



Policy Book 2023/2024

Policy Renewals

Condemning Harassment-Discrimination (Policy Renewal)

(3rd week TT21)

Council Notes:

1. The policy “Condemning Harassment-Discrimination” will lapse at the end of Trinity Term 2021 unless it is renewed.

Council Resolves:

1. To renew the Oxford SU Policy titled “Condemning Harassment-Discrimination” without amendment. The text of the Policy reads:
 - a. “Oxford SU condemns discrimination and/or harassment, on the basis of class and/or any of the protected characteristics listed in the Equality Act 2010. Oxford SU also condemns discrimination and/or harassment on the basis of protections not included in The Equality Act 2010: paternity or non-binary parenting, gender expression, sexualities other than hetero/homo/bi-sexuality, wealth, income or class.”

Air Pollution (Policy Renewal)

(3rd week TT21)

Council Notes:

1. The policy “Air Pollution” will lapse at the end of Trinity Term 2021 unless it is renewed.

Council Believes:

1. This policy is crucial to a healthy and safe environment.

Council Resolves:

1. To renew the Oxford SU Policy titled “Air Pollution” without amendment. The text of the Policy reads:

- a. "Oxford SU will seek, monitor and (where reasonable) support any initiatives aiming to lower air pollution levels locally and more widely."

Proposer: Michael Woods, Brasenose College

Seconder: Edward Peckston, Brasenose College

The Chair explains that policies are SU motions that are passed and last 3 academic years after the year in which they were first passed. They need to be renewed every 3 years.

The Chair states that the Proposer and Seconder have sought to renew three policies today and asks them to give a general overview, rather than speaking on each individually.

Michael: After reading these, I felt that it was a no-brainer considering they had been renewed number of times. I am open to modifications of the language to make them more suitable, but otherwise I think they should be renewed as they serve a basic environmental need.

Ethical Code of Practice for Oxford SU's Commercial Activities (Policy Renewal)

(3rd week TT21)

Council Notes:

1. The policy "Ethical Code of Practice for Oxford SU's Commercial Activities" will lapse at the end of Trinity Term 2021 unless it is renewed.

Council Believes:

1. That Oxford SU should have an Ethical Code of Practice for their dealings with external organisations for commercial purposes.
2. That Oxford SU should take all practically possible steps to ensure the organisations they engage with for commercial purposes are committed to minimising their negative impact on the environment and the communities they operate in.

3. That Oxford SU should give preference to organisations that take an active stance on minimising their negative impact on the environment and the communities they operate in.

Council Resolves:

1. To renew the Oxford SU Policy titled “Ethical Code of Practice for Oxford SU’s Commercial Activities” without amendment. The text of the Policy reads:

Student Council Believes:

1. That Oxford SU should have an Ethical Code of Practice for their dealings with external organisations for commercial purposes.
2. That Oxford SU should take all practically possible steps to ensure the organisations they engage with for commercial purposes are committed to minimising their negative impact on the environment and the communities they operate in.
3. That Oxford SU should give preference to organisations that take an active stance on minimising their negative impact on the environment and the communities they operate in.

Ethical Code of Practice for Oxford SU’s Commercial Activities

1. Advertising Space
 - a. OSSL/Oxford SU will not sell advertising space to companies or organizations that have been proven to take away the rights of the individual, or to manufacturers of torture equipment or other equipment that is used in the violation of human rights.
 - b. OSSL/Oxford SU will not sell advertising space to businesses that derive more than 10% of their profits from the manufacture, sale, licensed production, or brokerage of armaments
 - c. OSSL/Oxford SU will preference businesses that take a pro-active stance on the environmental impact of their own activities
2. Investments

- a. In the event that Oxford SU/OSSL needs to invest money, Oxford SU/OSSL will take into account Oxford SU Council policy applying to University investments, and, when appropriate, consult with Oxford SU campaigns.

3. Miscellaneous Decisions

- a. On occasion, OSSL/Oxford SU will make decisions with regard to specific companies involving ethical issues not explicitly included in this ethical policy. These decisions should be taken with the involvement of the relevant member(s) of the Sab team, and OSSL/Oxford SU staff input.

Cycling (Policy Renewal) (5th Week TT21)

Council Notes:

1. The policy “Cycling” will lapse at the end of Trinity Term 2021 unless it is renewed.

Council Believes:

1. This policy is crucial.

Council Resolves:

1. To renew the Oxford SU Policy titled “Cycling” without amendment. The text of the Policy reads:

Cycling

Oxford SU resolves to mandate the Vice President (Charities & Communities), or another named sabbatical officer, to regularly correspond with the cycling advocacy group Cyclox and support them in any campaign where student involvement may be useful for improving cycle safety.

Vegetarian Default at Oxford SU Events (Policy Renewal)

(5th Week TT21)

Council Notes:

1. The policy “Vegetarian Default at Oxford SU Events” will lapse at the end of Trinity Term 2021 unless it is renewed.

Council Believes:

1. This policy is crucial.

Council Resolves:

1. To renew the Oxford SU Policy titled “Vegetarian Default at Oxford SU Events” without amendment. The text of the Policy reads:

Proposer: Michael Woods, Brasenose College

Seconder: Edward Peckston, Brasenose College

Vegetarian Default at Oxford SU Events (Policy Renewal)**Vegetarian Default at Oxford SU Events**

Where Oxford SU provides food, it will be vegetarian by default (having meat or fish will be considered a dietary requirement).

Reproductive Justice Policy (Policy Renewal)**Trigger warning: abortions****(5th Week TT21)****Council Notes:**

1. The policy “Reproductive Justice Policy” will lapse at the end of Trinity Term 2021 unless it is renewed.

Council Believes:

1. This policy is crucial.

Council Resolves:

1. To renew the Oxford SU Policy titled “Reproductive Justice Policy” without amendment. The text of the Policy reads:

Reproductive Justice Policy

Oxford SU is an organisation dedicated to representing the interests of Oxford students. Oxford SU believes that as such, Oxford SU as an organisation should affirm the rights of all students to choose what happens in their lives and what happens with their bodies, including the choice of whether or not to continue with a pregnancy, and should campaign accordingly.

Oxford SU Believes:

1. That abortion can be a difficult moral choice, and we should trust students to make it for themselves.
2. That Oxford SU can and should do more to support both students who choose to have children during their time at Oxford, and students who arrive in Oxford as parents.
3. That Oxford SU should, through their Student Advice service, continue to make available impartial and non-directional welfare support to those students who are pregnant and in need of advice.

Oxford SU Resolves:

1. To lobby for before a legal requirement that abortion providers verify that no patient is being coerced into an abortion.
2. To oppose imposition of any criminal penalties on a person that has an abortion.
3. To support the right of all pregnant people to choose, and to campaign in support of this right being legally established.
4. To oppose measures to make it more difficult for students to choose either to terminate a pregnancy or to carry it to term and to work to ensure that no additional restrictions are imposed at any level so that Oxford students have a real choice.
5. To campaign to extend students' right of practical access to an abortion, and to extend their rights of choice over their own pregnancies.
6. To campaign for the University and the colleges to provide greater support for students who choose to carry their pregnancy through to term.
7. To work with other groups campaigning for the above objectives.
8. To reaffirm the importance of the VP (Women) and VP (Graduates) in representing and supporting student parents, in order to further the provision for student parents by Oxford SU and the University.
9. To clearly affirm our support for a non-directive, impartial and supportive Student Advice, as laid down in the Oxford SU Bye-Laws.

Accessibility policy (Policy Renewal)

(5th Week TT21)

Council Notes:

1. The policy "Accessibility Policy" will lapse at the end of Trinity Term 2021 unless it is renewed.

Council Believes:

1. This policy is crucial.

Council Resolves:

1. To renew the Oxford SU Policy titled "Accessibility Policy" without amendment. The text of the Policy reads:

Accessibility Policy

1. All Oxford SU events should consider trigger warnings, content notes, and pronouns to be regular practice, including those held by permanent/issue campaigns, and for it to be regular practice to specify one's pronouns when one speaks at an event.
 - a. For clarity, trigger warnings and content notes are information on the upcoming content of an event, a talk, a paper, a Council motion, or any other Oxford SU contribution, which serve to allow students to avoid or to be aware of topics that may cause distress.
 - b. Pronoun circles are an aspect of the beginning of any meeting or event in which people will be referencing what other people have said, where each person states the name and the third-person pronoun (he, she, they, etc.).
2. Oxford SU should endeavour to limit the use of jargon and acronyms, and to explain these, when necessary.
3. Those who are organising Oxford SU events should consider the timings of other Oxford SU campaign meetings / events when scheduling, to ensure students are able to access as many events as they'd like to attend.
4. Oxford SU should be as accessible as possible:
 - a. Student Council should always be held in a venue with step-free access 18 and should accommodate as far as possible any accessibility requests made by students who wish to attend.

- b. All events hosted by Oxford SU should list relevant accessibility requirements (e.g. step-free access is available to the room) and details for a named contact (who can handle accessibility requirements discreetly) in the event description
 - i. Examples of accessibility requirements include:
 1. Step-free access
 2. Gender-neutral, accessible bathrooms
 3. Baby-changing facilities
 4. Places available to sit
 5. Quiet areas
5. Oxford SU should endeavour where possible to hold Student Council at a postgraduate College at least one in every five times and at an absolute minimum, once in an academic year (assuming that these Colleges are willing to provide and that they have accessible venues).
6. Oxford SU should be promoting accessibility online as well, including:
 - a. Providing captions and an easily accessible text transcript for any Oxford SU-related video they help create
 - b. Providing image descriptions and alternative text descriptions, where needed
 - c. Providing black-and-white, readable versions of documents, where needed
7. Oxford SU branding should take account of concerns that may arise, and ensure that it remains as accessible as possible (e.g. preference for light background dark text)
8. Oxford SU should endeavour where possible to follow the following Family Friendly Checklist:
 - a. The venue is child-friendly (e.g. not around sharp corners or precious furniture) and there are baby-changing facilities nearby.
 - b. The event includes at least one activity that might interest children
 - c. If the event includes food, there is food suitable for children (i.e. not spicy or too messy; finger foods are great)
 - d. The event doesn't take place late at night or during work hours (you're looking at 5-7pm on weekdays and 9-7pm on weekends)
 - e. Any children need to be supervised (likely by their parents/guardians), and this should be reminded.
 - f. The event does not involve people exclusively getting drunk, and may not involve alcohol at all (with the exception of summer activities)

- g. If an event does not allow for children, relevant information on access to childcare provision is provided and supported, where necessary.

The National Health Services Policy Renewal (7th week TT21)

he National Health Service (Policy Renewal)

Council Notes:

1. This policy will expire unless renewed.

Council Believes:

1. This policy is crucial.

Council Resolves:

1. To renew the policy without amendment:

The National Health Service

Oxford SU Believes:

1. The NHS is a vital public service that the government should continue to ensure remains free at the point of use for all citizens and never introduces charges.
2. That Oxford SU should oppose the privatization of NHS services and the open marketing of front-line service ends, and oppose any moves to an insurance-based system of healthcare provision.
3. Oxford SU should work with local and national campaigns to oppose NHS charges that arise for international students.
4. Oxford SU should work with local and national campaigns to stand against and oppose cuts to the NHS.
5. That there should be prompt access to adequately funded and culturally competent mental health provisions, on campus and in the NHS.

Bin the Blood Ban (Policy Renewal) (7th week TT21)

Council Notes:

1. This policy will expire unless renewed.

Council Believes:

1. This policy is crucial.

Council Resolves:

1. To renew the policy without amendment:

Bin the Blood Ban

That the blood ban on the groups (such as LGBTQ+ men and those who sleep with them) unfairly excludes them from donating; the government should continue with research, to repeal this ban in its entirety.

Free Education (Policy Renewal) 7th week TT21

Council Notes:

1. This policy will expire unless renewed.

Council Believes:

1. This policy is crucial.

Council Resolves:

1. To renew the policy without amendment:

Free Education

Oxford SU resolves to support free education as a policy and work with the NUS and its campaigns to further this agenda on a national level. This includes providing, where reasonably practical, logistical support to student campaigners who wish to attend rallies and national demonstrations, led and/or supported by groups such as NUS.

Motion to renew and update policy on college inequalities (5th week TT22)

Council Notes

1. In light of the recent news that St Benet's Hall, due to financial considerations, was denied a license by the University Council to continue to operate as a Permanent Private Hall (PPH),
2. And that these financial constraints are common across PPHs and low-endowment colleges, and cause significant discrepancies in college experience and in some cases lead to a serious disruption in academic experience,
3. And that significant harm is caused to students by eventual financial instabilities and potential closure of their college or PPH due to financial considerations,

4. And, that the College Contribution Scheme continues to exclude PPHs from membership and access to its resources,

5. And that the University has failed to provide PPHs with the same financial support that it provides colleges, thereby creating an inherent inequality in resources and experience between colleges and PPHs,

Council Believes

1. Colleges and PPHs are individually unique and valuable members of the University community.

2. Oxford students should have a broadly comparable experience at this University, regardless of their college or PPH.

3. PPHs should, without delay, be granted access to the College Contribution Scheme.

4. The College Contribution Scheme should be used to achieve Believes 2.

5. All student members of Oxford SU should have the same opportunities to succeed academically and have a positive student experience.

6. Students from all colleges and PPHs are equal as University members.

7. Many poorer colleges and PPHs were originally established to cater for students who were traditionally excluded from more established colleges.

8. All students have an interest in equality between college experiences, both from inter-collegiate solidarity and because college choice is often outside students' control.

9. Every student should be able to request accommodation if they are estranged or a care leaver regardless of their college's ability to fund this.

10. That a lack of endowment is a prohibitive factor behind poorer colleges and PPHs becoming more financially stable and thus being able to add value to students' college experience, increase their size, and expand their independent access and outreach efforts, as evidenced by the experience of St Benet's Hall.

11. That Common Room Presidents should advocate to their heads of house for the inclusion of PPHs in the College Contribution Scheme.

Council Notes

1. To make the above "Student Council Believes" policy,

2. That it will advocate for full membership for PPHs in the College Contribution Scheme to ensure that every member of the University, regardless of college affiliation, has access to a broadly comparable experience at this University, and to ensure that the University's failure to provide assistance to St Benet's Hall does not occur again.

3. The SU President shall notify the Chair of the Conference of Colleges of the SU's decision in writing within ten (10) days of the passing of this resolution.

Motions passed since:

Gender Neutral & Accessible Toilets

MT2023 7th Week

Council Notes:

1. Toilets in the SU and some, but not all, College and University buildings are gender neutral
2. Gender neutral toilets allow trans, non-binary and gender-non-conforming students and staff to feel safe and comfortable in using the toilet and in spaces more broadly
3. Where gender neutral toilets are not available, trans, non-binary and gender-non-conforming students may not be able to safely attend an event
4. Where gender neutral toilets are available, but there are additional barriers to their access (such as having to ask someone for a key) trans, non-binary and gender-non-conforming students may not feel comfortable attending an event
5. Where disabled toilets are available, but there are additional barriers to their access (such as having to ask someone for a key or such toilets requiring a RADAR key) disabled students may not feel comfortable attending an event
6. Where gender-neutral toilets are available but alongside gendered toilets, trans, non-binary and gender-non-conforming students may feel uncomfortable in having to, to some extent, out themselves, by using gender-neutral toilets. Furthermore such toilets are frequently further away than other toilets owing to there being less of them.

Council Believes:

1. That disabled students and trans, non-binary and gender-non-conforming students deserve to feel safe and comfortable
2. That the SU should seek to provide disabled without additional barriers to access (such as having to ask someone for a key or such toilets requiring a RADAR key) at all events
3. That the SU should seek to provide gender-neutral toilets without additional barriers to access (such as having to ask someone for a key) at all events
4. That the SU should attempt to make as many toilets as possible gender-neutral

Council Resolves:

1. To make the following SU Policy:
 - a. Every event the SU, a campaign, or a sabbatical officer holds should, if possible, be held in a venue with disabled and gender-neutral toilets (separately) that do not have additional barriers to access (such as having to ask someone for a key or such toilets requiring a RADAR key). Ideally all toilets in such venues should be gender neutral.

b. If an event is held in a venue without disabled and gender-neutral toilets that do not have additional barriers to access, a written record of the reasons why providing such toilets was not possible should be published on the SU website

c. If the SU hires out a whole building for an event, the SU should affix signs reading “gender neutral toilets” to all toilets accessible to event guests, with the potential to indicate some toilets as being disabled toilets and some toilets having urinals available if relevant

d. The SU, and the VP Undergraduate Education and Access and VP Postgraduate Education and Access in particular, should lobby the University and Colleges to provide disabled and gender-neutral toilets (separately) that do not have additional barriers to access (such as having to ask someone for a key or such toilets requiring a RADAR key), and further to convert all toilets to gender neutral toilets

e. That the SU, and the VP Undergraduate Education and Access and VP Postgraduate Education and Access in particular, should proactively work with JCRs and MCRs to lobby Colleges to make the changes outlined in (d), including but not limited to the creation and distribution of example motions

Motion on Fee Increases – form submitted on 22nd October 2020

3rd Week MT20

Council notes

1. The Oxford SU Policy on Fee Increases titled "Higher Education Bill (MT16)" is out of date and lapsing this year.

2. Oxford SU Policy supporting free education is still active.

Council Believes

1. We should oppose fee increases in addition to our policy of supporting free tuition fees

2. We should ensure that our new policy keeps the spirit of our lapsing policy which opposed the linking of fee increases to the assessment of Teaching Quality, and the introduction of differentiated fees across the Higher Education sector.

Council Resolves

1. Oxford SU resolves to oppose any fee increases for our students, including those linked to the National Student Survey, and any future introduction of differentiated fees across the Higher Education sector.

**Motion on Reducing greenhouse emissions by the cessation of beef and lamb consumption at university outlets and catering services (as opposed to college Food & Beverage establishments)
(5th Week MT2020)**

Council Notes:

1. Food-related Greenhouse Gas emissions account for 26% of all global greenhouse emissions. 58% of that originates from animal products and 50% of all animal product emissions come from beef and lamb. In total, 7.5% of global greenhouse emissions come from beef and lamb. Both also disproportionately strain water and land resources.³
2. The consequences of anthropogenic climate change disproportionately impact Black and Brown peoples in the Global South,⁴ people with disabilities,⁵ and women.⁶ It also exacerbates social inequality.⁷
3. The University of Oxford (“Oxford”) admitted that they have missed their 2021 carbon emissions goal.⁸
4. In recent years, the London School of Economics,⁹ the University of Cambridge, and Goldsmiths, University of London¹⁰ have banned the sale of beef and/or lamb in campus food outlets.
5. The University of Cambridge has banned beef and lamb and reported a 33% reduction in carbon emissions per kilogram of food purchased, and a 28% reduction in land use per kilogram of food purchased.¹¹

Council Believes:

1. Climate change is serious. Beef and lamb contribute significantly to climate change. Changes in the way we live are essential to protect our planet and its people.
2. Oxford has a moral duty to do better on climate change. Oxford SU has a moral duty to push the university forward on this issue. The university has a commitment to anti-racism, and this requires urgent action to minimise greenhouse emissions. Despite its disproportionate impacts, Oxford is failing to adequately address climate change.

3. As the UK's premier university, the nation looks to Oxford for leadership, but Oxford has shown a lack of leadership in addressing climate change.
4. The banning of beef and lamb at university-catered events and outlets is a feasible and effective strategy to help the university meet its revised 2030 goal. A change at the university level will open the gates for similar change at the college level.

Council Resolves:

1. To mandate the VP Charities and Communities to campaign for the removal of beef and lamb products at the university level by the end of Hilary Term 2021. The scope of this motion includes university-operated catering outlets and university-organised events, but not colleges. The VP Charities and Communities shall campaign by:
 - a. Requesting regular meetings with the university authorities to advocate for:
 - i. The adoption of a university policy surrounding meat reduction and removal, especially in respect of beef and lamb, reviewed annually,
 - ii. The university to issue advice to faculties, departments, and colleges on how they may follow suit in removing beef and lamb.
 - b. Informing staff and students within the University as to Oxford SU's support for the removal of beef and lamb and the purposes and reasoning behind the policy and raising awareness of the benefits of removing beef and lamb.

Proposer: Daniel Grimmer, Pembroke College

Seconder: Vihan Jain, Worcester College

Motion to sign Disarm Oxford and Oxford University Amnesty International's letter to the VC. (7th Week MT20)

Notes:

1. Departments of the University frequently accept funding from arms companies in exchange for research into weapons development. Oxford is responsible for the continued evolution and manufacture of arms, working for example on nuclear warhead technology* and on technology which contributes to lethal autonomous weapons** (the focus of the global 'Campaign to Stop Killer Robots', in which Oxford University Amnesty International participates).

2. The Careers Service frequently advertises arms companies at their Fairs and in their promotional material. This term, Careers Fairs have hosted DSTL, Frazer-Nash, GMV, and Leonardo, among other arms companies. The Careers Service has an official policy*** banning any advertising on behalf of tobacco companies because of their harmful impact. Earlier this term, large numbers of students wrote to the Careers Service to highlight the inconsistency of this policy, as arms companies have numerous deleterious impacts but their presence is not curtailed.****
3. A new student campaign has been set up this term called Disarm Oxford, which aims to cut ties between the University and the arms industry.
4. Multiple college Junior Common Rooms including Balliol, Jesus, LMH, Somerville, and Mansfield have passed motions endorsing the aims of Disarm Oxford and Oxford University Amnesty International, with further motions expected to be debated and passed in Merton and St John's MCRs.

Believes:

1. Based on its own internal policy regarding funding, the University of Oxford should refuse funding originating from unethical activity.
2. The Careers Service ban on unethical industries should not be limited to tobacco, and should include arms companies.
3. As a centre for academic excellence, the University has a duty to remain independent of the arms trade, which actively seeks to influence its research initiatives.
4. Arms research is unethical and drives conflicts; arms companies fuel humanitarian catastrophes, such as the ongoing crisis in Yemen.
5. In signing a letter to the Vice-Chancellor on this topic, and encouraging involvement in Disarm Oxford and Campaign to Stop Killer Robots, the SU would demonstrate its commitment to human rights, condemn Oxford's role in perpetuating war crimes and humanitarian crises, and promote academic freedom.

Resolves:

- Mandate the VP Charities and Communities to sign the open letter ([Appendix A](#)) by Disarm Oxford and Oxford University Amnesty International Society to the Vice-Chancellor, which calls for a severance of relations between the University and the arms trade and a policy

stating that the University will not contribute to the development or production of lethal autonomous weapons systems.

- Make the following SU Policy with the title 'Disarm Oxford University and cut ties with the arms industry': 'Oxford SU believes that the University, and its constituent colleges, departments, and other institutions should cut all links with the arms industry, which drives conflict and humanitarian crises. In particular, cutting links should include full divestment from arms company investments, a ban on accepting any direct funding from arms companies or carrying out any research on behalf of an arms company, and a blanket ban on arms companies being hosted at careers events, similar to existing sanctions on tobacco companies.'

* <https://cherwell.org/2020/11/13/oxford-universitys-ties-to-nuclear-weapons-industry-revealed/>

** <https://isismagazine.org.uk/2019/11/funding-under-fire/>

*** <https://www.careers.ox.ac.uk/advertise-your-vacancies/#collapse1561856>

**** <https://www.oxfordstudent.com/2020/10/24/careers-fair-criticised-by-disarm-oxford-campaign/>

Sustainability Strategy MT2020 W7

2.To establish as SU Policy:

- a) A levy for student flights should not be introduced in student fees or charged to students in another way.
- b) The collegiate University should make it more appealing and affordable for students to stay in Oxford during the vacations. This would reduce the need to leave Oxford and reduce the number of flights.
- c) The collegiate University should incentivize students to use travel options with lower carbon footprints, such as trains.

Motion to remove the Sackler name from the Bodleian Libraries building (3rd week TT2021)

Trigger warning: Drugs, Epstein

Council Notes:

1. Donations are an essential part of the financing of non-for-profit institutions, especially among higher education institutions. The University of Oxford is not the exception, and this current situation reflects that some of its buildings have the name of its most crucial donors since its foundation. One specific case is the Sackler trust donations, a fund created by the Sackler family, an important benefactor of Oxford University, with an estimated amount of money donated, since 1991, around £11 million (Cherry, 2018).
2. The Sackler's name is not only on a library building but their contributions are being used by the University for other purposes, including research. However, this family is currently under investigation due to their involvement with the opioid crisis in the United States. They are the owner of Purdue Pharma, the company that produces Oxycontin, a potent synthetic morphine pill (Marks, 2020), which has been identified as one of the main culprits of this crisis. Multiple institutions are now rejecting their donations, returning funds already given, declaring no intention to receive any future ones and even removing their name from buildings named after them (Hopkins, 2019). Numerous authors (Carson, 2020, Ciulla, 2020, Dunn, 2010, May 2020, Saunders, 2012, Taylor, 2020) have raised the problem of not-for-profit institutions, like Universities, that receive funds from sources that may not be legal or ethical.
3. As the Sackler family's legal and ethical consequences and their role in the opioid crisis are unfolded, another case may come to mind: Jeffrey Epstein. Epstein's donations to MIT and Harvard provoked a public relations scandal when made

public. The convicted sex offender was a regular donor to these prestigious universities. Due to the lax process and even worse controls, MIT still maintained financial ties even after Epstein was convicted in 2008 (Chaffin, 2019). These mistakes result from inadequate policies and rules that prioritize money collection over University's values or principles.

4. Thus the question we should ask: are the funds donated by the Sackler family ethically acceptable? The answer given by several institutions is negative: for example, Tufts University is not only returning their donation but even removing their name from a building (Markowitz, 2019), and it triggered an internal audit to verify how donations are accepted (Tufts, 2019). This audit was led by former U.S. Attorney for Massachusetts Donald K. Stern, who found an urgent need of "developing a more stringent conflict of interest policies, strengthen compliance practices and leadership, and creating and publicizing guiding principles for gift acceptance" (Tufts, 2019, p.1). This reaction is similar to other higher education institutions and non-for-profits organizations like museums: the Mets (Hopkins, 2019) and the U.K. National Gallery (Badshah and Walters, 2019) are both returning or refusing future Sackler's donations, vis a vis the multiple lawsuits they are facing and investigations of their role in the opioid epidemic in the United States.
5. The Sackler family is now under U.S. state and federal investigation (Dwyer, 2019, Keefe, 2017, Ryan et al., 2016), with one U.S. congressman (Walters, 2020). stating that "I'm not sure I know of any family in America that is more evil than yours" (Walters, 2020, p.2)
6. Oxford has previously refused donation; an example is Oxford's swift and extremely fast rejection of Huawei's gifts (BBC, 2019) in January 2019. This cancellation was five months earlier than the President's Trump ban on American businesses with the Chinese telecom giant, issued in May 2019 (Mengting and Lee, 2019) and the full

official U.K. sanctions were put in place in July 2020 (Liu, 2020). In this case, Oxford's decision was probably the result of the British government's pressure, a stakeholder with enough leverage to accelerate the judgment.

7. Oxford Student Union has been the only stakeholder that has publicly expressed some concerns on the ethical grounds of building and donations under the Sackler's name. In a statement in 2018, it read the "S.U. believes that the university should not accept money from sources that the student body disapproves of" (Cherry, 2018, p.2). They have formally rejected Sackler's donations, and it has insisted on more transparency on the way funding is accepted (Krasteva, 2020).

Council Believes:

1. When a university names some of its buildings after a wealthy donor, based solely on the donation's size, it may communicate the wrong priorities or values to its students (Fliss et al., 2020).
2. When individuals see the Sackler Library in Oxford, they implicitly receive the message that wealth is the University's priority.
3. In the case of the Epstein donations, the warning is the evident risk of waiting too long to denounce a donor when his crime has already gained general public scorn.
4. The Sackler family has purchased social status over decades through their donations but, despite their considerable efforts to conceal their involvement in the opioid crisis, their time to the limelight has come. It would be difficult, if not impossible, to dissociate their funding with all the pain and sorrow the abuse of Oxycontin has brought to American society.
5. The worst fall out from all this ethical problem may be on the final message Oxford University is communicating to their students, implying that the end justifies the

means.

6. Ultimately, branding a building by accepting contributions from some "tainted" sources, "money from the Sacklers should be understood as blood money" (Associated Press, 2019, p. 2), may be prejudicial to the University, no matter the size of the donation. Following that logic, Oxford may well receive gifts from Pablo Escobar or Joaquin "El Chapo" Guzman (at least until they were found guilty by a jury).
7. From a long-term perspective, we should ask the Oxford community who dismissed the origin of Sackler's funding, how many students would be attracted to attend the "Hitler and Stalin School of Medicine" (Sanky and Appel, 2020). Even if that School is at Oxford University, we are guessing not many.
8. It is time for Oxford to follow the example from other institutions and drop the Sackler name from the library building.

Council Resolves:

1. To mandate the SU President and Vice-President Charities and Community to lobby the Oxford University to drop the Sackler name from the building due to their involvement in the opioid epidemics in the U.S.
2. To mandate SU President and Vice-President Charities and Community to invite author Patrick Radden Keefe to present to the Oxford Student Union his book "Empire of Pain," in which he describes how the Sackler family has intentionally profited from the opioid epidemic.

Motion to Support across the Common Rooms for the Oxbridge Student Action for COVID Relief in India (3rd week TT21)

Trigger warning: Covid deaths in India

Council notes:

1. That India is being ravaged by a second wave of the COVID-19 pandemic, which has had a devastating impact on Indian civilian life and healthcare systems in dense cities and rural areas alike, principally due to the shortage of oxygen supplies it has engendered.
2. Every day last week, India posted a new world record for cases, with almost 400,000 cases and over 3,000 deaths reported between 28th and 29th April.
3. The severity of this wave is such that the welfare of all Indian students at the University of Oxford is being directly impacted. It is impossible to concentrate on exams or assignment submissions when almost every Indian student is aware of a relative or a friend suffering severely from coronavirus. This is in addition to the bombardment from global media reporting patients dying in hospital for lack of oxygen, people dying in queues on the streets waiting to be treated, and the bereaved having to fight to cremate loved ones.
4. Indian students, as well as staff, comprise one of the biggest ethnic minorities in the University of Oxford's population. This means that virtually no student at the University is more than two degrees of separation from a relative or friend whose life is currently at risk. Student welfare has already been and will severely be affected by this.
5. The Oxford India Society (OIS), Oxford Hindu Society (HumSoc), and Oxford South Asian Society (OxSAS) are fundraising ([Oxbridge Student Action for COVID Relief in India](#)), with the aim of raising £50,000, contributing to efforts to address the crisis and offering students a valuable outlet via which worry and fear can be channelled into direct action, directly addressing student welfare.
6. Some Common Rooms have already made contributions to the fundraiser set up by the OIS, HumSoc, and OxSAS.

Council believes:

1. Oxford SU, as well as undergraduate and graduate common rooms, have a duty of care towards the welfare of their students, which is currently being severely impacted.
2. Oxford SU should support the activities of Oxford University student societies.

Council resolves:

1. To mandate the President and VP Charities and Communities to promote the OIS, HumSoc and OxSAS's fundraising efforts on all of its channels of communication.
2. To mandate the President and VP Charities and Communities to forward to all Junior and Middle Common Room Presidents and Secretaries a template motion that resolves to transfer a flexible amount of funding to the OIS, HumSoc and OxSAS's fundraising efforts (provided this is permissible under the Common Rooms' constitutions) so this student action can be continued.
3. To mandate the President and VP Charities and Communities to commence lobbying for Colleges to transfer a flexible amount of funding towards the OIS, HumSoc and OxSAS's fundraising efforts so this student action can be continued, and where possible to match the amounts passed on by their Common Rooms.
4. To mandate the President and VP Charities and Communities to report on the progress of these above three mandates at Council meetings for the rest of term.

Oxford SU Policy on Student Mental Health (7th Week TT21)

Council Notes:

1. We are in the midst of a student mental health crisis:
 - a. A [NUS study](#) found 50% of students say their mental health is worse than before the pandemic. 29% of these students have sought support.

- b. Since March 2020, Oxford University's counselling service has experienced an average of 15% increased demand on 2019 levels. Demand for the University counselling service increased by 100% on 2019 levels during July and August 2020.
 - c. According to Oxford SU's Wellbeing Consultation in June 2020, there has been a 29% increase in students struggling with "isolation/loneliness", and a 23% increase in students concerned about the future.
 2. The sabbatical officers this year have been working with the university on numerous wellbeing initiatives and committees, including the Mental Health Task Force. Throughout this work they have also consulted with student leaders, such as JCR/MCR Presidents and Welfare Reps, and student campaigns, such as the [Oxford SU Disabilities Campaign](#) and [End the Eating Disorder Crisis Now](#) who have been doing great work relevant to the area of student mental health.
 3. This context has informed the principles outlined below.

Council Believes:

1. Every student studying at Oxford deserves to thrive.
2. Whilst we recognize that the University is not a healthcare provider, they still have a responsibility to their students to ensure that they are able to complete their academic work to the best of their ability. Doing all that they can to promote student wellbeing is a part of this.
3. The structure of an Oxford degree is intense, challenging, and often times stressful. Such a working environment can, at times, lead to the exacerbation of mental health difficulties, or

contribute to a lack of mental wellbeing. The university should provide students, with the tools and services to deal with such an environment.

Council Resolves:

1. To insert the below as Oxford SU Policy for the next 3 years, supplementary to the [Welfare Vision \(TT16; Updated and Renewed TT19\)](#).

Student Mental Health Policy

To mandate the sabbatical officers to lobby the collegiate university to:

1. Become compliant and sign up to the [University Mental Health Charter](#) as soon as possible.
2. Create a Common Framework for Mental Health that is adopted across colleges.
3. Continue the expanded funding for the Counselling Service and plan for sustaining funding over the next 3-5 years.
4. Set up a new joint University and College committee on Student Mental health and Wellbeing.
5. Establish the role of PVC for Student Experience and Wellbeing.
6. Complete and publish a review of student wellbeing, and consider the fundamental changes that could be made to the Oxford student experience to promote good mental health and wellbeing, for example examining academic workload and term lengths, considering the addition of reading weeks, and investigating the diversification of teaching and assessment.

Motion to adopt A better definition of transphobia (7th week TT21)

Council Notes:

1. The definition of transphobia found in Appendix A will, in this motion, be referred to as “the proposed definition of transphobia”.

2. In this motion, the word 'trans' is inclusive of any and all non-cisgender identities.

3. According to the 2018 Trans Report written by the Oxford SU LGBTQ+ Campaign,
 - a. 98% of trans students at Oxford report mental health issues

 - b. A further 65% report that the University has had a negative impact on their mental health.

 - c. 63% of trans students have experienced discrimination from the University, with 97% of this being reported as transphobic discrimination.

 - d. 35% of respondents reported this transphobic discrimination as coming from staff and administrators of the University.

4. Anecdotally, the prevalence and severity of transphobia at the university has not improved, and has perhaps even worsened, since the Trans Report.

5. Claims of transphobia are frequently not reported or pursued, and are frequently written off when they are reported as simply being accidents or misinterpretations.

6. The proposed definition of transphobia was written by trans students in conjunction with LGBTQ+ Campaign, based on the Trans Actual and Lib Dem definitions of transphobia.

7. The proposed definition of transphobia has been endorsed by LGBTQ+ Campaign and WomCam [an email containing the proposed definition has been sent to the SU President's email].

Council Believes:

1. It is important to have a specific, detailed definition of transphobia to be able to effectively combat it.
2. For a definition of transphobia to accurately represent the interests of trans people, it is important that it be written and/or approved by trans people.
3. Adopting a definition of transphobia written by and for trans students will show that the student body as a whole cares about trans students' welfare.

Council Resolves:

1. To adopt the proposed definition in Appendix C as Oxford SU Policy.
2. To adopt the following as Oxford SU Policy:
 1. To mandate the VP Women and VP Welfare and Equal Opportunities to lobby the university to formally adopt the proposed definition of transphobia for the duration of the policy.

Fossil Free Careers Motion (5th week HT 2022)

Opening statement from Jack, Climate Justice Campaign

Council notes:

1. That the operations of the oil, gas and mining industries cause immense environmental harm, by accelerating the climate and ecological crisis (2), polluting the water (3) and permanently destroying landscapes. (4)

2. That these extractive operations also cause direct social harm, by displacing people from their homes and lands,(5) destroying livelihoods, (6) demolishing sacred indigenous sites, (7) and leaving workers and communities with severe health problems. (8)

3. That graduates are increasingly turning away from the oil and gas sector. A 2017 study showed the number of graduates taking jobs in the industry had dropped by 60% in four years. (9)

4. That young people see oil and gas as the most unappealing sector to work in. (10) They associate it with responsibility for the climate crisis, and believe there is no future for jobs in the industry. (11)

5. The University 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.

6. 20% of university Career Departments already restrict one or more of the tobacco industry, adult/sex industry, or gambling industry from accessing their services (12). Oxford University already prevents tobacco companies from advertising careers to students due to the 'great harm to public health' that it has caused, though pollution from burning fossil fuels causes at least as many deaths each year as tobacco smoke. (13)

7. The university has made a public ethical and sustainability commitment. This includes a commitment to 'divest its endowment formally from the fossil fuel industry' in April 2020 (14). Oxford University also claim to 'have set the target of reducing our carbon emissions by fifty per cent by 2030'. (15)

8. Oxford students have consistently protested careers events that promote fossil fuel and mining companies such as Glencore, Equinor and BP. Geography students have also criticised their department's advertisement of a position at Shell. (1) For a precise definition of the companies we refer to when we say 'oil, gas, and mining companies' see the Fossil Free Careers Targets page - (<https://peopleandplanet.org/fossil-free-careers/targets>) (2) (<https://www.theguardian.com/environment/2019/oct/09/revealed-20-firms-third-carbon-emissions>) (3) (<https://old.danwatch.dk/undersogelseskapitel/impacts-of-copper-mining-on-people-and-nature/>) (4) (<https://www.theguardian.com/environment/2020/nov/24/trump-mining-arizona-holy-land-oak-flat-tribes#>) (5) (<https://paxforpeace.nl/media/download/pax-dark-side-of-coal-final-version-web.pdf>) (6) (<https://londonminingnetwork.org/wp-content/uploads/2020/02/EMBARGOED-Cut-and-run.-How-Britains-top-two-mining-companies-have-wrecked-ecosystems.pdf>) (7) (<https://www.theguardian.com/australia-news/2020/may/26/rio-tinto-blasts-46000-year-old-aboriginal-site-to-expand-iron-ore-mine>) (8) (<https://unearthed.greenpeace.org/2018/04/10/cerro-de-pasco-mine-peru-lead-arsenic-pollution-glencore/>) (9) (<https://www.worldoil.com/news/2019/8/2/oil-industry-has-a-millennial-problem-as-talent-pipeline-trickles>) (10) (<https://www.pwc.com/co/es/publicaciones/assets/millennials-at-work.pdf>) (11) (https://assets.ey.com/content/dam/ey-sites/ey-com/en_us/topics/oil-and-gas/ey-how-do-we-regenerate-this-generations-view-of-oil-and-gas.pdf) (12) (<https://peopleandplanet.org/fossil-free-careers>) (13) (<https://www.weforum.org/agenda/2019/03/air-pollution-killing-more-people-than-smoking-say-scientists>) (14) (<https://www.careers.ox.ac.uk/advertise-your-vacancies#collapse1561856>) (15) (<https://www.ox.ac.uk/news-and-events/fossil-fuel-divestment>)

Council Believes:

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

Council Resolves:

1. To make 'To publicly support the Fossil Free Careers campaign and demands that our university Careers Service:

Refuses all new relationships with oil, gas or mining companies.

Declines to renew any current relationships with oil, gas or mining companies after the contractually obligated period ends.

Adopts a publicly available Ethical Careers Policy that explicitly excludes oil, gas and mining companies from recruitment opportunities' Policy.

2. To mandate the relevant full-time and part-time officer(s) to actively work with the Fossil Free Careers campaign group and People & Planet to ensure that Union work is linked up with grassroots campaigners.
3. To mandate the relevant full-time and part-time officer(s) to help set up meetings relating to the Fossil Free Careers campaign with relevant university staff, and include student campaigners where relevant.
4. To use relevant SU social media channels to amplify petitions, statements and other calls to action from the Fossil Free Careers campaign.

5. To send out a press release and website statement announcing the passing of this motion and the support of the union for this campaign.
6. To never allow oil, gas, or mining companies access to SU-organised events, or to lend the SU name, logo or endorsement to events which include these companies.
7. To refuse the presence of oil, gas and mining companies in any SU-controlled physical or digital space. <https://peopleandplanet.org/fossil-free-careers>

Election Report (2022) Implementation Motion (5th week MT22)

Council Notes:

1. The Returning Officer made a number of recommendations in their report following the 2022 Annual Elections.
2. Two of these require Bye-Law and Regulation changes: to extend the Returning Officer's term length, and to give the Elections Committee more power.

Council Believes

1. The Returning Officer's recommendations were sage, and should be implemented.
2. Extending the Returning Officer's term length would also provide a continuity benefit to Council, helping to avoid some of the past year's oversights.

Council Notes:

1. To implement the recommendations, by amending Governing Documents according to the appendix:
2. To extend the Returning Officer's term in office to a year, in alignment with the rest of the Elections Committee; the RO shall now be elected in Trinity Term, to serve the following Academic Year.
3. To give the Elections Committee a role in overseeing Referenda, and to require the Returning Officer to consult them when considering complaints, if doing so would not compromise any remedies they think expedient.
4. To give the Elections Committee the power to remove the Returning Officer from office.
5. These amendments shall only take effect at the beginning of Trinity Term 2023 at the earliest.

RO Term Length extension:

1. Amend Regulation 4.1: "The Returning Officer must be elected in the last Ordinary Meeting of Council in Trinity Term to serve in office during the Academic Year following the Academic Year in which they are elected."
2. Amend Regulation 4.2: "If no candidate is elected at the meeting referred to in Regulation 4.1, or if a vacancy otherwise arises, the Returning Officer must be elected in the next Ordinary Meeting of Council."
3. Insert Regulation 4.3, and renumber accordingly: "During such times as no elected Returning Officer is in office, the functions of the Returning Officer shall be delegated, insofar as they relate to

- a) interpretation of the Regulations, to the Board;
- b) the consideration and determination of Complaints, to the External Appeals Officer;
- c) elections in Council, to the Chair of Council;
- d) all other functions, to the Deputy Returning Officer.”

4. Remove Rule 2 of the Rules for Student Council (entitled “Returning Officer – vacancies”), and renumber accordingly.

Expanding Elections Committee powers:

5. Amend Bye-Law 7.5: “There must be an Elections Committee to assist in the conduct of Annual Elections, By-elections, and Referenda. [...]”
6. Insert Regulation 4.3(c): “by the unanimous decision of the Student Members of the Elections Committee under Bye-Law 7.5(c).”
 - Amend Regulation 16.1: “[...] required by the Elections Committee.”
 - Insert Regulation 14.2(d): “The Returning Officer must consult the Student Members of the Elections Committee in determining a Complaint, unless the Returning Officer reasonably believes doing so would unduly delay the resolution of the Complaint.”

Supporting the Climate and Ecology Bill (5th week MT22)

Council Notes:

1. The Climate and Ecology Bill, formerly named the Climate and Ecological Emergency Bill, is a private member's bill before the Parliament of the United Kingdom aimed at tackling the climate and biodiversity crises.
2. The Bill is the only proposed legislation before the UK Parliament that ensures a comprehensive and joined-up approach to the climate emergency.
3. The science behind the Bill was developed and supported by several scientists at the University of Oxford, including Professor EJ Milner-Gulland (Department of Biology), Professor Joseph Bull (Department of Biology), Professor Yadvinder Malhi, Professor Amy Dickman, and Professor Michael Bonsall.
4. The Bill is a cross-party bill, with the support of over 160 Peers and MPs from all major political parties; it is not associated with any particular political party.
5. A number of students and staff within the University also support the Bill.
6. The Bill is seeking support from institutions to show MPs and the Government desire for the Bill's adoption.

Council Believes

1. In alignment with the Oxford Student Union and University of Oxford's commitment to achieve Net Zero and become Nature Positive, the Climate and Ecology Bill is an important piece of legislation that should be supported to further climate action in the UK.
2. As a global university, the Student Union should support the Bill to promote climate justice internationally.
3. In supporting the Bill, the Student Union would evidence to the University students' desire for climate action, encouraging the University itself to pledge support.

Council Notes

1. To formally support the Climate and Ecology Bill by signing up to Zero Hour Oxfordshire's open letter to all Oxfordshire MPs (<https://www.ccebillallianceoxon.co.uk/open-letter/>) which asks that they back the Bill.
2. To campaign that the University of Oxford also pledges support to the Bill.
3. To work with Zero Hour Oxfordshire on a joint press release to document the passing of this motion and its implications.

Keep Campsfield Closed (1st week HT23)

Council Notes:

1. The government plans to reopen Campsfield House detention centre adjacent to Oxford University Science Park, Kidlington, contravening the commitment made by the Conservative government in 2016 to detain fewer people under immigration law for shorter periods and to pursue alternatives to detention.
2. That Campsfield House, along with three other detention centres, was closed down in the years following 2016. Pilot 'alternatives to detention' were run.
3. That the planned reopening of Campsfield House forms part of the government's plans to expand detention facilities, contradicting its 2016 commitment as above.

These include:

- a. the use of military barracks to house asylum seekers;
- b. the opening of the 80-bed women-only Hassockfield/Derwentside detention centre in Durham in November 2021;
- c. the expansion of short-term holding facilities (STHFs) at Manston, Kent to detain asylum seekers and other migrants;
- d. deportation flights to Rwanda (currently suspended);
- e. the 2022 Nationality and Borders Act further criminalising people seeking asylum.

4. That the plans to reopen Campsfield have already met with significant political and civil opposition in the local area, including from Layla Moran MP; Oxford City Council; the Coalition to Keep Campsfield Closed.

5. That immigration detention has been widely condemned by reputable organisations as extremely damaging in terms of mental health, human rights and re-traumatisation.

6. That the site plans recently shared by the Home Office show a significant expansion of the site from its 2018 footprint with accommodation for 400 detainees.

Council Believes:

1. That it is vital for students at Oxford University to engage with sociopolitical events taking place locally in Oxfordshire, and for student bodies to facilitate such community engagement.

2. That such engagement is necessary to recognise Oxford as a city where immense privilege and deprivation exist side-by-side.

3. That expanding the immigration detention estate, both locally and nationally, is not the answer to either regular or irregular migration, and that viable alternatives should continue to be explored.

Council Resolves

a) To mandate the relevant full-time officer(s) to actively work with student groups affiliated with the campaign to ensure that Union work is linked up with grassroots campaigners. This includes, but is not limited to:

a. facilitating educational activity around the issues raised in this motion amongst students.

b. sending a Union representative to the monthly meetings of the Coalition to Keep Campsfield closed.

b) To call on local and national government to reverse the decision to reopen Campsfield House detention centre. This includes, but is not limited to:

a. disseminating an open letter addressed to the government, through Oxford University networks in collaboration with other local student groups.

b. supporting and publicising public protests and petitions against the planned reopening.

c) To raise the demands in this motion with the NUS national executive and ask that these be added to their agenda.

d) To become a named member organisation of the Coalition to Keep Campsfield Closed.

Renewal of UCU Strikes Policy (3rd week HT23)

Council Notes:

1. Oxford UCU has voted to strike over pay and working conditions for 13 days of term (and 5 days outside term) between 1st February and 2nd March 2023.

2. The SU supported previous UCU strike action over pensions in Hilary 2018, Michaelmas 2019, Hilary 2022 and Michaelmas 2022.

3. UCU represents over 120,000 academic, academic-related, and professional staff in the UK, including researchers, postgraduate researchers, teaching staff, and permanent lecturers.

4. Previous Council policy passed in Hilary 2018, affirming Oxford SU's support for and solidarity with strike action taken over pensions, and setting out Oxford SU's default position on future UCU strikes. This policy was then updated again in Michaelmas 2019.

5. Many graduate students are members of both UCU and Oxford SU. UCU membership for students is free.

6. Policy passed in Trinity 2017, which states Oxford SU's commitment to fair working conditions for graduate students who work, includes a commitment to working with UCU to best represent and support these students.

Council Believes

1. That we have a responsibility to support this upcoming strike over issues of pay and working conditions.

2. The demands being made by Oxford UCU will be of benefit to graduate students who work, and who are some of the most exploited workers in the collegiate University.

3. That people should be paid enough to live decently, and that properly remunerated staff with secure and stable jobs are better placed to provide the excellence that the University of Oxford claims to promote. Fair pay and conditions for staff are non-negotiable.

4. In the principle of solidarity across unions, and that an injury to one is an injury to all.

5. Good working conditions creates good teaching conditions.

Council Resolves

For future potential strikes with UCU, Oxford SU will take the following as the default policy and action of solidarity:

1. To support the cause and organisation of the strike action and communicate this to the University.

2. To release a statement in full support of the UCU strike action.
3. To email all graduate students to encourage membership of UCU.
4. Liaise with UCU representatives.
5. To encourage students to respect the strike by not crossing the picket lines and not attending classes over this period except in the case of compulsory assessments. This could include, but is not limited to, producing materials including posters and leaflets to help explain to students what is happening and why our staff needs support.
6. To encourage students to participate in solidarity action as requested by UCU's Oxford branch including standing on picket lines and excluding nonattendance at compulsory assessment.

Send the motion 'Improve Access to Educational Technology' to NUS. (3rd week HT23)

Council Notes

1. The Oxford SU is entitled to send one motion to the National Union of Students conference and one for its liberation conference.
2. The SU has not submitted a motion to NUS in recent years.
3. There is an increasing disparity in access to educational resources among students.

Council Believes

1. Educational resources should be accessible to all students.
2. The SU should support the efforts of campaigns within and outside of Oxford that share this goal.
3. By submitting this motion to NUS, the SU has the opportunity to raise awareness about the issue of technological disadvantage on a national level

Council Resolves

1. To send the motion "Improve Access to Educational Technology" to the National Union of Students conference.

1.1. https://docs.google.com/document/d/1GOJ88inU-Pr2MX3TLT7i7KPaad5RAYP5B-ZCXTKky_o/edit?usp=sharing

2. To allow the SU sabbatical officers, NUS delegates, SU campaigns and student council members to contribute to the next steps of the process.

Independence from OLDUT and Oxford Union Society (3rd week TT23)

Council Believes

1. The Oxford Union Society is a Private Members' Club that does not fall under the jurisdiction of the University
2. The Oxford Union passed a motion in MT22 to ensure its independence from Oxford SU
3. The Oxford Union Governing Body Members can influence Oxford SU, whereas Oxford SU is not able to influence the Oxford Union. This has resulted in students unable to properly check Oxford Union matters related to bullying, sexual harassment, environmental impact and data privacy breaches via the SU.
4. This is currently an asymmetrical relationship.

Council Notes

1. Oxford SU should promote organisations which have adequate provisions to protect all of its members

Council Resolves

1. Mandate the SU to review its relationship with the Oxford Union, particularly with regard to its presence at Freshers' Fair

Support of student lead action (7th week TT23)

Council Notes:

1. Some Colleges charge some students in excess of £7,500.00 per year for rent for just 27 weeks of housing. This housing is frequently of poor quality, with some students at Exeter College complaining of cockroach infestations.
2. Students in the University of Manchester successfully used rent strikes and occupations to secure a 30% cut in their rent. In addition, in recent years there have been successful rent strikes at UCL, Cambridge, Sheffield and elsewhere.
3. Following a student occupation, Cambridge University renamed their BP institute to the Institute for Energy and Environmental Flows.
4. The SU has several extant policies that directly or indirectly urge the university and colleges to perform actions they have not currently performed. This includes, but is not limited to: preventing the use of NDAs against victims in sexual violence cases; the abolition of continuation fees and the severance of ties between the university and the arms trade.

Council Believes:

1. Rent strikes, boycotts, occupations and other forms of direct action are historically successful ways of getting universities to accept student demands.
2. When students take direct action it is often without the full backing of the Students Union.
3. Statements of support from the Students Union would allow the actions to reach more students. It would break the stigma that only radical and politically engaged students can partake in these actions and will make actions more accessible. Support from the Students Union will encourage

more students to get involved, ultimately resulting in a higher chance of winning the action taken by students.

4. Furthermore, universities often respond unfairly to legitimate actions taken by students, the official support of the Students Union can reduce the chances of this happening.

5. Additionally, support for actions like these will allow the student body, in turn, to better support our sabbatical officers going into negotiations with the university.

Council Resolves:

1. To make the following policy: 'Any rent strike action, boycott of university or college services, demonstration, occupation/sit-in action, or other similar action taken by students to encourage the University or any of its constituent Colleges to better the state of housing, or a campaign the Students Union has signed a letter in favour of, required sabbatical officers to advocate for, has a policy in support of or otherwise democratically decided (which need not involve a formal vote or motion to that effect) to be in favour of, shall be supported by the Students Union.
2. This should come in the form of, but would not be limited to, supporting students through the action with kind words and advice, publicly stating that the Student Union supports the action by advertising it, releasing official statements of support and providing any students who face disciplinary action for their involvement in such actions with support to the best of their ability- including public support if the students in question wish for this - during that disciplinary process.'
3. The SU should continue to provide rent negotiation support to all JCRs and MCRs, and provide public support to renters unions.
4. To mandate the President-elect and VP-elect (Activities and Community) to further consider this policy, its implementation and any appropriate future amendments

Minimum Service Levels Act (Opposition to) (MT7 2023)

Student Council Notes:

1. The Strikes (Minimum Service Levels) Act 2023 (henceforth "The Act") gained royal assent in July 2023
2. The Act allows employers in certain sectors, including education, to enforce minimum service levels during strikes by demanding certain striking workers attend their workplaces
3. Employers are not legally required to do this
4. The TUC has described the Act as "draconian, unnecessary and unworkable" [1] 5. The UCU has also opposed the Act [2]

[1] <https://www.tuc.org.uk/research-analysis/reports/minimum-service-levels-issuing-work-notices>

[2] <https://www.ucu.org.uk/article/13212/Tory-minimum-service-levels-consultation-a-spiteful-attack-on-workers-everywhere>

Student Council Believes:

1. The Act is a draconian crackdown on worker's rights and must be opposed
2. Students should stand in solidarity with university strikes
3. Crackdowns on workers rights affect students as lecturer's working conditions are our learning conditions, and students will in the future make up the workforce

Student Council Resolves:

1. To make SU policy to publicly oppose the Act, including publishing a statement criticising the Act
2. To make SU policy that:

“The SU will publicly oppose any attempt of the University to enforce minimum service levels by giving work notices to any trade union during industrial action”

3. To mandate the SU President, SU VP Undergraduate Education & Access and SU VP Graduate Education & Access to lobby the University to publicly commit to not giving work notices to any trade union under any circumstance

Campus Unions (MT7 2023)

Council Notes:

1. It is current SU Policy to support striking UCU staff members
2. Non-academic staff at the University and colleges are represented by other unions including Unite and Unison

Council Believes:

1. The SU should provide the same solidarity it does to non-academic staff as it does to academic staff
2. The SU should encourage all students to join a trade union if applicable

Council Resolves:

1. To make Appendix Eight Council Policy

Appendix Eight – Policy on Campus Unions

- a. To mandate the President, VP Undergraduate Education and Access and VP Postgraduate Education and Access to coordinate a meeting at least once a term between themselves; any other relevant sabbatical officers; at least one representative each from Oxford UCU, Oxford University Unite and Oxford University & Colleges Unison; and any other representatives from any other unions representing staff in the university or its colleges to discuss how the SU can best support staff.
- b. For any strike action by any union representing staff (henceforth referred to as “the union”) of the University or College(s) to take the following positions as default:
 - i. To support the cause and organisation of the strike action and communicate this to the University and/or College(s) and to students
 - ii. To release a statement in full support of the union’s strike action
 - iii. To email all students encouraging membership of relevant trade unions (in both roles working for the University and/or College(s) and other employers), especially suggesting that graduate students join the UCU if possible
 - iv. Liaise with the union’s representatives
 - v. To encourage students to respect the strike by not crossing the picket lines and not attending classes over this period except in the case of compulsory assessments. This could include, but is not limited to, producing materials including posters and leaflets to help explain to students what is happening and why our staff needs support, and should include emailing students to encourage them not to cross picket lines.
 - vi. To encourage students to participate in solidarity action as requested by the union including standing on picket lines and excluding nonattendance at compulsory assessment.

Organising a Second-Hand Sub Fusc Scheme (HT3 2024)

Student Council Notes

- i. Due to the withdrawal of various partnership organisations, the second-hand subfusc scheme for first year, disadvantaged students was discontinued this year.

- ii. The VP UG Education and Access, The Crankstart Council and Class Act worked to quickly implement a form of substitute, however demand was extremely high and supplies quickly ran out.
- iii. The scale and demands of such a full replacement scheme are difficult for a single committee of volunteer students to complete themselves
- iv. The SU has organised many clothes swaps and charity collections over the past few years.

Student Council Believes

- i. Sub-fusc presents an additional cost, and confusing cultural barrier for many disadvantaged students
- ii. Second hand clothing schemes reduce consumption and waste, and hence have environmental barriers
- iii. A second-hand subfusc scheme presents a chance to reduce the university's class barriers and environmental footprint, and is exactly the kind of project the SU should be running given its position as a central organising body between colleges.

Student Council Resolves

- i. Mandates the VP UG Education and Access and the VP Activities and Community to, and makes policy that the SU should:
- ii. Organise a scheme for disadvantaged students to collect free, second hand subfusc at the beginning of the academic year
- iii. Coordinate and work with the Class Act Campaign, and Crankstart Scholars Council to organise such.
- iv. Work with JCR committees across all colleges to collect donations of subfusc from finalist students following their final exams in Trinity Term
- v. Obtain funding to purchase second-hand subfusc at a low cost from sources such as charity shops. Coordinate and partner with local businesses to obtain such.
- vi. Ensure that this is well publicised to freshers via social media, JCR Committees, partnership organisations and through any other means appropriate.
- vii. Ensure the scheme is publicised sufficiently to OppOx students in summer, as many buy their subfusc before they are aware of such scheme

