or have answered questions that have been asked to the website.

For #Demo2012 as part of our cross liberation work we published **joint liberation briefings**, committee training was done with all the other liberation campaigns and activist training days will be run in conjunction with all the liberation campaigns.

### **Office of the Independent Adjudicator (OIA)**

I have worked closely with the OIA ensuring they make positive changes to the way they support disabled students complete there complaints processes against their Universities (there isn't an OIA for FE, I've been helping the FE zone to campaign for this!).

### **Online Mentoring**

I have started the work towards an online mentoring service for disabled students so that they can talk about their experiences and share hints, tips and peer support. We are working with mentoring charity Brightside to establish the best way for this project to be turned into a reality.

### **Consultation responses**

We are working closely with other disability organisations, such as Disability Rights UK in order to ensure that the voice of disabled students is put forwards to proposed government changes.

### **Challenging Language Use**

We have been working on a campaign that challenges the use of ableist language that will ask people to really think about the words that they use and change ableist terms to something that they actually mean. E.g. using ridiculous instead of crazy.

### **Further Education**

I have really **pushed for the campaign to be engaging with the Further Education**, this has involved being present at all FE training NUS has run, making sure that disability issues are integrated into the agenda and that I in regular contact with student leaders from FE.

### **Campaign's Review**

The campaign was mandated at last conference to explore the way that it was delivered and what was the most appropriate way that the campaign could continue to truly represent disabled students, this included looking at the way the campaign set policy, the makeup of the committee, the delegate entitlement for each union (and the knock on impact that this had for costs). This is an incredibly important change to make and is a real shake up and opportunity for the campaign to really progress and improve. We have conducted focus groups and conducted research to establish issues that need to be addressed in this review, we have also spent a considerable amount of time working with staff within NUS to establish and collate feedback from previous conferences. Although this work has been extensive it hasn't harnessed the feedback from the student body that is required to make a informed and appropriate decision about the direction of conference, this has meant that no proposals have been brought forward to this years conference but full consultation with delegates has been written into the agenda as a key component to ensure that these vital changes are achieved and informed by the needs of disabled students.

### **Working with External Organisations**

I have developed close working relationships with a range of external organisations, to work collaboratively on projects and to expand our networks of contacts. Organisations include Trailblazers, the Alliance for Inclusive Education, Parasport, Direct Action Network, Radar, EmployAbility, Together-UK, Higher Education Funding Council for England, British Youth Council, Disabled History Month, BUCS, Disabled People Against the Cuts, Hardest Hit consortium and Attitude is Everything to name but a few.

### **General NEC Activities and Nation Work**

I have had regular Disabled Students' Committee meetings, and have represented the issues our campaign faced regarding accessibility at National Conference, NEC meetings, Convenors, Zone Conferences.

In order to form stronger relationships with the Nations I have been in regular contact with the full time officers in the nations and have attended their summer training events. Over the coming term I am hoping to visit both of the nations to discuss how unions are engaging with the campaign.

### **External Political Activities**

I attended and lobbied at the Labour Party Conference. I was also a delegate at the British Youth Council conference and will be running training for their liberation training day. I was the keynote speaker at the Unison Education conference talking about access to education and #demo2012. I have also attended the Global Student Summit. I have also be involved in the protests against the UK Border Agency decision to deport international students.

### **Media Engagement, Social Media and Newsletters**

Over the past year, I have been in contact with The Guardian, student union media outlets, regional radio stations and the BBC, discussing predominantly the cuts, disability hate crime, changes to benefits, personal support and increased suicide rates. Additionally, I have written blogs on a range of issues affecting disabled students, and have promoted the work that we do as well as the work of other organisations, through Jiscmail (distributing a bi-weekly newsletter), Facebook and Twitter.

### **Contentious Issues**

I only contentious issue I have faced this year has been at Birmingham Guild where disabled students submitted a motion to allow friends and carers to vote for the disabled students officer. I worked closely with disabled students activists on campus to try to defeat this motion to conference. Talking with both the proposer and those opposing it, offering support and writing an open letter to all council members.

## **Conclusion**

The last year has been an incredible one. I have really enjoyed leading the campaign and although it has been draining I have loved every second of it. I look forward to the next 6 months and being able to complete the projects that I have started.

Hannah Paterson

Disabled Students Officer (2012-2013)

**NUS National Executive Council  
TO SCRUTINISE / NOTE**

**Officer Report**

Finn McGoldrick and Sky Yarlett (LGBT Officers)

**Outcomes and Outputs**

My Top priorities since the last NEC	What changes I have achieved or rights I have defended for students and students' unions in these areas
Equal Marriage	Met with Mike Freer and Simon Kirby at Portcullis House, held a lobby of parliament with students attending from Liverpool, Manchester, Kent and Middlesex, attended rally outside Houses of Parliament. Equal Marriage vote passed.
LGBT History Month	Contacting LGBT societies and helping to support them to run events locally, looking at updating LGBT history month briefing,
LGBT Conference	Organising workshops. Speakers and opened registration for LGBT conference
Out in Sport	Producing posters and materials for unions to use, developing training programme, supported students in organising meeting with BUCS regarding trans* regulations

Other achievements of my Zone/Section/Campaign/Nation

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My outputs since the last NEC (meetings / actions attended)

Both attended Liberation, Equality & Diversity and Full Time Officer meeting, Sky attended Q-Taster with Camden LGBT forum, Finn attended ECU board meeting
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**Key Performance Indicators**

KPI	Report on Progress	Date expected
Activists involved in lobbying national and local	Thousands of cards to PM, in run up to equal marriage local and national lobby happened.	Completed.
Media Coverage	NUS LGBT has had more media coverage than ever before. Working with Trans Media Watch to produce guide on how to report LGBT issues in the press	Ongoing
Day of action/lobby of parliament	Lobby happened, physical lobby of at least 10 MPs, requested meetings with around 30/40 meetings, and online lobbies beforehand.	Completed
Engage faith groups	Worked with student and non student faith groups on equal marriage campaign	Ongoing

**Plans before the next meeting**

Between now and the next NEC, we plan to achieve:

My Priority area before the next NEC	What I hope to achieve
Preparing for LGBT Conference	Around 400 people registered, workshops spots filled up.
Attending NUS USI LGBT Conference in Derry	Share knowledge of NUS UK LGBT Campaign, inspire activists.
Feminism and LGBT event at Kent Union	Finn to speak at event in Kent regarding LGBT women's barriers to participation
Go to Leeds College of Music	Support their 'Alternative Love' day

Attend Recognising Diversity session	Find out about research and contribute to session on Gender Recognition Act.
Kingston University	Run session on Trans and Queer and help to diversify their LGBT society.

### Membership Engagement

Since the last NEC meeting, I have undertaken some union visits and attended a number of events to engage with the membership

Union / event visited	Purpose / Issues arising
Heythrop College (Sky)	Give a brief overview of LGBT History, issue with Archbishop arising but working with interfaith.
UCLU LGBT Society – Trans 101 (sky)	To provide insight and knowledge on Trans issues.
British Youth Council – Equality4U conference (Committee member attended)	Facilitation and to give info on history of LGBT Liberation.

### Media Engagement and External Relations

Meetings attended and media appearances made

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### Issues

During this period I have become aware of the following issues not recorded elsewhere

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### Declaration of Gifts, Hospitality And Interests

We acquired some stationary from parliament...

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**NUS National Executive Council  
TO SCRUTINISE / NOTE**

**Officer Report**

Aaron Kiely (Black Students' Officer)

**Outcomes and Outputs**

My Top priorities since the last NEC	What changes I have achieved or rights I have defended for students and students' unions in these areas
Defending Black History in the Curriculum	<ul style="list-style-type: none"> <li>• Michael Gove, Education Secretary, announced plans to remove Mary Seacole and abolitionist Oluadah Equiano from the National Curriculum in favour of more 'traditional figures' such as Winston Churchill. We sent an open letter along with other leading Black activists, academics, politicians and allies to Gove - this was published in The Times.</li> <li>• To read the full list of signatories, you can read the full open letter here: <a href="http://www.obv.org.uk/news-blogs/open-letter-rt-michael-gove-mp">http://www.obv.org.uk/news-blogs/open-letter-rt-michael-gove-mp</a></li> <li>• The petition gathered over 35,000 signatories and eventually prompted a u-turn from Michael Gove. Shows that campaigning can make a difference!</li> </ul>
NUS Anti-Racism Anti-Fascism Conference – March 20 <sup>th</sup>	<ul style="list-style-type: none"> <li>• Significant progress made on this Conference. It hasn't been held for several years but I am delighted that this year it will take place on Weds March 20<sup>th</sup> at ULU!</li> <li>• Key themes of the Conference include: Challenging all forms of racism, Islamophobia and anti-Semitism Stopping fascists Nick Griffin and Andrew Brons in the 2014 European elections Tackling hate crimes on our campuses and in our communities 'No Platform for fascists' in the student movement Uniting Jewish, Black, LGBT, women and disabled communities against the threat of fascism Challenging attacks on international students</li> <li>• Speakers and activists from various organisations (political, faith, trade unionists etc) will be speaking as well as hosting workshops</li> <li>• The event will be free to delegates and is open to all students, activists and officers</li> <li>• We also hope to be able to issue advice and guidance on setting up SU's and institutions as hate-crime reporting centres</li> </ul>
#TackoMustStay – supporting our Committee member fighting deportation	<ul style="list-style-type: none"> <li>• Tacko Mbengue is an LGBT rep on the National Black Students' Committee who is in the process of appealing the rejection of his claim for asylum. On the 9<sup>th</sup> January around 40 supporters of Tacko came to support him at his hearing.</li> <li>• Unfortunately the hearing, as is the case in many, was adjourned until March. This now means that we must mobilise again and as many faces from NUS would be extremely helpful to show the breadth of support Tacko has.</li> <li>• We set up the #TackoMustStay hashtag and received a lot of supportive messages and retweets from across the student movement.</li> <li>• We received press from The Guardian, PinkNews, Huffington Post, AOL.com.</li> <li>• In addition to this - we hopefully will be producing some research about the immigration system, highlighting the</li> </ul>

	effects it has on Black students.
Launched student statement against the French and British intervention in Mali	<ul style="list-style-type: none"> <li>Working with the Stop the War Coalition we launched a statement opposing British and foreign intervention in Mali.</li> <li>The Mali intervention will only end in destruction, loss of life and deep anger against the west. I'm proud that our Campaign doesn't sit in silence as the attempted recolonisation of Africa takes place.</li> <li>To read the full statement and sign it check: <a href="http://nusconnect.org.uk/blogs/blog/aaronkiely/2013/02/01/No-British-intervention-in-Mali-say-leading-students-activists/">http://nusconnect.org.uk/blogs/blog/aaronkiely/2013/02/01/No-British-intervention-in-Mali-say-leading-students-activists/</a> Email: <a href="mailto:aaron.kiely@nus.org.uk">aaron.kiely@nus.org.uk</a> to add your signature.</li> </ul>
Solidarity with Greek Anti-Fascists	<ul style="list-style-type: none"> <li>Attended and spoke at the successful solidarity demonstration with Greek Anti-Fascists organised by the Greek community along with Unite Against Fascism. Golden Dawn is an overtly fascist organisation, with its logo closely resembling a swastika, carrying out violent attacks on the migrant communities in Greece. A spokesperson also famously punched and assaulted two socialist women MPs on television.</li> </ul>
Marking Holocaust Memorial Day (HMD)	<ul style="list-style-type: none"> <li>Ensured NUS marked HMD by email to membership, promoting events and blogging about the importance of this day. We should never forget the 6 million Jewish people killed by the Nazis, as well as the millions of other LGBT, disabled, Roma, trade unionists and opponents of the Nazis. It is very important that we continue to build genuine unity between all communities threatened by fascism.</li> <li>Make sure you check out the HMD Trust "Build A Bridge" minisite including a powerful video - 'Lessons Learnt?'</li> </ul>

#### Other achievements of my Zone/Section/Campaign/Nation

<p>Birmingham Black Students lead an occupation against the proposed redundancy of Black academic Dr Jose Nafafe.</p> <p>There was a highly successful gala fundraiser for Gaza held at Nottingham Uni organised by the BSO there.</p> <p>Kent Union held a successful Black leadership forum that I was pleased to speak at. This mirrors other meetings across campuses where Black students are organising to increase their representation in their SU - very much welcomed!</p> <p>Posted my blog about the importance of Black and LGBT unity in opposing homophobia, transphobia &amp; racism as well as promoting the Equal Marriage Campaign</p>
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#### My outputs since the last NEC (meetings / actions attended)

<p>Unite Against Fascism Conference planning meeting</p> <p>ARAF Committee meeting - 19<sup>th</sup> Jan &amp; 7<sup>th</sup> Feb</p> <p>FTO meeting - 8<sup>th</sup> Feb</p> <p>FTO Residential</p> <p>Solidarity with Greek anti-fascists demonstration</p>
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#### Key Performance Indicators

KPI	Report on Progress	Date expected
BS Fresher's Packs to over 60 Unions	KPI met - over 100 Fresher's Packs sent out	KPI met
BHM 25 events held across the country	KPI met - many events held, including 30 Great Debate Tour meetings supported by the BSC, events attended by Committee members, a successful national event in London.	KPI met

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15% increase in the number of Black Student Officers elected	Elections training to be held at Winter Conference - main elections drive in term 2	Term 2/3
ARAF Conference held with 80% satisfaction rating	To be held term 2	Term 2
Black Womens Conference held	To be held term 2	March term 2
Black Anti Cuts Briefing Released	Contribution made to mobilising liberation groups for #demo2012 briefing	Term 2
10 IPJ key events held across UK	Successful BHM Venezuela event by the BSC	Term 3

### Plans before the next meeting

Between now and the next NEC, we plan to achieve:

My Priority area before the next NEC	What I hope to achieve
Organising NUS Anti-Racism Anti-Fascism Conference – March 20th	A successful event bringing together students, Black, Jewish, LGBT, women and disabled communities and all those opposed to racism and fascism. Equipping students they need with skills to challenge all manifestations of racism and fascism.
Launching our Black Students' Elections Guide	Encouraging and supporting the next generation of Black student leaders to stand for elections in their Unions and create more Black Student Officer positions.
Student session at Unite Against Fascism Conference – March 2 <sup>nd</sup>	Organising a student session at the UAF Conference.
Black Women's Conference - March 23rd	Organised in partnership with the Black Women's Forum this event will be held at ULU bringing together Black women and students from across the country in a space to discuss the issues and challenges facing Black women in Britain and across the world.

### Membership Engagement

Since the last NEC meeting, I have undertaken some union visits and attended a number of events to engage with the membership

Union / event visited	Purpose / Issues arising
Kent Union	Black Leadership forum
Goldsmiths SU	Iraq war debate

### Media Engagement and External Relations

Meetings attended and media appearances made

AOL.com, Huffington Post, The Guardian, PinkNews, Morning Star, The Voice newspaper, Operation Black Vote, The Times
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### Issues

During this period I have become aware of the following issues not recorded elsewhere

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### Declaration of Gifts, Hospitality And Interests

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**NUS National Executive Council  
TO SCRUTINISE / NOTE**

**Officer Report**

Robin Parker, NUS Scotland President

**Outcomes and Outputs**

My Top priorities since the last NEC	What changes I have achieved or rights I have defended for students and students' unions in these areas
College Funding	<p>We secured from the Scottish Govt a £10m reduction in the cut colleges would receive for academic year 13/14, leaving a £24m cut, as well as £51m more than planned for 14/15, meaning that there would be no further cash-terms cuts. This comes on top of the previous protection of FE student support, and the Govt's continued commitment to protecting places.</p> <p>This also means that college studnets' associations, and NUS Scotland have stopped a total of £117m in planned college budget cuts since the start of this parliament in May 2011. We got the public backing of each of the opposition parties, and each of them put colleges as a priority in their lobbying of the Govt.</p> <p>In total over 51,000 emails were sent, thanks to some strong late pushes by a number of college SAs. However, there were only a couple of students' associations that undertook some sort of local action.</p>
Post 16 Bill	<p>We have draft legislation that would enshrine widening access as a key function of all universities, as well as empowering the Funding Council to use financial penalties to force universities to do more. The legislation also strengthens the role of college students' associations, requiring college boards to have two student members.</p> <p>Downsides of legislation are that it puts into law a RUK fees system that goes beyond the excesses of even the Westminster system. We also hope that MSPs will amend the legislation to require boards of management to be gender balanced.</p>
College Mergers	<p>We are now working with most of the college students' associations across Scotland on college mergers. This is taking a lot of capacity. We are now at the stage of supporting students' associations to make proposals to shadow boards for new merged students' associations.</p>

**My outputs since the last NEC (meetings / actions attended)**

<p>We've met with the Scottish Refugee Council to discuss joint options for working on refugees' access to education in Scotland.</p> <p>We held an Educate:Liberate event, which was a joint Education Network and Liberation officers' event.</p> <p>We have also been attending the steering group of the SAAS review</p> <p>We met with the Minister for the Commonwealth Games to discuss options for getting students more involved in the Games</p>
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**Key Performance Indicators**

KPI	Report on Progress	Date expected
Report on the impact of changes to travel expenses published at NUS Scotland Conference (March 2013)	This report is being discussed with the Scottish Government	March 2013
4 Regional campaign planning meetings are held (March 2013)	It was intended to hold this for the Unlock Scotland's Potential campaign, which didn't	Summer 2013

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	happen. We are now discussing activism options for over the summer	
Briefing on quality processes circulated to students' associations (January 2013)	Not achieved	-
Produce and circulate a briefing on student partnership agreements (March 2013)	The student partnership agreement project has progressed, and stakeholder group met regularly. The report is currently being produced	Spring 2013
Five town hall meetings take place on the future of Scotland (May 2013)	Two or three meetings have been held	Spring 2013
SDS toolkit is produced and circulated (June 2013)		

### Plans before the next meeting

Between now and the next NEC, we plan to achieve:

My Priority area before the next NEC	What I hope to achieve
Post-16 Bill	Give oral evidence to education committee. Begin to discuss amendments with MSPs to improve the RUK fees situation, create gender quotas for college boards & make college students' association funding and FE bursary funding regional board responsibilities. Also look at options for giving international students greater protections or transparency over their tuition fees.
Student Support	Get the FE Student Support Review Group back up and going. From SAAS review see recommendations proposed by group that lead to sustainable solutions to the slow processing times, improve the responsiveness of the call centre, and see a Freephone line installed for the call centre.

### Membership Engagement

Since the last NEC meeting, I have undertaken some union visits and attended a number of events to engage with the membership

Union / event visited	Purpose / Issues arising

### Media Engagement and External Relations

Meetings attended and media appearances made

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### Issues

During this period I have become aware of the following issues not recorded elsewhere

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### Declaration of Gifts, Hospitality And Interests

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Subject:	ES6 – Equality and Diversity
Paper ref:	NEC/23R/13
Produced by:	Graham Atkinson, Group Head of People
To:	NEC
Date:	25 <sup>th</sup> February 2013
Paper already received by	Trustee Board
Paper destination	
Action for this body	Approve

## Summary

To provide an overview of progress to date against the NUS Enabling Strategy E6 Equality and Diversity.

## Equality and Diversity issues

No specific issues but clearly the paper is about equality and diversity and highlights concerns and action plans.

## 1. Introduction

There are two strands of our activity reported and addressed within this paper: firstly in relation to internal plans and developments surrounding equality and diversity; and secondly, in relation to our ongoing work with students' unions to develop a student movement where equality and diversity is central to its success, where inclusive practice is embedded and students' unions are beacons of best practice in all aspects of equality and diversity.

The two areas are distinct, but clearly related, in that if we are to champion best practice amongst our members, we must be demonstrating best practice ourselves.

### *Equality and Diversity within NUS*

## 2. Progress to Date

Over the past year, we have made some positive progress in our equality and diversity practices, summarised as follows:

- 2.1. Cultural values have been reviewed and re-launched including a focus on inclusivity and respect;
- 2.2. New Equality & Diversity e-learning module launched as part of induction;
- 2.3. Equality & Diversity training introduced (as compulsory) for all new starters;
- 2.4. Extensive programme of inter-cultural competences training delivered across the organisation to all staff;

- 2.5. Developed a number of important strategic partnerships, including with Opportunity Now, Investors in Diversity, Race for Opportunity and Network for Black Professionals to continue to enhance EDI practices and activities;
- 2.6. Received positive results in 2012 staff engagement survey – 87% of staff agree that they 'work in an organisation that values equality and diversity'.
- 2.7. Continued our positive partnership work with our Black Staff Group, and have received positive informal feedback from the group about progress.

### 3. Investors in Diversity

We made a commitment through Enabling Strategy E6, and our Group People Strategy to commence work towards and commit to achieving Investors in Diversity status and we began that journey in the summer 2012. Achieving Investors in Diversity status consists of an initial survey / audit, an agreed action plan for development and a follow up survey / audit – due to take place in autumn 2013.

We received the results from our initial diagnostic in August 2012 and it is fair to say that the results were both interesting and insightful. Largely, the quantitative scores within the survey were positive – for example 84% of internal stakeholders agree that 'my leaders and managers take equality, diversity and inclusion seriously' and 83% were aware of 'equality, diversity and inclusion related activities that have taken place in your organisation in the last 12 months?'. There were also particularly positive scores and comments in relation to flexible working practices, and the responses to the separate external stakeholder survey were very positive and pleasing.

However, the main area of concern that arose from the survey surrounded bullying and harassment. Only 47% of respondents agreed that they are 'aware of how my organisation tackles bullying and harassment', whilst there were a number of comments that indicated that staff had witnessed incidents of bullying / harassment within the organisation, and were not necessarily aware of how this had been addressed. This is obviously a concern and the following have or will be undertaken to address, as part of our work to become a truly inclusive organisation:

- 3.1. Chief Executive to speak at staff meeting to reinforce NUS' commitment to creating an inclusive environment, as well as zero tolerance of bullying and harassment – **done**
- 3.2. Programme of work developed by SLT and Heads of Department to assess culture of organisation and develop truly inclusive and respectful culture – **done but ongoing**
- 3.3. Review and re-launch Dignity at Work policy. Ensure managers are confident in challenging and tackling instances of bullying or harassment – **March 2013**
- 3.4. Team based Inclusion Champions introduced – to promote E&D across NUS – **April 2013**
- 3.5. Provide additional support and training for managers to ensure ability to effectively implement Dignity at Work policy – **July 2013**

### 4. Diversifying our Workforce

Another significant priority and current challenge is the importance of diversifying our workforce across the NUS Group. We know and recognise that our staff team does not currently reflect the levels of diversity that we wish it to – both in terms of ethnic diversity or the proportion of women in senior management and leadership positions. Our diversity profile (as of December 2012) within NUS UK is as follows:

- % of women = 58%
- % of women in top quintile of earners = 39%
- % of managers that are women = 50%
- % of BAME staff = 8%

- % of BAME staff in top quintile of earners = 0%
- % of managers that are BAME = 3%
- % of Senior Leadership Team that are women = 9%
- % of Senior Leadership Team that are BAME = 0%

We are implementing a number of activities and projects to address these concerns as follows:

- 4.1. Consistent collation and reporting of Diversity Monitoring data (including existing staff and all job applicants) – quarterly reports to IiD Working Group, HR Sub-Committee and F&R Committee - **March 2013**
- 4.2. Recruitment and Selection training introduced as compulsory for all recruiting managers and officers – attendance tracked and followed up by People Team - **50% of managers trained in Recruitment & Selection by July 2013; 75% by October 2013; 90% by January 2014**
- 4.3. Ensure adequate support by People Team for recruiting managers in adopting wide reaching recruitment advertising – all vacancies to be advertised beyond the student movement as standard - **March 2013**
- 4.4. Full range of benefits incorporated into brochure to be used as part of recruitment marketing. It is important to effectively promote our full range of family friendly and flexible working policies - **September 2013**
- 4.5. Text incorporated on all adverts encouraging applicants from BAME backgrounds to apply for roles - **Done, but ongoing**
- 4.6. Start to undertake a review of all vacancies to assess suitability and opportunity for flexible working practices including job share, home working etc - **March 2013**
- 4.7. New online recruitment module launched – simplifying our application process. We will ensure that the messaging of this site (or pages) reflects the employer brand we wish to portray and the inclusive organisation we wish to be - **July 2013**

We will also establish a series of aspirational milestones for our future diversity profile to provide us with an indicator of the impact of these activities in the future – to be agreed at Senior Leadership Team and HR Sub-Committee.

## ***Embedding Equality, Diversity and Inclusion throughout the Student Movement***

### **5. Context and Background**

In 2011 NUS established a charity to develop students' unions as organisations, including students' union quality improvement and assurance, talent management (students' union staff development), strategic support, projects and the ethical and environmental portfolio.

As part of the focus on staff development in the charity, an equality and diversity function was created to focus on diversifying the workforce of students' unions. Although work has been carried out in this area before, the equality and diversity consultant role was the first of its kind in NUS. The creation of this role was also directly linked to the findings from the annual NUS Diversity Survey.

As students' unions are at varying stages in how they employ equality and diversity within the workplace, the equality and diversity function aims to provide a range of initiatives to mainstream and embed equality and diversity in all students' unions.

### **6. Current Position**

- 6.1. NUS conducts an annual Diversity Survey, which collects information about people working in students' unions. The findings have consistently shown a need to develop and implement strategies to improve equality and diversity, especially in relation to gender and ethnicity.

- 6.2. **Ethnicity:** Ethnic diversity continues to be low across the students' union workforce, especially amongst senior managerial roles. Black respondents are also more negative about how they felt their students' union handled discrimination and equality and diversity, in comparison to white respondents.

The following highlights the ethnicity of non-student staff who have managerial responsibility – from supervisor level up to GM/CEO (2011-2012 Diversity Survey).

	Total (non- student staff)	Manage / supervise staff (611)	SMT (174)	GM/CEO (48)
White	92%	93%	95%	92%
Black	7%	6%	5%	8%

\* Please note the term 'black' is being used as an inclusive term for those staff from African, Arab, Asian, Caribbean and Latino communities.

- 6.3. **Gender:** Although women are disproportionately represented in the students' union workforce, survey results have shown that the gender profile of senior managers and managers does not reflect the overall students' union workforce profile. The following highlights the gender profile of managerial responsibility – from supervisor level up to GM/CEO (2011-2012 Diversity Survey).

	Total (non- student staff)	Manage/ supervise staff (611)	SMT (174)	GM / CEO (48)
Men	36%	44%	54%	58%
Women	63%	56%	44%	40%
In another way	0%	0%	1%	2%
Blank	1%	0%	1%	0%

Further research on the gender profile of GMs and CEOs highlights that of a total 130 union, 35 (27%) GMs/CEOs are women.

- 6.4. In addition to ethnicity and gender there are additional areas, such as age and disability that will require attention in the future.

## 7. Vision

Our vision is of a student movement where equality and diversity is central to its success; where inclusive practice is embedded and students' unions are beacons of best practice in all aspects of equality and diversity.

## 8. Plans for the Future

There are a number of activities and initiatives that we plan to launch, which we believe will have a significant impact throughout the student movement:

- 8.1. **Equality and Diversity Hub** - an online hub, which will showcase a range of equality and diversity guidance, templates, research and good practice.
- 8.2. **Ongoing Research** – including adjusting our diversity survey to be conducted every three years and introducing a new black staff survey, in order to understand the experiences and needs of black staff across the movement.
- 8.3. **Recruitment** - in order to address the imbalance in relation to ethnicity and gender real change will occur through reviewing and revising current recruitment practices within students’ unions. By investing in sound recruitment practices that take diverse candidates into account, not only will the diversity of students’ union staff change, but longer term recruitment spend will reduce.
- 8.4. **Learning and Development** – it will be important in providing students’ union staff opportunities to develop their skills, knowledge and understanding of equality and diversity issues. The following highlights a range of training and development opportunities for students’ union staff:
  - Women of the Movement 1-2 day conference.
  - Springboard – career development programme for women.
  - Understanding & using diversity data workshop.
  - Aspire webinars on career development for women.
  - Career development training for black staff.
  - Provide students’ unions with the opportunity to take part in Race for
- 8.5. **Mentoring and Peer Support** - to improve and develop skills, confidence and the retention and promotion of staff. For example, when asked what NUS could do to support women reaching the next stage in their career, at the Women of the Movement Conference (June 2012), the majority requested opportunities to be mentored.

## 9. Shaping the New Approach to Equality and Diversity

- 9.1. In order to maximise capacity and ensure credibility, it is important that some of the work is carried out by linking with and working in partnership with external equality and diversity organisations, such as:

Name of Organisation	What They Do?
Equality Challenge Unit	Support equality and diversity for staff and students in Higher Education across all four nations of the UK, and in colleges in Scotland.
Equality and Human Rights Commission	Monitor and promote equality and human rights
Network for Black Professionals	A social justice, not-for-profit organisation committed to supporting black and minority ethnic professionals to achieve their full career and civic potential.
Race for Opportunity	Work to improve employment opportunities for black and minority ethnic communities across the UK

Opportunity Now	Empower employers to accelerate change for women in the workplace.
Aspire	Coaching and development organisation for women.
Third Sector Women	A network providing development opportunities for women working at all levels in the third sector.
Energise	Assist organisations with people development and diversity projects.

9.2. Digital Engagement - the way people are engaging with their environments is changing, as outlined in the 'A Wave of Change' document. Therefore, it is vital digital technology is employed to share information and resources via the equality and diversity hub.

## 10. Key Performance Indicators

### Year 1- 2012/2013

- Diversity Survey national report launched;
- Understanding diversity data workshop – 20 students' union staff attend & there is 80% satisfaction level for all attendees;
- Equality and diversity hub launched;
- NUS jobs advertisement package developed and launched;
- The Strategic Support Unit establish the importance of positive action and candidate diversity with preferred suppliers;
- Aspire webinars launched;
- Aspire mentoring programme – 20 women are mentored.

### Year 2 - 2013/2014

- Black staff survey launched – 50 black staff complete survey;
- Women of the Movement Conference – 100 women attend the event and there is 80% satisfaction level for all attendees;
- Springboard Programme – 32 women complete the programme and there is 80% satisfaction level for all attendees;
- Black staff survey report launched;
- Mentoring Programme for black staff – 20 staff are mentored;
- Two Aspire webinars promoted;
- Race for Opportunity benchmarking survey – 10 students' unions complete the survey;
- Aspire mentoring programme - 25 women are mentored;
- Black staff network established - 20 black staff join the network.

### Year 3 – 2014/2015

- Women of the Movement Conference - 120 women attend the event and there is 85% satisfaction level for all attendees;
- Springboard Programme - 32 women complete the programme and there is 85% satisfaction level for all attendees;
- Three Aspire webinars promoted;
- Career development training for black staff – 20 staff attend and there is 80% satisfaction level for all attendees;
- Race for Opportunity benchmarking survey – 15 students' unions complete the survey;
- Aspire mentoring programme – 25 women are mentored;

- Two black staff network meetings – there are 35 members within the network.

## **Year 4 – 2015/2016**

- Women of the Movement Conference - 135 women attend the event and there is 90% satisfaction level for all attendees;
- Springboard Programme - 32 women complete the programme and there is 90% satisfaction level for all attendees;
- Three Aspire webinars promoted;
- Career development training for black staff – 25 staff attend and there is 85% satisfaction level for all attendees;
- Race for Opportunity benchmarking survey – 20 students' unions complete the survey;
- Aspire mentoring programme – 30 women are mentored;
- Two black staff network meetings - there are 50 members with the network;
- Diversity Survey launched.

## **Overall Measures of Success**

- Women in a General Manager / Chief Executive role increases from 27% to 35-40% over four years.
- The number of black staff as non-student staff, managers and senior managers increase over the four years.

## **11. Conclusion**

It is clear that we have taken some positive steps in enhancing our internal equality and diversity practices over the last year, however there are still some important challenges to address as a priority over the coming year – notably targeted efforts to diversify our workforce and delivery of our Investors in Diversity action plan. Our follow up IiD survey in August 2013 will provide a timely assessment of our progress and success.

As we develop and deliver good practice within NUS, it will position us ideally to start to share that practice and champion / embed improved equality and diversity practices across the student movement. We have set out an ambitious strategy which if delivered will have an important and much needed impact throughout students' unions.

# Report

NEC/23S/13

1

Subject:	KPIs update
Paper ref:	NEC/23S/13
Produced by:	Jim Dickinson, Director Policy and Delivery
To:	NEC
Date:	25 <sup>th</sup> February 2013
Paper already received by	Trustee Board
Paper destination	
Action for this body	Note

## Summary

Update on KPIs

## Equality and Diversity issues

None.

Key Performance Indicators



TB13/02/05G

Area	Type	Target	Performance	Progress	How they are being measured	Notes
<b>TOP LINE INDICATORS</b>						
Union satisfaction level with NUS	Performance	80%		On track	Member perception survey	Last year was 66%. Various workshops and briefings are supporting
Q23	Performance	70%		On track	NSS average score	
<b>STRATEGIC THEMES</b>						
<b>Winning on Funding and Participation</b>						
Found in your Pocket Reports launched	Milestone	Launch	Met	Met	Launches	
Bursaries	Impact	10% increase		On track	10% increase in cash bursaries for students	Data due June 2013
<b>Making Education Better</b>						
Education Seminar	Milestone	Held	Missed	Just missed	100 delegates attend education summit, 80% satisfaction	Just under 80 attendees. Satisfaction 86%
Students as Partners Manifesto	Impact	20 unions		On track	At least 20 unions use manifesto to generate change [measured via case studies]	14 so far. Next measure end Q4
<b>Securing a Fairer Society</b>						
Living Wage Campaigning	Milestone	20 Instits	47	On track	20 FE/HEIs commit to paying living wage	Now up to 47 institutions
Loans	Impact			Concern	Islamic Students able to access loans via policy changes	Govt has committed to change but no HE bill
<b>Transforming Students through Activities and Development</b>						
Clear policy stance on students and employment	Milestone	Policy issued		On track	Stance researched, developed and approved by May 2013	On track commission
Opportunities	Impact	60 unions		Concern	60 unions using opportunity barometer	Work on student opportunities delayed
<b>Building Strong Students' Unions</b>						
Improving Governance of SUSS and developing trustee boards to become more effective	Milestone	Code issued		On track	Good Governance Code review group formed and code relaunched	Group formed and meets Jan/Feb
Good Governance	Impact	50 Unions		Concern	50 unions using the tool	10 currently actively using- requires tech follow up
<b>Charitable Services/SU Quality</b>						
New Core SUEI model launched	Milestone	Jul-13		On track		Model presented to Critical Friends and at Strategic Conversation
60 people taking part in the Leadership Development Programme	Milestone	Jan-13	Met	Met		26 emerging, 26 senior and 8 CEOs.
<b>VOICE &amp; INFLUENCE</b>						
Media coverage in £	Performance	£0.8m	321k	On track	Count quarterly	
No. of NUS mentions in Hansard	Performance	41	13	On track	Count quarterly	Includes comms, lords and nations
<b>STUDENTS' UNION SERVICES</b>						
<b>Learning and Development</b>						
Overall ODP satisfaction	Performance	85%	79%	Just missed	Count Oct	
No. of unions taking part in ODP	Performance	40 FE	38	Just missed	Count Oct	
	Performance	115 HE	118	Met	Count Oct	
<b>ENGAGEMENT &amp; INVOLVEMENT</b>						
National Conference satisfaction	Performance	90%		On track	Count May	
Delegates at conference in all diversity groups	Performance			On track	Black Students 30% (21%), Disabled Students (6%), Non-straight students 28% (6%), Women 40% (43%) Full Time Officers 40%, Further Education Delegates 31% (66%)	
The number of Women, LGBT, Disabled and Black students standing for election in open positions	Performance			On track	Black Students 19.6 (25%), Disabled Students 24% (no data), LGBT Students 41.3% (24%), Women 38.6% (35%)	
No of Unions visited by NEC	Performance	FE 75	22	Concern	Count Quarterly	End Q2 Figure
	Performance	HE ALL	68%	On track	Count Quarterly	End Q2 Figure
Visits from FPOCs and SMs	Performance	FE 50	31	On track	Count Quarterly	End Q2 Figure
	Performance	HE ALL	90%	On track	Count Quarterly	End Q2 Figure
	Performance	ALL HE	70%	On track	Count Quarterly	End Q2 Figure
Involvement of staff or officers in NUS structures, committees, projects or groups	Performance	50 FE	35	On track	Count Quarterly	End Q2 Figure (Mainly Governors Work)
<b>ENABLING STRATEGIES</b>						
<b>ES1 Communications &amp; Membership</b>						
NUS Extra net profit to NUS (£k)	Performance	£1370K	685	On track	Count Monthly	
NUS Extra Cards Sold	Performance	550k	477k	Concern	Count Monthly	On track 3% behind target but will be picked up due to variable renewal
Money Returned to Unions	Performance	4.5M		On track	Count Annually	
Unique Users on Digital assets	Performance	20%_ORG.UK	17%	Concern	Count Monthly	Continues to grow, will recover by year end
Satisfaction from delegates (Venue)	Performance	75%		On track	Count Quarterly	Anecdotally on track
No. of affiliation referenda	Performance	No <10	3	On track	Count Quarterly	One so far
	Performance	Lost 0	0	On track	Count Quarterly	3 won so far
New constituent members	Performance	5 X FE	0	On track	Count April 2013	Normally happen in term 2
	Performance	1 x HE	0	On track	Count April 2013	Southampton and St Andrews referendums this term
<b>ES2 People</b>						
Recommend a friend to work for NUS	Performance	75%		Concern	Count in Staff Survey	May be impacted by survey being taken part way through harmonisation discussions
<b>ES3 Finance and Resources</b>						
2012/13 Surplus (£k)	Performance	100	67k	On track	Evaluated Monthly	As at end of December. We expect to hit or be very close to budget.
Performance against phased budget	Performance	95%	160%	Met	Count Monthly	Ahead of where we need to be both in first and second quarters
Affiliation Fees as % of overall income	Performance	35%	37%	Concern	Count June 2013	At this point we are behind due to lower Extra revenues
<b>ES4 Ethical and Environmental</b>						
GI scores for NUS group increase	Performance	5%		On track	Count Annually	
E&E revenue targets met	Performance	£1.1m	681K	On track	Count Monthly	
<b>ES5 Corporate Governance</b>						
Board Effectiveness Improves	Performance	YES		On track	Initiate Board Effectiveness Survey summer 2013	
NUS / NUS Services inter-relationship on Schedule	Milestone	Apr-13		On track		Consultation document issues and discussion on going
<b>ES6 Equality and Diversity</b>						
Belief that we value equality & diversity	Performance	Staff 80%		On track	Count in Survey	
		Offcrs 80%		On track	Count in Survey	

## NEC Motions to National Conference

### Motion A: An NUS for Migrants' Rights (315 Words)

Submitted by: Daniel Stevens

Seconded by: Dennis Esch

#### Conference Believes

1. Conference notes that anti-immigration sentiment is now firmly established across large parts of the political spectrum and public conversation in the UK, Europe, and other industrial nations;
2. Conference believes that such currents and moods are inimical to the interests of students across the world, who are increasingly required to equip themselves for careers which develop across international labour markets;
3. Conference believes that university and college communities across the country are well placed to make the argument about the value and importance of migration to the prosperity and well-being of the population of the UK and encourages student societies to consider the work they might do to promote this amongst the media and the networks in which they are involved in their towns and regions;
4. Conference believes that policy in the area of migration should be constructed on a firm basis which takes the rights of migrants firmly into account and commits itself to supporting the 'rights-based approach' which has been advocated by international institutions such as the ILO and taken up by many migrant support networks across the world and the UK;

#### Conference Resolves

5. Following this, conference calls on the UK government to ratify the International Convention on the Rights of Migrants and their Families, which has been promulgated by the United Nations.
  6. More specifically, in respect of the rights of an important group of migrants in the UK, conference calls on the UK government to sign and ratify the ILO Convention on the Rights of Domestic Workers, who are a particularly vulnerable group in our society.
  7. In furtherance of all these ends, conference also expresses its support for the 'Our Day' campaign launched by over 50 migrants rights organisations in the UK and pledges itself to work with them in 2013 to ensure that International Migrants Day (18 December) is marked in a lively and enthusiastic manner across the UK.
- 

### Motion B: Climate change: the greatest threat facing humanity & the next steps to stop it (293 words)

Submitted by: Aaron Keily

Seconded by: Vicki Baars, Matt Stanley

#### Conference believes:

1. Climate change is the greatest threat facing humanity. The Arctic is melting and more frequent extreme weather events are costing lives, particularly in poorer countries. Average temperature increases must be kept below 1.5 degrees to prevent catastrophic impacts on billions of people. Experts now warn we are on track for six degrees rise.
2. The worst effects of global warming can be avoided - with much greater political will and serious action now to cut carbon emissions.
3. Britain is committed to cutting carbon emissions by 80% by 2050. This will require major decarbonisation of electricity, heating and transport and a significant increase in renewables.
4. Countries that are resource efficient and invest in modern clean technologies stand to protect people from fossil fuel price shocks and gain from quality jobs and sustainable growth.

#### Conference further believes:

1. The Coalition Government's refusal to set a target in the current Energy Bill to decarbonise electricity by 2030, in line with advice from the Committee on Climate

Change, is disgraceful. Its support for oil drilling in the fragile pristine Arctic is reckless. Neglecting the millions of people suffering in poorly insulated homes is a scandal.

**Conference resolves to:**

1. Condemn the Tory Liberal Democrat Government's refusal to set an electricity decarbonisation target for 2030 and instead back a new dash for polluting, expensive gas.
  2. Condemn the Government's support for Arctic oil drilling.
  3. Congratulate the Labour Party and Green Party for supporting the decarbonisation target and opposing a dash for polluting gas.
  4. Support Greenpeace's Save the Arctic campaign and Friends of the Earth's campaign to decarbonise electricity in Britain.
  5. Work with People and Planet and SUs to step up efforts to green campuses.
  6. Mobilise students to press the Government to take tougher action on climate change.
- 

**Motion C: Closing the loop holes (172 words)**

**Submitted by: Fiona Woods**

**Seconded by: Vicki Baars**

**Conference Believes:**

1. Currently the block of 15 and committees hold officers (full and part time) to account.
2. There is currently no way to remove a member of the NEC, if they are not fulfilling their roll, apart from a national ballot of extraordinary national conference.
3. By having no way of removing an officer from the NEC, if they are not attending meetings (NEC or committee) it makes accountability impossible.
4. If officers do not complete their role then areas of the movement are unrepresented.

**Conference Further Believes**

1. All NUS officers should be able to be held to account for their actions.
2. No Officer should be able to miss meetings and not fulfil their remit and have no action taken against them.
3. All students should have representation if they require it.

**Conference Resolves:**

1. For DPC to return at next national conference with suggestions to put fail safes in place so NEC members have to be held to account and if they are not fulfilling their role, then there are consequences for their actions.
- 

**Motion D: FE students too old at 21 (82 words)**

**Submitted by: Fiona Woods**

**Seconded by: Vicki Baars**

**Conference Believes:**

1. That currently we recognise mature at the age of 21+.
2. That, in further education the funding structure changes at the age of 19, unlike in higher education that is 21.
3. In further education, between the ages of 19-21, there is no representation of these students.

**Conference Resolves:**

1. For NUS to recognise FE students as Mature at the age of 19.

2. For NUS to work with institutions, to make sure adequate support is put in place for students aged 19+.
- 

**Motion E: The circle of life (of Students) (246 words)**

**Submitted by: Fiona Woods**

**Seconded by: Vicki Baars**

**Conference Believes:**

1. Currently, data of student demographics is only received after entry into education.
2. There is a need to have data on pre entry, to understand the start of the student life cycle.
3. Currently, there is no understanding of the difference between student groups, such as Mature, Part Time, Student Carers, Student Parents, Distance Learners and HE in FE.
4. That the term widening participation does not currently include student groups such as, Mature and Part Time students'.

**Conference Further Believes**

1. Currently, we have no data of the impact to the different demographics and, the impact on the choice of institution, type of study and course.
2. Currently, we do not have data on the dropout rate of students in education and the reasons behind this.
3. University should be a place where students' work with institutions to have an agreed shared vision for learning.
4. Students returning to education after and with employment, bring skill sets that are often duplicated.

**Conference Resolves:**

1. That the HE and FE zones collect information, regarding if different demographics study closer to home? the type of study and if there are particular courses favoured?
  2. For NUS to gather data from FE and HE on the reasons on the dropout rates that affect retention of various student groups.
  3. For VP HE to approach different mission groups about being partners on an agreed shared learning process.
  4. NUS to lobby HE institutions to recognise and accredit skill sets that students bring with them into education.
- 

**Motion F: Timetabling and Student Services (89 words)**

**Submitted by: Fiona Woods**

**Seconded by: Vicki Baars**

**Conference Believes**

1. That timetabling is released late in the year, disadvantaging many student groups.
2. Student carers are disproportionately affected by such late release, because of childcare and managing time, work and life balance.
3. Similarly many student courses are run in the evening when the majority of student services are closed.

**Conference Resolves**

1. NUS should lobby institutions, to provide students with timetables eight weeks before each academic term.
2. NUS should provide information on how to re-align student services, to allow all students fair access to the services and support they require.

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**Motion G: Concise information (88 Words)****Submitted by: Fiona Woods****Seconded by: Vicki Baars****Conference Believes**

1. That some specific information is not always easily accessible, particularly at point of entry.
2. That this disadvantages certain types of students on being able to have a full student experience.

**Conference Further Believes**

1. That external constraint of students' time should not limit or exclude from being able to access information that many benefit them throughout their courses.

**Conference Resolves**

1. NUS should lobby institutions to provide students with precise, concise and easily accessible information, but with particular emphasis on student groups who have external constraints that may limit their ability to access such information.
- 

**Motion H: A Fair Deal for Postgraduate Workers (247)****Proposer: Robin Burrett****Secunder: Caroline Dangerfield****Conference Notes:**

1. The publication of the NUS survey of Postgraduate Employment
2. The findings of this survey suggest:
  - Almost one in three postgraduates who teach earn below minimum wage in real terms.
  - The average postgraduate teacher will work almost twice the hours they are paid for.
  - At least 30 per cent of postgraduate teachers have no departmental representation.
  - Nearly half of respondents claimed that they did not receive a job description when applying for their position.
  - The experience of postgraduates who teach differs widely between institutions as well as internally between departments.

**Conference Believes:**

1. Teaching is a hugely rewarding job, and is a chance for PGR students to gain valuable skills and experience to help them in their future career paths.
2. The report reveals much postgraduate work is undervalued and underpaid by their institutions.
3. Institutions should provide, where possible, formal induction training for all postgraduates before they commence their teaching duties.
4. That trade unions, particularly the UCU play an important role, in coordinating good practice and negotiating with institutions on behalf of their employees.

**Conference Resolves**

1. To promote joint UCU/Student Union meetings with graduate employees to discuss the survey's findings and the related recommendations.
2. To encouraging students' unions to build close partnerships with local UCU branches to collaborate and steer policy and campaigns relating to postgraduate teaching.

3. To encouraging student unions to create a graduate teaching committee with representatives from UCU, students union and graduate teaching reps from university departments.
- 

**Amendment A: 101 (506 words)**

**Submitted by: Toni Pearce**

**Seconded by: Danielle Grufferty, Dom Anderson, Adrienne Peltz, Emma Meehan, Jo Johnson, Colum MacGuire, Joe Vinson, Steph Lloyd, Emma Meehan, Robin Parker, Samantha Reid, Maggie Hayes, Finn McGoldrick, Rachel Wenstone**

**Conference Further Believes**

1. That the coalition's reforms across further and higher education have acted to undermine the concept of 'trust' within the system, including 'trust' between student and institution. Conference believes that this 'trust' between all stakeholders in education is critical to any progressive and sustainable approach; forcing a system on students, teachers and a public who do not support it will never work in the long term.
  2. That investment in education is investment in human capital, but it is a mistake to imagine that this is only about individual investment and returns; it must also be about social investment and returns.
  3. That public support for investment in higher education is demonstrated by polling to remain weaker than for other area of spending. A broader approach to tertiary education could broaden support for investment, as well as being a fairer and more coherent approach.
  4. That structural barriers that exist across different forms of tertiary education are an issue of social justice, as well as being impractical. We believe that building a more coherent, fluid system of tertiary education could open up education to many who otherwise miss out.
  5. That lifelong learning is important, but we should concentrate on broadening the initial phase of adult education towards lifelong engagement and capability.
  6. That further education should be the highest priority for funding, with the aim of ensuring almost all adults obtain a Level 3 qualification; and that this first full Level 3 qualification should be free from fees and charges at any age.
  7. That the new undergraduate funding system effectively limits the number of places available and also limits most people who gain those places to 360 credits of undergraduate level education and this limit is both artificial and inappropriate; we oppose this blunt rationing of higher education.
  8. That postgraduate education can be recognised as a triumph in the integration and mutual recognition of liberal and vocational education, but it currently on the brink of an 'access crisis' that must urgently be resolved.
  9. That getting a job isn't the purpose of education, but most people want to get a good job that enables them to have agency, dignity and a secure life; we must develop a view of education that is engaged with the labour market.
  10. That the local and regional dimension of education is often ignored; we must develop a view of education that sees the activity associated with educational institutions as being imperative to citizenship, voluntarism, urban development, and the richness of community life; the relationship between civic institutions and educational institutions should be enhanced.
  11. Universities and colleges are an essential component of the public sector embody important ideals of universal benefit for citizens rooted in their communities.
  12. That a vision for education along these lines is not just intellectually defensible and responsive to the real needs of our times, but is also politically compelling; the people at large are crying out for such a vision, for such an agenda, and we have the opportunity to define it.
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**Amendment B: 302 (227 words)**

**Submitted by: Michael Chessum**

**Seconded by: Jamie Woodcock, Vicki Baars, Sky Yarlett**

**Conference Believes**

1. As partners in education, students should be involved in all areas of how their institutions are run.
2. The higher education white paper, and the government's privatisation agenda as a whole, presents a fundamental new threat to democracy in education. We cannot effectively fight for education as a public service without a strategy to affect how it is governed.
3. Vice Chancellors and university managements are often regarded as the voice of their institution, and have considerable powers to alter the way their institution operates, including making cuts and privatising services
4. How we learn and how we are taught is deeply political, and quality should be defined by students and their students' union.
5. Universities should be independent and democratic, and should ultimately be led by students and staff for the public good, rather than by unaccountable managers.

**Conference Resolves**

1. To launch a major new campaign – 'Take Back Your Campus' – to
    - Win a public argument for democratic university governance, and see it fought for on every campus
    - Defend and extend the right and ability of students, staff and activists to fight for their rights and the future of education
  2. To conduct a study of the present state of campus democracy, taking into account the vast range of systems currently at work.
  3. To link the campaign to a similar push for the democratisation of FE.
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**Amendment C: 304 (248 words)**

**Submitted by: Michael Chessum**

**Seconded by: Jamie Woodcock, Vicki Baars, Sky Yarlett**

DELETES CR1 and CR2, and ADDS

**Conference Believes:**

1. The idea of universal access to tertiary education cannot be separated from how it is funded.
2. If we want to be taken seriously by the public, we have to argue for a funding solution that is coherent and principled – not just for what is immediately possible through negotiation.
3. The welfare state was not built because the Labour movement asked for 'universal access' to healthcare and education and then conceded on funding before beginning the argument: universally accessible services are by their nature free.
4. The basic principle of public services is that they benefit everyone in society and should be funded by everyone – primarily by taxing the rich and big business.
5. Bosses and businesses, not students, are the biggest financial winners out of the system of higher education: the UCU has repeatedly pointed this out with hard evidence.
6. User contributions in public services – in this case tuition fees or 'graduate contributions' – lead inevitably to structural privatisation. If our experience of the last few years has not taught us that, it has taught us nothing.
7. If we are fighting for free education in FE, it makes no sense to argue for a graduate contribution in HE and at the same time argue for a new united conception of 'tertiary education'.

**Conference Resolves:**

1. Our fundamental and principled position on education funding should be that it is free at all and any level.
  2. To call for this to be funded by a more progressive taxation system, finding new academic and innovative ways to express this
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**Amendment D: 603 (242 words)****Submitted by: Michael Chessum****Seconded by: Jamie Woodcock, Vicki Baars, Sky Yarlett****Conference believes**

1. Rising rents and deteriorating housing conditions is as much of – if not more of – a barrier to access than rising tuition fees. We need to launch an immediate fight on housing.

**Conference further believes**

1. We need to do more than just say that things are bad. Landlords – including institutions – can only get away with charging extortionate rents because students are not organised.
2. Tenants unions are a potentially hugely powerful force, and could take off very quickly in most cities.
3. We should have no qualms about mobilising nonviolent direct action against high rents and exploitation.
4. Any student tenants union must have the ultimate aim of creating a union for every tenant – not just for students.

**Conference resolves**

1. To support the development of regional and city-wide student tenants unions. These unions should be self-organising, democratic and self-sustaining, with regular meetings and branch structures.
  2. To work with other unions and organisations to create tenants unions for everyone.
  3. To produce campaign materials and a charter of demands – including:
    - abolishing letting agents fees (as has just been won in Scotland);
    - a new deal on housing tax, taxing empty homes and scrapping council tax;
    - the abolition of short lets and introduction of permanent tenancies; and rent controls.
  4. To raise broader questions of the cost of private rented accommodation, lack of council housing, access to and level of Housing Benefit and other benefits.
  5. To campaign for universities to act as guarantors for international students.
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**Amendment E: 602 (610 words)****Submitted by: Pete Mercer****Seconded by: Danielle Grufferty, Adrienne Peltz, Dom Anderson, Jo Johnson, Colum MacGuire, Joe Vinson, Emma Meehan, Finn McGoldrick****Conference Further Believes:**

1. The most important priority is to ensure all students have enough personal funding to meet their needs

2. In a scenario in which the current program of austerity continues throughout the current and next parliament, where we see no increase in spending on student financial support, we must prepare a solution in the medium term that shifts current funding to create a fairer, more equitable system
3. When we now have evidence through Pound in your Pocket research that there are particular groups badly let down by the current system, abdicating an opportunity to invent solutions that create a more equitable system within the current spending envelope would be irresponsible
4. However, our long term ambition should never waver from a demand for greater public investment. Student financial support represents an incredibly powerful form of spending – so ultimately we should make a strong case for more public funding in this area targeted at the students that need it most
5. There should be a central co-ordinating office for student support with a remit across government departments and across educational sectors, and an independent appeals process for financial support
6. There should be an independent national student financial advice service
7. There should be a standards accreditation system for student employment opportunities
8. Support for disabled students is inconsistent across sectors and poorly targeted and administered; sorting this mess out must be a top priority
9. It is absurd that full time undergraduates now borrow up to £27,000 to pay for a degree but the vast majority can only borrow between £10,000 and £15,000 to meet their living costs during that degree
10. The mainstream system of student loans should enable all students to meet most of their best-estimated costs without turning to other sources of income; this means having much larger maintenance loans
11. There should be a better system for recognising intermediate areas of high cost outside London; a middle tier between the baseline and the London rates should be introduced
12. There should be more frequent instalments of loan payments, with a front-loaded payment of loans to help people meet 'set up' costs
13. These measures should be funded by means-testing the repayment conditions for student maintenance loans
14. Grants for students from low income households in further education should be given as much priority as funding to grants for the same group in higher education
15. In principle this move would restore the EMA, although it is recognised that the EMA itself was not perfect and a different structure may be better
16. These support streams should be integrated with each other (though may not pay the same rates at all levels), and should be made more compatible with the benefits system
17. This will recognise the need for a redistribution of funding to deliver an equitable settlement between FE and HE - a false construct we are increasingly rejecting – creating a single grant system across both sectors
18. The system of regulated discretionary bursaries and fee waivers in higher education is highly dysfunctional and has little positive effect on access
19. The multitude of discretionary funds and pots in further education is also highly dysfunctional, poorly focused, and a source of unequal treatment of students
20. These systems should be abolished; in their place there should be a single 'student safety net' fund across both sectors, paid for by government and institutions, with support given objectively in cases of acute financial difficulty, and on the basis of both means and needs

**Conference Resolves:**

1. To mandate the NEC to produce detailed proposals reflecting the principles set out in this motion (as amended) and to pursue their implementation
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**Amendment F: 301 (684 words)**

**Submitted by: Rachel Wenstone**

**Seconded by: Liam Burns, Steph Lloyd, Danielle Grufferty, Robin Parker, Adrienne Peltz**

**Conference believes:**

1. Tertiary education transforms the lives of individuals, families and communities across the UK
2. NUS is committed to the public value of tertiary education and the case for investment in the name of future economic prosperity and social justice, and as a critical part of a productive and fair society
3. Our commitment to public value means that we stand for more democratic institutions, with a greater voice for students and communities in institutional governance and decision-making
4. Education institutions' first aim should be the pursuit of knowledge and understanding, defined to encompass the theoretical, the applied, the creative and the technical, whether pursued for its own sake or for application or use in the world
5. Education institutions have a responsibility to wider society, to the furtherance of educational opportunity for the many, not the few and for adding their insight and resource to resolving and mitigating social problems, whether local or global

**Conference further believes**

1. The coalition government's reforms of further an higher education have undermined public trust and promoted a miserable vision for the future of education
2. Research into public opinion on national spending priorities shows colleges and universities ranked as a lower priority than elderly care, the NHS, schools, police, nurseries and childcare
3. That colleges and university leaders have failed to make a powerful and united case for sustained public investment in tertiary education
4. Those MPs who broke NUS' Vote for Students pledge have fundamentally broken trust in public belief that politicians are committed to funding tertiary education.
5. NUS' current consultations on our vision for the future of education are a canvas upon which we can develop an alternative and radical and holistic vision for the future and build public trust in tertiary education
6. We should seek to hear from and support the voices of learners whose pathways through education are unconventional, whose lives have the greatest potential to be transformed through accessing education and who are rooted in the communities that educational institutions are and should be committed to serving
7. Engagement in institutional decision making, as well as local and regional democratic structures is a vital route by which to influence the decisions that shape and change students' lives
8. Our articulation of educational first principles must be guided and strengthened by our student activists and leaders, who we continue to train and support
9. Using innovative campaign activities and techniques to build alliances and partnerships with stakeholders and the wider community are essential steps to build strong and effective local, regional and national coalitions to defend public education in advance of the next general election

**Conference resolves**

1. To build towards the next general election by building the widest possible network of allies and supporters around our vision for the future of tertiary education with the shared goal of winning over public support
2. To work within alliances of campaigning organisations to plan innovative and effective general election strategies in light of the impact of the Vote for Students pledge on the national political landscape
3. To utilise radical 21st century campaigning techniques, including tapping the potential of NUS Digital and both on and offline networks

4. To support the creation of broad local and regional coalitions inside and outside the education sector, and to include colleges, universities, trade unions, youth organisations, community and activist groups to make the case for the public value of tertiary education and to ensure the diverse voices of students are heard
5. To train, support and build capacity in our member students' unions to be strong and powerful voices for change within and beyond education institutions
6. To organise student and community activists around specific local issues and meaningfully hold politicians to account at the next general election, taking an approach which looks to strategically unseat those MPs who broke the Vote for Students pledge
7. To develop targeted, innovative actions at local and regional level, and with an equal emphasis in the nations, to build upon and develop the public sympathy won by the Vote for Students campaign to ensure maximum student impact at the next general election

## **Motions to NEC**

*This motion is included pending approval by the NEC clerks, based on the emergency motions procedure.*

### **Emergency motion: An injury to one is an injury to all – defend Alfie Meadows and Zak King**

**Submitted by: Michael Chessum**

**Seconded by: Jamie Woodcock, Matt Stanley, Aaron Keily, Robin Burrett, Vicki Baars**

#### **NEC Believes**

1. Alfie Meadows and Zak King are facing retrial at Woolwich Crown Court on a charge of violent disorder in relation to the fees protests of 2010.
2. Alfie Meadows was almost killed by police on December 9<sup>th</sup> 2010, in one of the most violent police responses in many years.

#### **NEC Further Believes**

1. The judicial attack on Alfie and Zak is an attack on the student movement and our right to resist
2. The retrial is an absurdity: it is the police who should be on trial

#### **NEC Resolves**

1. To express our solidarity with Alfie and Zak, and all others who are going through similar proceedings
2. To encourage officers to attend court to support the defendants
3. To make a donation of at least £1000 to Defend the Right to Protest in solidarity with the defendants.