Imperial College Union
Union Council / 9 December 2025
RSM G41 / 1830 Hours
Agenda

Please note the change of location and later start and end time of 1830 hours and 2030 hours.

		Item	Lead	Action	Time	Page(s)
Chair's business	01	Welcome, Apologies, Quoracy, Proxies, Seat reinstatement, Call for AOB	Anthea MacIntosh-LaRocque (Council Chair)	To consider	18:30	/
	02	Action tracker		To note/ approve	18:35	2-6
	03	Approval of minutes of previous meetings		To approve	18:40	7-16
Matters for Discussion	04	Union Council Consultation: Future Capital Investment	Annie Willmot - Director of Membership Services, ICU	To consider	18:45	17
Matters for Decision	05	Temporary updates to Bye-Law F whilst implementing the Democracy Review	Nico Henry - Union President	To approve	19:05	18-25
	06	Granting DSAC Nominee Voting Rights		To approve	19:10	26-36
	07	ICU's Role Supporting the Renewal of Imperial's Stonewall Membership	KY Foo - ICU LGBTQ+ Trans+ Rep	To approve	19:20	37-39
	08	ICU's Stance on Access to Medicines	Rishi Miriyala Anantharaj - UAEM UK & Imperial Lead	To approve	19:25	40-41
Break					19:35	
Matters for Decision	09	Zeroing In On the Imperial Zero Index	Julia Mitra - Ethics & Environment Officer	To approve	19:45	42-44
	10	Supporting GTAs: Advocating for Employment Contracts	Philippe de Saint Seine - Council Representative (PG Natural Sciences)	To approve	20:00	45-47
Any Other Business	11	1. Lapsing policy	Anthea MacIntosh-LaRocque (Council Chair)	To consider	20:15	/
End of meeting					20:30	/

Imperial College Union

Union Council / 9 December 2025

Action Tracker

Creation date	Action number	Council reference	Owned by	Status	Action	Update
7/11/23	23-24.1.5	Item 10, Resolve 10(1)	NH, AT	In progress	Demand that College: i) Make a public commitment to exclude all fossil fuel companies from their investment portfolio(s). ii) Introduce a publicly accessible ethical investment policy that explicitly excludes all fossil fuel companies. iii) Fully divest from all fossil fuel companies within 3 years.	Union lobbied for Socially Responsible Investment working group to be reconvened. Union President is still unsure as to when the university needs to decide on the Imperial Zero Index. The university has emailed her saying that they are in discussions.
20/2/24	23-24.4.1	Item 8, Resolve 1	NH, AT	In progress	The Union will release a statement taking the position that part-time work as part of your studies is now a must for many and not a choice and offering support to students in part-time work.	Ongoing work to issue a statement.
20/2/24	23-24.4.3	Item 8, Resolve 3	NH	In progress	To encourage Imperial to facilitate more academic-related employment opportunities within the College for students that will further their career development and align with their academic pursuits by recognising the restrictions on work due to studying needs and their financial needs as these opportunities are often better renumerated.	30/04/24: The OTs have raised the Item to college stakeholders, but are yet to finalise actions. They are also lobbying the College to create a platform to set up proper advertisements and increase students' awareness of work opportunities. 2/11/24 NH is in the process of writing a recommendation document for each of the faculties to work on. This will show that the proportion of students working has been increasing every year for the past 5 years. I've already started the conversation, and everyone has been very open to this, I'm working with the careers service to finalise this and have conversations with each faculty dean on reducing the stigma of students working. This will lead to set recommendations on students working.
20/2/24	23-24.4.5	Item 8, Resolve 5	AT	In progress	To collaborate with Student Services to review the indicators of	30/04/24: The OTs have raised the Item to college stakeholders but are yet to finalise actions.

					financial hardship, particularly for hardship fund and bursary applications.	2/11/24: NH is working with student support services on this and increased communication on the available help at the university.
20/2/24	23-24.4.6	Item 8, Resolve 6	NH, AT	In progress	To meet with students and College to discuss expectations and impact of part-time work on studies.	30/04/24: JM noted regarding Action 4.6 that it was brought up in meetings with the Quality Assurance and Enhancement Committee (QUAC) and the Early Career and Research Institute (ECRI), and discussions for expectations and impact of part-time work on students are in progress. JM noted it is an ongoing initiative on postgraduate and post-academic support by the university. 28/5/24: NFL noted regarding Action 4.6 that some revisions were made on adding some support to help students identify job opportunities within the College. It is now a requirement that the expectations document is discussed at the initial student-supervisor meeting as well as other regular checkpoints such as the Early Stage Assessment or Late Stage Review. NFL also noted they are acknowledging the need for part-time work and ways to recognise opportunities within and outside the college. 2/11/24: NH presented data on working students and the trends over the past 5 years to the faculty deans and other stakeholders at APSG (Access and Participation Strategy Group). This was taken very well and we will be meeting starting next week to discuss expectations and impact of working students. 12/11/24: Writing recommendations on how to take this project forward
20/2/24	23-24.4.7	Item 8, Resolve 7	NH, AT	In progress	To facilitate more accessible employment opportunities for students.	2/11/24: NH working with the university on seeing what jobs we can give to students, some faculties are creating more UG Teaching assistant jobs, there's also more well paid mentorship opportunities (up to £19 p/h), and I'm personally making sure all students are getting paid more than London Living Wage, I successfully lobbied the university into increasing the wages of students working for catering (~£3p/h increase). We're pushing the careers service and the university to create even more developmental jobs and opportunities. At the union we are also creating more jobs for students, and this

						should be expanding even further in the next couple of months.
20/2/24	23-24.4.8	Item 9, Resolve 2	NH, AT, DE	In progress	Lobby the College to support increasing the UKRI London allowance.	28/5/24: AC noted Action 4.8 was raised in a meeting with college stakeholders, with the review of the funding structure to be completed in due time. NH noted that students that can vote should do so as they can impact student experience in the years to come. CB added regarding Action 4.8 she spoke with College staff who are happy to help with drafting papers moving forward. CB noted they haven't reached out to Unions, but they will be involved with the projects planned in the next year, where student lobbying will likely happen. 10/12/24: DE, CB and EH have met with other London-based Student Unions on lobbying to improve the UKRI allowance. A working group has been set up. 07/1/25: No substantial progress due to the Christmas break but EH expects to have an update by February.
20/2/24	23-24.4.9	Item 9, Resolve 3	NH, AT, DE	Incomplete	If the College does not support increasing the UKRI London allowance, then to form a student-driven campaign led by the paper author focussed on the issue of the UKRI London allowance, with the support of the Union President and Deputy President (Welfare).	
20/2/24	23-24.4.11	Item 9, Resolve 5	NH, AT	In progress	To gather data regarding the financial circumstances of PhD students at Imperial.	30/04/24: AC noted this has been raised in committee meetings but are yet to finalise actions. 2/11/24: NH: Questions around work and financial accessibility will be added to the Postgraduate Research Experience Survey (PRES). 12/11/24: NH: Keeping this action open until there is confirmation that this question will be added to the PRES 10/12/24: NH is attempting to update the PGR experience survey to reflect financial circumstances of PGR students. He has a meeting week commencing 9/12 and will update at the next council. 07/01/25: NH is meeting with the PRES Team to

						understand if this question will be added to the PRES. He chased this up on 7/1/25 and is waiting to hear back. They are checking if they have this question and will add it if not.
20/2/24	23-24.4.12	Item 9, Resolve 6	NH, AT, DE	Incomplete	For the Union President and Deputy President (Welfare), alongside the paper author, to make efforts to form a working group with other London-based universities to lobby the UKRI to increase the UKRI London allowance.	10/12/24: DE, CB and EH have met with other London-based Student Unions on lobbying to improve the UKRI allowance. A working group has been set up. 04/02/25: DE has met with UCL, marking the completion of the final meeting for the intial stage of the UKRI lobbying plan. All 5 London Russell Group Student Unions are on board, and they will talk to their university presidents and provosts, sharing information about the financial hardships of postgraduate students. A survey was created by CB and EH and disseminated the week commencing 27/1
20/2/24	23-24.4.13	Item 9, Resolve 7	NH, AT	Closed	For the Union President and Deputy President (Welfare), to make efforts to form a working group with non-London-based universities to lobby the UKRI to increase the UKRI base rate.	1/11/24 CB: The UKRI has just completed a review of the UKRI base rate so we feel we cannot influence this but have much more scope for London allowance – potential to prioritise the London allowance.
4/11/25	25-26.6.1		NH, TG, AT, EH	In progress	Integrate “issue workshops” into forums: groups discuss potential solutions to an issue, and the forum discusses which option to proceed with.	
4/11/25	25-26.6.2		NH	In progress	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.	
4/11/25	25-26.6.3		AML	In progress	Implement online platform for students to submit ideas for change and policies.	
4/11/25	25-26.6.4		AML	In progress	Run stalls to communicate Council business.	
4/11/25	25-26.6.5		NH	In progress	Recommend that Council and Forum dates are put in My Imperial App	
4/11/25	25-26.6.6		AML	In progress	Implement changes to Union website: 1. Page for Suggestions 2. Council reps shown on A-Z reps page	

					3. Council to move to Representation" part of website 4. Diagram of Council decisions	
4/11/25	25-26.6.7		AML	In progress	Council updates/reminders/day-in-the-life-of-a-Council-rep included in Union newsletters and social media.	NTL hosted a Council takeover during first meeting. Union Instagram story used to advertise vote on strike action.
4/11/25	25-26.6.8		AML	In progress	FAQ version of bye laws to be created	Council FAQ page live. More bye-laws still to come.
4/11/25	25-26.6.9		AML	In progress	Accountability mechanisms and council member voting records to be better publicised.	

Council Attendance

Role	Name	Initials	Attendance
Officer Trustee - Union President	Nico Henry	NH	Apologies
Officer Trustee - Deputy President (Education)	Emina Hogas	EH	Present
Officer Trustee - Deputy President (Welfare)	Anson To	AT	Present
Officer Trustee - Deputy President (Activities)	Tom Gordon	TG	Present
Council Chair	Anthea MacIntosh-LaRocque	AML	Present
Constituent Union President - ICSMSU	Sarah Azam	SA	Absent
Constituent Union President - CGCU	Daniel Zhuo	DZ	Present
Constituent Union President - RSM	Anisa Price	AP	Present
Constituent Union President - RCSU	Jack Swires	JS	Present
Constituent Union President - Silwood	Jabari Hosang	JH	Present (Late arrival)
Management Group Chair - Arts	Nathalie Tedfors Lindell	NTL	Present
Management Group Chair - Recreation	Thurston Blount	TB	Present
Management Group Chair - Sport	Stefaniia Medvetskaia	SM	Present Remotely
LCO - Black & Minority Ethnic	Comfort Oluwakoya	CO	Present
LCO - LGBT+	Juliette Flatau	JF	Absent
LCO - Disabilities	Amy Lloyd-Evans	ALE	Present
LCO - Mental Health	Miriam Foulkes	MF	Present via Proxy
LCO - Gender Equality	Sijin Wu	SW	Present
LCO - Ethics & Environment	Julia Mitra	JM	Present
LCO - Interfaith	Huaihou (Apollo) Yang	HY	Present
LCO - International	Yuanze Xia	YX	Present
LCO - Working Class	Aishah Anjum	AA	Absent
Welfare Officer of CU - RCSU	Ilmi Rahman	IR	Present Remotely
Welfare Officer of CU - ICSMSU	Lolanthe Georghiou	LG	Present Remotely
Welfare Officer of CU - RSM	Gao Kamalanavin	GK	Absent
Welfare Officer of CU - CGCU	Junyu (Tony) Zheng	TZ	Absent
Academic Officer of CU - CGCU	Yuchen Liu	YL	Present
Academic Officer of CU - RCSU	Jacob Eyre	JE	Present
Academic Officer of CU - ICSMSU	Alwin Paul	APa	Present Remotely
Academic Officer of CU - RSM	Alexia Hiernard	AH	Present
PGR AWO (Medicine)	Ruksana Begum	RB	Present Remotely
PGT AWO (Medicine)	Shedrack Nwaokocha	SN	Present
PGT AWO (Business)	Johnpaul Onyeama	JO	Present
PGT AWO (Natural Sciences)	Nadya Ghani	NG	Present
PGR Representation Chair	Yifeng Mao	YM	Absent
PGT Representation Chair	Hannah Liu	HL	Present

Council Representative (UG Natural Sciences)	Anton Pustygin	APu	Present
Council Representative (UG Natural Sciences)	Gareth Tse	GT	Present
Council Representative (UG Business)	Jean Lin	JL	Present
Council Representative (UG Engineering)	Defne Ertugal	DE	Present
Council Representative (UG Engineering)	River Pang	RP	Present
Council Representative (UG Engineering)	Jack Fletcher	JFl	Present
Council Representative (UG Medicine)	Catherine James	CJ	Present
Council Representative (UG Medicine)	Vishal Vijay Kumar	VVK	Present
Council Representative (PG Natural Sciences)	Philippe de Saint-Seine	PSS	Present Remotely
Council Representative (PG Medicine)	Nwadi Chibuzor	NC	Present
Council Representative (PG Business)	Samanvay Sehgal	SS	Present

In attendance [Students/Staff]

Aisha Qadi (AQ): Representation & Democracy Assistant [Union Staff]
Zahra Butt (ZB): Representation & Democracy Coordinator [Union Staff]
Tom Newman (TN) – Managing Director [Union Staff] (Not present but mentioned in minutes)
Rishi Viswanath (RV) – Mental Health Officer [Proxy to MF]
Robb Pegg (RP) - ICU Director of Commercial Services [Apologies] [Union Staff]
Kat Iliopoulou (KI) – Head of Commercial Services [Union Staff]
Aidan Madge (AM) - CGCU Clubs and Societies Chair, Department of Computing Society President [Student]
Guillaume Felix (GF) – Felix Editor in Chief [Union Staff]
Pip Moss (PM) - Arts and Ents VC Media [Student]

1. **Welcome**

AML welcomed everyone to the meeting.

2. **Apologies & Chair's Business**

Apologies

Noted as above.

Quorum check

Quoracy Confirmed.

3. **Proxies**

RV (Campaigns Officer for the Mental Health Liberation & Community Network) approved as proxy for MF (Mental Health Liberation & Community Officer) by proxy.

4. **Seat Reinstatements**

None, as this is the first Council meeting of the academic year.

5. **Standing Orders of Council**

AML presented the paper as its author.

EH noted the addition of PhDialogues: a new monthly forum for all PhD students, to replace research academic rep forums.

NTL raised that the roles listed in Standing Order 4 have not been updated to reflect the democracy review. It should also be numbered as Standing Order 6 and not 4.

Action 25-26.1.1: **Change Standing Order 4 to Standing Order 6, amend it accordingly for the renaming of DP Activities, and remove DP Finance & Services**

AML invited Council Members to vote on the Standing Orders.

For (40)	**Against** (0)	**Abstain** (1)
RP, CO, JFl, VVK, ALE, SM, NC, RV, SW, CJ, DZ, EH, JS, LG, YL, DE, TZ, AY, HY, TG NTL, GF, AP, SS, PSS, NG, JL, GT, JH, JO, JE, APu, JM, SN, YX, TB, AH, AT, HL, JF		APa

Standing Orders have been passed with majority in favour.

6. Approval of minutes of the previous meeting

Minutes of the two previous meetings were approved by consensus.

7. Comms Update

KI presented the report, as RP sent apologies this evening and usually would be the one delivering it.

KI highlighted the following updates:

i. With the recent democracy review, the DPFS role has been removed.

ii. Commercial operations are now fully funded; they were previously in a deficit in 2023. As they are now fully funded, they are giving surplus back to the ICU charity arm.

iii. Lots of growth: revenue up by 21% since 2023 and 9% year on year.

iv. Started working on the app, getting extra revenue from external clients, and allowing more student discounts.

v. Student engagement has increased by 22%, as well as 34% engagement in student-led events & venues.

vi. Prioritised working with students and having students work, with a 21% increase in hours offered to staff to work.

vii. The team has worked to diversify income with new change in trends, as initially they relied heavily on alcohol and white sales.

viii. Founded Imprinted last year: a shared services agency in collaboration with 4 other SU's, and King's SU as a partner.

ix. Working on bringing catering back in-house, which means more influence in pricing, menu changes and sustainability and more student staff opportunities.

x. Launching the commercial services advisory group (going live as soon as possible): Bringing together a group of students, student officers and trustees once a term to discuss how commercial can help, any changes or input, as well as insights on what is being done on an operational level.

xi. The purpose of the paper is to provide context on what commercial services do and how revenue is generated.

The floor was opened for comments.

i. NTL asked how the team plans to balance external versus student-led events, as they want to ensure students get priority.
ii. KI replied that the team prioritises student bookings first within the venues. Most private hires happen out of term time.
iii. JS asked about the removal of DPFS, and how students can provide timely feedback to the commercial team without a direct link between students and services teams.
iv. KI replied that the team is keen to support and best way to communicate is through emails, as it allows for more frequent meetings with students. The team is trying to make communication quicker as soon as possible.
v. JS asked why the app was being used instead of making use of University ID cards. JS explained that some students would prefer not having to download additional apps. NTL echoed this statement.
vi. KI clarified that the purpose of the app is to verify and capture data, as well as offer discounts. KI stated that the possibility of not using an alternative or complementary system to the app is something the commercial team can look into in the future.
vii. PSS asked about how the Union is preparing for the upcoming employment rights bill, since most student-staff are contracted via a casual worker agreement (i.e., zero hours contract). KI replied that this is under review. The temp agency may allow the Union's student-staff to be hired directly by the Union, whereas they are currently hired via the University, and verify external employers are compliant with the bill.
viii. PSS noted casual workers were incorrectly referred to as "employees" in the paper. KI stated this was colloquial language used across the SU sector and reassured Council that the Union are still investing in training for student-staff and have never dismissed anyone without proper investigation.

Action 25-26.1.2: **KI: For commercial to show members how they have been publicising emails for the next meeting**

Action 25-26.1.3: **For an Officer Trustee to collect feedback from students who have an issue with using the app.**

Action 25-26.1.4: **KI: To correct and make changes to the paper where casual workers are being referred to as employees.**

ix. Regarding external customer pricing cross-subsidising student pricing, NG asked if there is data on how much external guests contribute to overall sales at Union outlets and if a shortfall in external sales would impact student pricing. KI agreed to provide this data in the next update. KI explained that there is limited risk as external sales rise in the summer months when student sales lower and vice versa during the academic year.

Action 25-26.1.5: **RP to provide data on external sales at Union outlets in the next Commercial Report.**

x. Julia asked about update 4.6 on sustainability goals and if there were plans to move towards 100% plant-based catering, as the paper only refers to 50%.

xi. KI mentioned that the motion will remain policy to go 50% plant-based by 2027, and once the new menu offering is launched, it is something they are keeping in mind.

Action 25-26.1.6: **To have more focus on sustainability in the next Commercial Update.**

xii. NTL invited the Commercial Team to consider doing more things for postgrads outside of undergraduate term time, suggesting over the summer. KI noted that there are lots of postgrad events out of term time, with a mix of both postgrad and external activities.

xiii. NTL asked who will be in charge of running Imperial Trading Limited. KI clarified that Imperial Trading Limited has a separate board with RP and TN as directors and managing director. Two Officer Trustees and student trustees also sit on the board.

xiv. SM praised the events team for their communication and response to feedback. SM asked if there are plans for student staff training.

xv. KI mentioned that the team are moving to an online training platform and are trying to personalise it more. For now, it is a mix of in-person and online training, but it will move to the online platform soon.

KI expressed that they are happy to accept any further questions via email k.iliopoulou@imperial.ac.uk

8. Officer Trustee Updates

To note - EH's report update was not updated due to being out of office previously. EH presented verbal updates.

EH had reported the following new updates:

i. Focusing this year on personal tutors and on reframing its structure. Has set up a project group to help tackle the policy side and will start focus groups with students too. Will formalise it soon after analysing qualitative and quantitative data

ii. Postgrad engagement is going well. Is looking to embed postgrad rep within activities and rep team activities. PG coordinator at the Union is helping on this as well.

iii. AI literacy: wants to inform how college guidelines is being informed, to ensure students can use it safely and productively. Collaborating with college staff on this.

iv. Releasing a promo video with NH on the 17th of Nov for a software called dAIsy, which combines multiple AI agents in one.

v. Focusing on NSS key areas for improvement, and is liaising with departments who scored both well and poor to see how to work with the University or where to put pressure

vi. Exploring process streamlining for MC policy

vii. Assessment and feedback is going well and. EH is in communication with the education office to continue improving this for students.

Questions, points of criticism, points of praise for Officer Trustees:

For NH

Point of Praise	All report updates were very good and closely matched their manifesto aims. NH is doing a very good job.
Constructive Criticism	None
Question	None

AML mentioned that all groups must come up with all three points of praise, constructive criticism, and a question for the next meeting.

For NH

Point of Praise	The rent guarantor scheme is looking good
Constructive Criticism	More communications on newly opened study spaces would be good, like signage for the Sherfield Building.
Question	The group wanted to know more about what will temp agency will entail but has heard a bit from Commercial team

Action 25-26.1.7: NH to send a reply for the questions for the next Council meeting

Action 25-26.1.8: EH and NH to feedback to the University for signage for the next Council

APu wanted to follow up on study spaces, as it says exclusively in South Kensington. Asked whether there were any in White City. EH replied that NH is involved in developing study spaces for the White City. Hammersmith is less on the radar.

For TG

Point of Praise	Likes the cut in response times
Constructive Criticism	None
Question	How is usage being expanded within the Student Experience Fund, and what is the inflation rate? Has it been increased?

TG responded, saying that it has not increased due to the struggle in getting funds this year. This year, the fund was launched 2-3 weeks after, compared to the previous year. Last year, there was an uplift with a maximum amount of £70. Eligibility criteria have also expanded compared to last year, with also had a maximum amount of £60. TG has accounted for the entire allocation for all funding and has had to go with the numbers from last year. Plans to expand it further this year.

For TG

Point of Praise	Appreciated the deal and actionable points on page 22
Constructive Criticism	There was a lack of detail on the last couple of points, but the group is aware of how much progress has been made so far
Question	Has there been consideration for safeguarding and risk assessments when it comes to alumni networks for clubs and events?

i. TG responded, agreeing that the last 2 points have less work done on them.

ii. TG also followed up on the question, saying that this has now become a collaborative officer trustee shared priority.

iii. With safeguarding, alumni should already be involved via lifetime memberships. Nothing should change in what is expected from societies, as societies should take alumni into account. It is entirely up to them, however, and how they structure events with alumni.

iv. JM asked whether there were considerations for the Student Experience Fund to have a sustainability focus, such as sustainable travel options for societies.

v. TG replied, mentioning that the former predecessor had looked into it, but no changes have been implemented. There is, however, only a 10% discount for those who choose unsustainable travel, hoping to disincentivise societies. TG is happy to further look into this and see what other things can be done.

vi. JO asked a question about the Student Experience Fund for households with an income below $ 70,000, and how it applies to international students, as it is not always clear which funding source is involved. Also asked about barriers to entry for sports and societies, as prices are expensive and free events are late at night, and whether there were any strategies to mitigate this.

vii. TG replied that the Student Experience Fund currently provides bursaries for home and undergraduate students but hopes to change it this year to include internationals too, but it is harder to determine eligibility for internationals and postgraduates, and does not have a solution yet.

viii. For barriers to entry, the Student Experience Fund is there to support expenses. Every year, societies get an annual allocation of grants, too, which is about 425K a year. The Union negotiates a block grant with the University every 2 years, which is used for core activities. They are about to enter negotiations for the next block grant, and TG aims to get more money for grants, societies and for SEF.

ix. JH wants to call for better communications and succession plans for clubs and societies that exist, as there is no awareness of which clubs continue each year or not. Also wanted to know the viability of engagement of students being able to attend other clubs

in different campuses. TG said it is a big problem that keeps students away but is happy to have a further chat. AT is also happy to be part of the conversation.

***Action 25-26.1.10*: TG to arrange a meeting between TG, AT and JH to discuss this and report back for the next Council.**

For AT

Point of Praise	Praise to the swap shops and the Halloween event that was organised
Constructive Criticism	None
Question	Whether AT will be involved in the food prices discussion for in-house catering

i. AT is involved with this and aims to push for saver items, but it also depends on operational feasibility
ii. CJ asked whether funds for Medicine students commuting to placements are covered by ICSM or SU.
iii. AT believes that for 5th year Medicine students, the travel for placement is reimbursed by the NHS. AT is looking at commuter funds for 3rd year Medicine students and will ask SA to confirm.
iv. AT also mentioned that the University staff responsible for the commuter fund are aware of the issues Medical students are facing on their placements, for example lack of supervision.

For AT

Point of Praise	Great point of success for counselling and several languages being offered
Constructive Criticism	There was no mention of PG initiatives
Question	What is the base case scenario at the end of the commuter fund (what do u see at the end of this), and any plans of reaching commuter students to get as many as possible?

i. AT mentioned working on 2 PG initiatives: the shuttle bus services across Hammersmith and White City and how PG students are affected by burnout.

ii. AT is also looking into what other universities' definitions of commuter students. The project is still in early stages. Reimbursements will be provided after working on definition.

iii. VK asked whether the shuttle bus hours can be extnded to 5/5:30 as some students use it to travel for society events and cannot travel until after 4:30.

iv. AT presented this issue to the university as South Kensington is different to White City and spoke about how 4:30 does not work for most CSPs.

v. AT also mentioned that if students are based in Hammersmith or White City, it would be good to get a screenshot students' timetables to present as evidence

vi. Within University policy, the services are not for people who live in White City to commute to South Kensington; therefore, AT is trying to find out what legal concept defines this rule and policy.

9. Summer Working Group Report

AML presented the paper. Due to time constraints, Council members were invited to email AML with any questions.

10. Honorary Lifetime Memberships

EH presented the motion.

AML invited Council Members to vote on the motion.

For (31)	**Against (0)**	**Abstain (2)**
RP, CO, JFl, ALE, SM, NC, RV, SW, CJ, DZ, EH, JS, LG, YL, DE, TZ, AY, HY, TG NTL, AP, SS, PSS, NG, JL, GT, JH, JO, JE, JM, SN, YX, TB, AH, AT, HL, JF		VVK, GF, APu

Motion has been carried with a majority voting in favour.

11. Trustee Ratification

EH presented the paper.

AML invited Council Members to vote on the motion.

For (30)	**Against (0)**	**Abstain (3)**
RP, CO, JFl, VVK, ALE, SM, NC, RV, SW, CJ, DZ, EH, JS, LG, DE, TZ, AY, HY, TG NTL, GF, AP, SS, PSS, NG, JL, GT, JH, JO, JE, APu, JM, SN, YX, AH, AT, HL, JF		APa, YL, TB

Motion has been carried with a majority voting in favour.

12. Updates to byelaws F and A

TG presented the paper.

i. JE asked for an explanation of why Council meetings have been reduced, considering the lack of time for more of them.

ii. ZB responded by saying most of the discussion and policymaking changes have now been moved into forums.

iii. AML added that Council has been reduced by 2 meetings because in the final term, there are often issues with getting a quorum; therefore, it has been reduced to prevent inquorate meetings as much as possible. The frequency of meetings will be reviewed after this year and there is scope to change this if Council sees fit.

AML invited Council Members to vote on the motion

For (29)	**Against (0)**	**Abstain (2)**
RP, CO, JFl, VVK, ALE, SM, NC, RV, SW, CJ, DZ, EH, JS, LG, DE, TZ, AY, HY, TG NTL, GF, AP, SS, PSS, NG, JL, GT, JH, JO, JE, JM, SN, YX, TB, AH, AT, HL, JF		YL, APu

Motion has been carried with a majority voting in favour.

13. Call for AOB

i. AML mentioned recieving feedback about whether there can be training for paper writing. AML will aim to run one this year based on feedback of members saying it would be useful

ii. AML also mentioned that if embers have not filled out allergens and dietary or accessibility requirements to do so as soon as possible

iii. JE reported on strikes, mentioning that they were contacted by department reps in FONS due to being heavily affected by strikes

iv. JE wanted to know if union have plans on formally supporting staff strikes to put more pressure on the university

v. EH added by opening the floor to members to decide if a formal stance should be taken

vi. AML invited members to vote on whether EH should bring a paper to council in support of strikes

vii. General approval in favour based on consensus of all members

<u>End of Union Council</u>

AML thanked everyone for attending Union Council.

Imperial College Union
Union Council / Tuesday 9th December 2025
Union Council Consultation: Future Capital Investment

Author(s): Annie Willmot (Director of Membership Services, ICU)

Seconder(s): Nico Henry (Union President)

Decision(s): To consider

Union Notes

The Students' Union is primarily funded through a block grant from the University, which covers our core operations including (but not limited to) the advice service, support for clubs and societies and student representation. Any surplus generated through the Union's commercial activity is reinvested directly back into the student experience. While we are preparing our next block grant bid, this paper focuses on a related but separate area: planning for longer-term capital investment.

Capital investment refers to long-term spending on physical and digital improvements. Rather than day-to-day costs, these investments shape the student experience over many years and it's crucial these are grounded in student needs and priorities.

We would like to use Union Council as an early consultation space to gather initial insights. We want to know what spaces or facilities matter most to you, what needs improving and what would most improve student experience in the long term?

Members are invited to discuss:

- Which Union facilities or spaces most need improvement;
- Current challenges students face in using Union spaces;
- Long-term investments that would have the greatest positive impact;
- Specific student groups whose needs should be prioritised.

Council is also asked to suggest effective approaches for wider student consultation and highlight networks or communities that should be engaged.

Feedback will directly inform the early development of the Capital Plan and plans for future student consultation.

Imperial College Union
Union Council / 9 December 2025
Temporary updates to Bye-Law F whilst implementing the Democracy Review

Author: Nico Henry – Union President

Seconders: Anisa Price – President, Royal School of Mines Union
Daniel Zhuo – President, City and Guilds College Union
Jack Swires – President, Royal College of Science Union
Sarah Azam – President, Imperial College School of Medicine Students' Union

Decision: To approve

Union Notes

1. The ICU Democracy Review recommendations were passed at Union Council on 24th June 2025, including 5.3 to embed Postgraduate representation into Constituent Union structures.
2. Bye-Law F refers to Postgraduate Representation Chairs and Postgraduate Academic and Welfare Officers.
3. Bye-Law J currently outlines that all Officers of the Union in Bye-Law F, including aforementioned roles, should be elected through major elections.
4. The next major election cycle is the Leadership Elections, where these roles would usually be included.
5. If these roles remain in Bye-Law F and are elected in the next election cycle, it will delay the Democracy Review Postgraduate changes by an additional academic year, as those elected individuals would be in post from August 2026-July 2027.

Union Believes

1. The changes proposed in recommendation 5.3 of the Democracy Review requires more time to be implemented to ensure a robust structure and method of Postgraduate Representation in Constituent Unions and should aim to be complete in time for the Autumn Elections 2026, as reflected in feedback so far from key representatives.
2. In the meantime, it would be counterproductive to elect another academic year of Postgraduate Representation Chairs and Academic and Welfare Officers in the upcoming Leadership Election.
3. The proposed changes to Bye-Law F 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.
4. Further changes to this Bye-Law will be proposed once the structures and method of embedding Postgraduate Representation into Constituent Union structures have been established.

Union Resolves

1. To accept the proposed changes to Bye-Law F (as shown in the Appendix).

Imperial College Union

Bye-Law F
Officers of the Union

Approved ~~July~~ December 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 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.
    10.7. 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 Networks

15. The elected Union Liberation & Community 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 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.~~16.4. ~~Carry out such duties as may, from time to time, be laid down by the Union Council or its relevant subcommittees.~~

Imperial College Union
Union Council / 9 December 2025
Granting DSAC Nominee Voting Rights

Author: Nico Henry – Union President

Seconders: Anisa Price – President, Royal School of Mines Union
Daniel Zhuo – President, City and Guilds College Union
Jack Swires – President, Royal College of Science Union
Sarah Azam – President, Imperial College School of Medicine Students' Union

Decision: To approve

Union Notes

1. Constituent Unions (CUs) are long-established student bodies within Imperial College Union that represent different faculties or campuses.
2. The original CUs were Royal College of Science Union (RCSU), City and Guilds College Union (CGCU), and Royal School of Mines Union (RSMU), which were founded from Imperial's historical colleges. The Imperial College School of Medicine Students' Union was later established to represent medical students.
3. Each CU has a President who sits on Union Council as a voting member, alongside CU academic and wellbeing officers, as well as faculty undergraduate and postgraduate representatives to Council.
4. The Business School joined Imperial later and didn't have a CU.
5. Business School students are currently represented at Union Council only by their undergraduate and postgraduate representatives to council, and postgraduate taught and research Academic and Welfare Officers
6. The Dean's Student Advisory Council (DSAC) is the primary representative structure within the Business School, consisting of elected course representatives from each program.
7. The DSAC President and Deputy are selected through an interview process conducted by staff, chosen from the pool of elected student representatives who put themselves forward for the roles.
8. The DSAC President liaises with all course representatives, and undergraduate departmental representatives and coordinates student feedback across the Business School. They are viewed as the highest level of student representative at the Business School.
9. In the 2025/26 academic year the course representative elections had an average turnout of 68%

Union Believes

1. Representation within Union Council should be consistent and equitable across faculties.
2. Business School students' interests cannot be adequately represented without the same representation as CUs.
3. In practice DSAC functions like a CU, as they work on representation, coordinating students and their feedback, as well as working on community activity through events.
4. DSAC reflects the Business School student body because it's led by elected student representatives who focus on improving the student experience.
5. DSAC representatives should hold an internal election to select a nominee from among themselves to sit on Union Council.
6. Business School election turnout is strong, and ICU could review DSAC's approach to identify practices that may improve student turnout.
7. DSAC should be treated in practice like a CU, but since it is not a historical CU it can be referred to as a Faculty Union, with the term CU used for simplicity to include the Faculty Union.

Union Resolves

1. To grant that a DSAC nominee has a voting seat on Union Council.
2. To formally recognise DSAC as a Faculty Union for the Business School.
3. To facilitate closer coordination between DSAC and the Union's Representation Team to align on student feedback and communication.
4. For the DSAC nominee and/or President to be part of the relevant ICU training at the start of the year.
5. To grant the DSAC nominee chairing rights within the Presidents' Forum.
6. To amend Bye-Law L to include DSAC as a Faculty Union (as shown in the Appendix).
7. To amend Bye-Law A to add a DSAC nominee to Union Council as a voting member (as shown in the Appendix).

Imperial College Union

Bye-Law A
Structure of the Union

Approved ~~July~~ December 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. One Union Liberation & Community 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
    ~~1.9.~~1.10. One delegate from the Business School's Dean's Student Advisory Council (DSAC)
    ~~1.10.~~1.11. Sixteen Representatives to Council Members elected by cross-campus ballot proportional to the students registered on courses

        ~~1.10.1.~~1.11.1. 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.~~1.11.2. 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 once in term three.

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 eight University working days before the meeting.

    11.1. Any direct responses to items for debate and discussion must be submitted two University working days before the meeting. At the discretion of the Chair, items of a time-sensitive nature may be submitted at least two 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.

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 Networks

28. The elected Union Liberation & Community Networks shall be responsible to the Deputy President (Welfare) for their work.

29. The Union Liberation & Community Networks shall work within the Union's Constitution, Bye-Laws and Policies.

30. There shall be the following Union Liberation & Community 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

Imperial College Union

Bye-Law L
Constituent Unions

Approved ~~July 2023~~December 2025

imperialcollegeunion.org

L. Constituent Unions

Constituent Unions

1. Constituent Unions shall be ultimately responsible to the President or the President's nominee for their operation and policies.

2. Constituent Unions shall operate within the Union's Constitution, Bye-Laws and Policies.

3. Constituent Unions may be formed to represent (this is a non-exhaustive list):

   3.1.1. students who are part of a particular Faculty or subset of the College;

   3.1.2. students on a particular level of study;

   3.1.3. students based at a particular campus

4. There shall be two types of Constituent Union:

   4.1. Constituent Faculty Unions

   4.2. Constituent Campus Unions

Constituent Faculty Unions

5. Constituent Faculty Unions shall represent students of a particular Department or group of Departments within the College.

6. There shall be the following Constituent Faculty Unions:

   6.1. The City & Guilds College Union for students of the Faculty of Engineering, excluding students of the Departments of Earth Science and Engineering and Materials.

   6.2. The Imperial College School of Medicine Students' Union for students of the Faculty of Medicine.

   6.3. The Royal College of Science Union for students of the Faculty of Natural Sciences.

   6.4. The Royal School of Mines Union for students of the Earth Science and Engineering and Materials Departments.

   ~~6.4.~~6.5. The Business School's Deans Student Advisory Council (DSAC) will act as a Faculty Union for students in the Business School.

Constituent Campus Unions

7. Constituent Campus Unions shall represent students who are based at a particular campus or group of campuses of the College.

8. There shall be the following Constituent Campus Union~~s~~:

   8.1. Silwood Park Students' Union for the students of Silwood Park Campus.

   ~~8.2. White City & Hammersmith Students' Union for the students of the White City and Hammersmith campuses.~~

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Aims and Objects

9. Constituent Unions are responsible for the following for those students which they represent:

9.1. promoting the educational interests and welfare of students during their course of study

9.2. providing social, cultural and recreational activities and forums for discussions and debate for the personal development of students

9.3. Maintaining relationships with the alumni from their respective Constituent Union

Membership

10. The Members of a Constituent Faculty Union shall be each and every student in the Departments forming the constituency of that Constituent Faculty Union, as defined in Clauses 5 and 6.

11. The Members of a Constituent Campus Union shall be each and every student principally based at the campus or campuses forming the constituency of that Constituent Campus Union, as defined in Clause 7.

12. All Members of a Constituent Union shall be Full Members, entitled to participate in the governance and democratic processes of the Constituent Union.

13. Students who have opted out of Membership of Imperial College Union shall be deemed to have opted out of Membership of any Constituent Union of which they would otherwise be a Member. Such students may enjoy the facilities and amenities provided by the relevant Constituent Union(s) but may not participate in the governance or democratic processes of the Constituent Union.

14. Associate Members of Imperial College Union shall not be eligible for Membership of a Constituent Union.

15. The Standing Orders of a Constituent Union may optionally establish a category of Social Membership, which carries the right to participate in the Constituent Union's events and activities, but not to participate in the governance and democratic processes of the Constituent Union. Social Membership may be extended to a defined group of Full or Associate Members of Imperial College Union who are not Members of that Constituent Union.

Constituent Union Officers

16. The Officers of a Constituent Union shall be the Constituent Union President, and any other Officer roles listed in the Standing Orders of the Constituent Union.

17. The duties and responsibilities of each Constituent Union Officer shall be established in the Constituent Union's Standing Orders.

18. Officers of a Constituent Union shall be elected in accordance with the Major Elections

Bye-Law J, excluding DSAC whose elections are coordinated by the Business School.

19. In the event of a vacancy in a Constituent Union Officer role, or of the Officer being unable to fulfil their duties, the Constituent Union President shall be empowered to delegate the powers and responsibilities of that role, pending the role being re-opened for election.

General Committees

20. Each Constituent Union shall have a General Committee to be the sovereign and governing body of the Constituent Union, to which all Officers, committees, clubs and societies shall be accountable.

21. General Committees shall receive such reports from Officers and committees that it may require, with the President reporting to each ordinary meeting.

22. The composition and conduct of General Committees shall be established in the Constituent Union's Standing Orders.

Other Committees

23. Constituent Unions may have other committees, to which the General Committee may delegate certain powers and responsibilities.

24. The composition, powers, responsibilities, and conduct of all committees of a Constituent Union shall be set out in the Standing Orders.

Clubs and Societies

25. Constituent Unions may act as the Management Group for relevant clubs and societies, including the Departmental Societies of Departments within a Constituent Faculty Union.

26. Clubs and societies shall be managed by their committees and governed according to Union Policy.

27. The role of Constituent Unions in supporting clubs and societies shall be set by Union Policy.

Standing Orders

28. Constituent Unions shall have Standing Orders which establish at a minimum:

    28.1. The Officer roles of the Constituent Union and their powers and responsibilities.

    28.2. The composition and conduct of the General Committee.

    28.3. The composition, powers, responsibilities and conduct of any other committees.

29. Changes to the Standing Orders must be approved by a two-thirds majority vote at a quorate meeting of the General Committee of the Constituent Union. These changes must then be ratified by Union Council or a subcommittee of Union Council with delegated authority by a simple majority vote.

Policy

30. The General Committee of a Constituent Union may approve Policy by a simple majority vote.

31. Policy shall lapse after three years unless presented for re-approval.

32. Policy shall be kept by the Constituent President and the Council Chair, shall be freely available to any Member of the Constituent Union.

Interpretation

33. In the event of an interpretation being sought for the Standing Orders or Policy of a Constituent Union, the Constituent Union President shall make a ruling which shall be reported to the General Committee. This decision may be appealed to the Union President whose interpretation is final.

34. The Standing Orders and Policy of a Constituent Union shall be bound by the Constitution and Bye Laws of Imperial College Union. The Standing Orders shall overrule Constituent Union Policy, which shall overrule the constitutions of clubs and societies within the Constituent Union.

Imperial College Union
Union Council / 9 December 2025
ICU's Role Supporting the Renewal of Imperial's Stonewall Membership

Author: KY Foo – ICU LGBTQ+ Trans+ Rep~~[Insert name]~~

Seconders: Oscar Mitcham – ICU LGBTQ+ Campaigns Officer
Anson To – Deputy President (Welfare)

Decision: To approve

Union Notes

1. The Stonewall Proud Employers Accreditation[1], launched in July 2025, is a new approach th~~at~~e evolved significantly from the previous "Workplace Equality Index" (WEI).
2. The Stonewall Proud Employers Accreditation "provides a flexible framework for applicants to assess and progress their LGBTQ+ Inclusion work." "It is not intended to provide legal advice."[2]
3. Imperial states that while "Stonewall's WEI has helped to inform and structure the work we do to support our LGBTQ+ staff and students, our membership of their Diversity Champions Programme does not mean that (Imperial) necessarily subscribe to the positions that Stonewall might adopt in public debate"[2]
4. Since 2017, Imperial has "sought to bring a new focus to (Imperial's) engagement with the Stonewall Workplace Equality Index." Imperial ranked 96th in 2022 Index, and 33rd in the 2024 Index. Imperial "hopes that the experience of LGBTQ+ people continue to improve year on year."[2]
5. In the WEI, students were ~~are~~ considered ~~to be~~ 'clients' of the organisation. The latest Proud Employer Accreditations is a flexible framework where ICU/ student involvement could be considered in the accreditation. For example, in Question 1.1 of the submission, organisations are now asked to describe the context we are working in, this could include ICU's involvement in inclusion and how the university impacts students.
6. In 2025, Imperial reviewed their membership with Stonewall, deciding to renew its membership for one year.[3]
7. In an email to all Heads of Departments, the University announced that Imperial had updated its policies "[f]ollowing the Office for Students' (OfS) decision in the matter of the University of Sussex and a university's free speech obligations, and our subsequent conversation with the OfS". The email explains that Imperial's policies "might inadvertently have restricted free speech and/or academic freedom, particularly in relation to the expression of gender critical views," leading to an update of its policies.[4,5]
8. Other EDI-related accreditations and frameworks that Imperial signs up to include the Athena Swan Charter and the Race Equality Charter.
9. An Imperial spokesperson told Felix, ~~In an email to Felix, it was noted that~~ "[a]ll memberships and accreditation relationships are reviewed regularly, in line with the evolving needs of our community" ~~by a spokesperson of the College~~.[3]
10. The May 2025 version of the College's Supporting Trans and Non-binary Gendered Students Policy and Guidance[4] states "the University wishes to act in a sensitive and

supportive way by having policies and practices in place to support students" and that "[i]t aims to create an environment in which all students feel equally welcome and valued".

Union Believes

1. Fostering an environment where trans+ rights are protected~~,~~ and ~~where~~ transphobia is unacceptable~~,~~ does not constitute a loss of academic freedom.
2. As is for the Diversity Champion Program (Union Notes 3), having Proud Employers Membership and accreditation does not mean Imperial necessarily subscribes to the positions that Stonewall might adopt in public debate
3. Staff wellbeing and student experience are inseparable. A university cannot offer an excellent learning environment for students without supporting the people who keep it running. Supporting staff ultimately means supporting students.
4. If Imperial withdraws from Stonewall, it signals that the university will not fight nor take a proactive approach to supporting trans+ students.
5. Other EDI-related accreditations and frameworks without a clear LGBTQ+ focus, including but not limited to the Athena Swan Charter and the Inclusive Institutions Framework, do not serve as suitable substitutes for the Stonewall Proud Employers Membership and Accreditation.
6. Support from the university is a key need for both trans+ and LGBTQ+ students, and following the Proud Employers Accreditation encourages the university to improve their policies, helping support both staff and students. A lack of active support from the University marginalises trans+ students by creating an environment where trans+ students are not openly and explicitly welcomed or valued.
7. The act of withdrawing from the Stonewall Proud Employers Membership will reflect badly on the College, especially to trans+ and LGBTQ+ students and staff that have been left increasingly vulnerable by the 2025 EHRC guidance.

Union Resolves

1. To lobby the university to renew the membership with Stonewall.
2. To support the LGBTQ+ Officer in setting up a Trans Rights Working Group.
3. To lobby the university to consult LGBTQ+ Staff and students (ICU and i600), before making any changes to LGBTQ+ related policies. This could be done similarly to when a consultation on the "Redefinition of transphobia" was done jointly between ICU and I600.

References

(1) Stonewall UK. Stonewall Proud Employers Criteria.
(2) Imperial College London. *Imperial LGBTQ+ Equality | Stonewall*. Imperial College London. https://www.imperial.ac.uk/admin-services/equality/resources/lgbtq-equality/stonewall/ (accessed 2025-11-26).
(3) Oscar Mitcham; KY Foo. *Imperial reportedly reconsidering Stonewall membership and unlikely to submit for its accreditation scheme*. Felix. https://felixonline.co.uk/articles/imperial-

plans-to-withdraw-from-stonewall-membership-over-free-speech-concerns/ (accessed 2025-11-26).

(4) Imperial College London. Supporting Trans Students Policy and Guidance. ~~*Imperial removes "legal framework" for supporting trans students from policies*. Felix. https://felixonline.co.uk/articles/imperial-removes-legal-framework-for-supporting-trans-students-from-policies/ (accessed 2025-11-26).~~

(5) ~~Imperial College London. Supporting Trans Students Policy and Guidance.~~*Imperial removes "legal framework" for supporting trans students from policies*. Felix. https://felixonline.co.uk/articles/imperial-removes-legal-framework-for-supporting-trans-students-from-policies/ (accessed 2025-11-26).

Imperial College Union
Union Council / 9 December 2025
ICU's Stance on Access to Medicines

Author: Rishi Miriyala Anantharaj (Universities Allied for Essential Medicines UK & Imperial Lead)

Seconders: Anson To, ICU Deputy President (Welfare)
Rama Aowidah, Students for Global Health Imperial Chair
Doras Tin, UG Student in Faculty of Medicine
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Sarah Azam, ICSMSU President

Decision: To approve

Union Notes

1. Approximately 2 billion people lack access to essential medicines, disproportionately affecting low- and middle-income countries [1].
2. Millions of people die each year from treatable or preventable diseases, largely due to barriers in access to medicines and health technologies [1].
3. Universities generate a significant portion of early-stage medical innovation, often publicly funded, forming the foundation of the pharmaceutical R&D pipeline [2].
4. Imperial College London patents biomedical technologies that are subsequently licensed to pharmaceutical companies, demonstrating its influence on medicine access paths.
5. The COVID-19 pandemic highlighted universities' critical role in vaccine, diagnostic and therapeutic development, exposing inequities in global access to publicly funded tools [3].
6. Imperial College London is a founding member of TenU, the Ten-University partnership developing best practice in technology transfer and socially responsible licensing [4].
7. The Affordable Access Plan (AAP), as published by the international student-led organisation Universities Allied for Essential Medicines and its collaborators, Medicines Patents Pool, provides a framework to ensure socially responsible licensing to ensure fair access to medicines. [5]
8. Several major universities have implemented global access or socially responsible licensing principles with the Affordable Access Plan (AAP), including UCLA and UC Berkeley [6,7].
9. Non-exclusive licensing expands access and ensures public benefit of intellectual property, particularly in low- and middle-income markets [8].
10. A previous, now expired, motion was passed by Union Council on the ICU's stance on access to medicines [9].

Union Believes

1. Global access to publicly funded research outputs is a moral obligation.

2. Research should be evaluated on global public benefit in addition to commercialisation potential.
3. Transparency in research and clinical trials is essential.
4. Students should be educated about global health inequity and neglected diseases.
5. Researchers must understand socially responsible licensing and access issues.
6. Universities have a role in pandemic preparedness and equitable access.
7. The existence of Imperial's Technology Transfer Office and Imperial's role in TenU creates an institutional responsibility for leadership in access to research outputs.
8. Access-oriented licensing of medicines aligns with Imperial's global mission [10].

Union Resolves

1. To lobby for Imperial College London to sign onto the Affordable Access Plan (AAP) as published by Universities Allied for Essential Medicines and its collaborators, Medicines Patents Pool, or develop an alternative following similar principles.
2. To facilitate discourse between Imperial College London Technology Transfer Office and interested student groups and/or non-governmental organisations regarding licensing practices and policies.
3. To lobby for the inclusion of neglected diseases, access to medicines and global health equity on all relevant course curriculums, particularly those in the Department of Life Sciences, School of Public Health and Faculty of Medicine.
4. To lobby for collaboration between Imperial College London, its partners, particularly those within TenU, and student groups and/or non-governmental organisations in producing socially responsible licensing practices and policies, including the AAP.

References

[1]https://www.who.int/publications/i/item/9789241512442

[2]https://pmc.ncbi.nlm.nih.gov/articles/PMC12482104/#:~:text=In%20the%20U.S.%2C%20academic%20institutions,reported%20in%202013%20%5B8%5D.

[3]https://www.tandfonline.com/doi/full/10.1080/17441692.2025.2528072?af=R

[4]https://www.ten-u.org/about/

[5]https://medicinespatentpool.org/uploads/2024/09/MPP_Affordable-Access-Plan-One-Pager.pdf

[6]https://www.uaem.org/news/how-ucla-students-persisted-and-won

[7]https://www.uaem.org/news/berkeley-aap

[8]https://pmc.ncbi.nlm.nih.gov/articles/PMC10496684/

[9]https://eactivities.union.ic.ac.uk/upfiles/committeemeetingpaper/6244

[10]https://www.imperial.ac.uk/finance/annual-report/imperial-in-202324/mission/

Imperial College Union
Union Council | 9 December 2025
Zeroing In On the Imperial Zero Index

Author: Julia Mitra, Ethics & Environment Officer

Seconders: Charlene Tai, President, Environmental Society
Matthew Scholand, Environmental Technology Course Representative
Enrique Blasco, Sustainability Officer, Chemical Engineering Society

Decision: To approve

Union Notes

1. The Imperial Zero Index[1] (IZI) is the current guiding policy for partnerships and investment in fossil fuel companies (FFCs), defined as those having at least 50% of previous turnover derived from "*active exploration, production, refining, trading, and/or marketing (physically or virtually) of hydrocarbons*"[2]
    a. The IZI currently consists of one "Gateway Metric": "***a commitment to be net zero by 2050 (100% Scope 1** (direct GHG emissions from sources owned or controlled by an organisation) **and Scope 2** (indirect GHG emissions resultant from the generation of an organisations purchased electricity, steam, heat, or cooling)*"[3]. Failing this metric is sufficient to fail the entire IZI without further assessment.
    b. There are seven further "Threshold" metrics (spanning lobbying position, operations, and emission/methane intensity), and thirteen "Contextual" metrics (spanning Scope 3 (indirect) emissions, intermediate emissions targets, corporate strategy, and offset reporting)[3]. Scope 3 accounts for an estimated 80%+ of the emissions of FFCs[3].
2. The metrics used to assess companies, as well as the data sources for each metric, have been published in the IZI Methodology[3] and IZI Data Source Register[4], respectively. However, the threshold values, as well as the calculation method for converting metrics into a final IZI score, have not been published.
    a. The final scores of companies have not been published on the basis that some data is published on a licensed database (Carbon Disclosure Project[5]), which is accessible to all Imperial College users, but is otherwise behind a paywall.
3. The IZI Operational Guide[6] states that "*transparency is central to the IZI*" and that "*all of the information and/or sources required to calculate the IZI may be found in the publication* The Imperial Zero Index: Methodology".
    a. Currently, transparency is only mentioned in the section titled "*Consultation with Partners*", where details are provided on how partner companies will be given access to their scores, and have a chance to supply additional data. There is no mention of how transparency is ensured for the public or for the Imperial community.
    b. The Socially Responsible Investment Working Group states: "*While there is no formal mechanism for community members to raise concerns directly, exceptional written submissions to the RRC* [Research and Relations Council] *Chair are considered.*"[7]
4. "Transparency" is a core part of the definition for the Imperial Core Value of Integrity[8], which is shared by Imperial College Union (ICU)[9]. As such, all Imperial and ICU students, staff, and leaders are expected to promote transparency, clarity, and evidence-backed decisions.
    a. This is evidenced by policies e.g. the Research Publications Open Access Policy[9], which stipulates that research results should be freely accessible where at all possible.
    b. This has been emphasized by the Socially Responsible Investment Working Group and Engagement Monitoring Panel since their inception.[9, 7]
5. TotalEnergies, one of the companies which passed the initial IZI assessment, lost a lawsuit in October, which led to a court order to remove messages about its "ambition to achieve carbon neutrality by 2050" because they were found to be misleading[11]. With this claim to Net Zero 2050 gone, TotalEnergies now fails to pass the IZI "Gateway" metric.

6. The UN Principles for Responsible Investment, to which Imperial is a signatory, states that "*we must urgently scale up climate finance for mitigation and adaptation, embedding social justice, biodiversity and nature into all frameworks*"[12], emphasising Human Rights and Social Issues as one of their 2025-2026 Policy Priorities.[13] The IPCC similarly encourages "*prioritising equity, climate justice, social justice, inclusion*" in climate policy[14]. The IZI is currently lacking this category of assessment.
7. The Secondary Consultation will take place in January to review engagements under the IZI. This will be the forum for considering additional information from companies, and finalising recommendations for disengagement from any screened-out companies[6].

Union Believes

1. The lack of transparency in the calculation process of the IZI contradicts the values of Imperial College and the ICU and makes understanding of and engagement with the policy inaccessible to the Imperial student and staff body.
2. Threshold values for each "threshold" metric, as well as full calculation methods for final IZI scores, must be released publicly on the IZI website to meet Imperial's policies regarding transparency.
3. Imperial College should disengage from TotalEnergies, as they no longer meet the IZI "Gateway" metric of a commitment to Net Zero by 2050 (Scopes 1 & 2).
4. The suitability and scope of the "Gateway" metric should be investigated to avoid similar future cases, for example by requiring evidence for the commitment, including Scope 3, or considering the reputation of a company in meeting previous targets.
5. Social justice and human impact are important factors in the climate transition, and therefore important to the assessment of engagements under the IZI.

Union Resolves

1. To take the stance that the IZI is currently violating the Imperial College and ICU value of transparency by withholding the threshold values and calculation methods.
2. To mandate the Union President to take the position at the next session of the Socially Responsible Investment Engagement Monitoring Panel, and in future dealings with the university, that:
    a. The thresholds and calculations used in the IZI 2025 Assessment should be released on the IZI website immediately for full transparency.
    b. Imperial College should begin the disengagement process with TotalEnergies under the exceptional circumstance of its false claims being exposed, as it no longer passes the "Gateway" metric.
    c. In future instances of similar exceptional circumstances which cause a company to violate the Gateway metric between the initial assessment and the Secondary Consultation, the Panel should consider the most up to date information in the same way that it considers additional data supplied by partner companies, and should recommend disengagement as suitable.
3. To take the stance that social justice and human impact are integrated with climate-related public policy and are vital to the assessment of engagements.
4. To mandate the Officer Trustees to develop a written submission to the Research and Relations Council Chair, in coordination with relevant Imperial stakeholders, experts, and the Ethics & Environment Network. This should detail recommendations/asks to strengthen the Gateway and other metrics, including the integration of a social justice and human impact category.

References

1. https://www.imperial.ac.uk/admin-services/strategic-planning/zero-index/frequently-asked-questions/
2. https://www.imperial.ac.uk/admin-services/strategic-planning/zero-index/frequently-asked-questions/
3. https://www.imperial.ac.uk/media-access/internal/?folder=administration-and-support-services/planning/internal&filename=IZI-2025-Methodology-02-04-25.pdf
4. https://www.imperial.ac.uk/media-access/internal/?folder=administration-and-support-services/planning/internal&filename=25.01.30---IZI-Data-Sources-Register_VF.pdf
5. https://www.cdp.net/en/data
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7. https://www.imperial.ac.uk/about/leadership-and-strategy/college-endowment/policy-working-group/
8. https://www.imperial.ac.uk/about/values/behaviours-framework/
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10. https://www.imperial.ac.uk/media/imperial-college/about/leadership-and-strategy/college-endowment/public/21-11-Socially-Responsible-Investment-Engagement-Group_TP.pdf
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Imperial College Union
Union Council / 9 December 2025
Supporting GTAs: Advocating for Employment Contracts

Author: Philippe de Saint-Seine – Council Representative, PG Natural Sciences

Seconders: Nico Henry – Union President
Emina Hogas – Deputy President (Education)

Decision: To approve

Union Notes

1. Graduate teaching assistants (GTAs) are usually Postgraduate research (PGR) students who assist with teaching, such as leading seminars, marking, and providing academic support.
2. GTAs are contracted on casual worker agreements, meaning they do not benefit from statutory employment benefits like sick pay, guaranteed hours, maternity leave, or protection from unfair dismissal.
3. The Government's Employment Rights Bill[1] aims to offer casual workers, including GTAs, formal contracts with guaranteed hours after 12 (the exact number will be determined during regulatory framework implementation) weeks of employment. This would grant access to statutory employment rights like guaranteed hours, sick pay, and protection from unfair dismissal.
4. The Bill has passed all Committee stages. Some salient points are being debated between the two Houses of Parliament, but the transition away from casual agreements will most likely remain in the final version of the eventual law.
5. Casual workers have reported informality and inconsistency across faculties, with variations in how central guidelines are applied.
6. Casual worker agreements do not provide the guaranteed hours or employment stability required for income to be considered reliable when applying for mortgages, loans, or when applying to rent a place to live in London (some landlords require that your rent makes up at most 30% of your income).
7. There were 4,954 active work assignments on 1st January 2025 across the College (Appendix A).
8. The "4,954 active assignments" figure doesn't mean there are 4,954 casual workers. Some casual workers will have multiple "assignments". Because each department might define "assignment" differently, it is hard to know exactly how many casual workers there are from the number of assignments. The author had 2 active assignments in Term 1, for example.
9. Other Higher Education institutions like UCL, the University of Warwick, and the University of Manchester, employ GTAs (and equivalents) as full employees.
10. Casual positions vary in expected number of working hours per assignment, from one-off sessions to year-long commitments.

Union Believes

1. As workers integral to teaching, GTAs deserve access to statutory employment benefits like sick pay, maternity pay, and protection from unfair dismissal.
2. Given the rising cost of living, the University should support students by providing job security, allowing them to focus on their studies without the stress of financial instability. Stable employment will enable GTAs to dedicate more time and energy to their academic and teaching responsibilities.
3. GTAs should be able to plan their lives with financial stability. The University should support them in housing and career development, allowing them to declare their income for purposes like applying to rent a property, for a mortgage, or other financial commitments.

[1] https://bills.parliament.uk/bills/3737

4. GTAs deserve consistent treatment across faculties to ensure fair pay, clear expectations, and adequate support. Standardized practices should be applied across the University to ensure equality and transparency.
5. The University should align its GTA employment practices with those of peer institutions such as UCL and LSE, which offer more formalized and supportive contracts.
6. Despite clear frameworks for GTAs, factors like departmental culture, supervisor engagement, and resources lead to differing teaching loads, support, and compensation.

Union Resolves

1. To take the stance that the University should offer GTAs fractional, open-ended employment contracts where the pay is indexed to a pay spine (as defined by University Administration[2]), with added benefits like eligibility to bonuses when one-off bonuses are awarded to staff.
2. To mandate the Union President and Deputy Presidents to advocate for the employment contract type outlined in Union Resolves 1 of this paper at relevant meetings with University Administration.
3. To work alongside the University to support GTAs in moving towards a new contracting model, to ensure their employment terms provide added stability to focus on their academic progress and career development.

Appendix A

1-page document – two tables issued by the University which break down the number of active casual working assignments per faculty on the 1st of January 2022 through 2025.
Reference: IMPFOI-25-385

[2] https://www.imperial.ac.uk/human-resources/employee-experience/pay-and-pensions/salaries/teaching/

IMPFOI-25-385

Work Assignments by Faculty

Faculty	2025	2024	2023	2022
Academic Services	627	409	406	54
Business School	344	306	267	104
COO	46	41	34	1
Engineering	1959	2012	1614	1205
HQ	82	45	22	2
Medicine	607	699	536	122
Natural Sciences	979	751	703	579
Student Union	310	154	302	1

* Figures from 1 January of each year.

No. active work assignments

2022	2068
2023	3884
2024	4417
2025	4954