

Council Attendance

Role	Name	Initials	Attendance
Officer Trustee - Union President	Camille Boutrolle	CB	Present
Officer Trustee - Deputy President (Education)	Emina Hogas	EH	Present
Officer Trustee - Deputy President (Welfare)	Nico Henry	NH	Present
Officer Trustee - Deputy President (Clubs & Societies)	Christian Cooper	CC	Present
Officer Trustee - Deputy President (Finance & Services)	Stephanie Yeung	SY	Present
Council Chair	Anthea MacIntosh-LaRocque	AML	Present
Constituent Union President - ICSMSU	Lilia Evans	LE	Present
Constituent Union President - CGCU	Daniel Zhuo	DZ	Present
Constituent Union President - RSM	Amelia Spindler	AS	Present
Constituent Union President - RCSU	Julia Purrinos De Oliveria	JPDO	Present
Constituent Union President - Silwood	Jana Braun-Wilson	JBW	Present
Management Group Chair - Arts	Nathalie Tedfors Lindell	NTL	Present
Management Group Chair - Community	Shahmir Durrani	SD	Present
Management Group Chair - Culture	Sheshpriya Gadiya	SG	Present
Management Group Chair – Knowledge	William Chen	WC	Absent
Management Group Chair – Recreation	Enzo Amaral	EA	Present
Management Group Chair - Sport	Junior Mbah	JM	Present
LCO - Black & Minority Ethnic Officer	Comfort Oluwakoya	CO	Absent
LCO - LGBTQ+ Officer	Anson To	AT	Present
LCO - Disabilities	Maegan Spitari	MS	Present
LCO - Mental Health	Miriam Foulkes	MF	Present
LCO - Gender Equality Officer	Wendy Song	WS	Absent
LCO - Ethics & Environmental Officer	Hollie Meyers	HM	Present
LCO - Interfaith Officer	Ashay Divekar	AD	Present
LCO - International Officer	Yuanze Xia	YX	Absent
LCO - Working Class Officer	Scarlett Kilford	SK	Present
Welfare Officer of CU - RCSU	Stefaniia Medvetskaia	SM	Present

Welfare Officer of CU - ICSMSU	Ketevani Asatiani-Kalandaze	KAK	Present
Welfare Officer of CU - CGSU	Adrib Ahmed	AA	Absent
Welfare Officer of CU - RSM	Gao Kamalanavin	GK	Absent
Academic Officer of CU - CGCU	Linmo Lin	LL	Present
Academic Officer of CU - RCSU	Jack Swires	JS	Present
Academic Officer of CU - ICSMSU	Yousuf Yaqub	YY	Present
Academic Officer of CU - RSM	Emma Halford	EHa	Present
Postgraduate Research Academic & Welfare Officer (Engineering)	Yifeng Mao	YM	Absent
Postgraduate Research Academic & Welfare Officer (Medicine)	Ruksana Begum-Meades	RBM	Present
Postgraduate Research Academic & Welfare Officer (Science)	Hengchang Cao	HCa	Absent
Postgraduate Taught Academic & Welfare Officer (Business School)	Reem Al Saud	RAS	Absent
Postgraduate Taught Academic & Welfare Officer (Engineering)	Injeel Syed	IS	Absent
Postgraduate Taught Academic & Welfare Officer (Medicine)	Srimathi Lakshminarasimhan	SL	Absent
PGT Representation Chair	Nakul Maheshwari	NM	Absent
PGR Representation Chair	Jing Xu	JX	Absent
Council Representative (UG Science)	Chloe Huang	CH	Present
Council Representative (UG Science)	Elias Fink	EF	Present
Council Representative (UG Engineering)	Salman Khalaf	SK	Present
Council Representative (UG Engineering)	Alvaro Vicente Tarrago	AVT	Absent
Council Representative (UG Engineering)	Huaihou Yang	HY	Present
Council Representative (UG Business)	Sofia Hueffer	SH	Absent
Council Representative (UG Medicine)	Haider Nazerali	HN	Present
Council Representative (UG Medicine)	Rohan Boyapati	RB	Present
Council Representative (PG Science)	Alex Auyang	AAu	Present
Council Representative (PG Engineering)	Deniz Etit	DE	Present

Council Representative (PG Engineering)	Hanqing Zhang	HZ	Absent
Council Representative (PG Medicine)	Thea Jakobi	TJ	Apologies
Council Representative (PG Business)	Laotan Faji	LF	Present
Council Representative (PG non-faculty)	Jordan Milward	JM	Present
Council Representative (PG Business)	Akanksha Kumari	AK	Present

In attendance [Students/Staff]

Helena Schofield (HS) – ICU Representation Manager [Union Staff]
 Hannah Corsini (HC) – ICU Democracy and Representation Assistant [Union Staff]
 Zahra Butt (ZB) – ICU Democracy and Campaigns Coordinator [Union Staff]
 Mohamed Majlisi (MM) – Felix Editor [Student]
 Alan Roberts (AR) - Partner at Counterculture
 Hamza Mian - [Student]

1. Welcome

AML welcomed everyone to the meeting and introduced the democracy review.

2. Apologies & Chair's Business

Apologies

Thea Jakobi.

Noted as above.

Quorum check

Confirmed.

3. Council Seat Reinstatement

None.

4. Proxies

No proxies raised.

5. Approval of Standing Orders

AML noted the following changes to the standing orders.

- i. **SO2** – Online attendance has been added in formally - only under the circumstance where a member cannot attend in person.
- ii. **SO3** – If the publication of voting results could pose a harm to Council members then they will not be published.

- iii. **SO5** – Paper deadline has been changed from 6 to 7 college days before the Council meeting.
- iv. **SO11** – Wording has been changed regarding having a balanced debate rather than affording equal time to those for and against the motion. This is as there is not always someone opposed to motions.
- v. **SO Appendix A** – There has been a proposed change to Constituent Union (CU) reports. Instead of CUs presenting at the end of every council, there will be a joint paper created at the end of each CU forum led by CB to reduce the length of the paper pack.
- vi. AML has consulted with CU presidents on this decision.
- vii. CU executives are able to contribute to these reports alongside the CU President.

The proposed Standing Orders were accepted by a majority voting in favour. The final voting outcome was:

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
39	20	38		1	PASS
		JM, JBW, MF, AS, HN, AAu, KAK, AD, EF, SM, CH, SK, RB, SG, EH, SY, CC, DE, HY, EA, LL, LF, MS, HM,AK, SK, RBM, JM, LE, NTL,DZ, YY, NH, CB, JS, EHa, AT,JPDO,		SD	

6. Approval of minutes of the previous meeting

- i. Minutes from the last meeting will not be approved yet due to staffing issues. They will instead be brought to the next Council,
- ii. Minutes from November 2023 are presented for approval. The delay in getting these approved is due to collecting major amendments to these minutes from multiple Council members.
- iii. No amendments to November 23 minutes were raised.

Minutes of the previous meeting were approved by general consensus.

7. Action tracker

- i.
- ii.

Date of creation	Action number	Council reference (if applicable)	Action	Owned by	Status	Update
7/11/23	1.5	Item 10, Resolve 10(1)	Demand that College: <ul style="list-style-type: none"> i) Make a public commitment to exclude all fossil fuel companies from their investment portfolio(s). ii) Introduce a publicly accessible ethical investment policy that explicitly excludes all fossil fuel companies. iii) Fully divest from all fossil fuel companies within 3 years. 	CB	In progress	11/1/24 Reconvening SRI working group within College to tackle this 20/2/24 CB noted she sent a recommendation to the Provost and will give further updates in due time. 19/03/24 CB noted regarding Action 1.5 that a Socially Responsible Investment (SRI) working group has been set up and will hold a meeting on 10 May, and updates will be shared to Council afterwards. 28/5/24 SRI working group met on 10 May to assess whether they need to revisit the policy. CB noted there will be changes to the policy, but they are currently facing pushback on whether they're using the Imperial index to judge investments. CB noted the next meeting will take place in June. 1/11/24 College still disputing how they will roll out the Imperial

						Zero Index and this needs to be decided before it is applied to investments. Currently the College has no investments in fossil fuel companies, and this will not change in the time it takes them to decide on the Index
20/2/24	4.1	Item 8, Resolve 1	The Union will release a statement taking the position that part-time work as part of your studies is now a must for many and not a choice and offering support to students in part-time work.	CB, NH	In progress	<p>1/11/24 CB: No Union-specific statement has been realised, but OTs have been advocating for more support for students working part-time with the College.</p> <p>2/11/24 NH: Following my analysis of the bursary survey, which shows students have increasingly been working whilst at uni, we're working with the university to release this sort of statement.</p>
20/2/24	4.3	Item 8, Resolve 3	To encourage Imperial to facilitate more academic-related employment opportunities within the College for students that will further their career development and align with their academic pursuits by recognising the restrictions on work due to studying needs and their financial needs as these opportunities are often better remunerated.	NH	In progress	<p>30/04/24 The OCs have raised the Item to college stakeholders, but are yet to finalise actions. They are also lobbying the College to create a platform to set up proper advertisements and increase students' awareness of work opportunities.</p> <p>2/11/24 NH: I'm in the process of writing a recommendation document for each of the faculties to work on. This will show that the proportion of students working has been increasing every year for the past 5 years. I've already started the conversation, and everyone has been very open to this, I'm working with the careers service to finalise this and have conversations with each faculty dean on reducing the stigma of students working. This will lead to set recommendations on students working.</p>

20/2/24	4.4	Item 8, Resolve 4	Lobby the College to acknowledge and address that part-time work is undertaken by many students at Imperial alongside their studies and that these students may require additional support. This acknowledgement should include a statement released to students with the College's stance on part-time working and signposting to support, financial and otherwise, available within and outside of College.	NH	In progress	<p>30/04/24 The OCs have raised the Item to college stakeholders but are yet to finalise actions. AC noted this is a complex conversation, and the College acknowledges part-time work is important for students but restated that the 20-hour cap for home students is merely a recommendation, whereas for international students it is legally set at a national level. They are currently trying to identify their capacity to lobby at a nationwide level.</p> <p>2/11/24 The university has acknowledged this and are working with me. The statement is partially on this website but we're working on making this more public through different channels. The union hasn't made a statement but we will soon. https://www.imperial.ac.uk/careers/jobs-and-experience/part-time-work/</p>
20/2/24	4.5	Item 8, Resolve 5	To collaborate with Student Services to review the indicators of financial hardship, particularly for hardship fund and bursary applications.	NH, JM	In progress	<p>30/04/24 The OTs have raised the Item to college stakeholders but are yet to finalise actions.</p> <p>2/11/24 NH: I'm working with student support services on this and increased communication on the available help at the university.</p>
20/2/24	4.6	Item 8, Resolve 6	To meet with students and College to discuss expectations and impact of part-time work on studies.	NH, JM, NFL	In progress	<p>30/04/24 JM noted regarding Action 4.6 that it was brought up in meetings with the Quality Assurance and Enhancement Committee (QUAK) and the Early Career and Research Institute (ECRI), and discussions for expectations and impact of part-time work on students are in progress. JM noted it is an ongoing initiative on</p>

						<p>postgraduate and post-academic support by the university.</p> <p>28/5/24 NFL noted regarding Action 4.6 that some revisions were made on adding some support to help students identify job opportunities within the College. It is now a requirement that the expectations document is discussed at the initial student-supervisor meeting as well as other regular checkpoints such as the Early Stage Assessment or Late Stage Review. NFL also noted they are acknowledging the need for part-time work and ways to recognise opportunities within and outside the college.</p> <p>2/11/24 NH: I just presented data on working students and the trends over the past 5 years to the faculty deans and other stakeholders at APSG (Access and Participation Strategy Group). This was taken very well and we will be meeting starting next week to discuss expectations and impact of working students.</p> <p>12/11/24: Writing recommendations on how to take this project forward</p>
20/2/24	4.7	Item 8,, Resolve 7	To facilitate more accessible employment opportunities for students.	NH, JC, NFL	In progr ess	<p>2/11/24 NH: I'm working with the university on seeing what jobs we can give to students, some faculties are creating more UG Teaching assistant jobs, there's also more well paid mentorship opportunities (up to £19 p/h), and I'm personally making sure all students are getting paid more than London Living Wage, I successfully</p>

						lobbied the university into increasing the wages of students working for catering (~£3p/h increase). We're pushing the careers service and the university to create even more developmental jobs and opportunities. At the union we are also creating more jobs for students and this should be expanding even further in the next couple of months.
20/2/24	4.8	Item 9, Resolve 2	Lobby the College to support increasing the UKRI London allowance.	CB, NH, DE	In progress	28/5/24 AC noted Action 4.8 was raised in a meeting with college stakeholders, with the review of the funding structure to be completed in due time. NH noted that students that can vote should do so as they can impact student experience in the years to come. CB added regarding Action 4.8 she spoke with College staff who are happy to help with drafting papers moving forward. CB noted they haven't reached out to Unions, but they will be involved with the projects planned in the next year, where student lobbying will likely happen.
20/2/24	4.9	Item 9, Resolve 3	If the College does not support increasing the UKRI London allowance, then to form a student-driven campaign led by the paper author focussed on the issue of the UKRI London allowance, with the support of the Union President and Deputy President (Welfare).	CB, NH, DE	Incomplete	
20/2/24	4.11	Item 9, Resolve 5	To gather data regarding the financial circumstances of PhD students at Imperial.	NH	In progress	30/04/24 AC noted this has been raised in committee meetings but are yet to finalise actions. 2/11/24 NH: Questions around work and financial accessibility will

						<p>be added to the Postgraduate Research Experience Survey (PRES).</p> <p>12/11/24 NH: Keeping this action open until there is confirmation that this question will be added to the PRES</p>
	4.12	Item 9, Resolve 6	For the Union President and Deputy President (Welfare), alongside the paper author, to make efforts to form a working group with other London-based universities to lobby the UKRI to increase the UKRI London allowance.	CB, NH, DE	Incomplete	
	4.13	Item 9, Resolve 7	For the Union President and Deputy President (Welfare), to make efforts to form a working group with non-London-based universities to lobby the UKRI to increase the UKRI base rate.	CB, NH	Incomplete	<p>1/11/24 CB: The UKRI has just completed a review of the UKRI base rate so we feel we cannot influence this but have much more scope for London allowance – potential to prioritise the London allowance.</p>

AML noted the update of the action tracker and thanked everyone for sending in updates.

8. Rent

NH and CB presented the item as its authors.

NH noted the following:

- i. Every 5 years the Union President and Deputy President Welfare meet with the University to discuss accommodation rent prices.
- ii. In 2019-20, the University raised rents by 12% which was then reduced to 5% after discussions with the ICU and a decision made with the Provost.
- iii. The current rent price review is ongoing. At present, the College has divided its accommodation into the following price tiers:
 - a. Affordable – 55% of the maximum maintenance loan provided by the UK government
 - b. Peer – rents which are below London competitors
 - c. Market – rents at a 10% discount to the London rent
- i. Imperial's proposal for rent changes will have an average rent increase of 30%.
- ii. The highest rent increase of 58% will be for 35% of rooms.

- iii. The ICU has successfully negotiated a £5 per week reduction in rent for rooms with restricted views and low ceilings – these were previously valued at the same price as rooms in the rest of the building.
- iv. Imperial has a net zero target by 2040 for on-campus (including residential) buildings. They plan to pass the cost of this onto the students.
- v. Imperial generates income over summer through renting out accommodation.
- vi. NH introduced the following beliefs:
 - i. That there should be full transparency to students around rents.
 - ii. That those who receive a bursary should get one of their first-choice accommodations.
 - iii. That net zero costs should not be passed on to students.
 - iv. That wardens should pay rent.
 - v. That profits from summer rent should be reflected in lower rents.
 - vi. That Imperial should not make a profit from student rental income.

Council members were asked for their feedback and questions.

- i. AAU asked whether “transparency regarding costs” in Union Resolves 1 was referring to transparency with students or with the Union. NH responded that the University should be transparent regarding the costs of running student halls to the Union and that students should know basic facts about their accommodation before living there, such as how many other students share with you. AAU suggested that this should be two separate points. *NH accepted this amendment, and it was agreed that the drafting of the amendment would be delegated to the Chair.*

Secretary’s postscript: The amendment has been drafted as follows:

Union Resolves 1: To take the stance that the university should be transparent with the Union about the costs associated with student halls.

Union Resolves 2: To take the stance that the university should be transparent with incoming students about the proximity of each hall to campus, the facilities provided, and the number of students sharing amenities like kitchens.

- i. AAU proposed that the desire for an increase in Hall senior remuneration be made more explicit in Union Believes 4 as follows:

*Union Believes 4: Our hall seniors **are not currently receiving** ~~should receive~~ fair compensation for their time and contributions **which should be remedied**, with responsibilities and expectations clearly defined and standardized across different accommodations.*

NH accepted this amendment, and it was agreed that the paper would be amended to reflect the changes.

- ii.

AAU noted that in the previous set of rent negotiations in 2019-20, College justified their costs by saying they were trying to break even. However, they were including the cost of the loans they took out to build the buildings. AAU posited that this implied the building would be worth nothing when the loan was paid off in, say, 20 years time. AAU was unsure of the name but suggested this was called “asset replacement cost”. AAU asked if the College was still using this financial model. HS and NH confirmed that this was still the model being

used. AAU clarified that there was no suggested amendment but asked if the Union believes that it is reasonable for the College to claim that the building will be worth nothing in 20 years time.

HN asked for clarification on which pricing tier is the most expensive. NH said that the market-rate used depends on the location of the halls and that 38% are affordable. CB noted that the average rent in the affordable tier is £193. In peer it is £280 and £400 in the market, but that this is subject to change.

HN asked what Council's stance is on the 30% average increase and whether this is something we are negotiating for or against. NH responded that they would like "affordable" to be the biggest tier for fewer less-affordable rooms to be offered.

EF proposed that the average price in each tier be specified in Union Notes 4 to avoid confusion. NH accepted this amendment. CB noted that the "affordable" rents are 55% of the maintenance loan but "peer" and "market" depend on the area of London. CB said if it was helpful to put a breakdown she could do that for the two different zones and circulate it.

MS suggested that references to "hall wardens" be replaced with "hall wardens and sub-wardens". NH clarified that this was what was meant and accepted this amendment.

DE asked what was included in the decarbonisation costs. NH replied that University contracted a sustainable development company called Arup to make buildings more efficient. NH stated that phase 1 of this decarbonisation would cost £1.5 million.

JM raised the point that the University has based its rent prices off maintenance loans, but does not have a position on the value of the loans. JM asked if there was scope in the paper to lobby the University to take a stance on increasing the maintenance loan to cover accommodation costs. AML noted that in the interest of time, this would need to be a separate paper. NH replied that he would be happy to include it, but it may be outside of the scope of the paper. CB noted that affordable rent is a lot lower than the peer rent and that they should spend more time lobbying for more affordable rent options instead. JM retracted this and AML noted that it could be brought to Council as a future paper.

NH added a comment that the paper will be brought into negotiations with College to represent the stance of the student body.

LF noted that in Union Notes 5 the percentages add up to more than 100%. AML said this would be examined and clarified later.

Secretary's postscript: For fuller clarification of figures regarding rent increases and provost meeting

Clarification: figures confirmed with NH. They add up to more than 100% due to rounding. The provost meeting in 2019/20 resulted in a reduction to 5%, which has been amended above.

The paper was accepted by a majority voting in favour. The final voting outcome was:

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
39	20	37	1	1	PASS

For	Against	Abstain
JM, JBW, MF, AS, KAK, AD, EF, SM, CH, SK, RB, SG, EH, SY, CC, DE, HY, EA, LL, LF, MS, HM, AK, SK, RBM, JM, LE, NTL, DZ, YY, NH, CB, JS, EHa, AT, JPDO, SD	HN	AAu

9. CSPB Report

CC noted that CSPB met in October and there is another meeting scheduled for this week.

The previous meeting involved discussions on sustainability and targeting sustainability frameworks. In next session annual budgeting will be discussed more in greater depth.

The paper was noted by Council.

10. Democracy Review

HS introduced the democracy review for new Council members. HS stated it aimed to make the Union's democratic functions and structures as accessible as possible, for example through higher voter turnout, knowledge of Council and OTs. AR has been contracted to do conduct the review, including doing research with students to assess what students want from the Union and how they should have their voices heard, which would be the focus of the rest of today's Council meeting

End of Union Council

AML thanked everyone for attending Union Council.