Imperial College Union
Board of Trustees / 26 November 2025

Union Council Chair Update

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Purpose: To report on the work of the Union Council Chair and Union Council

Decision: To note

1. Introduction

Following the Democracy Review in the academic year 2024-25, Council and its subcommittees (now called Forums) are adapting to these changes. Thus far, we have held Council training, the first Council meeting of the year, and, at the time of writing, Council will soon be voting on an extraordinary motion regarding the Joint Trade Unions' industrial action.

2. Summer Working Group (SWG)

Over the summer I convened (with support from Union staff) a student and staff working group to finalise and implement the details of some of the Council-related recommendations, such as:

- Establishing best practice and an implementation plan for officer and representative accountability reform.
- Creating a timetable of Council committees and their structure to ensure viable policy development.
- Developing a communication plan for Council.

A summary report of the SWG's work was reviewed and discussed by Council in November. Council will continue to oversee the implementation of the decisions made by the SWG.

3. Council training

As part of improving Council's communication, the SWG recommended Council training be made more interactive. We received positive feedback on this training (collected through a post-training feedback survey) and will be recommending this format continues in future years. Based on demand, we will be running a dedicated paper-writing workshop to empower Council members and the wider Union membership to develop their ideas into Council motions.

4. Council 1 (4 November 2025)

At the first meeting of the year, Council heard the first Commercial Update to Council since this emerged as a recommendation from the Democracy Review. Council engaged well with the report and appreciated having a member of the Commercial team there to field questions.

Council ratified the (re-)appointment of Stephen Richardson and Bulbul Basu to the Board of Trustees. Additionally, the minor updates to Bye-Laws A and F were approved by Council.

5. Extraordinary paper: Industrial action

A motion in favour of supporting the Joint Trade Unions' industrial action was submitted to Council. Given the upcoming dates for strike action, it was decided to circulate the motion and hold an extraordinary Council vote electronically ahead of our regular December meeting.

At the time of writing, voting is yet to take place, but a verbal update will be possible at the Board meeting.

6. Remaining Council dates 2025-26

Union Council will take place on the following dates this academic year:

- 9 December 2025
- 10 February 2026
- 17 March 2026
- 26 May 2026 *
- 9 June 2026

Any member of the Board is welcome to attend Council; please let me know and I can send you the meeting details.

* This date is a placeholder meeting: it will be held in members' calendars but may be cancelled if there is not enough business to discuss.