



# Part-Time Officer Training

## Introduction to the Students' Union

# What is the Students' Union?

- Independent body from the University - can hold the University to account
- Emphasis on improving student experience as a whole
- Made up of 4 trading arms: ULSU (charity), LSUT (commercial), SUMS and Student Orders
- All money gained from venues is put straight back into services



***“Your experience is our priority.”***

**HONEST**

**QUALITY**

**STRONG**

**NURTURING**

**APPROACHABLE**

**DYNAMIC**

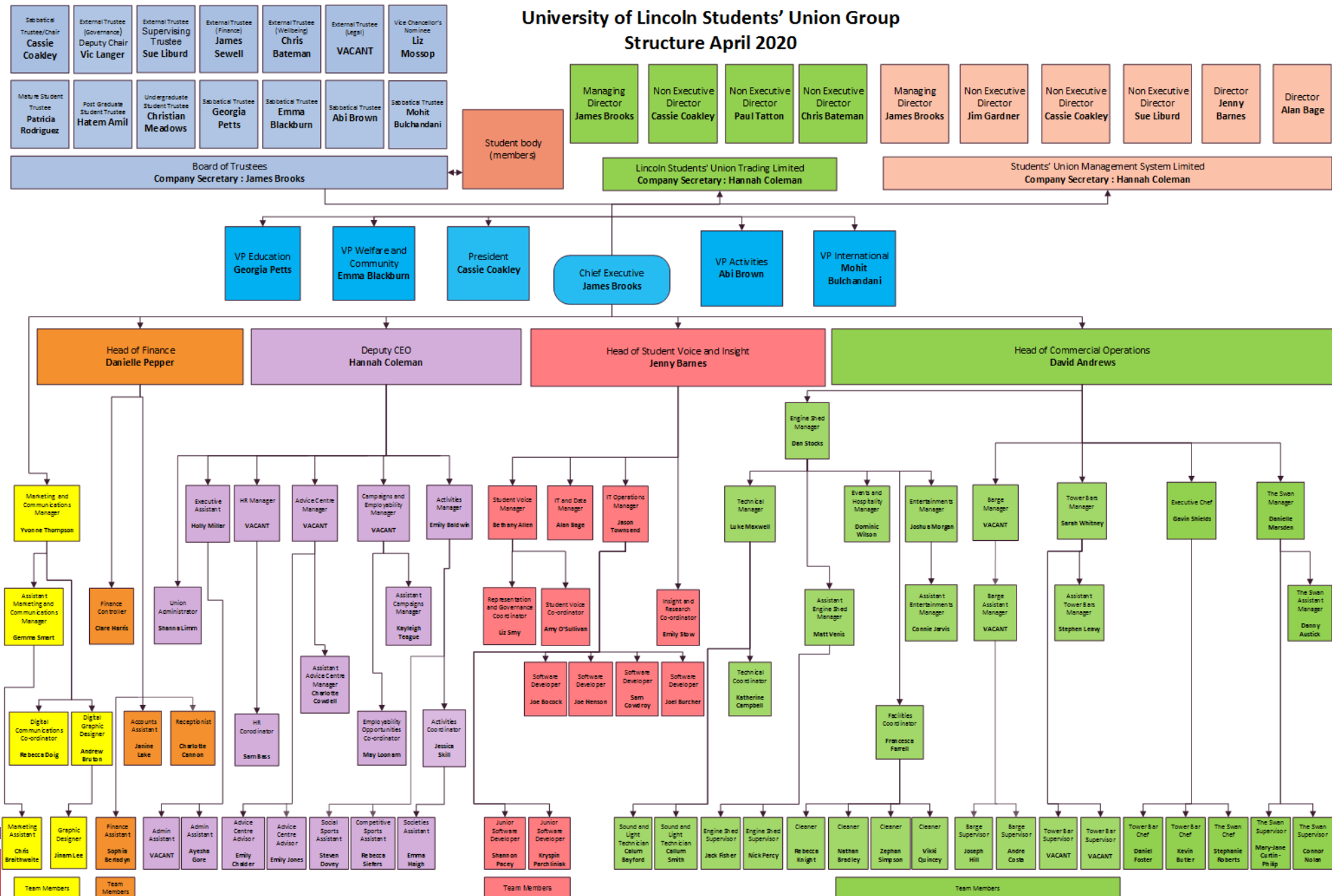
# Impact of Covid-19

- Caused severe financial trauma – Financial Year 19/20
  - Loss of £1 million turnover since closure
- Furloughing and reduced staff team during lockdown
  - Student Staff until 1<sup>st</sup> September
  - Full-time staff:
    - 80% until July paid by HMRC
    - 3 week minimum
    - July onwards part time
    - August NI and Pension contributions
- Without furloughing – LSUT bankrupt and even smaller team

# Impact of Covid-19

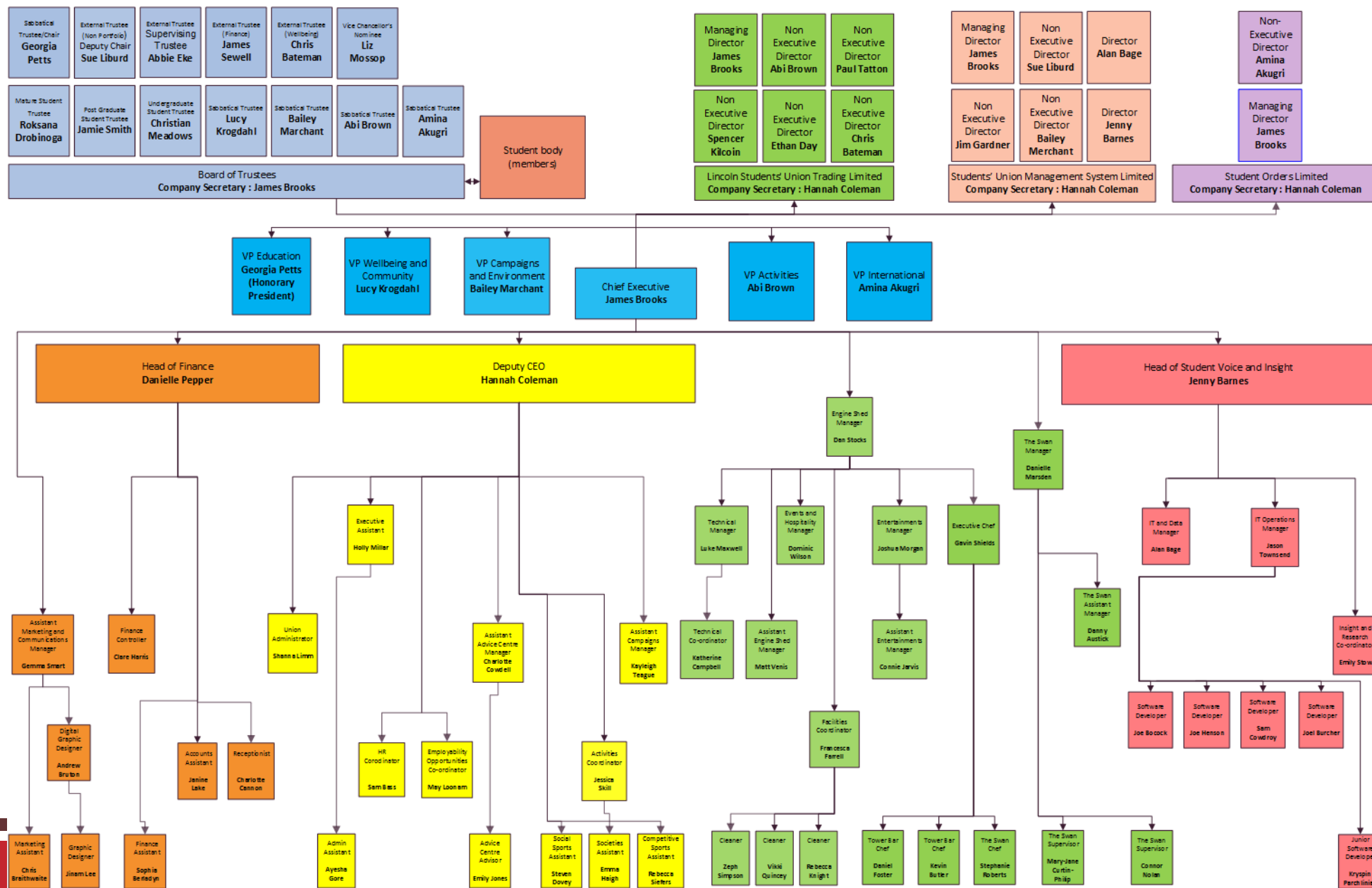
- 30 full-time staff roles removed to make savings of £650k and protect any impact on student funding
- We are smaller, but have the ability to bounce back
- Student life changed dramatically – predominantly online, services altered to accommodate, constantly developing
- Commercial services limited in line with guidance
- Venues as learning spaces – Engine Shed due to reopen 'as normal' in 2021

## University of Lincoln Students' Union Group Structure April 2020





## University of Lincoln Students' Union Group Structure Post Furloughing



# Student Leaders/ Executive Committee



**Abi Brown**  
**VP Activities**



**Lucy Krogdahl**  
**VP Wellbeing and  
Community**



**Georgia Petts**  
**VP Education**



**Amina Akugri**  
**VP International**



**Bailey Marchant**  
**VP Campaigns and  
Environment**

- Elected Student Leaders are responsible for the direction of the organisation
  - Also Trustees to the Board of Trustees (Trustee hats)
- The Executive Committee meet on a monthly basis to implement projects and change. Attendees include: 5 Student Leaders (voting members), 4 College Officers (voting members) and the Chief Executive (non-voting)
  - Implement feedback from students into the operations of the Union
- Lead their individual remits, with emphasis on feedback and being student-led!



# SU Staff - SMT



James Brooks  
Chief Executive



Hannah Coleman  
Deputy Chief  
Executive



Jen Barnes  
Head of Student Voice  
& Insight



Danielle Pepper,  
Head of Finance





# Our Services

- Advice Centre – Support and guidance for Housing, Welfare, Finance and Academic issues
- Activities – Sports, Societies and Academic Societies
- Campaigns Network – BAME, LGBT+, Women's, Disabilities, Community and Environmental
- Student Voice – ISA, PG and Senior Reps
- Employability – DofE, Volunteering and Skillslog



# Our Venues

Commercial venues:

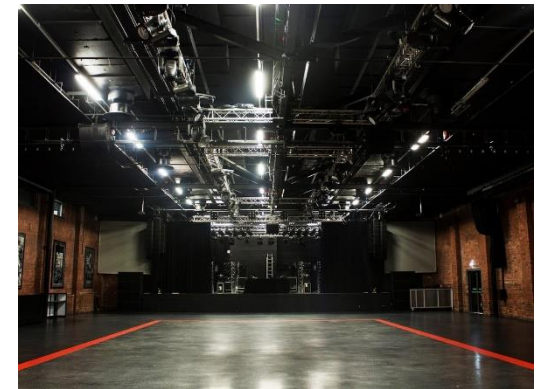
Engine Shed

Tower Bar

The Swan

The Barge

- Student staff
- Student Orders
- Not just alcohol focussed!
- Venues can be booked and areas reserved by students groups
- Profits given to Charity





# The Charity Commission

# The Charity Commission

- The University of Lincoln Students' Union is a Charity
- Not for profit
- Exclusively charitable purposes (Charities Act 2006 stipulates thirteen charitable purposes; Lincoln SU's is the advancement of education)
- Ultra-Vires

# Charity Commission/Education Act

## Charity / Company Law

- Trustees
- Sub-Committees



*Scheme of Delegation*



- Chief Executive
- Senior Managers
- Staff (Including Student Staff)

## Education Act

- Students
  - ASM meetings
  - Referendum

- Student Leaders

- Volunteer Officers



Lincoln  
STUDENTS' UNION

# Governance and Democracy



# Articles & Bye-Laws

As a democratic Charitable organisation, the University of Lincoln Students' Union is bound to operate within its governing documents

- Articles of Association: **The main governing document**



- Bye-Laws: **made by the Trustees and Student Members**, pursuant to the Articles of Association of the Union (“Articles”)



- Standing Orders sit below the Bye-Laws and govern **how different groups run**



# SU Governance

- In line with the governance in place, change can be implemented based on student feedback through the following platforms:
  - SUGGESTIONS
  - All Student Members' Meetings (ASMs)
  - Referendums and Preferendums
  - Petitions
- These procedures give a mandate in order to lobby change and integrate policies (which last for three years if passed).

# Democracy Timeline



1960's – SU's predominantly student lead under the Student Council



1970's - Staff were brought in order to create committees



1980's – increase of students lead to All Student Meetings (ASM's)



1990's / 00's – changed back to Student Council



2016 – changed back to ASM's due to influx of student interest and larger networks



# Your Role as an Officer

# Your role as an Officer – what is representation?

- Varied roles! Represent groups/demographics of students
- Activists, supporters, advocates, signposting...Student perspective
  - Generally:
    - Listen, collate and communicate the views of students
    - Feedback/take these views to meetings and to SU staff to bring about positive changes
      - Close the feedback loop by communicating outcomes

# Your role as an Officer – Skills

- Communication
  - Planning/time management
  - Ability/willingness to seek feedback
  - Understanding of student needs
- Knowledge of the SU! (and how we can help!)



# Your role as an Officer

## REMEMBER:

- We are here to support you – if you're receiving queries you're uncertain about, check with your relevant Student Leader.
- Although your roles are different, we are all here to improve student experience
- Within your roles you may be invited to University Committee meetings, these are great opportunities to make change and see developments take place

# Going forwards

- Continue to alter services to support and improve student experience on a virtual basis, due to the impact of Covid-19
- Continue pushing student voices and implementing change
- Improve feedback mechanisms – more activism from all elected Officers and closing feedback loops