



**FEB 2022**

# **OFFICER ACCOUNTABILITY REPORT**



# Blessing Osasogie Vice President

February 2022

## What I Said I'd Do

Goal	Achieved/Not Achieved	Comments
Train 90% of course reps recruited in September	Achieved	We aimed at recruiting 200 course reps, but we exceeded that and recruited 222 course reps in total for the September cohort and trained 217 that is 97% exceeding the targeted 90%
Have a working plan of action on tackling the BAME Awarding Gap	Achieved	I successfully developed a Guild Awarding Gap Plan of Action which was approved at officer exec and sent to the university Access Participation and Equal Opportunity Committee. Some of the initiatives in the plan are already in being implemented
Have at least two new Liberation societies started	Achieved	The Afro Caribbean and Indian society have started and have had their first successful events which was well attended by students
Have at least three new groups/societies get going as a result of the Find Your People month of activity	Achieved	Several students have come to the guild with society ideas from engaging in the find your people month of activities as well as making friends in the FE and HE lounges. The repeat yoga event gave birth to wellbeing society which went on to have their first event in the FE lounge, continuous interaction of Muslim/Pakistani students in the FE lounge has made students come forward with the Pakistani/Muslim society idea. Snowsport society -a student idea just before Christmas- had their first event in the FE lounge, although not well attended by students, it is a learning experience and exciting to know that students want to engage with the guild.

Have a catch up every month with the leaders of societies I'm leading on	Achieved	Up until Christmas, I had regular catch ups with society leads, providing support to societies, listening to them and verbally reassuring them of the Guild's support and taking initiatives where necessary. This has led to societies members feeling supported. Society leads have written to appreciate the opportunity to have their voices heard.
Have delivered at least 60 events to have a consistent pattern of engagement with students	Achieved	The FYP month activities in October attracted new groups starting up and students have made new friends from interacting with other students in the FE and HE lounges, leading to students feeling a sense of belonging in the guild.

### What I'm Going to Do in the next Three Months

Goal	Comments
To imbed inclusivity across the guild. One measure of this would be that 100% of students report that they feel that they belong at UCB	At the end of January 67% of black students, 77% of Asian students, 64% of Mixed students and 74% of other students reported they felt a sense of belonging in the Shadow NSS. No further work has been done regarding this. However, these figures have helped us target specific groups of students moving forward. On average 70.5% of BAME students report they feel like they belong at UCB.

## How I've Lived our Values

Goal	Comments
<p><b>WE ARE PROUD</b> We show pride in UCB Guild, who we are and what we do. We value the journey we are on to become one of the best students' unions in the country, and we strive to be the best we can be to get there</p>	<p>In my daily interactions with students as well as staff, I can't stop talking about how proud we are of the work being done in the guild and results we can see from data especially from the recent Guild survey shows that 82% of students feel they belong at UCB. We continue to work hard to embed inclusivity and build community at UCB.</p>
<p><b>WE SERVE FOR OUR MISSION</b> Buzzing off student leadership, students will be at the forefront of our thinking and decision making. We love asset-based community development and seek to devolve power across our community.</p>	<p>Student forums such as subject boards, societies forum, board of studies, continue to be well attended by student reps whose voices are strong in those spaces, with the guild providing support for these students to be empowered leaders. I am completely buzzing off the fact that I have been effective representative and advocate for a diverse range of students at UCB</p>
<p><b>WE ARE EXCITED</b> Enthusiastic about our long-term vision to make the Guild the home of students at UCB, we play an active role in being part of the Guild team.</p>	<p>I am excited for all the great work we're doing as a team, and I'm assured that our long-term vision is well placed such that after my year as vice president the work wouldn't end but there is plan for progression to handover to incoming officers.</p>
<p><b>WE ARE KIND AND CARING</b> We show genuine care for ourselves and each other. We are kind and gracious – we have time and space for learning and making mistakes.</p>	<p>Speaking to students daily and finding ways to help them shape their experience at UCB for the better keeps me going. It is humbling for me when I get a thank you from students as well as members of my team for work well done. I keep being kind and gracious to students as it is my passion for helping people that made me put myself up for nomination of office in the first place.</p>
<p><b>WE ARE DEPENDABLE</b> When we make a promise, we deliver. If we can't be sure we can deliver, we don't make any promises! We are reliable and dependable to each other and our members.</p>	<p>I am delighted to report my achievements in my first 6 months in office and I look forward to greater delivery of my goals in the next 5months, continuously learning through best practices.</p>

# Leilani Courtney Diversity Officer

## What I Said I'd Do

Goal	Achieved/Not Achieved	Comments
To hold at least 2 Liberation forums to monitor & determine how to support liberation societies	Not Achieved	There was an effort to hold liberation form before the Christmas holidays – but it wasn't very well attended. This was partially due to low student engagement and partially due to lack of communication and promotion from me as an officer. Since coming back after Christmas, I had my hand-in period and was required to sit exams for my course, therefore there hasn't been another attempt to hold liberation forum as of yet.
To establish the Afro Caribbean society as requested on the Guild Website	Achieved	I'm really happy to say after meeting HE students Jade and Zeal, that I successfully established the Afro Caribbean society at UCB. There were talks about re-establishing the BLM society as well but decided that the ACS would be able to run campaigns of that nature. I supported them with their first ACS meet up in the HE lounge and were planning to help them with their first big event (the ACS Gala) which they decided not to go ahead with. I try and keep in regular contact with the ACS to ensure that the society leaders are supported but due to lack of commitment over the last couple of weeks this hasn't always been achieved.
Build community amongst FE students inside and outside of the student spaces	Achieved	One of my priorities before I started this role was to ensure that FE students felt engaged, seen, and heard by UCB Guild of Students. Being a college student myself, and not hearing of the Guild before becoming an officer I knew that this was something that I could help improve. Thorough putting on events or just being interactive within the FE student space I believe that I have achieved and contributed towards building community amongst FE students. This is evident in

		some of the events that students put on themselves such as Connect4 and Blackjack tournaments and even team games of Monopoly. Additionally, more FE students are feeling empowered to start their own societies and become student leaders.
Hold a cultural day	Not Achieved	This has not been achieved as of yet. The vice-president was looking to hold a cultural day before the Christmas holidays, but this was not achieved successfully. She had delegated a lot of the tasks surrounding the event to me but due to commitments around college I wasn't able to undertake and complete them all. However, I feel like in collaboration with the rest of the executive team I can hold a cultural day that will help showcase all the incredibly diverse talent we have at UCB and also give students the opportunity to learn from each other to help move towards an overall engaged and inclusive community here at UCB
Establish at least 3 new liberation societies	Not Achieved (Partially achieved)	This has also not been achieved yet. There have been 2 liberation that have been set up, but I am still pushing to find that 3 <sup>rd</sup> one. This is mainly because I think my commitment to going out and empowering students to take on these roles haven't been the best.
Have monthly catch ups with all of the societies that I lead on & support all liberation societies at UCB	Not Achieved	Again, I don't feel like this has been achieved. Towards the start of the academic year, I feel like I was supporting societies well and holding meetings with student leaders to determine what support they need. However, after being fully immersed in college and coursework I haven't been able to support my societies as well as I should have.
Hold at least 10 events during the Find Your People initiative	Not Achieved	I committed myself to hold at least 10 events during the Find Your People initiative but only held around about 2 or 3. Reflecting on it now, I realise that I may have asked too much of myself which in turn lead to events that could have been put on not running at all. Again, splitting my time between being an officer and attending college has put me under strain recently therefore my engagement with my role hasn't been the best

Attend induction talks with students to engage both HE and FE students	Achieved	Just before Freshers and for a period of time after, I attended quite a few induction talks with both HE & FE students to talk to them about what the guild is and what it can do for them. I think it was very interesting to see that not a lot of students realised that I became an officer within my first year of college and I feel like that empowered a lot of students to get involved with Guild activities and events.
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### What I'm Going to Do in the next Three Months

Goal	Comments
Continue to build community and engagement with not only FE but HE students through events and interaction within the student space	I have enjoyed seeing college students across different courses, in both 1 <sup>st</sup> year and 2 <sup>nd</sup> year, come together and interact with each other – some even sparking brand new friendships. I remember when some first year business students met some second year business students for the first time in the student space and the 2 <sup>nd</sup> years all decided to help the 1 <sup>st</sup> year business students with pieces of their coursework they were struggling with. Seeing these interactions makes me want to continue to build community within the FE and start to look towards building community amongst HE students within the student space. I plan to achieve this by putting on events where student can come and meet each other (mixers & social events) and I also plan on achieving this by being in the student spaces more and interacting with students.
Hold at least 1 liberation forum meeting	I plan to hold at least 1 liberation forum in the next three months in order for me to catch up with all of my liberation society leaders – I also plan to promote this forum a lot better than my last attempt to ensure that the meeting is well attended, and student leaders are able to access all the help they need.
Help contribute towards achieving at least 50% of our 5 big goals & continue to stay committed to my role as an officer and supporting students wherever I can	Now that my exams are over, within this semester I have more time to commit myself to my role as diversity officer. This is a big goal as I am aware that officer engagement in some areas have been very low as of recent, but I feel like if we pull together as an executive team we can definitely start making moves towards achieving our 5 big goals for this year and achieving the best possible outcome for our students.

Put on a cultural day event	In the next 3 months, I plan to hold a cultural day at UCB, which will showcase all the diverse talent we have amongst our UCB students. As the Vice-President had attempted this before Christmas, I have a good idea of how to achieve this successfully.
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### How I've Lived our Values

Goal	Comments
<p><b>WE ARE PROUD</b> We show pride in UCB Guild, who we are and what we do. We value the journey we are on to become one of the best students' unions in the country, and we strive to be the best we can be to get there</p>	<p>When talking and engaging with students inside and outside UCB, I always aim to talk about the work we are doing within the Guild and how it will positively impact our students. I have always been passionate about the change that I can make as an officer and I'm proud and grateful to have this opportunity to support students like me in the best way I can.</p>
<p><b>WE SERVE FOR OUR MISSION</b> Buzzing off student leadership, students will be at the forefront of our thinking and decision making. We love asset based community development and seek to devolve power across our community.</p>	<p>As mentioned before, I feel fortunate to be in this position, in which I can put students at the forefront of whatever change I make. I feel like it's important to consult students on decisions that will affect them in the future. I always aim to empower our student leaders to take control and be the face of the change that they would like to see. I love to hear students' opinions on topics including how to make UCB feel more like a home and what we can do, as an executive team, to make feel a part of an inclusive UCB community and implementing those thoughts within our plans for the year.</p>
<p><b>WE ARE EXCITED</b> Enthusiastic about our long term vision to make the Guild the home of students at UCB, we play an active role in being part of the Guild team.</p>	<p>I am excited to see the long-term vision of the current student movement and the change we can achieve. I believe that the Guild works hard to provide the best for their students, and this will continue into the next academic year. I am also excited to see the impact that UCB Guild will have on students' lives in the coming future.</p>
<p><b>WE ARE KIND AND CARING</b> We show genuine care for ourselves and each other. We are kind and gracious – we have time and space for learning and making mistakes.</p>	<p>Over the last few months, I feel like it has been important to have patience with each other as an officer team and be as understanding and as caring as possible. I have tried my hardest to be there for my fellow officers even when we have had struggles with engagement and communication. It is important that we continue to uplift each other and empower each other to do our best to ensure we achieve our manifesto this year. I</p>



	am kind and caring when interacting with students and making sure that they feel safe, supported, and happy within our UCB campus.
<b>WE ARE DEPENDABLE</b> When we make a promise, we deliver. If we can't be sure we can deliver, we don't make any promises! We are reliable and dependable to each other and our members.	Honestly, I feel like this has been the hardest value to live by as an officer, I have delivered on many promises, but I have also failed to commit to some. Reflecting on it now, I realised that this was not the best approach to have, and going forward, I will aim to be dependable and reliable for my executive team, student leaders, and FE and HE students.

**Caprice Balu Student Communities Officer**

**No Report was Submitted**

# Alice Young **President**

## What I Said I'd Do

Goal	Achieved/Not Achieved	Comments
Have a full organisational plan in place for Reclaim the Night	Not Achieved	<p>I struggled with this. I was putting a lot of work into organising Reclaim the Night on my own. I did work towards it, such as working out a logo, speaking to the council, talking to some students and other student unions about getting involved; however, I could not deliver a complete organisational plan by this time. I have pushed back RTN to May 10th.</p> <p>We do have a committee, and we are meeting weekly. I have had three meetings with different groups of students, specifically around Reclaim the Night and have got a strong buy-in from them; however, only a select few have wanted to help organise it. The students gave great ideas and direction for RTN and wish to host events in the build-up to RTN to build a strong buzz around it and encourage people to come. In the next month, I am hoping this work will be kickstarted with the weekly committee meetings and dedicated events for women throughout freshers and through the Women's Network and placard making.</p>
Deliver vibrant and active Societies Forum and Student Council	Achieved	<p>There was vibrant and active participation in the society's forum, which I chaired. I felt we could build a welcoming environment that helped all societies voice their opinions and make decisions as a collective. We got some excellent feedback from our society leaders, but we could have even more participation in the society's forum next time. However, we are going to reach out to society leads to find out better ways for us to communicate.</p> <p>The student council was postponed; however, I am actively speaking to students about student council and encouraging them to come; therefore, I am hoping when we have a student council, we will have a great turnout.</p>
Ran a series of focus groups to ask students what a Guild home is	Not Achieved	<p>I wasn't sure whether focus groups were the best way to ask these questions as I didn't think it would give us a wide range of students attending but instead, the only highly engaged student who is open to giving us their opinion would attend. I</p>

		recognise the importance of the feedback from those students; however, I wanted to try and reach students who would not typically give us their opinions. To get a mixture of highly engaged students and not engaged students, I got feedback on this from the society forum and GOATing. Although I got the feedback I was looking for; I used a different method; therefore, I have marked this as 'Not Achieved'.
Ensure 100% of Find Your People events have been attended by a Guild Officer	Not Achieved	<p>The effort with this was overall poor, and I am disappointed. I was keen to get officers at all events, even if it was just a 15-minute check-in, as it was important to me that we start building community and getting to know our students. I put on/attended 27 events. These included RU Paul watch parties, Women Network meetups, movie nights, society start-up events, study sessions etc. I believe Blessing put on/attended roughly 30 events like yoga, tips on talking with deaf people, wild cat documentaries, wellness talks and more. Both Leilani and Caprice participated in a handful of events.</p> <p>There are a couple of reasons we did not achieve this, such as we didn't actively seek what events were on and what events societies were running. Having minimal buy-in and engagement from volunteer officers made this problematic as this meant the goal depended entirely on myself and Blessing. This meant if Blessing and I were in a meeting together, we would fail. We also struggled with balancing this and attending other things such as University/College meetings, helping students with complaints, disciplinaries etc.</p>
Have a catch up every month with the leaders of societies I'm leading on	Not Achieved	The societies I am officer lead for, with student leads, are Creative Arts Soc, First Love Soc, Drama Soc, Musical Theatre Soc and Physio Soc. I reached out to meet all these societies however I now recognise this is difficult to do every month as students have other commitments and are unable to meet monthly. At the start of the year, this target was set to help society leaders' development. Moving forward, I am going to work with my society leaders on finding something more suitable for them.
Have UCB on board with our NSS work and the recommendations from the report	Not Achieved	I got Alice Wilby key University/College staff on board with this work through committee updates such as academic board, student standards and services, and informal chats about the work we were doing around this and what we were hoping to achieve. To do this work, our data and insight analyst needed sensitive data from

		the University/College to be able to complete our Shadow NSS analysis to then be able to come up with recommendations. This was not included in our data sharing agreement; therefore, a new one had to be agreed upon and signed. This pushed the work back as it took a bit of time to get the latest agreement and then receive the necessary data.
Complete a series of induction talks	Achieved	The staff team set up a series of induction talks for us to go to. I then organised between myself and the officer team, who would attend. Between myself, Blessing and Leilani, we were able to complete them. I believe these are beneficial for new students to understand what the Guild is, how we can support them, how they can get involved and shape what we do.
Report three times on the Guild's manifesto outcomes to membership, and produce three reports to University Senior Management on the Guild's progress on the annual plan	Not Achieved	I reported once on the Guild Manifesto outcomes to the membership. At the beginning of the 90-day plans, there was not much work or movement on the manifesto, so I didn't think it warranted reporting. On reflection, I now recognise the importance of reporting to our members even when things are not happening or going wrong. I did, however, produce four comprehensive updates for the University/College Senior Management that reflected the annual plan. They were well received. On reflection, I recognised reporting on the annual plan and what we were achieving in the Guild was easier as it was work that we were doing as a collective rather than something the officers owned. We have had a constant struggle with officer dynamic and commitment, which has made it difficult to achieve against our manifesto.

### What I'm Going to Do in the next Three Months

Goal	Comments
Prevent Sexual Harassment and Violence	Over the next three months, I will run a pilot of the consent training and then implement this within HE, have a complete organisational plan for Reclaim the Night, and implement a zero-tolerance policy in the University/College as well as having a commitment to end NDA's around harassment and sexual misconduct.
OKR's in Place for the Officer Team	We have switched to a new way of working on trying and making us more efficient, Objectives and Key Results. We have been attempting to agree on our team OKR's twice now. However, the first time, we went down the wrong direction, and the second time officer dynamic and commitment got in the way



	of having the meeting. This is important to our work; therefore, I am planning a day with the team to try and fix our dynamic and then hopefully, this will help us come up and commit to officer OKR's.
50% of the Manifesto complete	This is quite ambitious given where we are as an officer team currently, with one of our big problems being commitment. However, I think this is possible if we can come together and work as a team to achieve this. To move this forward, I will also ensure we have Key Results under each of our 'Big Goals' to ensure they are achievable. It would be great to get a steer from the student council on this and if there were anything, they would like to see specifically.
Have an agreed budget with the University	Within the next three months, I will present our draft budget proposal and rationale to key stakeholders at the University/College. This is crucial for the growth and development of the Guild.
Get at least 40 students to London for NUS Student Strike	On March 2nd, we are joining a student strike that NUS is putting on, on March 2nd. This is a chance for us to come together and lobby the government for national change. We are asking for <u>Fully funded</u> : higher and further education to be supported by governments - free at the point of use for students - with good pay, pensions, and conditions for staff across education and beyond. <u>Accessible</u> : creating safe and inclusive spaces – built for students here and now - and uprooting disablism in our education <u>Lifelong</u> : there to support us from the cradle to the grave - think less restrictive, more fluid & flexible <u>Democratised</u> : giving students more power and agency over their own learning
Better food provisions on campus	I have already started work on this. Before Christmas, we did GOATing, where we asked students their opinions of the food provisions on campus. We had a good response with lots of feedback. I have created a draft paper on which I have got feedback. From this, I need to adjust the paper, come up with some suggestions and present this to UCB to ask them to implement our recommendations from your feedback. Although the food on campus may be a small part of University/College life, it is a crucial one as it impacts students' wellbeing.

### How I've Lived our Values

Goal	Comments
<b>WE ARE PROUD</b> We show pride in UCB Guild, who we are and what we do. We value the journey we are on to become one of the best students' unions in the	I am proud to stand up and tell people I am from UCB Guild of Students. I sometimes feel UCB doesn't believe in their ability and can sometimes underrate our students; however, I truly believe our students are incredible and can-do amazing things. We may be a small union; however, we have a powerful voice, and I feel we do contribute to improving

<p>country, and we strive to be the best we can be to get there</p>	<p>students' lives. We have fantastic student voice engagement, which some places struggle with; however, our students are always open to providing their thoughts. We help students build friends and integrate into the different pockets of community at UCB, which I think is incredible, but not only that, we are there as a helping hand when things do not go as students initially planned. We support so many students through complaints, appeals, disciplinarys and extenuating circumstances, and therefore I am proud to be part of UCB Guild.</p>
<p><b>WE SERVE FOR OUR MISSION</b> Buzzing off student leadership, students will be at the forefront of our thinking and decision making. We love asset-based community development and seek to devolve power across our community.</p>	<p>I love meeting with students and getting students opinions. Our students are opinionated and consistently wants to improve life on campus and beyond for themselves and other students. I love being able to empower and support students to be leaders. Although I love this and appreciate how important it is to devolve power across our community, I struggle to live this value. I like things to be perfect, so I struggle to let go. I have also struggled with the difference between devolving power and delegating tasks. I am aware this is a struggle; therefore, I am actively working on this.</p>
<p><b>WE ARE EXCITED</b> Enthusiastic about our long-term vision to make the Guild the home of students at UCB, we play an active role in being part of the Guild team.</p>	<p>I am excited and enthusiastic about our long-term vision. I think the Guild is in an exciting place where we are growing, but not for growth's sake. I feel the Guild really will be recognised as one of the best students' unions in the country, and I know the work I do now will impact that. I believe I play an active role within the Guild; however, I recognise that the officer team does not. There has been a breakdown in relationships across the Guild, which has made being part of the overall Guild team a struggle. I love to be with the team, and I turn up to all the social stuff we do as a Guild as I am committed to my team and building our relationships. However, I do recognise this is not always easy due to the relationship breakdown between the officer team on our own and the officer team and the staff team. I need to put more into living this value and ensuring our team as a collective is living this value.</p>
<p><b>WE ARE KIND AND CARING</b> We show genuine care for ourselves and each other. We are kind and gracious – we have time and space for learning and making mistakes.</p>	<p>I feel I am kind and caring, not only to my team but also to our students. I am always willing to get stuck in and help. I empathise with students when they come to me with their problems, and I do all I can to help them get things sorted and get things in place to support them. I haven't always been gracious and given time and space for learning and mistakes in the past. As I said above, I am a perfectionist and want things to be done correctly, so when someone makes a mistake, I analyse the mistake and hold them accountable, which does not reflect this value. I have, however, reflected on this and started trying to live this part of a value a bit more. I believe I have been doing better with this on returning from Christmas.</p>

**WE ARE DEPENDABLE** When we make a promise, we deliver. If we can't be sure we can deliver, we don't make any promises! We are reliable and dependable to each other and our members.

I want to say I am dependable. When I tell someone, I will do something; I do all I can to deliver and rarely don't. In my report above, there is a lot I haven't achieved and a lot my officer team haven't completed. Since Christmas, there have been more induction talks, and a couple of them haven't been attended due to miscommunications which I can imagine was frustrating for lecturers and has reflected poorly on us. However, I do feel I can reflect on what has gone well and what hasn't gone so well to continue to improve and become more dependable, especially to our students.

# Guild Executive Meetings

The Guild host Executive Meetings each week, where the Officers make decisions collectively. This includes decisions on new society proposals, finances, and Guild priorities.

This document outlines the Executive Team Meeting Attendance for 2021/22.

## February 2022

- 3rd February - **cancelled**; AY and LC in attendance; apologies from BO; absent CB

## January 2022

- 27th January - **cancelled**; LC in attendance; apologies from AY and BO; absent CB
- 20th January - **cancelled**; apologies from AY, BO and LC; absent CB
- 13th January - AY, BO and CB in attendance; apologies from LC
- 6th January - **cancelled**; AY and LC in attendance; apologies from BO; absent CB.

## December 2021

- 16th December – AY, BO and CB in attendance; apologies from LC
- 9th December – AY, BO and CB in attendance; apologies from LC
- 2nd December - AY, BO and LC in attendance; absent CB

## November 2021

- 25th November - **cancelled**
- 18th November - **cancelled**
- 11th November - **cancelled**
- 4th November - **cancelled**

## October 2021

- 28th October – AY, BO and LC in attendance; absent CB
- 21st October - all officers present
- 14th October - **cancelled**
- 8th October - **cancelled**

## September 2021

- 22nd September - all officers present

# Student Ideas

Students can submit ideas via the Guild Website and when in contact with Guild Officers or Guild Staff. The Executive are responsible for ensuring these are actioned, signposted, and supported appropriately.

In 2021/22, 51 Ideas have been submitted to the Guild.

7 of these are marked as complete. This means that the idea has been approved and is up and running.

1 of these is marked as rejected.

29 of these are marked as in progress.

14 of these have not been actioned.