



CUSU Council (Michaelmas I)

Monday 14th October 2019, 7pm

Mill Lane Lecture Rooms, Lecture Theatre 2

Agenda

1. Objections to the order of items on the agenda
2. Matters arising from the minutes of the last Council Meeting
 - a. Approval of minutes from previous, non-quorate meeting
3. Announcements by Committees, Campaign Teams and the Executive
 - a. Approval of sabbatical officer year objectives
 - b. Updates from Campaigns
4. Discussions
 - a. Update and discussion on plans for a New Union
5. Ordinary Policy Motions from Previous Council
 - a. Motion to mandate CUSU to continue working with the GU on consultation on and development of proposals for a new single union
6. Proposed Ordinary Action Motions
7. Proposed Ordinary Policy Motions
 - a. Motion to boycott the Socialist Workers' Party and its front organisations
 - b. Motion to support Fair and Equal Pay
 - c. Renewal of 2016-17 CUSU Policy
8. Any other business

Supporting Information

1. Objections to the order of items on the agenda

2. Matters arising from the minutes of the last Council meeting

- Council must approve the minutes of the last meeting, which was non-quorate.
- Minutes can be accessed via the CUSU council page at www.cusu.co.uk and in the papers circulated for this meeting.

3. Announcements by Committees, Campaign Teams and the Executive

- In place of the usual updates, the first meeting of the year gives Council the opportunity to approve the year objectives of the sabbatical officers. The Women's Officer and Disabled Students' Officer objectives are attached for note, but do not require Council approval
- CUSU Campaigns will update at Council.

4. Discussions

- Update and discussion on plans for a New Union.

5. Ordinary Policy Motions from Previous Council

Policy requires approval at two consecutive Councils. The approval of the 'starred' motion at the second Council will be deemed to be automatic unless this 'star' is removed by a single member at the second Council wanting to revisit the motion for further discussion.

Please find the starred policy motions that were passed at the last Council listed below:

5A. Motion to mandate CUSU to continue working with the GU on consultation on and development of proposals for a new single union

CUSU notes:

1. That 51 undergraduate and 93 postgraduate students responded to our recent survey. 90% of undergraduate respondents supported CUSU and the GU working more closely together and 78% supported the proposal for a single union. Of postgraduate respondents, 86% supported CUSU and the GU working more closely together and 65% supported the proposal for a single union. Between 73 and 75% of postgraduate respondents supported the proposed sabbatical, executive committee and council and forum structures. Between 60 and 75% of undergraduate respondents supported the same proposed structures. Undergraduate respondents were most supportive of the proposed council and forum structures.
2. That whilst there has been broad support, in particular for the full-time BME Officer, concerns have been raised about the proposed combined access and education roles, and the need for an equal postgraduate voice in any new council and forum structures.
3. That more consultation and proposal development are needed, in order to fully respond to areas of concern.

CUSU believes:

1. That the initial consultation period has shown broad support for the proposals, but there are a number of areas that need to be explored further, with students and staff, over the summer period.
2. That as postgraduate students make up half the student body, we must develop a union structure that ensures parity.
3. That the incoming CUSU and GU sabbatical teams should continue the current direction of travel and pursue the possibility of developing a single union structure.
4. That following further consultation, students should have a final and direct say on the proposals.

CUSU resolves:

1. To continue consultation on the proposals over the summer period.

2. To bring a finalised proposal to the first CUSU Council of Michaelmas term which responds to concerns raised during the consultation period, for further discussion.
3. To hold a referendum at the end of Michaelmas term on whether or not students support the single union proposed.

6. Proposed Ordinary Action Motions

7. Proposed Ordinary Policy Motions

7A. Motion to boycott the Socialist Workers' Party and its front organisations

Proposed: Kate Litman

Seconded: Stella Swain

CUSU notes:

1. That in 2010 a member of the Socialist Workers' Party (SWP) accused a senior member of the organisation of sexual assault. In 2012, she clarified that she had been raped.
2. The party decided to deal with the complaint internally, through its own Complaints Committee.
 - a) Published accounts of the hearing show that the accused was supplied with details of the complainant's case weeks in advance but the complainant was not allowed to see his evidence beforehand.
 - b) Committee members – who included colleagues of the accused – asked the complainant questions about her drinking habits and sexual past.
 - c) The complainant was not allowed to speak in the course of the hearings, but had others speak on her behalf.
3. The internal investigation found the accused member not guilty. A motion to approve the verdict passed by 231 votes in favour to 209 votes against, and SWP leadership insisted that those who did not accept the verdict should leave the party.
4. In 2013 members were expelled from the party for discussing the case on social media.
5. In March 2013 and October 2013 two more women made accusations of rape against senior members.

- a) The first woman commented that the problem was 'a systemic thing' and that the SWP was a 'dangerous environment to be in'.
 - b) The second commented that 'the Socialist Workers Party is a group that is sexist, full of bullies, and above all will cover up rape to protect its male members and reputation.'
6. The handling of the case led to a large number of resignations from the party and declarations by public figures and academics such as Owen Jones and Ilan Pappé that they would not speak at events organised by the SWP.
 7. Lead members of the SWP, such as Weyman Bennett, are also senior figures in other movements such as Stand up to Racism (SUTR) and the Stop the War Coalition
 8. The SWP are often present at protests in Cambridge, handing out promotional material and SWP placards.

CUSU believes:

1. Organising spaces must be safe for women and allow recourse to justice for all survivors of sexual violence.
2. The SWP is an organisation which is not safe for women and has systematically covered up allegations of sexual assault made against its senior members.
3. The SWP is using SUTR (Stand Up To Racism) as a front organisation to recruit members and rehabilitate its reputation under the banner of antiracism.
4. There is no place for rape apologism in antiracist and antifascist movements or in broader student organising.

CUSU resolves:

1. Not to collaborate or work with the SWP or its fronts in any capacity
 - a) The SWP and its fronts cannot book CUSU spaces, be present at the Freshers' Fair or benefit from CUSU resources, financial or otherwise.
 - b) CUSU will not promote or co-host events with the SWP or its fronts.
 - c) SWP and its fronts may not distribute promotional material at CUSU events or in CUSU spaces.
2. To support alternative anti-fascist and anti-racist organising in Cambridge
 - a) Continue to support the work of the CUSU BME Campaign, the Decolonisation Network, the Preventing Prevent Campaign, and other antiracist organising.

- b) To engage with local antiracist campaigns and facilitate student involvement in local antiracist activism.
- 3. To circulate information about the SWP as laid out in 'CUSU notes' to encourage people to make an informed decision about whether they wish to affiliate themselves with this group.
 - a) To support student groups in boycotting the SWP and its fronts.
- 4. Where practical, to produce alternative placards to hand out at protests where SWP presence is expected.
- 5. To strengthen our work supporting survivors of sexual violence.
 - a) Continue to scrutinise the university and college disciplinary procedures.
 - b) Promote support services such as Cambridge Rape Crisis and the Sexual Assault and Harassment Advisor.
 - c) Establish a Survivors Forum.
 - d) Improve CUSU's own accountability and complaints processes.

7B. Motion to support Fair & Equal Pay

Proposed by: Stella Swain, CUSU-GU Welfare and Rights Officer

Seconded by: Edward Parker-Humphreys, CUSU President

CUSU Notes:

1. The University and College Union (UCU) is conducting a ballot of its members on industrial action, which opens on Monday 9th September and closes on Wednesday 30th October;
2. The ballot relates to a claim jointly lodged by the five higher education trade unions (Unison, Unite, GMB, EIS and UCU) in March 2019 on the issues of pay, the gender pay gap, precarious contracts and workloads;
3. Staff across the UK HE sector have suffered a cumulative real terms pay cut of over 17% since 2009;
4. There are large and persistent gender pay gaps across UK universities, with disparities in excess of 15% across Russell Group institutions;
5. The gender pay gap in Cambridge is worse than the sector average: the mean hourly wage for women working for the University of Cambridge is 19.7% lower than for men (<https://gender-pay-gap.service.gov.uk/Employer/cKLM2VVR/2018>, March 2018);
6. A 2016 survey of UCU members found that academic staff work an average of 50.9 hours FTE per week;
7. Early career academics and postgraduate research students are often employed on hourly-paid contracts which limit their rights as workers and provide little security of employment;

8. UCU members engaged in industrial action over a dispute on the USS pension scheme during Lent Term 2018 with strong student support, including from CUSU and the GU;
9. Many staff are also students and GU/CUSU members;
10. At the Michaelmas I 2018 Council, CUSU Council resolved to adopt a Memorandum of Understanding with the Graduate Union and Cambridge UCU, which said:

The unions' interests are aligned: staff working conditions are the conditions in which students learn. They also represent the current and future working conditions of many students: postgraduate students in particular are often both staff and students. A university education is a collaborative relationship between staff and students and each benefits from the advancement of the other's interest.

11. At the Lent I 2019 Council, CUSU Council resolved to support UCU's Get the Vote Out Campaign, and, "In the event that the ballot is successful, to fully and publicly support staff in their upcoming strike action and action short of a strike";

CUSU believes:

1. All workers have a right to fair pay, pensions and fair treatment and should not be discriminated against because of gender, race, ability, or any other protected characteristic;
2. Many of the issues at stake in the dispute, including precarious contracts, disproportionately affect postgraduate research students who are CUSU/GU members;
3. Students benefit from working with and being taught by staff who are fairly paid, have job security, and are not forced to take on an excessive workload;
4. Student support for the 2018 UCU industrial action on pensions had a significant impact on both the success and impact of the strike, and the increased collaboration between CUSU, the GU and Cambridge UCU that followed it has benefitted all three unions;
5. The decline in staff pay and conditions is directly linked to the marketisation of higher education, as the current funding system dis-incentivises universities from adequately funding their staff and should therefore be opposed where possible.

CUSU resolves:

1. To lobby the university, faculties and colleges to provide fair pay, pensions and conditions to all of their employees;
2. To educate and inform students about these ballots, any subsequent industrial action, and what this will mean for students;
 - a. To assist JCR/MCRs in informing their members about these issues, and to help them show their support for the strikes e.g. through motions, putting up posters etc.;
3. To support the ongoing ballots by sharing materials relating to UCU's Get the Vote Out effort on CUSU's social media, the CUSU bulletin, and in person;

4. To produce statements of support for the dispute, to be shared with UCU and other relevant groups;
5. To mandate the CUSU Executive to engage with Cambridge UCU and other trade unions during the period of the ballots and potential future industrial action on this dispute, and to support those trade unions as the Executive see fit;
6. To allocate £250 of the Council Free Budget to actions in support of these ballots and industrial action, including but not limited to flyers and posters providing information about the strike;
7. And, in the event that the ballots are successful and result in industrial action:
 - a. To provide information on the industrial action that is taking place to members of CUSU, including details of how to support the industrial action, how we are supporting students during the strikes, and the work we are doing as CUSU on this issue;
 - b. To make provisions to mitigate the negative impact of disruption on CUSU members while not undermining industrial action;
 - c. To encourage students to where possible not attend lectures, seminars or other university-organised activity still in operation on strike days;
 - d. To fully and publicly support student campaigning and actions in support of strike action, including but not limited to sharing and producing resources and publicity, funding and supporting campaigning and actions, as led by students;
 - e. To fully and publicly support staff in their strike action and action short of a strike, including but not limited to sharing and producing publicity, organising and funding picket line support and supporting actions UCU decide to take during the strike;
8. And, should the ballot not result in industrial action:
 - a. To continue to lobby the University to address the issues of pay, pensions, the gender pay gap, precarious contracts and workloads. This may include having consultation with UCU and other trade unions on further action short of a strike as well as raising awareness and sharing and producing resources, and supporting student groups that also campaign around these issues;
 - b. To continue to provide information about, and publicly promote, UCU membership for those CUSU members who are eligible;
 - c. To actively and publicly support similar ballots, whether by UCU or another union, over issues such as pay, pensions, the gender pay gap, precarious contracts or workloads.

7C. Renewal of 2016-17 Policy

Proposed: Edward Parker Humphreys

Seconded: Ali Hyde

Policy for renewal:

- **Motion to support the 'Stop Funding Hate' campaign**
- **Support the Truth for Giulio Regeni campaign**
- **Opposing changes to the Universal bus route**

Policy to lapse:

- **Motion to fund a society for male survivors of sexual abuse**
- **Motion to adopt the recommendations from the NUS report into the experiences of Jewish students***
- **Motion to create an enquiry committee with regard to CUSU's recent financial losses**
- **Supporting a boycott of the National Student Survey***
- **Campaigning for unconscious bias training in colleges***
- **Motion to create an Access sub-committee**
- **Support changes to CUSU's affiliation fee model - Michaelmas IV 2016**
- **Motion to campaign for easy opt-out class lists***
- **Funding for Cambridge University Calais Refugee Action Group**
- **Limiting CUSU promotion of external events to those that have step-free access***
- **Opposing the Teaching Excellence Framework (TEF2)***

***These policies will be considered for renewal in an amended format later in the year**

Motion to support the 'Stop Funding Hate' campaign

Officer responsible - Edward Parker Humphreys (President)

CUSU Notes:

- 1. That hate crimes, xenophobia and racism have increased in recent times;**
- 2. That some of this is contributed to by Newspaper Publications which perpetuate bad feeling toward and unfairly stigmatise migrants and asylum seekers;**
- 3. That these newspapers draw large parts of their funding from companies which pay to advertise within them;**
- 4. That some companies have already committed to withdraw their advertising in light of this.**

CUSU Believes:

- 1. That all members of our society should feel safe in the company of and supported by those around them;**
- 2. That publications responsible for stigmatising any group of people should be held accountable for the divisions they create;**
- 3. That lobbying for companies to review their advertising policies will put pressure on newspapers to review their editorial stance on these issues;**
- 4. That it would incentivise businesses to comply if we were to offer businesses which cease publishing in these newspapers a period of free publicity advertising their positive decision courtesy of CUSU;**

CUSU Resolves:

- 1. To mandate the CUSU President to write letters to high profile businesses which advertise in newspapers that frequently write articles stigmatising migrants or asylum seekers explaining our stance and offering them a period of free publicity advertising their positive decision courtesy of CUSU if they cease advertising in these publications;**
- 2. To distribute all appropriate responses to these letters to students at the University of Cambridge, making businesses aware of our intention to do so;**
- 3. To circulate a letter template to JCR and MCR Committees, asking them to do the same (subject to their constitutional requirements);**
- 4. To attempt to collaborate with other Student Unions in order to increase the success of this policy.**

Support the Truth for Giulio Regeni campaign

Officer responsible - Edward Parker Humphreys (President)

CUSU Notes:

- 1. In Lent III earlier this year, CUSU Council passed policy to call for a full investigation into the disappearance and murder of Giulio Regeni, a PhD candidate studying at Girton College, who was killed while doing fieldwork in Egypt;**
- 2. Amnesty International and Egyptian human rights organisations have documented hundreds of similar cases of enforced disappearances carried out by the Egyptian authorities over the past year alone;**
- 3. The Egyptian authorities have admitted to investigating Giulio Regeni because of his research into independent unions in Egypt;**
- 4. Amnesty International in Italy established the Truth for Giulio campaign with the support of Giulio's parents and that this is also supported by Amnesty International UK, the lecturers union UCU and the National Union of Journalists.**

CUSU Believes:

- 1. More needs to be done within the University of Cambridge to raise awareness of the Truth for Giulio campaign as the anniversary of Giulio Regeni's death approaches.**

CUSU Resolves:

- 1. To continue to support the campaign alongside Amnesty International, including making a contribution towards local publicity costs;**

2. Support the campaign in the organising of an Open meeting/ Panel discussion open to all in which all members of the Cambridge community will be able to find out more about the case;
3. Facilitate a meeting of key members of the campaign with senior figures within the University;
4. To contact other student unions across the UK and urge them to support the national campaign of activities and public meetings planned by Amnesty and UCU for February and March next year.

Opposing changes to the Universal bus route

Officer responsible - Edward Parker Humphreys (President)

CUSU Notes:

1. That the Universal bus service (formerly known as the 'Uni 4') is the only public transport link between Homerton, the Education Faculty, and the Sidgwick and West Cambridge sites, as well as the hill colleges;
2. That students attending Homerton and the Education Faculty make up over 10% of the student body;
3. That following the changes approved at the University Planning and Resource Committee (March 2016), as of November 2016 the bus route will no longer service Hills Road, and instead run along the guided busway;
4. That the cited reason for this change is an estimated profit of £63,000 p/a;
5. That disabled students in particular will be adversely affected by this route change, which will result in an inequality of access to academic study.

CUSU Believes:

1. That disabled students are entitled to equal access to education and social events;
2. That the changes to the Universal bus route will create a significant barrier to accessing education and social events for the University's disabled students.

CUSU Resolves:

1. To oppose the changes to the Universal bus route;
2. To support and publicise the petition to oppose and reverse the decision

8. Any Other Business