



**Candidate Welfare &
Liberation Support**

Officer Elections Candidate Training 2020

Your Voice
Only Louder

This session will cover:

- The risks to general wellbeing during elections
- Planning in advance
- How to keep mental and physical health in check
- Elections Complaints Process
- Equality & Diversity
- Liberation and accessibility

Background...

- Previous candidates report spending lots of their day campaigning.
- The Guild is keen for candidates and their teams to put maximum effort into winning – but not at the expense of their health and grades!

Other candidates may tell you they...

- Forgot to eat during campaigning
- Forgot to sleep
- Forgot lectures existed
- Spend lots of time worrying about other candidates
- Did no part-time work
- Complete loss of normal routine

In the past, this has led to...

- Stress
- Anxiety
- Money problems
- Health problems
- Academic issues
- Exhaustion
- Problems with friends and family

...however, this can all be avoided if you follow some simple steps...

1) Plan your days in advance

Decide:

- What time you're talking to students (on social media)
- What time you're in lectures!
- When you're grabbing food?
- When you're resting? (actual rest, not social media work!)
- How about sleeping?

2) Decide when you will rest

- You NEED to be taking regular breaks.
- Friends still exist (and you'll need them more than ever!)
- Go for a walk?
- Do some exercise?
- Have a virtual chat with some friends?
- Take lots of rest time at the weekend
- Don't become obsessed with social media!
- Don't become obsessed with what other candidates might be doing or thinking!

3) Don't forget to sleep!



4) Plan your academic impact

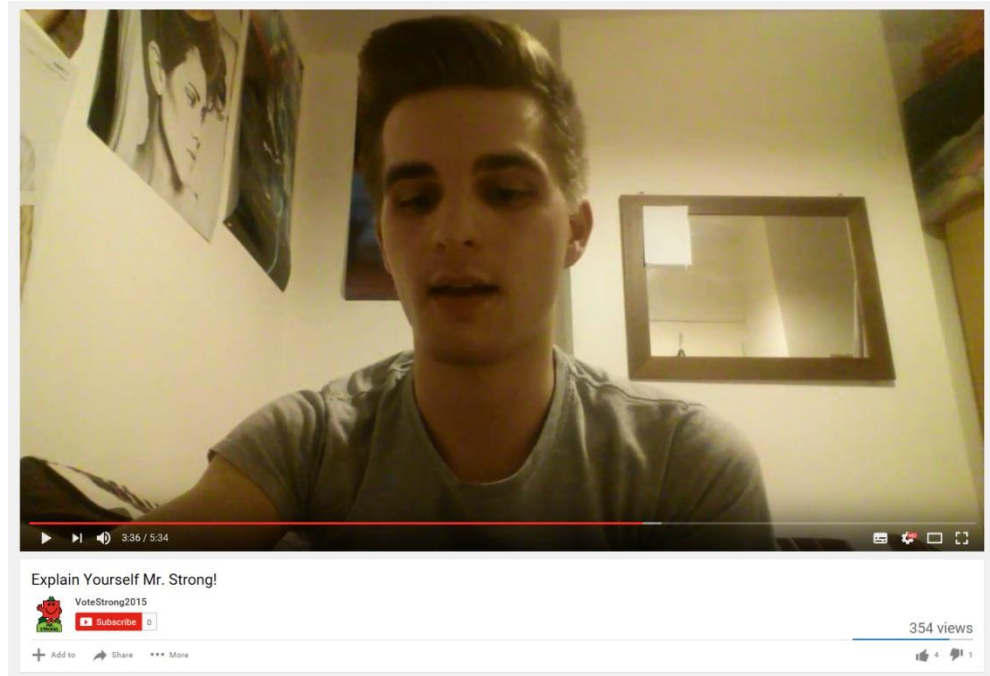
- What key commitments or lectures do you have over the period?
- Do you also have other commitments?
- Try and get on top of things before campaigning starts!

5) Plan your budget

- You will receive a £10 budget during the campaign
- You will be able to claim your budget expenses back after campaigning.
- If you're concerned about being able to cover expenses then contact elections@guild.bham.ac.uk and we can arrange for you to have the money in advance.

6) DO NOT bully others!

- If you've got the time/energy to criticise someone else then you could better spend that campaigning for yourself...
- It's going to be awkward if you're on a team with them...
- No one likes a spoilsport



An example day in the life of a candidate

07.15 - Wake up & get ready + eat breakfast

08.45 – Schedule posts on Facebook and Twitter for the day

09.00 – Online lecture (that must be attended!)

11.00 – Talk to students on Facebook

12.00 – Lunch & Rest

14.00 – Talk to students on Instagram/do an Instagram live video

15.00 – Reply to comments on Twitter

16:00 – Snack & rest

18:00 - Dinner

19:00 – Reply to more social media comments/messages

20:00 – Go over notes from lecture

21:00 – Snack & go over plan for tomorrow

22:00 - Bedtime

Where you can go to for support...

In the Guild:



- Student Voice/Your Elections Team

Your Elections Team/Student Voice team are here to support your welfare during Elections. You can contact the Elections Team on elections@guild.bham.ac.uk, and we can arrange a chat via Zoom

- President - Tobi Adeyemi

The President oversees the running of elections as part of their remit and will be happy to answer any questions about the election process. You can email them on president@guild.bham.ac.uk

- Guild Advice

Guild Advice is a free, impartial and confidential advice service for UoB students. You can receive advice on academic matters, housing, finance, international support and wellbeing.

<https://www.guildofstudents.com/support/guildadvice/who-we-are-guild-advice/>

Where you can go to for support...

In the University:

- You can find out more about wellbeing support from the University on the following link: <https://intranet.birmingham.ac.uk/student/your-wellbeing/health-wellbeing-social.aspx>

Complaints and Appeals

- Complaints will be made public (with names) to ensure the consistency of the decisions being made by the Returning Officer
- However in extreme circumstances where this happening would be harmful to your welfare you can request an exemption.
- The relevant forms can be found on the Elections webpage

Safety Tip

- Open a window when painting! The fumes will get you – this has caused instances of campaign teams feeling unwell...



Liberation



guildofstudents.com/associations

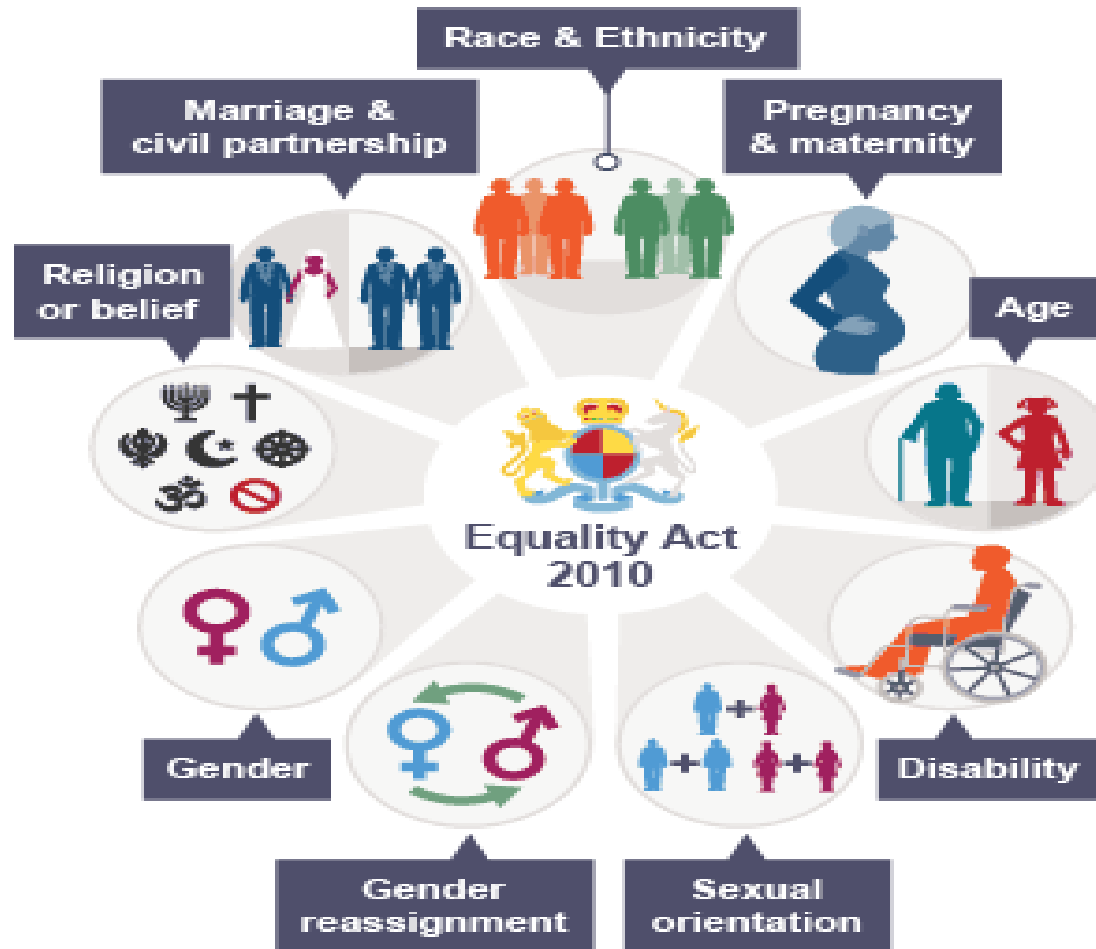
What is Equality & Diversity

- Equality and Diversity is about equal opportunities
- People are increasingly aware and perceptive of these issues

For the Guild, Equality & Diversity means:

- Every UoB student, including minority & underrepresented groups, will be valued & included equally as a welcome, respected, engaged and valued part of the Guild community
- All Guild-related activities should be a safe space for minority and underrepresented groups
- The Guild, and student representatives should reflect the student body at the University
- Candidates of minority & underrepresented groups can receive specific support before, during and after Elections
- Minority & underrepresented groups are protected by the Guild's Zero Tolerance Policy and University's Harassment & Bullying Policy

(9 legally protected characteristics (Equality Act 2010):





The Guild has 5 Liberation Officers:

- Disabled Students' Officer
- Ethnic Minorities Students' Officer
- LGBTQ Officer
- Women's Officer
- Trans Students' Officer



**your Voice
Only Louder**

Why is there not a Men's Officer?

  Just a question, why doesn't the union have a Men's officer?

Like · Reply ·  2 · 1 February at 16:31

 Hide 14 Replies



Ross Strong So the 4 Liberation Officers represent the 4 major oppressed groups in society, widely acknowledged to experience oppression in everyday life as a result of their identity. These are the Disabled Students' Officer, Ethnic Minorities Officer, LGBTQ Officer and Women's Officer. Their purpose is to lead the campaigning and representation efforts for these groups whose voices are often unheard or marginalised. For example, most decision making bodies and authorities throughout society comprise predominantly of able-bodied, straight, white men, in disproportionate numbers, so marginalised individuals have very little say in how structures can change or challenge the oppressions they face. So while men also experience gendered issues, e.g. 3/4 of suicides are men, they hold a disproportionate amount of power in society and so are not an oppressed group, hence not requiring "liberation".

Like · Reply ·  111 · 1 February at 16:45 · Edited

Impact

- The ethnicity attainment gap is the difference in percentage terms between ethnic minority and White students gaining a first and upper second class honours degree. Analysis shows that an attainment gap of 14.3% exists overall at the University.
- Early indications that there may be a continuation gap among LGB students at the University, with a higher drop-out rate.
- Nationally, 1 in 7 women students seriously sexually assaulted during their time at university.
- Access to Higher Education for disabled people poses many barriers, but there are many more once you get here – (in)accessibility of campus, lack of accessible study materials, everyday ableism, patronising attitudes.



Accessibility

- Student Voice have a Disability Policy for elections.
- Disability Policy – states that if candidates have a disability and feel they may need additional support, please alert Student Voice (elections@guild.bham.ac.uk) to this need as soon as possible to ensure we can try to put the support in place
- If you have a disability just let Student Voice know ASAP in case they can provide support.

What do you do if you feel you are being discriminated against?

- You can submit a complaint via the complaints process
- You can talk to the Elections/Student Voice Team
- You can also talk to Guild Advice – Guild Advice have a hate crime reporting centre
<https://www.guildofstudents.com/support/guildadvice/who-we-are-guild-advice/>

Thank-you for reading &
Happy Applying!