

University of Derby Students' Union
Trustee Board Summary Sheet

Agenda Reference:	TB/
Title of Report:	Minutes of Board meeting – 25 04 2023 (4)
Written By:	Sally Cunningham – HR and Admin Manager
Presented By:	Chris Hughes, Chair
Action Requested:	Approval

Trustee Board Meeting Tuesday 25 April 2023 (4) - 5 p.m. Room E211 and Teams

Attendance	P/A
Trustee Board	
Chris Hughes (Chair)	P
Tony Atherton (TA) External Trustee	P
Nicola Hartley (NH) External Trustee	P
Narinder Sharma (NS) External Trustee	P
Rosie Smith (RS) External Trustee	A
Owen Marques (OM) President	P
Alexandra Mazilu (AM) VP Education	P
Dom White (DW) VP Activities	P
Andrew Wilson (AW) Student Trustee	A
Angel Fosu (AF) Student Trustee	P
Harvinder Singh Saluja (HSS) Student Trustee	A
Josh Brunning (JB) Student Trustee	P
Union staff	
Colina Wright (CW) Chief Executive	A
Emma Taylor-Large (ET-L) Head of Membership	P
Martin Beaumont (MB) Head of Operations	P
Steve Taylor (ST) Finance Manager	P
Heather Gunn Marketing, Brand and Partnerships Manager	A
In attendance	
Sally Cunningham (SC) HR and Admin Manager (Minutes)	P

1. Welcome and Apologies - CH

The Chair welcomed all to this meeting. Duly noting we are a Company Limited by Guarantee and a Charity. There is an assumption from the Chair that everyone has read the papers for today's meeting, giving the opportunity for questions to be asked with clarification given as required.

2. Apologies/absentees & conflict of interest.

Apologies and absences are noted there are no conflicts of interest raised.

CH gave his thanks to the SLT team and the rest of the Unions staff for keeping on top of tasks that are required, due to the CEO's sickness absence.

3. To approve the minutes of the Board Meeting held on 31 01 2023 – CH TB/04/2023/001

Minutes from the last meeting **agreed** as a true and accurate record.

Additional points to note –

- MB - has no comments on the minutes however, there is a need to look at future minutes in terms of redacting information prior to them being uploaded onto our website. This is something that we should be doing as in our Articles of Association; having these minutes available for students to read. Prior to doing so we need to observe closely certain information that should be redacted, particularly financial information and naming people when discussed.
- CH - agrees with the above and this is something we will start to put in place, the University's Secretary and Registrar has offered support.
- CH – referencing Blackshaws Management Consultancy carrying out our Trustee Board review – the report is almost finalised; CH is meeting with them tomorrow where the report will be discussed. After which CH will update Board members via email.

Matters arising from: 31 01 2023 - CH

Matters to note/update:

ST to email latest reforecast to Trustees – **Completed.**

CW To keep Board updated on article amendments – **Ongoing.**

Reserves principles are still being discussed - **Ongoing.**

4. Union Update – MB

TB/04/2023/002

In the absence of our CEO, we felt it important to update the Board in terms of where we are at this current time. The paper outlines the Union of Students key activities over the last two months and its activities/ area of focus for the next 2 months which are:

- **Block Grant Production/Securing** – almost finished, a meeting was held with the University's Director of Finance who has recommended a couple of small adjustments. Design will be completed over the next couple of days and will be ready in its first format.
- **Strategic Plan finalisation and launch strategy** – we have reviewed where we are and are still not comfortable or confident with the level of detail how it embeds itself into the organisation. For example, there were no KPI's built into it with no measurables to feedback to the University. MB and ET-L have struggled with this in terms of being part of the Block Grant, both have recognised this and are working to correct this and are looking at 1 August being the launch date.
- **Executive Officer training plan/timeline** – making improvements to the training for the incoming Officer Team.
- **Workload planning for the remainder of the academic year** – to be completed once the strategic plan is in place effective from 01 08 2023.
- **Production of Budgets and Reforecast** – agenda items requiring approval at this meeting.

Additional comments/clarification/recommendations:

- CH passes his compliments to MB and ET-L for the work they have done so far on re-drafting the Block Grant Proposal and the Strategic Plan.
- The data gathered for the Strategic Plan was taken to Board in October 2022 for feedback and recommendations and then left with the CEO to shape KPI's for the organisation. **[Redacted]**. MB and ET-L have been building and working on the Unions operational plans to support this. Unfortunately, the steps for KPI agreement were skipped and this is something where it does need to come back to Board to agree strong KPI's. There was too much emphasis put on Board to own it when in reality the ownership needed to start with the Union first, we do not feel it was ever truly owned within the organisation before it came to Board level. And that is one of the main things we want to correct. It was not externally written, it was externally informed by research, which is the key to it.
- As part of planning, we need to think why the Students Union exists, when we already know we exist for the benefit of the students, but what do we do that the University cannot do, or does not want to do, and that is the Union making the effort to understand and deal with when going forward. **[Redacted]**. Most Student Unions are struggling with trying to actually find what that is, especially in the ever-changing environment in which you can see that the whole Higher Education sector is changing, not forgetting what was accelerated by Covid in the way that people are learning, reacting, and interacting with the Union.
- In terms of the position we are at now, where there is a lot of emphasis on rebuilding the relationship and securing our financial future with the University compared to when it was first written, **[Redacted]**. There is a lot within the Strategic Plan document that relies on funding and financial support that currently we do not have (without going into reserves), **[Redacted]**.
- Fortunately, **[Redacted]**, as an organisation we are not going to be in any difficulties as a result of that because we have a clear plan.
- A point to make is we do struggle slightly with staffing, mainly with SLT presence on site. With ST in the office for two days a week, one day in the office, and ET-L is based in Buxton as part of the remote presence required at Buxton and Leek College, and HG is on maternity leave. Pre booked annual leave is something to also consider. For example, if we were updating the risk register we would be saying there is a slight risk, however we do have a strong management team in place who know who is on call.
- ET-L wanted to offer reassurance around the Strategic Plan and the work completed with the Membership Engagement department. Who meets monthly as a whole department to ensure the strategic aims and values are the vision in conversations. Mind Mapping exercises take place around what the department will think it will look like effective from August onwards. The department are ahead in that regard, we just need those KPI's setting so they can start to measure the impact. ET-L is fully confident when we are ready to set KPI's, the department will be up to speed and ready to hit the ground running.

A recommendation is for the next Board meeting in July, once we have an agreed Block Grant and the new Officer team's induction and handover is in place, we send over a final version of the Strategic Plan with KPI's with their full financial cost and elements within that for Year 1. We can then get the KPI's agreed at Board level.

The Board duly *receive* Union Update and *agree* Chairs recommendation.

5. Finance Update – ST

Tabled

March accounts have been emailed across to Board members this morning. There are two major variances in this month for Activities and Retail.

The Athletic Union area is a timing issue only and will reverse once we have the Awards and Varsity costs come in and income from Clubs; it is collecting that income that comes in from all the various points that people are paying for.

Our bottom line at **[Redacted]** to date, is potentially within that one area just in the month of the activities where we are showing an **[Redacted]** variants. Potentially all of that will reverse and we are looking at breaking even in April.

The forecast is still on track and is saying that at the end of the month, we should have been close to **[Redacted]**.

On meeting with our Retail Manager, it appears that price increases have been catching up with us. Margins have been squeezed and the opportunity to raise our prices has not materialised, this is one area we have got to be very careful of for our students. However, post Easter gave our Retail Manager an opportunity to look at pricing and potential increases - so whilst the margins in March have looked between 20 / 25% instead of the 33% target that we put on our budgets and forecasts - he has revised those prices from mid-April, a small proportion after Easter. Now we have this implemented those price changes has reversed some of those margins, going forward we would expect to be back closer to where our reforecasts in Keddies are.

Additional comments/clarification/recommendations:

- The impact on sales leaves us with further investigation to work on all the elements.
- As an organisation this is something that has gone on for years, in that we already charge far too much in retail to the point where it is very uncomfortable. This is part of a wider piece in terms of how much costs in general are catching up with us and the long-term future of this happening again and again.
- It is not that we are only looking at the cost of buying the stock in. Our student staff wage costs are going up by **[Redacted]** a year, based on the last NLW increase the projections have changed again, although they are just projections, they are now saying it could be going up to £11.16 rather than £11.08 and hour for the next increase in April 2024.
- We owe it to our students to charge the least that we can which is difficult. Most students, of course do not realise Keddies is run by the Students Union, and we do not know what percentage of the sales are students and what percentage are staff.
- If we take the NUS affiliated Meal Deal offer out of Keddies that and clothing are the only kind of value areas you can get. The rest of the products are over overpriced, not in terms of GP's, but in terms of morally in comparison to a supermarket. Keddies is a convenience store, and students do not want to pay £1.50 for chocolate bar.

- Because MB has not had an appropriate chance to study these figures, he will feedback (via email), to the Board on Thursday before he goes on leave with a full breakdown of what we have identified and if anything is going to change.
- Footfall has been reasonable in the Venues which and that is why we put prices up by 20p a drink in line with the NMW and NLW hourly rates increases, so we are now inching closer and closer price wise to Starbucks in terms of where we used to be by looking at what we used to charge, bearing in mind the price of milk was 92p and is now £1.56.
- We are trying to switch suppliers through new routes, but we are not able to immediately solve this and as MB and ST have been discussing this should not go on forever. The estimations are that this should start to decline as to whether suppliers start lowering their prices, which will help the Union bring our prices down.
- Inflation declining means the existing price stays. We understand the situation, but as a Student's Union, we have got to charge the least that we can, and that is the real issue.
- Wherever possible we are close to being able to hit the year end as predicted and hopefully within the reforecast figure of 47K, we are going to be within that with one or two items going out.

The Board duly *receive* Finance Update.

6. 2023/24 Budget and Reforecast - ST

TB/04/2023/003

Every department were asked to critically look at where they could make some saving, under the pressure from the University. Currently we have seen from the assumptions that accompanied the paper, we have got a 3% uplift budgeted in there for the annual employee Performance Development Review process (PDR). [Redacted].

Generally, we feel confident in going to the University with this proposal in terms of discussions held with the Director of Finance and what their thoughts are on this initial presentation. To essentially maintain the level of services we have at the moment. The area we have maintained is the Peer Assisted Learning (PAL) at the same level as last year. For Activities we have not included within these figures for example an area that department were hoping to expand on that was intended to be fully funded which as PAL would mean coming from the University, we need to rethink that. ET-L having met with our Activities Manager have agreed to see how this year goes in terms of the new Sports Strategy and aim for some additional funding for the following year.

Additional comments/clarification/recommendations:

- [Redacted]. The organisation currently has a hiring freeze in place, we know that there are structural changes we can make that will lead to savings. We have spoken to the Director of Finance, and we are at that point now because our costs are rising enormously. Our income is budgeted to rise by [Redacted] next year, with some associated costs, with our other costs are increasing at an alarming rate. We either would have to be in a position where we did not give a PDR pay increase to get closer to a 0 deficit. Salaries our biggest expenditure and that is what we would normally look at doing. To cut costs, you lose activity now and that is the point we are at for example the Sports Awards is now costing us 3K, we normally would break even on the Education Awards as this does not cost us because we raise sponsorship, student staff are costing us more each year. Perhaps we need to decide where we do not recognise the

aged 18 to 20 hourly pay bracket, rather we pay everyone from the ages of 18 to 22 that is the same amount as the NLW currently we pay our student staff, it is fairer and better for students for us to pay more regardless of age. We have to make some difficult decisions and unfortunately there are no small savings to make anymore. It is the SLT and Board decisions to bring those costs down because we will get no extra funding from the University this year, if we are going to get the block grant, it will be at its current level. Shortly MB will be able to give more information on that, however, there is a possibility we can get back to an increased scenario next year if we do specific things.

- At our last Audit meeting, one of the things we discussed was this very issue and the future and one of the things that the Board charged the CEO to do was to look at the future and, bearing in mind what has been discussed, was to have a plan for the future.
- Generally, the Board are comfortable with the Union having a deficit budget, so long as within that there is a plan for how it comes back to zero in the future. Bearing in mind everyone is suffering with costs and inflation and what we are saying here is, that the deficit next year will be the same as the deficit this year, despite increasing costs in many areas.
- Noted at the last meeting was one of the additional costs at Buxton with that funding being for one specific person, but the University did not come back to us or has even funded that individual, and then there is additional SL-T's time, and their manager's time. Currently we would be comfortable in challenging the BCL - **[Redacted]** we need to look at this from the student point.
- The impact we are having on the students at BLC is extremely positive. There is a lot going and it would be a shame to lose that. We just need to consider how we frame it when we talk to the University about the Block Grant. It is one of those strong negotiating points and we have to challenge them.
- The challenge we have is historic, Buxton and Leek College (BCL) raised this previously, with reference made in terms of the Block Grant request from a long time ago, where 'X' percent of our funding was meant to be for FE.
- **[Redacted]**
- We do have to think that all our students are equal that is important, otherwise, what is the point. **[Redacted]**, there needs to be a rethink about how the Union is structured and it is not going to be simple and that is the job for the CEO and the SLT to do.
- Some do not feel the University has a problem if the Union presents it selves, we appreciate things have changed not just in terms of costs, in terms of how students behave, how staff behave, which are also a fundamental part of the income that we generate. And therefore, we have got to think again about how we operate and who do we operate for.
- ET-L meets with the BLC Learner Journey Manager monthly to look at what the service level agreement will look like for next year, asking are they happy with what the Union are providing? **[Redacted]** BLC are very keen to continue the service provided as there are very good engagement numbers in the activities the Unions FE Student Coordinator is delivering much more to than 8 years ago.
- BLC holds about 1000 students minimum and has got a solid base. But we are noticing a slight difference when it comes to BLC's retention in the way of apprentices, especially industrial placement students within Hair and Beauty or Engineering. Getting them through the door is not necessarily too much of a problem. From the last report DW received numbers are slightly

down. They receive funding for how many students they have got so it's a 60%/40% as far as the University is concerned and is still part of their core activity. Essentially, it is providing the University with a subsidiary in providing the University with the next opportunity to engage in the different sphere of education, which for HE institutions going forward is going to be key for that student retention for degree courses. Currently we are battling at least nearly 1000 other providers and that includes traditional Universities. When we consider what private institutions offer for Students now making it easier for them to obtain the ability to become HE providers, for us it is going to be key holding on to BLC as an input for new HE students, by building those links to encourage University study. It will not go anywhere unless something catastrophic happens, which is very unlikely.

- **[Redacted]**
- In the current climate financially, are the Board be comfortable that we go with deficit budget as it stands at the moment, bearing in mind that is no problem with us affording it. It does obviously eat into reserves; with the proviso this is the time we need to revise the way we operate going forward.
- There is also the decision to make around the structural parts and whether we are actually considering that or not because it is 30K's worth of cost that could go back in if we do not make those decisions yet. The key assumption is the overall headcount is reduced by 15.3K, and then 16.3K for SLT, most likely will need adding back in. As an organisation we need to look at making decisions that would potentially have people leave on their own accord and let us restructure off the back of that rather than looking at a redundancy process because the impact on morale in an organisation like ours at a time where we need it the most could potentially be severe.
- **[Redacted]**. But as an organisation we absolutely have to review every person who leaves and make the correct decision off the back of that.
- **[Redacted]**
- The Audit and Risk Committees view on risk and how low you want those reserves to go of which we currently have free reserves of around **[Redacted]**. We have been challenged again as an Audit and Risk subcommittee with reassessing rather than just a multiple number of risk-based assessments.

Action: ST to bring a paper detailing information on the SUSS Pension for the next meeting

7. Block Grant Timeline – MB

TB/04/2023/004

An outline on the proposed approach to the Union of Students Block Grant application, dates the Union has provisionally agreed with the University Executive:

DATE	ACTIVITY	IN ATTENDANCE
03 05 23	To review Block Grant Application	Keith McLay – Provost Learning & Teaching, Susan Ambler – Director of Finance and Neil Fowler - Associate Provost for Learning & Teaching.
17 05 23	To present the Block Grant and supportive content	KM, SA and NF to feedback.

W/C 19 06 23	To present the Block Grant.	University VCE to approve and /or feedback.
26 06 23	To present the programming of the Block Grant funding into 23/24 budget	Union Trustee Board for approval.

Additional comments/clarification/recommendations:

- The block grant is almost complete it just needs to go through the design process once we have made a few adjustments, we are currently on schedule.
- We have started to have provisional discussions with different parties in the University around where we are actually at with the Block Grant, what they are feeling towards the Union is and what we need to do to secure it moving forward. As part of the discussion today was as an organisation, we cannot afford to continue with the rate of rising costs without the support of the University, if they want us to undertake activities at the level they are funding us will reflect that. We used to have a three-year agreement in place where there was always a percentage increase built into that and that is a position we would like to try and get back to at some point to in the future.
- Based on the discussions that we have had, there is not a significant question around the impact that we are having in terms of that. During these key meetings over the last year, there has been a failure to demonstrate what we have been doing appropriately and that has led to some key people in the University questioning what they are getting out of us for **[Redacted]**.
- We feel we have been able to justify that in terms of that as ET-L has written the majority of the Block Grant with her team. There are 21 pages of impact of are key stats around what we are doing, ranging from advice appointments to the hours we have given to students and staff, to the different campaigns and activities we have held, there is a very strong, compelling argument for us to get the Block Grant its current level.
- The elections candidate's situation where we had minimal people running for positions which shows that maybe there is not the engagement by the student body and is where we are unable to evidence. Confidence levels are reasonably high in that we believe we can do that in this team's current format because the University seems to be responding quite well towards how we are working with them.
- The challenge from the Director of Finance is that we need to admit we have under achieved. Show the areas we may not have demonstrated value for money that they would have expected to see, and they are right. This is the position we are in to secure the Block Grant, to work hard over the next year and the next when discuss finances and where we make cuts and where we do not is important in this organisation because if we demonstrate and do everything properly over the next year, there is appetite for us to come back and increase our Block Grant for next year. **[Redacted]**.
- Perhaps it is more about that the demonstration of communication of what the Union is doing, not that the Students Union was doing anything wrong, rather open a window to really show off about what the Union is doing, which is fantastic.
- In terms of the budget and the concerns in modifying some roles for example one role in terms of potential restructures is the videographer, we could lose that, and then we would have no high-quality video content; for example, the student interviews talking about how much the Union mean to them, or the footage from Varsity and the Awards. These are all

those things that the Union puts together, we would not be able to do at that level. But the impact that has in terms of demonstrating the Unions impression to the University, we cannot pull those resources out. We would be consistent in our approach should the need arise.

- It appears we have two choices. We have retrenchment strategy and cuts and a danger of a downward spiral of decline. Or we have a 5-year growth strategy, about what is happening in the future and how we are changing shape.
- Perhaps our argument to the University should be '*we have been making an impact*', we have been hugely instrumental in retaining and recruiting students who are the lifeblood of any University. If you have the money we need because everybody's cost-of-living increases have gone up. To say essentially, we are in the same boat as you and if we do not achieve some things, it will be because you did not give the Union enough. Let us get that dynamic tension.
- And one of the bigger issues in terms of the University going forward was around staff salary increases, this has almost forced the University's hand along with the strikes (and the potential for further strikes) and having to pay out even more because they have not met completely to UCAS's demands. However, they have taken in the welfare of our international students who have been a huge increase for the University.
- The narrative is really important in terms of negotiation, it is a cultural bargaining position so let us have the confidence of that.
- The reality is that if we are thinking about the University, what we are hearing is they do have faith in the Union, in what the Officers are doing and SLT and the broad decisions that are being made and the actions that are being taken. It is simply a lack of faith in the direct contact that it is had with an individual that is being addressed and going forward.
- If that is the working premise, then I entirely agree with NS that the best thing that we could do is push for what we should be pushing for, regardless of who is making that, that initial connection and delivering that is an issue to be managed within the internal circle of this Board, the Chair and the President and what we should be doing is pushing on regardless because this is not about any one individual and not actually about this Board, the University or the Union of Students. What it is about is the students, so if we are not giving them and asking them what they need, then we are doing a disservice to the students regardless of individuals and relationships and trust.
- As a Board we cannot approve the budget, we have got to look at this as an indicative way in going forward, as a team as it stands at this moment in time. Therefore, by the time it comes to the Board meeting in July, which is the one we will know what the outcome will be, we can make a final decision. Modifying at this time is not worth it, there are some big strategic lessons we need to learn first through meetings held with the University to move forward in that direction.

The Board duly ***agree to postpone approval*** of the Budget for 23/24 until Block Grant Proposal meetings have been held with the University.

The Board duly ***approve*** Block Grant Timeline.

These are the main focus areas from the Officers that do not cover all of their manifesto points and is something they present at Governing Council.

President - Owen Marques:

Clear Messaging, Night-time Safety and Active Bystander.

OM attends the Students Safety and Security meetings where safety initiatives within the University are discussed working collaboratively with the Union and Derby City Council towards a bid for funding within safer streets with the focus on student safety. Freshers and the Refreshers fairs, where we have had a student safety area, and was partnered with various organisations where we can have students involved with these bigger events. We have seen a high footfall of students and who are actively engaging with some of the safety materials around how they can maintain safety during a night out, on campus and around Derby. We had Police presence and the Street Pastors and members from Derby City Council. Some of our external organisations focus on sexual misconduct. Our aim is to get a whole overview of safety for students and who they can contact and having that resource material for them.

The Unions Advice team have done great work at one of their events for this month, which was based around sexual health and contact consent named Love Shack. This is huge factor in terms of how we are supporting students, giving them safety material that they need and is focussed on sexual health, but also educating students, giving them those resources should they come in contact with a presence of sexual harassment, there is support there for them.

VP Welfare – Callum Young

Cost of Living – International Women’s Day – Consider Campaign – Wellbeing and Inclusion Offers.

CY resigned early from his role to pursue a new career move. OM has overseen some of this work CY also had students’ safety within his manifesto. Both CY and OM actively advocate the University to bring in an app called SAFEZONE which creates digital parameters around different sites and campuses, this is very well adapted for University’s. In that should a student leave a Zone and not reach their destination within a certain time, it sounds an alarm bell that will reach out to the organisation, if it was on the University sites it would alert the security team. We have managed to secure the budget which has been approved and it should be up and ready to go for the next academic year, ideally we wanted it to be for this academic year, but it just was not possible because of delays. There is also the benefit of being able to link in across different University’s for example we are close to the University of Nottingham, should we have students go over there, we have the knowledge that there is the safe initiative where the alarm bell will trigger within those campuses. This is a connexion collaborating with different University’s which has been long advocated for.

VP Activities – Dom White:

Accessibility – Inclusive Sports Fortnight – Para Sports Offering – Social Sport Relaunch at BLC – FE Cost of Living Data Collection.

DW highlighted events we have been doing within accessibility. The Para Sports offering comes under the guise of the ‘Yes You Can’ campaign and have called this Inclusive Sport Fortnight (ISF). We are currently into day two of the ISF programme that has been so far very well received causing a huge

buzz on campus with students talking about it and wearing the badges so far this essentially has been the beginning of our Para Sports programme that and allows us to test the waters of what is palatable to the students within para sports. BOCCIA was today and was enjoyable for the students and Para Badminton, we are looking forward to the rest of the week with Blind football among the many events being held. Several boards are displayed in Blends of famous Paralympians and individuals who have been core to the creation of parasport and to the initiative of disability access and sports. We have been using that as a way of highlighting individuals, this also forms part of the Union diversifying our media presence to include non-able-bodied people it is not a centric issue rather a HE wide issue of most University's and Student Unions who mainly have able-bodied medias.

A point to note is that was discussed at Governing Council, which is BLC social support who openly acknowledged that this has not gone according to plan as we had hoped. It has been pushed back slightly and that is down to the student facilitators. We are getting to that time of year where dissertations and exams have taken priority, and understandably so. We are looking to try and get this completed before the students break up in June at BLC that will give us the opportunity to gauge interest before we look at doing this again next year.

DW and ET-L have been collecting a significant amount of data on the cost of living for FE and apprentice students. We are in the midst of putting together a paper, we have been very fortunate to have a lot of significant support from members of the faculty in the University, and at the Dean's level. So far, we've had about 280 to 290 students across FE and apprentice students give us information around cost of living and its impact upon them, and we will be looking at using this information to present to a wider audience.

VP Education – Alexandra Mazilu:

Placement Academy – Careers Fair – Volunteer Trainee Associate Counsellor Scheme – What's Next.

AM has focused her update on employment and has met with University Careers who are particularly to do with the Placement Academy. AM suggested how they can improve on raising awareness and hopefully reach a wider audience and more students, as it is unfortunate not many students showed an interest in the event.

AM is part of the group who looks into organising the Careers Fairs meetings held monthly, discussing how they would benefit students and key dates these should be held.

The Volunteer Trainee Associate Counsellor Scheme (VTACS) is work experience for students who are studying courses such as counselling, therapy and other areas that are related to mental health. Allowing pressure taken off the wellbeing team as they are very busy with enquiries. Sadly, not all students are able to access wellbeing for example potentially a disabled student who is without a diagnosis or is waiting for a diagnosis and struggles to obtain the correct paperwork. We are hopeful this scheme will enable those students to move forward in terms of a formal diagnosis. Hopefully AM will be able to integrate herself into this and help improve or give advice on how to deliver it.

We currently have students in place within our Advice Service who take on part time work. This has worked across many different Unions and University's in having that peer-to-peer support, there is that element of professionalism to support students getting the help they need, as well as students gaining the work experience and potential pay they also need.

Student employability rate is at a slight freeze because of confidence within students but also cost of living and companies fundamentally not being able to grow. This is the general overview in terms of sector wide, but in terms of Derby specifically the numbers are unclear. The general feeling is, it is very much through industry based on growth, a couple of graduates are aware who have Humanities degrees are struggling in the sense of trying to find employment that is a fit within their academic topic.

Additional comments/clarification/recommendations:

- In terms of Union impact at other sites this will be part of the strategic priority at all campuses, this is already written into the plan. ET-L has already held conversations with her department to make sure that they are prepared and ready from September for them to understand that they will not be based at Kedleston Rd every day. Unfortunately, due to circumstances out of the Unions control have meant that we have not been able to initiate having a base at Brit Mill this academic year, which is what we were aiming for. We will be rebranding that space there. Sadly, when we have gone out to other campuses with the roadshow, the engagement has been minimal. We need to look at how we are communicating to students and when we are planning to be there. This is a piece of work that we are doing.
- The other sites are not places that students typically want to stay long enough to engage with any other material other than their lectures. When you consider Kedleston Road with retail shops, Eat Central, Subway, Union Offices, Blends and Basecamp this main site is perhaps more of a socially welcoming environment.
- The Union do take some accountability of not being able to have as much presence at the other sites, but ultimately the University realise this should mainly lie with them in terms of those not being a place that students want to remain for any length of time.
- There have been many University Estate meetings around this issue and there have been several projects put forward historically for Markeaton Steet, mainly around improvements made to the space they have referenced the fact that they have done a lot of work by adding new buildings but then did not create additional student social space to support those buildings.

The Board duly *receive* Officer Updates

9. [Redacted]

10. Any Other Business

Because most of SLT is absent for week commencing 1st May, and the CEO is due to return on 5th May it is *agreed* the CEO should return on 9th May (8th May is a Bank Holiday).

Meeting ended at 7:00 pm.

Date of next meeting:

- Tuesday 4 July 2023 (1) 5:00 pm – 7:00 pm –Teams and Room TBC

Trustee Board Meeting Action Summary 25 04 2023 (4)

No	ACTION	ACTION OWNER	DUE DATE	STATUS OF THIS

				ACTION
1.	A paper detailing information on the SUSS Pension for the next full Trustee Board meeting.	ST	11 07 2023	ONGOING
2.	To keep Board updated on article amendments.	CW	11 07 2023	ONGOING
3.	Reserves principles are still being discussed.	Board	11 07 2023	ONGOING

✓ **COMPLETED** **OVERDUE** **OUTSTANDING** **ONGOING**

DRAFT