

Deputy President (Welfare) report to Union Council

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Updates:

- Formalised Officer Trustee Objectives (see below for details)
- Implemented Ask for Angela scheme in the venues
- Sent out invitations to Active Bystander Training for hall seniors. 11/14 wardens have responded affirmatively at the time of writing this.
- Gathered a group of volunteers with Sexual Violence Liaison Officer (SVLO) and Mental Health First Aider (MHFA) training to act as active bystanders during nighttime events in Beit Quad during Welcome.
- Participated in the shortlisting and interview panel for a Liberation and Campaigns Coordinator.
- Assisted the DPE with the well-being section of the Union's National Student Survey (NSS) response.
- Met with a representative from St. Andrews to exchange information on our Equality, Diversity and Inclusion (EDI) strategies.
- Selected a consent training provider for Clubs, Societies and Projects' (CSP) chairs and presidents, faculty and departmental wellbeing reps, and hall seniors.
- Wrote a blog post about the Safe Night Out Campaign.

Upcoming:

- Set up a staff and student working group for reviewing College's disciplinary procedures.
- Analyse the results of the sexual misconduct survey
- Write the annual bursary survey response
- Begin drafting a tender document for an Equality, Diversity and Inclusion (EDI) consultant.
- Meet with an expert to discuss community building.
- Draft a survey for the CSP Culture Review; present this to the Clubs, Societies Projects Board
- Write an Operational Procedures Policy for the handling of complaints and disciplinary cases.
- Co-run a Relationships 101 workshop with ICUsToo for freshers at Gabor Hall

Objectives:

Objective 1: Post-Pandemic Reintegration of the Imperial Community - [In progress]

The purpose of this objective will be to re-integrate the Imperial community after a year spent in isolation due to the COVID-19 pandemic, whilst also supporting the safety and wellbeing of students as they return to socials and nights out.

This will be done by laying the foundations for a peer support network, creating a Safe Night Out campaign, actively supporting the LCOs in their projects and campaigns, meeting with faculty welfare reps on a fortnightly basis, and meeting with one departmental welfare rep per week.

The Safe Night Out Campaign will be delivered in conjunction with Welcome Week.

Time spent on assisting LCOs with their community projects will vary, but there are currently already plans to provide free pronoun badges during Welcome.

The peer support network may take longer than one full academic year to complete. The aim of this year will be to do the lobbying and negotiating that is necessary in getting adequate training in place for volunteers and facilitators. The aim is to have an action plan completed by the end of Term 1, which can then be presented to College and governing bodies in Term 2, followed by the implementation of its infrastructure in Term 3.

Management Committee will sign off on the Safe Night Out Campaign's planned events. Key projects being led by the Liberation and Community Officers will be signed off by the Community and Welfare Board and Union Council. The peer support network will have to receive approval from ESOG Student Experience as well as CWB, Union Council, and the Board of Trustees.

A budget for promotional materials is needed for the Safe Night Out Campaign. Research will need to be conducted on what training and other resources will be needed to lay the foundations of the peer support network. It may also be useful to seek a consultant's advice about community building on both large and small scales.

Focusing on this objective will lead to a more wholesome and supportive learning environment, which will improve the mental health and well-being of students during their time at Imperial. It will also help to mitigate the potential risks surrounding students as they re-enter our venues and interact with their peers in CSP socials and nights out by increasing the awareness and education on consent and safeguarding resources that are both internal and external to the College.

In summary, this objective will support and enhance the well-being of students, strengthen and help create inclusive student communities and enable students to have fun.

Objective 2: CSP Culture Review - [Not yet started]

This project will involve investigating barriers to welfare and inclusivity in our Clubs, Societies and Projects (CSPs) by surveying current committee members and running focus groups. Initial aims will include investigating the degree of awareness around consent, safe drinking practices, and the level of inclusivity towards all Imperial College students from all backgrounds. New aims and objectives may also be added in line with this process. Once the surveying is complete, recommendations will be made in collaboration with the MG Chairs, LCOs, and DPCS on how to improve these areas.

Surveys of committee members will be completed by the end of Term 1. Focus groups will be completed by the beginning of Term 2. An action plan will be completed by the middle of Term 2 (late February). Implementation of the Action Plan will begin by the end of term 2 (early March).

It is worth investigating these issues to find out how many students are being negatively impacted. Once we know the scope of these issues, we can put a plan of action to help combat them, thereby improving welfare and student experience in the Union.

In essence, this objective will strengthen and help create active and inclusive student communities, challenge and reduce inequalities affecting students, and support and enhance the wellbeing of students.

Objective 3: Improving Safeguarding and Disciplinary Procedures - [In progress]

The aim of this objective will be to increase awareness and education on consent, increase accessibility and safeguarding around reporting in the College and Union, and reform the disciplinary procedures in the College and the Union.

Active bystander training will be given to Union bar staff, CSP committee members, wellbeing representatives, and hall seniors. A working group will be set up for ICU, College Staff, and Imperial College students to hold the College accountable for its changes. After analysing the results of the sexual misconduct survey that was sent out by the previous DPW, a set of recommendations for best practice will be made for both the College and the Union. A full review will be done of the College's Disciplinary procedure, with policy changes and proposals presented accordingly.

All Imperial College students will be affected. Key collaborators will include the ICU Venues team, SVLOs, ICUsToo, faculty and departmental welfare reps, and Richard Martin.

It is essential to have some initial safeguarding measures put in place before Welcome Week; this will include active bystander training for hall seniors, bar staff, CSP committee members, and departmental and faculty reps. After that, the results of the sexual misconduct survey will be analysed and published in the beginning of Term 1. The working group is already in the process of being formed and is likely to have its first meeting before Welcome Week. The revision of the Union's disciplinary and safeguarding policies will

take place over the duration of Term 1. Best practice guidelines for College's procedures will be presented by the end of Term 1. The working group will then continue to meet regularly on a weekly to fortnightly basis.

The results of the survey, recommended policy changes and best practice guidelines will be presented to the Community and Welfare Board, Union Council, the Board of Trustees, ESOG Student Experience and College Council.

By analysing the survey on student experiences, we will be able to have a more representative figure on the prevalence of sexual harassment and violence that is experienced by students at Imperial. Following this, by putting into place an informed set of best practice guidelines for disciplinary and safeguarding procedures, students are likely to feel safer and more confident in coming forward and asking for support. Finally, a reformation of disciplinary procedures will lead to the transformation from a punitive process to one that prioritises the safety and wellbeing of students at Imperial College.

In summary, these measures will help to support and enhance the wellbeing of students.

Objective 4: Welfare Representation Network Review - [Not yet started]

A review of the wellbeing representation network will be done to assess the effectiveness of the current structure in representing the student voice, the effectiveness of training that is provided to wellbeing reps, and barriers to the safeguarding of wellbeing reps. This will be done by surveying and doing focus groups with faculty reps, departmental reps, and year reps on their experiences in the wellbeing representation network. Following these surveys and focus groups, a set of recommendations will be made on how to approach structure, safeguarding, and training in the wellbeing representation network.

The aim of this project will be to improve the structure of the wellbeing representation network and identify and address barriers in effective representation and safeguarding

The recommendations for structure, training and safeguarding will be published by the end of Term 2.

The format of the surveys and focus groups will be signed off by the management committee. The recommended changes to structure, training and safeguarding will be signed off by the CWB, Union Council, and Board of Trustees.

A budget will be needed to provide initiatives for participation in the surveys and focus groups.

By analysing the survey on the experiences of wellbeing reps, we will be able to have a better understanding of the type of structure that would work best for the wellbeing representation network, what kind of additional support and training they are needing, and the type of safeguarding that we need to implement. Once these changes are made, a more effective system will be put into place which will aid the collective student voice in raising wellbeing concerns to the College, whilst supporting the wellbeing of representatives.

Essentially, this project will help to support and enhance the wellbeing of students and empower students to change the world around them.

Objective 5: Developing the Union's EDI Strategy - [In progress]

An official EDI Strategy will be developed in line with the Union's value to be inclusive in everything we do, and to further its aim to strengthen and help create active and inclusive student communities. This will be done by gathering data to determine the scope of the project, publishing a tender document outlining the desired outcomes of the strategy, and the hiring of an external consultant to lead the project.

The aim of this strategy will be to identify our weaknesses in equality, diversity and inclusion (EDI) as an organisation, establish our aims and priorities for both student and staff-facing EDI, and recruit professional expertise that will aid in creating a roadmap for realising our values around inclusion in the Union.

A tender document will be published in Term 1, followed by the recruitment of an external EDI consultant by the end of Term 1. The EDI strategy will be written and finalised by the end of Term 2. It will be sent to the Board of Trustees for approval in Term 3.

The tender document will be approved by the EDI Strategy Group and the Management Committee. The final strategy will be signed off by the Board of Trustees.

A budget of £10,000 has been allocated for an EDI consultant.

Implementing this strategy will identify where our weaknesses are and establish our institutional aims in widening the access and participation of disadvantaged groups. It will identify resources and enablers that will aid the realisation of these aims and lay the groundwork for an action plan that will help us to accomplish these aims in a meaningful and timely manner. Finally, it will put into place key performance indicators that will measure the impact of the implementation of this strategy on diversity and inclusion in the Union.

As a result, this project will strengthen and help create active and inclusive student communities and challenge and reduce the inequalities affecting students.