

Policy Proposal: Removal of Student Led Services

Date: 16/12/2024	Proposer/s: Gabby Gretkowska
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Current Policy/Situation

What happens at the moment?

Student Led Services (SLS) were created in 2017/18 as a separate section of student groups additional to sports clubs and societies and supported via the Vice President (Community) officer role. A specific Union staff member was employed by the Union in July 2019 to support with our SLS, following the vote to remove the Vice President (Community). The staff member fulfilling this role left the Union in July 2023 with SLS support merged into the current Activities Coordinator (Societies) remit due to a review of the workload for one full time staff role.

Student-led services offer opportunities for involvement, leadership, and personal development. However, these services can sometimes become siloed, fragmented and overshadowed by our student groups.

The SLS currently include:

- Phantom Live (Radio/TV)
- Phantom Newspaper
- RAG
- Enactus

Committees roles are interviewed for each academic year to fill the vacant posts rather than through the online club and society committee elections process.

Current Policies for SLS

- Standing order 10- Student Led- Services Constitution
- Activities Representation Policy

New Proposal

What is your new proposal? This must include the exact wording that you would like in the Standing Orders?

In an effort to better organise and empower these student led services, we propose transitioning student-led services into the student societies structure. Classed as societies services they will come under the Union Societies bracket and follow the societies constitution (standing order 8). This shift aims to streamline operations, improve collaboration, foster community engagement, and provide more structured pathways for students to gain leadership experience.

If passed, Phantom Live must decide if they will be classed as a Phantom Live society (Radio/TV) or a Phantom Radio Society.

Standing Order changes:

Remove:

- 4.4.6 Student Led Services Executive Committee- all content
- 4.6.1.5- 'Student Led Service Committee member'
- Standing Order 10- remove all

Rationale for the change

What are the pros and cons of the change? How will any cons be managed/mitigated?

Pros:

- Student led committees -elected rather than interviewed
- Reduces staff/student time required for committee role interviews
- Access to Union funding/membership income generation
- More collaborative and detailed committee training support.
- Society focused staff support e.g. action planning, budgeting
- Improved student voice through society assemblies/a societies council
- Part of the societies section on the Union website with better overall view rate

Cons:

- Lose some independency as a standalone SLS
- Require their own membership structure (RAG, Phantom currently don't have a membership fee)
- Will not have a separate SLS section on the Union website

All societies have their own constitutions that gives them a structure and their own autonomy so will not lose their independency as a student group.

Having a membership fee will enable the SLS to have a better source of income generation and ensures that members will be much more proactive if they have to pay a fee.

Becoming part of the societies section on the website will ensure a higher percentage of potential views e.g.

- November 2024- Views on the Societies page: 3,427 & Views on SLS page: 311

What consideration or consultation have you taken prior to submitting this proposal? *All proposals go the exec team to be confirmed, so having insufficient consultation/consideration could mean the proposal is rejected.*

These amendments has been discussed with all student led services.

Through conversations with our Activities Coordinator, Enactus are happy with the proposal and Phantom Live had numerous questions but understand the benefit of the proposal.

The Head of RAG had a lot of concerns but in a separate conversation the Deputy Head of RAG also understood the benefits with the potential changes.

Have you considered any impact of the new proposal on any of the protected characteristics as listed in the Equality Act 2010? *What are the impacts and how will any negative impacts be*

managed/mitigated? For more information on the protected characteristics please see [Equality Act 2010 \(legislation.gov.uk\)](https://legislation.gov.uk)

In summary, the transition from student-led services to student societies will have a positive impact on areas of inclusion, it may also presents some risks if societies are not proactive in addressing the diverse needs of students. Ensuring inclusivity across all protected characteristics is essential for fostering a welcoming environment and the Union will continue to support our societies in:

- **Inclusivity and Awareness:** Societies have inclusivity training on how to be more inclusive, ensuring that their activities, leadership, and resources are accessible and welcoming to all students, regardless of their protected characteristics.
- **Support for Diverse Needs:** Societies are encouraged and supported to actively seek feedback from students with different needs and experiences to ensure they are providing appropriate support and opportunities for all students to participate.

Appendices *if necessary.*