

Passed Student Ideas (SU Policies)

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Welcome!

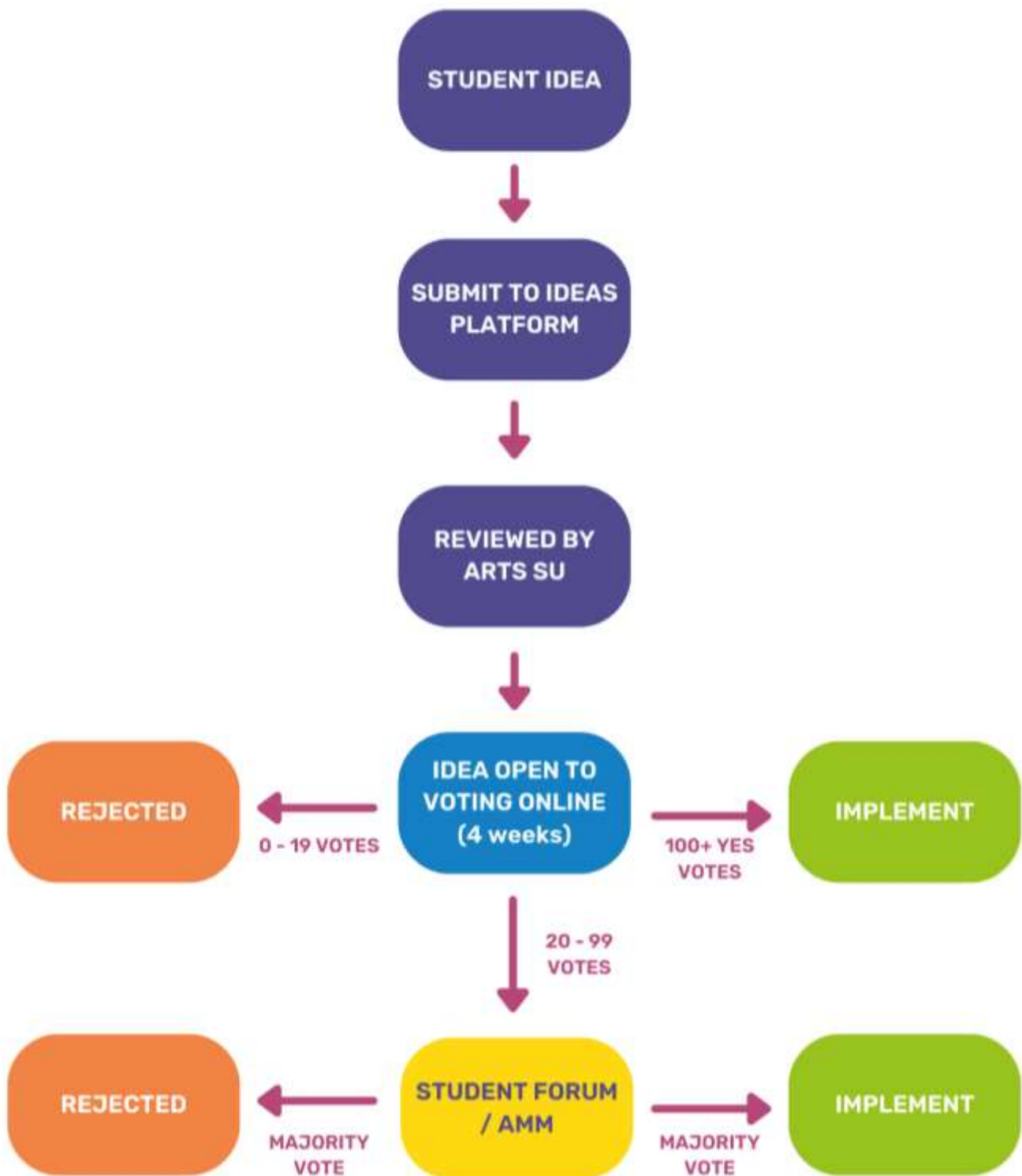
Welcome to the Arts SU policy book, which contains the full versions of policies (ideas) that have been submitted and passed by UAL students (like you!).

At Arts SU, our student policies shape the work we do to improve the student experience. Policy can be submitted as Ideas through the “Your Ideas” platform!

Passed ideas, either via the Ideas Platform (Your Ideas) or via one of our All-Student Meetings are referred to as SU Policy. This means that it is an objective we must focus on at the SU as mandated by our members (UAL students!). Ideas that are passed will be official SU policy for 3 years. This policy book will only contain currently active policies (passed student ideas that have not yet expired)

You can see how our ideas platform works, and how your idea can turn into official policy for change below! If you would like more information about getting involved visit arts-su.com/ideas

Decision making at Arts through our Your Ideas platform:



Policy passed in the 2023 – 2024 Academic year:

Idea name	Keep High Holborn Open Until 10PM
Passed at	Online Ideas Platform (Your Ideas)
Votes Received Online	140
Expires	August 2027

What is the current situation? (Background)

Arts Dance uses the Activities Studio Monday- Friday for our classes and rehearsals ending at 9 p.m. We have just been informed that the building will close at 8pm as a way for UAL to save money. I am writing to keep the building open until 10pm so we can continue our class and rehearsal schedule as normal. If the building were to close at 8pm we would require extra funding from the university to rent out a suitable studio space.

What will be the impact of your Idea? (Why)

Arts Dance is not the only society this change impacts. Taekwondo Society, Chinese Society, Hong Kong Society, and Life Drawing Society also use the Activities Studio. Closing the building early will negatively impact hundreds of students who rely on High Holborn for meetings. Through the Student Union, Arts Dance also has contracts with several dance teachers whom we rely on for lessons. Closing the building early would negatively impact the reputation of Arts Dance and the university for our teachers.

What action could Arts SU take to develop your idea? (How)

I am asking the Student Union to advocate for the 598 members of Arts Dance and other UAL Sports Clubs/ Societies who rely on High Holborn to remain open until 10pm so we can continue to use the space as scheduled.

Idea name	24 Hours OR Extended opening library times before hand-in
Passed at	Online Ideas Platform (Your Ideas)
Votes Received Online	100
Expires	August 2027

Note from Arts Students' Union: We received multiple submissions around the topic of extending UAL Library times up to 24 hours. These submissions were combined into this idea.

What is the current situation? (Background)

LCF students don't have access to eastbank's library after 10 pm. The library prides itself for having good resources however the limitations makes it hard for students to fully utilise them.

What will be the impact of your Idea? (Why)

Although CSM is open for 24 hours, it is inconvenient to go from stratford to kings cross, that travel time could be used more efficiently if eastbank's library is open 24 hr daily, or at least for certain period of time such as coming deadlines. Some students home aren't a suitable environment for doing work, going to a cafe to work would be expensive or they might lack the required resources/facility to complete and produce quality work. Therefore having a 24hr library would be beneficial

What action could Arts SU take to develop your idea? (How)

Arts SU could suggest solutions or help students compromise with UAL. if 24-h-library daily is not possible. It could maybe be just 2 weeks or 3 weeks long before the hand-in. Furthermore, considering that final year students have different hand-in time, they could extend the library opening time in May for final year students. If any of that is still not possible. The last possible option is to open for longer hours instead

Idea name	Petition for full-time students to be able to claim means-tested benefits
Passed at	Student Forum – February 2024
Votes Received Online	21
Expires	August 2027

Note from Arts Students' Union: This passed idea was submitted to the National Union of Students Conference and was passed by NUS Conference. Which you can read more about here:

<https://www.nus.org.uk/conference-2024-policies>

What is the current situation? (Background)

Most full-time students are excluded from claiming means-tested benefits, such as Universal Credit, Jobseekers Allowance, Income Support, Housing Benefit, Carers Allowance, and more, with very few exceptions. This means that students who are receiving those benefits usually lose them when entering full-time study, which is very often detrimental to them and their living situations. For undergraduate students who may be eligible for some benefits, the majority of any Student Finance England Student Loan for Maintenance that they are **entitled** to is counted as part of their income, **even if they choose not to take out the loan**. This also applies to bursaries that are not related to their course costs.

For postgraduate students, the Student Finance England Masters' Loan and Doctoral Loan are both treated as a contribution towards costs rather than a loan exclusively for tuition fees or living costs. 30% of the maximum Master's or Doctoral Loan is taken into account as income when assessing entitlement to means-tested benefits and this will reduce the amount payable. This is still used as income if they are eligible for a Postgraduate loan **even if they choose not to take out the loan**.

Students who are on these benefits are eligible for them before they study for good reason, and their becoming full-time students does not necessarily reflect an actual change in their circumstances - for example, a student receiving Carer's Allowance due to caring for a family member could continue their caring duties throughout their studies with even less time due to studying to be able to earn an income and no benefit aiding them financially during their time at university.

This means that becoming a full-time student is becoming less and less accessible for those on benefits, especially with the increasing cost of living. Those who are in circumstances that have led to them being on benefits should not be prevented from being able to financially access Higher Education by losing those benefits, especially when studying could aid in improving their prospects of leaving those circumstances after graduation.

What will be the impact of your Idea? (Why)

If full-time students were able to remain eligible for their benefits during their time at university, there would be more students able to afford full-time study, as part-time study means a delay in receiving their final awards and improving their job prospects for their futures. There would be the potential for an increase of students in those circumstances applying to study at university, as they would not be put off by worrying about the loss of potentially life-saving benefits. It would also reduce financial stress and worry for those who are affected by this.

It would open more doors for people on means-tested benefits.

What action could Arts SU take to develop your idea? (How)

Arts SU can submit this for the NUS National Conference for the NUS to take forward to lobby the government for change to the means-tested benefits system and students. Arts SU can also lobby for change as an organisation.

Idea name	Gender Affirming Care Fund
Passed at	Student Forum – February 2024
Votes Received Online	26
Expires	August 2027

What is the current situation? (Background)

I am submitting this on behalf of a former UAL student Viktor Mikolajczyk with their permission.

UAL has many trans, non binary and gender non conforming students, many of whom are in the process of transition while undertaking their studies, whether this is socially, medically or both. While the University doesn't have jurisdiction to provide healthcare to students, many would argue the University has a duty of care to their students, stretching beyond the pastoral care it already provides.

Some SUs around the country have recently been able to introduce a fund where students who are experiencing gender dysphoria can apply to receive either money to support their own transitions, or be provided with clothing, accessories and cosmetics to help them ease their feelings of dysphoria in day to day life as a University student. I propose the same at UAL and Arts SU. The money could also be used for travel costs for students getting to gender identity clinics in London and beyond.

One example of where this has been happening is Keele SU, where the fund has been financed in collaboration with the SU and the University there. I propose a similar partnership for this fund.

What will be the impact of your Idea? (Why)

I believe the impact could be significant and positive to users of the fund- all students have the right to feel safe and comfortable in their learning environments at UAL but this is often difficult for students experiencing gender dysphoria, which can often be in conjunction with mental health difficulties. This fund proposal isn't to fund a students' medical transition, but rather provide them with materials and tools to help them in other ways. The emphasis in the title about care is really important here.

I believe there will many students at UAL interested in this fund, especially in these difficult times in terms of cost of living. Items like make up, wigs, gender affirming underwear etc are not cheap, and at a time when some students are choosing between paying for meals or art materials, these gender-related items may be unaffordable yet essential to those students. Similarly, travelling to NHS or private clinics for gender related health appointments can be expensive and time consuming and a fund to help cover some of these costs would be a great relief for many students at UAL.

What action could Arts SU take to develop your idea? (How)

Firstly, conduct some research to see how many students may be interested in the fund and how many would sign up to be users- this will help shape up the scale of the project. For other SUs, they usually give out up to £100 worth of items or monies to individual students and this would be a good model to follow.

Next, the University needs to be approached to see what financial support they could contribute to the fund, or if it could be considered in the SU annual block grant money.

Then it would be a case of working out the logistics of the fund by contacting other SUs to share best practice and then finding staff and resources to sort out the financial and practical questions of setting the fund up.

Collecting student feedback from the users of the fund could help ensure its longevity and continuation.

I'd like to thank Viktor for letting me put this forward.

Policy passed in the 2022 – 2023 Academic year:

Idea name	Continued access to University facilities and services after graduating
Passed at	Online Ideas Platform (Your Ideas)
Votes Received Online	103
Expires	April 2026

What is the current situation? (Background)

The sudden three national lockdowns due to the coronavirus (Covid-19) pandemic has made a huge impact on students' studies and academic performances, and it remains a factor in reduced and diminished technical skills after graduation; during the entire period of lockdown, students were unable to access to University facilities and proper services, although students had paid full tuition fees.

In addition, due to the economic recession and strikes, many students are unable to find careers related to their field of study, in particular, international students who received 2-years graduate visa might spend their 2-year period with an unprofitable and unproductive time after graduation. As a consequence, the University should provide graduated students with sufficient services during the two years.

What will be the impact of your Idea? (Why)

Students will be able to work on their future careers throughout by building up their portfolio, developing individual skills and experimentations for future professional application. In addition to this, there will be enhanced possibilities for interaction between current students and graduated students, which is helpful for both students and their further development. It is true that students will receive a diploma from University of the Arts London and continue to socialize with the academic background of UAL. However, if there are insufficient skills after graduation and if students do not meet standard technical skills that industries expect (due to the impact of Covid-19), it might be an act that devalues the status of the University as industries increasingly expect more from students of a leading creative-fashion university.

What action could Arts SU take to develop your idea? (How)

Arts SU could develop this idea further through implementing a systematic, clear, and fair system for graduated students that does not conflict with current students' activities. The University could provide a balance in direction for both groups of students, fulfilling one of their primary strategic goals: 'To give our students the education they need to flourish in a changing world.'

The following University facilities and services could be included (***These are just suggestions and some of lists can be changed in the future***):

- Library services (including loan)
- E-library & Online Educational Institutions/Databases (WGSN, JSTOR, WWD, etc.)
- DLL (Digital Learning Labs)
- ORB (Online Resources Booking)
- Open access (Space & Technical Machines)
- Computing, Photocopying, Printing
- Language Development & Academic Support Online
- Clubs
- Extending UAL account for 2 years

The following resolution provides examples of alternatives in order to balance the supports for both of current students and graduated students and to not disturb on current students' study (***These are just suggestions and some of lists can be changed in the future***);

- Encourages graduated students to have bookings for workshops, open access and equipment, but ensures that they can be cancelled before the day, if there is a current student who wants to book (or be on a waiting list).
- If current students wish to loan books which graduated students already loan, they need to return within a certain period.
- The MyUAL application could also be utilized to find and collaborate with students from other courses, such as cross-college or cross-courses exchange learning, and this could be used to also share skills, techniques, and learning. Functions could be both social and academic, and this would also be of benefit for graduating students.

Idea name	Have the SU run merchandise competitions
Passed at	Student Forum – April 2023
Votes Received Online	23
Expires	April 2026
What is the current situation? (Background)	
The UAL merchandising is super boring and sad, especially given it's an Arts Uni. I'd like students to have the opportunity to design something based off a theme which could then run for the year and people could leave with cool merch they actually want to wear. Made in Brunel do something where every year they have a theme and the design centres around that. Could be cool https://www.madeinbrunel.com/	
What will be the impact of your Idea? (Why)	
Students will have keepsakes unique to their year but also still represent their time at UAL	
What action could Arts SU take to develop your idea? (How)	
Work to produce a platform/campaign which facilitates this	

Idea name	Keep Police Off UAL Campuses
Passed at	Student Forum – April 2023
Votes Received Online	50
Expires	April 2026

What is the current situation? (Background)

We don't believe that the culture of The Metropolitan Police Service aligns with the university's principles for racial and social justice.

In September, Sabbatical Officers were made aware of "Safe and Secure Workshops" on UAL campuses, being led by plain-clothes Police Community Support Officers (PCSOs) from the Safer Neighborhood Team - which is a part of The Metropolitan Police Service.

There is ongoing press coverage and widespread public attention to The Metropolitan Police Service given recent cases of racism, misogyny, violence, homophobia, and victim blaming. These are long term, historic issues within the Met Police.

We recognized that some students would not be comfortable or feel safe with police presence, and we were concerned about police officers with arresting powers being invited onto campus to interact with our students.

Arts SU received numerous messages of concern from students regarding the workshops, and subsequently 217 responses to a secure petition stating that no cops should be on UAL campuses.

Due to this response UAL made the decision to withdraw The Metropolitan Police Service from the workshops, however, they also informed us that they will "continue to work with the police to support the safety and security of our students".

We don't believe this statement from UAL acknowledges our concerns with The Metropolitan Police Service or acknowledges students wishes against working with them.

What will be the impact of your Idea? (Why)

Considering the Safe and Secure Workshops and the statement that followed, we worry that UAL does not recognize the dissonance in allowing law enforcement powers to deliver safety advice during ongoing misconduct cases and allegations that currently stand against The Metropolitan Police Service, its officers, its powers, and its culture.

Students at UAL do wish to maintain a safe environment for everyone who works and studies here, and promote the best available guidance on safety, but for many, powers such as The Metropolitan Police represent monopoly on violence, systemic racism, criminalization, and a compromise to the safety of marginalized and vulnerable people and communities

While we understand that Community Support Officers are working to develop a better relationship between The Metropolitan Police Service and the public, university spaces are not an appropriate platform for this work - particularly as UAL buildings are learning environments - and places of safety - where students should never feel intimidated by external visitors.

No matter the intentions or motivations of individual officers or departments, they represent a police organization that we, students, and the public have lost trust in. As we cannot ascertain how every individual student is affected by the presence of The Metropolitan Police Service, and we cannot be certain how individual officers will behave towards students, we feel the need to take this stance.

While utilizing the police as an emergency service should remain the right of all staff & students both on and off campus, UAL should no longer seek or enter collaboration or affiliation with The Metropolitan Police Service, especially regarding the education of students. Support in safeguarding student spaces from The Metropolitan Police Service will show a willingness from UAL to respond to our concerns and a commitment to protect students and their education.

Students and staff should be leading the development of a safer educational environment. We believe that there are appropriate agencies who can deliver the external safety expertise and

guidance that UAL may seek, and we will work together with UAL to find a suitable third party when necessary.

What action could Arts SU take to develop your idea? (How)

Arts Students' Union should lobby UAL to develop student-guided policy on university engagement with The Metropolitan Police Service.

- UAL should not welcome any representative, individual, department, or group belonging to The Metropolitan Police Service onsite at any UAL college campus or accommodation building under non-emergency circumstances without advance consent from students & Arts SU.

Policy should state that any wishes that UAL may have to utilize, advocate, research, collaborate, or otherwise affiliate with The Metropolitan Police Service should be fully disclosed and circulated among students before making any agreements or offers to The Metropolitan Police Service.

Activity should not be approved by any member of UAL staff including Executive Board, unless formally consented to by students: with objections heard at counsel with the Dean of Students, and a written response by Arts SU.

- UAL should not offer representatives, individuals, departments, or groups belonging to The Metropolitan Police Service any educational platform at UAL.

The Students' Union, in collaboration with students, sabbatical officers, and relevant UAL staff teams, should work to create and/or host an accessible and diverse selection of alternative student safety materials that are ethical and non-patronizing or victim-blaming, and should further develop the existing resources and policies on student safety and criminality.

Idea name	Guarantor Scheme
Passed at	Student Forum - April 2023
Votes Received Online	55
Expires	April 2026

What is the current situation? (Background)

Personally I have struggled to find a suitable house this year because I am from a working class background and I do not have a guarantor who earns enough to help me secure a decent room. Other universities, such as University of London, have a guarantor scheme for their students. If UAL wants to diversify their cohort, and invite students from underprivileged backgrounds to study in London, then a guarantor scheme is a must to help those who are struggling and are discriminated against because of their socio economic status. I know that halls are an option, but for example this year there were more students applying than there were rooms available. Halls are also very expensive.

Here are 3 different universities that provide support when it comes to guarantors in 3 completely different ways. Manchester SU has a renters union society, that works with the wider General Tenants Union in Manchester, although there is no mention of a guarantor scheme there. I would definitely think that an actual guarantor scheme would be more useful than just a housing society. A society could help with lobbying and campaigning however. UCL acts as a guarantor in the way that if the student fails to pay rent, they become a debtor to UCL instead of facing legal action and eviction from the landlord. Goldsmiths uses a reliable external company Housing Hand to provide a guarantor scheme at a discounted fee rate for their students, and this is the solution that I see as the easiest to implement by management at UAL.

What will be the impact of your Idea? (Why)

Students from working class backgrounds will find it a lot easier to secure decent housing while they are studying.

What action could Arts SU take to develop your idea? (How)

Speak to UAL about this, perhaps we could start a petition so they see that students want this. I know for sure I am not the only UAL student in this situation.

Idea name	UAL Food Regeneration
Passed at	Online Ideas Platform (Your Ideas)
Votes Received Online	100
Expires	November 2025

What is the current situation? (Background)

Regeneration is the opposite of extinction. We want UAL to become a pioneer in tackling the climate and ecological crises beyond ¹Carbon Emissions. We believe that the first area to tackle is the food that is on offer in our campuses.

Agriculture as we know it now, dominated by the farming, fishing and slaughter of animals, is:

- [The biggest cause of the sixth mass species extinction](#)
- [Emitting more greenhouse gases than the entire global transport sector](#)
- [Using 70% of all freshwater withdrawals](#)
- [Causing 80% of deforestation this century](#)
- [Slaughtering around 76 billion animals a year](#)
- Occupying over 77% of all agricultural land (inclusive pastures and grassland, and crop land for animal feed - [this is equal to all of the Americas](#))

By continuing to serve products like meat, fish, dairy and eggs in UAL cafes and restaurants, universities are continuously funding industries that are actively destroying the environment.

A global shift to an agricultural system that produces plants, mushrooms, and algae [would reduce food-related ²GHGs by ~49% and farmland by ~76%](#) - this land could be rewilded and the global community would gain precious time to transition to a just and regenerative food system.

¹ Carbon Emissions: Carbon (C) in its most basic form, is an element. In fact, it's the most common element on Earth - from the air we breathe to the crops we grow, and the chemical makeup of our own bodies, carbon is literally the basis for life. When we say Carbon Emissions we refer to emission of carbon dioxide (CO₂), the greenhouse gas that stays longest in the atmosphere, and it's mostly produced by burning fossil fuels. Plains, cars, energy supplies, factories etc.

² GHG: Abbreviation of Greenhouse Gas, atmospheric gas, such as water vapour, carbon dioxide, methane and nitrous oxide that absorbs and emits radiation produced by solar warming of the Earth's surface. Such gases are a product of natural systems and are essential for life on Earth to function. However, current human-activities cause an increasing amount of gas emissions, and the Earth's systems don't have the time and capacity to reabsorb them. The longer the gases stay in the atmosphere, the more they absorb solar warmth. This causes climate change. In turn, climate change has dramatic effects on temperatures and weather patterns, which causes natural disasters such as flooding, crop failure, and hurricanes.

What will be the impact of your Idea? (Why)

We are proposing a ³Regenerative Plant-based food system to reach 4net-zero and set an example to transform our society and enhance the flourishing of both humanity and natural systems. We want to enable our canteens to offer students and staff forward thinking, curious and satisfying eating experiences that are nutritious and affordable.

By regenerative we mean agricultural methods that restore ecological and social systems. By plant-based we refer to all produce that decarbonise the atmosphere during their growth: vegetables, nuts, pulses, grains, mushrooms, algae and sea vegetables.

This will produce more food, with fewer emissions, whilst also increasing carbon drawdown through natural systems regeneration and diverse species flourishing, as well as reducing food costs for students in the cost of living crisis.

Achieving UAL net-zero and sustainability goals will be faster and more impactful. UAL can move away from current organic animal farming practices that, regardless of the benefits, [are more land](#) and resource hungry, produce the same, or worse, emissions [1] [2] [3], and pollute our water cycles with animal manure [4] [5] and [other surplus wastes](#).

UAL can pair its prestigious status in arts, and design with tackling the climate and ecological crises beyond CO2 emissions, and support an exciting and creative community of farmers, chefs, innovators, scientists and activists that are demonstrating the environmental, economic and social benefits of plants, mushrooms and algae food and material systems.

UAL can also pioneer a cultural transformation, including the next generation of artists and designers to shift their practices away from detrimental and colonial systems both in the way we eat and [make art and design](#).

It would be beneficial to trial this idea at Central Saint Martin's, and evaluate the trial so that it can be implemented to all UAL campuses.

³ Regenerative: Regenerative powers or processes cause something to heal or become active again after it has been damaged or inactive. Some examples are soils, water, and human cultures.

⁴ Net Zero: Cutting human-made greenhouse gas emissions to as close to zero as possible, with any remaining emissions re-absorbed by earth systems such as oceans and forests.

What action could Arts SU take to develop your idea? (How)

Arts SU can help deliver our campaign that is divided in two parts:

1. awareness & action, and engagement & inclusion. The former aims at informing people of the current impacts of animal agriculture and the fishing industries
2. Engage students and staff in conversation and practice around delicious and ecologically restoring food with the aim to culturally transform the institution.

In order to do this, we need support with:

- Outreach volunteers to help with the campaign (from planning to execution)
- Research such as surveys and focus groups on food perceptions and needs at UAL
- Formulate ways to change the bakery, snacks and drinks across SU cafes and food areas to have more sustainable and affordable plant-based options
- Calculate the impact beyond carbon emissions of current products and meals served at the canteen, and compare these with the impacts and benefits of plant, mushrooms and algae ones. (we have been politely hindered when we requested current food information and believe that SU Arts can help us with the task.)
- Assistance in case we need to submit a Policy Motion and lobby UAL to transition UAL suppliers to responsible and sustainable plants, mushrooms and algae ones
- Help organising events such as talks, panels, workshops and students assemblies, through contacts, digital communication, production and program organisation.
- Funds to engage students and staff, such as material support to offer workshops that, for instance, introduce people to plant-based foods, or to make bakery goods to engage people in conversation.

Policy passed in the 2021 – 2022 Academic year:

Idea name	The Students' Union should pay course reps for their time attending UAL meetings on an hourly basis
Passed at	Annual Members Meeting 2021
Votes Received Online	N/A
Expires	November 2024

Supporting Statement

- Course reps should be paid for their work on an hourly basis.
- They should also be paid for their time attending meetings with UAL staff as that is part of the role.
- The time this role takes prevented a student in my course from volunteering for it this term because it would mean less paid working hours for them.
- Even as course reps, we have our experiences and biases that shape how we represent the course no matter how hard we try to be impartial.
- To hear all voices, and represent the course from different views, reps should be paid for their time to not prevent certain students from becoming reps.
- Furthermore, this is our time and our labour that one student needed to volunteer for.
- If you want representation, pay us. SU has the money. If needed, checks can be done by other students in the course by having members from the course sign off on their hours.

Idea name	Arts SU Supports UCU Strikes
Passed at	Annual Members Meeting 2021
Votes Received Online	N/A
Expires	November 2024

Background:

1. On Monday 18 October, UCU (University and College Union) national strike ballots opened at 152 UK universities following ongoing disputes over unsafe workloads, casualisation and equality failings, pay, and USS pensions. At UAL, staff were only balloted on ongoing disputes over gender, ethnic and disability pay gaps; casualisation and job insecurity; rising unsafe workloads; and pay.
2. UCU members have seen their pay decline in value by 20% over the last decade, compounded by gendered and racialised pay gaps.
3. The average gender pay gap at a UK university is 15.5%, while the UK average as a whole is 7.9%.
4. The ballot over unsafe workloads, pay, casualisation and equality failings comes after employer body UCEA (Universities and Colleges Employers Association) package did not offer "binding commitments" to address UCU's demands, an action that most detrimentally affects precarious members of University staff.
5. Strike action has been balloted as a last resort, due to employers' lack of support for UCU's proposals, and refusing to delay options that would allow time for further negotiation.
6. At UAL, 60.9% of individuals who were entitled to vote had turned in a ballot, with 65.8% of individuals prepared to take strike action and 85.4% of individuals prepared to take action short of a strike.
7. Postgraduate research students are part of UCU's membership, as well as Arts SU, and will be the academic staff of the future.

Purpose:

1. The best way for industrial action to end is for UAL , UUK, and UCEA to work with UCU to find a resolution.
2. Arts SU have an important role to play in helping students understand why strikes are taking place.
3. The COVID-19 pandemic has had a detrimental impact on the educational experience at UAL, and Arts SU must ensure that actions are taken to mitigate the further impact on the educational experience that strike action would involve.
4. Where the educational experience is negatively impacted due to industrial action, Art SU should support students in their ask for fee rebates, particularly for students with unregulated fees.
5. University staff should be properly supported, as poor staff wellbeing negatively impacts the educational experience of students.
6. When students are neutral on these issues, our voices can be used by universities against staff, so we have to be clear that we support the UCU.
7. Although industrial action is disruptive to students, the more support University staff get from students, the more pressure we can all put on universities to come back to and resolve negotiations.
8. University staff working conditions are student learning conditions, our fight for a better education system is inherently linked.
9. Regardless of the outcome of an AMM vote, ArtsSU recognises that staff have the right to challenge unfair practices, including the right to industrial action.

Action:

1. Arts SU to work with UCU and UAL to lobby UCEA to resolve the disputes and therefore end the current industrial action, with the aim of minimising the impact of strike action on the educational experience.
2. Arts SU to work with stakeholders to find reasonable ways of mitigating the impact to the educational experience caused by industrial action, such as through expanding extenuating circumstances provisions.
3. Arts SU to work with UAL on the topic of fee rebates for those who have had their educational experience negatively impacted by industrial action.
4. Arts SU to ensure students are informed on why strikes are taking place working with materials provided by NUS and UCU to run digital campaigns, in addition to supporting student-led initiatives who choose to bolster University staff on the picket.
5. Arts SU to speak out on behalf of Postgraduate Researchers (PGRs)/Postgraduate Teaching Assistants (PGTAs), in order to defend their interests, as they are also members of ArtsSU.
6. Arts SU to actively support UCU at UAL with their strike action and their campaign for better pay, working conditions and contracts, hence issue a statement in line with this position.