

Objectives

<p>To develop a democratically robust Union, through implementation of the Officer Review by the Student Leader elections and Democratic Review by July 1st 2020.</p>	
Context	<p>One of the major themes from my manifesto was that the democratic systems of the Union were not effective. Many people agreed behind this and it formed the backbone of my manifesto. As such, it features as my primary Objective.</p> <p>This Objective primarily involves passing and implementing the Democratic Review, including the review of the Officer Team, through a vote in time to run the student leader elections for the new team, and with the rest of the review being implemented from the day the new team take up post.</p> <p>There are many additional smaller things that play into this objective including specific fixes to many of our democratic systems, increased levels of transparency, and embedding democratic goods throughout the organisation.</p>
Progress	<p><i>Democratic & Officer Review</i></p> <p>Democratic Review Project Board now meeting monthly with informal interactions happening between. The external consultant whom we hired to scope to project is providing external scrutiny and oversight for the project.</p> <p>The review is to be steered by a large piece of student insight to ensure that it is effective in delivering what our current students want and need, while embedding robust structures for this to be changed. This Insight programme launches Thursday 17/10/19 featuring a survey followed up by focus groups. A microsite is planned to go live by the end of October which will make all of the information easily accessible to students. All data should be collected, written up, and ready to use to start drafting the new legislation by December 2nd.</p> <p>This project is on a very tight timescale (with only a number of days of wiggle-room). It has been important to keep this moving to ensure that it is achieved on schedule. Keeping a tab on the project and ensuring that all who need to input can has, and I'm sure will continue to be, a difficult task. This task it is one that I remain committed to and I am confident that it will be delivered on schedule.</p> <p>Constitution changes are due to be approved by University Council in March, and submitted to the Charity Commission in time for approval before July 1st.</p> <p><i>Representation Review</i></p> <p>To facilitate effective delivery of the wider Democratic Review the organisation needs a clear understanding of where it is appropriate or necessary to have elected students, appointed students, employed graduates etc. This relies upon a shared understanding of the notion of representation. This is ongoing alongside</p>

President's Report – James Pheasey - 26/11/2019

	<p>the review to allow the timely implementation. This should be finished and ready to present to the SU internal update on December 16th.</p> <p><i>Other Progress</i> In the process of making the Union's meetings and processes more transparent. Trustee board and Full-Time Officer Committee now have a webpage on which they will be explained and their meeting minutes publicised. There is also the intent for this to cover other decision-making bodies (e.g. Societies Council). Much time has been put into editing our Society affiliation process, within which the spirit of this transparent and clear democracy is featured.</p>
<p>Time Scale until students see results</p>	<p>All-student vote to be held in early February (Referendum or General Meeting).</p> <p>If the proposal passes, then we will hold elections in March for the new roles.</p> <p>We will spend the time between the vote and the following Officer handover period ensuring we can smoothly switch from the old governance to the new governance on July 1st.</p> <p>Some transparency changes already in effect, more coming in phases throughout the year.</p> <p>New Society Affiliation Process passed Democratic Procedures Committee on 15/10/19 with immediate effect.</p> <p><i>On track for on-time completion.</i></p>
<p>Update</p>	<p><i>Democratic Review</i></p> <ul style="list-style-type: none"> - Insight project on track. <ul style="list-style-type: none"> o Significant engagement with survey (over 1000). o Focus groups underway with interested members. - More detailed plans to get rich qualitative feedback from Second Consultation Period including: <ul style="list-style-type: none"> o Standing Committee Meetings o Councils o All-student Meeting - Provisional dates for confirmatory referendum set for early February. - Student Leader Election dates planned. - Democratic Procedures Committee rescheduled for contingency. - 'Change Plan' being drafted for post-referendum transition phase for the organisation. <p><i>Transparency</i></p> <ul style="list-style-type: none"> - Minute taking being standardised across Standing Committees.

	<ul style="list-style-type: none"> - New Governance Assistant role to help ensure Trustee Board level transparency is effective and at a high standard. <p><i>Society Affiliation Process</i></p> <ul style="list-style-type: none"> - In full swing with many groups at different stages on the new process. - All agenda and minutes are recorded and stored centrally for transparency and accountability - Societies Executive Committee effectively engaged with the new process.
--	---

<p>To develop a Union with a strong membership culture that values the contributions of its members,</p> <p>through paying the Real Living Wage, remunerating Part-Time Officers, and identifying and implementing appropriate recognition for the work of volunteers by 1st July 2020.</p>	
Context	<p>Many students have expressed the concern that the Union is more like a business than anything else. This, along with the inappropriate exploitation of some of the Union's volunteers indicates that there needs to be work on the culture of the Union, specifically regarding its attitude to its members. The Union is an organisation comprised of students, led by students, for students; this notion must take a front seat in the Union's culture.</p> <p>Some clear tangible steps to achieve this featured in my manifesto: paying the Real Living Wage to all student staff, and appropriately remunerating Part-Time Officers. It's clear that there are a number of other sets of volunteers who are overworked, so they feature in this objective too.</p>
Progress	<p>One of the first things that I focussed on when taking up the role was the Real Living Wage. After intensely having meetings in my first two weeks, I wrote and put forward a paper to the July Trustee Board and gained approval for implementation of the Real Living Wage to align with Real Living Wage week in November 2019.</p> <p>The two other parts of this objective are still the planning phase, some preliminary meetings have happening to help me scope the projects. In the meantime there has been an increased effort to ensure PTOs are positively enabled to perform in their role (through physical means such as computer and access, and also a better culture surround the PTO role), which I believe is already a vast improvement over last year.</p>
Time Scale until students	<p>Real Living Wage comes into effect 1st November, putting ~£70k into the pockets of student staff this year alone.</p> <p><i>Achieved.</i></p>

President's Report – James Pheasey - 26/11/2019

<p>see results</p>	<p>Remuneration for PTOs plan for July. Still in the planning phase so no tangible sign to measure likelihood of this yet. <i>On track.</i></p> <p>Work of Volunteers Timescale will vary. Still in the planning phase, scoping for some changes in time for Volunteering Awards (Spring Term), some in place from Welcome 2020. <i>On track.</i></p>
<p>Updates</p>	<p><i>Real Living Wage</i></p> <ul style="list-style-type: none"> - Now being fully paid to all SU staff. <ul style="list-style-type: none"> o Over £3500 already earned by students <ul style="list-style-type: none"> ▪ (including Reception staff, Mooch Staff, SPAR staff, Portland Coffee Co staff, Portland Clothing Co staff, Brand and Insight Ambassadors, and Union Facilitators and various other roles). o Over the course of this academic year this will total over £70,000 directly in students' pockets. - The SU is now formally a Real Living Wage Foundation accredited employer. <p><i>PTO & Volunteer Roles</i></p> <ul style="list-style-type: none"> - Planning discussion happened. - The nature of the roles will depend upon the outcome of the Democratic Review and thus will be addressed following this.

<p>To develop a Union which structurally empowers all of its members, through ensuring that proposed structures are fit for purpose for students on all campuses and in Lenton by consulting with various Associated Representational Bodies and helping the Networks develop their presence on satellite campuses by 1st July 2020.</p>	
<p>Context</p>	<p>This Objective capture the notion that is held within the Union that it can be hard to make change depending upon one's specific circumstances. I for one found it far easier to make any change at all as and Full-Time Officer than as a Part-Time Officer. The sentiment is that this is greatly exacerbated at satellite campuses with their Associated Bodies being un-empowered and struggling to act in an SU which doesn't care for them. It is also the case that while the SU has presence for members of halls this isn't the case is Lenton.</p>
<p>Progress</p>	<p>Some of this will be captured in the democratic review process (see objective 1).</p> <p>Due to illness I had to cancel my planned meetings with the Guild and UNAD, these are in the process of being rescheduled, along with scheduling meetings with MedSoc and NMA if possible. I have, however, met with the President of SUPRA and we are in a positive dialogue enabling them to make change to the issues they care about.</p>

President's Report – James Pheasey - 26/11/2019

	<p>I have met with most PTOs and have meetings scheduled (or invites pending) with those who I have not yet. There will be discussion during the Democratic Review process between myself and them about how best they can act on other campuses.</p> <p>Progress for the Lenton part of this objective is happening, but timeframes are currently uncertain due to still being in the planning stages. I have had more meetings about SU presence in Lenton specifically which are currently closed conversations.</p>
Time Scale until students see results	<p>Distinct change with the launch of the Democratic Review (see objective 1).</p> <p>Progress on SU influence in the community, timescale still uncertain.</p> <p>Progress on SU presence in distinct, albeit closed, conversations.</p> <p><i>On-track</i></p>
Updates	<p><i>All Campuses/Networks structures</i></p> <ul style="list-style-type: none"> - <i>Much will depend upon the outcome of the Democratic Review which is on track.</i> - <i>Discussions have occurred with Part-Time Officers and Associated Representational Body Presidents about their place in the review structures, what they need form the Review, and what they need now.</i> <p><i>Lenton presence</i></p> <ul style="list-style-type: none"> - <i>Discussions are ongoing</i> - <i>Further discussions have developed from the initial plan but remain commercially sensitive and thus confidential.</i>

<p>To develop a Union with political influence on a National and regional scale, through increased participation in consultations, conferences, and hosting a regional scale event by 1st July 2020.</p>	
Context	<p>It became clear to me in the first month of Office that as one of the most well-resourced and largest students Union we only look after the interests of our students in a very specific way. We have the capacity to, if we wanted, engage to advance the interest of our members on a national and regional level by engaging more with local SUs (e.g. Nottingham Trent SU), regional SUs (e.g. Leicester SU or Keele SU), and national SUs through the NUS. There is a wealth of resources here that are untapped and we ought to take a step forward to advance the interests of our members in ways we are not yet doing.</p>
Progress	<p>We have had a marked increase over last year so far. Relationships have been developed with Officers from a number of Unions. Much of this has been done at a variety of conferences & training around the country including NUS Lead & Change. I've engaged in correspondence so far outside of these forums with officers or staff from Trent, Keele, Leicester, Sussex, Southampton, Sheffield, Leeds, Manchester, Stirling, and Aberdeen. This has been helpful to share our resources and knowledge, helping each other with problems that we share,</p>

President's Report – James Pheasey - 26/11/2019

	<p>including, but not limited to: Officers resigning, Jury system councils, officer/staff relations, democratic reviews, Society affiliation; political groups on campuses.</p> <p>There is a distinct change in members of the organisation to looking towards other Unions rather than away. As an Officer Committee decision making has taken into account whether or not our actions positively or negatively impact the national movement, and looking for instances to get involved with national progress.</p> <p>Hosting a conference or event is very much still in the early planning phases, but I'm happy with where it as. More progress will happen on this specifically before Christmas.</p>
<p>Time Scale until students see results</p>	<p>To some extent this is an ongoing point, with decisions already having been made that have already impacted events such as commercial partnerships etc. There is some more work to be done on my part to ensure that this is appropriately made visible to students via social media, thought the publication of Full-Time Officer Meeting Minutes will help with this. (as will this report).</p> <p>The event will most likely occur at the end of the 19/20 academic year with the intention of seeing how repeatable it is.</p> <p>It is important to note that the tangible outcome of this objective is less so the event, but more the culture and attitude to working with other Unions and the national movement which will have distinct, though not necessarily easy to pin down, specific instances of benefit to students.</p> <p><i>On track.</i></p>
<p>Update</p>	<p><i>National Movement</i></p> <ul style="list-style-type: none"> - Conversations ongoing and productive with other Union Sabbatical Officers (with the notable addition of Leeds Becket to the list). - Engagement furthered with NUS <ul style="list-style-type: none"> o Discussions between myself and the NUS regional coordinator has furtherws our relationship and allow us access to their policy resources while we temporarily lack a Policy Specialist. o Continued engagement with NUS commercial services to develop our commercial offer with national-level insight. - Continued efforts to ensure we're supporting the national movement with who we choose to engage commercially with. <p><i>General Election</i></p> <ul style="list-style-type: none"> - Use and promotion of Register to Vote marketing over the past month. - Mobilising Brand and Insight Ambassadors and Student Receptionists to cover campus and sign people up to the electoral register on tablet computers.

President's Report – James Pheasey - 26/11/2019

Remit

Meeting	Purpose & Events	Result
Union Council & Standing Committees of Union Council		
<p>Ideas Panel</p>	<p><i>To pass Union Policy and represent the views of students on policy.</i> I wrote and submitted a policy to Ideas Panel on behalf of the Full-Time Officer Committee. This was prompted by a clear student demand for a democratic stance on an issue. This occurred at the first ever Extraordinary Union Council, which was the most attended instance of Union Council since the conception of the new Council system. The policy was presented by myself and the Education Officer and passed unanimously after 2 hours of intense though civil discussion and debate.</p> <p>Second meeting. Well attended. Four policies passed. Climate Emergency Policy, brought by ESJ Officer, I worked on the final draft with the PTO. Gender Inclusive Language, written and brought by myself and the LGBT+ Officer. Modern Slavery brought by a student, I worked with them at the initial conception and final drafting phase. One emergency motion written and brought by myself and the Education Officer to address the strikes that had been announced two days prior.</p>	<ul style="list-style-type: none"> - The highest engaged instance of a student democratic decision making meeting in the current system. - A clear stance on an issue students were highly passionate about. - An opportunity for students to engage their voice out of the normal meeting-cycle. - Supported a variety of members (including a non-officer) to bring and pass their first policies at Council. - Clear stances on three issues of importance, for ethical and inclusive reasons. - Clear stance on emergent issue of great importance to membership.
<p>Democratic Procedures Committee</p>	<p><i>To explicate, and where appropriate amend, the SU byelaws.</i> I wrote and submitted three items. One being a minor tweak in preparation for the democracy review. One updating the code of conduct to reflect a motion that had</p>	<ul style="list-style-type: none"> - Byelaws more ready for the upcoming review. - Byelaws which reflect the previously expressed desires of students. - A new and transparent system to affiliate societies with. This is far simpler and

President's Report – James Pheseay - 26/11/2019

	<p>previously passed the committee, and tidying up the inaccuracies around this in the byelaws. One being the new Societies Affiliation Process, and general Societies byelaw update. This is a large motion which fixes the shortcomings in what was previously an unworkable system due to being incredibly convoluted and contradictory.</p>	<p>easier to hold accountable. This also is not based on a student's confidence in presentation, but rather the merit of their proposal.</p> <ul style="list-style-type: none"> - Avoiding of further challenge to this process alike that which happened in the summer.
Scrutiny Panel	<p><i>To scrutinise Officers based upon their progress and planned progress on their Objectives (manifesto), Remit, and Policy.</i></p> <p>I've translated my manifesto into objectives, retaining the content of the 9 clear points my manifesto made, but repackaged in a deliverable and summarised way. Produced this report. The detail and specifics hopefully outline to students the progress on the manifesto on which I was elected, while exploring what other things take up much of my time.</p> <p>Updated the above report for the second Scrutiny Panel meeting, showing progress.</p>	<ul style="list-style-type: none"> - Clear detail and actions of the past 3 months. - Accountability to our democratic procedures. - Accountability via circulation to our members. - A digestible report, but one which doesn't omit the importance of clear detail. - Report now reflects clear detail and actions up until late November.
Union Committees		
Trustee Board	<p><i>Legal highest decision making body of the Union. Discusses financial, reputational, and legal risk.</i></p> <p>There have been two trustee Boards since we started. The first involved myself presenting a paper to adopt the Real Living Wage in November 19 which was approved; it also included organisational restructure, governance improvements, and preliminary discussions of legal challenge.</p> <p>Second board was my first as Chair where we approved the continued employment of the CEO.</p>	<ul style="list-style-type: none"> - Passed Real Living Wage. - Advanced Transparency in the organisation. - Protected the SU from intolerable risks.
UNU Services Company Board	<p><i>Board of the Union's trading subsidiary.</i> Ensuring that the</p>	<ul style="list-style-type: none"> - Scrutiny of our commercial arm.

President's Report – James Pheasey - 26/11/2019

	<p>Union's commercial arm functions in a way that is both profitable to the organisation and reflect the values of the organisation.</p>	<ul style="list-style-type: none"> - Induction into the values of the Union for new UNU Directors.
<p>Student Engagement Committee</p>	<p><i>Committee of the Trustee Board in charge of monitoring and ensuring student engagement as a mission-critical facet of the organisation.</i></p> <p>Scrutinised and discussed both Welcome and the first Election Period. Much feedback into staff resource and effectiveness while ensuring that these important Union activities keep advancing. Discussion of Extraordinary Union Council as most engaged Council meeting.</p>	<ul style="list-style-type: none"> - Active interest into Welcome related risks and how this may continue effectively. - Awareness of where staff resource is going with regards to elections. Focuses need on prioritisation and efficiencies. - Case study of Extraordinary Council to recreate.
<p>Finance, Risk, & Compliance Committee</p>	<p><i>Committee of the Trustee Board in charge of monitoring the Union's Finances, Risk register and legal compliance.</i></p> <p>First meeting of this Committee. Lots of involvement from myself before the meeting on groundwork regarding risk and legal compliance.</p> <p>Approval of the Union's Finances. Large amount of time in role as Chair of Trustee Board.</p>	<ul style="list-style-type: none"> - Protecting the Union from many risks and legal compliance issues. - Ensuring the effectiveness and solvency of the organisation.
<p>Full-Time Officer Committee</p>	<p><i>Coordinating Political Body of the Union.</i></p> <p>Continued efforts to look into how to effectively use this meeting. Many effective wins from actions decided in this including decisions on whether or not dealings with commercial partners including Amazon, discussion of policies, Officer team stances, awareness and attention to issues in the University. New agenda and minuting format; minutes available online to view.</p> <p>Refined purpose and focus of meeting to make effective and</p>	<ul style="list-style-type: none"> - Many small wins - Transparency - Clearer coordination on team activity - Amazon boycott - Many clear officer team stances - Coordination regarding issues we wish to address <p>- A more focussed and decisive executive committee able to</p>

President's Report – James Pheasey - 26/11/2019

	<p>function as an effective decision making committee.</p>	<p>make better decision more efficiently.</p>
Democracy Review Project Board	<p><i>High-level project board tasked with ensuring the delivery of the Democratic Review on schedule. Multiple meetings in. Discussion of overall timeline and who is required. Ensuring that appropriate measures are in place to make the timeline work without detriment to the quality of the review.</i></p> <p>Met and finalised some timings, legal queries and consultation plans.</p>	<ul style="list-style-type: none"> - Clear timeline for review - Survey currently live - Election Period 3 timed to accommodate potential new roles. - Election software adjusted to accommodate for timelines - Ensured that critical programme occurs as planned.
Strategy Working Group	<p><i>Steering Group to develop the new UoNSU strategy</i></p> <p>Discussion of what the Union is for and why. Feedback to give to steer the strategy's trajectory.</p> <p>Developed strategy into Green Paper Consultation Phase. Significant progress to meet tight January deadline. Worked with Chief Executive outside of meetings to ensure this moves forward productively.</p>	<ul style="list-style-type: none"> - Clear student voice prioritisation in the new strategy - Alignment between Officer desire and CEO vision, backed in group. - Strategy being developed. Green Paper Consultation out to students, staff, and other key stakeholders. - On track to meet January deadline.
Other Union Meetings		
CEO	<p><i>Regular meetings with the Chief Executive. Both CEO helping advance my aspirations and me, as Chair of the Board, line-managing and holding the Chief Exec to account.</i></p> <p>Helpful and positive discussion both ways with much open constructive feedback and mutual steers.</p> <p>Weekly meetings continue to be helpful and productive,</p>	<ul style="list-style-type: none"> - Clear unity between Chief Executive and my vision for the Union. - More effective governing of the organisation - Risks and compliance issues addressed to protect the organisation and its members. - Cohesive leadership of the organisation essential in such a period of large change.
Various other one-to-one meetings	<p><i>Meetings with many Union staff on many issues.</i></p> <p>Continued.</p>	<ul style="list-style-type: none"> - Progress across all areas, and relationship building.

President's Report – James Pheasey - 26/11/2019

University Committees		
University Council	<p><i>Highest governing body of the University.</i></p> <p>Contributions to raise concerns around large and significant items for the University (>200 page papers).</p> <p>Raised the Policy the Union has to protect its members' rights to protest with regards to UCU strikes.</p>	<ul style="list-style-type: none"> - Noted the Union's stance on previous and upcoming UCU strikes - Discussion into how the Uni can make its research's outputs more visible. - Noted the Union's stance on the right to protest.
Planning and Resources Committee	<p><i>High-level planning and resource management of the University, to monitor, measure and provide challenge to Faculties and Professional Services.</i></p> <p>Gained an additional seat on this committee, this doubles Students' Union representation on this very high level, influential and complex committee. This allows better scrutiny of the incredibly long and complex papers.</p>	<ul style="list-style-type: none"> - Doubling of student input to this high level facet of University decision making. - More effective scrutiny by each member individually due to the ability to collaborate.
Reputation and Recruitment Board	<p><i>High level planning of the University's recruitment practices and any reputational considerations.</i></p>	Student representation and insight on important committee.
No-Deal Incident Management Team	<p><i>High level planning for the event of a no-deal Brexit in the University.</i></p> <p>New to have an SU spot on this committee. Much discussion of organisational preparedness with ample contribution from myself on issues of student concern and what the University need to take account of from our perspective.</p> <p>Continued preparation for a no-deal brexit scenario.</p>	<ul style="list-style-type: none"> - New Student representation on what could be a pivotal committee. - New point of view in the University's decision making in regards to this specific scenario. - Insight learnt for how the SU can also better prepare. - Many points raised regarding students that had not been discussed. - Union took things away to ensure we were also preparing for student groups being abroad and our supply chains in a no-deal scenario.

President's Report – James Pheseay - 26/11/2019

<p>Strategy Development Steering Group</p>	<p><i>High level discussion of the University Strategy, to keep it on time and provide oversight.</i> Helpful oversight on a process which I believe is taking place in a positive way. Opportunity for contribution which is met with enthusiasm. Gained SU input into multiple stages of the process, with a specific focus group on the white-paper and draft straw person strategy, with feedback taken on. Continued contributions.</p>	<ul style="list-style-type: none"> - Important oversight of the University strategy - Direct input into the conception and drafting phases - Helpful insight to use when building the Union's strategy. - Oversight to continue through strategy implementation period. - Strategy set to launch in the near future. Maintained oversight and gained multiple opportunities to directly scrutinise drafts.
<p>Other University Meetings</p>		
<p>Vice-Chancellor</p>	<p><i>Regular meetings to catch-up, alert each other to issues of importance, and raise issues of topical and strategic student concern.</i> A number of meetings which have fed into the input into numerous high-level university projects. Keen engagement with the Union's democratic and organisation realignment. Consideration of Union/University Welcome collaboration. Further meetings with the Vice-Chancellor. Discussed many items of significance. These includes raising issues raised directly by students and student groups.</p>	<ul style="list-style-type: none"> - Helpful context in other decisions. - Buy-in to the Union's direction from the University Exec - Keeness to collaborate where appropriate - Maintained strong relationship - Specific issues pushed to relevant people and advancing. - Further discussion and development of the governance arrangements, highly relevant to the Union and University's duties per the education Law
<p>Registrar</p>	<p><i>Regular meetings to catch-up, alert each other to issues of importance,</i></p>	<ul style="list-style-type: none"> - Helpful context in other decisions

President's Report – James Pheasey - 26/11/2019

	<p><i>and raise issues of topical and strategic student concern.</i></p> <p>Discussions regarding things from the Union's organisational direction, to specific topical events. Specific issues addressing and consideration taken to issues of concern on both sides. Challenging discussion regarding JCR grants with an outcome that while was not the desired outcome initially on our end was a clear opportunity to collaborate and prove the worth of our programme.</p> <p>Maintained discussions about relevant issues. Specific discussions around Industrial actions and also on hopper busses as raised by SUPRA.</p>	<ul style="list-style-type: none"> - Buy-in to the Union's direction - Keeness to collaborate where appropriate - Maintenance of key stakeholder relationship - Developments on hopper bus situation. - Important buy-in to development of essential governance process review. - Gained representation on the Industrial Action Incident Management Team.
Various other one-to-one meetings	<p><i>Meetings with many University staff on many issues.</i></p> <p>Continued.</p>	<ul style="list-style-type: none"> - Progress across many areas - Relationship building - Distinct change toward a clearly positive relationship between the Union and University. - Above continued.

Issue	What Happened	The Result
Society Affiliation Challenge	<ul style="list-style-type: none"> - Society affiliation rejected by Societies Council Committee and then decision upheld by Societies Council in May - Decision raised to trustees. - Trustee Board identified multiple shortcomings in 	<ul style="list-style-type: none"> - New affiliations process in place in time for first Societies Council of the year. - Review of further processes underway

President's Report – James Pheasey - 26/11/2019

	<p>the governance processes and as such overturned the decision.</p> <ul style="list-style-type: none"> - Much damage mitigation was required. - New affiliation process was required. - Process now in effect. - Oversight of first round of applications to ensure process effectively implemented. 	<ul style="list-style-type: none"> - Greater transparency in future decision making implemented. - Union protected from intolerable risk - Simple process with clear journey for students. - Transparent and empowering new decision making process. - Effective and efficient system now implemented. - Protection of Union from significant legal risk.
Amazon boycott	<ul style="list-style-type: none"> - A student raised a concern regarding the distribution of Amazon vouchers - Worked collaboratively with the University to agree not to do this and seek alternate awards. - Union did not platform Amazon as a result of this. - Plan to remove Amazon from Union supply chain where possible. 	<ul style="list-style-type: none"> - Directly raised student issue acted on - Collaborative and positive project with the University. - Union practice with integrity.
UoNSU Strategy	<ul style="list-style-type: none"> - New Chief Executive recommended to revisit strategy – trustees agreed. - Revisit and realignment of organisation for strategy launch in January - Maintained development of new strategy. 	<ul style="list-style-type: none"> - Collaborative process with CEO, Officers, and staff - Realignment of organisation to achieve its core goals. - Effective resource management of organisation. - On track for January completion.
SUPRA Hopper Buses	<ul style="list-style-type: none"> - Raised as a concern by Education Officer in July, 	<ul style="list-style-type: none"> - Empowerment of SUPRA - Collaborative project

President's Report – James Pheasey - 26/11/2019

	<p>preliminary investigation work followed.</p> <ul style="list-style-type: none"> - SUPRA (Associated Representational Body for City Hospital) raise concern near Welcome - I visit City Hospital, chat with SUPRA president and devise joint strategy for approach - Education Officer, Community Officer, and I working together on project bringing in course-reps and associated bodies - Work with the Registrar and SUPRA President to develop solution. 	<ul style="list-style-type: none"> - Closer to solving bus-problems - Engagement outside of University Park - More as above
<p>Part-Time Officer Engagement</p>	<ul style="list-style-type: none"> - PTOs historically under engaged - PTOs historically isolated and diminished and disempowered - Created a positive environment and made sure the PTOs were supported where possible and had access to budget where needed and empowered to work. - FTOs met with PTOs to discuss plans. - I worked on policy with a number of the PTOs to help them achieve what they want to with their time. - Second Meeting with all the PTOs in addition to the meetings already in Place. - Increased engagement of PTOs in high level SU decision making including Union Council, 	<ul style="list-style-type: none"> - More engaged PTOs - More productive PTOs - A far more cohesive team than historically - Therefore more representation of marginalised groups - As above continued.

President's Report – James Pheasey - 26/11/2019

	FTO Committee, and Interview panels.	
Director of Student Influence recruitment	<ul style="list-style-type: none"> - Progress ongoing with the recruitment on a Senior Management position within the Union. - Large amount of time shortlisting and preparing for first stage of interviews. - Use of diverse recruitment agency to ensure that our offer is open to all those who would be good for it, rather than just those who are the 'traditional' candidate. The results are positive at this stage. 	<ul style="list-style-type: none"> - Recruitment ongoing. - The Union acting within its values in all its practices, not just those which are obviously visible. - Preparing for the launch of the new strategy with the employment of the new director fitting with the emerging strategic themes.

President's Report – James Pheasey - 26/11/2019

Policy

Primary

Name	To mandate officers to oppose working with prevent and the governments counter- radicalisation strategy
Responsible Officers	All Officers -
Policy Resolves	Boycott PREVENT as far as legally possible. & further actions condemning and opposing PREVENT, and lobbying the University on this.
Actions taken	I attended a Prevent PREVENT briefing at Leicester SU conference. Preliminary discussions taken place, on future action, further discussion and planning needed.
Measure of Success	Plan and clear messaging to University surrounding Prevent, action rather than just a 'stance'.

Name	Support STAR's Access Campaign to lobby the University to provide more financial aid to refugee and asylum seeker students
Responsible Officers	President <i>International Officer</i>
Policy Resolves	Support and progress STAR's (Student Action for Refugees) Equal Access campaign
Actions taken	Discussions taken place with International Officer. Contact open with a member of STAR committee to advance policy.
Measure of Success	A plan and following actions on how the Union can appropriately support STAR to enact their goals.
Update	Meetings taken place with President of STAR. Development of plan to move University towards becoming a University of Sanctuary. Discussions with Vice-Chancellor about this.

Name	Stand in Solidarity with the Uyghur People and Call for the Abolishment of 'Re-education' Camps in China
Responsible Officers	President <i>All Officers</i>
Policy Resolves	Stance and International Officer lead campaign to generate awareness for the above.
Actions taken	Preliminary meetings with international Officer. Both educating self on relevant topics. Meeting with interested students to discuss enabling them to run a campaign.
Measure of Success	Students and International Network effectively enabled to run a campaign, released alongside a timely statement.
Update	Further Meeting with relevant students and International Officer. Activity planned for February, with plans to escalate campaign further based upon interest at February event.

President's Report – James Pheasey - 26/11/2019

Name	The Right to Protest
Responsible Officers	President <i>All Officers</i>
Policy Resolves	defend the rights of our members to take part in peaceful and lawful protest
Actions taken	Raised at University Council when the question of students' rights to protest was challenged.
Measure of Success	Discussion and clear agreement from University on students' rights
Update	Meetings and discussions with Registrar. Repeated guarantees in strike management team meetings about the Union's stance on this.

Name	Creation of new Part Time Officer for Part Time and Distance Learners
Responsible Officers	President <i>All Officers</i>
Policy Resolves	Create a new Part Time Officer for Part Time and Distance Learners
Actions taken	Subsumed into Officer Review.

Name	Trade Unions and Students' Unions
Responsible Officers	President -
Policy Resolves	Formal recognition of a trade Union for Union staff by the Students' Union Promote the availability of free UCU membership for PGR students
Actions taken	Instigated process, currently waiting on UNISON to send draft document, otherwise ready to start formal process. Contact with UCU on this topic developed, supplied with posters now on display in Portland. Will coordinate for another push at an opportune time.
Measure of Success	Union recognition for staff. Maintained visibility of UCU offer.
Update	Continuation of above, progress moving. Visibility of UCU stressed in discussions about Industrial Action.

Name	Transparency and Ethics of Relationships Between UoNSU and External Providers
Responsible Officers	President -
Policy Resolves	Officers input into commercial dealings with external partners
Actions taken	Work with Commercial Manager to discuss refinements to this policy to make it fit to achieve what it is actually intended to do. Amazon boycott – large scale example of good practice The refusal of both Unidays and a loan company. Shared list of commercial partners.
Measure of Success	New policy in place that is more embedded into practice in a positive rather than restrictive way.

President's Report – James Pheasey - 26/11/2019

Update	Maintained collaborative working with Commercial team on relationships with the national movement.
---------------	---

Name	Archiving and Records Policy
Responsible Officers	All Full-Time Officers -
Policy Resolves	Maintain Archive collection box, visit the archives, investigate permanent exhibition
Actions taken	Archives visit scheduled. Meeting to discuss exhibition scheduled.
Measure of Success	Exhibition thoroughly explored and decision made on what it should or should not be, and appropriate actions taken.
Update	Discussions on permanent exhibition in process. Larger scale discussions of Portland usage underway including this.

Name	Full-Time Officer Role Review
Responsible Officers	All Full-Time Officers -
Policy Resolves	To review the composition of the full-time officer team
Actions taken	In progress as part of Officer review in Democratic review.
Measure of Success	Democratic Review completed and voted on in time for Student leader elections.

Name	Modern Slavery
Responsible Officers	President <i>Equal Opportunities and Welfare Officer</i>
Policy Resolves	Look to how the Union can work with the University to reduce modern slavery in our supply chains.
Actions taken	Discussions with the University ongoing. Representation on University task force regarding modern slavery in place.

Name	UCU Strikes Back: '19 Industrial Action
Responsible Officers	President & Education Officer <i>All FTOs</i>
Policy Resolves	Stance Policy on UCU Industrial Action.
Actions taken	Constant communication with the University at executive and directorate level. Representations made in many meetings and on many committees. Discussions ongoing regarding mitigating impacts and spending of striking lecturers pay.

Secondary

President's Report – James Pheasey - 26/11/2019

Name	Living Wage Policy
Responsible Officers	Community Officer <i>All Officers</i>
Policy Resolves	Get University to adopt Real Living Wage and accredit. To publicise real living wage campaign.
Actions taken	University adopted Living Wage last year due to work of previous officers. I have raised with Registrar our desire for the University to affiliate and will raise this again during our Living Wage celebration week.
Measure of Success	Living Wage celebration week goes ahead featuring communication with the University regarding their accreditation status.
Update	Maintained discussions with university regarding their position on accreditation. Discussion underway with <i>Nottingham Citizens</i> on their plans for a 'good work city' involving getting large institutions to accredit.

Name	Support Repeal the 8 th
Responsible Officers	Education Officer <i>All Officers</i>
Policy Resolves	Policy actioned and successfully completed by previous team.

Name	Voter Registration
Responsible Officers	Community Officer <i>President</i>
Policy Resolves	Policy actioned and successfully completed by Community Officer.

Name	904 Bus: Next Stop Beeston
Responsible Officers	Community Officer <i>President</i>
Policy Resolves	Divert 904 via Beeston.
Actions taken	Holistic discussions regarding hopper-busses ongoing, led by Community Officer.

Name	Reproductive Autonomy Policy
Responsible Officers	Equal Opportunities & Welfare Officer <i>All FTOs</i>
Policy Resolves	Ensure the Union is fostering an inclusive culture around reproductive rights, and run a campaign about the importance of reproductive autonomy.
Actions taken	Taken the lead on ensuring this takes place. Set up group to engage and plan campaigns, enabling students and part-time officers to run the campaign they want. Working with Women*'s Officer.

President's Report – James Pheasey - 26/11/2019

Name	Gender-Inclusive Language
Responsible Officers	LGBT+ Officer <i>President</i>
Policy Resolves	Embed a default operation of gender-neutral language within the Union.
Actions taken	Effective discussions and meetings involving staff and the LGBT+ officer. Gender-neutral language now embedded in Union tone of voice training. Progress made to ensure this is embedded when the website upgrades this year. Discussions in place regarding Chairing training for staff and students.

This report is correct and up to date as of **Tuesday 26th November.**