



University of Wolverhampton

Students' Union

POLICY BOOKLET

(Updated 16th November 2011)

All Policy remains in force for the duration of the academic year in which it is adopted and for the following academic year, at the end of which period it shall lapse unless re-affirmed by Union Council. The end of an academic year is taken to be 31st August.

This booklet contains all policies adopted by meetings of Union Council and a note of the date when the policy shall commence, lapse or when the policy was reinstated.

If any member of Union Council has any questions on any of these policies, please contact the Chair of Union Council or the President via any Students' Union Reception.

THE UNIVERSITY OF WOLVERHAMPTON STUDENTS' UNION POLICY ON EQUALITY OF OPPORTUNITY

Our Mission Statement:

The University of Wolverhampton Students' Union (hereinafter 'this Union') exists to represent students, developing the equal allocation of services and opportunities in a safe environment, with an aim to promote the confidence and potential of all involved with our Union.

Aims & Objectives:

- The Union shall promote equality of opportunity and provision of services regardless of an individual's background.
 - The Union aims to recognise and respect the individuality of all its student members.
 - The Union aims to encourage equal provision of opportunities and access to services across all sites.
 - The Union aims to provide a safe environment for all students; free from harassment and/or discrimination.
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Equal Opportunity and Intolerance

In recent years the Union has noted an increase in the activity of fundamentalist groups across the education sector. Reports from other Students' Unions and from NUS suggest that a number of groups are active on campuses across the UK whose ideology and materials conflict with UWSU policy on equality of opportunity as enshrined within our mission statement and aims and objectives.

While the Union aims to "recognise and respect the individuality of all members", the Union must not permit this individuality to be discriminatory or to cause offence or fear within any other group of the membership.

This Union must work towards promoting understanding between sectors of the student community and should not accept or support racial or religious intolerance at any level. Tolerance must be extended towards all groups of students or sectors of the community as outlined in aims and objectives 1 (a).

For example:

Groups such as the British National Party would not be permitted to be active within the confines of this Students' Union due to the nature of their opinions and ideologies. Where they may attempt to introduce materials through another organisation, individual, group, club, sector or society, this policy empowers the Executive Committee to deny support or access to Union services or facilities where there would be any conflict with our equal opportunities statement or procedures laid down within this policy document.

Procedure:

- The Union will not support any affiliation, directly or through a ratified club, society or sector to any organisation, group or individuals that seek to promote intolerance against the content of our equal opportunities statement.
- The Union will not support the production of any materials, either directly or through a ratified club, society or sector, that seeks to promote intolerance against the content of our equal opportunities statement.
- The Union will actively exclude from our premises, services or facilities any organisation; group or individuals that seek to promote intolerance against the content of our equal opportunities statement.
- The Union will ensure that any speakers or demonstrators demonstrating known racist, fascist, homophobic, sexist and so-forth behaviour, will only be permitted to speak as part of a balanced debate organised by the Executive Committee. Such a debate must not be organised by anyone other than the Executive Committee. For example, a society will not be allowed to have a member of a fascist group, such as the BNP, as a speaker. However, the same speaker can have a platform if it is part of a balanced debate organised by the Executive Committee.
- Any individual or ratified Union club, society or sector that acts against the content of our equal opportunities statement will be suspended with immediate effect, pending a full disciplinary investigation.
- The Union should actively campaign to promote tolerance within student groups and publicise the Equal Opportunities Policy Statement as widely as possible. Subject to their approval, these additional conditions should be promoted to all affected groups

Equal Opportunity in Provision of Services

This policy sets out how Students' Union will promote a policy of equality in the services provided, management of activities and in its employment and personnel practices. To ensure this becomes a reality we are adopting a programme of action, which this policy details.

Equal Opportunities Statement:

"The Students' Union is committed to ensuring that, wherever possible, we guarantee the equality of opportunity of all Union members, staff members and bona fide guests and visitors within the Union premises and the University.

The Students' Union will work to comply with all anti-discrimination legislation, including the Sex Discrimination Act 1975 (amended 1986), Race Relation Act 1976, Disability Discrimination Act 1995, the Rehabilitation of Offenders Act 1974 and the Human Rights Act 1998.

In seeking to guarantee equality, it will be the explicit aim of the Union to eradicate, wherever possible, the prevalence and acceptance of prejudicial and intolerant attitude to its members and staff, whether displayed by staff, students or visiting members of the public."

To this end, the Union shall:

Service delivery:

Aim to make services as accessible as possible, including:

Publicity of services:

Ensure that all staff, students and visitors are aware of the policy by publishing and distributing this policy throughout the institution and elsewhere as appropriate.

Monitoring service users:

To conduct monitoring of student usage of services as far as possible to ensure that no group is excluded.

Campaigning:

To strongly support the liberation campaigns of all sectors of society outlined within this policy and campaign against oppression of such sectors of society as and when it may occur.

Challenging discriminatory behaviour from and towards clients:

Be at all times self-scrutinising in searching out attitudes and behaviour that contravene this policy.

Right to withdraw services/facilities:

Display an attitude of “zero tolerance” to discriminatory behaviour within the Union and its membership.

Staffing:

UWSU aims to ensure that the equal opportunities policy underpins all its employment policies and procedures and has established the following guidelines within our recruitment and selection process:

Recruitment and selection:

- As far as possible all jobs will be advertised internally and externally concurrently.
- The criteria for selection and progression are determined solely on the basis of requirement of the job.
- People are selected and appointed solely on the basis of their relevant, assessable experience and abilities.
- All members of the selection panel will have knowledge of, and be expected to demonstrate an understanding of, the equal opportunities policy.
- Any complaints made by applicants for vacancies, who consider they have been discriminated against, will be investigated.
- With reference to internal promotion opportunities, selection will be based on the requirements of the post in question and in line with the recruitment and selection policy.
- Applications will include equal opportunities monitoring.
- Conditions of service will reflect equal opportunities and include parental, adoption and dependants leave, religious holidays etc and are documented in the staff manual.

Training and development:

Promote the equality of all staff and Union members and give the equal encouragement to learn and to progress within the institution, as specified in the mission statement.

Responsibilities for implementing the policy

Officers:

Implement a positive action plan to realise the aims outlined in this policy, to include training and briefing on Equal Opportunity issues wherever possible, especially for members and staff acting at any time as official representatives of the Union. Also to include the use of positive action wherever legally possible.

- Never knowingly give a platform to any individual or organisation seen to be in contravention of Union policy on this issue, unless it is as a part of a fair debate, as set out in the procedures laid down by this policy.

Management:

Identify any constraints in the implementation of this policy and seek out ways for their removal.

Staff:

Raise awareness among staff and students of both conscious and unconscious oppression, so as to eliminate any stereotyping and oppression wherever it may occur.

Conduct

Always to accept as the fundamental minimum standards those specified by law, and by organisations such as The Equal Opportunities Commission and The Commission for Racial Equality, though aiming at all times to supersede these in our Union structures and activities.

Those responsible for implementing this policy, through disciplinary and other action should at all times be aware of its explicit importance within the institution and the need for strong measures to be taken if necessary.

POST-SCRIPT

As stated in the Memorandum and Articles, in the event of a conflict between this policy and the law of the land, the latter shall prevail.

REINSTATED BY UNION COUNCIL	30th SEPTEMBER 2010
LAPSES ON	31st AUGUST 2012

SCHOOL REPS

The Union Notes:

- That the representation of our students is central to the principles of the Students' Union as set out in our mission statement.
- That the Union elects its Executive Officers and School Reps through its election processes.
- That in the event of School Rep vacancies, a Bye Election takes place in the first term.
- That it is the Executive Committee who takes up the responsibility of the Elections Committee, in the event that an Elections Committee has not yet been elected by Union Council.
- School Reps have to submit a manifesto when standing for the position.

The Union Believes:

- That School Reps are an essential link between the Union and the University.
- That School Reps are often the only way the Students' Union learns and therefore can act on arising issues.
- That the University understands the importance of School Reps and actively encourages students to stand for election.
- That these representatives allow the Union and the University to continue its transparent and co-operative relationship.
- There is currently no way for Council to regularly hold School Reps to account on their manifesto objectives, in the way that it holds its Executive Officers to account.
- For such an important role, there should be a more regular way of holding School Reps to account, ensuring a high quality of representation.

The Union Further Believes:

- That year upon year, School Rep positions are never fully filled.
- That therefore, this means many students face years without any direct representation on University committees.
- Consequently, our democratic processes are compromised as this reduces the number of Union Council members.

The Union Resolves:

- To continue the current election process with regards to School Reps.
- To, in the event of a vacancy after the autumn term Bye-Elections, allow a process of co-option to take place.
- That Union Council takes responsibility for this co-option.
- That a co-option that takes place between the spring Election and the Bye Election of the following academic year, remains in effect until that Bye Election at latest.
- That a co-option that takes place after the Bye Election remains in effect until the end of the academic year.
- That members standing for School Rep positions via co-option will need to be nominated by as many students as required under the Elections Bye Law 7: 48.2 d
- 'From immediate effect, all School Reps will have to submit the attached report form to each Union Council.

Proposed by Karl Stringer, Academic Affairs Officer

Seconded by Kira Stancliffe, Telford and Business Development Officer

REINSTATED BY UNION COUNCIL	27th NOVEMBER 2008
LAPSES ON	31st AUGUST 2011

REINSTATED BY UNION COUNCIL	12th MAY 2011
LAPSES ON	31st AUGUST 2012

Name:
Role:
Date of writing report:
Manifesto Pledges:
What work have you been undertaking on your manifesto pledges since the last meeting?
What other duties have you been carrying out within your role?
What do you aim to get done before the next meeting?

Amendments proposed by Alex Blower, Activities VP
Amendments seconded by Ellen Marshall, Welfare VP

AMENDMENTS APPROVED BY UNION COUNCIL	30th SEPTEMBER 2010
LAPSES ON	31st AUGUST 2011

Further amendments proposed by Dave Anson, Academic VP
Further amendments seconded by Colin Laing, UWBS School Rep

FURTHER AMENDMENTS APPROVED BY UNION COUNCIL	14th DECEMBER 2010
LAPSES ON	31st AUGUST 2012

EXECUTIVE REPORTS TO UNION COUNCIL

The Union Notes:

- One purpose of the Union Council is to hold the Executive Committee accountable.
- Officers are obliged to submit reports to Union Council in order to be held to account.
- That the Union Council have the right to reject Officers' reports.

The Union Believes:

- In the past Officers have not attempted to fulfil their manifesto promises.
- That Officers' manifestos often help to influence members' decision on which candidate they vote for.
- The current procedure for Officers submitting reports to Union Council lacks structure.
- That it is vital that Union Council receives reports in a clear, structured manor.
- That Union Council should be able to easily differentiate between an Officers' manifesto promises and day-to-day duties of the role where applicable.

The Union Further Believes:

- That by separating an Officer's progress on their manifesto from the other work they perform within their role will enable Union Council to easily review an Officer's progress.
- That this system will enable Officers to flag up their successes.
- That this format will reassure Union Council that they can have confidence in their elected Officers.

The Union Resolves:

- That all members of the Executive Committee will complete and submit the attached form as their report to Union Council.
- That Officers will verbally present this report to Union Council and answer any questions from members of Union Council unless they have valid and acceptable apologies for absence.
- This policy will take place with immediate effect.

Executive Officers' Report to Union Council

Name: _____

Position: _____

What work have you been undertaking on your manifesto pledges since the last meeting?
What progress have you made on actions you have been mandated by Council to carry out?
What other duties have you been carrying out within your role?
What do you aim to get done before the next meeting?

Proposed by Caroline Rose, Welfare and Campaigns VP
Seconded by Sarah Keddie, Diversity Officer

Amendments proposed by Ellen Marshall, Welfare VP
Amendments Seconded by Dave Anson, Academic VP

AMENDMENTS APPROVED AND POLICY REINSTATED BY UNION COUNCIL	30th SEPTEMBER 2010
LAPSES ON	31st AUGUST 2011

REINSTATED BY UNION COUNCIL	12th MAY 2011
LAPSES ON	31st AUGUST 2012

ATTENDANCE

The Union Notes:

- Many courses contain modules involving group work
- Insufficient attendance of students involved in group work can have a dangerous result on some courses, such as Drama and Performing Arts

The Union Believes:

- It is a student's responsibility to commit to group work and attend meetings regularly
- Students involved in group work projects not attending can have a detrimental effect on the work of the rest of the group
- Irregular attendance of these students can have negative effect on the grade received by the other students

The Union Resolves:

- The Union to lobby the University, through the Academic Vice President to change its regulations to allow students not attending group work modules to be investigated and therefore appropriate actions to be taken, except for in extenuating circumstances

Proposed by Alex Blower, Activities Officer

Seconded by Dave Anson, Home Students Officer

APPROVED BY UNION COUNCIL	14th DECEMBER 2009
LAPSES ON	31st AUGUST 2012

PART-TIME EXECUTIVE OFFICER TRAINING

The Union Notes:

- That in our Executive Committee, there are more part-time positions than full-time positions.
- That part-time Executive officers are voluntary unpaid positions.
- That Officer Trustees, School and Course Representatives, Student Staff and Freshers' Volunteers all receive some form of training, whether it be internal or external.

The Union Believes:

- That part-time Executive Officers have an equal role in the Executive Committee to the full-time Officers.
- That, year upon year, the part-time Executive Officer positions are never fully filled.
- Therefore that means that the Executive Committee cannot operate effectively in order to represent its membership.
- Consequently our democratic processes are compromised as this reduces the number of Union Council members and members of the Executive Committee.
- That training allows all individuals within the Executive Committee to function comfortably and effectively.
- That the skills gained as a part-time Executive Officer are likely to contribute to finding employment in the graduate market.

The Union Resolves:

- That the Executive Committee should mandate the Chief Executive Officer to plan and implement training for the entire Executive Committee, so that all Officers can operate effectively.
- This training should take place in the first term

Proposed by Dave Anson, Home Students Officer

Seconded by Matt Ward, Welfare & Campaigns VP

APPROVED BY UNION COUNCIL	14th DECEMBER 2009
LAPSES ON	31st AUGUST 2012

WLV UNION FAIRTRADE POLICY

The Union Notes:

- A fairer future: more than 7 million people in Africa, Asia and Latin America benefit from Fairtrade – farmers, farm workers, and their families.
- Keeping it local: there are now more than 320 Fairtrade Towns across the UK, which alongside 4,000 Fairtrade Churches, 37 Fairtrade Synagogues, 60 Fairtrade Universities and a newly launched network of Fairtrade Schools, are all campaigning to support and promote Fairtrade in their local area.
- The University of Wolverhampton is a Fairtrade University.

The Union believes:

- Fairtrade is an issue which is supported by many of our students.
- Fairtrade is part of the Union's social responsibility.
- Being part of the University's commitment to Fairtrade status is integral to our close relationship.

The Union resolves:

- The Union strives to be a Fairtrade Union and will work with the University of Wolverhampton ("the University") to maintain the University as a Fairtrade University.
- Fairtrade options will be served at all Union meetings where there is catering.
- The Union will work closely with the relevant societies and members of Executive to campaign for increased Fairtrade consumption within the University. These campaigns will include but not be limited to:
 - a) Educating staff and students within the Union and the University as to the existence, purpose and reasoning behind Fairtrade.
 - b) Raising awareness of the FAIRTRADE mark and what it means.
 - c) Holding events to make Fairtrade part of the "student culture".
 - d) Endeavoring to involve and educate as many people as possible through relevant media.
 - e) Ensuring the University is adhering to a similar Fairtrade policy such that we continue to be a Fairtrade University.
- The Union will create a working group to take responsibility for Fairtrade issues.
- The Union Executive Committee will monitor the implementation of the Union policy and coordinate work with the University in furtherance of our expressed mandate to maintain the status of Fairtrade University.

The Executive Committee will review this policy on an annual basis to ensure it supports the strategic plan of the Union.

Proposed by: Bally Singh, President

Seconded by Matt Ward, Welfare & Campaigns VP

APPROVED BY UNION COUNCIL	14th DECEMBER 2009
LAPSES ON	31st AUGUST 2012

FACE TO FACE CONTACT TIME

The Union notes:

- That with the move to twenty credits, there are concerns from some students that the overall amount of time allocated for lecturers, workshops and tutorials will decrease.
- That, as of yet, the University has not answered these concerns with a clear, definitive answer.

The Union believes:

- That many students want fact to face contact time with their tutors in the form of lectures, workshops and tutorials.
- That this contact is invaluable in student learning and development.
- That reducing this contact time will be detrimental to students and the overall student experience.

The Union resolves:

- That the members of Union Council who hold membership of the University Student Affairs Committee will press the University for a response to this issue.
- That the Students' Union will lobby the University for a guarantee that student contact time will not decrease relative to the credits studied. For example, the number of contact hours for 4 current 15 credit modules will be the same as 3 future 20 credit modules

Proposed by Simon Lowe, SCIT School Rep

Seconded by Will Varnam, Academic VP

APPROVED BY UNION COUNCIL	14th DECEMBER 2009
LAPSES ON	31st AUGUST 2012

FIELD TRIPS

The Union notes:

- Some Schools have no organised educational trips, whereas other Schools have regular trips organised.
- Educational trips linked to courses promote blended learning strategies.

The Union believes:

- Students benefit from varied learning opportunities and varied environments.
- Educational trips have non-academic benefits, in the form of social bonding and interactive learning, in addition to possible team skills, depending on the nature of the trip.
- Students generally enjoy trips.

The Union resolves:

- That the Academic VP will lobby each School to provide reasonably-priced optional accessible education trips.
- These should be chosen in consultation with the students and each student should have the opportunity to go on at least one trip relevant to their course per year.

Proposed by Simon Lowe, SCIT School Rep

Seconded by Will Varnam, Academic VP

APPROVED BY UNION COUNCIL	14th DECEMBER 2009
LAPSES ON	31st AUGUST 2012

HARRISON LEARNING CENTRE OPENING HOURS AT THE WEEKEND

The Union notes:

- That the Harrison Learning Centre currently opens between the hours of 1330 and 1730 on a Saturday and Sunday, with extended opening hours on a Sunday until 2100.
- That there are security personnel on site from at least 1000 on these days as other services in the MD building are open.
- That there is no increase in security personnel when the Harrison Learning Centre is opened at 1330.
- That there are sometimes students waiting from as early as 1000 for the Harrison Learning Centre to open.

The Union believes:

- That there will be minimal cost to the University if the Harrison Learning Centre is open between the hours of 1000 and 1330, operating in the same fashion as extended opening hours.
- That this will make learning more accessible to students, particularly part time students, if they require specialist software.

The Union resolves:

- That the Academic VP will lobby the University to operate the Harrison Learning Centre between 1030 and 1330 on Saturdays and Sundays, to function as it does during extended opening hours.

Proposed by Simon Lowe, SCIT School Rep

Seconded by Will Varnam, Academic VP

APPROVED BY UNION COUNCIL	14th DECEMBER 2009
LAPSES ON	31st AUGUST 2012

SCHOOL STUDENT COUNCIL ATTENDANCE

The Union notes:

- That the Academic VP represents students across the whole University on Academic issues to the University and other organisations.
- That in order for the Academic Vice-President to effectively represent students within each School they must keep up to date with students' views and issues affecting students within each School.
- That the School Student Councils (SSC) provide a forum where Course Representatives and the School Representative meet on a regular (at least a semesterly) basis.

The Union believes:

- That the Academic VP has a duty to attend at least one SSC per School per academic year.
- That the Students' Union should ensure that Schools continue to hold these meetings, even if the School Representative position is vacant

The Union resolves:

- To mandate the Academic VP to attend at least one meeting of each SSC per academic year.
- To mandate the Academic VP to ensure that SSC meetings are held in all schools, irrelevant of whether the School Rep position has been filled.

Proposed by Simon Lowe, SCIT School Rep

Seconded by Will Varnam, Academic VP

APPROVED BY UNION COUNCIL	14th DECEMBER 2009
LAPSES ON	31st AUGUST 2012

UNHEARD MOTIONS

The Union notes:

- That the Union Council met once last year due to not reaching quorum after the first meeting.
- That the first Union Council meeting this academic year was postponed on a number of occasions and then when it met, failed to meet quorum.
- That there have been motions proposed since last November that have not been heard at Union Council due to meetings not reaching quoracy.
- That the membership of Union Council changes year to year.

The Union believes:

- That this causes some motions that might otherwise be heard to not make it to Union Council when it meets, due to the member no longer being on the Union Council.

The Union resolves:

- That any motions added to a Union Council agenda where the meeting is not held due to it failing to reach quoracy and no subsequent meetings are held that academic year, are to be circulated to the Union Council members at the start of the following academic year. This would need to happen at least one week before the agenda deadline to allow any member who wanted to, to make any amendments necessary, find a seconder and submit the motion to be added to the agenda.

Proposed by Simon Lowe, SCIT School Rep

Seconded by Will Varnam, Academic VP

APPROVED BY UNION COUNCIL	14th DECEMBER 2009
LAPSES ON	31st AUGUST 2012

GENDER NEUTRAL TOILETS

The Union notes:

- Gender-neutral toilets (GNTs) are toilets and/or bathroom facilities which do not have gendered signage and which do not require the person using them to define into a gender.
- That the University of Wolverhampton currently has no policy for Gender Neutral Toilets.
- That the Universities of Bath, Birmingham Guild of Students, Manchester, Leicester, Sheffield, Liverpool Guild of Students, Staffordshire, York & University College London have put policies in place to create Gender Neutral Toilet facilities.
- That Nightingales nightclub in Birmingham has installed a Gender Neutral Toilet.
- That NUS events now offer Gender Neutral Toilet facilities for delegate attendees.
- That the University of Wolverhampton has a hidden population of trans students, including those who are transsexual and those who identify outside of the normative gender binary, intersex students and students uncomfortable in hyper masculine/ feminine environments who would benefit from Gender Neutral Toilets.
- That some students currently use toilets designed for disability (i.e. MC building) to avoid using engendered toilets.
- That in April 2009 the NUS passed policy, submitted by University College London Union, to provide Gender Neutral Toilets at NUS events. The NUS LGBT campaign also has policy to campaign for Gender Neutral Toilets in all educational institutions and Students' Unions.

The Union believes:

- That the University of Wolverhampton should have at least one Gender Neutral Toilet.
- That Gender Neutral Toilets are not trans specific and could be used by all students.
- That Gender Neutral Toilets exist outside of education buildings unnoticed (i.e. homes and festivals.)
- That adding Gender Neutral Toilets does not necessarily mean refurbishing a current set of toilets or building a new set, just changing the signage on a toilet door from "Male/Female" to simply "Toilets".
- That forcing a trans person to use a disabled toilet simply because they fear using gendered toilets is discriminatory and incorrect.
- That whilst some trans people and others would wish to use Gender Neutral Toilets, other trans people are happy with using male/female designated toilets and should therefore not be prevented from doing so.
- That policy and expenses should not stand in the way of achieving a diverse inclusive Union.

The Union resolves:

- To support students in their right to use toilets in line with their gender identity.
- To approach the University of Wolverhampton with the aim to getting a Gender Neutral Toilet instated within the University.
- To make feminine hygiene standards available in these facilities in a similar manner to female toilets, for trans students with particular needs associated with the female sex, as well as female students who choose to use them.
- To support all students who would wish to use a Gender Neutral Toilet whether 'Trans' or 'Cisgender.'

Proposed by Laura Anne Jones, Telford Site Committee Rep
Seconded by Claire Smith, Non Portfolio Officer

APPROVED BY UNION COUNCIL	29th APRIL 2010
LAPSES ON	31st AUGUST 2012

GOAT TRANSPARENCY

The Union Notes:

- Officer Trustees are mandated to keep at least 2 hours a week free to see students
- Part-time Executive Officers are mandated to keep at least 30 minutes a week free to see students.
- Each Executive Officer is issued a GOAT book at the beginning of their term of office.

The Union Believes:

- There is no protocol for students or Executive/Union Council members to view the GOAT work that is carried out
- If copies of GOAT were made accessible to students or Executive/Union Council members it would make individuals' GOAT work more transparent .
- It is too easy for an Executive Committee member to claim to have completed GOAT work but actually not.

The Union Resolves:

- All Executive Committee members provide completed GOAT forms at the start of Union Council should anyone wish to see them.
- If any GOAT form contains sensitive information pertaining to a particular student, the content of the discussion will be available but the specifics shall be censored so as to protect the student's anonymity.

Proposed by Alex Blower, Activities Officer

Seconded by Dave Anson, Home Students Officer

APPROVED BY UNION COUNCIL	29th APRIL 2010
LAPSES ON	31st AUGUST 2012

FUNDING OUR EDUCATION

The Union notes:

- That currently there is an independent review taking place, lead by Lord Brown, into the future funding of HE.
- This review will directly impact upon the government's decision about the future funding of Higher Education.
- In a survey carried out by the BBC, 1 in 10 University Vice-Chancellors wanted the cap on tuition fees to be removed altogether.
- NUS believe an alternative funding system is possible, and are currently proposing a graduate tax system rather than increased fees.

The Union Believes:

- A rise in fees could have a detrimental effect on a student's choice on whether to come to University or not.
- Any funding systems should be progressive and support widening access.
- We should oppose the marketisation of our education system and contest a rise in fees or of lifting the cap.
- A free education policy is not feasible in today's economic climate.
- We need to work alongside NUS for an alternative funding system.

The Union Resolves:

- To lobby local MPs to sign the NUS pledge on keeping the cap on tuition fees.
- To actively lobby the University to formulate an official stance on fees.
- To mandate the Executive Committee to organise transport to a national demonstration against the lifting of the cap, if organised by NUS.
- To take the official stance of defending the cap and to support NUS in an alternative funding system.
- To lobby MPs to sign a pledge not to vote for a rise in fees, at the suggestion of any rise in fees.
- In addition to attending a national event, hold a regional event to build support from the local community.
- To mandate Officer Trustees to ATTEND and TAKE PART in a national demonstration and to actively encourage part-time Executive Officers do the same.

Proposed by: Matt Ward, Welfare & Campaigns VP

Seconded by: Bally Singh, President

APPROVED BY UNION COUNCIL	29th APRIL 2010
LAPSES ON	31st AUGUST 2012

ABBREVIATIONS

The Union notes:

- That technical terminology/abbreviations are common use in the modern English language
- That not everyone understands what they stand for.
- That they may cause confusion if not explained

The Union believes:

- That students should not be expected to know what a technical terminology/abbreviation means when encountering it for the first time.

The Union resolves:

- To mandate any member who writes a motion to explain what each technical terminology/abbreviation means, either by putting the full meaning in brackets after the first encounter, for instance UC (Union Council), or to provide a glossary of terms at the end, or any other suitable method.
- That the exceptions to this policy will be the following terms. SU (Students Union), UC (Union Council), Sabbs (Sabbaticals), Exec (Executive Officers or Executive Committee) and VP (Vice President).
- That common sense must be applied to the use of this policy.

Proposed by Simon Lowe, SCIT School Rep

Seconded by Claire Smith, Non Portfolio Officer

APPROVED BY UNION COUNCIL	20th MAY 2010
LAPSES ON	31st AUGUST 2012

STUDENT VOICE SUPPORT

The Union notes:

- That the student voice system is vital to the aims and objective of the SU
- That the student voice system is currently undergoing extensive review
- That year on year, School and Course Reps require guidance and support
- That other Students' Unions have a similar position
- That the schools have SLOs (Student Liaison Officers) to help support School and Course Reps from the University's perspective.
- That the SU (Student Union) currently has one member of staff who is allocated approx 20% of their time to Student Voice.

The Union believes:

- That there are lots of problems within the Student Voice system
- That supporting Reps is one of the key strategic aims of the Union's Membership Services department.
- That the Student Voice system requires this position to be created to help it work efficiently
- A lot of the support time at the moment is taken up with meetings
- That the extent the Union engages its Course Reps currently depends on the priorities of the Academic VP.
- There is much disparity between the Rep system in different Schools and the Union currently finds it difficult to maintain an up-to-date understanding of these differences.
- That some Schools have a limited commitment to the Student Voice System
- That by having closer relations with our Course Reps we can more effectively represent our membership on developments such as the University's 'Learning Works' project.
- That the University does not currently encourage its Schools enough in following the Student Voice policy passed at Academic Board in 2006.

The Union resolves:

- To mandate the Officer Trustees to treat the support of Reps as a strategic priority

Proposed by Simon Lowe, SCIT School Rep

Seconded by Claire Smith, Non Portfolio Officer

APPROVED BY UNION COUNCIL	20th MAY 2010
LAPSES ON	31st AUGUST 2012

LIBERATION CONFERENCES

The Union notes:

- There are 7 NUS Liberation Conferences every year, these being: LGBT, Women's, Disabled, Black, Mature & Part-Time, International and Post-Graduate
- In 2009/2010 the University of Wolverhampton Students' Union have sent 2 people to LGBT, 1 person to Black Students', 1 person to Disabled and 2 people to International Conference.
- The Union have created new Council positions in order to represent these caucuses & these positions are available in the bye-elections.

The Union believes:

- All liberation groups need equal representation at all liberation conferences
- Liberation conferences are vital to each liberation group as each conference is where National policies are made

The Union resolves:

- The person elected during the Union's bye-election for each relevant position will be the qualifying candidate to attend their conference.
- If that elected member can not attend, or the position remains vacant, or additional funding is available then a caucus election will be scheduled.
- That the Executive Committee shall be responsible for running liberation caucuses at least one month before the liberation conference is due to run
- These caucuses shall be run with the purpose of each liberation group having fair access to elect a representative to their conference
- In this caucus at least one Officer Trustee shall be present to oversee voting
- Once the caucus has voted it shall then be the Union's responsibility to collect all relevant information from the delegates and give them the relevant information they need in return
- The elected representative will be required to submit a report to SUC within 2 weeks after the event.

Proposed by Claire Smith, Non Portfolio Officer

Seconded by Cheryl Farmer, City Site Committee Rep

APPROVED BY UNION COUNCIL	20th MAY 2010
LAPSES ON	31st AUGUST 2012

Amendments proposed by Ken Harris, President

Seconded by Ellen Marshall, Welfare VP

AMENDMENTS APPROVED BY UNION COUNCIL	31st MARCH 2011
LAPSES ON	31st AUGUST 2012

CO-OPTION POLICY FOR COUNCIL REP POSITIONS

The Union Notes:

- That representation and democracy are at the heart of the Students' Union's principles.
- Executive Officers, the Chair of Union Council and School Reps can be voted into their positions via the Bye-Elections if the posts remain vacant after the Spring elections and the School Rep elections respectively.
- The Union currently has a policy for the co-option of School Reps.
- Under the current system, the Union Council's equal opportunities or liberation Reps are elected during the Bye-Elections at the start of the academic year.
- The Sports Committee Rep is currently elected by and through the Sports Committee.

The Union Believes:

- That the Union would prefer a full Union Council as early in the academic year as possible.
- That there are many benefits to having Council positions filled before the start of the academic year and Freshers.
- That all positions on Council should be voted in by the membership in the first instance, with the exception of Distance Learning Rep.
- That due to the nature of the Distance Learning Rep post and the students that would fill the position, the Students' Union should make the process for standing for the position as accessible as possible to non campus-based students.

The Union Resolves:

- For the Campus Rep positions to be available via co-option by Union Council, if still vacant after the end of the Campus Rep elections.
- For the following positions to be available via co-option by Union Council, if still vacant after the end of the Spring elections:
 - a) Volunteers Rep
 - b) Societies Rep
 - c) 2 x RAG Reps
- For the following positions to be available via co-option by Union Council, if still vacant after the Bye Elections during the Autumn term:
 - a) Women's Rep
 - b) LGBT Students Rep
 - c) Black & Minority Ethnic Rep
 - d) Students with Disabilities Rep
 - e) Sports Committee Rep
 - f) Student Parents' Rep
 - g) Mature Students' Rep
- For the Sports Committee Rep position to be available for co-option after two unsuccessful attempts of the Sports Committee to select their representative on Council.
- For the Executive Committee to take responsibility for the co-option of part time Officer positions and for Union Council to take responsibility for the co-option of Council Rep positions.
- To mandate the President to ensure vacant council Rep position are filled via co-option where necessary.

- For the Executive Committee and Union Council to reserve the right to request the student wanting to be co-opted to attend the next meeting to put forward their case as to why they are a good candidate for the position.

Proposed by Alex Blower, Activities VP

Seconded by Ellen Marshall, Welfare VP

APPROVED BY UNION COUNCIL	30th SEPTEMBER 2010
LAPSES ON	31st AUGUST 2012

GREEN IMPACT STUDENTS' UNION PROGRAM

The Union notes:

- Green Impact Students' Union Program (GISU) is an accredited award by NUS.
- The higher the award, the more environmental friendly the Union is recognised as being.
- This award programme started in 2006/7 (under the previous name of Sound Environmental Impact Awards) and is recognised nationally.
- 83 Students' Unions ran for the award last year and 55 of those achieved Silver or higher awards.

The Union believes:

- By working towards this award the Union will have set targets to aim for, which will result in UWSU becoming a greener organisation.
- Having the award is a good way to showcase all the hard work put in to make the Union greener.
- By not being part of this award scheme, the University of Wolverhampton Students' Union puts itself further behind the 83 Unions that entered last year and the Unions that have entered this year.
- The Union has introduced the position of Environmental Officer this year, which demonstrates the Union's increased commitment to environmental development.
- The University has recently launched a Carbon Management plan. By being part of the GISU we can work closely with the University to aid both the progression of the Union's environmental aims and the University's.

The Union resolves:

- The Union will continue to work towards the Bronze award if it is not achieved by the GISU deadline of December 2010.
- Once the Bronze award has been achieved, the Union will continue to work towards higher awards until completion.
- To mandate the Welfare Vice-President and the Environmental Officer to ensure that the Union is on track to work towards the criteria for the awards.

Proposed by Ellen Marshall, Welfare VP

Seconded by Dave Anson, Academic VP

APPROVED BY UNION COUNCIL	30th SEPTEMBER 2010
LAPSES ON	31st AUGUST 2012

BETTER CATERING PROVISIONS BY THE UNIVERSITY

This Union notes:

- Various pubs have lunchtime offers which are affordable and attractive to students. For example, the Hogs Head offers a £1.99 hot meal and baguettes are available from Simply Eat (in Wolverhampton City Centre) for just £1.
- Students are prohibited from bringing their own food into the University's canteen.
- At a meeting of SSPAL Student Council this year (2010), it was noted that students were extremely unhappy with the perceived high prices and unhealthy food options of the University canteen.

This Union believes:

- A competitive pricing strategy would make students more inclined to use the University's catering service.
- Healthy eating is something which the University should be promoting through its canteens.
- Food that caters for broader needs, such as an increase in vegetarian, vegan and Halal options, would be more appealing to students at this institution.

This Union resolves:

- To lobby the University, through the Union's members of the University Student Affairs Committee, to:
 1. Introduce a competitive pricing strategy for catering on City Campus.
 2. Allow students to bring their own food and drink into the canteen.
 3. Ensure that University canteens and catering outlets at non-city sites have prices no higher than those at City.
 4. Ensure that University catering has adequate provisions of vegetarian, vegan and Halal food.

Proposed by Dave Anson, Academic VP
Seconded by Laura Jones, LSSC School Rep

APPROVED BY UNION COUNCIL	14th DECEMBER 2010
LAPSES ON	31st AUGUST 2012

ENVIRONMENTAL POLICY

This Union notes:

- The Students' Union has recently increased its commitment to environmental development; through the creation of the Environmental Officer role, through its inclusion in the role description of an Officer Trustee (Welfare VP), through its inclusion in the job description of a full-time member of staff (Democracy Support Co-ordinator) and through its inclusion in the Union's objectives for 2010-11
- The Union has this year, for the first time, joined the NUS Services Limited (NUSSL) Green Impact Students' Unions programme, and aims to secure a Bronze Award this year.
- The Union has membership on two University committees with an environmental remit and has introduced its own 'Green Group' for students, SU Staff and Officers.
- This year the Union was part of the NUS 'Campus Growing Project' bid and, at the time of writing this motion, is awaiting a response on the success of this bid. In connection with this bid, the University has agreed to provide land for the Union to use for this activity.
- This year's Executive Committee has included a 'Green Campaign' in its seven major Union campaigns and is planning a Green Week in February.

This Union believes:

- That Students' Unions have a responsibility to be run in a way that has a minimal impact on the environment.
- That students should be encouraged to think about their impact on the environment and informed of how they can minimise this.
- That the Students' Union has considerable potential to influence the behaviours of its membership
- That the Students' Union should set an example through its own behaviour, not only to its membership but to the University.

This Union resolves:

- To improve its energy efficiency wherever possible, through the use of energy efficient equipment, tools and products.
- To encourage the use of public transport and University-provided inter-site buses for business journeys, rather than cars.
- To recycle office waste or dispose of it in an appropriate manner.
- To minimise the environmental impacts of the waste generated by the organisation, and seek opportunities for continual improvement and reduction in waste that is taken to landfill.
- To encourage its suppliers to use packaging that is recycled and/or is recyclable or biodegradable.
- To source products with consideration towards Fairtrade and 'local' purchasing.
- To mandate the Welfare VP and Environmental Officer to run a Green campaign each academic year

Proposed by: Ellen Marshall Welfare Vice President

Seconded by: Susan Webster Environmental Officer

APPROVED BY UNION COUNCIL	14th DECEMBER 2010
LAPSES ON	31st AUGUST 2012

UNION POSITION ON SPORTS TOURS

This Union notes:

- Many external companies such offer tours in different countries targeted specifically at student sports teams.
- Wolverhampton is host to over 17 sports teams representing our Athletic Union at an international, national, regional and local level in the BUCS league in 2010/2011 season.

This Union believes:

- Sporting tours not only allows sports teams to play other teams outside of BUCS, but is an opportunity to increase team building, build friendships within the club and socialising with other clubs.
- The Union has a responsibility to ensure all teams are safe, and going through a reputable company would ensure teams are being looked after on a sports tour
- If clubs do organise tours, they should do it with the approval of the Sports Co-ordinator and the Activities VP, through a reputable company.
- The Union should play a part in promoting responsible drinking to our members who sign up to these tours.

This Union resolves:

- That the Union should recommend reputable sports tour companies to sports teams who wish to go on tour, to show an active responsibility towards tours, rather than deniability.
- Tour company's should have the approval of the Sports Co-ordinator and the Activities VP.
- To promote responsible drinking to all sports teams who go on tour.
- To enforce the 3 strike rule to any team that does not use a reputable sports tour company, and therefore may bring the Union and/or the university into disrepute.

Proposed by: Alex Blower, Activities Vice-President

Seconded by: Ken Harris, President

APPROVED BY UNION COUNCIL	14th DECEMBER 2010
LAPSES ON	31st AUGUST 2012

Amendments by: Elizabeth Thomas, Activities Vice-President

Amendments seconded by: Iwuese Nyager, Communications Officer

AMENDMENTS APPROVED BY UNION COUNCIL	16th NOVEMBER 2011
LAPSES ON	31st AUGUST 2012

BAD FOR CONSTITUENTS, BAD FOR STUDENTS MP ACCOUNTABILITY

This Union notes:

The Browne review proposed a lift of the cap on tuition fees, leaving Universities free to charge what they saw fit for teaching students.

In response to this, the Government proposed a higher tuition fee cap of up to £9,000, in which the charge in fees would be variable depending on the institution.

If this new cap was passed through Parliament, students could leave University facing debts of around £40,000.

For a University to cover the loss from cuts to Higher Education funding through a rise in fees, tuition would need to be priced at £7000 a year.

The University of Wolverhampton has 23,000 students, spread over 6 campuses, and 5 different constituencies

University of Wolverhampton Students' Union delivered over 1000 petitions to one MP on 3rd December 2010, asking them to vote against the tuition fee rise.

When the Union met with this MP, they admitted to not looking at the possible alternative methods of funding outlined by NUS, as well as key University groups such as million plus.

When asked if they would vote against the £9000 tuition fee cap, this particular MP flatly refused.

This Union believes:

Fees of up to £9000 would deter many students from poorer backgrounds from considering Higher Education as a viable option.

There is a gap of £2000 between the £7000 that students would have to pay to cover University losses to funding, and the £9000 the Government want to raise the cap to. A £9000 would create a tiered system, where the prestige of an institution will be based on how much they charge students to go.

By refusing to oppose the proposed rise in the tuition fees cap, any MP holding a seat in one of the University of Wolverhampton's campus constituencies is letting every single one of their student constituents down; an action which as student representatives, we do not see as in any way acceptable.

This Union resolves:

To make public the fact that any MP who voted in favour of the rise in tuition fees did not effectively represent students in their constituency.

To mandate the Executive Committee to actively campaign against the re election of any MP that as been shown to not effectively represent students, should their views remain the same in the next general election.

Proposed by: Alex Blower, Activities Vice-President
Seconded by: Colin Laing, UWBS School Rep

APPROVED BY UNION COUNCIL	26th JANUARY 2011
LAPSES ON	31st AUGUST 2012