

R-23-08 Motion in response to University of St Andrews staff taking industrial action

Proposer: AK Schott, Director of Education

The SRC notes that:

1. 3 days of strike action have been announced by the University and College Union (UCU) so far: Thursday 24 November, Friday 25 November and Wednesday 30 November. Further strike action has been announced for February, if no progress is seen. Plans may be amended or cancelled depending on the outcome of negotiations. [1]
2. Action short of strike has been announced to begin on Wednesday 23 November, which may include: working to contract; not covering for absent colleagues; not undertaking voluntary activities; removing uploaded materials related to, and/or not sharing materials related to, lectures or classes that will be or have been cancelled as a result of strike action; and not rescheduling lectures or classes cancelled due to strike action. [2]
3. Those involved in the dispute include many postgraduates who teach, who are also members of the Students' Association.
4. UCU members were balloted on industrial action on issues of pay and working conditions (81.14% in favour) and pensions (84.88% in favour). [3]
5. In league tables for 2023, the University of St Andrews ranked 1st in the UK in the Guardian, and 2nd in the Times and Sunday Times, prompting the Proctor to remark: "The results are a testament to the hard work of our academic and professional service staff." [4]
6. Members of staff who strike will have part of their pay deducted for each day they participate in strike action. [2]
7. In a 2019 survey of 3802 casualised staff, 71% of the respondents said their mental health had been damaged by working on insecure contracts and 43% said it had impacted on their physical well-being. [5]
8. A 2021 UCU workload survey said academic staff are working on average 51.3 full-time equivalent (FTE) hours per week (i.e. more than 2 unpaid days each week), academic-related professional services (ARPS) staff are working an average of 44.4 FTE hours per week (i.e. equivalent of one additional unpaid day every week), and staff on fractional contracts can be working 2-3 times the hours that they are paid for each week. [6]
9. The increased use of casualised and insecure contracts disproportionately affects women and BAME staff. [7]
10. The University strategy poses a commitment to "attract excellence, build ambition and recognise achievement amongst our staff" and "take steps to support staff and students' physical and mental wellbeing and resilience and to foster a culture of care and compassion." [8]
11. The University lecture capture policy states, "Captured content will not be used to cover teaching during industrial action unless consent is explicitly given by the members of staff who recorded the lecture." [9]

12. If a School lets Planning know in advance that a teaching space will not be used during strike action, this will appear on FindSpace so that students may use the room as study space.

13. As part of an email on industrial action sent 9 Feb 2022, the Proctor's Office said, "The University is consulting with its students via the Students' Association to determine how withheld pay should be invested in support of students and the student experience." In the past this money has been deposited into the discretionary fund.

The SRC believes that:

1. Workers have the right to take industrial action including strike action when taken in accordance with the law.

2. The Students Association has a responsibility to represent postgraduate students and support them in improving their wellbeing.

3. There is a diverse range of opinion within the student body when it comes to the support of or opposition to strike action.

4. Some students may be more impacted than others by industrial action, such as part-time students, disabled students, commuting students, and those with caring commitments.

5. There is strength in Union solidarity.

6. There is a balance between considering the short-term impact of industrial action on taught students, and the long-term impact on the community and sector.

7. Staff in our universities and colleges should be properly supported, as they are the backbone of our educational system.

8. Staff across the UK deserve fair pay, working conditions and security, both in work and retirement.

9. Members of staff care about their students and providing them with the best possible educational environment.

10. No member of staff decides to strike light-heartedly; that it comes as a last resort, especially when a rising cost of living and a looming energy crisis exacerbate the effects of any deduction in pay as a result of participating in strike action.

11. Many of the reasons staff go on strike are ones the Students' Association supports, such as gender and ethnicity pay gaps, casualisation, mental health, and overworking, some of which have been addressed in motions passed at by the SRC this session. [Motion R-22-18]

12. Relieving pressure and stress on staff, through improved working conditions and security in retirement, would benefit students and the University by increasing the quality of teaching and research.

13. Whilst this is in some ways a national dispute, St Andrews is a highly regarded institution with members of senior management well-placed to maintain influence in the negotiations, such as the Principal and Vice-Chancellor who sits on the Board of Universities UK.

The SRC resolves:

1. That the Students' Association should support University staff members engaging in strike action in pursuit of better pay and working conditions, and pensions.
2. That the Students' Association should support University staff members engaging in action short of a strike in pursuit of better pay and working conditions, and pensions.
3. To encourage senior management of the University of St Andrews to work with Universities UK (UUK) and University and College Employers' Association to pursue meaningful dialogue on pay, pensions, casualisation and conditions with the Universities and Colleges Union (UCU) at a national level.
4. To mandate the Association President, Director of Wellbeing and Equality, and Director of Education to work with the local UCU branch and the University to try to find solutions to the issues that are specific to St Andrews, particularly those which involve postgraduate students.
5. To work with both the UCU and the University to distribute information about the reasons the strike action is taking place and how it will affect students.
6. To invite representatives from the UCU and the University to an event to explain their points of view to students.
7. To allow striking staff members and the students supporting them access to storage space for materials and venues to host events such as meetings and "teach-outs" if necessary and where possible, within the Students Association spaces, free of charge.
8. That representatives should inform their electorates of the disputes, and how it affects students within the representative's remit.
9. That the sabbatical officers should draft an all-student email providing information and resources on upcoming and ongoing industrial action in line with this motion.
10. That the Students' Association should gather and showcase resources and testimonies on industrial action, such as students' rights, links to University policies, resources for support, available study space, an overview of the dispute, and events related to industrial action.
11. To allow officers to withhold participation in University groups on strike days, if an officer wishes.
12. To encourage the university not to punish students who choose not to attend teaching components on strike days, even if those components go ahead.
13. To advocate that assessments take into consideration material which was missed due to strike action in assessment and further teaching, similar to previous years.

Seconders:

Emma Craig, Director of Wellbeing and Equality
Sam Gorman, Director of Student Development and Activities
Lucy Brook, Director of Events and Services
Juan Pablo Rodríguez, Association President

Sandro Eich, Postgraduate Academic Convenor

[1] <https://www.ucu.org.uk/article/12609/Biggest-ever-university-strikes-set-to-hit-UK-campuses-over-pay-conditions--pensions>

[2] <https://www.ucu.org.uk/article/12469/FAQs>

[3] <https://www.ucu.org.uk/ucuRISING-results>

[4] <https://news.st-andrews.ac.uk/archive/st-andrews-top-in-uk-for-student-experience/>

[5] <https://www.ucu.org.uk/article/10194/71-of-university-staff-say-insecure-contracts-have-damaged-their-mental-health>

[6] <https://www.ucu.org.uk/media/12905/UCU-workload-survey-2021-data-report/pdf/WorkloadReportJune22.pdf> taken from [2]

[7] https://www.ucu.org.uk/media/10681/second_class_academic_citizens/pdf/secondclassacademiccitizens

[8] <https://www.st-andrews.ac.uk/assets/university/about/documents/governance/university-strategy-2022-2027.pdf>

[9] <https://www.st-andrews.ac.uk/policy/academic-policies-learning-and-teaching-lecture-capture-policy/lecture-capture.pdf>

Motion to update the Alumni Subcommittee's Constitution

Owner: Guillermo Canales, Alumni Officer

In Effect From: Immediately

Review Date: N/A

It is noted that:

1. The Alumni Subcommittee's constitution does not flesh out entirely the roles of its members.
2. The current constitution does not account for the responsibilities regarding the organisation of Alumni Talks.
3. The Students' Association Strategic Plan 2023-2027 aims at improving the way in which the Students' Association engages with Alumni.

It is believed that:

1. Clearly defining the roles and responsibilities will allow for greater engagement, smoother running of the subcommittee and allow goals to be carried out effectively.
2. Clearly defining our aims and objectives will improve engagement between the subcommittee, the University's Development Office, our Alumni and the Association.
3. Including tasks related to the outreach to Alumni in our constitution will allow us to set up efficient structures to support the achievement of the goals related to Alumni in the Students' Association Strategic Plan 2023-2027.
4. The organisation of the Alumni Weekend Festival has fallen entirely in the remit of the Development Office after the pandemic.

It is resolved to:

1. Update Chapter 2 of the Association Subcommittee Constitutions to remove the current Alumni Subcommittee Constitution (Appendix A) and replace it with the proposed Alumni Subcommittee Constitution (Appendix B).
2. Remove the execution of the Alumni Weekend from the subcommittee's aims section.
3. Include outreach and communication to Alumni in the name of the Students' Association as one of the aims of the Alumni Subcommittee

Proposer

Guillermo Canales, Alumni Officer

Seconders

Juan Pablo Rodriguez, Association President

Appendices

Appendix A

Chapter 2: Alumni Subcommittee

1. Aims

1.1. Support the Alumni Officer in meeting their objectives.

1.2. Enhance Association engagement with Alumni.

1.3. Oversee the execution of an annual Alumni Weekend Festival.

2. Membership

2.1. SRC Alumni Officer (Convenor and Chair)

2.1.1. Fulfil the responsibilities as defined in the Laws of the Association.

2.2. Association President (Line Manager)

2.3. Secretary

2.3.1. The secretary will help the president with any agendas that need to be put forth in the SRC. Secretary has the job of overseeing the subcommittee and its smooth functioning.

2.4. Head of Events

2.4.1. It is the job of the head of events to organise events and talks given by the alumni. They also have to book all the travel and stay of the alumni.

2.5. Head of Finance

2.5.1. As the head of finance, one needs to maintain the subcommittee budget and save as much as possible on the events we host.

2.6. Head of Media and Marketing

2.6.1. The head of media and marketing will be in-charge of the social media accounts of the subcommittee and attracting a wider audience to events.

2.7. Head of Communication

2.7.1. The head of communication will get in touch with the alumni board and University alumni committee to get as many alumni as possible to the University for talks.

3. Appointments

3.1. The Alumni Officer shall be elected through the Association elections.

3.2. All appointment-related matters, including interviews, elections, and co-options shall run as outlined in the Laws of the Association.

4. Meetings

4.1. All meetings shall operate as outlined in the Laws of the Association.

4.2. Committee meetings shall be fortnightly during the academic year, and at other times if necessary.

Appendix B

Chapter 2: Alumni Subcommittee

1. Aims

1.1. Support the Alumni Officer in meeting their objectives.

1.2. **Improve** Association engagement with Alumni.

1.3. **Continue and improve the 'Alumni Talks' initiative founded in the 2022-2023 school year.**

1.3.1. **Liaise with other societies, the Employability Officer and the Careers Centre for events and opportunities focused on life after University.**

1.4. **Coordinate with the Development Office and Association President for the creation of a database of Alumni to which regular newsletters detailing the recent happenings of the Student's Association will be sent.**

2. Membership

2.1. SRC Alumni Officer (Convenor and Chair)

2.1.1. Fulfil the responsibilities as defined in the Laws of the Association.

2.2. Association President (Line Manager)

2.3. Secretary

2.3.1. **The Secretary will produce the notes for subcommittee meetings. They will also be in charge of putting forth in the Students Representative Committee any necessary agendas and of overseeing the subcommittee's smooth functioning.**

2.4. Head of Speakers

2.4.1. **The Head of Speakers will be in charge of scouting, contacting, and scheduling guest speakers. They will also look after booking travel and stay for the alumni guests.**

2.5. Head of Finance

2.5.1. **The Head of Finance will oversee the organization and maintenance of the subcommittee's budget and will ensure fiscal responsibility in all expenditures for events (including social events).**

2.6. Head of Media and Marketing

2.6.1. The Head of Media and Marketing will be in charge of the social media accounts of the subcommittee and of attracting a wider audience to events. They will also be in charge of physical marketing when necessary.

2.7. Head of Communication

2.7.1. The Head of Communication will be the primary point of contact between the Development Office, the Association President, and the Alumni Subcommittee. Together with the Alumni Officer and the Association President, they will be in charge of informing Alumni of the happenings of the Students Association.

3. Appointments

3.1. The Alumni Officer shall be elected through the Association elections.

3.2. All appointment-related matters, including interviews, elections, and co-options shall run as outlined in the Laws of the Association.

4. Meetings

4.1. All meetings shall operate as outlined in the Laws of the Association.

4.2. Committee meetings shall be fortnightly during the academic year, and at other times if necessary.

R-23-10 Motion to amend the Entertainments Subcommittee constitution

Owner: Andrew Barron Entertainments Convenor
In effect from: Immediately
Review date: Not applicable

It is noted that:

1. The Students' Association has employed a team of staff technicians to lead organising and running technical production for events in the Union.
2. The new staff team has reduced the volunteer workload, so the activities of the Subcommittee have changed.
3. This year, the Subcommittee has focussed more on offering training and providing volunteering opportunities to work on events.
4. A budget is required for the Subcommittee to be able to continue to provide a high level of training programme.
5. The constitution of the Entertainments Subcommittee no longer reflects the work it undertakes.
6. The proposed constitution has been approved by the current Ents Committee.

It is believed that:

1. A new constitution is required to reflect the change in operation and better support the committee.

It is resolved that:

1. The current Entertainments Subcommittee constitution shall be replaced with the updated constitution in appendix A. (Tracked changes can be found in appendix B)

Proposed by: Lucy Brook Director of Events and Services

Seconded by: Lucy Brook Director of Events and Services
Jack Kennedy LGBT+ Officer
Juan Rodriguez President of the Students' Association

Appendix A: Updated constitution

Chapter 17: Entertainments Subcommittee (Ents Crew)

1. Overview

1.1. The Committee shall:

- 1.1.1. Liaise with Association staff to offer volunteering opportunities on events within the Students' Association.
- 1.1.2. Arrange a varied and holistic program of technical training throughout the year.
- 1.1.3. Ensure all members of the committee and crew comply with relevant health and safety regulations within the Union building, in collaboration with Association staff and the DoES.
 - 1.1.3.1. Have the ability to suspend membership of Ents for serious breach of health and safety regulations.

1.2. The Crew shall:

- 1.2.1. Adhere to all necessary health and safety regulations.
- 1.2.2. Be open to all Ordinary Members of the Association.
 - 1.1.1. Require appropriate training to participate in some aspects of Ents, such as event setup work.

2. Committee

2.1. The Committee consists of:

2.1.1. Entertainments Convenor (Chair), who shall:

- 2.1.1.1. Oversee and represent all aspects of Ents.
- 2.1.1.2. Support other Committee members to fulfil their roles.
- 2.1.1.3. Liaise with Association staff to offer volunteering opportunities on events within the Students' Association to members.
- 2.1.1.4. Be a signatory for the Ents Committee account.

2.1.2. Deputy Head, who shall:

- 2.1.2.1. Act as the second-in-command of Ents, working closely with the Entertainments Convenor and Secretary.
- 2.1.2.2. Assume all responsibilities of the Entertainments Convenor in their absence.
- 2.1.2.3. Support other Committee members to fulfil their roles.
- 2.1.2.4. In the event of a welfare issue regarding the Entertainments Convenor, take their place on the welfare panel.

2.1.3. Secretary, who shall:

- 2.1.3.1. Keep accurate minutes of Committee meetings, ensuring they are shared with the Committee and the Association, and available in an accessible format online.
- 2.1.3.2. Maintain a calendar of volunteering and training opportunities.
- 2.1.3.3. Be a signatory for the Ents Committee account.

2.1.4. Treasurer, who shall:

- 2.1.4.1. Maintain control over the Ents budget including detailed financial records.
- 2.1.4.2. Work with the Committee to create an annual budget proposal supporting the Committee's goals for the year.

2.1.5. Training Officer, who shall:

- 2.1.5.1. Devise a comprehensive training programme for members, including at least one session per week during term-time.

- 2.1.5.1.1. The training programme should include sessions on lighting, sound, video, and any other fields the committee feels relevant.
 - 2.1.5.1.2. Sessions in the programme should be delivered by competent persons in the field, who may or may not be Ents members.
 - 2.1.5.2. Arrange training to be provided by third parties, such as industry professionals and equipment manufacturers.
 - 2.1.5.3. Work with the Marketing and Engagement Officer to promote the weekly training sessions.
 - 2.1.5.4. Liaise with relevant Association staff to manage the health and safety training required of members and maintain a record of its completion.
 - 2.1.5.5. Maintain a record of training for all active members.
 - 2.1.6. Social and Welfare Officer, who shall:
 - 2.1.6.1. Organise social events for both the Committee and Crew.
 - 2.1.6.2. Act as the primary point of contact for any member with a welfare or wellbeing issue.
 - 2.1.7. Marketing and Engagement Officer, who shall:
 - 2.1.7.1. Maintain the public presence of Ents through mailing lists and social media.
 - 2.1.7.2. Actively attempt to recruit new crew members.
 - 2.1.7.3. Create promotional material for Ents, organising photography and videography as required.
 - 2.1.8. Director of Events and Services, who shall oversee the Committee.
 - 2.1.9. Union Facilities Supervisor, who shall be a non-voting member.
 - 2.1.10. Union Technical Supervisor, who shall be a non-voting member.
3. Appointments
- 3.1. The Entertainments Convenor shall be appointed by interview. This process shall take place shortly after the Association elections. The interview panel shall be at least three people, including:
 - 3.1.1. Outgoing Entertainments Convenor, if they are not running again for the position.
 - 3.1.2. At least one of the following:
 - 3.1.2.1. DoES.
 - 3.1.2.2. DoES-Elect.
 - 3.1.3. One or more of the following:
 - 3.1.3.1. DoSDA.
 - 3.1.3.2. DoSDA-Elect.
 - 3.1.3.3. Union Facilities Supervisor.
 - 3.1.3.4. Union Technical Supervisor.
 - 3.2. All other committee positions shall be appointed by interview.
 - 3.2.1. The interview panel shall be at least three people, including:
 - 3.2.1.1. Incoming Entertainments Convenor
 - 3.2.1.2. At least one of the following:
 - 3.2.1.2.1. DoES.
 - 3.2.1.2.2. DoES-Elect .
 - 3.2.1.3. One or more of the following:
 - 3.2.1.3.1. Outgoing Entertainments Convenor.
 - 3.2.1.3.2. Relevant outgoing position holder, if they are not running again for the position.

- 3.2.1.3.3. Union Facilities Supervisor.
 - 3.2.1.3.4. Union Technical Supervisor.
 - 3.2.2. A simple majority vote of the panel is required.
 - 3.2.2.1. In the case of a draw, the Incoming Entertainments Convenor shall have the deciding vote.
 - 3.2.2.2. The panel may choose to exclude the outgoing position holder from this vote at the discretion of the Incoming Entertainments Convenor.
 - 3.3. If a committee position becomes vacant, it may be filled through the same interview process as the initial selection.
 - 3.4. The Committee may appoint up to two additional temporary non-voting members if deemed appropriate. Such members shall only sit on the Committee for the matter they were included.
 - 3.4.1. A simple majority vote of the Committee shall constitute approval to appoint a temporary member.
 - 3.5. All appointment-related matters, including interviews, elections, and co-options, shall run as outlined in the Laws of the Association.
 - 4. Meetings
 - 4.1. All meetings shall operate as outlined in the Laws of the Association.
 - 4.2. Committee meetings shall be weekly during the academic year, and at other times as required.
 - 4.2.1. The quorum shall be two thirds of the voting committee, which shall only be required for decision-making processes.
 - 4.2.2. A simple majority shall be sufficient to constitute a decision.
 - 4.2.2.1. In the case of a draw, the Entertainments Convenor shall have the deciding vote.
 - 4.2.3. Meetings can be suspended and resumed by a majority vote of committee at any time.
 - 5. Welfare Panel
 - 5.1. The Welfare Panel exists to handle welfare and wellbeing issues efficiently.
 - 5.1.1. The Panel shall consist of:
 - 5.1.1.1. Entertainments Convenor.
 - 5.1.1.2. Social and Welfare Officer.
 - 5.1.1.3. DoES.
 - 5.1.2. If an issue concerns a member of the welfare panel, or a member of the panel is unavailable, or if a member of the panel feels they have a conflict of interest, the Deputy Head shall take their place.
 - 5.2. The welfare panel shall keep a secure record of any issues throughout the year and destroy it at the end of the year.
 - 5.3. Welfare and wellbeing issues shall be handled in line with the Ents Welfare Policy.
 - 5.3.1. The Policy shall be reviewed at least annually by the Panel and approved by vote at a Committee meeting.
 - 5.3.2. The Policy shall be available to all members, and accessible in a way which does not require an issue to be raised, or the Panel to know an issue may be raised.
 - 5.4. The Welfare Panel shall take all possible steps to resolve issues in a timely fashion, maintaining regular contact with the member who raised the issue.
 - 6. Collapse
 - 6.1. If the committee has an insufficient number of members, it shall collapse in the following ways:

6.1.1. By choice:

6.1.1.1. Any member can accept the role of a missing position by raising a vote with committee and receiving a majority in support.

6.1.2. Automatically:

6.1.2.1. The responsibilities of the Social and Welfare Officer shall be taken on by the Deputy Head.

6.1.2.2. The responsibilities of the Training Officer shall be taken on by the Deputy Head.

6.1.2.3. The responsibilities of the Treasurer shall be taken on by the Secretary.

6.1.2.4. The responsibilities of the Marketing and Engagement Officer shall be taken on by the Secretary.

Appendix B: Current constitution with tracked changes
Chapter 17: Entertainments Subcommittee (Ents Crew)

1. Overview

1.1. The Committee shall:

~~1.1.1. Have responsibility, alongside the DoES, for the management and execution of events within the Union building.~~

1.1.2. Liaise with user groups, providing a weekly forum during the academic year.

~~1.1.3. Act as a final point of approval for any event within the Union building, and where necessary, adapt or deny events based on timing, logistics, or technical requirements.~~

~~1.1.4. Arrange a varied and holistic program of technical training throughout the year.~~

1.1.5. Ensure all members of the committee and crew ~~maintain the necessary level of health and safety~~ comply with relevant health and safety regulations within the Union building, in collaboration with Association staff and the DoES.

1.1.5.1. Have the ability to suspend membership of Ents for serious breach of health and safety regulations.

~~1.1.6. Inform the DoES if an insufficient number of crew members are available for an event.~~

1.2. The crew shall:

~~1.2.1. Have responsibility for the rigging and operation of events as required within the Union building.~~

1.2.2. Adhere to all necessary health and safety regulations.

~~1.2.3. Open to all Ordinary Members of the Association, but requiring appropriate training in order to participate beyond a basic level.~~

1.2.4. Be open to all Ordinary Members of the Association

1.2.5. Require appropriate training to participate in some aspects of Ents, such as event setup work.

2. Committee

2.1. Entertainments Convenor (Chair)

~~2.1.1. Oversee and represent all aspects of Ents, including the performance and commitments of the committee and crew.~~

~~2.1.2. Responsible for the wellbeing of all committee and crew members, in conjunction with the Ents Social and Welfare Officer.~~

~~2.1.3. Coordinate all activities relating to recruitment and awareness of Ents, in conjunction with the Ents Marketing and Engagement Officer.~~

~~2.1.4. Represent Ents on all matters relating to events and the functioning of the subcommittee.~~

2.1.5. Support other Committee members to fulfil their roles.

2.1.6. Liaise with Association staff to offer volunteering opportunities on events within the Students' Association to members

2.1.7. Be a signatory for the Ents Committee account.

2.2. Deputy Head

2.2.1. Act as the second-in-command of Ents, working closely with the Entertainments Convenor and Secretary.

2.2.2. Assume all responsibilities of the Entertainments Convenor in their absence.

2.2.3. Support other Committee members to fulfil their roles.

- 2.2.4. In the event of a welfare issue regarding the Entertainments Convenor, take their place on the welfare panel.
- 2.3. Secretary, who shall:
 - 2.3.1. Keep accurate minutes of ~~eCommittee meetings, crew, and user group meetings~~, ensuring they are shared with the eCommittee and the Association, and available in an accessible format online.
 - ~~2.3.2. Maintain a calendar of Ents events, including details such as technical requirements-volunteering and training opportunities-~~
- ~~2.4. Venues and Tech Officer~~
 - ~~2.4.1. Maintain a log of the condition of Union venues.~~
 - ~~2.4.2. Share a weekly summary of the condition of venues with the committee.~~
 - ~~2.4.3. Organise venue maintenance between the committee, crew, and Technical Supervisor, to keep venues in good working order.~~
 - ~~2.4.4. Maintain a record of common details about Union venues, and act as the primary point of contact for questions regarding venue details.~~
- 2.5. Treasurer, who shall:
 - 2.5.1. Maintain control over the Ents budget including detailed financial records.
 - 2.5.2. Work with the Committee to create an annual budget proposal supporting the Committee's goals for the year.
 - 2.5.3. Be a signatory for the Ents Committee account.
- 2.6. Training Officer, who shall:
 - ~~2.6.1. Deliver in-person training to members of the committee and crew, including a weekly training session, or manage the delegation of this responsibility.~~
 - 2.6.2. Devise a comprehensive training programme for members, including at least one session per week during term-time.
 - 2.6.2.1. The training programme should include sessions on lighting, sound, video, and any other fields the committee feels relevant.
 - 2.6.2.2. Sessions in the programme should be delivered by competent persons in the field, who may or may not be Ents members.
 - 2.6.3. Arrange training to be provided by third parties, such as industry professionals and equipment manufacturers.
 - 2.6.4. Work with the Marketing and Engagement Officer to promote the weekly training sessions.
 - 2.6.5. Liaise with relevant Association staff to manage the ~~online~~ health and safety training required of members and maintain a record of its completion.
 - ~~2.6.6. Maintain a record of training for all active members. and act as the primary point of contact on determining the competency of members within Union venues.~~
- 2.7. Social and Welfare Officer, who shall:
 - 2.7.1. Organise social events for both the eCommittee and eCrew.
 - 2.7.2. Act as the primary point of contact for any member with a welfare or wellbeing issue.
- ~~2.8. DJ and Acts Coordinator~~
 - ~~2.8.1. Organise regular DJ training sessions, which shall be freely available to all Ordinary Members of the Association.~~
 - ~~2.8.2. Maintain a record of active DJs, both student and local, and work with the DoES to organise and book acts for Union events.~~
- 2.9. Marketing and Engagement Officer, who shall:

2.9.1. Maintain the public presence of Ents through managing mailing lists, and social media ~~such as Instagram and Facebook.~~

2.9.2. Actively attempt to recruit new crew members.

2.9.3. Create promotional material for Ents, organising photography and videography as required.

2.10. DoES (overseer ~~line manager~~)

~~2.11. Union Building Manager (non-voting)~~

~~2.12. Union Deputy Building Manager (non-voting)~~

2.13. Union Facilities Supervisor (non-voting)

2.14. Union Technical Supervisor (non-voting)

~~2.15. Mermaids Technical Officer (non-voting)~~

3. Appointments

3.1. The Entertainments Convenor shall be appointed by interview. This process shall take place shortly after the Association elections, ~~and the panel shall consist of at least three of the following:~~ The interview panel shall be at least three people, including:

3.1.1. Outgoing Entertainments Convenor, if they are not running again for the position.

3.1.2. At least one of the following:

3.1.2.1. DoES.

3.1.2.2. DoES-Elect.

3.1.3. One or more of the following:

3.1.3.1. DoSDA.

3.1.3.2. DoSDA-Elect.

3.1.3.3. Union Facilities Supervisor.

3.1.3.4. Union Technical Supervisor.

~~3.1.4. Outgoing Entertainments Convenor~~

~~3.1.5. DoES~~

~~3.1.6. DoES-Elect~~

~~3.1.7. DoSDA~~

~~3.1.8. DoSDA-Elect~~

3.2. All other committee positions shall be appointed by interview.

~~3.2.1. The interview panel shall be:~~

~~3.2.1.1. Incoming Entertainments Convenor~~

~~3.2.1.2. Outgoing Entertainments Convenor~~

~~3.2.1.3. DoES~~

~~3.2.1.4. DoES-Elect~~

~~3.2.1.5. Relevant outgoing position holder.~~

~~3.2.2. A simple majority vote of the panel is required. The panel may choose to exclude the outgoing position holder from this vote, at the discretion of the Incoming Entertainments Convenor.~~

3.2.3. The interview panel shall be at least three people, including:

3.2.3.1. Incoming Entertainments Convenor

3.2.3.2. At least one of the following:

3.2.3.2.1. DoES.

3.2.3.2.2. DoES-Elect .

3.2.3.3. One or more of the following:

3.2.3.3.1. Outgoing Entertainments Convenor.

- 3.2.3.3.2. Relevant outgoing position holder, if they are not running again for the position.
- 3.2.3.3.3. Union Facilities Supervisor.
- 3.2.3.3.4. Union Technical Supervisor.
- 3.2.4. A simple majority vote of the panel is required.
 - 3.2.4.1. In the case of a draw, the Incoming Entertainments Convenor shall have the deciding vote.
 - 3.2.4.2. The panel may choose to exclude the outgoing position holder from this vote at the discretion of the Incoming Entertainments Convenor.
- 3.3. If a committee position becomes vacant, it may be filled through ~~an interview process, the panel for which shall consist of the Entertainments Convenor, DoES, and DoSDA~~ the same interview process as the initial selection.
- 3.4. The eCommittee may appoint up to two additional temporary non-voting members if deemed appropriate. Such members shall only sit on the committee for the matter they were included.
 - 3.4.1. A simple majority vote of the committee shall constitute approval to appoint a temporary member.
- 3.5. All appointment-related matters, including interviews, elections, and co-options, shall run as outlined in the Laws of the Association.

~~4. Operation~~

- ~~4.1. The DoES is the primary client, funding body, and line manager of Ents, including on issues of health and safety.~~
- ~~4.2. The members of Association staff sitting on the committee are recognised as having overall responsibility for the building, and the safety of those within it. They shall have the final say on issues pertaining to these matters and shall oversee health and safety in relation to Ents, alongside the DoES.~~
- ~~4.3. The Technical Supervisor is recognised as managing and maintaining Union venues.~~

5. Meetings

- 5.1. All meetings shall operate as outlined in the Laws of the Association.
- 5.2. Committee meetings shall be weekly during the academic year, and at other times as required.
 - 5.2.1. The quorum shall be two thirds of the voting committee, which shall only be required for decision-making processes.
 - 5.2.2. A simple majority shall be sufficient to constitute a decision.
 - ~~5.2.2.1. In the case of a draw, the Entertainments Convenor shall have the deciding vote.~~
 - 5.2.3. Meetings can be suspended and resumed by a majority vote of committee at any time
- 5.3. Crew meetings shall be weekly during the academic year, and at other times as required.

6. Welfare Panel

- 6.1. The welfare panel exists to handle welfare and wellbeing issues efficiently, ~~and shall consist of:~~
 - 6.1.1. The Panel shall consist of:
 - 6.1.1.1. Entertainments Convenor
 - 6.1.1.2. Social and Welfare Officer
 - 6.1.1.3. DoES

- 6.1.2. If an issue concerns a member of the welfare panel, or a member of the panel is unavailable, or if a member of the panel feels they have a conflict of interest, the Deputy Head shall take their place.
 - ~~6.2. In order to maintain confidentiality, issues must only be shared with the welfare panel.~~
 - ~~6.3. If an issue concerns a member of the welfare panel, the Deputy Head shall take their place.~~
 - 6.4. The welfare panel shall keep a record of any issues throughout the year and destroy it at the end of the year.
 - ~~6.5. Details of any issues shall only be shared with the express permission of the welfare panel and the member who raised the issue, except where necessary to ensure the safety of members.~~
 - 6.6. Welfare and wellbeing issues shall be handled in line with the Ents Welfare Policy.
 - 6.6.1. The Policy shall be reviewed at least annually by the Panel and approved by vote at a Committee meeting.
 - 6.6.2. The Policy shall be available to all members, and accessible in a way which does not require an issue to be raised, or the Panel to know an issue may be raised.
 - 6.7. The welfare panel shall take all possible steps to resolve issues in a timely fashion, maintaining regular contact with the member who raised the issue.
7. Collapse
 - 7.1. ~~If in the event that~~ the committee has an insufficient number of members, it shall collapse in one of the following ways:
 - 7.1.1. **By** cChoice
 - 7.1.1.1. Any member can accept the role of a missing position by raising a vote with committee and receiving a majority in support
 - 7.1.2. **Automatically:**
 - ~~7.1.2.1. — The Deputy Head shall take on the responsibilities of the Social and Welfare Officer.~~
 - ~~7.1.2.2. — The Secretary shall take on the responsibilities of the Marketing and Engagement Officer.~~
 - ~~7.1.2.3. — The Venues and Tech Officer shall take on the responsibilities of the Training Officer.~~
 - 7.1.2.4. The responsibilities of the Social and Welfare Officer shall be taken on by the Deputy Head.
 - 7.1.2.5. The responsibilities of the Training Officer shall be taken on by the Deputy Head.
 - 7.1.2.6. The responsibilities of the Treasurer shall be taken on by the Secretary.
 - 7.1.2.7. The responsibilities of the Marketing and Engagement Officer shall be taken on by the Secretary.

R-23-10 Fossil Free Careers Motion

This SRC notes:

1. That the operations of the oil, gas and mining industries¹ cause immense environmental harm, by accelerating the climate and ecological crisis², polluting the water³ and permanently destroying landscapes.⁴
2. That these extractive operations also cause direct social harm, by displacing people from their homes and lands,⁵ destroying livelihoods,⁶ demolishing sacred indigenous sites,⁷ and leaving workers and communities with severe health problems.⁸
3. That graduates are increasingly turning away from the oil and gas sector. A 2017 study showed the number of graduates taking jobs in the industry had dropped by 60% in four years.⁹
4. That young people see oil and gas as the most unappealing sector to work in.¹⁰ They associate it with responsibility for the climate crisis, and believe there is no future for jobs in the industry.¹¹
5. The University of St Andrews Careers Centre does not have a publicly accessible policy that excludes the promotion of careers in the oil, gas and mining industry through its website, careers fairs, emails to the student body and other recruitment events.
6. Birkbeck, University of London was the first in the UK to exclude the oil, gas, and mining industry from all recruitment activity in September 2022.¹² 4 UK universities have now taken this step, and a further 20% of all UK universities have made similar exclusions for other industries, including the tobacco, sex, and gambling industries.
7. The University of St Andrews has made a public sustainability commitment. This includes committing to full divestment from fossil fuels in 2017.¹³ The University's own Environmental Sustainability Strategy states that 'the University will continue to demonstrate visible leadership in environmental sustainability'.¹⁴ Fossil Free Careers is a clear way to illustrate this commitment.

This SRC believes:

1. Inviting oil, gas, and mining companies to advertise with the careers service adds legitimacy to the idea that these companies are an acceptable part of our society and our future.
2. The University of St Andrews Careers Centre should ensure that its recruitment activities and events are in line with the university's publicly stated ethical principles of sustainability.
3. The University of St Andrews Careers Centre has a responsibility to its students to promote jobs with a future.
4. Ending the University of St Andrews' complicity in career pipelines into the oil, gas, and mining industry is an effective method of showing solidarity with communities affected by these companies' operations.

This SRC resolves:

1. To publicly support the Fossil Free Careers campaign,¹⁵ and demands that the University of St Andrews' Careers Centre:
 - a. Refuses all new relationships with oil, gas or mining companies.
 - b. Declines to renew any current relationships with oil, gas or mining companies after the contractually obligated period ends.
 - c. Adopts a publicly available Ethical Careers Policy that explicitly excludes oil, gas and mining companies from recruitment opportunities.
2. To mandate the relevant full-time and part-time officer(s) to actively work with the Fossil Free Careers campaign group and People & Planet to ensure that Union work is linked up with grassroots campaigners.
3. To mandate the relevant full-time and part-time officer(s) to help set up meetings relating to the Fossil Free Careers campaign with relevant university staff, and include student campaigners where relevant.
4. To use relevant SU social media channels to amplify petitions, statements and other calls to action from the Fossil Free Careers campaign.
5. To send out a press release and website statement announcing the passing of this motion and the support of the union for this campaign.
6. To never allow oil, gas, or mining companies access to SU-organised events, or to lend the SU name, logo or endorsement to events which include these companies.
7. To refuse the presence of oil, gas and mining companies in any SU-controlled physical or digital space.

The petition for Fossil Free Careers St Andrews can be found in the footnotes¹⁶.

- 1 For a precise definition of the companies we refer to when we say ‘oil, gas, and mining companies’ see the [Fossil Free Careers Targets](#) page.
- 2 [Revealed: the 20 firms behind a third of all carbon emissions](#)
- 3 [Impacts of copper mining on people and nature](#)
- 4 [Revealed: Trump officials rush to mine desert haven native tribes consider holy](#)
- 5 [The Dark Side of Coal](#)
- 6 [CUT AND RUN:How Britain's top two mining companies have wrecked ecosystems without being held to account](#)
- 7 [Rio Tinto blasts 46,000-year-old Aboriginal site to expand iron ore mine](#)
- 8 [Cerro de Pasco: The city built around a mine](#)
- 9 [Oil industry has a millennial problem as talent pipeline trickles](#)
- 10 [Millennials at work](#)
- 11 [How do we regenerate this generation's view of oil and gas?](#)
- 12 [Fossil fuel recruiters banned from UK university careers service](#)
- 13 [People & Planet’s Fossil Free Victories Timeline](#)
- 14 [The University of St Andrews’ Environmental Sustainability Strategy](#)
- 15 [People & Planet's Fossil Free Careers Campaign](#)
- 16 [Fossil Free Careers St Andrews Petition](#)

R-23-11 Motion to Create the St Andrews Widening Access and Participation Subcommittee as a new Subcommittee of the Students' Association

Owner: Katie McAdam, Widening Access and Participation Officer

In Effect From: Immediately

Review Date: N/A

It is noted that:

1. The experiences of Widening Access and Participation students come with significant differences and challenges to the average student experience in St Andrews.
2. The amount of work that can be done to achieve significant change in favour of this group of students can be made manageable by having a team of people looking after these issues instead of a single officer.
3. The Students' Association Strategic Plan 2023-2027 aims at improving the way in which we make representation accessible to students from widening access backgrounds.

It is believed that:

1. There is an increased need to address concerns pertaining to the accessibility and affordability of the St Andrews student experience for those of WAP background.
2. A single individual in one position cannot undertake the work of such a large remit efficiently and effectively.
3. Including roles related to enabling students to engage in a more occasional manner with the subcommittee to account for other commitments such as jobs will allow us to support the achievement of the goals related to Volunteer Development in the Students' Association Strategic Plan 2023-2027.

It is resolved to:

1. Create the St Andrews Widening Access and Participation Subcommittee as a new Subcommittee of the Students' Association under the constitution provided in Appendix A.
2. Update the respective other chapters in the laws outwith the new chapter outlining the remit and roles accordingly.
3. Allow the Widening Access and Participation Subcommittee to request an annual grant in line with other Subcommittees of the Association

Proposer

Katie McAdam, Widening Access and Participation Officer

Seconders

Juan Pablo Rodriguez, Association President

Sam Gorman, Director of Student Development and Activities

AK Schott, Director of Education

Appendix A

St Andrews Widening Access and Participation Subcommittee (SWAP) Constitution

1. Aims

1. St Andrews Widening Access and Participation Subcommittee (SWAP) exists to support and advocate for the needs of Widening Access (WA) Students.

1.1.1 While not exclusively limited to these groups, WA students consist of the following groups who are statistically less likely to be able to engage with student life due to their socio-economic status: working class students, first generation students, those from low-income backgrounds, those from underperforming secondary schools.

2. Be an intersectional and representative body of the full spectrum of WA student experiences.
3. Work closely with other student groups and subcommittees to promote WA advocacy.
4. Create a community for WA students to reduce the sense of isolation in the student population.
5. Advocate for the creation of a welcoming environment for all students irrespective of social backgrounds and improve the experience of WA students in the Union and wider university.
6. Give WA students a greater voice within the Union
7. Promote resources, opportunities and support programmes which benefit WA students

2. Committee Structure

2.1 SRC Widening Access and Participation Officer (Convenor and Chair).

2.1.1. Fulfil the responsibilities as defined in the Laws of the Association.

2.2 Deputy Widening Access and Participation Officer

2.2.1. Chair Committee meetings in the absence of the WAP Officer.

2.2.2. Work alongside the WAP Officer in collaborating with University administration, and relevant Students' Association officers.

2.2.3. Liaise with the University on matters relating to WAP.

2.3 Treasurer

2.3.1. Maintain the SWAP bank accounts and be a signatory on bank accounts, along with the President.

2.3.2. Work with the President to produce a budget for the upcoming year.

2.3.3. Provide a finance report at the weekly meeting.

2.3.4. Oversee all SWAP spending and ensure the effective use of resources, in coordination with the Union Cash Office.

2.3.5. Coordinate potential fundraising and sponsorship.

2.4 Secretary

2.4.1. Oversee correspondence made on behalf of SWAP.

2.4.2. Manage the SWAP email account and mailing lists, regularly sharing updates on the activities of the committee, and communications within the committee.

2.4.3. Take accurate minutes of all committee meetings and store them in an accessible archive.

2.5 Events Officers x2

2.5.1. Organise SWAP events.

2.5.2. Liaise with other student groups for collaborations.

- 2.5.3. Work to ensure that all events are welcoming and accessible.
- 2.5.4. Work to ensure that all SWAP events have an intersectional approach that accounts for the nuances of WA experience in a way that is not tokenistic but creates real structural change.
- 2.5.5. Work with other groups to collaborate, host events and create a sense of unity throughout student population.

2.6 Social Media Officer

- 2.6.1. Promote all SWAP activities and events through social media, student publications, and other innovative avenues.
- 2.6.2. Create promotional materials to maintain a cohesive, approachable, and active public image, including posters and graphics.

2.7 Careers officer

- 2.7.1. Liaise with WA alumni to promote networking and possible careers events opportunities
- 2.7.2. Liaise with Careers Centre, SRC Alumni Officer and the SRC Employability Officer to promote resources and opportunities specifically catered for WA students.

2.8 Schools Outreach Officer

- 2.8.1 Liaise with members of University staff working towards ongoing outreach initiatives, WA student ambassador programmes, and open days.
- 2.8.2 Work to create partnerships with WA schools and future collaboration opportunities.

2.9 Mature Students Officer

- 2.9.1. Work to ensure WA work represents the needs of mature students and projects are accessible to all.
- 2.9.2. Liaise with Life Long and Flexible Learners Officer.

2.10 PG Students Officer

- 2.10.1 Work to ensure that the Postgraduate experiences from WAP background students is taken into account in the organisation of events and general representation before the University.

2.10 Member without Portfolio x3

- 2.10.1. Help with general committee running and project work depending on skillset and demand.

2.11 Association President (Overseer)

2.12 Director of Wellbeing and Equality (Overseer)

3. Meetings

3.1. All meetings shall operate as outlined in the Laws of the Association.

3.2. Committee meetings shall be held at least once per week during the academic year and will take all major decisions with reference to committee activities.

3.3 Each member of the committee shall provide an update of their activities and plans at each meeting

5. Appointments

5.1 All appointment-related matters and co-options, shall run as outlined in the Laws of the Association.

5.2 The Widening Access and participation Officer (Chair and Convener) shall be elected in Student Association Elections

5.3 All other positions shall be elected at an AGM conducted in accordance with association laws.

5.4 Nominations for positions may be made at the AGM or sent in advance to the Convener.

5.5 Proxy votes must be declared two hours prior to a General meeting and shall only be accepted at the discretion of the supervising Sabbatical Officer(s).