

Community & Welfare Board Agenda

The fourth Ordinary Meeting of the Education & Welfare Board for the 2017-18 Session will be held on Thursday 15 February 2018.

Location: Meeting Room 3, Union Building

Deputy President (Welfare)	Fintan O'Connor
CGCU Welfare Officer	Damian Coveney
GSU Academic Welfare Officer (Physical Science)	Luke Delmas
ICSMSU Welfare Officer	Stephen Naulls
RCSU President	Michael Edwards
RCSU Welfare Officer	Shervin Sabeghi
RSMU President	Robert Tomkies
BME Officer	Chimdi Igwe
Ethics & Environment Officer	Rhidian Thomas
Interfaith Officer	Adil Ali
Mental Health Officer	Ariana Sadr-Hashemi
Chemistry Dep. Wellbeing Rep	Felix Thompson

Observers

ESE Year 2 Wellbeing Rep/Mentality President	Emily Walton
FoNS UG Ordinary Member of Union Council	Ansh Bhanthnagar
Union Council Chair	Owen Heaney
Wellbeing and Campaigns Coordinator	Laura Regan

Formal Business

1. Minutes of last meeting
 - a. The board accept the minutes of the last meeting as accurate
2. Matters arising
 - a. Deputy President (Welfare) (DPW) did not manage to speak to RCSU Welfare Officer ahead of the FoNS Wellbeing Student Staff Committee (SSC). DPW send apologies and will be meeting ahead of the next FoNS Wellbeing SSC
 - b. The board question whether the results of the Sexual Consent Survey can be circulated wider than the Gender Equality Officer

- c. DPW did not managed to get in touch with relevant parties about contacting cultural societies. It is noted that Interfaith took place recently with an update to follow from the Interfaith Officer
- d. It is noted that the rest of the actions are complete or in progress

ACTION – Laura Regan (LR) to find out whether the results of the sexual consent survey can be circulated with the board

Matters for Report

3. Updates from Deputy President (Welfare) **(verbal)**

- a. DPW informs the board there has not been enough communication about the Liberation Review project which is to be addressed. DPW updates the board the group are in the third revision of the action plan which has made movement forward with the project clearer and more useful. DPW is working with Council and Assistant Provost (Equality, Diversity & Inclusion) to get a stronger message about progress
- b. DPW informs the board Estates have agreed to change the signage on disabled and single-cubicle toilets to include Gender Neutral signs following the work of the LGBT+ Officer. DPW highlights this is not a perfect solution but work with the LGBT+ Officer and Imperial 600 continue to look at this

4. Updates from Constituent Union Welfare Officers **(verbal)**

- a. RSMU President (on behalf of Welfare Officer)
 - i. Currently running 'Look After Your Mate' campaign which has had high attendance. Will be writing up feedback for the Union and other interested volunteers on successes and challenges
 - ii. FoE Wellbeing SSC discussed issues with timetabling, working on solutions and building better relationships with staff
 - iii. Intend on getting in touch with those staff who are not on strike to offer support and make people aware they are still there
- b. CGCU Welfare Officer
 - i. Held a Valentines Day free welfare supply stall which was well received
 - ii. The planned Puppy Petting event will be a joint event with RSMU. Due to difficulties in arranging the event will now be a picnic and puppy spotting event in Hyde Park. Looking at a Sunday this term for the event
 - iii. Sent out a wellbeing survey following the format of the RSMU survey. Currently has low participation, need to follow up on Wellbeing Dep. Reps pushing the survey out to their constituents
 - iv. Trying to contact Senior Tutors (STs) about the UCU strikes to ensure there isn't too much disruption to wellbeing systems

- c. ICSMSU Welfare Officer
 - i. Recognises Vice-Chairs taking on extra responsibility during exam period for fourth year students
 - ii. Attended three Student Staff Liaison Groups (SSLGs) this term. Looking at offering budgeting coaching sessions for early years but wanted to confirm if Imperial College Union (ICU) offer something central. DPW confirms ICU does not offer a centralised budgeting workshop
 - iii. Ran a healthy habits campaign in January, hope to make it annual
 - iv. Wellbeing Reps are working on projects but all are in early stages

- d. RCSU Welfare Officer
 - i. First FoNS Wellbeing SSC went well, not many specific issues but Wellbeing Reps shared best practice
 - ii. RCSU Welfare Week is 26 Feb – 2 March, not a specific campaign but hoping to run events daily and launch Scientists of Imperial. DPW informs the board that ICU’s campaign ‘Under Pressure’ is also running that week so there are opportunities for collaboration
 - iii. RCSU President notes Clubs & Societies (CSPs) are taking an interest in running welfare events which links with the RCSUs overall strategy to help facilitate wellbeing events within DepSocs
 - iv. RCSU President informs the board there will be discussions within SSCs about Student Experience/Liaison Officer staff roles to ensure they are fitting within departments and supporting students in the right way

ACTION – DPW to speak to RCSU President about department Student Experience/Liaison Officers

5. Updates from Liberation & Community Officers (**verbal**)

- a. Ethics & Environment Officer
 - i. Divest Imperial group met with the CFO of Imperial to discuss the College’s stance on Divestment. There will be an article in Felix about the outcomes of the meeting
 - ii. Have attended meetings at ICU to appoint an investment fund manager and other sub-committees
 - iii. Helping to organise the student response to the upcoming UCU strikes. Union Council passed a paper for ICU to support the strikes. Working with ICU staff to support with publication of promotional materials. If anyone would like to help please get in touch
 - iv. RSMU President requests information for communication channels other than social media
 - v. DPW informs the board the Officer Trustees interviewed new Provost candidates which included a question about balancing political pressures, pressure from students and Imperial College research relationships

ACITON – Ethics & Environment Officer to email DPW and ICU staff promotional material

b. Mental Health Officer

- i. Working on implementing a new method for students to flag their friends to STs if they are concerned about their wellbeing
- ii. Working with the Felix Editor on the local authorities move to centralise their NHS services which could negatively impact student experience at the IC Health Centre. Will feedback when there is more information. DPW informs the board this issue was flagged at the Student Wellbeing Committee and ICU will be doing a piece themselves as students were not consulted on the changes. DPW directs anyone who would like to get involved to the Felix Editor
- iii. Flagged an issue with ICU election promotion material, the Disabilities Student Officer position was incorrectly named. The issue has been dealt with by ICU. DPW informs the board ICU have not yet issued their formal communication about the issue, however the Student Voice & Communication Manager has personally apologised to the affected parties. There will be a statement in Felix and more communication from DPW to follow focusing on the importance of students flagging issues when something is wrong
- iv. Have a meeting with the Director of Student Services

c. Interfaith Officer

- i. Sends apologies for absence at the December meeting
- ii. Have been organising Interfaith Week which took place 29 Jan – 2 Feb. Consisted of 3 main events: Speed Faithing, Multi-Faith Discussion Panel, Charity Food Stall to raise money for the homeless. Main aim was create a sense of unity which was achieved
- iii. Next few weeks will be supporting big campaigns with cultural societies. ICMSU Welfare Officer requests if these events can come to non-South Kensington Campuses where possible
- iv. Starting planning process for handover to successor. DPW states ICU will be in touch with Liberation & Community Officers regarding training and handover for incoming officers

d. BME Officer

- i. Unfortunately was unable to host a cultural showcase panel but have been working with the relevant societies to facilitate their events this term
- ii. Working with a student to run a campaign focusing on outreach to the community in Grenfell. Working with ICU and relevant College staff to expand the idea. Waiting on response from CSPs to get involved
- iii. Need to get in touch with the Overseas CSPs but not sure how
- iv. ICMSU Welfare Officer suggests utilising Wellbeing Representatives to help recruit volunteers and inform students about the project. BME Officer

confirms this is in the plan but the group want to ensure they are not duplicating existing outreach programmes CSPs are running

ACTION – LR to send BME Officer relevant contact details

Matters for Discussion

6. Social Mobility Officer

- a. CGCU Welfare Officer questions why the paper for a Social Mobility Liberation & Community Officer went to Union Council without sufficient student consultation, as discussed at the previous CWB meeting
- b. Mental Health Officer states the author of the paper believed there to be enough statistical evidence to suggest there was a liberation group in this area
- c. RCSU Welfare Officer notes that student consultation was part of the paper proposal to Union Council
- d. The board discuss the outcome of the discussion and vote at Union Council and encourage people to read the minutes of the discussion to understand current opinions on the proposed position
- e. Ansh Bhanthnagar (AB) and DPW make the board aware the students who wrote the paper are working with a member of ICU staff to write and conduct effective student consultation on the topic without any leading questions
- f. RSMU President questions whether it would be beneficial to do a needs analysis for the focus groups to avoid bias representation. RCSU President states for consulting lay students this should not be needed
- g. AB informs the board ICU does not currently hold the data so they will be asking students to self-identify in the survey
- h. CGCU Welfare Officer states they are pleased effective consultation will be conducted
- i. ICSMSU Welfare Officer notes that a wide variety of students need to be consulted and not just those who are in favour of a Social Mobility Officer

7. Mental Health Campaign: “Say it, See it, Sort it”

- a. Mental Health Officer informs the board they are working with several students to create a campaign about noticing the signs of friends being stressed and how you can effectively signpost. Mental Health Officer would like contributions from the board on what they would like to see from the campaign
- b. Emily Walton (EW) states that Mentality might be able to financially support the campaign and can give feedback on the successful parts of the RSMU Look After Your Mate campaign

- c. EW raised the issue of Mental Health First Aid training (MHFA) within the Mentality committee and whether this could fit in with the campaign
- d. Mental Health Officer clarifies that Mentality were awarded funding to train members of the committee in MHFA and are considering whether they can extend the offer to other welfare societies
- e. RCSU President questions when the Look After Your Mate training will be launched by ICU. LR informs the board there were issues with rolling out the training before this point but the first session is being run 07/02/18. Mental Health Officer believes this training will link well with the campaign
- f. Chemistry Dep. Wellbeing Rep offers to share the content of MHFA training
- g. Mental Health Officer confirms the campaign will not be event based but instead using videos, posters, free giveaways and disseminating information
- h. Mental Health Officer confirms the difference between the awareness raising campaign and the function for students to anonymously flag their peers to STs through an online platform
- i. The board discuss whether this is already the function of the WBRN or whether this can be a tool to help them in their roles
- j. RCSU Welfare Officer comments there may be resistance from STs. DPW speaks on behalf of Maths Dep. Wellbeing Rep commenting on how some Personal Tutors (PTs) don't want to mentor students or step out of their comfort zone
- k. ICSMSU Welfare Officer advises there needs to be clarity on the benefit of the project when approaching STs. RCSU President suggests staff consultation

8. Imperial Secrets Facebook Page

- a. DPW states they were approached by ICSMSU Welfare Officer around concerns with the material posted on the Imperial Secrets Facebook Pages and how this content is monitored
- b. ICSMSU Welfare Officer informs the board of specific issues on the Page causing concern around students suffering with anxiety, depression and suffers of sexual assault. Having spoken to the admins who claim to check every post, there is doubt they filter all the content on their Page
- c. Mental Health Officer adds concern around bullying towards specific volunteers as well as racist and sexist comments
- d. The board agree the information being anonymously posted on the Page is a problem and discuss potential solutions. Potential solutions discussed were:
 - i. Speak to the admins and ask them to stop using an automatic filter for the content on the Page
 - ii. If they don't have time to properly filter content ask them to stop running the Page
 - iii. Reiterate that getting content out fast isn't a priority
 - iv. Ask the admins to change the name and remove affiliation with ICU and the College
 - v. Implement a way to trace the students submitting content to offer support to those in need and hold those accountable who are bullying

- vi. RSMU President states they avoid anonymous forms due to concerns around bullying and not being able to access/be offered support
- vii. ICSMSU Welfare Officer states in any anonymous forms they issue they use sliding scales and no free text boxes
- viii. If there is a way to trace anonymous submissions no one will submit
- ix. Approach the admins with a solution, if they shut down the Page another one can be created immediately

ACTION – DPW and ICSMSU Welfare Officer to arrange a meeting with the known Page admins to put forward the views of the board

- e. It is noted the Mental Health Officer would like to be involved. DPW will reach out to the Mental Health Officer at an appropriate time

9. Mitigating Circumstances Policies

- a. DPW informs the board that the procedures for Mitigating Circumstances (MCs) are being reviewed and would like feedback from the board on their experience, ideas and thoughts within the next few weeks
- b. Members of the board give the following feedback:
 - i. MCs focus on physical conditions or bereavement and not on whether a student is emotionally fit to sit an exam, not well set up for students with mental health concerns or illness
 - ii. There is a lack of transparency on what MCs can offer you and what you criteria is needed to apply
 - iii. In ESE it relies heavily on the ST to suggest applying for MCs after having a chat rather than a student knowing what they are or how to apply
 - iv. Medicine have changed the MC form and have new signposting on blackboard which is quite easy to use
 - v. Medicine utilise ST and Wellbeing Reps to promote MCs
 - vi. Confusion over major and minor MCs forms, now clear what constitutes major or minor and what evidence is needed
 - vii. People are afraid of the consequences of applying for MCs

ACTION – Members of the board to send DPW their feedback on student experience and ideas for changes to MCs

10. EDI Update

- a. DPW updates the board of the new position of Assistant Provost (Equality, Diversity & Inclusion) held by Stephen Curry. Stephen has initiated an Equality, Diversity & Inclusion (EDI) forum and strategy group which looks to take ideas and translate into change at Imperial.

- b. DPW asks the board to get in touch if there is anything they would like raised at these forums and ICU representatives will raise their voices
- c. BME Officer questions whether this forum also looks at outreach. DPW informs the board the Director of Student Recruitment and Outreach sits on these groups, while the focus is not on outreach it will form some of the discussions
- d. Chemistry Dep. Wellbeing Rep asks whether the papers for this group are public or private

ACTION – DPW to find out whether the papers for this group are public and request they are made public if they are not already

AOB

11. Under Pressure

- a. LR informs the board that ICU's campaign 'Under Pressure' will be taking place Monday 26 Feb – Friday 2 March and encourages everyone to get involved with the events as volunteers or participants, promoting the week to their constituents and representatives

Meeting Concludes: 19:56

Next Meeting

Thursday 15 March, 18:00. Location: Beit Quad, Meeting Room 3