

**Imperial College Union
Union Council / 4 November 2025
Huxley 341 & 342 / 1800 Hours
Agenda**

		Item	Lead	Action	Time	Page(s)
Chair's business	00	Officer Trustee Report Discussion	Anthea MacIntosh-LaRocque (Council Chair)	To consider	18:00	
	01	Welcome, Apologies, Quoracy, Proxies, Seat reinstatement, Call for AOB		To note/ approve	18:15	/
	02	Standing Orders of Union Council		To approve	18:20	2-20
	03	Approval of minutes of previous meetings		To approve	18:25	21-42
Matters for Discussion	04	Commercial Update	Rob Pegg (ICU Director of Commercial Services)	To consider	18:30	43-46
	05	Officer Trustee Updates	Nico Henry (Union President)	To consider	18:45	47-52
Break					19:15	
Matters for Discussion	06	Summer Working Group Report	Anthea MacIntosh-LaRocque (Council Chair)	To consider	19:20	53-56
Matters for Decision	07	Honorary Lifetime Memberships	Nico Henry (Union President)	To approve	19:40	57-61 62-63
	08	Trustee Ratification		To approve	19:45	
	09	Updates to Bye-Law F and A following Democracy Review	Tom Gordon (Deputy President (Activities))	To approve	19:50	64-75
Any Other Business	10			To consider	19:55	/
End of meeting					20:00	/

**Imperial College Union
Union Council / 4 November 2024
Union Council Standing Orders 2025-26**

Author(s): Anthea MacIntosh-LaRocque

Decision(s): To approve

Union Notes

1. Union Council typically updates its Standing Orders at the first meeting of each academic year.

Union Believes

1. The proposed Standing Orders and Appendices A and B to the Standing Orders in the appendices of this paper are acceptable Standing Orders for the academic year 2024-2025.

Union Resolves

1. To accept the proposed Standing Orders and Appendix A and B to the Standing Orders.

Imperial College Union Union Council Standing Orders 20254-265

Standing Order 1 (Nature of the Standing Orders)

1. The rules in these Orders are binding on all present at meetings of Council and, where appropriate, its [forumssub-committees](#), as set out in their own standing orders.
2. In the event of dispute, the initial interpretation of these Standing Orders shall be made by the Council Chair, whose decision may be challenged under SO15.

Standing Order 2 (Access to meetings)

1. The time, date and location of Ordinary Council Meetings must be advertised to Union members a minimum of 15 [College-University](#) days ahead of the Meeting.
2. Council Members may request permission from the Chair to attend a Meeting remotely where the Member could not reasonably have been expected to attend in-person.
3. Where a Member's request to remotely attend a Meeting has been approved by the Chair, the Chair will provide the Member with a means to attend the meeting remotely, such as a video call invitation. Where a Member is attending remotely via video call, their video camera must remain on throughout the duration of the Meeting, where possible.

Standing Order 3 (Voting)

1. Votes shall be taken on Council business where a decision has not been reached by consensus.
2. Votes on Procedural Motions and votes to accept the minutes of a previous meeting may be taken by a show of hands.
3. Matters for Decision and votes on amendments must be by a poll of individual Union Council Members and shall be recorded either by electronic means, or otherwise in such a way that individual Members' votes may be documented.
4. Individual Council Members' votes, where documented, must be made available to members of the Union, except where the publication of the votes could pose personal risk of harm to Council members. In this case, the votes may be made anonymous.

Standing Order 4 (Order of Business)

1. The order of business shall be:
 - a. Chair's Business
 - b. Presentations to Council
 - c. Matters for Decision
 - d. Matters for Discussion
 - e. Reports
 - f. Where time permits, Any Other Business
2. Chair's Business shall include:
 - a. Notices of removal of Members for lack of attendance in line with SO23,
 - b. Reinstatement of Members in line with SO23.
 - c. Approval of the previous Meeting's minutes,
 - d. Any minor proposed amendments to these Standing Orders,
 - e. Reports from the Chair on Board of Trustees business,
 - f. Updates on matters noted in the action tracker; and,
 - g. A call for Any Other Business to be raised at the end of the meeting.
3. Matters for Decision shall include:
 - a. Any business submitted under SO7.1,
 - b. Any proposed amendments to the Union's Constitution and Bye-Laws; and,
 - c. Any Motions of Censure or No Confidence to be heard.
4. Matters for Discussion shall include any Business submitted under SO7.2.

5. Reports shall include any reports from Officers, Committees, Constituent Unions and other relevant persons and bodies as appropriate and as set out in SO6.
6. Where time permits, at the end of the Agenda there will be an opportunity (Any Other Business) for Members to raise matters arising from discussions during the meeting and informally raise any issues they feel Council should be aware of but which do not warrant a formal paper.

Standing Order 5 (Paper acceptance)

1. The Council Chair may require that the paper author make amendments to a submitted paper for the paper to be accepted. These amendments may include, but are not limited to:
 - a. Formatting corrections,
 - b. Grammar, spelling and clarity corrections,
 - c. Minor amendments to resolves, to ensure they are in line with Union Council's powers.
3. The Council Chair may decline a paper to be accepted to Council for reasons including, but not limited to:
 - a. Submission following the paper deadline (9am, 7 College days before the Council Meeting),
 - b. Incorrect formatting as outlined in SO12,
 - c. Failure to comply with required amendments to the paper communicated to the author by the Council Chair ahead of the meeting.
4. The Council Chair may postpone a paper being brought to Council, due to a large number of time sensitive matters being brought to a given Council meeting.

Standing Order 4 (Reports)

1. Council may request that any Officer of the Union attend a Meeting and present a report.
2. Reports must be submitted by 9am, 7 College days before the meeting.
3. Reports may be a general overview of the Officer's activities or specific to a particular topic.
4. The Felix Editor may volunteer to attend a meeting and present a report, upon agreement with the Council Chair.
5. Termly Standing Reports to Council should be presented at least once every term, at a meeting communicated by the Council Chair, from the following Officers:
 - a. Union President
 - b. Deputy President (Finance and Services)
 - c. Deputy President (Welfare)
 - d. Deputy President (Education)
 - e. Deputy President (Clubs and Societies)
 - f. ~~Constituent Union Presidents, in collaboration with their Executive Committees.~~
5. All decision-making subcommittees of the Union Council must present a report to Council following each meeting. Ideally, the report should be presented at the Council meeting immediately following the subcommittee meeting. However, in cases where there is not enough time between the meeting and the Union Council paper deadline, an exception can be made, and a report can be submitted to the next Council.
6. The Council Chair may request that reports are given in a specific format (e.g., oral or written report).

Standing Order 7 (Notice of Business)

1. Any new Business requiring feedback from the Chair before submission should be sent to the Chair by 9am, 10 College days before the meeting, unless, in the Chair's view, the matter is of a time-sensitive nature and could not have reasonably been submitted prior to the deadline.
2. Any new Business must be submitted by 9am, 7 College days before the meeting, unless, in the Chair's view, the matter is of a time-sensitive nature and could not have reasonably been submitted prior to the deadline.
3. Papers written as a direct response to another proposed Matter for Decision or Matter for Discussion may be submitted after this deadline, at the discretion of the Chair.

4. The Chair shall put all valid Business submitted prior to the deadlines above onto the Agenda for the Meeting unless it is withdrawn prior to the distribution of the Agenda.

Standing Order 8 (Motions which may be Moved without Notice)

7. Procedural Motions may be tabled during debate without notice and without needing to be seconded. Such motions shall not be open for debate unless the Chair opens them to the floor.
8. Motions to amend an item, as per SO10, may be called to a vote during debate without notice.
9. Business presented as 'Any Other Business' may be presented without notice.
10. The Chair may at their discretion dismiss any such motion.

Standing Order 9 (Withdrawal of Business)

1. Any item of Business may be withdrawn by the person who proposed it by informing the Chair either verbally or in writing, prior to the item being put to a final vote.

Standing Order 10 (Amendments to Business)

1. No amendment to any item under discussion will be allowed which is not related to the issue(s) the paper is intended to deal with.
2. Amendments proposed during the meeting may be adopted either by the proposer of the paper accepting the suggestion or in a vote in accordance with SO3.3

Standing Order 11 (Rules of Debate)

11. Members should refrain from speaking unless called to do so by the Chair, or unless the Member is challenging the ruling of the Chair.
12. It shall be out of order to shout over the current speaker recognised by the Chair.
13. The Proposer of any Business (or a named Secunder if the Proposer is not present) shall be given the first and last opportunities to speak on the matter.
14. The Council Chair shall endeavour to promote a balanced debate, for example, by offering equal time to those wishing to speak for and against the proposal.

Standing Order 12 (Structure of Papers)

15. Papers must be formatted in the style of the template included in Appendix A of these Standing Orders.
16. The names of a single author shall be listed at the top of a paper. This must indicate the author's Union role(s) and/or the academic department to which they belong. Where appropriate, it may indicate the author's membership of any Clubs, Societies or Projects.
17. If a Paper is a Matter for Decision, the name of one or more seconder(s) must be listed at the top of a paper. This must indicate the seconds' Union role(s) and/or the academic department to which they belong. Where appropriate, it may indicate the seconds' membership of any Clubs, Societies or Projects.
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 - c. Union Resolves: Details of any actions the Union shall be mandated to carry out on the passing of the Paper. Resolves must be phrased such that Union Council members are voting For or Against the resolve and not for one of two or more optional words to be included in the resolve.
19. Additionally, if the Paper contains a proposal requiring the attention of the Board of Trustees or a request for an elected official to present a report, a fourth section may be:
 - a. Union Requests: Details of any requests for the Board of Trustees to consider and requests for reports from elected officers.

Standing Order 13 (Limits on Length of Meetings)

1. The meeting shall be deemed to have run to its maximum length when 2 hours have elapsed from the advertised start time.
2. A Meeting may be extended if, when the time limit has been reached, a Procedural Motion to that end is passed in line with SO3 (2) and SO8 (1).

Standing Order 14 (Email votes)

1. Time sensitive matters, and ratification of the business of a previous inquorate meeting, may be decided by email vote in accordance with SO3, at the discretion of the Chair.
2. All email votes must achieve quorum to be valid.

Standing Order 15 (Challenging the Chair)

1. Any decision by the Chair may be overturned via a simple majority vote of Council. This shall be treated as a Procedural Motion that cannot be dismissed by the Chair.

Standing Order 16 (Disorderly Conduct)

20. Disorderly conduct includes:
 - a. Persistently disregarding the ruling of the Chair,
 - b. Behaving irregularly or offensively,
 - c. Wilfully obstructing the business of Council,
 - d. Otherwise proving a disruption to the orderly conduct of the meeting.
21. A Member engaged in disorderly conduct may be no longer called to speak at the meeting, or required to leave the meeting, at the discretion of the Chair.

Standing Order 17 (Adjournment of Meetings)

1. The Chair may at any point declare the meeting adjourned, after which no further business may be transacted unless the decision to adjourn is challenged under SO15.

Standing Order 18 (Powers of Council)

22. Powers of Council include, but are not limited to resolving to:
 - a. Create or dissolve a working group or subcommittee of Council and determine the membership and standing orders of this body.
 - b. Action an Officer of the Union to perform a certain task or duty that is within the remit of their role, as interpreted by the Chair.
 - c. Delegate decision-making powers to a subcommittee.
 - d. Create, amend, or annul Union Policy.

Standing Order 19 (Implementation of Council Resolutions)

23. The Chair shall be responsible for ensuring that Council resolutions are implemented by:
 - a. Communicating Requests of Council to the relevant Officer or the Board of Trustees.
 - b. Ensuring that new or amended Union Policies are published and that any individuals to whom they are relevant are made aware of them.
 - c. Keeping track of actions made on Officers and obtaining updates on their status.

Standing Order 20 (Absence of the Chair)

24. If the elected Council Chair is not present at a Meeting or has relinquished the Chair temporarily due to a perceived or actual conflict of interest, Council shall select from amongst itself an Acting Chair, who shall Chair the meeting for such time until the Chair is able to return.
25. Voting in an election for an Acting Chair shall be held in accordance with the procedures in SO3.
26. Council may not be chaired by a current Officer Trustee.

Standing Order 21 (Proxies)

1. Members may delegate their vote in Council, temporarily or permanently, to another Union Member who is similarly qualified to represent their constituency, and who is not already a Member of Council by submitting a written request for such delegation.

2. The delegate may be an elected Union Officer and, or additionally, may have recently held the same role as the individual who is delegating their vote.
3. Council will formally approve any such requests in accordance with SO3 (2) under Chair's Business, so long as Council is satisfied that the proxy is a "similarly qualified" person.
4. Representatives to Council, Officer Trustees, the Council Chair may not proxy their vote under this Standing Order.
5. Council may at any time annul the proxy arrangement in accordance with SO3 (2), in which case the voting rights shall return to the original holder of those rights.

Standing Order 22 (Shared Positions)

1. Where a single seat on Council is held by more than one individual, only one of the individuals holding the seat may be the voting representative of this seat at a given meeting. This need not be the same person every meeting.

Standing Order 23 (Notice of Removal of Members for Lack of Attendance)

1. Where any Member of Council has not attended Council for the previous two Ordinary Meetings, they shall be deemed to have resigned their seat in line with Union Bye-Law A.3. This shall be recorded in the minutes of the Meeting.
2. The Council Chair shall notify Members when their non-attendance of the next Council meeting will result in automatic resignation.
3. Any Council Member, except for Representatives to Council, may ask Council to reinstate their seat on Council at the next meeting following their resignation. This will be decided on by Council in line with SO3.

Standing Order 24 (Ultra Vires)

1. Council may not make any Policy which is not relevant to the Union's charitable objectives, or which contradicts the Policies of the Board of Trustees or the Constitution or Bye-Laws.

Standing Order 25 (Subcommittees)

~~27. The standing decision-making subcommittees of Council are: ¶~~

~~a. Clubs, Societies and Projects Board¶~~

~~28. The standing non-decision-making subcommittees of Council are:¶~~

~~a. Community and Welfare Forum¶~~

~~b. Taught Academic Representation Forum¶~~

~~c. Research Academic Representation Forum¶~~

~~27. The standing Forums of Council are:¶~~

~~a. Activities Forum¶~~

~~b. Liberation and Welfare Forum¶~~

~~c. Education Forum¶~~

~~d. Presidents' Forum¶~~

~~e. PhDialogues¶~~

~~29-28.~~ All Council subcommittees are Union Meetings as per section C of the Bye Laws, and as such must be minuted.

~~29.~~ All Members of Council may attend meetings of any Council subcommittee, except where the meeting deals with sensitive information, at the discretion of the subcommittee's chair. ¶

~~30. All policies shall be initially subject to approval by Council. Council may delegate the responsibility of reapproving this policy, if it is only subject to minor amendments, to a forum of Council. This delegation shall be stipulated in the policy motion itself. It is at the discretion of the Council Chair whether any such amendments shall be considered minor.¶~~

~~30-31.~~ Council hereafter delegates the approval of Standing Orders of Constituent Unions and matters related to CSP annual budgeting to the Activities Forum.

Standing Order 26 (Coercion)

1. Voter coercion is defined as the use of force, both physical and inter-personal, to persuade someone to vote in a manner that they would otherwise be unwilling to do.
2. Any resolution of a Motion found to have been passed or rejected where there is evidence of voter coercion shall be deemed null and void.
3. Any member of Council found to have coerced another member of Council shall be considered to have resigned their seat from Council.
4. Complaints regarding voter coercion in Union Council may be made by any Member of the Union where that member suspects that another Member of the Union has used coercive methods to obtain votes from Union Council members for or against a Motion presented at Council.
5. Complaints of voter coercion must be submitted and handled following the Union's Bye-Law G (Complaints).

Standing Order 27 (Dates of Ordinary Meetings)

1. Unless otherwise indicated by the Chair, Ordinary Meetings of Council shall take place on the following dates in the academic year 2025/26:

Deadline for feedback in accordance with SO7.1	Deadline for submission in accordance with SO7.2	Meeting date
~~29~~ 1/10/2025 ~~4~~	~~01~~ 24/11/2024 ~~5~~	~~4~~ 12/11/2024 ~~5~~
~~25~~ 6/11/2025 ~~4~~	~~29~~ 8/11/2024 ~~5~~	~~10~~ 9/12/2024 ~~5~~
~~12~~ /12/2024	~~17~~ /12/2024	~~07~~ /01/2025
~~27~~ 1/01/2026 ~~5~~	~~30~~ 24/01/2025 ~~6~~	~~04~~ 10/02/2025 ~~6~~
~~31~~ 8/03/2026 ~~5~~	~~6~~ 21/03/2025 ~~6~~	~~04~~ 17/03/2025 ~~6~~
~~09~~ /04/2025	~~14~~ /04/2025	~~29~~ /04/2025
~~12~~ /05/2026 ~~4~~	~~7~~ 15/05/2025 ~~6~~	~~26~~ 7/05/2026 ~~5~~
~~26~~ 10/05/2026 ~~5~~	~~29~~ 13/05/2025 ~~6~~	~~9~~ 24/06/2026 ~~5~~

Definitions:

Procedural Motion: Motions including:

- Motion that the matter under discussion be immediately put to a vote
- Motion that a time limit be set for debate on the current matter
- Motion that debate be suspended on the current item of Business and continued at the next Meeting of Council
- Motion that the Meeting be extended.

Matter for Decision: Any Motion calling on Council to discuss an issue with the intention of forming and voting upon a decision.

Matter for Discussion: A Motion for which the views of Council are sought on a particular issue, but Council is not requested to form a decision.

Member: A Union Officer entitled to vote at Council, as defined by the Union Bye Laws.

Imperial College Union Union Council Standing Orders 2025-26

Standing Order 1 (Nature of the Standing Orders)

1. The rules in these Orders are binding on all present at meetings of Council and, where appropriate, its forums, as set out in their own standing orders.
2. In the event of dispute, the initial interpretation of these Standing Orders shall be made by the Council Chair, whose decision may be challenged under SO15.

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2. The delegate may be an elected Union Officer and, or additionally, may have recently held the same role as the individual who is delegating their vote.
3. Council will formally approve any such requests in accordance with SO3 (2) under Chair's Business, so long as Council is satisfied that the proxy is a "similarly qualified" person.
4. Representatives to Council, Officer Trustees, the Council Chair may not proxy their vote under this Standing Order.
5. Council may at any time annul the proxy arrangement in accordance with SO3 (2), in which case the voting rights shall return to the original holder of those rights.

Standing Order 22 (Shared Positions)

1. Where a single seat on Council is held by more than one individual, only one of the individuals holding the seat may be the voting representative of this seat at a given meeting. This need not be the same person every meeting.

Standing Order 23 (Notice of Removal of Members for Lack of Attendance)

1. Where any Member of Council has not attended Council for the previous two Ordinary Meetings, they shall be deemed to have resigned their seat in line with Union Bye-Law A.3. This shall be recorded in the minutes of the Meeting.
2. The Council Chair shall notify Members when their non-attendance of the next Council meeting will result in automatic resignation.
3. Any Council Member, except for Representatives to Council, may ask Council to reinstate their seat on Council at the next meeting following their resignation. This will be decided on by Council in line with SO3.

Standing Order 24 (Ultra Vires)

1. Council may not make any Policy which is not relevant to the Union's charitable objectives, or which contradicts the Policies of the Board of Trustees or the Constitution or Bye-Laws.

Standing Order 25 (Subcommittees)

27. The standing Forums of Council are:
 - a. Activities Forum
 - b. Liberation and Welfare Forum
 - c. Education Forum
 - d. Presidents' Forum
 - e. PhDialogues
28. All Council subcommittees are Union Meetings as per section C of the Bye Laws, and as such must be minuted.
29. All Members of Council may attend meetings of any Council subcommittee, except where the meeting deals with sensitive information, at the discretion of the subcommittee's chair.
30. All policies shall be initially subject to approval by Council. Council may delegate the responsibility of reapproving this policy, if it is only subject to minor amendments, to a forum of Council. This delegation shall be stipulated in the policy motion itself. It is at the discretion of the Council Chair whether any such amendments shall be considered minor.
31. Council hereafter delegates the approval of Standing Orders of Constituent Unions and matters related to CSP annual budgeting to the Activities Forum.

Standing Order 26 (Coercion)

1. Voter coercion is defined as the use of force, both physical and inter-personal, to persuade someone to vote in a manner that they would otherwise be unwilling to do.
2. Any resolve of a Motion found to have been passed or rejected where there is evidence of voter coercion shall be deemed null and void.
3. Any member of Council found to have coerced another member of Council shall be considered to have resigned their seat from Council.
4. Complaints regarding voter coercion in Union Council may be made by any Member of the Union where that member suspects that another Member of the Union has used coercive methods to obtain votes from Union Council members for or against a Motion presented at Council.
5. Complaints of voter coercion must be submitted and handled following the Union's Bye-Law G (Complaints).

Standing Order 27 (Dates of Ordinary Meetings)

1. Unless otherwise indicated by the Chair, Ordinary Meetings of Council shall take place on the following dates in the academic year 2025/26:

Deadline for feedback in accordance with SO7.1	Deadline for submission in accordance with SO7.2	Meeting date
21/10/2025	24/10/2025	4/11/2025
25/11/2025	28/11/2025	9/12/2025
27/01/2026	30/01/2026	10/02/2026
3/03/2026	6/03/2026	17/03/2026
1/05/2026	7/05/2026	26/05/2026
26/05/2026	29/05/2026	9/06/2026

Definitions:

Procedural Motion: Motions including:

- Motion that the matter under discussion be immediately put to a vote
- Motion that a time limit be set for debate on the current matter
- Motion that debate be suspended on the current item of Business and continued at the next Meeting of Council
- Motion that the Meeting be extended.

Matter for Decision: Any Motion calling on Council to discuss an issue with the intention of forming and voting upon a decision.

Matter for Discussion: A Motion for which the views of Council are sought on a particular issue, but Council is not requested to form a decision.

Member: A Union Officer entitled to vote at Council, as defined by the Union Bye Laws.

Standing Orders of Union Council Appendix A – Standing Requests for Reports

- Council requests that the following Officers submit a joint termly report ~~at the end of each Academic Term~~ covering details of their work since the last report to Council:
 - Union President
 - ~~Deputy President (Finance and Services)~~
 - Deputy President (Clubs and Societies Activities)
 - Deputy President (Welfare)
 - Deputy President (Education)
- ~~Council requests that the Union President leads the Constituent Union Presidents and their executive committees in submitting a single report following each Constituent Union Forum. Where no Constituent Union Forum has been held during a single academic term, then a report should be presented at the final Council meeting of that academic term. These reports are requested to contain the key activities of each Constituent Union along with highlights from the latest Constituent Union Forum (when applicable).~~ Council requests that the Deputy President (Clubs and Societies Activities) presents a report following each Clubs, Societies and Projects Board Activities Forum meeting containing the highlights from the latest meeting.

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Standing Orders of Union Council Appendix A – Standing Requests for Reports

- Council requests that the following Officers submit a joint termly report covering details of their work since the last report to Council:
 - Union President
 - Deputy President (Activities)
 - Deputy President (Welfare)
 - Deputy President (Education)
- Council requests that the Deputy President (Activities) presents a report following each Activities Forum containing the highlights from the latest meeting.

Activities Forum:

Purpose:

1. The purpose of the Forum shall be to oversee the Union's clubs and societies, and the central activities of the Constituent Unions and the 6 Management Groups sitting under this Forum (the Activities Forum Management Groups).
2. The Activities Forum Management Groups are:
 - a. Arts and Entertainments
 - b. Knowledge
 - c. Recreation
 - d. Culture
 - e. Community
 - f. Sports

Membership:

3. The Voting Membership of the Forum shall be:
 - a. The Deputy President (Activities)
 - b. The President of each Constituent Union, or their delegate
 - c. The Chair of each Management Group, or their delegate
4. The Non-Voting Membership of the Forum shall be:
 - a. Committee members of the Management Groups
 - b. Committee members of the Constituent Unions whose roles pertain to clubs and societies
 - c. All other Officer Trustees

Structure:

5. The Deputy President (Activities) shall chair the Forum
6. The Forum should meet on a monthly basis during term time, and must meet at least once per term

Powers:

7. The Forum's powers shall be:
 - a. Allocating funding to the clubs, societies and the central activities of the Management Groups and the Constituent Unions to promote their aims and objectives within the remit of the Activities Forum, up to a value set by the Board of Trustees in the Union's yearly budget
 - b. Allocating reserve funding up to a value set by the Board of Trustees in the Union's yearly budget
 - c. Determining Policy governing the management of clubs and societies, and the central activities of the Management Groups and Constituent Unions and referring decisions to Council where appropriate
 - d. Delegating powers to the subcommittees of the Forum where appropriate

Liberation and Welfare:

Purpose:

1. The purpose of the Forum shall be:
 - a. To act as a forum for discussion of matters relevant to Liberation, Community and Welfare; to share best practice in addressing these issues.
 - b. To regularly review the Accessibility Policy, Halls Policy, Liberation and Community Policy, Religious Observance Policy, and Safe Space Policy, and propose amendment and renewal of these Policies to Council.
 - c. To workshop proposals and motions relating to Community and Welfare before they are brought to Union Council.

Membership:

2. As there will no longer be a requirement for voting, there will no longer be a list of ordinary members. Forum meetings will be open to all members of the Union, and the chair may invite guest observers or speakers at their discretion. Additionally, the following individuals will receive written notice of meeting topics and papers in advance of each meeting:
 - a. The Officer Trustees
 - b. The Constituent Faculty Union Welfare Officers
 - c. The Postgraduate Academic and Welfare Officers
 - d. The Liberation and Community Officers
 - e. The Wellbeing Departmental Representatives
 - f. The Constituent Union Presidents
 - g. Management Group Chairs
 - h. PGT & PGR Representation Chairs
 - i. UG Departmental Wellbeing Representatives
 - j. Leaders of Union-recognised campaigns
3. If an individual or group affiliated with the Union is not on this list but would like to receive the papers and agenda in advance of each meeting, they may request this by contacting the chair.

Structure:

4. The Deputy President (Welfare) shall chair the Forum.
 - a. Highlighted updates and wins – this section of the meeting will share best practice amongst the wellbeing reps and liberation & community officers.
 - b. Discussion of a theme – 5-6 major themes will be chosen based on the manifestos of elected officers and the objectives of ICU's research programme. These will be updated on an annual basis.
 - c. Council workshopping – time will be given to provide feedback for papers brought to the meeting as well as to develop papers for ideas discussed during the meeting.

Powers:

5. The Forum shall not have decision-making powers.

Presidents' Forum (PF):

Purpose:

1. The purpose of the Forum shall be:
 - a. They will be a space for open discussion (potentially themed) around specific issues and aimed at the wider student body.

- b. To ratify Constituent Union Standing Orders

Membership:

2. The Voting Membership of the Forum shall be:
 - a. The Union President
 - b. Two Representatives from each Constituent Union
3. The Non-Voting Membership of the Forum shall be:
 - a. All other Officer Trustees
4. Forum meetings will be open to all full members of the Union as non-voting attendees.

Structure:

5. The Union President and the available Constituent Union Presidents shall chair the Forum.

Powers:

6. The Forum's powers shall be:
 - a. Ratification of Constituent Union Standing Orders that have been approved by the Constituent Union's General Committee, pursuant to Bye-Law L.28.

Education Forum:

Purpose:

1. The purpose of the Forum shall be:
 - a. To act as a forum for discussion of matters relevant to the Education of Undergraduate and Postgraduate Taught students.
 - b. To facilitate campaigning to promote the Union's Policies within the remit of Taught and Postgraduate Academic Representation.

Membership:

2. The Non-Voting Membership of the Forum shall be:
 - a. The Officer Trustees
 - b. The Constituent Faculty Union Academic Officers
 - c. The Postgraduate Taught Academic and Welfare Officers
 - d. The Postgraduate Taught Representation Chair
 - e. The Undergraduate and Postgraduate Taught Departmental Representatives
3. Forum meetings will be open to all Full Members of the Union to attend. Members who are interested in attending should contact the Chair for an invitation.

Structure:

4. The Deputy President (Education) shall chair the Forum.

Powers:

5. The Forum shall not have decision-making powers.

PhDialogues:

These forums are designed to enable informal conversations with PGR representatives and non-representatives about University-level concerns and queries in relation to research degrees. It is

also designed to enable effective sharing of current policies, procedures and practices in relation to research degrees as well as providing PGR representatives with updates to PGR student support services.

PhDialogues complements Faculty and Departmental Postgraduate Research Staff Student Committees which deal with local matters in relation to research degrees.

Remit:

1. The Remit of PhDialogues shall be:
 - a. To act as a forum for discussion of matters relevant to the Education of Postgraduate Research students.
 - b. To facilitate campaigning to promote the Union's Policies within the remit of Research Academic Representation.
 - c. To serve as a community of support for PGR representatives in which they can pose questions and share concerns.
 - d. To share best practice, and the latest developments with respect to policies, procedures and support for research degrees.

Membership:

2. The Non-Voting Membership of the Forum shall be:
 - a. The Officer Trustees
 - b. The Postgraduate Research Academic and Welfare Officers (AWOs)
 - c. The Postgraduate Research Representation Chair
 - d. The Postgraduate Research Departmental Representatives
3. Forum meetings will be open to all Full Members of the Union to attend. Members who are interested in attending should contact the Chair for an invitation.

Structure:

4. The Deputy President (Education) shall chair the Forum.
5. A virtual/online communication channel shall accompany the Forum.
6. The Forum shall meet on a minimum termly basis, through a hybrid format of online/virtual and in person.

Powers:

7. The Forum shall not have decision-making powers.

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	Proxy
Constituent Union President - RSM	Amelia Spindler	AS	Apologies
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	Absent
Management Group Chair - Culture	Sheshpriya Gadiya	SG	Absent
Management Group Chair – Knowledge	William Chen	WC	Absent
Management Group Chair – Recreation	Enzo Amaral	EA	Present
Management Group Chair - Sport	Junior Mbah	JMb	Present
LCO - Black & Minority Ethnic Officer	Comfort Oluwakoya	CO	Present
LCO - LGBTQ+ Officer	Anson To	AT	Present
LCO - Disabilities	Maegan Spitari	MS	Present
LCO - Mental Health	Miriam Foulkes	MF	Present
LCO - Gender Equality Officer	Vacant		
LCO - Ethics & Environmental Officer	Hollie Meyers	HM	Proxy
LCO - Interfaith Officer	Ashay Divekar	AD	Absent
LCO - International Officer	Yuanze Xia	YX	Absent
LCO - Working Class Officer	Scarlett Kilford	SK	Absent
Welfare Officer of CU - RCSU	Stefaniia Medvetskaia	SM	Present

Welfare Officer of CU - ICSMSU	Ketevani Asatiani-Kalandaze	KAK	Absent
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	Absent
Academic Officer of CU - RSM	Emma Halford	EHa	Absent
Postgraduate Research Academic & Welfare Officer (Engineering)	Yifeng Mao	YM	Present
Postgraduate Research Academic & Welfare Officer (Medicine)	Ruksana Begum-Meades	RBM	Absent
Postgraduate Research Academic & Welfare Officer (Science)	Hengchang Cao	HCa	Absent
Postgraduate Taught Academic & Welfare Officer (Business School)	Reem Al Saud	RAS	Present
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	Absent
Council Representative (UG Science)	Elias Fink	EF	Absent
Council Representative (UG Engineering)	Salman Khalaf	SKh	Absent
Council Representative (UG Engineering)	Alvaro Vicente Tarrago	AVT	Absent
Council Representative (UG Engineering)	Huaihou Yang	HY	Present
Council Representative (UG Business)	Sofia Hueffer	SH	Present
Council Representative (UG Medicine)	Haider Nazerali	HN	Absent
Council Representative (UG Medicine)	Rohan Boyapati	RB	Absent
Council Representative (PG Science)	Alex Auyang	AAu	Absent
Council Representative (PG Engineering)	Deniz Etit	DE	Absent

Council Representative (PG Engineering)	Hanqing Zhang	HZ	Absent
Council Representative (PG Medicine)	Thea Jakobi	TJ	Absent
Council Representative (PG Business)	Laotan Faji	LF	Absent
Council Representative (PG non-faculty)	Jordon 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]
Clem Jones (CJ) - Governance & Executive Manager [Union Staff]
Jacob Eyre (JE) Student
Julia Mitra (JMi) -Student, Proxy for Hollie Meyers (HM)
Aidan Madge (AM) - proxy for Daniel Zhuo (DZ)
Cat Turhan (CT) - Director of Membership Services
Pip Moss (PM) - Student
Tom Gordon (TG) - Student, incoming DPCS

1. Welcome

AML welcomed everyone to the meeting.

2. Apologies & Chair's Business

Apologies received from: Sofia Hueffer (SH)

Quoracy check – quorate.

3. Council Seat Reinstatement

RAS said she had attended meetings online but not been marked as present.

The following needed to reinstate their seats but did not attend: JPDO, SG, GK, IS, SL, KAK.

4. Proxies

AM introduced himself as a proxy for DZ. AM will be on the CGCU executive committee next year.

JMi introduced as proxy for Hollie Meyers (HM). JMi is the Ethics and Environmental Officer Elect.

No objections were raised, proxies approved by consensus.

5. Approval of minutes of the previous meeting

MS's proxy Amy needs position added in – Disability and Welfare Officer

Date on header is incorrect.

6. Matter for Decision: Trustee Ratification

This is a procedural paper which comes to Union Council every year and ratifies student trustees into the Board of Trustees. It needs a 2/3 majority to pass according to bye-law.

No questions or comments raised.

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

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
25	14	24		1	PASS
		DE, JBW, CO, MF, SM, EH, AS, MS, AK, TJ, NH, JS, JMb, NTL, LE, CC, LL, SY, SK, CB, AT, JMi, AM, YM		RAS	

7. Matter for Decision: Removal of the DPFS from Bye-Law F

Secretary's postscript: *this paper was initially scheduled to be discussed prior to the Democracy Review paper, but CB noted it was intended to come after the Democracy Review paper and written to consider that the Council had accepted the recommendation not to elect the DPFS. The discussion was then rescheduled to come after the Democracy Review Matter for Decision.*

AML introduced this as being in conjunction with the Democracy Review paper. CB presented the paper as its author.

CB noted the following beliefs:

- i. The DPFS role is not fit for purpose.

CB proposed the following:

- i. To remove the DPFS role from Bye-Law F, but keep "up to five officer trustees" in the wording in order to allow for the creation of a new officer trustee.

Discussion

- i. NTL asked about the working group on the consequences for the DPFS and if there would be any downside to letting the Bye-Laws remain as they are and then changing them next year after the working groups have occurred and figured out what the role would look like. CB said that this is the Council which has been on the DR journey and it is clear the DPFS role does not work. She stated that she would like to end the year leaving free rein for the working group to assess the role on a clean slate. From the OT team's point of view it should be up to the new Council and new OTs to work on this and not have the DPFS role lingering over them.
- ii. JS commented that the Democracy Review paper states that the DPFS "does not represent the student body accurately". He said that the findings of the Democracy Review and its evidence base were generally considered to be poor, and questioned whether there was sufficient evidence to suggest the DPFS was so poorly representative to the extent it should be erased. CB said that the Democracy Review paper and the discussions of the previous Council demonstrated the inadequacy of the role.
- iii. PM asked why the DPFS role was being removed but the DPCS role was not being renamed. CC said that this was due to timings and that the DPCS role would be renamed in the first Council of 25/26. EA asked if an amendment could be made at this Council and then voted on and changed later. CB accepted this amendment, and CJ rewrote the paper to include this amendment. CC clarified that the marketing would not be changed for the DPCS role until the 1st August. He also stated that the expanded remit would not be changed until it was fully formalised, and this would be done by the Summer Working Group and brought to 25/26 Council.

Secretary's Postscript:

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

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
24	13	21	2	2	PASS
		JBW, MF, SM, EH, AS, TJ, JS, JMb, LE, CC, LL, SY, SK, CB, AT, JMi, AM, YM, EA, AK	MS, NTL	DE, NH	

8. Matter for Decision: Democracy Review Paper

CB said she would assume people had read this paper. She flagged the major changes such as:

- Increased demographic information
- A minimum of one AGM per year stipulated rather than a single AGM
- Student experience fund advertised on social media
- More specificity generally
- A student forum with the Commercial Team included
- The options appraisal of different Union Councils, which current Council members will be able to feed back on
- More information on the new Council committees and what their remits could be

The Council was then asked to comment on the recommendations in turn.

Recommendations 1.1, 1.2, 1.3

- DE asked if 1.1 could be changed to "at least twice a year" instead of "a minimum of once a year." CB said this could be addressed in the effectiveness review, and saying "at least once" would not be detrimental. NH said the reason why it is at least once is because the AGM is for students to understand what direction the Union is going in rather than the granular side of things, and a better place for steering the Union is the Presidential committee. He said that committing to two AGMs may mean there is not enough to say at a second AGM, and agreed this can be reviewed at the effectiveness review.
- DE said he understood their points but still wanted to propose the amendment.

The amendment was rejected by a majority voting against. The final voting outcome was:

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
26	13	5	19	2	FAIL
		HY, LE, JM, SM, DE	MS, NTL, JBW, MF, EH, AS, TJ, JS, JMb, CC, SY, SK, CB, AT, JMi, AM, EA, AK, NH	YM, LL	

- NTL asked for "written update" to be changed to verbal update. CC said the reason why they didn't want a verbal update to be stipulated was as it would require ICU staff to attend Council. Verbal updates would have to be delivered by OTs. CB said additionally that OTs were told to do written updates for accessibility, and termly forums would be the best place for students to deliver feedback to the Commercial Teams, who are not accountable to Council.

iv. NTL asked for it to be changed to “written and verbal” so that it is something Council can discuss and ask questions on. CB said OTs would not be best placed to answer questions, and CC said this is covered by 1.4.

v. AT asked if Council could provide questions back to the OTs if they were to deliver the Commercial Team’s updates verbally. CC said yes, and that accountability for the Commercial Team lies with the Managing Director. He added that 1.4 encompasses student feedback for the Commercial Team.

vi. AML asked if NTL would accept “termly update.” NTL responded that she would prefer “written and verbal” to be included in the recommendation. CB said that “presented by the President” could be added. AML said that it should be “presented by an OT” in case the President wasn’t there. AML proposed “a written and verbal termly update presented by an OT with the opportunity to ask questions.”

Secretary’s Postscript: 1.2 was amended as follows: “ICU releases summaries of the proceedings of its Finance, Audit & Risk Committee in a digestible, front-facing format, and a written termly commercial update to be provided to Council **presented by an Officer Trustee.**”

Recommendations 1.4 and 1.5

- i. JS asked for clarifications on 1.4 as he felt that “provide students with feedback systems” was quite vague as systems do already exist. CB said she agrees the systems do exist but said they could be better. One example could be SUGgestions – where any student can make suggestions on the website. HS said there are more details on page 11 saying that every student-facing team will have an opportunity for student feedback.

Recommendations 2.1 and 2.2

No feedback or questions.

Recommendation 2.3

- i. DE asked for a clarification of the difference between a Postgraduate Coordinator and a PG OT. AML said a PGC would be a full-time member of staff whereas the OT would be elected by the student body. DE said this made sense.
- ii. NTL said that there was a meeting to discuss the DPFS removal and that it was discussed whether there would be an additional OT. CB said that they haven’t considered adding a new OT, but she has considered that SY currently sits on the FAR – so the President would be able to elect a different OT to FAR. NH added that the reason for not putting this on the Democracy Review was that it is a constitutional change which needs to be approved by the Board of Trustees and College Council. CC said that after the 25/26 constitutional changes may be made but that it is not worth it for something that may only last for a single year

Recommendation 2.4 and 2.5

- i. JS said he has a question about whether postgrad representation and community building need to be supported through a paid member of staff. He said he feels like there are more underlying issues like postgrad timetables clashing with current representation systems, and that these should be fixed first rather than paying for a PGC. CC said the general consensus is that introducing a PGC will not solve these problems, but that it is the first step to facilitate some of the work e.g. by coordinating the VP PG positions, and that the PGC will be working with the Representation team and student team. CC believes it is important to

introduce the role before introducing any formal officer role as there is no direct staff support at the moment. JS said this makes sense.

- ii. DE said that as a postgraduate, he felt that the PGC would be very useful for postgraduates.

Recommendation 2.6 and 2.7

- i. JS commented that the termly OT updates seem to fix OTs to what their manifestos say, but their priorities within a year should change if they are an active and representative OT. He said it seemed wrong to qualify OT performance by how much of their manifesto they had achieved. NH said it would be acknowledged that OTs do work outside of their manifestos and that it says “manifestos or reports” to help clarify this.

Recommendations 3.1 and 3.2

No feedback or questions.

Recommendation 4

- i. NTL asked regarding 4.2, who would be monitoring the form and ensuring that students would be responded to. ZB said that she and AML amongst other Rep team members would be monitoring it.
- ii. NTL said she was confused by 4.3 and what the Democracy Working Group would look like. CC said that this is in relation to 4.2 and that it takes ideas from the student feedback form monitored by ZB and AML and formulates solutions with the people it is relevant to. CT clarified that it should say Working Group throughout 4 in order to maintain that it is a neutral group without decision-making powers.
- iii. JS asked for clarification on 4.1 as the committee replacements sound the same as the committees which currently exist, and the Democracy Review raised concerns about confusing students, so changing these names could confuse them further. CC said he understood this point, but that early drafts produced by the consultants mentioned CSPB strikes a good balance between idea generation, policymaking and discussion that other committees lack, so the purpose of changing the committees is to give them policymaking power. He reiterated that the make-up of committees was not being decided then, and the Summer Working Group would decide how to functionally run the committees.
- iv. AM mentioned with regards to 4.2 that people commonly submit ideas to different teams but are ignored. He wanted to know the process of making sure that there was a good initial response. HS said that this would be a different platform to the fresh-desk process. She said responding to this form would be a priority for the Rep team, and that the team has good channels with the other teams so would be able to pass feedback onto them. ZB added that comments would also be seen on the ICU website so what students request would be visible.
- v. MS asked if we could add to 4.1 to make it clear that the Summer Working Group in 4.1 is different from the Democracy Working Group in 4.3. CB accepted this amendment. JM asked on this point if “neutral” could be removed from the wording for Democracy Working Group.
- vi. JS asked if the joining of Postgraduate and Undergraduate academic feedback forums was a good idea as they are very different and deal with different issues. He asked if it would be more sensible to have them all in the same meeting. EH

said they do focus on different topics, however, they will be focusing on strategic topics and projects, and this opens up the forum to better discussions. JS said that the dwindling PGR network being joined with the undergraduate group doesn't solve the issue of poor PGR attendance. EH said that PGR students need other avenues to provide feedback, and this would be more of a policy development forum than a feedback forum. JS asked if this meant they would lose the opportunity for feedback. EH said that she meets the AWOs on a 1-1 basis, and they would be developing a specific form for them. She said this would mean students wouldn't have to attend meetings to submit a single point, and would ultimately save them time. NH said they would not be losing RAF, which is termly, but instead gaining a monthly opportunity to speak to the DPE and hear what the OTs were up to. JS asked if the wording said "monthly" rather than "termly". NH said the wording was "at least termly" but in practice, it would be more.

- vii. JMi asked for clarification on 4.4 as to who the communication would be between. AML said from the Council to the student body.

Secretary's Postscript: 4.1 was amended as follows: "A Council working group will be established over the summer..."

4.3 was amended as follows "A neutral democracy working group will be established..."

Recommendations 5.1 and 5.2

No questions or feedback

Recommendations 5.3 and 5.4

No questions or feedback

Recommendation 6

No questions or feedback

Recommendation 7

- i. JS was concerned by the removal of summer elections for non-CSP positions as outlined in 7.3. He stated that there would be no RCSU committee if there had not been summer elections this (24/25) year. He stated his belief that summer elections are a way for students to put themselves forward for elections if they weren't brave enough to do so for spring elections, and that summer elections are a way to fill vacant roles. He commented that it used to be visible how many students were standing for each position, but this feature has been removed and without this, students don't feel confident to stand for positions unless they know nobody previously stood for them. CB replied that election fatigue is very real and that summer election turnout is very low. She said that summer elections have become a fall-back for CUs instead of getting their committees elected earlier on. She stated she believes that a shift in culture is required instead, and that people should stand for roles not because they are uncontested but because they want to do it. She also mentioned that summer elections are resource and staff intensive, taking away Rep team time which could be better invested into other elections or the student experience instead.
- ii. CB clarified that if major posts were unelected, by-elections would be held instead. JS agreed with this, and said he understood turnout for summer elections is low, but still worried that larger promotion of the normal elections

would not encourage students to run. He proposed to remove 7.3 as an amendment.

The amendment was rejected by a majority voting against. The final voting outcome was:

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
27	13	6	17	4	FAIL
		AM, AT, JS, AS, CO, EA	JBW, MF, EH, TJ, JM _b , CC, SY, SK, CB, JM _i , AK, NH, JM, SM, HY	MS, DE, LE, NTL	

Other comments

- i. AM said that there would be a lot of reports arising from this paper and asked if there was a strategy for these. CC said that page 77 and 78 details the date and the implementation for each objective and that work would be evenly spread.

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

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
24	13	20	2	2	PASS
		JBW, MF, EH, TJ, JM _b , CC, SY, SK, CB, JM _i , AK, NH, JM, SM, HY, EA, CO, AT, MS, NTL	JS, LL	AM, HY	

AOB

SilFest

JBW informed everyone that SilFest – a live music festival with camping - would be on the 2nd August, and invited them along.

UKRI

DE said he had been working on the UKRI increase with CB and EH and expressed disappointment with CB for delays and excluding him from meetings. CB declined to respond to this.

Thanks

CB thanked AML on behalf of everyone on Council and from the ICU for her work. AML thanked everyone for their contributions for Council and congratulated them on making it this far through the year and the Democracy Review. She invited everyone to the post-Council social.

Council Attendance

Role	Name	Initials	Attendance
Officer Trustee - Union President	Camille Boutrolle	CB	Present
Officer Trustee - Deputy President (Education)	Emina Hogas	EH	Apologies
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	Apologies
Constituent Union President - RSM	Amelia Spindler	AS	Absent
Constituent Union President - RCSU	Julia Purrinos De Oliveria	JPDO	Absent
Constituent Union President - Silwood	Jana Braun-Wilson	JBW	Proxy
Management Group Chair - Arts	Nathalie Tedfors Lindell	NTL	Present
Management Group Chair - Community	Shahmir Durrani	SD	Absent
Management Group Chair - Culture	Sheshpriya Gadiya	SG	Present
Management Group Chair – Knowledge	William Chen	WC	Absent
Management Group Chair – Recreation	Enzo Amaral	EA	Absent
Management Group Chair - Sport	Junior Mbah	JMb	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	Vacant		
LCO - Ethics & Environmental Officer	Hollie Meyers	HM	Present
LCO - Interfaith Officer	Ashay Divekar	AD	Absent
LCO - International Officer	Yuanze Xia	YX	Absent
LCO - Working Class Officer	Scarlett Kilford	SK	Absent
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	Absent
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	Present
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	Present
Postgraduate Taught Academic & Welfare Officer (Engineering)	Injeel Syed	IS	Absent
Postgraduate Taught Academic & Welfare Officer (Medicine)	Srimathi Lakshminarasimhan	SL	Apologies
PGT Representation Chair	Nakul Maheshwari	NM	Absent
PGR Representation Chair	Jing Xu	JX	Absent
Council Representative (UG Science)	Chloe Huang	CH	Absent
Council Representative (UG Science)	Elias Fink	EF	Present
Council Representative (UG Engineering)	Salman Khalaf	SKh	Absent
Council Representative (UG Engineering)	Alvaro Vicente Tarrago	AVT	Present
Council Representative (UG Engineering)	Huaihou Yang	HY	Present
Council Representative (UG Business)	Sofia Hueffer	SH	Apologies
Council Representative (UG Medicine)	Haider Nazerali	HN	Present
Council Representative (UG Medicine)	Rohan Boyapati	RB	Absent
Council Representative (PG Science)	Alex Auyang	AAu	Absent
Council Representative (PG Engineering)	Deniz Etit	DE	Apologies

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

In attendance [Students/Staff]

Hannah Corsini (HC) – ICU Democracy and Representation Assistant [Union Staff]
 Zahra Butt (ZB) - ICU Democracy and Campaigns Coordinator
 Emily Rose Wagner (ERW) - Student, proposer of paper
 Jiayu Liu (JL) - proxy for JBW
 Pip Moss (PM) - proxy for SM
 Tom Gordon (TG) - Student, incoming DPCS
 Haider Kazmi (HK) - Student
 Laurence German (LG) - Student

1. Welcome

AML welcomed everyone to the meeting.

2. Apologies & Chair's Business

Apologies received from: YX, EH, SK, GK, SL, AK, DE, SH.

3. Council Seat Reinstatement

4. Proxies

- PM introduced as a proxy for SM.
- JL introduced as a proxy for JBW.

There were no objections to these proxies, so they were approved by consensus.

5. Approval of minutes of the previous meeting

- Incorrect pronouns were used for a student at one point in the previous minutes. These were corrected and the minutes were approved by consensus.

6. Action tracker

No updates.

7. Matter for Decision: Trustee Ratification

CB introduced the paper as its author.

She noted the following:

- The paper allows a second and third (respectively) trustee term to 2 lay trustees who sit on the Board of Trustees.
- This would have come in the previous week's Council but was forgotten amidst the Democracy Review.

She noted the following beliefs:

- Both trustees are good assets to the Board.

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

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
23	12	20	0	3	PASS
		MF, KAK, EF, MS, JM, NH, EHa, JMb, NTL, LE, CC, SY, DZ, RBM, CB, AT, HY, HM, PM, LF		TJ, AVT, JY	

8. Matter for Decision: Appointment of the Felix Editor

CB introduced the paper as its author.

She noted the following:

- This paper comes annually.
- The new Felix Editor was appointed by CT, AML, MM.

AML noted the following:

- That this is a competitive process aligned with the College's recruitment process, consisting of a variety of tasks.

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

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
22	13	21	0	1	PASS
		MF, EF, TJ, JM, NH, EHa,		HY	

JMb, AVT,
NTL, LE, CC,
SY, RBM, LF,
HN, CB, AT,
HM, JL, PM

9. Matter for Decision: ICU Estranged Students and Care-Experienced Students Liberation Community Network Paper

ERW presented the paper as its author.

She noted the following:

- Estranged students are those who have no contact with their parents, or very little contact, with no support from them.
- Care-experienced students have been in care at some point before the age of 18.
- Both of these groups are marginalised, with higher dropout and homelessness rates and lower attainment rates.
- Imperial College London has no guaranteed accommodation for estranged or care leaver students, like 25% of universities in the UK.
- Imperial College London only offers one scholarship for EaCE students and this is due to stop for the academic year 25/26.
- This paper would establish a Liberation Community Network for EaCE students, amend the bye-laws to make this valid, then include the new network for the Autumn elections.
- It would also lobby Imperial College London for the reinstatement of their previous scholarship, or the establishment of an equivalent alternative.

She introduced the following beliefs:

- A Liberation Community Network would formalise representation for Estranged and Care-Experienced students, providing formalistic, substantive, symbolic and descriptive representation.
- This would reflect the Democracy Review's highlighted need to expand representation and advocacy work carried out by the Union.
- The College now has an underrepresented student support service, so this paper would allow for collaboration between the Union and this service at the university.

Discussion

- i. LG said that he works with underrepresented student services and a society for EaCE students has been tried but didn't work out. He said that this paper would give a good chance for EaCE students to organise and start working together.
- ii. HK introduced himself as a first year medic and a Unite Foundation scholarship recipient, which gives him 4 years of free accommodation and then the final 2 years are self-funded. He stated that the scholarship also provides him with the opportunity for therapy and healthcare, and that it has changed and saved his life. He said he is excited about ERW's proposal and it allows EaCE students to work with the university. He stated that EaCE students are a small and marginalised community and a lot of staff members do not have the experience meeting people who count as estranged or care-experienced, and that they

visibly show a lack of understanding. He thanked ERW for being an advocate for EaCE students and for proposing the paper.

- iii. RBM said that as an estranged student who started university in 2017, she believed a PhD wasn't possible for someone like her as she didn't have representation or support. She stated that it was shocking that Imperial didn't have those supports, particularly since UCL was her undergraduate university and gave her accommodation for the entirety of her degree, and also gave her an additional bursary on top of the student bursary. She thanked ERW for the paper and said she would be happy to talk through anything with her.
- iv. CC said he is very supportive and that the resolves are the right direction for EaCE students. He noted he was involved in the society application and said he believes the network is the right way to go instead. He asked about the financial element in Union Resolves of this paper as he wanted more information as to the kind of events they would be travelling to, and noted liberation networks get a budget of £500, above and beyond this would pose issues of equity. He said that he was not suggesting an amendment but he wanted more information.

ERW said the thought behind the request was through working with the charity All Of Us. A lot of students who signed up to attend events couldn't do so because of travel costs. She suggested reimbursement to the charity and the attendance increased to 100%. She saw that the travel reimbursement had a real value, and she thinks this would be applicable to the EaCES network. She said that it could be hard for EaCE students to admit this barrier and so having an automatic system in place would make a difference. She also noted that Imperial campuses are spread out, and students who are not based centrally should also be able to engage with the network.

- v. NH said the paper did not paint an accurate picture, for example, not mentioning that EaCE students get the maximum maintenance loan and a top-up, as well as the Student Experience Fund. He said he didn't agree with the travel reimbursement as there were medical students who could not afford their placement travel and were not able to afford food at placement as a consequence. He said the request for reimbursement would be through Finance, Audit and Risk and that this money would have to be taken from somewhere else. He stated that EaCE students are at the forefront of the University's priorities, and that he thought it should be a society or an informal network instead as election turnouts would be low.

HK said he understood where NH was coming from but that to claim the university has gone out of its way to support EaCE students is absurd. He stated that the maximum student bursary is given assuming students have completed Student Finance which assumes that students have a home to go to in the summer and that they have a parent capable of filling in Student Finance. He said EaCE students would not have this. He noted that the extra bursary amount is £500, which does not cover the wider impacts of estrangement such as physical and mental health costs. He agreed the Student Experience Fund was good but said it would not cover everything. He said he did not think that giving a limited number of EaCE students funding for travel would be taking away from medical students.

RBM also replied to NH, stating that it is not a race to the bottom and universities are not good at supporting any of their students and students should not be competing with each other for support. She said the maximum student loan and maximum bursary are not enough, as EaCE students do not have a home to go to over the summer and so they have to pay rent, bills and general living

expenses in London for 6-8 weeks. She said that there are medical students who are also estranged students, and that EaCE students deserve to experience the same opportunities and social networks as everyone else. She noted that she worked full-time during her undergraduate and Master's degrees to fund these, but not everybody is able to do this. She said that comments like NH's would make the University take EaCE students less seriously. She reiterated that the significant amounts of trauma experienced by EaCE students would carry costs with them. She said she believed the paper was the bare minimum they deserved, and remarked that NH should not jump to conclusions about groups he was not part of.

NH said that he was looking at the bigger picture and that he is estranged himself, and has negotiated for EaCE students to have accommodation for their first year. He said he didn't want to double the work with regards to the travel bursary and that he was concerned about election turnout.

- vi. HN said that with regards to medical students, the School of Medicine has given exclusivity for at least some estranged students to receive placements near to them, and that it should be raised with the School of Medicine to extend this. AML put an action on the action tracker for the next ICSMSU president to look at that. LE also said she would be happy to take this action point and she would like to discuss further with the network.
- vii. CB said the paper was good but asked why the travel bursary would be limited to network events as she would want this for other activities. She suggested this as an amendment to Union Resolves 1. ERW said she did not want the paper to be controversial so allowed this amendment to go to a vote.

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

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
23	13	13	2	8	PASS
		MS, JM, EHa, JMb, LE, CC, SY, RBM, CB, AT, HN, RAS, HM,	EF, AVT	MF, NH, TJ, NTL, HY, JL, PM, JS	

Secretary's postscript: The amendment was drafted as follows: "that the financial audit and risk (FAR) consider granting travel reimbursement for care-experienced and estranged students to engage in events run by the union where travel cost is a barrier to their attendance."

However, due to the next amendment, the entire Union Resolves 1 was removed from the paper.

- viii. CB said she was unsure as to how the university would find out if students are marked or labelled as Care-Experienced or Estranged, and that part of the network could be establishing how many students at Imperial would fit this category. RBM

said they have independent SFE student status for estranged and care experience students and this is how the university knows their status.

ix. CC said he wished to note that those in receipt of the bursary would be currently eligible for the Student Experience Fund and so any work with the LCN on this would be around expanding the fund.

x. AVT said he believed the paper would be less controversial if it were split into two parts – one to establish the network and the other to raise the finance for it.

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

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
23	13	8	6	9	PASS
		NH, JMb, AVT, RBM, AT, HY, HM, PM,	EF, LE, CC, SY, CB, RAS	MF, MS, TJ, HM, EHa, NTL, HN, JL, JS	

Secretary's postscript: Union Resolves 1 was removed from the paper.

xi. As a consequence of the amendment, ERW requested to remove Union Believes point 3 from the paper.

xii. In response to NH's points about it not reflecting their experience, ERW said that the maximum maintenance loan is provided by Student Finance England which assumes you are a home student. The maximum maintenance loan is often provided as EaCE students have a household income of £0, however, medical students in their final 2 years have an income, as do PhD students who often cannot apply for the loan. Some EaCE students are married – either forced or by choice – and could have an income from their partner. She acknowledged the £500 additional bursary and stated if someone wanted to amend the paper by acknowledging this she would be happy for that.

Regarding the election turnout, she suggested that the number of seconders reflected that there would be enough for a network, and that many students did not want to be named as EaCE students but would vote in elections. She noted that there has been increasing recognition of EaCE students, including in UCAS applications, and this attention can be directed to the network as well. She said it was disheartening that the paper was controversial, but she hoped Council would support it anyway.

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

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
23	13	17	1	5	PASS
		EF, MS, TJ, JM, EHa,	KAK	MF, NH, LE, HN, JL	

JMb, AVT,
NTL, CC, SY,
RBM, CB, AT,
HY, RAS, HM,
PM

10. ICSMSU Standing Orders

LE noted the following

- That she consulted with the ICSMSU officers, checking their role descriptions and making amendments.
- She brought the Standing Orders to the General Meeting, and all officers voted in favour.

AML noted the following

- That there was a Democracy Review a few years ago which noted that all CUs needed to have their own Standing Orders which are in line with the ICU's Standing Orders.

Discussion

- i. HN asked about 5.9, which stipulates that ICSMSU MG committee members cannot have ICSMSU CSP positions. He said he knows of a few ICSMSU Presidents who were CSP Chairs. CC said he supports 5.9 as it creates a conflict of interest otherwise as financially responsible positions for both CU and CSP.

LE said it was in previous constitutions but the wording has changed as it presents a conflict of interest, and she reviewed it with the current MG Chairs.

HN asked if it applied to non-ICSM societies. LE said no.

PM said it is up to LE but it is not in line with other MG groups, which allow Chairs and Treasurers to hold CSP positions. LE says it was discussed with ICSMSU exec and it was how they wanted to proceed. She said it could be amended in future.

CC said PM is right that CSP policy doesn't prohibit this, but he thinks MG groups in other CUs should learn from this.

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

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
22	13	21	0	1	PASS
		EF, MS, TJ, JM, EHa,		HY	

JMb, NTL,
CC, SY, RBM,
CB, AT, RAS,
HM, PM, KAK,
MF, NH, LE,
HN, JL

11. Trans+ Paper

AT presented the paper. They noted the following beliefs:

- That the April Supreme Court ruling on “the definition of a woman” is a major setback for trans people’s welfare.
- That this ruling affects how the uni is able to support trans+ student welfare.
- This paper would allow for increased legitimacy in meetings between the Union and University Management.

Discussion

- i. CC said he wanted to acknowledge the work AT, HYe and NH had put into it. AML agreed it was very impressive.

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

Quorum count	Majority (50%+1)	For	Against	Abstain	Outcome
22	13	21	1	1	PASS
		EF, MS, TJ, JM, EH _a , NTL, CC, SY, RBM, CB, AT, RAS, HM, PM, MF, NH, LE, JL	AVT	HY, HN, JMb	

12. OT Updates

EH was not present so her updates were not presented but these will be presented to the BoT.

CB

- CB oversaw the re-opening of the Beit Quad, which saw increased biodiversity and new bench seating.
- She oversaw 2 new appointed student trustees.

- She is in the process of interviewing for the new Provost
- The UKRI paper which was proposed by DE and worked on by CB, DE and EH has had its final draft circulated to Imperial stakeholders for feedback. Feedback has been overwhelmingly positive, and she is hoping to have an Imperial-approved draft ready for a meeting with the Kings' College management with herself, NH and Kings' student reps.

NH

- Has been working on the Level 4 and 5 Sherfield space refurbishment.
- Has been involved in the Mental Health Strategy Steering Group - pushing for culturally sensitive support, which is also a priority for AT. Active travel.
- Stocking up on emergency cycle equipment.
- Peer mentoring – finished an options appraisal document with LE.
- Carried out a CSP carbon audit.

CC

- Has been working with the AT and CSPB to produce a brand new and improved events process for 25/26 aimed at reducing the processing time for students and staff, improving overall experience. CSPB feedback has been constructive and positive.
- In the process of writing a fund evaluation and a proposal for the future of the Student Experience Fund to be presented to the July Board of Trustees meeting.
- He has been working on the Welcome Fair, which is planned to be split over 2 days: 30 September and the 1st October 2025.

SY

- Ran a Cultural Day which received positive student reception and feedback.
- Sustainability strategy was finished in 24/25 but has now been reworded so that it is now accessible for students and more actionable.
- Summer Ball was a success.

13. CSPB update

- Welcome Fair and Activity proposal form were covered in CC's OT update.

CC has also been working on handover training that MGs get. To fill in any gaps, there will be more training and in-person training alongside CU training. Key dates will be circulated to Council on CSPs.

There are now updates to sponsorship agreements as well as some discussion around MG approval limits for CSP finance requests. Nothing substantive has come of this yet.

EF asked when the sponsorship updates would be sent out to CSPs as lots of societies are already thinking about this. CC said this would be updated by the 1st August so it would be in time for new execs, and that CSPB has been made aware of these deadlines. He said he would be happy to help any particular CSPs.

AML thanked everyone for their patience and for attending the meeting and for the whole year.

**Imperial College Union
Union Council / 4th November 2025
ICU Commercial update**

Author: Robert Pegg
Decision: To note

1. Background and Context

This is the first Commercial Update presented to Union Council following the 2024/25 Democracy review and the removal of the Deputy President (Finance & Services) role. It has been introduced to ensure transparency and to help Council understand how the Union's commercial operations underpin and enable our student-focused mission. Imperial College Union's commercial services are unique in their purpose. Unlike traditional commercial operations, our goal is not profit, but purpose to create financial sustainability so that every pound generated can be reinvested into improving the student experience.

Historically, our commercial services relied on funding from its block grant to operate. Through careful restructuring, efficiency, and innovation, ICU's commercial services are now entirely self-funded, allowing the full block grant to be dedicated to core student priorities. All surpluses are reinvested through the Strategic Investment Fund (SIF), that will fund new initiatives like making all events free events, student employment, and service improvements that benefit Imperial students directly.

2. From Stabilisation to Ambition

Over the past two years, ICU's commercial operations have undergone a period of transformation and stabilisation. Our focus since 2023 has been on recovering from previous financial instability, modernising systems, rebuilding teams, and creating strong operational foundations. That work has paid off. We are now in the ambitious stage of our journey, where the focus moves from stability to reinvestment.

This next phase will allow students to see and feel the benefits of the Union's commercial development through:

- Lower prices and better value for money,
- Improved user experiences across venues, events and retail,
- Expanded student employment opportunities,
- Enhanced training and development,
- More free and accessible events,
- New income streams that fund student experience projects for all Imperial students.

This marks a significant milestone in the Union's journey toward long-term financial sustainability and sector-leading student impact.

3. The Commercial Strategy (2024–2027)

The Commercial Strategy, approved by the Board of Trustees in 2024, sets a clear framework for growth and reinvestment over three years. It focuses on three interconnected pillars:

1. Current Services Development – Enhancing existing outlets (venues, retail, and events) to deliver quality, affordability, and engagement.
2. Student Temp Agency – Creating a student-led employment service offering fair, flexible work on and off campus, paid at or above the London Living Wage.
3. Partnerships & Shared Services Agency ("Imprinted") – Generating external income through partnerships and shared services across the student sector, with profits reinvested into Imperial's services.

Together, these initiatives will enable the Union to deliver a £150k annual operating surplus that will go into SIF, contribute £200k annually to the charity through a central service charge, and return £1 million directly to students through paid employment.

4. 2024/25 Review – Progress and Impact

4.1 Strong Growth and Engagement

- Commercial revenues grew 21% since 2023 and 9% year-on-year in 2024/25 whilst reducing prices.
- Student engagement increased 22%, with over 41,000 attendances across events and venues.
- Retail transactions rose 31%, driven by strong growth in Shop Extra (+33%) and e-commerce (+71%) with more affordable items.
- ICU improved overall financial performance, while simultaneously improving affordability for students.

This marks the second consecutive year of double-digit growth, reflecting strong student trust and engagement in our services.

4.2 Affordability and Pricing Innovation

Ensuring affordability for students remains central to our strategy. In 2024/25, we reduced average prices across venues and retail by up to 12%, while maintaining service quality and growing engagement.

To sustain these lower student prices, we are introducing a three-tiered pricing model that supports our commitment to fairness and inclusivity:

Customer Type	Pricing Approach
Imperial Students	Lowest pricing tier – up to 25% cheaper, ensuring affordability.
Imperial Staff	Standard pricing tier.
External Guests/Visitors	Premium pricing tier, supporting reinvestment into student discounts.

This approach allows ICU to drive external trade outside term time (e.g. conferences, private hire, and alumni events) and use that additional revenue to fund student price reductions during term time.

To deliver this, we have launched a new Venues App designed to:

- Verify student status automatically for discounts,
- Offer 25% off all food and drink for Imperial students,
- Capture data to help us improve menus, offers, and event design.

This innovation ensures that students always get the best value, while creating a fair and sustainable model that balances affordability with growth.

4.3 Events and Engagement

Our goal is to make every event accessible, inclusive, and affordable In 2024/25:

- 30% of events were completely free.
- All student-led bookings were free of hire fees(minimum spend to cover staffing costs if bar service was required)
- Engagement increased by 22% year-on-year, with 241 student-led events (a 34% increase).
- The 2025 Summer Ball was the biggest and most successful to date, attracting 3,000 students.

Our long-term ambition is to make all events hosted in Union venues free and accessible by 2027, ensuring every student can participate in campus life, regardless of financial background.

4.4 Employment and Skills Development

Commercial services continue to provide significant opportunities for student employment and development:

- Student employment increased by 21%,
- £98,000 additional wages paid to students in 2024/25,
- Over £12,000 invested in training and skills development.

The Student Temp Agency, launching in January 2026, will expand this impact further by:

- Providing 500 paid roles each year at or above the London Living Wage,
- Offering structured training and transferable skills development and putting a targeted £1 million annually back into students' pocket through employment opportunities.

This initiative is both student-led and student-beneficial combining fair work with employability support.

4.5 Diversifying Income: “Imprinted” Partnerships

Our Partnerships & Shared Services Agency, branded Imprinted, launched in February 2025 and has already established strong external partnerships with:

- King's College London SU (exclusive),
- Bournemouth, Bristol, and Edge Hill SUs (non-exclusive).

Imprinted is projected to deliver £31,000 profit in 2025/26, with a target of 27% growth in 2026/27. By generating external revenue, Imprinted allows ICU to reinvest in Imperial-based services, improving facilities, reducing student prices, and expanding events programming. This model makes Imperial a sector leader in how commercial diversification directly benefits students.

4.6 In-House Catering (Launching January 2026)

Following the early exit of Fusion, ICU will bring catering services in-house from January 2026.

This will:

- Deliver affordable, high-quality menus relevant to students,
- Provide 70 hours per week of student work at the London Living Wage,
- Align with Imperial's sustainability goals (50% plant-based menu, no beef), and
- Integrate food with our events and venue strategy.

Reintegrating catering under ICU control enhances quality, affordability, and engagement while creating more jobs and reinvestment potential.

5. Financial Sustainability and Reinvestment

ICU's commercial operations are now fully self-sufficient and designed for reinvestment via the central contribution fees, gift aid of net profits and investment in to the strategic investment fund and the establishment of Imperial Trading Limited,

ICU's new trading subsidiary, will:

- Manage all trading activity (Venues, Events, Partnerships, Private Hire).
- Enable tax efficiencies and transparency.
- Ensure that 100% of profits are gift-aided back to the Union, reinvesting directly into student experience.

6. Commercial Objectives

Objective	Impact for Students
Engage with 100,000 students annually	More opportunities to participate, connect, and belong.

Make all events free and accessible	Removes financial barriers and fosters inclusion.
Ensure affordability and value across all outlets	Student-first pricing, including 25% discount via the Venues App.
Diversify income streams to mitigate risk	Protects current services from market changes.
Deliver £150k to SIF and contribute £200k to the charity annually	Sustains student investment priorities.
Increase student employment and put £1m back into student pockets	Supports financial wellbeing and career development.

7. Looking Ahead

Over the remainder of 2025/26, we will:

- Launch in-house catering and ensure a smooth transition.
- Roll out the Venues App and three-tier pricing model.
- Expand Imprinted partnerships and deliver new shared service offers.
- Launch the Student Temp Agency and measure its employment impact.
- Continue to lower student prices and increase free events and accessibility.

This work will move us closer to our long-term vision: A self-sustaining, innovative, and student-powered Union that delivers exceptional value and opportunity to every Imperial student.

8. Conclusion

Imperial College Union's commercial operations have successfully transitioned from stabilisation to ambition. We are no longer dependent on subsidies but are generating our own resources to fund the student experience directly. Every decision we make from pricing structures to partnerships, is designed to make life at Imperial more affordable, engaging, and rewarding. By diversifying income, reinvesting surpluses, and putting students at the centre of everything we do, we are building a commercial model that doesn't just help sustain ICU it empowers ICU and its members to enhance Imperial student experience.

**Imperial College Union
Union Council / 4th of November 2025**

Officer Trustee Updates Report

Author(s): Nico Henry – Union President
Anson To – Deputy President (Welfare)
Emina Hogas – Deputy President (Education)
Tom Gordon – Deputy President (Activities)

Decision(s): To consider.

1. Introduction

The purpose of this report is to inform union council members about the work of the Officer Trustees, outline our priorities for the year, provide updates on the union's activities, and an opportunity for feedback.

2. Nico Henry – Union President

What does the Union President do?

- Lead, and be ultimately responsible for, Imperial College Union.
- Represent the Union and our members to the University.
- Facilitate the work of the other Officer Trustees and lead the officer team.
- Deliver the Union's strategic aims.

Goal-related progress

1. Housing

I've been pushing for the university to offer more non-first year housing opportunities. Progress looks promising and the university seems supportive. I've also been proposing to expand the rent guarantor scheme to all students as it's currently only available to UG. This should be in place by the next academic year. I've also been meeting the accommodation team to discuss whether any housing advice should be offered by ICU so we add this to the block grant negotiations.

2. London allowance for PhD students

Emina, Deniz, and I are continuing this work from last year to lobby for an increase in the UKRI's London allowance. A proposal has been written and we have the support of London students' unions. We're waiting on some responses from important stakeholders for feedback.

3. Study spaces

We continue to advocate for more study spaces. Level 3, 4, and 5 of Sheffield building are now open and I'm happy that we were involved in the design of the student spaces on level 4 Sheffield.

4. Increasing job opportunities

We're launching a temp agency to provide a central place where students can find jobs on and outside campus. My role has been in getting university stakeholders and teams onboard and supporting (Catering, careers service, ICT, different departments). We're recruiting for the agency's manager.

5. Maximising Metric Usage

I've been working with the venues and commercial teams to make the most out of metric as a breakout space and potentially a café when not in use. We'll be submitting a presidents' community fund application to fund the project.

Key committees attended since last report

- College Council (and sub committees: Audit & Risk, Property, and Finance)
- People & Culture Committee
- Senate
- South Kensington Redevelopment Board
- White City and Old Oak Programme Board
- Student Lifecycle Board
- Education and Student Experience Committee
- Student Experience Forum
- White City Student Engagement
- Sustainability Strategy Committee
- Grantham Advisory Board
- Academic Building Client Board

Calls for actions

Join the presidents' forum soon to be able to feed into projects like Metric, temp agency, housing, and more!

3. Anson To – Deputy President (Welfare)

What does the Deputy President (Welfare) do?

- Represent the welfare interests of all Imperial students.
- Lead and manage the wellbeing representation networks.
- Report student opinion on wellbeing affairs to Imperial.
- Collaborate with ICU staff on training and support of wellbeing representatives.
- Support wellbeing innovation and projects in the university.

Goal-related progress

1. Culturally Sensitive Counselling

I am speaking with the Student Counselling and Mental Health Advice Team on staff training to improve cultural sensitivity, reviewing how the team hires student-facing staff. There is good news from the Health Centre that they have recently hired a mandarin speaking support worker and mandarin speaking mental health support is available through Westminster IAPT. I'm currently waiting on written confirmation from the health centre and will be communicating to students formally afterwards.

2. Swap Shop/ ICU Marketplace

I have engaged with relevant stakeholders and a plan is in place. Currently waiting for the IT side of the project. I have also spoken to ESoc about testing the system and getting student feedback before launch. In terms of swapping events, I am working with ICU Events on Reuse Fairs and Skill Swap Shops, in collaboration with ESoc and University Sustainability Fortnight.

3. Food Prices

I will be presenting a proposal to Taste Imperial on suggestions for their Savers' Menu and a potential meal subscription that could offer students' discounts if orders are placed early. With

a new eatery on Sherfield Walkway that offers some value for money options, which is similar to what we have been asking for, I would be keen on knowing what you think about the options.

4. Commuter Fund

I presented this recommendation to Access and Participation Strategy Group (APSG) and the committee is receptive of the idea. The next step is on how we can define what is a commuter student to ensure students in need are included in the policy.

Key committees attended since last report

- Access and Participation Strategy Group
- Patient Participation Group with Imperial College Health Centre
- Stonewall Action Committee
- Imperial ATHENA SAT
- Mitigating Circumstances Working Group

Calls for actions

- If you have to travel between South Kensington and White City often, how are you finding the shuttle bus services? Do you have to travel back from White City to South Kensington for CSPs? Let me know if you or your friends have any suggestions
- What are people's thoughts on the new eateries? E.g. Rasa Kitchen

4. Emina Hogas – Deputy President (Education)

What does the Deputy President (Education) do?

- Represent the educational interests of all Imperial students.
- Lead and manage the academic representation networks.
- Report student opinion on academic affairs to Imperial.
- Collaborate with ICU staff on training and support of academic representatives.
- Support educational innovation and projects in the university.

Goal-related progress

1. Assessment and feedback tailoring

- In progress - I have been attending regular meetings with the Faculty Review Coordinators. Next steps include establishing a way to share best practices across Faculties as well as carrying out Assessment Mapping across the College.

2. Masters in year resits

- Halted and likely unfeasible due to prioritisation of other projects (module catalogue, case management system implementation) as well as incompatibility with Imperial's Academic Calendar structure.

3. Mitigating circumstances review

- In progress – MC Working Group was rehailed – key stakeholders were now engaged as part of 5 comprehensive consultations (one of which includes an all-student session). These meetings will focus on updating the policy and regulations around MCs which will aim to be implemented for AY 25/26
- Central Digital MC submission platform mock-up has been generated, however changes to policy are being prioritised before this is implemented.

4. Alumni networking event

- In progress – Given the lower-than-expected engagement due to summer exams the event will be integrated in Campaign Activities carried out in Autumn Term.

5. UROP and UKRI funding

- In progress – UROP review is being discussed over the next months in relevant committees (SEF, ESEC) and I am collaborating with Huaihou and Anthea to carry out student consultation on proposed recommendations and inform the Union's stance.
- Collaborating with Camille and Deniz to produce a proposal with other London Universities (QMUL, LSE, King's, UCL) to lobby UKRI for increased London PGR allowance. The proposal will be fortified with qualitative data from a 5-minute survey we've created aimed at capturing how current London funding impacts PhD experience.

6. Increased communication with Reps and student body

- Record Leadership elections turnouts (25%) and 34% aggregate with CSP positions
- Moved away from forums (TARF/RARF) as single interaction point with reps and now meeting Faculty and Departmental Reps 1:1 every ~1.5 months
- Exploring opportunities to make rep training digital on SUMS platform next year to streamline the rep experience.
- Speaking to Faculties about monthly Rep mingling opportunities over tea/donuts.

Key committees attended since last report

- Sentate
- QAEC
- RPRC
- PC
- ESEC
- Digital Education Platforms Project
- Learning & Teaching Strategy Group

5. Tom Gordon – Deputy President (Activities)

What does the Deputy President (Activities) do?

- Take on Presidential duties as appropriate,
- Be responsible for the training, support and recognition of Clubs, Societies and Projects volunteers, in conjunction with the relevant Union committees,
- Liase with Union staff to ensure that appropriate support is being given to all Clubs, Societies and Projects
- Be responsible for reporting student opinion on and needs of CSPs to the College and external bodies, suggesting areas for development and enhancing the student experience and provision for students, in conjunction with the relevant Union committees and staff,
- Be responsible for overseeing support on financial matters to Clubs, Societies and Projects,
- Be responsible for overseeing the effective organisation of Welcome Fair,
- Be responsible for delivering community development for students, including supporting student-led events, volunteering, reward and recognition, and skills development, with support from the ICU staff team.

Goal-related progress

1. Cut response times when reaching the activities team

Since setting this goal, the size of the team has grown and Freshdesk has been introduced as a ticketing system. Average “first response time” this month is 9 business hours, with an average resolution in 3 days. Core risk assessments and activity proposals are now handled by staff in Freshdesk, so everything student-facing (except finances) is now in a single location and thus, in theory, more efficient for the team. With the hiring of a dedicated Activities Coordinator (Finance), we are in a better place for approving expenditure >£1000, but I will continue to monitor and encourage students to get in touch if an approval is urgent or taking a long time. Concerns have been highlighted about the quality of responses at times, as well as what systems are in place for these processes when key staff are ill or on annual leave.

2. Improve training quality for club and society committees

Most online training articles have been moved from PDF files to a much more accessible single location — Freshdesk — where volunteers are already used to sending questions/queries to the team. The platform also offers much better search functionality.

In person CSP committee training was held over two days at the end of September, though attendance was low (~100 attendees out of ~2,000 volunteers). Feedback from attendees was overall good, but concerns have been highlighted about the timing (before the start of Term) and the lack of an online option. Myself and the team are looking to hold more training sessions throughout the year, focusing on specific topics e.g. finance and running inclusive events.

3. Expand the usage of the Student Experience Fund

So far the focus has been on getting the fund running for the 2025-26 academic year. We have three funding sources, all of which still fund us on an ad-hoc basis year on year. Funding has been confirmed from Imperial and ICU, and we’ve determined we have enough of our IC Trust allocation left over from last year to support the fund this year. SEF launched this year on the evening of October 23, with grants ranging from £25 to £70.

I’m working with ICU staff to establish a governance framework for the fund, so we can aim to guarantee its funding for years to come. After this I will focus on expanding the fund to further groups, e.g. Postgraduate and International students. Our funders seem excited about this, but challenges will include how to determine need amongst these groups.

4. Build a CSP alumni network

An introductory meeting with Imperial’s alumni engagement team has taken place, and they seem very keen to work with us over the coming year. I don’t have any significant updates to share regarding this, but a shared OT goal is to look at how we engage with alumni and what we (and Imperial) can do to incentivise them to come back and support our students and CSPs.

5. Improve provision for fundraising for clubs and societies

The Expanding Reach Fund has launched for the first time in 2025-26, allocating money to target students that do not currently engage with Imperial College Union through clubs and societies. It can be accessed by Clubs, Societies and Liberation and Community Networks who are looking to actively access barriers to participation and make events more accessible.

I will also focus on aiming to support societies to raise money through themselves, such as by introducing options such as crowdfunding and simplifying the donation process.

Key committees attended since start of term

- Activities Forum
- Student Activities Board
- Joint Cyber Security Working Group

Calls for actions

- Please submit nominations for Committee Member of the Month. This is a new scheme and we've had really impressive uptake, but we really want to reward student volunteers who go above and beyond.
- Please encourage students to access their Student Experience Fund!

Imperial College Union Union Council / 4 November 2025 Summer Working Group Report

Author: Anthea MacIntosh-LaRocque – Union Council Chair

Decision: To note

Context and scope

In the academic year 2024-35, a wholesale review of ICU's democratic and student representation structures was undertaken, engaging stakeholders such as Imperial students, University staff and Union staff, with the assistance of a sector consultancy. The review produced a set of recommendations which were endorsed by Council on the 24th of June 2025. Recommendations 2.7, 4.1-4.4 and 6.3* contain reference to a working group, led by the Council Chair, intended to take place over the Summer of 2025 with the following scope:

- i. Establishing best practice for Officer accountability and representative reporting. [Rec. 2.7]
- ii. Developing a timetable and structure for Council and its committees to ensure they develop viable policy. [Rec. 4.1]
 - a. Developing a framework supporting 4 committees of Council (Activities, Academic, Constituent Union Presidents, Liberation & Wellbeing). [Rec 4.1]
 - b. Develop a framework for students to submit ideas to ICU using an online platform. [Rec. 4.2]
 - c. Developing a framework for the Democracy Working Group. [Rec. 4.3]
 - d. Developing a framework that includes the Liberation & Community Networks reporting to the Liberation & Wellbeing Committee of Council [Rec. 6.3]
- iii. Develop a communication plan for Council and its sub-committees. [Rec. 4.4]

This Summer Working Group (SWG) was convened over the summer, with 5 meetings held online between the 22nd of July and 11th of September 2025. This report serves to update Council on the actions of the SWG.

*Recommendations, 4.2-4.4 and 6.3 do not refer explicitly to a working group but contain themes that make sense to deal with in the space provided by the SWG.

Membership

The group was composed of Officer Trustees, student volunteers, and Union staff members.

Student membership

- Anson To [Deputy President (Welfare)]
- Anthea MacIntosh-LaRocque [Working Group Lead & Council Chair]
- Emina Hogas [Deputy President (Education)]
- Huaihou Yang [Student Volunteer]
- Nathalie Tedfors Lindell [Student Volunteer]
- Nico Henry [Union President]
- Tom Gordon [Deputy President (Activities)]

Staff membership

- Annie Willmot [Interim Director of Membership Services]
- Cat Turhan [Director of Membership Services]
- Clem Jones [Governance and Executive Manager]
- Helena Schofield [Representation Manager]
- Zahra Butt [Working Group Secretary & Democracy & Campaigns Coordinator]

Decisions made

The following decisions were agreed upon over the course of the meetings. Many of these are incorporated into the Standing Orders and Terms of Reference of Council and its forums.

Theme	Decision	Actioned
Forums	Activities Forum retains its existing decision-making powers.	Yes
	Forums to be given delegated authority on certain items. For example, CU Forum could approve CU Standing Orders.	Yes
	Forum dates are set for once per month, and it's up to the discretion of the Forum Chair to reduce meetings in-year.	Yes
	"Forum" adopted as name of the sub-committees of Council.	Yes
	Intended atmosphere of forums is informal, supportive and a place for making change and initiating action.	Yes
	Integrate "issue workshops" into forums: groups discuss potential solutions to an issue, and the forum discusses which option to proceed with.	In progress
	All policies shall be initially subject to approval by Council. Council may delegate the responsibility of reapproving this policy, if it is only subject to minor amendments, to a forum of Council. This delegation shall be stipulated in the policy motion itself. It is at the discretion of the Council Chair whether any such amendments shall be considered minor.	Yes
	Council may also delegate the approval of certain items of business to a forum. These items shall be agreed upon at least annually by Council in its Standing Orders. These items may include, but are not limited to, Standing Orders of Constituent Unions and CSP annual budgeting.	
	Forum membership document approved.	Yes
	CU Forums will proceed for the coming year. CU Presidents will act as co-chairs to the forum alongside the Union President. They will be a space for open discussion (potentially themed) around specific issues and aimed at the wider student body. The naming of the forum shall be Presidents' Forum.	In progress
	Create additional PGR-only discussion space to enhance the work of forums as an informal space to build community for PGRs and focus on PGR issues.	Yes
Council	Meeting frequency: • Term 1: 2 meetings • Term 2: 2 meetings • Term 3: 1 definite meeting; 1 reserve meeting	Yes

Suggestions (Online platform for students to submit ideas for change/policy)	Remove public voting altogether for Suggestions.	In progress
	Department-specific issues can be assigned to relevant reps to raise.	In progress
	SWG agreed that students should be contacted after they have submitted to the SUggestions platform (if they have indicated they would like to be involved in the development of the idea) to engage in a discussion with them about the development of the idea.	In progress
	OTs should be able to access the SUggestions as they are submitted.	In progress
Policy delivery group	Helena Schofield, Zahra Butt, Council Chair to sit on the democracy/policy working group, with OTs having access to the submissions.	In progress
Communication plan	Stalls to communicate council business to go ahead.	In progress
	SWG to recommend that Council and Forum dates are put in My Imperial App	In progress
	Suggestions and Council pages to be separate but referencing each other.	In progress
	Council reps to show on A-Z page.	In progress
	Move Council pages to live under Representation but still reference them on 'how we work' page.	In progress
	Council to have diagrams created to help communicate how they work, where decisions go, and one simple version vs a more detailed version.	In progress
	Council updates/reminders/day-in-the-life-of-a-Council-rep included in Union newsletters and social media.	In progress
	Informal digital/online space to be created for Council reps to support each other.	Yes
	Council training to be more participatory.	Yes
Officer Accountability	FAQ version of bye laws to be created	In progress
	Council should receive both a report and a presentation from Officers to hold them to account, and re-trial group approach to ask Officer questions.	Yes
	Accountability mechanisms and council member voting records to be better publicised.	In progress
	Have a place on Union Website where students can ask OTs and senior volunteers questions.	In progress

Outstanding actions

As there remain outstanding actions, it is proposed that these actions are added to the Union Council action tracker to keep Council updated on the implementation of these aspects of the Democracy Review.

**Imperial College Union
Union Council / 4 November 2025
Awards of Honorary Lifetime Membership**

Author(s): Nico Henry (Union President)

Seconder(s): Emina Hogas (Deputy President (Education))

Decision(s): To approve

Union Notes

1. The Officer Trustees (OTs), ICSMSU President and Felix Editor are remunerated for their Union activities.
2. A paid role cannot be fairly compared with voluntary work, and therefore the OTs, ICSMSU President and Felix Editor are not eligible for Union Awards.
3. Historically, Council has considered and voted on conferring Honorary Lifetime Membership (HLM) to the outgoing members of the Union.
4. An HLM recognises the accomplishments and achievements of an Officer who has gone above and beyond their role during the year.
5. 'Nominations' in support of each outgoing OT, the ICSMSU President and the Felix Editor have been prepared by the Council Chair, having sought input from Union volunteers.
6. In 2024, Council did not consider or vote to confer HLM on these outgoing officeholders as the Council Chair mistakenly did not bring such a paper.

Union Believes

1. The following individuals are deserving of Honorary Lifetime Membership of the Union:
 - a. Yi Yang – Deputy President (Education), 2023-24
 - b. Andreea Cojoccea – Deputy President (Welfare), 2023-24
 - c. Haider Nazerali – ICSMSU President, 2023-24
 - d. Jamie John – Felix Editor, 2023-24
 - e. Camille Boutrolle – Union President, 2023-25
 - f. Christian Cooper – Deputy President (Clubs & Societies), 2023-25
 - g. Stephanie Yeung – Deputy President (Finance & Services), 2023-25
 - h. Lilia Evans – ICSMSU President, 2024-25
 - i. Mohammad Majlisi – Felix Editor 2024-25

Union Resolves

1. To bestow Honorary Lifetime Membership of the Union upon the following individuals:
 - a. Yi Yang – Deputy President (Education), 2023-24
 - b. Andreea Cojoccea – Deputy President (Welfare), 2023-24
 - c. Haider Nazerali – ICSMSU President, 2023-24
 - d. Jamie John – Felix Editor, 2023-24
 - e. Camille Boutrolle – Union President, 2023-25
 - f. Christian Cooper – Deputy President (Clubs & Societies), 2023-25
 - g. Stephanie Yeung – Deputy President (Finance & Services), 2023-25
 - h. Lilia Evans – ICSMSU President, 2024-25
 - i. Mohammad Majlisi – Felix Editor 2024-25

Appendix

a. Nominations in support of Yi Yang – Deputy President (Education), 2023-24

“I worked with Yi during my term as chemical engineering postgraduate representative. Yi meticulously organised communications, managed meetings, and supported our projects and ideas. I support Yi’s Honorary Lifetime Membership.”

“Yi worked hard to align the services at the Centre for Academic English (CfAE) with the interests of the student body, particularly those of international students. She greatly improved student engagement with the service by pushing for better communications from the CfAE team, leaving a lasting impact on the student body.”

b. Nominations in support of Andreea Cojoclea – Deputy President (Welfare), 2023-24

“I worked closely with her whilst I was LGBTQ+ Officer and saw firsthand her unwavering dedication to ICU. Andreea was a really supportive OT who went above and beyond to help me implement many initiatives aiming to improve the lives on Imperial’s queer students. She is completely deserving of honorary lifetime membership, and I wish her every success with her onward career.”

“From ensuring the student voice fed directly into the University’s Access and Participation plan, to promoting student awareness of sexual health, Andreea worked hard to have a positive impact on a broad base of students, both present and future.”

c. Nominations in support of Haider Nazerali – ICSMSU President, 2023-24

“During his tenure, Haider was key in protecting and upholding the values of ICSM. His work was focused on building public image and centralising the branding of ICSM. He worked closely with our alumni to strengthen our relationships with them and to keep them updated on the activities of the student body. In his day to day, he prioritised challenging the status quo at both a departmental and university level. He dedicated his time to advocate and represent the student voice across a multitude of platforms. In summary, his actions were pivotal in the ongoing growth of ICSM, and the student body is incredibly fortunate to have had him as its president.”

“A great advocate for supporting students from the global majority and formalising the student community’s voice on global political issues. A great person to engage with when thinking things through.”

d. Nominations in support of Jamie John – Felix Editor, 2023-24

“Jamie oversaw a redesign of Felix (compare https://issues.felixonline.co.uk/felix_1826.pdf and https://issues.felixonline.co.uk/felix_1827.pdf), wrote some stories that were relayed in national media (<https://felixonline.co.uk/articles/ex-imperial-lecturer-arrested/>), and established many of the newspaper’s current workflows.”

“Jamie has presided over the best year Felix has had since I first joined Imperial four years ago. He is an exceptional professional, journalistic talent and mentor, and I strongly doubt I’d have enjoyed contributing to the paper this year had he not been at the helm. Financial Times are extremely fortunate to have him write for them next year, and he will be a sorely missed force for good at Imperial.”

“As a leader, James has shown over and over again how hard work, honesty and a good balance of grind and play can motivate and power a stable of writers. I found that working with Jamie led to efficient and effective results and that’s what I aim to find in my next boss. He will forever be Jamie, the Chief!”

“What I’ve appreciated most about Jamie is his dedication to printing stories that reflect the student voice at Imperial – from Blackett Blues to Mural Monstrosity – Jamie’s always been there for us students.”

“Jamie has been diligent, positive, and understanding even on our busiest days. He brings out the best in editors and writers, holding us to the highest standards while respecting our work-life balance. Personally, he has supported my journalism endeavours since day one – always making me feel heard and appreciated. Thanks to his work over the last three years, our newspaper is back where it belongs – in the hearts and minds of many Imperial students. His time at Felix will go down in history.”

e. Nominations in support of Camille Boutrolle – Union President, 2023-25

“A great manager and responsible union president. Her work on the rent negotiations, UKRI, and greening the campus is and will continue to affect current and future students.”

“Camille has dedicated two years to ICU, during which she has had a massive impact. As Union President, she was a fantastic leader and went above and beyond her role in many ways. An example would be the rent negotiations where she advocated for affordable student halls prices at high level College meetings. She has been truly inspiring, not afraid to speak up for what she thinks is right while remaining respectful and professional.”

“I have been working closely with Camille for the past year and she has been a kind, approachable and supportive union president helping constituent unions. I would send my recommendation that Camille gets an HLM.”

f. Nominations in support of Christian Cooper – Deputy President (Clubs & Societies), 2023-25

“Christian was an exceptionally helpful and useful DPCS during his years. He would always be willing to help societies with their activities and was more responsive than the vast majority of the Union. He inherited a deteriorating budgeting system in his first year, but by the time he left he reversed many of the changes and provided a much more student led budgeting process for students to use and further develop.”

“A very fun, involved, and engaging sabbatical officer. Great person to work with, and an absolute beast at navigating activities and SQL.”

“Christian was an amazing advocate for CSPs and MGs at ICU. His professionalism in handling feedback from student groups and ensuring that this is implemented has been truly inspiring. Despite his extremely busy schedule, he would always find time to support his senior student volunteers and deal with any issues CSPs are facing promptly.”

“Christian’s consistent commitment to really understanding the issues facing CSPs, and his willingness to listen to criticism makes him very deserving of a lifetime membership. Even when discussions get tense, he always leads the debates with kindness and fairness. Despite some issues that I’m sure will be ironed out over the coming year, the overhaul of the annual budgeting

system has been a huge undertaking and led to a significant improvement to the experience of people engaged in CSPs.”

g. Nominations in support of Stephanie Yeung – Deputy President (Finance & Services), 2023-25

“Stephanie inspired me to get engaged at the student union, making everyone feel welcome and bringing a positive energy to every space she came to, balancing this with professionalism and genuine hard work to make Imperial College better.”

“Stephanie has brought a lens of inclusivity to ICU. Pushing for more non-alcoholic options at the bars, launching a sustainability strategy, running the very successful Culture Day and ensuring there is student voice on large events like Summer Ball have been instrumental to student experience.”

“Steph's remarkable patience for understanding all sides of an argument, and doing so with a smile, has made her a lovely person to work with.”

“Steph has had an inspiring impact on both the policy and culture of the union. Her contagious energy and approachability encourages students to engage with the union and makes even the most daunting conversations feel accessible and comfortable. She maximised her opportunities for impact as the last DPFS, going above and beyond to embed sustainability into both the policy and mindset of the union. Her remarkable ability to balance hard work and professionalism with making time and energy for every student embodies what officers should strive for.”

h. Nominations in support of Lilia Evans – ICSMSU President, 2024-25

“Lilia has been a passionate and driven ICSMSU President, consistently working hard to make the culture within ICSM and within the SU itself one of collaboration and responsibility. She continued to strengthen the relationship of the ICSMSU with ICU and our Alumni to ensure the students get the best support.

All of this was achieved above and beyond the already impressive numerous standard responsibilities of the ICSMSU President such as overseeing social and academic events, welfare initiatives, refurbishments, representation meetings and advocating for the student body. She is well deserving of an honorary lifetime membership”

“Lilia was an empathetic and lovely ICSMSU President who worked a lot to advocate for our underrepresented students and make ICSMSU a more inclusive and accessible place.”

“Lilia has been a ray of sunshine to work with. She fostered good relationships with many volunteers and staff beyond just ICSM. Even as a non-medic I can see the wide impact she had in the year of being in her role.”

“Went above and beyond to improve the ICSM student experience throughout her time as president, delivering a wide range of events as well as ensuring strong student support for her community.”

“Lilia is nothing short of fantastic at her job - bubbly, kind, and dedicated to supporting students in any way she can.”

i. Nominations in support of Mohammad Majlisi – Felix Editor 2024-25

“An amazing editor and friend. Always open to hearing students out, he did a great job at running Felix and using the newspaper's soft power to advocate for our student community whilst staying true to his journalistic purpose.”

“Rebuilt the Felix community and implemented numerous improvements to the paper that resulted in high writer retainment and increased reader engagement.”

“I was in contact with Mohammed as I've been working on the increasing the London allowance in the UKRI stipends project. Mohammed periodically asked about our progress, and he was enthusiastic to publish our achievement - though we haven't completed the project within Mohammed's term for him to publish, I very much appreciated his support. I support Mohammed's Honorary Lifetime Membership.”

“Joining Felix as a fresher was a little intimidating, but Mo was very enthusiastic to help me find my place here. He's so clearly passionate about the paper and the role. His editorials were always fun to read and funny but also mature and show the importance of the role we have (and also that he has) as a channel for news and comment. In the office, he made me feel accepted very quickly and made Felix feel like a group of friends. I also probably annoyed him by incessantly asking for advice with first-year physics, but he never showed that to me. Under Mo, the paper has been incredible and, more importantly, principled. It's been fantastic.”

“I first wrote with Mo for Felix back in Issue 1825, which was two years ago. It was my first year being Science Editor, together with Angie Lo – and Mo and I had the idea to interview the Head of Science at NASA, Nicola Fox, for the paper. I was a bit scared – and Mo probably was too – but we did it, albeit after our Quantum Physics exam, and what struck me the most was Mo's charisma throughout the interview – he was very warm, funny, and instantly put me at ease during what was quite a big moment for us! Since, Mo has contributed vast amounts of important journalism for Felix, one that stuck with me was his coverage of Palestinian Imperial alumnus, Dr Nael Qtati, which he did with former editor Jamie. Sending my best wishes for the future, Mo. :))”

“An icon, as a journalist and as an Editor-in-Chief. Mo, whose Bradford accent changed the way I say his name, balanced professionalism and play in many ways. During an interview, he was the guy who asked the right questions and provided a safe space for distressed interviewees to share their stories. What he then published was professional and fair, never letting emotion influence his work. At the post-submission drinks, his cheerful smile and jokes filled the conversation. But that is not everything about Mo. He is the one for serious and fun conversations. In his own style and openness, he inspires me multifold. He kept the cat free out of passion and love for what he does. Continue being the wonderful Mo that you are.”

“As Editor-in-Chief and News Editor he's had to juggle a bunch of different responsibilities, but I can't think of a single time this year he dropped the ball. He's been very proactive during his tenure, but he's also been such an empathetic presence, and he's made Felix an incredibly enjoyable thing to be a part of.”

“The quality of Felix reporting has improved significantly with Mo at the helm, tackling both fun, lighter topics, as well as consistently reporting on larger issues. His commitment to reporting on updates relating to the student action for Palestine has been particularly admirable.”

**Imperial College Union
Union Council / 4th of November 2025
Trustee Ratification**

Author(s): Nico Henry - Union President

Seconder(s): Emina Hogas - Deputy President (Education)
Anson To - Deputy President (Welfare)
Tom Gordon - Deputy President (Activities)

Decision(s): To approve

Union Notes

1. As a registered charity, Imperial College Union has a Board of Trustees. The purpose of the Board is to ensure we are run effectively and properly, in accordance with our Governing Documents, UK law, and in financial prudence.
2. The Board is primarily made up of students and student representatives, alongside five external trustees and one alumni trustee who are there to provide external insight and oversight. Terms for external trustees are three years in length.
3. All Officer Trustees (President and Deputy Presidents), the Council Chair, and two student trustees are elected in a College-wide ballot, while the remaining two students, external, and alumni trustees are appointed, in accordance with the Union Constitution (Section F of the Articles of Association and Sections 10-12 of Byelaw B).
4. The appointments of those two students, external and alumni trustees, must be ratified by a two-thirds majority of Union Council.
5. Stephen Richardson, one of ICU's external trustees, has served on the Board of Trustees as chair since August 2022, hence his first term was due to end on 31st July 2025.
6. Bulbul Basul would be joining for her first term due to begin on the 1st of August 2025 and end on the 31st of July 2028

Union Believes

1. Bulbul Basu and Stephen Richardson are more than suitably qualified to be appointed to the Board of Trustees as external trustee.

Union Resolves

1. To ratify the re-appointment of Stephen Richardson (Appendix A) to the Board of Trustees for a third term to begin on the 1st of August 2025, and end on the 31st of July 2028.
2. To ratify the appointment of Bulbul Basu (Appendix B) to the Board of Trustees for a first term, due to begin on the 1st of August 2025 and end on the 31st of July 2028.

Appendix A

Stephen spent most of his working life at Imperial College. He was appointed as a Lecturer in Chemical Engineering at Imperial College in 1978 and Principal of the Faculty of Engineering from 2008 to 2010. In 1996 he was made a Fellow of the Royal Academy of Engineering and in 2015 was made a CBE for his work on chemical engineering education and safety. He was President of

the Institution of Chemical Engineers from 2019 to 2021 and started as a Lay Trustee of Imperial College Union in 2019.

Appendix B

Bulbul brings over twenty-five years of extensive experience in finance, risk management, audit, controls, and governance from major US and European investment banks. Having held various transformation and leadership roles across finance organisations, Bulbul possesses a comprehensive understanding of financial and regulatory external reporting, valuation control, risk management, governance, and change management. In her current role as a senior External Reporting Controller at JP Morgan, Bulbul oversees external reporting, forecasting, and analysis of the balance sheet for regulatory capital, liquidity, and statutory accounting purposes. As an Imperial College alum, Bulbul has a deep appreciation for the transformative impact of her education and student experience. She acknowledges the challenges faced by today's students and recognizes the critical role of the Union in providing support and direction in an increasingly competitive and challenging environment. With her wealth of financial expertise, stakeholder management skills, and dedication to giving back to society, Bulbul would be a highly valuable trustee for ICU.

**Imperial College Union
Union Council / 4th November 2025
Updates to Bye-Law F and A following Democracy Review**

Author(s): Tom Gordon - Deputy President (Activities))

Seconder(s): Anson To (Deputy President (Welfare))

Decision(s): To approve

Union Notes

1. The ICU [Democracy Review recommendations](#) were passed at Union Council on 24th June 2025.
2. Bye-Laws A and F refer to Liberation & Community Officers, not Networks which does not reflect the recommendations.
3. Bye-Law F does not currently reflect the change to the Deputy President (Activities), formerly Deputy President (Clubs & Societies), new role description or title.
4. Bye-Law A refers to outdated Union Council meeting and paper deadline frequencies, misaligned with current practice.

Union Believes

1. The proposed changes to Bye-Laws F and A are reflective of the Democracy Review recommendations and should be updated ahead of Leadership Elections 2026 to facilitate the changes according to the implementation timeline and ensure ICU is operating in with sound governance.
2. Further changes to these Bye-Laws may be proposed but will return to later Union Council dates as some recommendations require different implementation timelines.

Union Resolves

1. To accept the proposed changes to Bye-Laws F and A.

Imperial College Union

Bye-Law F Officers of the Union

Approved July 2025

F. Officers of the Union

1. The Officers of the Union shall be the:
 - 1.1. Officer Trustees:
 - 1.1.1. President,
 - 1.1.2. Deputy President (Activities),
 - 1.1.3. Deputy President (Education),
 - 1.1.4. Deputy President (Welfare),
 - 1.2. Council Chair,
 - 1.3. Constituent Union Presidents
 - 1.4. Constituent Faculty Union Welfare Officers
 - 1.5. Constituent Faculty Union Academic Affairs Officers
 - 1.6. Management Group Chairs
 - 1.7. Elected Union Liberation & Community ~~Officers~~Networks
 - 1.8. Postgraduate Representation Chairs
 - 1.9. Postgraduate Academic and Welfare Officers

Register of Interests

2. A Register of Interests shall be kept for Trustees, Sabbatical Officers of the Union and any other person at the discretion of the Board of Trustees or Union Council.
3. The Register shall be available to all Members and Trustees.
4. The Register shall contain
 - 4.1. any current part-time external employment,
 - 4.2. directorships and direct shareholdings,
 - 4.3. the Officer's department/division and year
 - 4.4. gifts, hospitality, and free or discounted tickets received in connection with Union business,
 - 4.5. sponsorship by any firm in connection with a course of study or Union business,
 - 4.6. positions of office held within the Union or any constituent part,
5. The Register shall contain any matter not falling in the above categories which could provide information of any pecuniary interest or other material benefit which an Officer receives which might reasonably be thought by others to influence their actions, speeches, or votes in committees, or actions taken in his or her capacity as an Officer.
6. Union Officers shall be required to sign the Register as an accurate record of their interests as a requirement of taking office.

7. The Register shall be kept and maintained by the Clerk to the Board of Trustees, who shall be responsible for notifying Officers of the responsibilities and requiring Officers to register.

Job Descriptions for the Officer Trustees

8. All Officer Trustees shall;
 - 8.1. Act as a Trustee ex-officio,
 - 8.2. Fulfil all Presidential and constitutional responsibilities,
 - 8.3. Execute and develop policy and further the aims and objectives of the Union,
 - 8.4. Ensure that all members of the Union are equally represented,
 - 8.5. Chair relevant Union Committees,
 - 8.6. Liaise with Union and College staff as appropriate,
 - 8.7. Represent the Union on external committees as appropriate,
 - 8.8. Report to Union committees as appropriate,
 - 8.9. Establish extra duties with the President where appropriate,
 - 8.10. Coordinate the work of the non-Trustee officers of the Union,
 - 8.11. Deliver the Union's strategic aims and uphold the Union's values,
 - 8.12. Ensure that the Union provides relevant and sustainable events and services that meet the demands of its members,
 - 8.13. Campaign where appropriate on issues relevant to the membership.

President

9. The President shall;
 - 9.1. Be the chief executive officer of the Union,
 - 9.2. Be the ultimate representative of the Union,
 - 9.3. Be ultimately responsible for the whole Union, its Constituent parts, and its activities and governance,
 - 9.4. Be ultimately responsible for the finances of the Union,
 - 9.5. Be ultimately responsible for staffing and discipline issues,
 - 9.6. Be responsible for the Union's marketing and communications to the membership, College and external organisations,
 - 9.7. Be responsible for constitutional development and preliminary interpretation,
 - 9.8. Ensure the adherence to the Complaints and Discipline procedures set out in Bye-Law G and Bye-Law H,
 - 9.9. Be responsible for the Managing Director,
 - 9.10. Be the manager of the other Officer Trustees in their role as employees and coordinate their work and that of the non-sabbatical Officers of the Union,
 - 9.11. Delegate the duties and responsibilities of Officers in the case of vacancies or if any Officer is unable to carry out their duties.

Deputy President (Activities)

10. The Deputy President (Activities) shall:
 - 10.1. Take on Presidential duties as appropriate,
 - 10.2. Be responsible for the training, support and recognition of Clubs, Societies & Projects (CSP) volunteers, in conjunction with the relevant Union committees,
 - 10.3. Liaise with Union staff to ensure that appropriate support is being given to all Clubs, Societies & Projects,
 - 10.4. Be responsible for reporting student opinion on and needs of CSPs to the College and external bodies, suggesting areas for development and enhancing the student experience and provision for students, in conjunction with the relevant Union committees and staff,
 - 10.5. Be responsible for overseeing support on financial matters to Clubs, Societies & Projects,
 - 10.6. Be responsible for overseeing the effective organisation of Welcome Fair.
 - ~~10.6.~~10.7. Be responsible for delivering community development for students, including supporting student-led events, volunteering, reward and recognition, and skills development, with support from the ICU staff team

Deputy President (Education)

11. The Deputy President (Education) shall:
 - 11.1. Take on Presidential duties as appropriate,
 - 11.2. Be responsible for reporting student opinion on academic affairs to the College, suggesting areas for development and enhancing the student experience and provision for students, in conjunction with the relevant Union committees,
 - 11.3. Be responsible for the training, support and recognition of a Representation Network for the Academic Representatives of the Constituent Unions, and for Postgraduate Representatives, in conjunction with the relevant Union committees and staff,
 - 11.4. Liaise with the Constituent Unions on all academic matters concerning students,
 - 11.5. Support student and staff led educational innovation within the College.

Deputy President (Welfare)

12. The Deputy President (Welfare) shall:
 - 12.1. Take on Presidential duties as appropriate,
 - 12.2. Be responsible for reporting student opinion on liberation and welfare issues to the College and external bodies, suggesting areas for development and enhancing the support provision for students, in conjunction with the relevant Union committees,
 - 12.3. Be responsible for representing the welfare needs of all students, especially minority or underrepresented groups to the College,

- 12.4. Be responsible for the training, support and recognition of a Representation Network for the Wellbeing Representatives of the Constituent Unions, and for Postgraduate Representatives, in conjunction with the relevant Union committees and staff,
- 12.5. Be responsible for overseeing the support to student led campaigns.

Job Descriptions for other Union Officers

The Council Chair

- 13. The Council Chair shall:
 - 13.1. Act as a Trustee ex-officio,
 - 13.2. Chair Union Council and other relevant Union committees,
 - 13.3. Uphold the Constitution and Bye-Laws in Union Council,
 - 13.4. Be independent and impartial in all proceedings and duties as Council Chair,
 - 13.5. Carry out such duties and responsibilities as may, from time to time, be laid down by the Union Council.

The Management Group Chairs

- 14. The Management Group Chairs shall fulfil their duties as set out in their respective Standing Orders.

The Union Liberation & Community ~~Officers~~Networks

- 15. The elected Union Liberation & Community ~~Officers~~Networks shall be responsible to the Deputy President (Welfare) for representing the welfare interests of the members that affiliate with their remit,
- 16. The Liberation & Community ~~Officers~~Networks shall also:
 - 16.1. Be the welfare representatives to the Union and the College for the students that affiliate with their remit,
 - 16.2. Co-ordinate the campaigns within their remit, taking into account the involvement of students based at non-South Kensington campuses and adjusting plans accordingly.
 - 16.3. Carry out such duties as may, from time to time, be laid down by the Union Council or its relevant subcommittees.

The Postgraduate Academic and Welfare Officers

- 17. The Postgraduate Taught Academic and Welfare Officers shall:
 - 17.1. Be responsible to the PGT Representation Chair for the academic and wellbeing representation of students in their constituency,
 - 17.2. Represent the views of PGT students in their Faculty at Union and College meetings,

- 17.3. Co-ordinate the activities of, and hold regular meetings with, Department-level representatives in their constituency,
 - 17.4. Chair the Staff-Student Committee or Staff-Student Liaison Group for their Faculty and level of study if such a committee exists,
 - 17.5. Feedback all relevant decisions and information to students in their constituency,
 - 17.6. Carry out such duties as may, from time to time, be laid down by the Union Council or its relevant subcommittees.
18. The Postgraduate Research Academic and Welfare Officers shall:
- 18.1. Be responsible to the PGR Representation Chair for the academic and wellbeing representation of students in their constituency,
 - 18.2. Represent the views of PGR students in their Faculty at Union and College meetings,
 - 18.3. Co-ordinate the activities of, and hold regular meetings with, Department-level representatives in their constituency,
 - 18.4. Chair the Staff-Student Committee or Staff-Student Liaison Group for their Faculty and level of study if such a committee exists,
 - 18.5. Feedback all relevant decisions and information to students in their constituency,
 - 18.6. Carry out such duties as may, from time to time, be laid down by the Union Council or its relevant subcommittees.

The Postgraduate Representation Chairs

19. The Postgraduate Taught Representation Chair shall:
- 19.1. Be responsible to the Deputy President (Education) for the academic representation of students in their constituency,
 - 19.2. Be responsible to the Deputy President (Welfare) for the wellbeing representation of students in their constituency,
 - 19.3. Represent the views of the College's PGT students in Union and College meetings,
 - 19.4. Co-ordinate the activities of, and hold regular meetings with, the PGT Academic and Welfare Officers,
 - 19.5. Co-Chair the PG Representation Committee with the PGR Representation Chair,
 - 19.6. Feedback all relevant decisions and information to students in their constituency,
 - 19.7. Carry out such duties as may, from time to time, be laid down by the Union Council or its relevant subcommittees.
20. The Postgraduate Research Representation Chair shall:
- 20.1. Be responsible to the Deputy President (Education) for the academic representation of students in their constituency,
 - 20.2. Be responsible to the Deputy President (Welfare) for the wellbeing representation of students in their constituency,

- 20.3. Represent the views of the College's PGR students in Union and College meetings,
- 20.4. Co-ordinate the activities of, and hold regular meetings with, the PGR Academic and Welfare Officers,
- 20.5. Co-Chair the PG Representation Committee with the PGT Representation Chair,
- 20.6. Feedback all relevant decisions and information to students in their constituency,
- 20.7. Carry out such duties as may, from time to time, be laid down by the Union Council or its relevant subcommittees.

Imperial College Union

Bye-Law A Structure of the Union

Approved July 2025

A. Structure of the Union Union Council

Membership & Operation

1. Membership of the Union Council shall be the following:
 - 1.1. The Officer Trustees
 - 1.2. The Council Chair
 - 1.3. The Constituent Union Presidents
 - 1.4. The Management Group Chairs
 - 1.5. ~~The One~~ Union Liberation & Community ~~Officers~~delegate per network
 - 1.6. One Welfare Officer of each of the Constituent Faculty Unions
 - 1.7. One Academic Affairs Officer of each of the Constituent Faculty Unions
 - 1.8. The Postgraduate Academic and Welfare Officers
 - 1.9. The Postgraduate Taught and Research Representation Chairs
 - 1.10. Sixteen Representatives to Council Members elected by cross-campus ballot proportional to the students registered on courses
 - 1.10.1. These will be proportional to those courses that make up a particular Faculty and those courses that are not in a particular Faculty.
 - 1.10.2. Each Faculty must have both Undergraduate and Postgraduate Representatives to Council unless one of these level of study is not taught.
2. No member may hold more than one seat on Union Council at any time.
3. Members of the Union Council who do not attend two consecutive ordinary meetings (irrespective of apologies) shall be deemed to have resigned their seat on Union Council.
 - 3.1. Any ex-officio member of council may have their seat reinstated by a simple majority vote of Union Council.
4. Union Council shall meet twice in terms one and two, after Autumn Elections have been held, and at least ~~every four weeks during term time~~ once in term three, once Autumn Elections have been held.
5. Union Council may be called additionally by the President.
6. Union Council may be called additionally by the Council Chair upon receipt of a request by one of the following:
 - 6.1. The Board of Trustees
 - 6.2. A General Meeting
 - 6.3. Ten Members of Union Council
 - 6.4. 100 Members of the Union
7. The Union will advertise the time and location of each meeting at least five College days before each meeting.
8. Any Full Member of the Union may attend and speak at Union Council Meetings. Any Associate Member of the Union may attend but must request the Chair's permission to speak. Any other person must obtain permission from the meeting to attend and speak.
9. Only members of Union Council may vote in Council Meetings
10. The Council Chair may only cast a vote in the event of a tie.

11. All items for debate and discussion must be submitted at least ~~five-eight~~ University workingCollege days before the meeting.
 - 11.1. Any direct responses to items for debate and discussion must be submitted two College-University working days before the meeting. At the discretion of the Chair, items of a time-sensitive nature may be submitted at least two College-University working days before the meeting.
12. All items for debate must have the declared support of two Full Members of the Union, known as the proposer and the seconder.
13. The Council Chair shall:
 - 13.1. Be any Full Member of the Union, elected by cross-campus secret ballot.
 - 13.2. Have a period of office until the end of the academic year.
 - 13.3. Declare any interest that they have in any debate or discussion and relinquish the Chair during any debates in which they have an interest.
 - 13.4. Be responsible for ensuring that Union Council is fulfilling its obligations set out in the Constitution & Bye-Laws.
 - 13.5. Be responsible for the development and implementation of Council's Standing Orders.
14. The Agenda must include:
 - 14.1. Apologies for absence
 - 14.2. The checking of previous minutes for accuracy
 - 14.3. Matters arising from the previous minutes
 - 14.4. Reports from Officers and sub-committees of Union Council as appropriate
 - 14.5. Any other Business
 - 14.6. Time, date and place for next meeting.
15. All Union Council Meetings should be conducted according to the Meeting Bye-Laws.

Sub-Committees

16. The Union Council may form and delegate powers to sub-committees of the Union Council. Such powers should be set out in the sub-committee's Standing Orders, amendable by Union Council only, ~~and may not include powers requiring a two-thirds majority resolution.~~
17. Sub-Committees of the Union Council may not create policy that binds the whole Union, for that power is reserved only for the Union Council (and by extension the Board of Trustees).
18. A sub-committee of the Union Council must have Standing Orders, approved by the Union Council, that explicitly state its voting membership.
19. The sub-committees of the Union Council shall be those listed in the Standing Orders of Union Council.

Constituent Unions

20. The structure of the Constituent Unions shall be as set out in Bye-Law L.

Management Groups

21. Management Groups shall be ultimately responsible to the President or the President's

nominee for their operation and policies.

22. Management Groups shall operate within the Union's Constitution, Bye-Laws and Policies.
23. Management Groups shall provide for the co-ordination and development of student activities within their constituent clubs, societies or projects, and within their central activities.
24. A Management Group must have Standing Orders, approved by the Clubs, Societies & Projects Board, that explicitly state its voting membership.
25. Each Management Group may have associated subdivisions as defined by their Standing Orders and approved by the Clubs, Societies & Projects Board.
26. A Club, Society or Project must have a constitution, approved by its Management Group or Constituent Union's Executive Committee that explicitly states its voting membership.
27. There shall be the following Management Groups:
 - 27.1. Arts & Entertainments
 - 27.2. Community
 - 27.3. Culture
 - 27.4. Knowledge
 - 27.5. Recreation
 - 27.6. Sport

Union Liberation & Community ~~Officers~~Networks

28. The ~~elected~~ Union Liberation & Community ~~Officers~~Networks shall be responsible to the Deputy President (Welfare) for their work.
29. The Union Liberation & Community ~~Officers~~Networks shall work within the Union's Constitution, Bye-Laws and Policies.
30. There shall be the following Union Liberation & Community ~~Officers~~Networks:
 - 30.1. Black & Minority Ethnic
 - 30.2. LGBTQ+
 - 30.3. Disabilities
 - 30.4. Mental Health
 - 30.5. Gender Equality
 - 30.6. Ethics & Environmental
 - 30.7. Interfaith
 - 30.8. International
 - 30.9. Working Class
 - 30.10. Estranged and Care-experienced