

DURHAM SU ASSEMBLY

There will be a meeting of Assembly at 1800 on Thursday 8 December, Fonteyn Ballroom, Dunelm House

Please try and arrive at the meeting from 1745, for a prompt start at 1800.

AGENDA

1. OPENING OF MEETING (CHAIR, 2 MINUTES)

To receive apologies, conflicts of interest, notification of any other urgent business not on the agenda.

2. MINUTES OF THE PREVIOUS MEETINGS ON 3 NOVEMBER 2022 (CHAIR, 2 MINUTES) UA/2223/10

To accept the minutes as an accurate record of the previous meetings.

Routine business items

3. RATIFICATION OF STUDENT GROUPS (CHAIR, 2 MINUTES) UA/2223/11

To note ratified new student groups from Student Group Committee.

4. BOARD REPORT (PRESIDENT, 2 MINUTES) UA/2223/12

To receive an update report from the Board of Trustees and to ratify Peter Robertson as Returning Officer.

5. RETURNING OFFICER ELECTION REPORTS (CHAIR, 2 MINUTES) UA/2223/13 AND UA/2223/14

To receive the returning officers reports from NUS delegate and Assembly membership elections.

6. ASSEMBLY COMMITTEES ELECTIONS (CHAIR, 5 MINUTES)

To receive an update on electing members to the committees of Assembly.

7. OFFICER UPDATES (OFFICERS, 10 MINUTES) UA/2223/17

To receive an update on team priorities from the SU officer team.

8. COMMITTEE UPDATES (COMMITTEE CHAIRS, 10 MINUTES)

To receive updates from committee chairs on activities since the last meeting.

9. ASSOCIATION UPDATES (ASSOCIATION CHAIRS, 10 MINUTES)

To receive updates from association chairs on activities since the last meeting.

**A comfort break of 10 minutes will be held, before returning to discussion items.*

Items for discussion:

10. DURHAM SU POSITION ON NUCLEAR WEAPONS (JACK BALLINGHAM, 10 MINUTES) UA/2223/15

To discuss a motion on Durham SU's position on Nuclear Weapons.

11. DURHAM SU CODE OF CONDUCT (OPPORTUNITIES OFFICER, 10 MINUTES) UA/2223/16

To approve the proposed Code of Conduct for members of Durham Students' Union.

12. PALATINATE UPDATE (OPPORTUNITIES OFFICER, 10 MINUTES)

To receive an update on recent developments with Palatinate.

Assembly is committed to making its meetings accessible to persons with disabilities. If you consider yourself to have any access or reasonable adjustment needs, please contact the SU governance account: dsu.governance@durham.ac.uk at least 2 days in advance of the meeting to make arrangements.

DURHAM SU ASSEMBLY

DRAFT MINUTES OF THE MEETING 03 November 2022

MCS0001, Mathematics and Computer Science Building

1. OPENING OF MEETING

Gareth Hughes as secretary of Assembly addressed members and said that there was currently no chair as this was the first meeting of the year and members need to elect a chair in this meeting and asked if a member of Assembly could nominate themselves to chair the meeting until the election.

Charles Lawrence took over proceedings as interim chair.

CL opened the meeting, welcoming members and attendees, explaining zoom etiquette, outlining that no offensive or unacceptable behaviour would be accepted and would result in being removed from the meeting.

2. MINUTES OF THE PREVIOUS MEETINGS ON 26 MAY 2022 AND MATTERS ARISING

There were no amendments to minutes of the last meetings.
Minutes from the last meetings were approved.

3. RATIFICATION OF STUDENT GROUPS

Assembly noted the new ratified student groups from Student Group Committee.

There was a query from a member about the ratification of Social Golf Society. The Chair of Student Group Committee will pick this up directly with the member.

Routine business items

4. CHAIRS ELECTION

CL advised members that voting for the Chairs election was now open and would close ahead of the result in 10 minutes.

5. ASSEMBLY PROCEDURES COMMITTEE ELECTION

CL advised that nominations for Assembly Procedures Committee were now open. More information is provided in the email sent to all members.

6. OFFICER SCRUTINY COMMITTEE

CL advised that nominations for Officer Scrutiny Committee were now open. More information is provided in the email sent to all members.

7. OFFICER UPDATES

Assembly received an update on the team plan from the SU officer team.

8. COMMITTEE UPDATES

Student Groups Committee
JCR PresComm
Academic Affairs Committee
DUCK
MCR PresComm

Assembly Procedures Committee and Officer Scrutiny Committee members have not yet been elected yet so no update was provided.

9. ASSOCIATION UPDATES

(Apologies from LGBT+ Association, Durham People of Colour Association (DPoCA), Students with Disabilities Association (SwDA), Women's Association, Trans Association, International, Students' Association, Working Class Students' Association, Mature Students' Association (MATSA))

CL announced Alaina Khan as the Chair of Assembly.

****ACCESS BREAK****

Alaina Khan took over proceedings as Chair of Assembly.

Items for discussion:

10. FOSSIL FREE CAREERS

Poppy Jopson presented motion and said 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. Young people see oil and gas as the most unappealing sector to work in. They associate it with responsibility for the climate crisis and believe there is no future for jobs in the industry. We are currently in a sustainability crisis so should be moving away from companies that impact this. The university has made a public ethical and sustainability commitment and have committed to divest from investments in fossil fuel companies. However, the University Careers Service 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.

William Brown spoke against the motion and stated that passing this motion would put restrictions on careers choices for graduate's impacting future opportunities available.

Jack Ballingham spoke for the motion and said that he fully supported the motion and would raise this at the University Sustainability Committee meeting in December.

Jon Chan spoke against the motion adding that Assembly should not deny opportunities to students who may be interested in careers in those sectors.

AK moves to a vote.

The motion PASSES.

11. STANDING ORDERS CORRECTIONS

Jack Ballingham presented the motion and said this paper was provided to correct a number of inconsistencies in the approved new Standing Orders, which Assembly need to give permission to make minor alterations to correct any inconsistencies.

There were no speeches opposing the motion.

AK moves to a vote.

The motion PASSES.

12. PRO-CHOICE STANCE ON ABORTIONS

Laura Curran presented the motion and said that individuals should have control and autonomy over their own bodies, and should include the individual's decision on whether they wish to continue or terminate a pregnancy. Safe, free, and legal abortions should be accessible healthcare, available to all, without the requirement for multiple doctors to authorise the procedure. Durham SU currently has a Pro-choice policy, the motion seeks to enhance the policy by having Durham SU adopt a pro-choice stance on abortions.

There were no speeches opposing the motion.

AK moves to a vote

The motion PASSES.

13. DURHAM SU CODE OF CONDUCT

Jack Ballingham presented the paper and said that the Code of Conduct makes clear the standards of behaviour that Durham SU want to encourage and support in order to be a welcoming, respectful, organisation. The Code of Conduct applies to all Student Members of Durham SU, including all volunteers and elected volunteers, and all those in positions of responsibility such as student group leaders and student representatives.

The paper is for consultation at this time and will not be voted on at this time but will be voted on at a later meeting.

Jon Chan said that Durham is a diverse community and the concern is someone might fall into two constitutions at once i.e. JCR member and Students Union member.

JB replied that each constitution would deal with each part of its own code of conduct related matters.

JC added that there were no safeguards for free speech outlined in the code of conduct.

JB said that Durham SU has a separate Freedom of Speech Policy and there are also laws around freedom of speech which would be followed in this case.

There was no other business.

TO: Assembly

FROM: Student Groups Committee

RE: Ratified New Student Groups

DATE: 8 December 2022

Ratified student groups as of 01/12/2022

Student Groups Committee have approved the below new student groups for ratification:

- A.D.H.She
- Architectural Society
- Azerbaijan Society
- Baltic Society
- Banana Society
- Beatles Society
- Bollywood Dance
- Bridge Club
- Comic Book & Superhero
- Documentary Society
- Durham University Hong Kong Underground Society
- F1 Society
- First Love
- Marketing Society
- Nintendo Society
- Palestine Solidarity Group
- Parkour Society
- Pasta Society
- Social Golf Society
- Spotify Society
- Study Abroad Society
- Whisky Society
- Young Greens
- Yugo Society

Assembly is asked to note the ratification of each new student group presented by Student Groups Committee.

TO: Assembly

FROM: Joe McGarry

RE: Durham SU Board of Trustees Report

DATE: 8 December 2022

DURHAM SU BOARD OF TRUSTEES REPORT TO ASSEMBLY

The Board of Trustees met on 2 November, and the following points were considered.

- A reflection on risk management in 2021/2022. The Risk Policy requires the Chief Executive to report annually to the trustees on Durham SU's record in managing strategic risk, in particular on activity in the previous year.
- A discussion on strategic risk and the internal and external risk profile in the coming year. The Trustees approved the Strategic Risk Register and a proposal for the adoption of a monitoring framework for risk management purposes, following the increased confidence in the risk assessment processes and ability to better identify higher-risk student groups and student group activity.
- The Trustees approved a revised Risk Policy, which is reviewed annually.
- The Trustees approved that a referendum (preferendum) be called to determine Durham SU's policy on industrial action affecting students in the near future.

Assembly is asked to appoint Peter Robertson, Director of the NUS Charity as the Returning Officer.

Mr Robertson has returned elections in students' unions many hundred times as a senior manager in the national union. He was previously Chief Executive of Liverpool Guild of Students and Kings College Students' Union, and has a strong background in oversight and management of democracy in students' unions. He exceeds the qualifications necessary to return Durham SU's elections. On Wednesday 7 December the Board will considered the nomination for Returning Officer.

Assembly is asked to ratify Peter Robertson as the Returning Officer.

Returning Officer Report Durham Students' Union

Election	Assembly Membership Election
Returning Officer	Peter Robertson
Deputy Returning Officer	Gareth Hughes Chief Executive
Dates of Nominations:	03/10/2022 - 14/10/2022
Number of Candidates:	30
Dates of Voting:	24/10/2022 - 28/10/2022
Number of Votes:	633
Number of Complaints/Appeals:	0
Number of Complaints/Appeals Upheld:	0

Returning Officer Comments/Recommendations

There are no further comments or recommendations.

Confirmation of Fair Election

I hereby declare that this election was run in a fair and democratic manner which satisfies the stipulations as laid out within the 1994 Education Act.

Returning Officer Signature and Date

Date: 21/11/2022	Signature: Peter Robertson <i>NUS Charity Director & National Returning Officer</i>
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Returning Officer Report Durham Students' Union

Election	NUS Delegate Election
Returning Officer	Peter Robertson
Deputy Returning Officer	Gareth Hughes Chief Executive
Dates of Nominations:	03/10/2022 - 14/10/2022
Number of Candidates:	10
Dates of Voting:	24/10/2022 - 28/10/2022
Number of Votes:	323
Number of Complaints/Appeals:	0
Number of Complaints/Appeals Upheld:	0

Returning Officer Comments/Recommendations

There are no further comments or recommendations.

Confirmation of Fair Election

I hereby declare that this election was run in a fair and democratic manner which satisfies the stipulations as laid out within the 1994 Education Act.

Returning Officer Signature and Date

Date: 17/11/2022	Signature: <i>Peter Robertson</i> <i>NUS Charity Director & National Returning Officer</i>
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TO: Assembly

FROM: Jack Ballingham

RE: Opportunities Officer Report

DATE: 8 December 2022

Student Group Activity

Durham SU currently has 283 actively registered student clubs and societies (one of the largest numbers in the country), among which there are currently 24,581 registered memberships. Between Freshers' Week and the end of November, there were 509 student group events registered with the SU (the real number will obviously be far higher), with a combined total of 7,592 ticket sales.

Student Group Committee is now active and processing new society applications and grants (the Chair will be able to provide more information in his report).

Housing

The SU has been putting pressure on the University throughout the recent housing crisis – you'll be able to find more information about this work in other officers' reports.

I'm currently leading on the SU's research project on direct intervention in the housing market – this means the SU taking an active role in providing student accommodation. The project aims to provide a basis for future action by looking at what options are available and the relative benefits and challenges of each. It will look at, among others, student housing co-operatives, SU-run non-profit letting agencies, and direct ownership low-cost student accommodation, and how these have been done at other institutions. The project is currently in planning stages, but will be open to public consultation from students next term.

Living Wage

Durham SU has launched its campaign for the Real Living Wage at Durham University this year in collaboration with Citizens UK. Citizens UK have run successful campaigns for the Real Living Wage at Sunderland and Newcastle Universities in recent years. We've been working with student groups and campus unions to raise awareness of the Real Living Wage, and [recently hosted](#) a leafleting and campaign info session that was well attended and had great engagement. I'm particularly grateful to students from the Just Love group who've been really active in the campaign.

Workers' Rights

I am in contact with campus trade unions, in conjunction with who we'll soon be launching an initiative to promote unionisation among student staff, both those employed by the University and outside it.

Higher Education (Freedom of Speech) Bill

I have continued the campaign around the government's Higher Education (Freedom of Speech) Bill this year – the Bill is currently in the House of Lords, and myself and other student leaders have had productive conversations, both in meetings and by email, with members of the Lords. The concerns and criticisms we have had about parts of the Bill have been taken up by members in debates, as can be seen in [this speech](#) by Lord Willetts, who I met with in September. At the time of writing it appears possible that criticism from the Lords may change the Bill, including removing the sections we have criticised most.

Cost of Living

Myself and the other officers have been active members of the University's task and finish group on the cost of living crisis – to date this group had delivered substantial increases in the Durham Grant Scheme, immediate-access hardship funds, large increases to existing hardship funds, extensions to the Too Good to Go scheme, and the breakfast club scheme in Dunelm House and the Library.

The rearrangement of Dunelm House's spaces (detailed below) are intended to maximise the amount of available warm space open to students. The SU has also recently published an [Energy Toolkit](#) for students, giving accessible information on energy bills, dealing with private suppliers and available support.

Palatinate

Members will be aware of the Palatinate front page and editorials from the 10th of November edition relating to proposals for the paper's independence from the SU, and subsequent press coverage (in the Mail on Sunday and the Northern Echo). My response from the 18th of November can be found [here](#). A fuller presentation will be delivered at the Assembly meeting. The SU continues to provide all the usual support to Palatinate in the publication of the paper.

Commercial and Dunelm House

Dunelm House's student spaces were rearranged and improved over the summer, with the main bar and café being moved to the much better Kingsgate space on B Level. The old Riverside bar is now used as student seating space as The Lounge. Meeting rooms on A and B Levels have been renovated, and are now in use as teaching space by the University during the day (and remain available for student group and other bookings in the evening). The new bar and café in Kingsgate is so far proving more successful than the previous Riverside bar, with coffee during the day selling particularly well. The prices for all drinks have also been significantly reduced in price compared with last year.

Other Work

ESSPG & Fossil Free Careers

At the last Assembly meeting I supported the Eco DU motion on Fossil Free Careers – Eco DU have produced a paper to submit to the University's Environmental Sustainability Strategic Planning Group (ESSPG) on the 7th of December. I fully support the campaign, and as a member of the Group am a sponsor of the paper.

TO: Assembly

FROM: Laura Curran

RE: Welfare and Liberation Officer Report

DATE: 8 December 2022

Update on Priorities

Housing:

- September:
 - Released a statement with the Officer Team about the Housing Shortage, imploring the University to take action.
- October:
 - Trained JCR Officers in preparation for their Housing Campaigns.
 - Released another statement with the Officer Team on the Housing Crisis, again demanding the University to take responsibility for their actions.
 - Created the Housing Toolkit for the Durham SU Website.
 - Promoted housing resources, including the Advice Service and external resources, on my social media accounts.
 - Sent evidence to the Vice Chancellor on the rising rent costs within the city
 - Co-signed a letter from Mary Kelly Foy MP addressed to estate agents in Durham, after meeting with her to discuss the Housing Crisis.
 - Launched a call for student stories on the Housing Crisis.
- November:
 - Met with the Accommodation Helpline to gain a better insight into which students used the service and what their experience was like.
 - Began looking through the responses to the call for student stories, to be shared online and sent to the Vice Chancellor.

General updates

Active Bystander Training:

- Organised training for 650 students. These were all Freps who were trained in time for Freshers' Week.
- Working on how to organise training for students in positions of responsibility during the rest of the year.

Speak Free:

- Helped host an event called 'Speak Free' at the same time as Durham Union Society's debate with Rod Liddle, with the intention of demonstrating what freedom of speech and the culture of discussion and debate can look like in Durham.
- Wrote an article on the event, which we aim to hold more often throughout the year.

Student Advisory Group:

- Recruited student representatives from Common Rooms and Associations to sit on the Student Advisory Group.

- In the past, this group has worked with the University's Student Wellbeing Team on how Student Support can be improved for students. These recommendations will be implemented in the next academic year, and so the role of the group this year is to work on a communication strategy on how best to communicate to students on what these changes will look like.

Meetings:

- As part of my role, I sit on multiple committees and groups within the University. Meetings that I have had so far include:
 - Mutli-Agency Group on Spiking – how to combat spiking within the University and the city.
 - Drug Code Task & Finish Group – working on what the University's Drug Policy should be like, with the aim of achieving a Harm Reduction stance
 - Sexual Misconduct and Violence Operations Group – works on how to tackle SMV within the University.
 - Wider Student Experience Committee – a group underneath Senate, made up of student, College, wellbeing, and sport representatives, chaired by the PVC for Colleges and Student Experience.
 - Senate – one of the highest decision-making bodies within the University, with representation from Colleges, departments, student faculty representatives, and University exec.
- Future meetings that I will be attending include:
 - Council – one of the highest decision-making bodies within the University. The PG Academic Officer would normally attend this rather than the Welfare and Liberation Officer, yet since the role is currently unfilled, I will be filling in this space as I was a Postgraduate student before coming into the role.
 - People Committee – a brand new committee underneath Council, focusing on employment issues such as maternity leave, promotions and so on within the University. Again, the PG Academic Officer would sit on this committee, but I will be doing so as a temporary measure.

Academics:

- I finished my Master's degree in Philosophy in September! This was after writing my dissertation during the first month and a half of being Welfare and Liberation Officer.
- I received my results in November, and will be graduating in January :)

TO: Assembly

FROM: Joshua Freestone

RE: UG Academic Officer Report

DATE: 8 December 2022

Extensions

I was part of consultation on the Universities extensions policy. Officially the line is that nothing has changed regarding extensions, but rather departments have been reminded of the recommendations disclosed in the teaching and learning handbook. Like many things in academia extensions policy had to adapt to the uniquely challenging circumstances of pandemic studying. Consequently, there was a leniency regarding granting extension requests. Naturally this led to a large increase in the number of extension requests and concerns from the University that extensions were becoming a norm for students. Furthermore, there was concerns that there was a disparity between the ease of getting extensions from departments to departments.

The University policy remains that extensions should only be granted in exceptional circumstances, including illness, bereavement, emergencies and more. Extension cannot be granted for poor time management or technology issues. Despite these extensions will remain for students with disability support notices and those who are able to present a form for self-certification of absence. I have offered the University help with distributing infographics and explainers regarding extension policy to ensure that students find this as easy as possible to navigate.

Student Working Hours

In an ideal world no students would have to have to enter employment as a means of subsidising their degree. However, this is simply not the case at the moment, especially during a cost-of-living crisis. Thus, when it came to Education Committee and a motion was brought proposing to allow students to work more hours in jobs where they are employed by the University I voted in favour.

If students cannot find work in the university, they will find work elsewhere. These institutions may not provide flexibility or security. If students are going to work, I would far rather they work in well paid, secure jobs rather than at the whim of potentially exploitative employers. Furthermore, University employment provides far more flexibility. Due to the nature of certain Undergraduate courses, there are different stages of intensity for different students. For many humanities students a significant part of their marks will come from summative throughout the year rather than exams. Thus, they may be very busy first and second term, but broadly free during third term. Whereas for a maths student this may be the opposite, broadly free during first and second term but busy during third term. University employment would give these students the freedom to do shifts at times which suited them, rather than facing the frightening prospect of having to balance exams and employment.

Exams

Over the course of the pandemic academic life for students was subject to fast radical changes. This year is the first-year students have had with next to no covid regulation. Thus, it is entirely natural to expect academia to return to normal. However, it was my belief starting this role that there was no need for this transition to be rushed, and any return to normal would have to be inclusive of the unique experiences that this cohort has had.

I did not believe a rush to complete in person exams would be justified or fair. Through Provost Board and Education Committee I pushed for a pragmatic solution. 24-hour online exams with open books where never perfect and it is entirely true that for different departments it showed different suitability.

Despite this it remains the format that most students at the university are used to and comfortable with. Working with Tony Fawcett and others on Provost and Senate we pushed for a policy in which online exams would remain the default for most students, whilst also allowing individual departments to make recommendations as to why they ought to be treated differently.

The two primary departments who requested a different format were physics and modern languages. In both cases there were concerns about the integrity of the process and how students coped with such a lengthy exam window.

The course reps for each department conducted extensive consultation with their cohort and found conclusively that these were not popular proposals. Students were rightly worried that they haven't sat since potentially 2018. I am completely empathetic to the concerns of the departments and am absolutely convinced their proposals were made with the best possible intent. However, it cannot be argued that these proposals were in the interests of students. With the fantastic work of the course reps, I managed to have meetings with MLAC and the PVC for Education and managed to negotiate a U-turn. This was not easy, and I am immensely grateful to the departments for what must have been a tough decision. Furthermore, I am grateful to the course reps who helped gather the information and consequently push the department into making this decision. This is a huge victory for the course reps and a win for student voice moreover.

Sadly, the same wasn't possible for physics. This certainly isn't ideal, and it is not the outcome I campaigned for, but I will ensure to make sure the transition to an in-person format is as easy as possible for Physics students. I have already had conversations regarding mitigations and exam preparation. Exams are an inherently scary process, and it is my responsibility as academic officer to ease this worry as much as I can. As always, I welcome any feedback or advice from students directly affected by this decision.

Campaigning- UCU and Living Wage

It is my belief that the SU ought to be the campaigning wing of the student body, so it has been a joy to throw myself into various campaigns. Firstly, I've helped with Jack, our opportunities officer, in his Living Wage Campaign. With the help of Tyne Citizens UK and Just Love Durham we have been applying pressure on the university to become a living wage accredited employer.

Right now, there are staff at our university who are earning below the living wage and struggling to make ends meet. During a cost-of-living crisis this is completely unacceptable, and it's high time the university pays up.

Citizens UK have led the successful campaign a living wage campaigns at Newcastle and Sunderland University. Their campaign is centred around listening to underpaid staff, hearing their hardship, and collecting testimony. Furthermore, they seek demonstrate student support for the campaign through various activities. The hope is this will cumulate in a meeting with management, in which underpaid staff are invited to give first hand testimony of their lived experience. So far we have heard from unions on campus about the plight of workers, and raised awareness, hopefully coming into the new year we will be able to negotiate a meeting with management and win a living wage.

This campaign intersects with that of the UCU who are fighting for pay, pensions and their conditions in the workplace. So, I have been stood on the picket lines, handing out leaflets, speaking to staff and showing my solidarity.

The SU announced earlier this year that they would be hosting a referendum on the rights of these workers. Considering this referendum, I have spent a great deal of time and effort involved with the campaign to support all industrial action. The working conditions of staff are the learning conditions of students. When staff are overworked, and underpaid students suffer. We all deserve far better than a university system that exploits us all and denies workers basic dignity and respect. To put simply this dispute could be resolved tomorrow if there is the will power to do so. Consequently, I want to ensure that staff have the best possible hand when it comes to negotiations, and this can only be done with student support.

TO: Assembly

FROM: Jack Ballingham

RE: Durham SU Position on Nuclear Weapons

DATE: 8 December 2022

Assembly notes:

1. That the Bulletin of the Atomic Scientists' Doomsday Clock currently stands at 100 seconds to "midnight"¹, the closest to midnight the Clock has been since it was established in 1947;
2. That this year's Russian invasion of Ukraine has been one of the primary drivers in creating this dangerous position, and that Russia has made nuclear threats as part of its strategy;
3. That the Treaty on the Prohibition of Nuclear Weapons (TPNW)² entered into force in January 2021, making nuclear weapons illegal in international law – and that the Treaty has been signed by 91 countries and ratified by 68, including neighbouring Ireland, and two former nuclear-armed states: South Africa and Kazakhstan;
 - a. A poll taken in January 2021 showed that 59% of the British public supported the UK signing the TPNW³;
4. That the 2021 Integrated Review of defence policy increased the cap on the UK's nuclear stockpile from 180 to 260 nuclear warheads⁴;
5. That Durham University has had and continues to have partnership, research and careers advertising arrangements with, including receiving funding from, the Atomic Weapons Establishment, and nuclear submarine and weapons manufacturing and maintenance companies, including BAE Systems⁵.

Assembly believes:

1. That the UK's possession of nuclear weapons does not provide security, and instead contributes to an international climate of risk and danger;
2. That the UK therefore should not possess nuclear weapons;
3. That the UK should become a signatory to the Treaty on the Prohibition of Nuclear Weapons;
4. That Durham University should not have relationships with the nuclear weapons industry, including the Atomic Weapons Establishment, including research, funding relationships, and the advertisement of career opportunities in that industry.

Assembly resolves:

1. That Durham SU shall hold a policy position opposed to the existence and use of nuclear weapons in general, and the UK's possession of nuclear weapons specifically;

¹ The Doomsday Clock is a live tool symbolising how close to nuclear war the world currently is, maintained by the Bulletin of the Atomic Scientists, on which "midnight" symbolises nuclear war:

thebulletin.org/doomsday-clock/current-time/

² <https://www.un.org/disarmament/wmd/nuclear/tpnw/>

³ cnduk.org/new-poll-shows-mass-backing-for-tpnw/

⁴ researchbriefings.files.parliament.uk/documents/CBP-9175/CBP-9175.pdf

⁵ See Appendix

2. To call on Durham University to end any current relationships with the nuclear weapons industry, and to commit to not establishing any such new relationships in the future;
 - a. To establish a Task & Finish Group to carry out lobbying and information-finding work to this effect.

Appendix (Careers Advertising as of 11/11/22)

AWE Placement Scheme

✓ APPLY NOW

Application closing date: Sat 25 Feb 2023

Company: AWE

Location: Aldermaston, Reading.

Role: 12 Month Placement Opportunities- Various

Salary: £18,300

Start dates: August 2023

Deadline: 28th October 2022

AWE plays a crucial role in the defence of the United Kingdom, by providing and maintaining the warheads for the country's nuclear deterrent. We are a centre of scientific, engineering and technological excellence, with some of the most advanced research, design and production facilities in the world. Our unique expertise also assists the UK Government in developing and delivering a range of innovative and integrated support services, including national nuclear security and counter-terrorism solutions.

This is a fantastic opportunity for university students who want to become valuable professionals. This opportunity will enable you to grasp experience as you will be working in the science arena. Also, you will be given the opportunity to develop your skills and knowledge as a placement student!



Opportunity Provided To



Application Details

Application website > [Apply](#)

Application closing date: Sat 25 Feb 2023

Fact File

🔍 Ask a question about this Opportunity

Organisation	> Sanctuary Graduates
Reference ID	E3BM7
Opportunity Type	Placement Year
Occupational areas	Engineering, Scientific Services
Salary range	£15000 - £20000
Locations	South East England

Nuclear Engineer Graduate

✓ APPLY NOW

Application closing date: Wed 30 Nov 2022

Locations:

Barrow.

We offer a range of hybrid and flexible working arrangements please speak to your recruiter about the options for this particular role

Salary:

£30,000

What you'll be doing:

Become one of the Nuclear Engineers of the future with the only UK Company which manufactures nuclear powered submarines. Your placements will include: nuclear safety and regulation, management of fuel on site, nuclear reactor test and commissioning; and designing and validating radiation shielding.

Benefits:

You'll receive benefits including a competitive pension scheme, enhanced annual leave allowance and a Company contributed Share Incentive Plan. You'll also have access to additional benefits such as flexible working, an employee assistance programme, Cycle2work and employee discounts you may also be eligible for an annual incentive.

Why BAE Systems?

This is a place where you'll be able to make a real difference. You'll be part of an inclusive culture that values diversity, rewards integrity and merit, and where you'll be empowered to fulfil your potential. We welcome candidates from all backgrounds and particularly from sections of the community who are currently under represented within our industry, including women, ethnic minorities, people with disabilities and LGBTQ+ individuals.

BAE SYSTEMS

Opportunity Provided By



Application Details

Application website > [Apply](#)

Application closing date: Wed 30 Nov 2022

Posting expiry date: Wed 30 Nov 2022

Fact File

🔍 Ask a question about this Opportunity

Organisation	> BAE Systems
Reference ID	2Q792
Opportunity Type	Graduate Jobs - Future Start Date
Occupational areas	Information Technology
Salary range	£25000 - £30000
Salary description	£30000

Durham SU Code of Conduct

1. Why a Code of Conduct?

- 1.1 Durham SU wants every person to feel welcome and respected in every space or activity associated with our students' union. We have a Code of Conduct so that we're clear about the standards of behaviour we've decided we want to encourage and support in order to be a welcoming, respectful, organisation. Sections 2, 3, 4, and 5, are 'the Code of Conduct' and are endorsed by the Durham SU Assembly and the Durham SU Board of Trustees.
- 1.2 We expect our people and our organisation to behave in a way that we're all proud of, consistent with the Code of Conduct. We'll share the Code of Conduct widely, so that every person knows their responsibilities and rights. We'll help people meet our expectations but, if there's a failure to meet the standards of behaviour we all expect, then the Code of Conduct may inform disciplinary action. Sections 6 to 12 are the disciplinary process for Durham SU's members, and this has been approved by the Durham SU Board of Trustees.

2. Who does the Code of Conduct apply to?

- 2.1 The Code of Conduct applies to all Student Members of Durham SU, including all volunteers and elected volunteers, and all those in positions of responsibility such as student group leaders and student representatives.
- 2.2 Student group leaders have a collective responsibility for their own student groups, and are expected to put their best efforts into making sure the student group and its members act in line with the Code of Conduct, for example when dealing with students online from a group account or email address.
- 2.3 Visitors, customers, and guests in Durham SU spaces, physical or online, including non-student members of student groups, are expected to behave in line with the Code of Conduct.
- 2.4 The Durham SU sabbatical Officers are expected to behave in a way consistent with the standards of behaviour set out in the Code of Conduct, but are employed staff of the students' union and a different disciplinary procedure applies to them.
- 2.5 Durham SU employs a number of student members as staff, and while they are expected to behave in a way consistent with the standards of behaviour set out in the Code of Conduct, a different disciplinary procedure applies to them.

3. When does the Code of Conduct apply?

- 3.1 The Code of Conduct applies to any person or group:
 - Acting or perceived to be acting on behalf of or authorised by Durham SU.
 - When attending or travelling to a Durham SU event or a Durham SU student group event.
 - When using Durham SU facilities or undertaking Durham SU business.
 - In social media spaces both public and private when associated with Durham SU activity.
 - When interacting with any Durham SU Student Member, staff member, or volunteer.
- 3.2 When a person or group also has a relationship with another organisation, such as a visitor from a student group at another University or a Durham SU student group using the brand of another organisation, an incident related to the Code of Conduct will usually be referred to the other organisation for appropriate action.

4. How does the Code of Conduct relate to other policies and procedures?

- 4.1 This Code of Conduct applies to all Student Members as they hold an office or role within Durham SU under other regulations. This includes, but is not limited to, Academic Representatives, Assembly members and members of other Durham SU Committees, and Durham SU members appointed to institutional Committees, further to the Standing Orders.
- 4.2 This Code of Conduct sets expectations for the conduct of candidates and campaigners in Durham SU elections and referendums, and is to be used by the Returning Officer as a reference point for 'reasonable expectations' as in Standing Order C.
- 4.3 The Student Group Agreement at 5.1.d (iv) refers to a "code of conduct applicable to all Durham SU Student Groups" and this Code of Conduct is the relevant document. Some specific responsibilities which apply to student groups, and thereby its leadership, are set out in the rest of section 5 of the Student Group Agreement.
- 4.4 The model student group constitution, sets out at 3.5 the responsibility to "comply with...the relevant Rules and Regulations" and this Code of Conduct is a relevant document. At 6.3, the model student group constitution provides that the Officers (Committee) of a student group are "responsible for the Student Groups' compliance with the Rules and Regulations".
- 4.5 Other Durham SU policies that set expectation as to reasonable standards of behaviour by student members will use this Code of Conduct in their reasoning.

5. What standards of behaviour do we expect?

- 5.1 Durham SU expects that all people and groups will:
 - Behave in a manner worthy of mutual respect and understanding.
 - Respect the rights and dignity of other people and groups.
 - Act lawfully, reasonably, and civilly.
 - Promote Durham SU activity as open, inclusive, and supportive of all participants, in which no harmful or discriminatory behaviour is tolerated.
 - Uphold the good reputation of Durham students, Durham student activity, and Durham SU.
- 5.2 Durham SU expects that all people and groups will observe the rules and regulations relevant to their activity, including the Articles of Association, the Standing Orders, and appropriate policies and procedures. Adherence to policies and procedures relating to health and safety at student group events and in Durham SU spaces, including the use of alcohol, is especially important.
- 5.3 Durham SU expects that all people and groups will uphold the good reputation of Durham students and Durham SU, and not bring them into disrepute. For the avoidance of doubt, this does not mean any student seeking to disagree, criticise, scrutinise, or persuade their peers to change policies or actions of the students' union through our democratic processes, to make things better for all students in the future: as a membership, organisation, being open and responsive to direct feedback from our members is a reputation we want!

Disciplinary process

6. What do I do if I have a concern about standards of behaviour?

- 6.1 Any person may make a complaint by email to su.admin@durham.ac.uk or by drawing the concern to the attention of a member of the Durham SU staff team. Anonymous complaints will be considered but are not guaranteed to be accepted, and an appropriate course of action will be decided by the Chief Executive or their nominee on a case-by-case basis. There will, of course, be a limited extent to which action can be taken and the opportunity to gather further evidence or give feedback will be restricted.
- 6.2 Durham SU may decide to investigate concerns as to appropriate behaviour on its own initiative, on a reasonable understanding that it is aware of a concern and ought not to wait until a person makes a formal complaint. A member of the senior staff will authorise any such investigation.
- 6.3 Durham SU may decide to undertake an investigation in response to disciplinary action by another party, in particular Durham University, where there is reasonable basis to believe that a failure to do so may result in an unacceptable risk to people or the organisation.

Referral to or action by other organisations

- 6.4 Almost all instances of a failure to meet the standards of behaviour will involve a student who is enrolled at Durham University. On that basis, it may be appropriate to refer a suspicion, allegation, or finding of misconduct to Durham University or another organisation, for investigation under their own policies and procedures.
 - 6.4.1 The Chief Executive or their nominee will authorise each referral to Durham University, or any other external organisations such as the police, with appropriate regard to other Durham SU policies such as the Safeguarding Policy and the data protection rights of each person involved in the process. A referral may be made at any appropriate point of the process.
- 6.5 Durham University may wish to investigate *as well* as Durham SU, but this should not be *instead of* Durham SU. The students' union is required to put all reasonable endeavours into its investigations within its own competence, and cannot outsource its responsibilities to another organisation. There is, however, a recognition that Durham SU and Durham University may share an interest in ensuring that information is shared and agreed actions are implemented to ensure a mutually satisfactory outcome.

7. What happens when standards of behaviour aren't met?

- 7.1 When behaviour is observed which does not meet Durham SU's expectations, it's always appropriate to remind a person or group of the behaviours we expect. It may also be appropriate to consider an investigation into misconduct.

Disciplinary process

- 7.2 This disciplinary process should be understood as the Durham SU Disciplinary Process for student members, further to Article 114, and is used in all instances except where specific alterations are made in a relevant Standing Order, as described in section 4. For the avoidance of doubt: where there is conflict between any other Standing Order and this Code of Conduct, this Code of Conduct will take priority.
- 7.3 The general principles of this process are:
 - 7.3.1 An independent person will find out what has happened, and consider whether there's reasonable evidence of misconduct such that an allegation should be considered by a disciplinary panel.

- 7.3.2 An independent disciplinary panel will consider the allegation and review the evidence, hear the response from the person or group facing the allegation, and decide if there is sufficient evidence to uphold the allegation on the balance of probabilities. If the allegation is upheld, a sanction may be applied. The disciplinary panel's report will be shared with all parties.
- 7.3.3 An independent appeal panel may, if there are sufficient grounds for appeal, review the report of the disciplinary panel. The appeal panel will decide whether the disciplinary panel behaved in a reasonable and fair way, but will not repeat the hearing of the allegation by the disciplinary panel. The appeal panel may, if there is sufficient evidence to uphold the appeal on the balance of probabilities, set aside the disciplinary panel's decision or change the sanction applied. The appeal panel's reasoning will be shared with all parties, and the appeal panel's decision is final.
- 7.3.3.1 The only grounds upon which the Chief Executive will convene an appeal panel will be if there is evidence of procedural irregularity, or if new evidence becomes available which could not reasonably have been available to the disciplinary panel and which, in the Chief Executive's view, means that a different outcome is probable.

Examples of misconduct

7.4 Misconduct may include, but is not limited to:

- Misuse, unauthorised use, or careless damage of property, facilities, or premises.
- Non-compliance with policies and procedures where the impact can be assessed and predicted, or is known, and is minimal.
- Disorderly, threatening, bullying or offensive behaviour or harassment whether verbally or physically, online or not, whilst representing or purporting to represent Durham SU.
- Breach of confidentiality.

7.5 Significant breaches of this policy may be considered as gross misconduct, and these may include, but are not limited to:

- Deliberate damage to property, facilities, or premises.
- Malicious, abusive, or defamatory statements, including on social media.
- Non-compliance with policies and procedures where the impact could be, is, or is believed to be, significant.
- Violence, or the threat of violence, which may include physical, mental, sexual or any other kind of violence.
- Committing, or intending to commit, theft, fraud, deceit, deception, or dishonesty in relation to Durham SU.
- Discrimination, harassment, bullying, or victimisation of others.
- Bringing Durham SU into disrepute.

8. What will happen with my complaint?

Decision to investigate

8.1 The Chief Executive, or their nominee, on receipt of a complaint will decide:

- 8.1.1 Whether a minor allegation of misconduct is best dealt with through advice, guidance or development.
- 8.1.2 Whether a minor allegation of misconduct in a student group or other committee is within the capacity of a student group or other committee volunteer to investigate.
- 8.1.3 Whether an allegation is of sufficient gravity or complexity that a member of Durham SU staff must be appointed to investigate.

- 8.2 The view of the person or group making the complaint will be sought, and will be influential to the decision, but the Chief Executive is not required to proceed to an investigation if there is no reasonable belief that the outcome will be other than advice, guidance or development.
- 8.3 There is an assumption that each student group is able to manage its own disciplinary matters, but the Chief Executive has delegated authority to decide on the risk profile of the complaint, and has authority to refer the investigation as appropriate where there is reasonable concern about the capability or capacity of the student group to meet the expectations of a fair disciplinary process.

Investigation

- 8.4 A person without an interest in the complaint will conduct an investigation, normally within 10 working days. The investigator should offer an opportunity to the complainant to discuss their complaint but may proceed without a conversation if necessary. The investigation will determine findings of fact, consider mitigation, review relevant policies and procedures, and make a recommendation as to whether the complaint should be considered by a disciplinary panel, normally within a further 10 days.

Suspension

- 8.5 At any stage of an investigation, a person or group may have the rights or privileges of membership suspended (or volunteer responsibilities where this applies to non-members in volunteer roles) for a specified period of time, for a specified reason. The decision to suspend will not be taken lightly or without careful consideration of all the circumstances. Suspension is not a form of disciplinary action. Most disciplinary situations will not require suspension and it should be considered exceptionally, if:
- There are reasonable grounds to believe that the integrity of the investigation is at risk.
 - There are reasonable grounds to believe that there is a risk to other people or groups or to Durham SU.
 - There are reasonable grounds to believe that a person or group is seeking to improperly influence the investigation.
 - A person or group is the subject of other investigatory or criminal proceedings which may affect their effectiveness in role.
- 8.6 The Supervising Trustee, or in their absence to the Chair of the Board of Trustees, or in their absence the Vice-Chair of the Board of Trustees, may approve a recommendation from the Chief Executive and use the authority of the trustees to authorise a suspension. There may be exceptional circumstances where the Chief Executive or a member of the senior staff decide to immediately enforce a suspension, but this must be reported to one of the named trustees, above, and confirmed by them within 24 hours.
- 8.7 Suspension means that a person or group may not undertake any work as a volunteer, either elected or appointed, participate in any democratic process, or act on behalf of Durham SU in any way.
- 8.8 The period of suspension should be as short as practical to achieve the desired outcome, and be a specific and proportionate response, for a specified reason, to a specific end. It may not be necessary, for example, for a suspension to cover all of the areas described in 8.7. The investigating manager should review the terms of the suspension regularly and at each review should consider again whether an alternative to suspension is possible. All periods of suspension must be confirmed in writing to the person or group and will include an outline of the nature of the investigation. It also should be made clear that suspension does not constitute a disciplinary sanction.

9. How do we decide if an allegation is upheld?

- 9.1 Any disciplinary process conducted at Durham SU is a lay process, not a legal process. A disciplinary panel will decide, on the balance of probabilities, whether an allegation of misconduct is upheld, and decide an appropriate outcome.
- 9.2 Durham SU will seek to make any reasonable adjustments to be made for access needs. There isn't any automatic right to be accompanied to any meetings by a colleague or friend, but Durham SU will consider a request to be supported by another student if necessary.
- 9.3 The membership of a disciplinary panel will be consistent with any particular other regulations, for example the student group regulations, or, where there is no other regulation, consist of a Durham SU manager and a Durham SU Officer.

10. What could be the outcome of an allegation being upheld?

- 10.1 At any point, Durham SU may recommend that advice, guidance or development is an appropriate requirement, and these may also be the outcome of a formal investigation.
- 10.2 An allegation of misconduct may, if upheld, result in an outcome of:
 - 10.2.1 A formal written warning sent to those concerned, warning about future conduct and the consequences of any further disciplinary issues.
 - 10.2.2 A requirement to write a letter of apology for their conduct.
 - 10.2.3 Suspension of a volunteer or committee member (s) from the activities of the committee which may or may not be limited to a particular opportunity or committee.
 - 10.2.4 Suspension of a volunteer or committee member/s from the activities of a student group, which may or may not be limited to a particular opportunity or group.
 - 10.2.5 Requirement to make good any damages, including any payment as appropriate.
 - 10.2.6 Suspension of activities when a student group's behaviour is in breach of the standards expected. This will include freezing of the student group's financial account.
 - 10.2.7 Cancellation of a particular activity or a series of activities.
 - 10.2.8 Removal of a volunteer or committee member from their position, which may or may not be limited to a particular committee.
 - 10.2.9 Removal of membership to a student group, which may or may not be limited a particular committee.
- 10.3 An allegation of gross misconduct may, if upheld, result in an outcome of:
 - 10.3.1 Suspension of membership of Durham SU, further to Article 116.
 - 10.3.2 A recommendation of expulsion from membership of Durham SU, further to Article 17.
- 10.4 In the event of recommendation of expulsion from membership of Durham SU, as in 8.3.2, it will be necessary for a resolution of the Board of Trustees to affect the outcome. The Chief Executive will make necessary arrangements further to Article 17.

11. What is the disciplinary appeals process?

- 11.1 The subject of a disciplinary outcome unhappy with the outcome of the investigation can appeal within ten working days of the outcome via email to su.admin@durham.ac.uk.
- 11.2 Durham SU will only accept an appeal on grounds that new evidence which was not previously available has now become clear, or because there has been a procedural irregularity. There is no right to appeal on grounds of disagreement with the findings of the previous stage. The grounds for the appeal should be clearly communicated in the appeals email and any new evidence should be included.
- 11.3 The appeals panel will be comprised of a Durham SU senior manager and a Durham SU Officer.
- 11.4 The appeals panel will review the disciplinary investigation and the hearing, consider any new evidence submitted with the appeal. The appeals panel has power to either dismiss the appeal, or uphold the appeal and either change or set aside the outcome.
- 11.5 An appeal against a resolution of the Board of Trustees to expel a person from membership of Durham SU is managed in a process set out in Articles 86 to 89.

12. How will records be maintained?

- 12.1 Durham SU will keep a record of all complaints received, and the action taken, and keep appropriate records until the end of the academic year following the year the complaint was received for audit and evaluation purposes. All records will be kept in line with Durham SU's data protection policies.