

## Union Policy Review – CWB Consultation

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Union Policies: <https://www.imperialcollegeunion.org/your-union/policies>

#### Background:

- Imperial College Union has a body of Union Policy (81+ Policies) which set out stances that ICU has taken, and policies for ICU staff and volunteers to follow. These policies form an important part of ICU governance.
- These policies 'lapse' if not re-approved within a number of years, currently almost all Union Policies are lapsed, as policy review has not happened in the last few years.
- Many of the Policies on record have lost relevance since they were initially approved, or the circumstances have changed such that these policies need major review. This is particularly true of 'stances' taken, which frequently lose relevance within the lifetime of the policy.
- It is often unclear who has responsibility for ensuring particular policies are reviewed.
- There is a lack of clarity around what decisions taken by Council constitute Policy – resolutions to lobby College, or to mandate an Officer Trustee can be ambiguously considered Policy.

#### Proposed changes:

- To distinguish documents which may be properly considered Policy (e.g. defined procedures or regulations) from stances, and other resolutions with a limited lifetime.
- To review all existing policies, and decide which are no longer relevant, which need significant revision, and whether there are any areas where a policy is required and does not already exist.
- To reformulate the entire body of Union Policy based on this review, with responsibility for each policy allocated to one of Council's subcommittees.

#### Past policies with Communities/Welfare remit:

- Widening Participation and International Students (2012): supports removal of international students from net migration figures, resolves to lobby College around WP issues
- Safe Space Policy (renewed 2017): Policy outlining procedures for ensuring that Union venues are safe spaces for staff and students, dealing with harassment.
- Representation Policy (2013): Outlines the structure and roles of representation within ICU, and the responsibilities of representatives.
- Provision of Union Support to Halls located away from South Kensington (renewed 2017): outlines ways of supporting more distant halls in running events, being represented in ICU
- Preservation of Religious Observance (2014): resolved to lobby College to ensure a definite lunch our 1-2pm is secured for staff and students for religious observance, and to make provisions for students who have to miss lectures due to religious observance
- Motion for Imperial College Union to say no to Islamophobia and Denounce 'Student Rights' (renewed 2017): condemns an organisation promoting islamophobia on university campuses
- Fossil Free: Ethical Investment (2015): resolves to lobby college to adopt an ethical investment policy

- Female Sanitary Products Motion (2015): Resolves to work to ensure feminine hygiene products sold in the Union Shop are sold at 0% profit, and to investigate provision outside of shop hours.
- Fairtrade University Policy (2011): resolves to ensure Union catering and Union shop are selling fairtrade products to the greatest extent possible.
- Campaigns Committee (2011): establishes a committee to coordination creation of new campaigns.
- Environmental Policy (2012): makes a number of recommendations around the Union reducing waste, carbon emissions, energy use, etc.
- Equal Opportunities Policy (2012): regulations and recommendations around employment, dealing with harassment, accommodating disability, etc.

Questions for CWB:

- Have you ever referred to any of these Policies yourself in the context of your volunteer role?
- Which of these Policies seem like they are no longer relevant / not worth reviewing?
- Which of these Policies seem like they still have relevance, but need significant review?
- Are there any areas relevant to Communities / Welfare where ICU ought to have a Policy, but one does not exist?