

General Meeting

28th November
5-7pm

Online

Stirling Students' Union General Meeting November 28th 2024

General Meeting Agenda (5pm onwards)

- Welcome and Attendance
- Minutes Ratification
- Challenges to Order Paper
- Elections & Resignations
 - Election Committee
- Reports ([Paper A](#))
 - Union President
 - Sports Union President
 - Vice President Communities
 - Vice President Education
- Trustee Board Appointments Update
- Motions
 - 2024-25 Lapsed Policy ([Paper B](#) and [Appendix 1](#))
 - Stirling Students should go to COP ([Paper C](#))
 - Positive Campus Employment ([Paper D](#))
 - WC Signs (Toilet/Bathroom signs) ([Paper E](#))
 - Visibility of Help Not Harm ([Paper F](#))
 - Fossil Fuel Non Proliferation Treaty ([Paper G](#))
 - Insurance Industry Climate Accountability ([Paper H](#))
 - UCU Solidarity ([Paper I](#))
- Democracy Review
- Dates to Note
- Any Other Business
- Date of Next Meeting: 5-7pm, Thursday 6th February 2025
 - Motion Deadline: 10am, Thursday 30th January 2025
 - Motion Amendment Deadline: 10am, Tuesday 4th February 2025

Paper A: Reports

Union President Report

Hi Everyone! My name is Leen and I am the President at the Students' Union, I work on a variety of different topics including equality diversity and inclusion campaigns. Here are my key highlights from the last couple of months.

- I have met with the majority of Equalities Societies, discussed their plans for the year, and explored how I can support them with campaigns and events.
- We held one of the first Robbins Partnership Forums, which included relevant members such as the Executive Director of Commercial Services. During the forum, we raised the Plant-based motion, discussed ways to encourage greater society engagement with the space, accessibility for students, and enhance food offerings.
- I attended the first Rent Review Group meeting of this sabbatical term, where I recommended that the University reduce rents by 10%.
- In collaboration with The F.E.M Society, we have planned a series of events as part of the wider *16 Days of Activism* campaign. One of these events is a "Girls' Night: Reclaim the Night" fundraiser for Women's Aid and Shakti Women's Aid.
- On the 14th of November, as part of National Student Housing Week, I attended a housing rally in front of the Scottish Parliament.
- I am now a member of the Cross-Party Group on Challenging Racial and Religious Prejudice and attended my first meeting on the 12th of November, where we discussed approaches to tackling anti-racism and religious prejudice.
- Along with our Student Advice Team, Student Voice Manager, and VP Communities, we have been reviewing and exploring how we can better support our disabled students.
- We received the heart-breaking news that Transition Stirling's Community Food Hub project will close as of December 7th. This will significantly reduce the volume of donations for our Community Food Initiative's fridge and pantry. We are working hard to find alternative solutions to maintain food supplies. In the meantime, we have become a referral organisation for StartUp Stirling, a community food bank. If you require this type of support, please contact the Students' Union.

If you have any questions or if there is anything you would like to find out more about, please do not hesitate to contact me at president.union@stir.ac.uk or for Instagram @stir_president.

Sports President Report

As Sports President, I look after all our sports clubs. Currently has 55 clubs (welcoming back Table Tennis and the addition of Weightlifting) and roughly 2400 members.

Volleyball, Women's Lacrosse and Men's Rugby are the first clubs to be wearing the new Adidas match kit, with additional 12 clubs' match kit currently in production. The majority of the match kit ordered is club owned, moving to greater sustainability for the clubs. The website online shop is now up and running where students are able to make individual online orders.

Stirling so far have claimed 17 out of a possible 34 medals currently from Scottish Student Sport. Currently there are roughly 40% of our BUCS Teams in 1st or 2nd place of their division.

This month, we were thrilled to host the Scottish Student Sport Boccia Festival. It was a great turnout and a successful event. Looking ahead to next semester, we are looking at holding more disability sport events.

I am still working with clubs to engage in our club mark system (StirScale). The award decision will be made on the 2nd December and this will be communicated to all club presidents after. Feedback has been collected to help develop and shape the system moving forward as it enters its' second year in January.

Students are currently engaging with the Movember campaign for the entire month. This year we have 2 ambassadors and the biggest Movember committee Stirling has ever had. We have hit our total of £25,000, a huge well done to all involved.

You can contact me at sports.union@stir.ac.uk. Please also follow us on Instagram, @stirlingsportsunion, to keep up to date with the Sports Union!

VP Communities Report

Housing:

- Organising with Sabbs across Scotland and we were one of 15 University and Colleges SUs/SAs to participate in National Student Housing Week 11th-15th where we highlighted issues that students are facing
- I attended Rent Review and officially recommended a 10% rent decrease

Sustainability:

- Green & Blue Space have their Winter Clear Out coming up and will need volunteers à more information to come on the Instagram
- Community Fridge will not be receiving donations from Transition Stirling (they are closing) anymore starting the 7th of December but we may continue having donations until January à working on a long-term solution

Societies:

- Planning Societies Ball and changes we are making to it
- Society Showcase for this month is the Creative Writing Society for their work with Women's Aid and fundraiser for them

Transportation:

- Met with McGills on campus and this led to the Students' Union post about the bridge closure
- Still attending community meetings and set up a meeting between ourselves, the University, Stirling Council, and McGills which will be in December

Other:

- Continued VP Tea drop-in sessions so come by if you have questions or if you just want to do crafts.

VP Education Report

Hello, I am Adelayo, your Vice President for Education and I oversee everything academic and education.

Representation

- We have reached out to all faculties to get updated lists of academic reps that might be missing from our end due to the technical issues we've been experiencing from canvas
- I've been in contact with academic reps to ensure that all reps have been able to attend the SSFC meetings
- I've had the opportunity to set up a 121 catchup with our volunteer officers and talk on the ideas they would be working on and how we can support them. There are lots of exciting and eventful events coming our way

Personal Tutor

- A task and finish group has been set up to review the personal tutor scheme which I'm going to be part of.
- To get an overview of student experience with their personal tutor, I set up a 5 questions data gathering information for students and we got over 300 responses which will be presented to the appropriate stakeholders in the university going forward.

Campaign

- I have been working with Kelly who oversees the 16 days of Activism planning and fellow Sabbs on the planning and executing of the 16 days of activism campaign starting on the 25th of November-4th of December
- I have set up two events which are crafting voices (craft making) and united steps, united voices (a walk) to raise awareness about GBV in partnership with the FEM Society society and Be connected for these events
- I attended the housing rally at the Scottish parliament Edinburgh with fellow sabbs across 11 institutions for the campaign to fix student housing

Students Progression

- I attended student progression workshop chaired by the deputy principal for students experience to discuss how to support students at risk, increase retention rates, and measure student's progression.

If you have any questions, please send an email to education.union@stir.ac.uk and you can also get in touch on Instagram @stir_education.

Motions

Paper B: 2024-25 Lapsed Policy [[Appendix 1](#)]

Proposer: Justine Pédussel (Vice President Communities) | Second: Adelayo Adebayo (Vice President Education)

Please note this motion shall be voted on in two parts:

- 1. Motions containing updates to the Students' Union Schedule and/or Constitution*
- 2. All other recommended proposed motions in [Appendix 1](#)*

Motion Resolves

This motion resolves to lapse and archive the motions listed in the accompanying report that have been identified as outdated, irrelevant, or superseded by more recent policies.

This motion resolves to continue with regular reviews of existing policies at the end of every academic year in line with the 'Lapsed Policy' Policy.

Motion Notes

As per our 'Lapsed Policy' Policy, motions should be reviewed regularly to ensure they remain relevant, reflect current student opinion, and align with the overall strategic direction.

Several policies from past years have been identified as outdated, no longer relevant, or have been superseded by more current policies.

A review has been conducted and the following list of motions, as documented in [Appendix 1](#), is recommended to be lapsed by the end of this academic year.

Motion Beliefs

Archiving outdated or motions which have been superseded ensures that Stirling Students' Union operates under clear, relevant, and up-to-date policies, thereby improving governance and decision-making.

The timely review and lapsing of policies also help prevent confusion or conflict arising from outdated motions, streamlining operations.

Paper C: Stirling Students should go to COP

Proposer: Morgan Teears | Seconder: Janhavee Belvalkar (Sustainability Volunteer Officer)

Motion Resolves

1. We want the student's union to lobby the university to fund students to go COP (Conference of Parties of UNFCCC).
 - a) The minimum requirement for this will be two students.
2. Picking students should involve an application process to identify those who would benefit most from this experience and would be able to represent the university at a key international event.

Motion Notes

Global Methane Budget ([Global Methane Budget 2024](#)), states that two-thirds of methane emissions stem from human activity including the extraction and usage of fossil fuels.

This continued rise does not tie in with both the Climate goals and the Sustainable Development Goals. Methane has contributed to a 0.5C warm since pre-industrial times. CO2, 0.8C ([Forster et al., 2021.](#))

The invite list to COP comprises of politicians, billionaires and royalty. Those who are greatly impacted by climate change are the ones being excluded. Climate change will continue to reduce food and water security across the globe slowing down the progress needed to achieve the Sustainable Development Goals ([IPPC 2023](#)).

Goals aiming to reduce greenhouse gases such as methane are being pushed aside and we are seeing an increase in these emissions despite promises. There is a lack of commitment by powerful people to do what is required. We must empower voices.

Multiple universities send delegates to COP. This includes The University of Aberdeen who sent students to COP28 in Dubai as part of the university's net zero strategy ([The University of Aberdeen, 2023](#)). St Andrews (COP26) and the University of Edinburgh (COP27) have done the same.

The University has a Sustainability plan which states, "the University of Stirling has committed to the principles set out in the United Nations Framework Convention on Climate Change (1992)"

In Theme 4: People, Green Travel and Partnerships it states that the key to driving this plan is the staff and students. This impact should be taken to COP and empower voices of those who are directly impacted by our changing climate.

Motion Beliefs

Sustainability is a core priority for the University of Stirling, as outlined in its Sustainability Plan. To truly achieve its goals, the university must support students in attending critical events like COP, where the future of our planet is shaped.

Too often, COP discussions fail to lead to real action, partly because they are not accessible to all. By funding student attendance, the university not only demonstrates its commitment to sustainability but also advances its widening access agenda. This engagement will foster collaborations, open educational opportunities, and strengthen Stirling's climate change research.

If the university truly cares about sustainability, it must invest in its students and their role in shaping a sustainable future

Paper D: Positive Campus Employment

Proposer: Justine Pédussel (Vice President Communities) | Seconder: Adelayo Adebayo (Vice President Education)

Motion Resolves

As the Students' Union, we encourage that the University adopts the following principles:

- Any permanent employer granted license or permission to trade or operate on campus should pay employees the Real Living Wage as a minimum.
- Any permanent employer granted license or permission to trade or operate on campus should support employee trade union membership and recognise a trade union for their employees.
- Any permanent employer granted license or permission to trade or operate on campus must treat staff fairly and equally, upholding high standards of employment rights.

Motion Notes

The Scottish Government's Fair Work criteria emphasises the importance of not only financial fairness through the Real Living Wage but also a diverse and inclusive workplace, free from exploitative practices such as zero-hours contracts and fire-and-rehire tactics.

Encouraging employers operating on campus to adopt these standards reinforces the University's role in fostering a positive and supportive working environment, contributing to both employee well-being and the overall campus community.

As of April 2024, the Real Living Wage was £12 per hour for employees aged 18 and over. The National Living Wage was £11.44 for employees aged 21 and over. The National Minimum Wage was £8.60 for employees aged between 18 and 21 years, £6.40 for under 18 year olds and £6.40 for apprentices.

Motion Beliefs

The University of Stirling has a Fair Work Statement which was jointly agreed by the University and the local Trade Union Representatives (UCU, Unison, Unite), this statement confirms the University's commitment to ensuring fair working practices are in place in support of 'Fair Work First'.

The University of Stirling is committed to advancing fair work for all employees and is committed to delivering on the criteria outlined by the Scottish Government as follows:

- Payment of the Real Living Wage.
- Appropriate channels for effective worker's voice.
- Investment in workforce development.
- No inappropriate use of zero-hours contracts.

- Action to tackle the gender pay gap and create a more diverse and inclusive workplace.
- Offer flexible and family friendly working practices for all workers from day one of employment.
- Oppose the use of fire and rehire practice.

We believe that the University of Stirling has a power to influence positive employment opportunities on campus.

Paper E: WC Signage

WC Signage

Proposer Jordan Milliken

Union Resolves

I wish to implement the addition of toilet/bathroom signs throughout the university. As there are signs to all of the class rooms but the basic necessity of where to find a toilet is missing, this makes it very difficult, especially when you only have 10m in between classes and cannot find where you need to go. This is a motion that benefits not just the students but also the staff, there have been many discussions on this and everyone says the same thing in that they have no idea where bathrooms are located. This will benefit everyone both short and long term. Hopefully wouldn't cost too much to be able to put some letters on the existing signs even if it does just give the students some direction.

Union Notes

Evidence is from speaking to students and lecturers. If the student union would like more evidence, a further survey could go out around the university.

Union Believes

It will allow for less confusion and an easier transition into the university. I personally found finding the bathrooms more difficult to find than a classroom. Also alot less stress between classes as you will know where the closest bathroom to you is so you no longer have to run to the otherside of the building.

Paper F: Visibility of Help Not Harm

Visibility of Help Not Harm

Proposer Joshua Parsonage

Union Resolves

This motion calls upon the Student Union to improve the visibility of the drug testing kits and information which was introduced during the 2021 Help Not Harm campaign. In order to achieve this the following steps must be taken by the Student Union:

- The drug testing kits must be clearly advertised on the website.
- Any SU spaces or advertising capacity, including but not limited to the screens around the University, must be used to advertise the drug testing kits.
- Signage should be clearly posted around any indoor and outdoor spaces within the Student Union's jurisdiction, advertising the drug testing kits.
- Social media posts, once a week (they can be reused), must be published in order to advertise help not harm.
- All advertisements for help not harm must include clear information on 1. What the testing kits are and 2. Where to get them from.

Union Notes

[Link to the Help Not Harm motion previously passed.](#)

Union Believes

The Help Not Harm motion which was passed in 2021 carries lifesaving potential, lowering the risk of injury/death by improper use of substances. This motion does not act to its full potential whilst students are unaware of the testing kits, their location, or their purpose. Therefore this motion believes that the resolve must be implemented in order to maximise the effectiveness of Help Not Harm's lifesaving purpose.

Paper G: Fossil Fuel Non-Proliferation Treaty

Endorse the Fossil Fuel Non-Proliferation Treaty

Proposer Anja Leitner

Union Resolves

To Lobby the University to formally endorse the Fossil Fuel Non-Proliferation Treaty (FFNPT), and to publicise that decision.

Push the petition “the University of Stirling must endorse the Fossil Fuel Non-Proliferation Treaty” to the student body.

Union Notes

That the fossil fuel industry causes immense environmental harm, accelerating the climate and ecological crisis and polluting the landscape

That the operations of the fossil fuel industry cause serious social harm, by displacing people from their homes en masse, causing serious health issues worldwide, and destroying livelihoods.

That studies have shown that university students see climate change as one of the biggest global issues facing them, experience anxiety over the climate crisis, and show interest in measures to combat it.

The FFNPT is an international treaty calling for the complete and equitable end of new fossil fuel projects, and phase out of all current fossil fuel usage. It was first proposed by 14 pacific island nations, who are disproportionately affected by the climate crisis

The FFNPT has been endorsed globally by cities, politicians, 14 nation states, organisations like the world health organisation, and the University of Cork.

Union Believes

Pushing for the university to endorse the FFNPT is a way for the Students Union to represent students' beliefs surrounding climate change.

The Students Union should take the opportunity to encourage the university to follow in line with its sustainability policy and goals.

The Students Union and the University of Stirling supporting the FFNPT is a step towards the necessary sustainability goals agreed upon at multiple international conferences.

Paper H: Insurance Industry Climate Accountability

Insurance Industry Climate Accountability

Proposer Justine Pedussel

Union Resolves

1. Condemn the insurance industry for their participation in climate chaos.
2. Publicly call on the insurance industry to insure students' future.
3. Raise awareness within the student body of the insurance industry's complicity in driving climate change.
4. Engage in actions which aim to seek alternative climate-friendly career options for those targeted by recruitment from the worst offending fossil insurers.
5. Push the University to explore, where possible, engaging with their insurance providers to request commitments to stop insuring fossil fuels and where possible switch away from worst offenders.

Union Notes

1. Due to the climate crisis, the world is facing up to 4°C of warming which would threaten up to the existence of up to half of the global population.
2. According to the United Nations' Intergovernmental Panel on Climate Change, we have 6 years left to implement the changes needed to avoid irreversible climate catastrophe.
3. To limit warming to 1.5°C in line with the Paris Agreements, greenhouse gas emissions must decline by 43% by 2030 and that meeting this goal is incompatible with the use of new fossil fuels.
4. The fossil fuel industry continues to expand at an alarming rate with over 1,000 new fossil fuel extraction sites planned globally, many of them unconventional.
5. Fossil fuel companies do not have the financial capacity to be expanding operations at this rate on their own and require an ecosystem of financial backers to make this possible.
6. The insurance industry provides over £775 billion of investment to fossil fuel companies and collects £17 billion in premiums per year from providing insurance for fossil fuel projects.
7. Without backing from the insurance industry, all new fossil fuel projects become impossible to achieve as insurance is required before a project can be built.
8. To date, no insurance company has committed not to provide insurance for fossil fuel companies.
9. The largest fossil fuel insurance marketplace in the world, Lloyd's of London, is located right here in the UK, collecting £1.5 - 2 billion in fossil fuel premiums per year and insuring 9% of the global fossil industry.
10. Due to a steep recruitment crisis caused primarily by an ageing workforce and disinterest from young people, the insurance industry, including Lloyd's, are adopting new online and in-person strategies to recruit Higher Education students into their ranks.

Union Believes

1. The insurance industry is complicit in facilitating climate chaos by insuring the expansion of the fossil fuel industry.
2. It is imperative the insurance industry stop providing insurance to all fossil fuel projects and start insuring the future of the students' the Students' Union represents instead.
3. The Students' Union has a duty to alert and educate its student body about the damage caused by their future employers, including insurance companies, to counter the insurance industry's greenwashed marketing strategies so that students can better inform their career choices.

Paper I: UCU Solidarity Motion

UCU Solidarity

Proposer Luna Larkin

Union Resolves

This motion mandates the Students' Union Officers to:

1. send a message of organizational solidarity to UCU annually, highlighting our shared values of equality, diversity, respect, representation and desire for better working conditions. Also state that both share deep concerns about the future of education funding and its marketisation.
2. arrange regular meetings with UCU representatives and offer opportunities to share messages about working conditions directly to students. Officers should advise members before and after these meetings take place.
3. be clear in meetings with the University that the Union fully supports the values and principles of UCU and that we expect trade union voices to be heard with open dialogue specifically in discussions about working conditions

Union Notes

That in the last few years, UCU have taken the difficult and heavy decision to take industrial action. They do this democratically and as an absolute last resort to safeguard their pay and conditions. These include short-term contracts, pay awards, opportunities for career development and improved work-life balance.

In the past when University lecturers and administration staff have had their working conditions and pay attacked by their employer the Students' Union has not always acted quickly in explaining to students about the issues at stake or developed consistent relationships with UCU representatives.

Any attacks on our teachers' conditions are detrimental to students as well as staff - all of us are suffering under a failing marketised education system.

Union Believes

In any business, company or organisation positive employment conditions and dialogue are crucial to supporting staff members to be able to deliver their best.

In a University setting, employment conditions for teaching staff contribute to the learning conditions enjoyed by students as their working conditions are our learning conditions.

In times of disputes, students are often misdirected to imbalanced information which only ever

provides one narrative from the University and the Universities & Colleges Employers Association. We believe this is unfair and students should be provided with all perspectives.

Greater links between students and the UCU will help create a University which is supporting all of us and will help fight against a corporate system of education that treats students solely as consumers.

The student movement can and should be a powerful ally to the trade union movement as it has done historically.