

Committee Title	Student Voice					
Date of Meeting	9 th November 2020					
Item Number and Title/Subject	Full Time Officer Team and Individual Objectives 2020/21					
Paper Presenter	Susan Docherty, Student President Zoe Nicholson, Vice President SCEBE Tabitha Nyariki, Vice President SHLS Adil Rahoo, Vice President GSBS					
Brief Summary of Issues/Topic	<p>The Constitution outlines that 'Student Voice has the power to scrutinise the work of the Executive Committee'.</p> <p>The By-Laws require that Student Voice approve the Team and Individual Objectives that should be influenced by manifesto commitments.</p> <p>The Team and Individual Objectives will be made available to members from the Students' Association website.</p> <p>The Team and Individual Objectives are aligned to The Bigger Plan 2020 (strategic plan).</p>					
Recommendation(s)	Information		Discussion		Approval	X
	<p><i>Any member can ask a question by raising their voting card and being recognised by the Chair to speak.</i></p> <p>Student Voice is asked to approve the Full Time Officers Team and Individual Objectives.</p>					
Who have you consulted when developing the paper?	Executive Committee					
Staff/Student Protocol	Yes	X	No		N/A	
Will any decision approved directly affect the work of staff?	The Chief Executive has been consulted in the development of the team and individual objectives.					
Should the paper be submitted to any other committee following its consideration/approval at this meeting?	No					
If yes, please state the committee and proposed date of submission.						

	Specific Objective <i>What do you/your team want to achieve?</i>	Outcomes <i>What will be different as a result of achieving this objective?</i>	Action Required <i>What actions will you take to achieve this?</i>	Timescale <i>When does this need to be completed by?</i>	Success Measures & Progress <i>How will you track and measure your performance? Make notes about your progress throughout the year</i>
1.	To include the Sustainable Development Goals (SDG's) into the next Students' Association Strategic Plan and Operational Plan.	<p>Embed the SDGs into the lives and actions of the Students' Association and wider student body of the GCU community with particular focus on:</p> <ul style="list-style-type: none"> • Achieving a better and more sustainable future for all. • Addressing poverty • Addressing Inequality • Addressing Climate change through collaboration and action. 	<p>Mapping the activity of the Students' Association against the SDG's.</p> <p>Educate all courses and consult with students on SDGs being included within Strategic Plan.</p> <p>Pilot a STAR Award for SDGs engagement.</p> <p>Collaborate with the University and all 4 officers with each officer to take a separate work stream.</p> <p>Encourage students to join SDG Society (video) and to look at sustainability in a holistic way – covering gender equality, wellbeing, peace and justice and being a sustainable Students' Association.</p>	March 2021	<p>Report for Executive Committee, Student Voice and Trustee Board that outlines mapping activity and produce recommendations.</p> <p>80 members for SDG Society.</p> <p>Students consulted about SDGs as strategic theme and feedback received.</p> <p>6 nominations for STAR Award.</p> <p>80 attending an organised SDG conference.</p>
2.	Supporting students' mental health by communicating the benefits of participating in the GCU community, such as through our clubs, societies, groups.	Students know the benefits of participation in GCU community to their	Run a campaign across the academic year to promote the mental health benefits of participation in the GCU	March 2021	<p>Reach of online campaign.</p> <p>Mental Health Partnership Agreement Action Plan achieved.</p>

		<p>mental health, leading to improved mental health, sense of belonging and reduced isolation.</p>	<p>community.</p> <p>Encourage students to join clubs, societies and groups and to build their own communities.</p> <p>Participate in the NUS Scotland Think Positive Mental Health Partnership Agreement.</p>		<p>Survey data.</p>
3.	<p>No room for racism at GCU campaign (educate, no room for hate)</p>	<p>Educate students on consequences of racist behaviour to themselves and others.</p>	<p>Campaign (video, all student email, pictures, social media) with statements and case studies to educate on unacceptable behaviours.</p> <p>Signposting to additional support and reporting within Students' Association and University.</p>	<p>March 2021</p>	<p>Social media engagement and reach.</p> <p>Number of visits to website page.</p> <p>Students seen campaign, as outlined with annual survey.</p>

Name: Susan Docherty, Student President

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1.	Create Students' Association Strategic Plan 2025	New strategic plan that seeks to achieve Students' Association Vision and (where possible) aligns with GCU Strategy 2030.	Review previous survey results and sector research to establish draft strategic plan themes. Consult with key stakeholders on themes and develop them further, including potential Key Performance Indicators (KPIs). Trustee Board and Student Voice to discuss initial and final themes and KPIs.	May 2021	Draft strategic themes and KPIs established. Stakeholders and in particular students consulted on strategic plan. Student Voice consulted on strategic plan themes and KPIs Strategic Plan approved by Trustee Board.
2.	We all Stand Together Campaign	More inclusive community, particularly amongst representation and liberation groups and the wider GCU community.	Create events to encourage inclusiveness and community within Students' Association and GCU. Create video to promote inclusiveness and community within Students' Association and GCU.	May 2021	6 events held. Video/s launched. Evaluation report submitted to Executive Committee.

			Evaluation of activities.		
3.	Write funding bid submission for delivery of "Mind your Mate" programme	Through the delivery of a peer support programme, students will gain the knowledge, confidence and skills on mental health they need to support their friends at university. This will lead to students' improved mental health and to their progression and retention.	<p>Contact Glasgow Student Representative Council (SRC) on background to their submission.</p> <p>Contact PIP for submission support.</p> <p>Seek support of GCU stakeholder for completion of funding bid.</p> <p>Submit funding bid.</p>	March 2021	<p>Submission approved by Executive Committee, Student Voice and Trustee Board.</p> <p>Bid submitted.</p> <p>(Funding bid is successful by National Lottery.)</p>

Name: Adil Rahoo, Vice President GSBS

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1.	Microwaves for students on campus that are managed by the University and meets students' preferences.	Improved student experience, higher satisfaction scores and students can meet their own dietary and preference requirements (ie Halal)	Initial meeting with GCU Head of Facilities to outline multiple reasons for access to microwaves. Sector benchmarking. Establish a workable solution.	May 2021	Microwaves on campus.
2.	To identify barriers that international students experience at GCU, focusing on inequality and to work on an action plan.	Improved student experience and sense of belonging at GCU for international students.	Work with the International Students' Officer and Committee to identify issues. Review recent surveys to identify key areas to work on. Raise issues through Senate Standing Committee.	April 2021	Report produced and presented at Equality and Diversity Committee.
3.	Utilising the recommendations from the previous HEAR pilot, working with the University to implement HEAR.	Increased and better employability for students	Establish background to HEAR at GCU. Identify the outcome of the previous HEAR pilot and its recommendations.	May 2021	HEAR implemented at GCU during 2020/21.

			Create an action plan to implement HEAR at GCU.		
4.	Through the Glasgow Student Forum (GSF) lobby the Scottish Government that students should be able to go home safely for the Christmas break from Halls of Residences and funding to Students' Association for COVID-19 response.	Students are better supported by the Students' Association and feel less isolated, leading to improved mental health.	Mobilise other institutions in Glasgow through GSF for collective actions Open letter to Scottish Government.	April 2021	Scottish Government guidance outlines that students can go home for Christmas. Students' Associations receive funding from the Scottish Government.

**Executive Committee
Individual Objectives**



Name: Tabitha Nyariki, Vice President SHLS

	Specific Objective <i>What do you/your team want to achieve?</i>	Outcomes <i>What will be different as a result of achieving this objective?</i>	Action Required <i>What actions will you take to achieve this?</i>	Timescale <i>When does this need to be completed by?</i>	Success Measures & Progress <i>How will you track and measure your performance? Make notes about your progress throughout the year</i>
1.	Create a system where racial discrimination incidences can be reported.	Students and staff will have an avenue where they can report discrimination and have it addressed in a timely manner.	<ul style="list-style-type: none"> Benchmarking reporting systems within other institutions. Work with the GCU Equality and Diversity Advisor to create a draft reporting system. Seek approval of Executive Board for the reporting system. GCU to implement reporting system. 	May 2021	Executive Board approve racial discrimination reporting system.
2.	Work with SHLS to improve Digital Literacy of students	Students are able to fully engage with online learning and teaching.	<ul style="list-style-type: none"> Identify extent of issue with Academic Reps and through internal surveys. Work with the ADLTQ SHLS to 	March 2021	Few/no issues raised by academic reps within Trimester 2 or within Module Evaluation surveys.

			<p>establish relevant actions.</p> <ul style="list-style-type: none"> • Work with LDC to create workshops to help with digital literacy. • Identify wider learning to be shared across University. 		
3.	Increase the knowledge and engagement students have in entrepreneurial and social innovation activities at GCU	Increased support to students in entrepreneurial and social innovation and this could lead to students making changes in society or in starting/expanding businesses.	<ul style="list-style-type: none"> • Work with Careers, Uhatch, Research Innovation Office and other groups at GCU on promoting their opportunities and activities. • Create collaborative events working with GCU services and our societies and groups to promote entrepreneurship and social innovation. 	May 2021	<p>Numbers in attendance at event/s.</p> <p>Anecdotal feedback from GCU services about increase in student engagement.</p>

Name: Zoe Nicholson, Vice President SCEBE

	Specific Objective <i>What do you/your team want to achieve?</i>	Outcomes <i>What will be different as a result of achieving this objective?</i>	Action Required <i>What actions will you take to achieve this?</i>	Timescale <i>When does this need to be completed by?</i>	Success Measures & Progress <i>How will you track and measure your performance? Make notes about your progress throughout the year</i>
1.	Work with SCEBE to achieve Student Experience Action Plan	Improved student learning experience within SCEBE, including on progression and retention and student satisfaction. Continued improved reputation for high quality student experience within SCEBE.	Analyse data from 2019/20 Module Evaluations, NSS, ISB and GCU Experience Survey for postgraduate research students to establish key themes for UG and PG students within SCEBE. Meet with SCEBE Senior Management Team to establish joint actions within plan. Progress actions and report to Student Voice, Executive Committee and SCEBE Senior Management Team.	March 2021	Satisfaction scores improved within surveys in 2020/21 for lowest scored areas in 2019/20. Reports provided to Student Voice on progress made against actions within SCEBE Student Experience Action Plan.
2.	Further training opportunities to develop Sports Club Committee Members.	Committee Members are better equipped and more confident to run their Sports Club. Sports Clubs become more inclusive to all members.	Research into the successful sports trainings offered by other Scottish institutions. Establish the learning gaps from current Sports Club Committee Members.	March 2021	Monitor number of signups at each training session. Evaluation questionnaires after each training. Evaluation and recommendations report produced for Sports Council and Executive

			Revised Sports Club Introductory training and implement additional sports trainings to GCU Sports Committees, including CHANGES Training.		Committee.
3.	Run an event to support women in seeking employment	Women students have practical techniques and confidence for future employment	<p>Identify key arguments for need for event.</p> <p>Meet with Careers Service to establish potential joint event.</p> <p>Establish external organisations to support event.</p> <p>Host a virtual event - Women in Employment Conference.</p>	March 2021	<p>Numbers signed up and attending event.</p> <p>Evaluation survey from participants at event.</p> <p>Report to Executive Committee, Equality and Diversity Committee and Careers Service on evaluation and recommendations from event.</p>