

Name of Officer: **Mikey Brown**

Post: **President**

Date: **25/08/2021**

By 2022 we will have: THEME Link to Strategic plan	In 2021/22 we will:	What is the benefit to students?	Key Actions for 2020/21 To deliver this we will need to:	Outcome & Measure	Completion Date:	Lead person Who involved?	Resources required?	Progress
<b>HOUSING</b>	Establish a Guild Renters' Union to tackle dodgy landlords and letting agents	Students currently face significant exploitation in the private rental sector. The Guild Renters' Union will take an assertive approach to letting agents and landlords to drive behaviour change through 3 key activity strands: education, casework, campaigning	<ul style="list-style-type: none"> <li>Establish a new student facing "Guild Renters' Union brand" to unite existing service provision in this area.</li> <li>Develop a robust education campaign consisting of social media, in-person and online training events to facilitate better student knowledge of renters' rights.</li> <li>Develop a dedicated and frequently updated space on the Guild Website to act as a repository of resources and information for student to act as "first port of call for issues".</li> <li>Expand on the housing casework advice service offered through Guild Advice to include basic advocacy on behalf of members.</li> <li>Develop proactive engagement with student social media to gather market intelligence and signpost students.</li> <li>Improve documentation of casework to facilitate creation of "Know your Opponent" strategies and promotion of casework wins.</li> <li>Create a press strategy highlighting student exploitation and naming and shaming letting agents/landlords to drive behaviour change.</li> <li>Engage in direct action and campaigning activities</li> </ul>	<ul style="list-style-type: none"> <li>Student facing Renters' Union brand is established by w/c <b>24<sup>th</sup> January 2022</b> and "widely recognisable by students (50%) by <b>1 April 2022</b>. Social media established with <b>1000 followers by 1 January 2022</b>.</li> <li>Delivery of "well attended" (minimum total attendance <b>300</b>) programme of in person training events across academic year.</li> <li>Dedicated website page is up and running by <b>1 February 2021</b>.</li> <li>Minimum 250 students assisted with successful casework outcome across academic year.</li> <li>Development of minimum 5 well-developed letting agent specific strategies by end of academic year</li> <li>Minimum of 5 casework wins by end of academic year.</li> </ul>	Ongoing project with deliverables by dates to left	President to lead Other stakeholders: <ul style="list-style-type: none"> <li>Voice</li> <li>Advice</li> <li>Community Welfare</li> <li>UoB</li> <li>Community Living</li> <li>WCO</li> <li>Campaigns Officer</li> <li>Comms and Marketing</li> <li>Birmingham City Council</li> <li>Third Sector Housing Orgs</li> </ul>	<ul style="list-style-type: none"> <li>Staff Time across department s. Will need to review long-term resource commitment – e.g. Does sufficient headcount exist in Advice?</li> <li>Website and social media</li> </ul>	In order to facilitate a successful launch in a congested Comms calendar, this has been moved to a January launch.  The brand visual identity has been created, and behind the scenes work done to ensure the data set to facilitate intelligence led action is obtainable via Advice and Wardens casework.  Some stakeholder management work has been undertaken via meetings with interested students and delivery of content to Law Society Pro Bono Group.

				<ul style="list-style-type: none"> <li>Minimum of 5 pieces of positive press coverage for Renters' Union by end of academic year.</li> <li>Minimum of 2 pieces of effective direct action by end of academic year.</li> </ul>	<ul style="list-style-type: none"> <li>Development of membership criteria by 1 April 2021</li> <li>Minimum 20 new members to scheme including minimum 5 letting agents by end of academic year.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing project with deliverables by dates to left</li> </ul>	<ul style="list-style-type: none"> <li>President</li> <li>WCO</li> <li>Community Welfare</li> <li>Comms &amp; Marketing</li> <li>UoB</li> <li>Community Living</li> <li>Local landlords and letting agents</li> </ul>	<ul style="list-style-type: none"> <li>Staff Time in Community Welfare</li> <li>Finance to support events (In-person or virtual)</li> <li>Comms promotion – website space</li> </ul>	<p>This has been deprioritised due to the delay in the Renters' Union launch.</p> <p>Initial desk-based research about similar schemes in sector has been completed, and intention is to reach out to Uhipol who run schemes in Leeds and Warwick for further guidance.</p>
	<ul style="list-style-type: none"> <li>against specific landlords/letting agents.</li> <li>Be vocal and visible on the issue of student housing</li> <li>lobbying local and national government to improve standards and maintain affordability.</li> </ul>	<ul style="list-style-type: none"> <li>Review the existing University lettings management scheme and develop a student-focused criteria for inclusion</li> <li>Expand scheme to include letting agents as most students' relationship will be with them</li> <li>Ensure criteria delivers on affordability and quality.</li> <li>Recruit members from local rental marketplace</li> <li>Effectively publicise the scheme and ensure student awareness.</li> <li>Run a series of events to connect students with scheme members and find housemates.</li> </ul>	<ul style="list-style-type: none"> <li>Benchmarking and research process completed by 1 November 2021</li> </ul>	<ul style="list-style-type: none"> <li>Driven by University timescales on accommodation</li> </ul>	<ul style="list-style-type: none"> <li>President</li> <li>WCO</li> <li>UoB</li> <li>Accommodation Services</li> <li>UoB Partner Accommodation Providers</li> </ul>	<ul style="list-style-type: none"> <li>Officer Time</li> </ul>	<p>Res Fees review meeting conducted with University. Along with WCO secured a well- below inflation increase across accommodation, including no interest for the lowest priced accommodation, and a significantly below inflation settlement for the largest (and second cheapest) accommodation site, Tennis Court, ensuring that those most in need of affordable accommodation are least affected by price increases.</p>		
	<p>Students are provided with advice from an authoritative source that enables them to navigate the local rental market and secure affordable, decent, safe, non-exploitative housing</p>	<p>Student accommodation remains affordable</p>							
	<p>Establish a "Guild recommended" scheme for trustworthy landlords and letting agents.</p>	<p>Lobby the University against rent increases in University management accommodation</p>							

<p><b>ACTIVISM</b></p>	<p>Create an activist network to support student-led grass-roots campaigns, offering training, support, funding and networking opportunities. Incorporate a Distinguished Speaker™ events with academics and activists from underrepresented groups.</p>	<p>Students feel represented and empowered by the Guild to make change in society on issues that resonate with them. A new unified brand offer will make connections between socially minded students and increase intensity of student engagement, and provide opportunities for widening reach amongst our diverse student population by spotlighting the experiences of under-represented groups. The network will create and develop new student leaders and create a pipeline for subsequent officer teams. It will also strengthen the participatory aspects of our democratic system.</p>	<ul style="list-style-type: none"> <li>Identify existing student activist groups to invite to network and co-develop the network's offering</li> <li>Create a new student facing brand for the network.</li> <li>Launch the network with a large student summit of interested student groups and activists</li> <li>Create a regular programme of events offering networking opportunities and training focused on a community organising approach, that is issue agnostic but seeks to build student leaders and enable and empower students.</li> <li>Create a dedicated section on the Guild website and a dedicated social media space to allow for continued networking and publication of network activity</li> <li>Hold a programme of speaker events with activists or academics from PoC, LGBTQ+, working class and disabled backgrounds.</li> <li>Facilitate a small number of large set piece events with large turnouts to generate student engagement and influence local and national stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Identify interested student groups to serve as founder members of network, "pitch" the network to them and secure involvement of a minimum of 20 student groups by 30 September 2021</li> <li>Create Activist Network brand and launch social media networking space and website copy by w/c 11th October 2021</li> <li>Hold launch summit with minimum of 100 individual student turnout by 30 October 2021</li> <li>Have a rolling calendar of regular networking/training events with regular attendance by 30 November 2021</li> <li>Hold a series of a minimum 6 distinguished speaker events with total minimum turnout of 400 students by end of the academic year.</li> <li>Hold a Student Assembly with local political leaders (WM Mayor, BCC Leader and WM PCC) with minimum turnout of 200 students with identifiable policy</li> </ul>	<p>Ongoing project with deliverables by dates to left</p>	<ul style="list-style-type: none"> <li>President</li> <li>Campaigns</li> <li>Officer</li> <li>Voice</li> <li>Facilities</li> <li>Comms and Marketing</li> </ul>	<ul style="list-style-type: none"> <li>Officer time</li> <li>Voice (Permanent and Student)</li> <li>Staff time</li> <li>Events</li> <li>Space and Possible Catering</li> <li>Comms promotion and website space</li> <li>Financial</li> </ul>	<p>Ongoing work on rent levels on student housing will form part of the Renters' Union's ongoing work.</p> <p>The Activist Network was launched successfully, with a turnout of over 60 students from 20+ student groups attending the summit. Social media was launched. Follow-up events were less well attended but with a hard-core of interested attendees and have occurred on a monthly basis.</p> <p>Fruitful discussions with Campaigns Officer and Policy &amp; Campaigns Coordinator have been engaged in with intention of doing a relaunch event at start of Semester Two with a renewed focus on networking, peer to peer support and use of important issues such as Police, Crime, Sentencing and Courts Bill to galvanise interest.</p>
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	<p>Be an activist and campaigning President of an activist and campaigning Guild that speaks on national issues such as LGBTQ+ rights, environment, hostile environment immigration policies, funding and Turing, decolonisation, access to HE</p>	<p>Students feel that the Guild President is a strong voice on issues that matter to them and feel represented and feel that the Guild is "on their side" when it comes to relationships with the University</p>	<ul style="list-style-type: none"> <li>Adopt a proactive press strategy that allows President and Officer Team to be prominent voices on local and national stage on student issues with an assumption that press requests will be accepted.</li> <li>Use outreach time to ensure that policy and stances adopted by the Guild reflect the views of our diverse student community.</li> <li>Take a proactive approach to Guild-University relationships, with transparency for students on what is being advocated for and why.</li> <li>Respond in a timely fashion on events of note to ensure that students feel the officer team understands the impact events can have on students and are prepared to campaign to ensure good outcomes for students.</li> </ul>	<p>commitments made by stakeholders by end of academic year.</p> <ul style="list-style-type: none"> <li>Minimum 5 pieces of local and national press engagements on student issues by end of academic year.</li> <li>Evidence of public engagement by President on Officer Team's campaigning priorities and "vocal and visible issues"</li> </ul>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>President</li> <li>Officer Team</li> <li>Voice</li> <li>Comms</li> </ul>	<ul style="list-style-type: none"> <li>Officer Time</li> <li>Comms Time</li> <li>Voice Time</li> </ul>	<p>Have given 6 interviews with local press on issues such as Welcome, vaccine uptake for students, spiking, proposals for repayment threshold reduction.</p> <p>Spoke at a protest in Birmingham gay quarter condemning LGBTQ+ hate crimes in city</p> <p>Attended spiking roundtable with Preet Gill MP and WMP to put across student perspective.</p> <p>Attending Panel on free speech in HE arranged by Westminster HE Forum in January (against Toby Young)</p> <p>Attended COY16 UN Climate Change Conference and fed into Global Youth Statement that was submitted to COY presidency. Spoke at UoB Late Night at Exchange event on youth perspective on climate change in collaboration with UoB public engagement.</p>
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	<p>Work alongside other Birmingham student unions to campaign on city-wide issues such as crime, environment, student mental health</p>	<p>Students feel the Guild is part of the student movement and is a voice that represents on issues to do with the city of Birmingham, the space in which they live for the majority of the year.</p>	<ul style="list-style-type: none"> <li>Forge strong working relationships with sabbatical officer teams and SUs across the city, focusing on Aston and BCU as strategic partnerships.</li> <li>Forge strong working relationships with local decision makers including Council leader, WM mayor, Birmingham MPs, WM PCC.</li> </ul>	<ul style="list-style-type: none"> <li>Host minimum 1 large set piece summit of Birmingham sabbatical officers and local decision makers across the academic year.</li> <li>Release minimum 2 joint statements with other Birmingham sabbatical officers on local issues that resonates with students by end of academic year.</li> <li>One publicisable example/ "win" of how lobbying of local decision makers has led to an appreciable improvement for students in Birmingham by end of academic year.</li> </ul>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>President</li> <li>Officer Team</li> <li>Comms</li> </ul>	<ul style="list-style-type: none"> <li>Officer Time</li> <li>Comms Time</li> <li>Facilities and Venues</li> <li>Time and hospitality for events</li> </ul>	<p>Strong working relationships embedded with President of Aston SU and BCUSU. Proactive discussion had on issues such as funding and safety cross-city. Coordinated joint open letter to night-time venues on safety measures in night-time economy with BCUSU and Aston SU. Attended Birmingham Pride representing UoB and Guild and joined with Newman and UCB Presidents in support of LGBTQ+ rights</p>
	<p>Re-establish Vice-Chancellor's Question Time</p>	<p>Students are provided with at least one well publicised opportunity to hold senior University leaders to account and provide feedback at the highest level</p>	<ul style="list-style-type: none"> <li>Forge strong working relationships with new VC's office and UoB external relations department to secure UoB buy-in</li> <li>Facilitate a "Question Time" style event with the new Vice Chancellor, Prof Adam Tickell allowing students the opportunity to ask questions on any topic. This will be live streamed.</li> </ul>	<ul style="list-style-type: none"> <li>Host a minimum 90 minute long event with Prof Tickell where students have the opportunity to ask questions, with a minimum of 250 in-person attendees and live-streamed with minimum 1000 views.</li> </ul>	<p>Between 1 January 2021 (new VC start date) and start of summer assessment period.</p>	<ul style="list-style-type: none"> <li>President</li> <li>Comms</li> <li>Venues/Facilities</li> <li>UoB VC Office</li> <li>UoB External Relations</li> </ul>	<ul style="list-style-type: none"> <li>Officer Time</li> <li>Comms Time</li> <li>Venue and Facilities with Hospitality</li> </ul>	<p>Practical discussion will commence during my first 1:1 with the new VC on 21/01/22. Prof Tickell was invited to a productive meeting at the Guild and ideas for effective student engagement with him as new VC was discussed.</p>

<p><b>SUPPORT</b></p>	<p>Demand the University stops performative action and provides fully funded mental health services without long waiting times, culturally sensitive and LGBTQ+ friendly</p>	<p>Students have access to a fully funded mental health provision at the University which enables them to receive support within a timely period of time and makes a positive impact on their ability to perform well academically and engage successfully in University life.</p>	<ul style="list-style-type: none"> <li>Conduct student focused research on the current provision offered by the University and collaborate with students to identify improvement opportunities. Benchmark provision against other comparator institutions</li> <li>Lobby the University for increased funding for mental health provision and greater staffing that enables students to receive treatment within three weeks of coming forward.</li> <li>Work with the University to ensure student feedback is actioned to ensure the offering is sensitive and aware of the cultural backgrounds and difference of our population, is welcoming and inclusive to members of the LGBTQ+ community, is affirming to our trans, non-binary and gender non-confirming students.</li> </ul>	<ul style="list-style-type: none"> <li><b>Coordinate successful completion of the Change In Mind listening campaign</b></li> <li>Secure minimum of three commitments from the University around cultural sensitivity, LGBTQ+ accessibility and gender affirmation of mental health provision by end of academic year.</li> <li>Secure a commitment from the University to increase funding and/or in person counselling provision by end of the year.</li> </ul>	<p>Ongoing project with deliverables by dates to left</p>	<ul style="list-style-type: none"> <li>President</li> <li>WCO</li> <li>Academic Registrar</li> <li>Head of Student Services</li> <li>Head of Wellbeing</li> <li>Voice Mentors</li> </ul>	<ul style="list-style-type: none"> <li>Officer time</li> <li>Staff time (Voice and Community Welfare) for research/survey</li> <li>Financial resources to support research</li> </ul>	<p>Activity in this area has been largely revolving around the Change In Mind officer priority campaign, which is currently in the listening campaign stage – we are conducting 1000 conversations with students in order to gather information about the impact of their experience of University and the positive or negative impact on mental health</p> <p>The intention will then to be use the findings to develop key asks of the University in this area, using the Student Minds Mental Health charter as a starting point.</p> <p>I have been coordinating volunteer activity in this area, and helping to plan future activity for Semester Two, considering Covid contingencies.</p>
<p>Demand the University reforms the Student Support Form and abolishes the Minimum Income Requirement so hardship funds get to more people.</p>	<p>Students have greater access to financial support that is responsive to their actual financial situation without arbitrary barriers to access</p>	<p>Students have greater access to financial support that is responsive to their actual financial situation without arbitrary barriers to access</p>	<ul style="list-style-type: none"> <li>Conduct research into hardship provision across universities and produce a report on recommendations for improvement and retention of Covid measures long-term</li> <li>Produce and deliver a pitch for the Guild to take over administration and awarding of the lower value hardship fund awards from the University.</li> <li>Lobby the University to alter the minimum income requirement provision of the student support fund to better respond to student's lived circumstances</li> </ul>	<ul style="list-style-type: none"> <li>Produce research report by 1 February 2022 with minimum of three evidence-based recommendations for the University</li> <li>Produce pitch document for lower value awards service by 1 March 2022 and deliver to University by 1 April 2022.</li> <li>Secure a commitment to re-evaluate the minimum income requirement from</li> </ul>	<p>Ongoing project with deliverables to left</p>	<ul style="list-style-type: none"> <li>President</li> <li>WCO</li> <li>Voice</li> <li>Advice</li> <li>Head of Student Services/Academic Registrar</li> </ul>	<ul style="list-style-type: none"> <li>Officer Time</li> <li>Staff Time</li> <li>Staffing resources to support Guild taking over lower value financial support</li> </ul>	<p>The Education Officer has led initial discussion in this area, with the intention of securing a meeting with appropriate University stakeholders – Initial outlook is positive.</p>



	<p>Expand Guild Advice through greater use of social media, live web-chats and an app. Expand the offering to support students obtaining RAPs, DSAs and seeking diagnoses for SLDs and MH conditions. Consider feasibility of offering visa/immigration related advice</p>	<p>Students are able to receive high quality advice through a variety of media so it can be accessed in a way that suits them. Advice is offered on a greater range of subjects and better supports students to navigate University support systems.</p>	<ul style="list-style-type: none"> <li>Evaluate the existing Guild Advice provision and conduct research into feasibility and develop a plan for providing a wider offering in terms of casework areas.</li> <li>Obtain student feedback to develop a more student-responsive offering that allows students to access Guild Advice through a range of media that suits them.</li> <li>Review the existing Guild Advice web presence and plan a refresh of web based proactive advice offering and develop plans for an app to allow an asynchronous one-stop shop for students' advice needs.</li> </ul>	<p>the University by the end of the academic year.</p> <ul style="list-style-type: none"> <li>Produce a plan and impact assessment for wider service provision by 1 February 2022.</li> <li>Implement a minimum of two changes allowing students to access Guild Advice in new ways by end of academic year.</li> <li>Deliver a refresh of Advice's web presence and produce a business case for development of a Guild Advice app by 1 April 2022.</li> </ul>	<p>Ongoing projects with deliverables to left</p>	<ul style="list-style-type: none"> <li>President</li> <li>WCO</li> <li>Advice</li> <li>Comms</li> </ul>	<ul style="list-style-type: none"> <li>Officer Time</li> <li>Staff Time</li> <li>Potential for additional headcount in Advice long-term to bolster service provision</li> <li>Potential for financial expenditure around app development and other web functionality such as live chat.</li> </ul>	<p>Initial discussion held with Voice and Representation Manager and Advice Senior Coordinator but further meetings scheduled for New Year to move forward.</p>
<p>Continue campaigning for Covid-related mitigations for all cohorts and to keep accessibility advances of blended learning</p>	<p>Students receive robust support from Guild officers in negotiating with University leaders to ensure should Covid disrupt teaching and learning in the academic year this does not have a detrimental effect on outcomes. Students with accessibility needs are represented by the Guild to ensure those are met during the transition back to face-to-face delivery</p>	<ul style="list-style-type: none"> <li>Maintain a watching brief on Covid disruption to teaching and learning and advocate for appropriate no-detriment style academic mitigations to protect student outcomes.</li> <li>If necessary, mobilise student body to campaign locally and nationally for appropriate mitigations using appropriate direct action.</li> <li>Collaborate with EO, DSO and student reps to ensure that schools and colleges continue to meet needs of disabled students to access accessible resources</li> </ul>	<ul style="list-style-type: none"> <li>Regularly consider and report to FTOG as required on the ongoing impact of Covid-19 on teaching and learning by maintaining appropriate relationships with students and university stakeholders.</li> <li>Develop and deliver strategic plans for campaigning on mitigations as appropriate.</li> <li>Regularly evaluate and report to FTOG as required on the ongoing situation re accessible learning in schools and colleges.</li> </ul>	<p>Ongoing depending on Covid developments</p>	<ul style="list-style-type: none"> <li>President</li> <li>EO</li> <li>DSO</li> <li>PVC</li> <li>Education, College Heads of Education and Other University Stakeholders</li> <li>Voice and Student Reps</li> </ul>	<ul style="list-style-type: none"> <li>Officer Time</li> <li>Staff Time</li> </ul>	<p>Coordinated Guild response to relaxation of restrictions, hosting and promoting vaccine uptake from students</p> <p>Chaired Joined Up conversations with University to ensure adequate provision and support for students in Semester Two</p> <p>Supported Education Officer and International Officer in internal lobbying work for remote study for Semester Two and online assessments.</p> <p>Lobbying for continued accommodations for disabled students in respect of assessment</p>	

	<p>Lobby the University for transparency on International Student fees, and fight against fee rises.</p>	<p>International students receive greater transparency from the University as to how fees are calculated and spent by the University. International students feel represented by the Guild when it comes to fee setting.</p>	<ul style="list-style-type: none"> <li>• Liaise with University stakeholders to lobby the University to produce literature to international students breaking down where international fees are spent and how they are calculated.</li> <li>• Lobby senior University leaders and Council to ensure international student fees for 2022-23 do not rise from 2021-22 levels.</li> </ul>	<ul style="list-style-type: none"> <li>• Obtain a commitment from the University to release literature to international students breaking down international fees are spent and how they are calculated by end of academic year.</li> <li>• Obtain a commitment from the University that international student fees will not rise beyond RPI inflation for the 2022-23 academic year, by end of academic year.</li> </ul>	<p>Ongoing project with deliverables to be obtained by end of the academic year</p>	<ul style="list-style-type: none"> <li>• President IO</li> <li>• PVC International, Director of Finance, Council members</li> </ul>	<ul style="list-style-type: none"> <li>• Officer Time</li> </ul>	<p>Work in this area will commence in Semester Two</p>
<p>Create a prayer room within the main library for easy access during exam season.</p>	<p>Muslim students are able to access prayer facilities in a convenient location with minimum disruption to studies.</p>	<ul style="list-style-type: none"> <li>• Liaise with University stakeholders to create a dedicated space within the main library with appropriate facilities.</li> </ul>	<ul style="list-style-type: none"> <li>• Obtain a commitment from the University to create such a space by 1 March 2022</li> </ul>	<p>1 March 2022</p>	<ul style="list-style-type: none"> <li>• President</li> <li>• EMO</li> <li>• Guild Islamic Society</li> <li>• Director Library</li> <li>• Services Director</li> <li>• Facilities</li> </ul>	<ul style="list-style-type: none"> <li>• Officer Time</li> </ul>	<p>Productive meeting held with Guild I-Soc to fully understand their requirements in respect of such a space.  A meeting to discuss with Library Services and Facilities will be held in Semester Two</p>	
<p>Hold an ethical careers fair to help the next set of Graduates get their foot on the job ladder.</p>	<p>Students are connected with employers in the third sector, small business, public sector and reach employment opportunities that are enriching and of social benefit</p>	<ul style="list-style-type: none"> <li>• Liaise with University stakeholders to identify prospective employer participants</li> <li>• Market the event to students as a complimentary activity to more conventional job search activities</li> <li>• Hold a large scale event with a large number of employers and attendees</li> <li>• Create plans to embed the event into the Guild calendar of events on ongoing basis</li> </ul>	<ul style="list-style-type: none"> <li>• Identify a long-list of potential employer participants by 1 February 2022</li> <li>• Have a programme for the event with confirmed attendees ready for publication by 1 April 2022</li> <li>• Deliver an careers fair with a minimum of 40 ethical employers attended by a minimum of 300 students by 1 May 2022</li> </ul>	<p>Ongoing project with deliverables to left.</p>	<ul style="list-style-type: none"> <li>• President</li> <li>• AEO</li> <li>• UoB Careers Network</li> <li>• DARO</li> <li>• Employers Comms</li> <li>• Venues/Facilities</li> </ul>	<ul style="list-style-type: none"> <li>• Officer Time</li> <li>• Staff Time</li> <li>• Resources around holding event</li> </ul>	<p>Work in this area will commence in Semester Two.</p>	



<p><b>LEADERSHIP AND TRANSPARANCY</b></p>	<p>Spearhead the Guild's financial recovery by expanding its commercial operations. Business plan for bubble tea/ waffle outlet</p>	<p>A commercially successful Guild creates revenues that support student facing services. Guild building space is utilised to provide a new, engaging, retail offering for students.</p>	<ul style="list-style-type: none"> <li>Participate in reviews and planning of Guild commercial operations with AEO, Director of Engagement and Venues Development Manager</li> <li>Produce a business plan/feasibility study for a new retail outlet in the former Mermaid Barr/Kitchen space centred around bubble tea and desserts</li> <li>Consider alternative uses for the Guild's vacant retail spaces while new commercial tenants are sought.</li> </ul>	<ul style="list-style-type: none"> <li>Deliver a feasibility study on potential viability of a new retail offering in the new Mermaid Barr/Kitchen space by 1 February 2021</li> <li>If considered feasible produce a fully fleshed-out business case by 1 March 2021.</li> </ul>	<p>Ongoing project with deliverables to left.</p>	<ul style="list-style-type: none"> <li>President</li> <li>Director of Engagement</li> <li>Venues</li> <li>Comms</li> </ul>	<ul style="list-style-type: none"> <li>Officer</li> <li>Time</li> <li>Staff Time</li> <li>Financial investment dependent on outcomes</li> </ul>	<p>Contributed to discussions of the Commercial Operations Review Group and via Finance Committee – activity in this area will be adapted to fit in with the work of that group as the Guild is engaging external consultants in this area and all options need to be considered including franchising.</p>
<p>Take the Guild to You with termly Officer roadshows.</p>	<p>Students feel connected with their Guild officers and feel Guild Officers have made a distinct effort to reach out to them. Students are better informed about the Guild offering</p>	<ul style="list-style-type: none"> <li>Plan a calendar of "roadshow" events in places on-campus outside of the Guild.</li> <li>Use events as opportunities to perform outreach to students, informing of the Guild offer, canvassing feedback, developing relationships, answering queries and reaching harder to reach groups such as medical students.</li> <li>Consider linking roadshows to specific events in the Guild campaigning or welfare calendar.</li> </ul>	<ul style="list-style-type: none"> <li>Organise the calendar of events and prepare any promotional materials by 1 October 2021.</li> <li>Hold a minimum of 6 officer roadshows in different campus locations across the academic year.</li> </ul>	<p>Ongoing project with deliverables to left</p>	<ul style="list-style-type: none"> <li>Officers</li> <li>Comms</li> <li>Campus</li> <li>Services</li> </ul>	<ul style="list-style-type: none"> <li>Officer</li> <li>Time</li> <li>Staff Time</li> <li>Financial resources for any promotional materials used</li> </ul>	<p>A first programme of roadshows was run by the officer team in three different locations on campus. Engagement was relatively low, so we will consider ways in which this can be boosted for further efforts in Semester Two.</p>	
<p>Improve officer accountability through a range of comms on various platforms including written, vlogs, Podcasts, etc. This communication should be fully accessible. Have an open door policy and dedicate time each week to student outreach. Termly forums for postgrads and liberation groups</p>	<p>Students consider their Guild representatives to be transparent, accountable and accessible. Students are more engaged with the political leadership and democracy aspects of the Guild offer. Students have the opportunity to provide feedback to officers and feel represented as a result.</p>	<ul style="list-style-type: none"> <li>Ensure the Officer Team are engaging frequently with social media in line with the Guild's strategic priorities and promoting the Guild's democratic and representative functions.</li> <li>Produce a range of content for social media across different platforms and taking various forms, but including written updates, vlogs and video content including Tik Tok and podcasts to cultivate a transparent, engaging, accountable online presence.</li> </ul>	<ul style="list-style-type: none"> <li>Increase social media engagement metrics on officer accounts by 10% vs 2020/21</li> <li>Produce a minimum of three high quality pieces of social media content weekly from the beginning of Welcome.</li> <li>Publicise the open-door policy and establish weekly student-facing</li> </ul>	<p>Ongoing project with deliverables to left</p>	<ul style="list-style-type: none"> <li>President</li> <li>Officers</li> <li>Comms</li> </ul>	<ul style="list-style-type: none"> <li>Officer</li> <li>Time</li> <li>Staff Time</li> <li>Room bookings</li> </ul>	<p>Social media engagement on Guild President Instagram significantly boosted from last year.</p> <p>Capacity issues have prevented a higher quantity of social media output, but when time has allowed this has been well received.</p> <p>Students responded particularly well to insights of UEB/Guild and Council meetings</p>	



	<p>Create an online tracking system for officers' manifesto policies, democratic policy ideas and decision making committee business</p>	<p>Students will have easy access on the Guild's website to an up to date 'state of play' on officer manifestos and democratic system issues, increasing transparency and accountability, and creating greater visibility of changes and wins delivered that benefit students.</p>	<ul style="list-style-type: none"> <li>Establish an open-door policy that ensures that students are able to visit the Guild President with individual queries and concerns in-person without the need to book an appointment</li> <li>Dedicate time each week to meet with individual students and student groups to discuss issue that matter to them.</li> <li>Hold regular in-person President's forum with students from underrepresented groups in association with liberation groups and/or PTOs</li> <li>Review communications to ensure these are accessible to students with a range of disabilities and use appropriate inclusive language.</li> <li>Create an online tracking system for officers' manifesto commitments, outlining current process and any obstacles. This will be regularly update by the Voice Team.</li> <li>Create an online tracking system for ideas submitted through the Guild's democratic structure encompassing ideas from the current and previous two academic years, including which officer is responsible, the progress to date and the actions to be taken and by when. This will be regularly updated by the Voice Team.</li> </ul>	<ul style="list-style-type: none"> <li>Officer hours by 1 October 2021. Spend at least three hours weekly during term time on student outreach from 1 October 2021.</li> <li>Hold a minimum of two in-person President's forum with each of the following groups: LGBTQ+ students, BAME students, disabled students, women and non-binary students, postgraduate students with a total attendance of minimum 1000 students by end of academic year.</li> <li>Deliver online tracking system for officers' manifesto commitments available on the Officer Hub section of the Guild website by <b>1<sup>st</sup> February</b> 2021 and ensure this is updated every two weeks.</li> <li>Deliver online tracking system for ideas submitted through the Guild's democratic structure within the Change Things section of the Guild website by <b>1 February</b> 2021 and ensure this is updated every two weeks.</li> </ul>	<ul style="list-style-type: none"> <li>President</li> <li>Officers</li> <li>Voice</li> <li>Comms</li> </ul>	<ul style="list-style-type: none"> <li>Officer</li> <li>Time</li> <li>Staff Time</li> <li>Website</li> <li>Space</li> </ul>	<p>Students have regularly made use of the open door policy.</p> <p>President's forums for liberation groups will be scheduled for Week 1 of Semester Two and later in the Semester.</p>
				<p>Ongoing project with deliverables to left</p>			<p>This work was deprioritised due to ongoing events but will be commenced in Semester Two.</p>



<p><b>SUSTAINABILITY</b></p>	<p>Demand the University declares a climate Emergency and fully divests from fossil fuels.</p>	<p>Students feel that the Guild and University are representing their views on the Climate Emergency and the Guild secures a positive outcome on the University's contributions to tackling the Climate Emergency</p>	<ul style="list-style-type: none"> <li>Develop a set of student endorsed demands of the University in the sustainability space that will be additional practical commitments in addition to the symbolic declaration of the climate emergency.</li> <li>Develop existing relationships with student groups in this area through the Activist network and other means to create a groundswell of student support for divestment and declaration.</li> <li>Lobby the new Vice Chancellor of the University to make a Joint Guild-University declaration of a climate emergency with additional practical commitments on reducing carbon footprint. Consider use of a motion through Council to secure the same if the VC/UEB are unwilling to do the same.</li> <li>Lobby the University to completely decarbonise its investment portfolio and complete its divestment from companies with any appreciable revenues from fossil fuel extraction. Use position on SPRC to ensure divestment is a condition of the University's annual Responsible Investment Policy review</li> <li>Harness public facing events such as the Commonwealth Games and the Forum for Global Challenges to apply political pressure to the University to acquiesce to these demands.</li> </ul>	<ul style="list-style-type: none"> <li>Develop a set of student endorsed demands for the University around carbon reduction so that the declaration of a climate emergency is not merely symbolic, by 16 November 2020</li> <li>Campaign to secure a declaration of support (by way of open letter/ petition/pledge or similar) of a minimum of 10% of the student body in support of declaration and divestment by 4 January 2022.</li> <li>Secure a declaration of a Climate Emergency from the new Vice Chancellor and a commitment to a minimum of three practical actions to address the climate crisis by end of academic year.</li> <li>Secure a commitment from the University that it will fully divest from fossil fuels by the end of the calendar year, by the end of academic year.</li> </ul>	<p>Ongoing with deliverables to left</p>	<ul style="list-style-type: none"> <li>President</li> <li>E&amp;E Officer</li> <li>Vice Chancellor</li> <li>Allies on Council</li> <li>University Sustainability Steering Group</li> <li>PVC Head of LES and UEB Sustainability Lead</li> <li>SPRC</li> </ul>	<ul style="list-style-type: none"> <li>Officer Time</li> </ul>	<p>A coalition of interested campaigning groups and students have been created and a set of demands developed. Research has been conducted into current holdings and Investment Subcommittee workings and President is invited to February meeting. Strategy in this area is under constant review due to new Vice Chancellor, and different contingencies depending on the institutional appetite for demands during initial discussions with ability to pivot to larger full-scale protest action planned for.</p> <p>If required, President's position on SPRC and University Council will be used to submit a paper for consideration at the highest level.</p>
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	<p>Ensure there are more vegan food options at Guild food outlets.</p>	<p>Students' dietary needs and preferences are better catered for and by encouraging students to eat less meat and dairy we make a positive contribution to reducing carbon emissions.</p>	<ul style="list-style-type: none"> <li>Review with Director of Engagement and Venues Development Manager the current vegan food provision and determine areas for improvement.</li> <li>Canvas student opinion to ensure proposed changes meet their needs and preferences</li> <li>Ensure any new food offering undertaken by the Guild has a robust vegan provision</li> <li>Deliver changes to Joe's menu that add new vegan dishes that are feasible, profitable, popular and affordable.</li> </ul>	<ul style="list-style-type: none"> <li>Deliver an increase of a minimum of three new vegan food options to the Joe's bar menu offering by 1 January 2021</li> <li>Increase vegan food sales in Guild venues by 10% by end of academic year</li> <li>Keep sales of vegan food items under review and respond appropriately.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing project with deliverables to left</li> </ul>	<ul style="list-style-type: none"> <li>President</li> <li>E&amp;E Officer</li> <li>Comms</li> <li>Director</li> <li>Engagement</li> <li>Venue</li> <li>Development Manager</li> <li>Kitchen Team</li> </ul>	<ul style="list-style-type: none"> <li>Officer</li> <li>Time</li> <li>Staff Time</li> <li>Financial</li> <li>outlay</li> <li>around</li> <li>ingredients</li> <li>etc which</li> <li>should be</li> <li>self-funding</li> <li>through</li> <li>sales</li> </ul>	<p>Worked with VDM and Kitchen Manager at start of term to ensure a wider range of vegan options which have largely been well received.</p> <p>Will work with WCO to use Veganuary as a platform to review performance of offering and secure student engagement.</p>
<p>Organise regular clothing and textbook swaps</p>	<p>Students are able to buy pre-owned clothes and textbooks from fellow students, making a positive contribution to waste reduction and keeping money in the student economy.</p>	<ul style="list-style-type: none"> <li>Market and run events in Guild premises where students can bring items they are no longer using to be sold or given away to other students</li> <li>Consider whether events could be combined with opportunities for student small business to sell to students to drive further footfall and increase opportunities for students.</li> </ul>	<ul style="list-style-type: none"> <li>Deliver a minimum of three clothing/textbook swaps with minimum 300 total attendance by end of academic year</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing project with deliverables to left</li> </ul>	<ul style="list-style-type: none"> <li>President</li> <li>AEO</li> <li>Comms</li> <li>Facilities/Venues</li> </ul>	<ul style="list-style-type: none"> <li>Officer</li> <li>Time</li> <li>Staff Time</li> <li>Room</li> <li>Bookings</li> </ul>	<p>Work in this area will commence in Semester Two.</p>	
<p>Set up a food waste recycling scheme inside the Guild.</p>	<p>The Guild's food waste footprint from its venues is reduced and students are able to bring their own food waste to the Guild to be recycling rather than go to landfill, making a positive contribution to the environment</p>	<ul style="list-style-type: none"> <li>Engage with appropriate external suppliers to organise an affordable and regular food waste collection from the Guild premises.</li> <li>Work with venues to ensure appropriate procedures are introduced to ensure food waste is collected for recycling.</li> <li>Liaise with facilities to provide an appropriate location for student food waste recycling points.</li> <li>Publicise the scheme to students</li> </ul>	<ul style="list-style-type: none"> <li>Ensure all internal measures are in place for food waste to be recycled by 1 February 2022.</li> <li>Arrange for regular food waste collections from 1 March 2021.</li> <li>Keep system under constant review for viability</li> <li>Ensure Guild food waste going to landfill is reduced by 25% by end of academic year</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing project with deliverables to left</li> </ul>	<ul style="list-style-type: none"> <li>President</li> <li>E&amp;E Officer</li> <li>Comms</li> <li>Venues/Facilities</li> <li>External Suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Officer</li> <li>Time</li> <li>Staff Time</li> <li>Financial</li> <li>resources</li> <li>for</li> <li>collections</li> <li>from</li> <li>external</li> <li>supplier.</li> </ul>	<p>Work in this area will commence in Semester Two.</p>	

