

# Cardiff University Students' Union Undeb Myfyrwyr Prifysgol Caerdydd

## ANNUAL GENERAL MEETING Cardiff University Students' Union Thursday 22<sup>nd</sup> November, 2018 - 18:00, The Great Hall

### Agenda

1. Welcome
2. [Minutes from AGM 2017](#) (P2)
3. [Annual Report 17/18](#) (P7)
4. [Financial Report 17/18](#) (P8)
5. [Affiliations](#) (P14)
6. Open Questions to the Trustees
7. Students' Union submitted items
  - i) [Review of the Memorandum and Articles of Association](#) (P15)
8. Tabled Motions
  - A) Lapsing Policy
    - i) [Mandatory mental health training for personal tutors](#) (P20)
  - B) Submitted Motions
    - i) [Fight for funds: Continue to finance initiatives that tackle sexual assault and violence on students](#) (P22)
    - ii) [Sweatshop Free Campaign](#) (P27)
    - iii) [Welsh Language Officer](#) (P28)
    - iv) [Make Cardiff University Students' Union a Living Wage Employer](#) (P30)
    - v) [Protecting our Palestinian and Jewish Students](#) (P32)
9. Notice of Elections (P34)
10. Any Other Business

## ITEM TWO

**Student Members’  
ANNUAL GENERAL MEETING  
Cardiff University Students’ Union  
THURSDAY 23<sup>RD</sup> NOVEMBER 2017  
18:00, GREAT HALL, STUDENTS’ UNION**

1.	<p><u>Welcome</u></p> <p>Aditi Gupta (Chair) welcomed attendees to the meeting.</p>
2.	<p><u>Minutes from AGM 2016</u></p> <p>The minutes from AGM 2016 were confirmed as a true record and were approved.</p>
3.	<p><u>Lapsing Policy</u></p> <p>Policies that passed on 27<sup>th</sup> November 2014 are now lapsed:</p> <ul style="list-style-type: none"><li>Palestine University Twinning</li><li>Recognise the state of Palestine</li><li>Improving Postgraduate Representation</li><li>Student Media Restructure</li></ul>
4.	<p><u>Annual Report 16/17</u></p> <p>Hollie Cooke presented significant developments and achievements from the Annual Report 16/17 and explained that highlights can be found on the <a href="#">Students’ Union website</a>.</p>
5.	<p><u>Financial Report 16/17</u></p> <p>Daniel Palmer presented the Financial Report 16/17 including the Statement of Financial Activities, the Charity Balance Sheet and the Charity Statement of Cash Flow and gave an overview of the accounts and operating structure of the Students’ Union.</p> <p>DP explained that all information and additional detail is available on the <a href="#">Students’ Union website</a>.</p>
6.	<p><u>Affiliations</u></p> <p>AG explained that the Students’ Union affiliations include:</p> <p>NUS Affiliation Fee - £35,093.40</p>

	<p>BUCS Affiliation Fee - £17,082.55</p> <p><i>Affiliations approved</i></p>
7.	<p><u>Open Questions to the Trustees</u></p> <p>David asked what the new building in front of the SU will be for. HC explained the building will be the Centre for Student Life and will house a lecture theatre, careers service and student support services. It will open in 2020.</p> <p>Vaishnavi asked why there is not much being done for international students. HC explained the guarantor system was worked on and Commonwealth students were encompassed in the voter registration drive. Explained that international students are taken very seriously.</p> <p>Ben asked where the funding for the safe walking scheme is coming from. HC explained they partner with police and the police vehicles are free of charge.</p> <p>Zac commented that there are lots of high school children using SU facilities and security are not their checking ID. Nick Fox thanked Zac for raising this issue and explained security do spot checks for students.</p> <p>Unknown Speaker asked why motions have to expire. HC explained it is part of the SU constitution but students can bring motions to Senate for policies not to expire.</p> <p>Amy asked if anything is being done to Talybont netball courts for IMG sports and explained there are lots of injuries as it need resurfacing. Thomas Kelly explained the University is currently undergoing long-term investment in sports facilities.</p> <p>ACTION POINT – TK to provide information after the AGM.</p> <p>Harry asked why the AU budgets and tiering came out so late this year. TK explained it takes a lot of time to organise the grant applications and there are over 250 that need processing, but next year they will look to improve.</p> <p>Cameron asked if there is anything more the SU can do to combat homelessness in Cardiff. Lamorna Hooker explained that there are projects in place and a new society called ‘Help the Homeless’ which can be joined. As a charity it is not within the SU’s objectives to directly support the homeless, but it can help students to help them.</p> <p>Ben asked if the price of VKs could be lowered. HC explained that profit from alcohol helps to fund other SU services, for example welfare and volunteering.</p>

8.	<u>Tabled Motions</u>
8.I.	<p>Muslim students to be better facilitated by the Students' Union</p> <p>Proposed by: Ameen Seconded by: Hamza Saleem, Umair Asim, Ishmam Omar</p> <p>Ameen spoke for the motion and explained that Friday between 1-2pm is a compulsory hour for Muslims to pray and it is not protected by many schools. It is the duty of the SU to lobby the University to have this hour protected. Muslims also pray 5 times a day and are required to undergo ablution but there are not sufficient ablution facilities in the SU. There is a multifaith room but it is not a suitable space. Muslims also use water as well as toilet paper for washing after the toilet and must carry bottles of water as there are no facilities to support this.</p> <p>Avela spoke against the motion and explained that Shabbat is also an important issue for Jewish students, who should not work after 3pm on a Friday. Jewish students should also be supported by the SU.</p> <p>Hanin spoke for the motion and explained there is a serious need for Muslim students to have better facilities and would also support a future motion for Jewish students.</p> <p>Unknown Speaker spoke against the motion and explained that the University should not favour one religion over another as Hindus have to make sacrifices for certain religious celebrations and would not expect others to have to change their timetables due to this.</p> <p><i>Motion passes.</i></p>
8.II.	<p><u>Make Cardiff University Students' Union a living wage employer</u></p> <p>Proposed by: Iain Cook Seconded by: Elly Owen</p> <p>Iain spoke for the motion and explained that the SU has great facilities and services but the staff work hard and deserve the living wage. Cardiff University is the only Welsh University to pay the real living wage and the SU should follow. There are 16 Students' Unions in the UK paying this wage, and it goes hand in hand with improved corporate reputation and will enhance the lives of student staff working for the SU.</p> <p>HC spoke against the motion and explained that the SU is a charity so all profit is put back into the service and this motion could cost £290,000. There is a choice on where money should be spent, the options include increasing club and food outlet costs, cutting costs from other services or getting rid of some commercial services (food court etc). Can't compare to other SU's as they only have an average of 75 staff members.</p> <p>Ellie spoke for the motion and explained that Cardiff Council are leading the way and Cardiff University are following this lead. The SU does not provide trade union protection like University staff so this is the chance</p>

	<p>for students to have their say.</p> <p>Geoff spoke against the motion and explained that staff are not overworked and underpaid. If this motion passes there would be effects, such as higher prices, loss of staff (would cause overworking) and amazing services will be impacted and would suffer.</p> <p><i>Motion falls.</i></p> <p><u>Students consulted at every level: A seat on UEB</u></p>
8.III	<p>Proposed by: Fadhila Al Dhahouri, VP Education Seconded by: Jake Smith, VP Postgraduate Students</p> <p>Fadhila spoke for the motion and explained that UEB is the senior management team and is responsible for the Universities operation plans and budget. Students should have a direct voice in this meeting as it has a direct impact on their education. Other Universities have student influence on their UEBs and students need their voice heard on every layer of their University.</p> <p><i>No speaker against.</i></p> <p>Aviela asked who the student representative would be. FAD replied that it would be a sabbatical officer.</p> <p><i>Motion passes.</i></p> <p><u>Real financial support for postgraduate students in need</u></p>
8.IV	<p>Proposed by: Jake Smith, VP Postgraduate Students Seconded by: Fadhila Al Dhahouri, VP Education</p> <p>Jake spoke for the motion and explained that it will support underprivileged PG students. Cardiff University operates a bursary scheme for students from low income backgrounds but doesn't allow PG students to access this, regardless of financial background. UG students from low income backgrounds are less likely to enter PG study due to financial implications. Manchester, Bangor, Bath and other universities support these students.</p> <p><i>No speaker against.</i></p> <p><i>Motion passes.</i></p> <p><u>Changes to VP Societies and VP Welfare</u></p>
8.V	<p>Proposed by: Nick Fox, VP Welfare Seconded by: Lamorna Hooker, VP Societies</p>

	<p>NF spoke for the motion and explained there would be role changes from VP Welfare to VP Welfare and Campaigns as it is currently no Sabbatical Officer's official responsibility to support campaigns. It would also change VP Societies to include volunteering and become VP Activities. Volunteering has a large engagement but no sabbatical officer remit. Sabbatical Officer performance is judged by their manifestos and the name changes would help guarantee volunteering is included in the remit. The budget will not be affected and changes will be in place for the next officer team.</p> <p>TK proposed an amendment to change the name to 'VP Societies and Volunteering' and explained that 'activities' could have consequences for sports and media and could create confusion. Student media should be editorially independent and VP Activities could influence Student Media.</p> <p><i>Amendment passes.</i></p> <p><i>Motion passes.</i></p>
9	<p><u>Notice of Elections</u></p> <p>AG explained that nominations for Sabbatical Officer and Campaign Officer roles for 2018/19 will open on 24<sup>th</sup> November at 12:00.</p>
10	<p><u>Any Other Business</u></p> <p>There was none.</p>
11	<p><u>Next Meeting of AGM</u></p> <p>Thursday 22<sup>nd</sup> November 2018</p>

## ITEM THREE

Students' Union President, Fadhila Al Dhahouri, will present the key messages from the report significant developments, achievements and changes within the organisation for the 2017-18 academic year.



## ITEM FOUR

### TRUSTEES' REPORT

The Trustees present their annual report together with the audited financial statements of the group and the Union for the year 1 August 2017 to 31 July 2018. The Trustees confirm that the Annual Report and financial statements of the Union comply with the current statutory requirements, the requirements of the Union's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

#### Objectives and Activities

The objects of the charity are the advancement of education of students at Cardiff University for the public benefit by:

- Promoting the interests and welfare of students at Cardiff University during their course of study and representing, supporting and advising students;
- Being the recognised representative channel between students and Cardiff University and any other external bodies; and
- Providing social, cultural, sporting and recreational activities and forums for discussions and debate for the personal development of its students.

In shaping the Union's objectives for the year and planning its activities, the Trustees have considered the Charity Commission's general and relevant supplementary guidance on public benefit. In pursuit of these aims for the public benefit, the Union has established departments and services for use by its members and works with the University and other organisations on behalf of Cardiff University students.

The Union sets its long-term priorities according to its strategic plan, reviewed periodically and informed by research undertaken with Cardiff University students. The Trustees consider the strategic plan when setting the Union's annual objectives, articulated in a balanced scorecard and pursued by Trustees and Union staff. In May 2018 the Union launched its current strategic plan covering 2018 to 2021, entitled 'The Heart of the Cardiff Student Experience' and it can be viewed at: <https://www.cardiffstudents.com/about-cusu/plans>.



## Financial review

The Charity Group's total income amounted to £9,573,491 with total expenditure of £9,311,448 in the year. Overall this resulted in a net income of £262,043. This includes restricted grant income of £30,883 and expenditure of £9,087.

At 31 July 2018 the Union Group's free reserves (i.e. unrestricted funds not represented by fixed assets) amounted to £740,566 (31 July 2017: £-47,758) and the Trustees are satisfied that the Union has a sound financial base from which to pursue its objectives and activities. In addition a further £21,796 (31 July 2017: £0) was held in restricted funds.

The Union's trading subsidiary, CUSL, continued to grow its income in 2018 with turnover of £4,500,911 (31 July 2017: £3,975,803). Overall the trading company made an operating profit of £323,781 (31 July 2017: £123,574), after charging depreciation of £683,211 (31 July 2017: £685,468), with £602,218 arising from the depreciation of the Union building. During the year the company's pension liability fell to £4,407,704 (31 July 2017: £4,427,963) after deficit contribution payments were made to the scheme and unwinding of the discount.

The deficit arises from the company's future obligations towards the Students' Union Superannuation Scheme (SUSS) pension scheme, which was closed to future accrual in 2011. The Trustees and Directors are satisfied that it has the funds to meet the obligations to the fund as they fall due over the life of the scheduled deficit recovery plan up to 2033.

## Reserves policy

The Trustees annually review the Union's reserves position and set targets for reserves levels in accordance with the future needs should funding not be available from the principle funding source. The Union's reserves policy states that the Union will budget to achieve surpluses of £250,000 from its consolidated activities annually to build unrestricted free reserves to £1.3M by 2023. Free reserves are defined as 'unrestricted funds not represented by fixed assets'.

The Charity's total funds in free reserve is £175,683 (31 July 2017: £75,195) and £740,566 (31 July 2017: £47,758) when consolidated.

## Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Union has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 JULY 2018**

	Note	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
<b>Income from:</b>					
Donations and legacies	2	2,925,000	30,883	2,955,883	2,806,000
Charitable activities	4	2,115,910	-	2,115,910	1,856,246
Other trading activities		4,500,911	-	4,500,911	3,975,803
Investments	3	787	-	787	424
<b>Total income</b>		<b>9,542,608</b>	<b>30,883</b>	<b>9,573,491</b>	<b>8,638,473</b>
<b>Expenditure on:</b>					
Raising funds		6,064,629	-	6,064,629	7,657,086
Charitable activities	5	3,237,732	9,087	3,246,819	2,946,177
<b>Total expenditure</b>		<b>9,302,361</b>	<b>9,087</b>	<b>9,311,448</b>	<b>10,603,263</b>
<b>Net income / (expenditure)</b>		<b>240,247</b>	<b>21,796</b>	<b>262,043</b>	<b>(1,964,790)</b>
<b>Net movement in funds</b>		<b>240,247</b>	<b>21,796</b>	<b>262,043</b>	<b>(1,964,790)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		8,519,492	-	8,519,492	10,484,282
<b>Total funds carried forward</b>		<b>8,759,739</b>	<b>21,796</b>	<b>8,781,535</b>	<b>8,519,492</b>

**CONSOLIDATED BALANCE SHEET  
AS AT 31 JULY 2018**

	Note	£	2018 £	£	2017 £
<b>Fixed assets</b>					
Tangible assets	11		12,426,877		12,995,212
Investments	12		73,563		73,563
			<u>12,500,440</u>		<u>13,068,775</u>
<b>Current assets</b>					
Stocks	13	39,936		41,387	
Debtors	14	539,582		441,917	
Cash at bank and in hand		1,174,851		469,186	
		<u>1,754,369</u>		<u>952,490</u>	
<b>Creditors:</b> amounts falling due within one year	15	(1,065,570)		(1,073,810)	
<b>Net current assets/(liabilities)</b>			688,799		(121,320)
<b>Total assets less current liabilities</b>			<u>13,189,239</u>		<u>12,947,455</u>
Provisions for Liabilities	16		(4,407,704)		(4,427,963)
<b>Net assets</b>			<u>8,781,535</u>		<u>8,519,492</u>
<b>Charity Funds</b>					
Restricted funds	17		21,796		-
Unrestricted funds	17		8,759,739		8,519,492
<b>Total funds</b>			<u>8,781,535</u>		<u>8,519,492</u>

**UNION BALANCE SHEET  
AS AT 31 JULY 2018**

	Note	£	2018 £	£	2017 £
<b>Fixed assets</b>					
Tangible assets	11		35,207		30,791
Investments	12		2,000		2,000
			<u>37,207</u>		<u>32,791</u>
<b>Current assets</b>					
Debtors	14	402,357		361,474	
Cash at bank		228,268		160,802	
		<u>630,625</u>		<u>522,276</u>	
<b>Creditors:</b> amounts falling due within one year	15	(435,146)		(449,081)	
<b>Net current assets</b>			<u>195,479</u>		<u>73,195</u>
<b>Net assets</b>			<u>232,686</u>		<u>105,986</u>
<b>Charity Funds</b>					
Restricted funds			21,796		-
Unrestricted funds			210,890		105,986
<b>Total funds</b>			<u>232,686</u>		<u>105,986</u>

**CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 JULY 2018**

	Note	2018 £	2017 £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	19	828,361	253,815
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents from investments		787	418
Purchase of tangible fixed assets		(123,483)	(52,789)
<b>Net cash used in investing activities</b>		(122,696)	(52,371)
<b>Change in cash and cash equivalents in the year</b>		705,665	201,444
Cash and cash equivalents brought forward		469,186	267,742
<b>Cash and cash equivalents carried forward</b>	20	1,174,851	469,186

## ITEM FIVE

### Affiliations

NUS Affiliation Fee / Undeb Myfyrwyr  
Cenedlaethol £ 39,476

BUCS Affiliation Fee / Chwaraeon  
Prifysgolion a Cholegau Prydain £ 16,368

- Many of our registered sports clubs and societies affiliate to various sporting and cultural national governing bodies.
- Mae llawer o'n clybiau chwaraeon a'n cymdeithasau cofrestredig yn gysylltiedig ag amrywiaeth o gyrff llywodraethu chwaraeon a diwylliannol cenedlaethol.

## ITEM SEVEN

### Students' Union Submitted Items

- i. Review of the Memorandum and Articles of Association

#### Introduction

The Union's Memorandum and Articles is a document which forms the Union's constitution, defines the responsibilities of the Board of Trustees, the type of business the Union may undertake and the means by which the Board of Trustees is held accountable by the Students.

#### Context of Review and Process

The Articles require that the Memorandum and Articles are reviewed every five years, and a review is now due. The document is considered fit for purpose, but a series of administrative amendments is proposed, with a view to clarifying ambiguity, removing duplication, and updating terminology. The process for the approval to the Memorandum and Articles is set out in Article 9 and can be summarised as follows:

- Proposed amendments to be agreed by the Board of Trustees
- Proposed amendments to be circulated to all Student members – this agenda item constitutes this circulation
- Revisions to the proposals may be submitted via petition or a majority of the Student Senate
- Proposed amendments (or revised proposal) to be agreed at a Students Members Meeting or by referendum
- Amendments to be agreed by special resolution of the Board of Trustees
- Amendments to be agreed by University Council

#### Recommendation

- To approve the proposed amendments to the Memorandum and Articles as set out in the Appendix to this report, for onward submission for approval as outlined above.
- That in relation to the Byelaws and Appendices to Byelaws, to authorise the Student Senate to consider the implications of any of the above amendments, and to make such concomitant revisions as it sees fit.
- To authorise the Chief Executive to make such other drafting amendments necessitated by the above changes to ensure grammatical and referencing accuracy.

Fadhila Al Dhahouri

Daniel Palmer

President

Chief Executive

12 November 2018



Number	Provision	Existing wording with proposed edit shown. Strike through shows deletion, bold text shows addition.	Proposed new wording	Rationale
23.6	Sabbatical Trustees – contract of employment	23.6 At the same time as commencing the term of office as a Sabbatical Trustee, the Sabbatical Trustee will enter into a contract of employment with Cardiff University Students' Union <del>or Cardiff Union Services Limited</del> for a term to be determined by the Bye-Laws.	23.6 At the same time as commencing the term of office as a Sabbatical Trustee, the Sabbatical Trustee will enter into a contract of employment with Cardiff University Students' Union for a term to be determined by the Bye-Laws.	The proposed amendment would reflect arrangements in practice
30.1/ 30.2	Filling a Sabbatical Trustee vacancy	30.1 If a Sabbatical Trustee resigns, is disqualified or is removed from office at any time prior to <b>or after</b> the commencement of the Academic Year, the vacancy that results on the Board of Trustees shall be filled in accordance with the Bye-Laws.  <del>30.2 If a Sabbatical Trustee resigns, is disqualified or is removed from office after the commencement of the Academic Year, the vacancy shall be filled in accordance with the Bye-Laws. Any person elected under this Article may be required to assume the responsibilities of the Sabbatical Trustee.</del>	30.1 If a Sabbatical Trustee resigns, is disqualified or is removed from office prior to or after the commencement of the Academic Year, the vacancy that results on the Board of Trustees shall be filled in accordance with the Bye-Laws. Any person elected under this Article may be required to assume the responsibilities of the Sabbatical Trustee	Merger of existing provisions; no substantive change of effect.

<p>33.2</p>	<p>Establishing Committees of the Board of Trustees</p>	<p>33.2 The Trustees shall establish</p> <ul style="list-style-type: none"> <li>• a Leadership Team as further described in Article 35</li> <li>• A Committee with specific responsibility for and oversight of the Union’s financial performance and sustainability;</li> <li>• Such other Committees and/or Sub-Committees as it requires in order to discharges its functions and responsibilities, in accordance with Articles 32 and 33.1.</li> </ul> <p><del>the following committees (which is a non-exhaustive list)</del></p> <p><del>33.2.1 Leadership Team (as further described in Article 35);</del></p> <p><del>33.2.2 Appointments and Remuneration Committee;</del></p> <p><del>33.2.3 Finance and Audit Committee; and</del></p> <p><del>33.2.4 Health, Safety and Maintenance Committee.</del></p>	<p>33.2 The Trustees shall establish:-</p> <ul style="list-style-type: none"> <li>• A Leadership Team as further described in Article 35;</li> <li>• A Committee with specific responsibility for and oversight of the Union’s financial performance and sustainability;</li> <li>• Such other Committees and/or Sub-Committees as it requires in order to discharges its functions and responsibilities, in accordance with Articles 32 and 33.1.</li> </ul> <p>(If approved, this would also mean the deletion of 59.1.24, 59.1.27 and 59.1.36 which define the prescribed Committees. It is therefore proposed to add a paragraph in 59.1 giving a generic definition of a Committee.)</p>	<p>The removal of a prescribed number and remit of Committees will enable the Board of Trustees to determine which Committee structure best serves the efficient discharge of its responsibilities, without having to seek a further amendment to the Articles. The prescription of the Leadership Team and a Finance Committee respectively is retained.</p>
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<p>53.3</p>	<p>Publication of Minutes</p>	<p>53.3 The minutes of the meetings referred to in Article 53.1 above shall normally be considered open <del>and shall be available to the Student Members on the Union's website</del>, except where those minutes relate to any reserved or confidential matters, including without limitation staff-related or disciplinary matters.</p> <p><b>Where the minutes contain confidential information, a summary of decisions taken, which does not include said information, shall be available to the Student Members on the Union's website.</b></p> <p>Copies of the minutes shall also be kept in the Union's offices.</p>	<p>53.3 The minutes of the meetings referred to in Article 53.1 above shall normally be considered open, except where those minutes relate to any reserved or confidential matters, including without limitation staff-related or disciplinary matters.</p> <p>Where the minutes contain confidential information, a summary of decisions taken, which does not include said information, shall be available to the Student Members on the Union's website.</p> <p>Copies of the minutes shall also be kept in the Union's offices.</p>	<p>As the nature of the Union's business has evolved, it is rare that minutes of Board and Committee meetings do not contain information that should not be published for reasons of commercial confidentiality and/or to avoid the disclosure of personal information.</p> <p>The proposed amendment retains the presumption of openness and the provisions allowing for the protection of commercial and personal confidentiality, but also ensures the publication of decisions taken.</p>
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<p>59.2</p>	<p>Interpretation – use of gendered terms</p>	<p>59.2 Words importing the singular shall include the plural and vice versa. <del>and words importing the masculine shall include the feminine and vice versa.</del></p> <p>The words “they”, “them”, “their”, “theirs”, and “themselves”, where used to describe an individual, shall be taken to refer to that individual, irrespective of that individual’s gender identity.</p>	<p>59.2 Words importing the singular shall include the plural and vice versa. The words “they”, “them”, “their”, “theirs”, and “themselves”, where used to describe an individual, shall be taken to refer to that individual, irrespective of that individual’s gender identity.</p>	<p>The Union is taking active steps to use inclusive, non-gendered language and the proposed amendment will bring the Articles in line with that activity.</p>
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## ITEM EIGHT

### A) Lapsing motions

The following motions passed at AGM have expired since the last AGM. These are presented for information only. All motions were passed 12<sup>th</sup> November 2015

Support for Student Parents  
Compulsory Mental Health Training for Personal Tutors & Research Supervisors  
Divestment

Please see this section of the website for all policies - <https://www.cardiffstudents.com/your-voice/policy/>

### Mandatory mental health training for personal tutors

#### AGM Notes:

1. At least one in four students experiences a mental health problem during their time at college or university.
2. The University and the Students' Union have both signed the Time to Change Pledge which is public declaration that an organisation wants to step up to tackle mental health stigma and discrimination.
3. A comprehensive piece of research is already planned to be undertaken by Vice President Postgraduate Students and Vice President Welfare during academic year 2015/2016 on Postgraduate Research students wellbeing, to understand their needs.
4. The main source of support for students is provided through the University's Counselling, Health and Wellbeing Team who provide multiple services including daily drop-ins and scheduled counselling appointments to workshops and online chats.
5. Student-led services like Cardiff Nightline and Student Minds also provide support for students.
6. There is a University-wide Code of Practice for Personal Tutors which states; "Personal Tutors will often be the first point of contact for students experiencing difficulties and an important part of the role is to listen and give advice in sensitive and appropriate manner, within the parameters of the Personal Tutor's experience and expertise"
7. The Code of Practice for Personal Tutors states that part of the Senior Personal Tutors' role is to provide support for other tutors in difficult situations. They are the link between the school and the wider University Support services.
8. The Equality Challenge Unit's research on Mental Health in Higher Education found that "student respondents spoke predominantly to academics, followed by staff in the counselling service and disability services, about getting support"
9. That same piece of research also recommended Mental Health First Aid Training and gives examples of a number of ways different Universities deliver this for example Imperial College London provides accredited mental health first aid training via one of the equality and diversity managers and many others have formed specific documents to address this issue
10. Postgraduate Research Students are assigned at least two academic supervisors
11. When referring to Personal Tutors, this also includes Placement Tutors who are assigned to those learning on

placement.

**AGM Believes:**

1. Supporting those students with mental health problems is extremely important to ensure that everyone can reach their potential
2. Those who need to talk about mental health problems should have access to support first hand in the shortest amount of time without being directed to multiple points of contact.
3. Providing mental health training to Personal Tutors/Research Supervisors will also contribute to the breakdown of stigma associated with mental health problems by spreading awareness and encouraging dialogue about the topic.
4. Although the Personal Tutor's prime role is to give academic support, as the above evidence states, they are often the first point of call for students on all matters beyond academia and thus they should be trained to encourage and support students to access professional help, as well as signpost them to the right place in an appropriate way.
5. Any mental health training for Personal Tutors/Research Supervisors should be compulsory for all, to ensure consistency across the University. This should include taught and research programmes.
6. If the majority of academic teaching staff are trained on dealing with students who have mental health problems, this would likely reduce the amount of time it takes for a student to receive the support they need.
7. The most appropriate academic staff for Postgraduate Students to undertake the training is their Research Supervisors due to high number of contact hours.
8. Pastoral care is an important role of Personal Tutors/Research Supervisors to ensure they are alerted to problems that might affect the student's ability to work effectively; particularly mental health problems.

**AGM Resolves:**

1. To mandate Vice President Welfare and Vice President Postgraduate Students to lobby the University on implementing regular compulsory mental health training for Personal Tutors and Research Supervisors
2. To mandate Vice President Welfare and Vice President Postgraduate Students to lobby for consistent mental health training across all programmes of study to ensure every student will be in contact with a member of academic staff who has experienced the training
3. To mandate Vice President Welfare and Vice President Postgraduate Students to lobby for revision of relevant policy concerning the role requirements of Personal Tutors and Research Supervisors
4. Ensure the continuity of the Personal tutor partnership project.

**Proposer:** Amr Alwishah

**Seconded by:** Orla Tarn



## B) Submitted Motions

### MOTION ONE

#### **Fight for funds: Continue to finance initiatives that tackle sexual assault and violence on students**

##### AGM Notes:

1. 2018 has seen several high-profile articles published regarding sexual assault and violence in the higher education sector (1). This is also a subject reflected internationally with the #MeToo movement in October 2017(2) and the hidden marks report published by NUS in May 2014(3).
2. Nearly two thirds of students and graduates have said they experienced sexual violence at UK universities. Of these, only 2 % felt able to report the experience to their university (4) with some data reporting that students are twice more likely to be sexually assaulted than robbed (5).
3. The UK government has asked UK Universities to set up and lead a taskforce to develop a code of practice to help tackle sexual violence and harassment against on campuses. In March 2016 Universities UK launched a taskforce to develop a cross-institutional approach on violence against women. (6)
4. A report released by NISVIS reported increased prevalence of sexual assaults within LGBT+ communities; with 44% of lesbian women having experienced rape, physical violence or stalking. (7)
5. Cardiff University and Birmingham University have a joint 'Creating the Culture' project financed through HEFCE which started in October 2017.
6. Cardiff University's Online disclosure service has received 502 disclosures of violence and abuse from 193 individual students since it started in October 2017. 23.1% of these were due to abuse in relationships with sexual assault at 14.7% & rape at 9.8% (8).
7. Cardiff University and CUSU has 10 Creating the culture hotspots, participated in Reclaim the Night marches, delivered R.E. Act training to 200 frontline staff, established Bystander Workshops and a 20 staff member Disclosure Response Team (8).
8. In the academic year of 2017/18 Cardiff University received a block grant from HEFCW of £40,922,433 allowing for funding adjustments (9).

##### AGM Believes:

1. Sexual assault is a big problem for our students that must be dealt with. The only solution is through complete acceptance of the problem and continual conscientious action. Creating the culture is a joint venture with Cardiff and Birmingham Universities. It targets three key areas of prevention, intervention and response.
  - a. Please see appendix 1 for a full breakdown of the Creating the culture project.



2. The Statistics from the Online Disclosure System are an encouraging start, however there is significant evidence to assume that these reports are only a small proportion of the larger picture (4). We acknowledge that this is a sector wide problem. We want to celebrate that Cardiff University has started to become part of the solution. It is a success that people have started to report but we need to reduce the barriers that students face when they come forward.
3. The impacts of Sexual assault and Violence has substantial lifelong impacts on victims. Therefore, as a student body we believe that it is imperative for Cardiff University to continue funding the Creating the culture project. We want and need a long-term solution over years rather than funding which barely lasts 24 months.
4. Furthermore, we call on Cardiff University to strengthen safeguarding procedures & policies to reduce levels of student on student violence and abuse. Additionally, staff on student harassment does occur yet currently there have been no disclosures. We need to provide effective and robust policy which allows students to seek help and report these incidents whilst maintaining a sense of security and safety.
5. The current complaints procedure does not follow a trauma informed approach, which could unfortunately allow for those who have experienced violence and abuse to far worsen following an investigation. There needs to be a separate process in place for violence-based complaints with trained investigating officers who are appointed promptly compared to the current process, which can take months. There also needs to be more diverse solutions to experiences of relationship harm between members of our university community; one which allows students the opportunity for repair of the harm that has occurred. This could be achieved through adopting a restorative approach. This best utilises the resources and trained staff already in place.
6. Cardiff University receives a considerable lump sum grant from the Higher Education Funding Council for Wales (HEFCW) annually. This grant is an enormous source of funding for the University and it is distributed into resources that CU needs to function. The grant for this academic year was more than £40 million (9). As students we need to call on our University to invest more HEFCW grant money into the continuation of the Creating the culture project. We want to make this a Welsh Government higher education priority.

**AGM Further believes:**

1. The culture of sexual assault and violence on university campuses is disturbing and a real time issue that is widespread across the UK. We also believe that the 'Challenge the culture' robust model is an excellent start to tackling this problem and so it should be mirrored by other establishments and it will raise the profile of this devastating issue.
2. There is an epidemic of relationship based sexual violence and abuse in the LGBT+ community which is significantly amplified when compared to the heterosexual community. Furthermore, many members of the LGBT+ community are hesitant to seek help from the police and health services due to feeling discriminated against because of their sexual identity. According to recent research 47% of bisexual men, 46% bisexual women and 25% of gay men have experienced sexual violence at some point in their lifetime (7). Furthermore, according to stonewall, 80% of the Trans Community will experience at least one incidence of abuse within a relationship (10).

**AGM Resolves:**

1. Elective officers to lobby Cardiff University (CU) to agree to enter monthly progress meetings with key stakeholders from CUSU and external bodies to monitor & continually develop this service. This will be a SMART (Specific Measurable Achievable Realistic and Time sensitive) objective.
2. Elected officers to lobby CU for a timeframe of events. By July 2019 the University will have entered into an agreement for long term investment and produce a 5-year plan on further implementation & funding for this problem.
3. As students we want elected officers to get CU to agree to a thorough evaluation of the current complaints system and commit to modifying current policies to include an informal complaints system and an allocation of investigating officer within 3 weeks. This would provide the space for restorative mediation.
4. Elective officers to proactively work with CU to improve provisions for our LGBT+ students presenting to campus services with sexual assault, harassment & domestic violence.
5. We are mandating the 2018/2019 elective officer team to take a motion to Student Senate and then to NUS national conference or NUS NEC. The motion will aim to present our Universities template on tackling sexual assault and it will ask for the NUS to adopt this template. It will also act as a vessel to obtain further funding and investment in this area.
6. Elected officers are to continue open dialogue and active lobbying of Welsh Government for them to adopt a similar approach in tackling sexual violence and abuse.

**Proposed by:** Katey Beggan

**Seconded by:** Georgie Haynes and Fadhila Al Dhahouri

#### References

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4. [Newey, Sarah, and Hannah Price. "Revolt Sexual Assault -." Revolt Sexual Assault, revoltsexualassault.com/. \[Accessed: 01.10.2018\].](#)
5. ["Campus Sexual Violence: Statistics | RAINN." RAINN | The Nation's Largest Anti-Sexual Violence Organization, www.rainn.org/statistics/campus-sexual-violence. \[Accessed: .01.10.2018\].](#)
6. ["Taskforce to Examine Violence against Women, Harassment and Hate Crime Affecting University Students: Progress Report No. 1." Universities UK, www.universitiesuk.ac.uk/policy-and-analysis/reports/Pages/harassment-taskforce-report-1.aspx. \[Accessed: 01.10.2018\].](#)

7. "Violence Prevention." Centers for Disease Control and Prevention, Centers for Disease Control and Prevention, 1 May 2018, [www.cdc.gov/violenceprevention/sexualviolence/index.html](http://www.cdc.gov/violenceprevention/sexualviolence/index.html). [Accessed: 01.10.2018].
8. Cardiff University, Student Counselling and Wellbeing Service, Creating the Culture project.
9. "HEFCW Annual Report and Accounts 2017-18." Annual Report, [www.hefcw.ac.uk/publications/corporate\\_documents/annual\\_report.aspx](http://www.hefcw.ac.uk/publications/corporate_documents/annual_report.aspx). [Accessed: 20.09.2018].
10. "Domestic Violence." Stonewall, 1 Aug. 2018, [www.stonewall.org.uk/help-advice/criminal-law/domestic-violence](http://www.stonewall.org.uk/help-advice/criminal-law/domestic-violence). [Accessed: 28.09.2018].

Appendix 1 (see overleaf)

Education and Awareness	Improved understanding of violence, abuse and consent	Tiered Training Model for all Staff/Students
	Culture Change	Joint Education and Awareness campaign with SU, championed by students
		Live web content Student Intranet/SU Website
		Staff Briefing with key stakeholders
		Student engagement activities
		Staff/Student E-learning: maximum engagement from staff and students
Intervention and Response	Improved options for disclosing incidents and increased interventions from students and staff	Bystander Training: targeting 120 student leaders
	Increased access to specialist support	R.E.Act Training: targeting 200 frontline staff
		Centralised Disclosure Tool
		DRT (practical support and guidance)
		Improved options for Emergency Accommodation
Partnership Working	Safe and efficient joint working	Joint working agreements (pathways, information sharing, anonymous intelligence)
	Sharing Information for at risk student	Joint plan with Birmingham University to share/launch campaign
		Collaborative working with SU (education and awareness, training, intervention and response)
		Collaborative working with Student Support and Wellbeing (e.g. pathway for counselling)
		Process for case reviews, promoting best practice

## MOTION TWO

### Sweatshop Free Campaign

#### AGM Notes:

1. The electronics industry is one of the primary sources of sweat shop labour.
2. Between 2014 and 2016, Cardiff University spent between 2.5 and 3 million pounds on electronic hardware each year.
3. Due to the nature of the electronics industry, it is exceptionally difficult to identify the unethical sources.
4. Electronics watch is a non-profitable organisation who produce actionable intelligence on the supply chain and ethicality of electronics factories. They also provide support for workers within these factories.
5. A subscription fee to electronics watch would cost Cardiff University five thousand pounds annually. This sum is only 0.16% of what Cardiff University put into the industry in 2016

#### AGM Believes:

1. That the Union has a duty to encourage ethical and transparent behaviour from the University
2. That students, given the fact that technology is such a fundamental part of academic life, should have access to ethically sourced hardware
3. That the University, as an intellectual leader of our society, should act in solidarity with workers in the global electronics industry
4. That the University should join the organizations and universities that have subscribed to Electronics Watch

#### AGM Resolves:

1. To endorse the call for Cardiff University to subscribe to Electronics Watch

**Proposed by:** Harvey Langley

**Seconded by:** Hannah Redfearn

## MOTION THREE

### Full-Time Welsh Language Officer

#### AGM Notes

1. Cardiff University Students Union does not currently have a full time Welsh Language Sabbatical Officer post.
2. That other Welsh universities - Aberystwyth and Bangor, have a full time Welsh Language Sabbatical officer who are members of the executive team of each students' union, and that from 2019/2020 Swansea University will also have one.
3. The current Welsh Language Campaign officer has been elected on a mandate to secure a full-time officer within Cardiff University Students Union.
4. The newly elected committee of UMCC (*Undeb Myfyrwyr Cymraeg Caerdydd* - Cardiff University's Welsh Students' Union) has also been elected on a mandate to secure a full-time officer within Cardiff University Students' Union.
5. University figures show that there is currently nearly 3,300 Welsh language speaking students at Cardiff.
6. Other Students' Unions in the UK such as Manchester and Loughborough, for example, have a larger team of full-time officers to represent the student body than Cardiff currently has.

#### AGM Believes

1. That it is time to follow in the footsteps of other Welsh Universities and fully represent Welsh students through creating a new full-time role.
2. That it is financially viable as it would attract more Welsh speaking students to the Welsh Capital to study in the only Russell Group university in Wales.
3. An 8<sup>th</sup> full time officer should be created in order to ensure there is enough capacity within the Sabbatical Officer team to ensure representation for Welsh speaking students.
4. That this will mean there will be a dedicated Student representative who will be able to fully dedicate their time to ensuring that the Union and University are complying with the Welsh Language standards and rights for Welsh students, put forward by the Welsh Government and enforced by the Welsh Language Commissioner.
5. In addition to enforcing language rights, that this officer will be able to promote Welsh culture to all students within the Union and University.

#### AGM Resolves

1. To send a democratic mandate to the CUSU Board of Trustees to amend the Memorandum and Articles of Association as below:
2. To amend the Memorandum and Articles of Association of the Students Union to create capacity for an eight full time role.
3. Amend point 22.1 of the Memorandum and Articles to:



- “not more than 8 Sabbatical Trustees, elected in accordance with Article 23;”.
4. Amend point 22.2 of the Memorandum and Articles to:  
“not more than 4 Student Trustees, appointed in accordance with Article 24;”.
  5. Amend point 23.2 of the Memorandum and Articles to:  
“Up to 8 Sabbatical Trustees shall be elected in accordance with Article 23.1 to posts specified in the Bye-Laws and shall include the President. Each of these Sabbatical Trustees shall hold office as a Sabbatical Trustee until he or she ceases to be a Sabbatical Trustee in accordance with Articles 27 or 28. Except where otherwise indicated, references in these Articles to “Sabbatical Trustees” are to individuals acting solely in their capacity as Sabbatical Trustees.”.
  6. If a full-time post is created for a Welsh language officer, that this officer also becomes President of the UMCC.

**Proposed by:** Wiliam Rees, President of UMCC

**Seconded by:** Jacob Morris, Welsh Language Campaign Officer



## MOTION FOUR

### Make Cardiff University Students' Union a Living Wage Employer

#### AGM Notes:

1. Cardiff University is the only university in Wales who pay their workers the Real Living Wage. (1)
2. However, Cardiff Students' Union is not a living wage employer.
3. That financial stress is one of the main causes of mental health issues with young people, so paying its workers a fair wage, it will build on its already fantastic student support services in combatting mental health issues with students and young people. (Citation needed)
4. That Cardiff University and Cardiff Students' Union are widely seen by students as part of the same institution.
5. Cardiff Students' Union continues to go from strength to strength with its popularity, continually making substantial profits after its acclaimed club nights.

#### AGM Believes:

1. It's common sense for the SU to employ the living wage, because this will enable a decrease in financial stress with its employees in turn, helping to combat the continual rise of mental health issues in younger generations.
2. The cost of living in Cardiff is slowly on the rise, by paying their workers with the living wage the SU will show that it takes the cost of living for students seriously.
3. By paying SU workers the living wage, they will become more productive, meaning the SU will be a happier workplace and boosting Student satisfaction ratings.
4. A living wage Students' Union will be a big pull factor for prospective students who are looking to get a job while studying at the university.
5. It only makes sense for the SU and the university to employ a common living wage policy, as they are widely seen by students as the same institution.

#### AGM Further Believes:

1. That living wage accreditation is actually beneficial to business. The living wage foundation has found that 93% of Living Wage employers say they have benefitted from adopting a living wage with 86% saying it improved their business reputation. (2)
2. Coinciding Cardiff University winning Welsh University of the Year 2018 (3), its reputation is clearly astounding, and by improving the reputation of the students union too, student satisfaction rates with Cardiff will only increase, leading to improved league table finishes.
3. The already excellent reputation of the Students' Union is built upon the hard work and excellent service of its employees, now it is time, for us as regular beneficiaries of its services, to give back to its employees with a fair wage.

#### AGM Resolves:

1. That Cardiff Students' Union applies to the Living Wage Foundation for Living Wage accreditation as soon as the necessary steps are taken.

2. That all current and newly employed staff at Cardiff University Students' Union are given a living wage of at least £9.00 per hour. (5)
3. That Cardiff University Students' Union immediately start planning to employ all on site contractors with the living wage by the start of the 2020/2021 academic year.

**Proposed by:** Leo Holmes  
**Seconded by:** Joshua Hurst

References:

- (1)  
<https://www.cardiff.ac.uk/news/view/69124-a-living-wage-employer>
- (2)  
<https://www.livingwage.org.uk/good-for-business>
- (3)  
<https://www.cardiff.ac.uk/news/view/937922-welsh-university-of-the-year-2018>
- (4)  
<https://www.livingwage.org.uk/good-for-business>
- (5)  
<https://www.livingwage.org.uk/what-real-living-wage>

## MOTION FIVE

### Protecting our Palestinian and Jewish Students

#### This AGM notes that:

1. The rise of anti-Semitism is an extremely worrying threat. In France, anti-Semitic attacks have increased by 69% in the first nine months of 2018. <sup>1</sup>
2. Amnesty International has accused Israel of deliberately targeting civilians and civilian infrastructure and committing war crimes during its summer 2014 attack on Gaza that killed more than 2,200 Palestinians, including more than 500 children<sup>2</sup>.
3. Israel continues to impose an air, land and naval blockade on Gaza, severely restricting movement of people and basic goods. David Cameron has described Gaza as an “open air prison”.
4. Israel’s construction of a separation wall and Jewish- only settlements in the occupied West Bank has been condemned illegal by a ruling of the International Court of Justice and the UK government.
5. A 2009 report by the South Africa Human Sciences Research Council described Israel’s systematic discrimination against and forced displacement of Palestinians in the West Bank as amounting to colonialism as defined in international law<sup>3</sup>.
6. In 2014, Richard Falk, United Nations special rapporteur on human rights in the Palestinian territories, stated that Israeli policies bore "unacceptable characteristics of colonialism".<sup>4</sup>
7. There are more than 50 laws that discriminate against the 1.5m Palestinian citizens of Israel that make up 20% of the population of Israel.<sup>5</sup> Even the even the U.S. Department of State has regularly criticized Israel for its system of “institutional, legal and societal discrimination.”<sup>6</sup>
8. More than 6 million Palestinian refugees are denied their right to return to their homes as sanction by UN resolution 194. <sup>72</sup>
9. Israel’s system of occupation and colonialism impacts the right of Palestinian students to access education.<sup>7</sup>
10. Palestinian organisations argue that Israel is only able to maintain its system of occupation and colonialism because of the support of international governments and the complicity of corporations and institutions across the world.
11. Companies such as G4S, Veolia and HP provide material support to Israel’s violations of international law, including by providing equipment and services to illegal Israeli settlements and to the Israeli military.

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<sup>1</sup> <https://edition.cnn.com/2018/11/09/europe/france-anti-semitic-acts-increase-intl/index.html>

<sup>2</sup> [http://www.amnestyusa.org/sites/default/files/mde\\_150322014.pdf](http://www.amnestyusa.org/sites/default/files/mde_150322014.pdf)

<sup>3</sup> <http://www.hsrc.ac.za/en/media-briefs/democracy-governance-and-service-delivery/report-israel-practicing-apartheid-in-palestinian-territories>

<sup>4</sup> <http://uk.reuters.com/article/2014/03/21/uk-palestinian-israel-unidUKBREA2K1JM20140321> [4]

<http://adalah.org/eng/Israeli-Discriminatory-Law-Database>

<sup>5</sup> <http://adalah.org/eng/Israeli-Discriminatory-Law-Database>

<sup>6</sup> <http://www.state.gov/j/drl/rls/hrrpt/2010/nea/154463.htm>

<sup>7</sup> <http://right2edu.birzeit.edu>

12. In 2005, 170 Palestinian civil society organisations called for a campaign of boycotts, divestment and sanctions (BDS) against Israel as a means to non-violently pressure it to comply with international law and to end international support for Israeli violations of international law.
13. BDS tactics have been endorsed by the National Union of Students (NUS), National Union of Teachers (NUT) the Trade Union Congress (TUC), Unite the Union, and the University and Colleges Union (UCU), more than 25 UK student unions, as well as many other NGOs, trade unions, student unions, political parties and grassroots networks across the world.
14. Israeli universities play a key role in Israel's crimes against the Palestinian people. As they are intimately involved with the Israeli state and its machinery, Israeli academic institutions are directly complicit in the state's policies of apartheid, discrimination and colonialism - often developing technology and weaponry for the Israeli army to use against Palestinians.
15. A director of Israel's largest military company Elbit Systems described academia as "standing behind this whole vast industry". Israeli universities are also notorious for their systematic discrimination of Palestinian students and for stifling political dissent, with many also giving preferential treatment to Israelis that have served in the IDF or Israeli security services.
16. Academia is not a neutral space, and higher education – both in research and praxis – has never been an apolitical endeavour. It has, and continues to be, used and manipulated to justify imperialism, racism and oppression, entrenching colonial narratives and reproducing power dynamics of domination.

**This AGM believes:**

1. Palestinians should be accorded their basic rights, and Israel's violations of international law and Palestinian human rights should be opposed and condemned.
2. The university should take action to ensure it does not hold contracts with companies that help Israel to violate international law.

**This AGM resolves to:**

1. Work with students to publish a report regarding academic, corporate and economic links between the student union and university with Israeli companies, institutions and companies that participate in Israeli violations of international law.
2. Ensure that it does not have any commercial or investment relationship with companies that participate in Israeli violations of international law, including G4S, Veolia, HP and military companies that supply Israel such as BAE Systems and Raytheon.
3. Support students and academics that call for a boycott of Israeli academic institutions as a means to hold them accountable for the contribution that they make to Israeli violations of international law and to end international support for Israel's colonial systems.
4. Endorse a zero tolerance policy to antisemitism. Examples of anti-Semitic conduct can be found below.<sup>8</sup>
5. Strongly condemn any and all acts of violent anti-Semitism, such as the recent attacks in Pennsylvania.

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<sup>8</sup> <https://www.thejc.com/comment/analysis/jeremy-corbyn-labour-definition-antisemitism-1.466626>

6. Ensure that Cardiff University and Cardiff University Students' Union is not a premises that allows speakers to publicly deny the existence of the Palestinian people, the holocaust, as well as any other anti-Semitic and anti-Palestinian rhetoric.

**Proposed by:** Amr Alwishah

**Seconded by:** Fadhila Al-Dhahouri

## ITEM TEN

Tomorrow (Friday 23 November) the students' union will open nominations for the Spring Elections. All sabbatical officer and campaign officer roles for 2019/2020 will be filled in these elections. If you'd like more information have a look at [cardiffstudents.com/elections](http://cardiffstudents.com/elections) or email [elections@cardiff.ac.uk](mailto:elections@cardiff.ac.uk)