



# EXTRAORDINARY WELFARE AND COMMUNITY ZONE MEETING

8<sup>th</sup> FEBRUARY 2019 | 18:00 – 19:30

## Register

Andrew Costigan (President, Welfare and Community), Ralph Lending (LGBT+ Rep), Jessica Clunan (Disabled Student's Rep), Rayan Shipton (Trans rep)

## Welcome and apologies

Apologies received from: Mayanie Koroma (Counsellor of Scrutiny), Phoebe Bastiani (Women's Rep)

No apologies received from: Adam Kirk (Environment and Ethics officer)

## Union Council (4<sup>th</sup> February)

JC – Outlined the rationale for calling meeting in response to the events that occurred on 4<sup>th</sup> February. Explained that the tone of the Union Council became accusatory, implying that the Welfare and Community zone had a personal responsibility for the recent events on campus.

AC – Articulated belief of how events at union council were caused and empathised with individuals at union council who were scared/ anxious due to student concerns. Reiterated that he would never expect any student to take on the responsibility of addressing missing persons, sexual misconduct or mental health crises. Outlined that the word "Welfare" misrepresents the purpose of the zone.

RH – Would have liked to have a co-ordinated response to recent student concerns. However the Christmas and exam period has hindered zones ability to meet in a timely manner.

## Proposed changes to Welfare and Community Zone

JC – outlined the belief that the structure of the zone itself hinders effective working. An issue that effects LGBT+ students does not necessarily effect LINKS members. Individual aims are different. The operation of the W+C zone should be considered.

AC – agreed with JC. Compared how all PTOs in the education are able to feed into an issue in education. This same approach doesn't appear to happen in W+C zone.

AC – Expressed concerns that recent events are societal issue, not specifically a campus/ University issue. Issues are so big that they affect everyone as welfare is everyone's responsibility.

AC – Explained plans to amend the title of Welfare and Community to Inclusivity and Diversity. These plans will be taken through the board of trustees instead of union council because of employee responsibility and timing as elections are next month. Continued to outline the suggestion that the W+C zone could be restructured to be more effective.

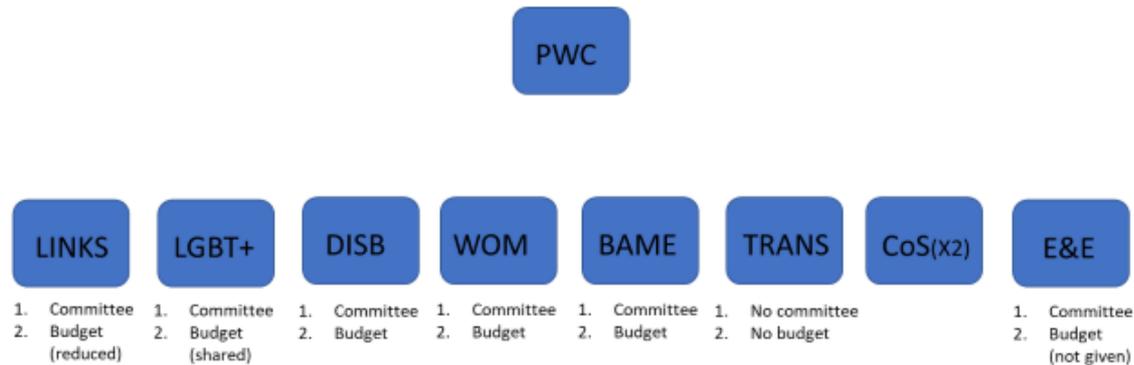
JC – Expressed that it was not necessary to ask every student if they agreed, as not all would understand the explicit workings of the welfare and community zone. Changing the title of the President and the zone would not impact the ability of individuals to effectively represent students.

AC – Welfare is a large remit and arguably should not be taken on by a single individual especially one that does not have experience or sufficient training to handle any issues that students disclose to them.

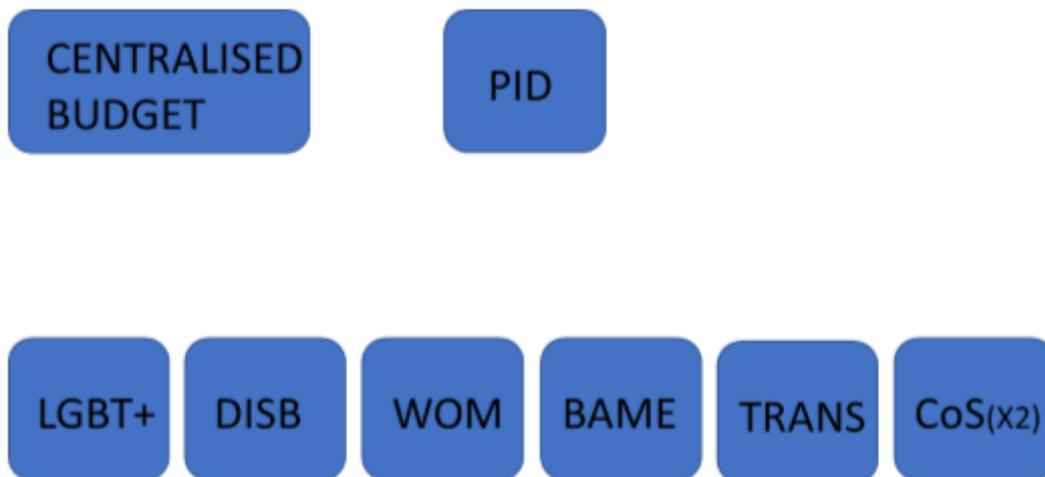
RH – Queried what a restructure of the Welfare and Community zone would look like.

JC – Outlined perceived issues with instability of the zone in that positions are not always filled during elections.

AC – Drew diagram on whiteboard displaying current zone structure and what changes could be made to the zone to correct recurring systemic issues:



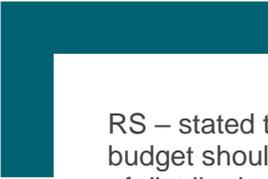
(Current structure)



(Proposed new structure)

AC – outlined justification of proposed new structure highlighting functionality issues: 1) Requirement to recruit a committee 2) Management of a budget without necessarily having experience 3) Budget mismanagement 4) The aims of LINKS and E&E did not fit in the zone given the proposed renaming,

RH – Stated that LINKS removed the role of treasurer from their committee several years prior, as the purpose was not fully understood and the HUU financial system for societies was confusing and inaccessible.



RS – stated the belief that as Trans rep was initially part of the LGBT+ committee that the budget should be shared. Expressed concerns over a centralised budget and the fairness of distribution.

JC – Pointed out that Trans rep is now elected in cross campus elections as opposed to LGBT+ AGM and is just as deserving of having access to funds as LGBT+ officer.

AC – Explained that a centralised budget that PTOs apply for would mean potentially more financial support and freedom for campaigns if required i.e. that Trans rep would not be inhibited or tied to LGBT+ spending.

RH – suggested that Trans rep could still campaign alongside LGBT+.

AC – explained the suggestion to disband the requirement for committees and just to have the elected representative. Individuals have been elected in small EGMs to committee positions and then felt like they haven't been able to contribute to activities. The ethos of HUU is that students should be able to make change without needing to be in an elected position.

RS – expressed concerns that disbanding LGBT+ committee would put the responsibility of running committee on one individual.

AC – Explained the concept of creating an LGBT+ society instead of purely a liberation group. The role of LGBT+ officer should be about student representation but can often feel more like the president of a society with the associated responsibilities.

JS – outlined the benefits of being a society in terms of the support afforded by HUU SVOT team and cited historical interest by LGBT+ to become a society in past years.

AC – outlined the perception held by some LGBT+ students that by joining LGBT+ they may be expected to join in with the liberation/campaigning aspect which can be off putting for individuals who may just want to spend time with other LGBT+ students without committing to campaigns.

RH – queried the position of LINKS and Environment and Ethics in the proposed restructure.

AC – Explained rationale that LINKS would fit better in activities zone as structurally it closer matches RAG. Environment and ethics sat in Governance Zone previously and ought to be moved back. AC did not feel Environment and Ethics was an appropriate fit for Inclusivity and Diversity, as the focus of Environment and Ethics should be institutional practice and environmental impact rather than the wellbeing of individual students.

RS/RL – voiced support for the proposed changes – expressing hope that it would make the zone more accessible for future students.