

OPEN UNIVERSITY STUDENTS ASSOCIATION

Central Executive Committee

25 – 27 January 2019

DEVELOPMENT OF STUDENT ASSOCIATION CULTURE

The CEC is asked to:-

- i) **note** the details of this report

1. At a recent meeting of the Board of Trustees, members agreed that funds should be made available to commission an external review of the Association's culture and current working practices to result in a report of recommendations for change as expressed in Strategic Aim E12 as follows:

"To develop our organisational culture to provide a welcoming, engaging and supportive environment for everyone with a positive, forward looking and professional image."
2. A Working Group has now been formed to be led by the Deputy President, Steph Stubbins in conjunction with the Deputy Chief Executive, Wendy Burrell, with assistance from Cherry Day, Vice President Equality and Diversity, Sarah Jones, Faculty Association Rep for WELS, Kirsty Lamb, Student Trustee and Verity Robinson Head of Student Support. The Group will be scoping out this piece of work and obtaining quotes from appropriate providers with a view to presenting a full business case to Trustees in order to secure sufficient funding to undertake this piece of work.
3. The Group will also be responsible for progressing and monitoring a number of other pieces of related work following further discussions by Trustees around some recent challenges faced by staff members. These are:
 - a. The development of a team of staff mental health champions
 - b. Mental health first aid training for relevant staff members
 - c. The development of guidelines for staff and relevant student representatives on how to deal with challenging situations related to mental ill health.

- d. Introduction of facilitation interviews for all volunteers and elected post holders for those indicating that they have additional needs in whatever capacity.
 - e. A review of the Volunteer Policy and Volunteering Agreement and to include the new fitness to volunteer guidelines.
 - f. A review of the Anti-Bullying policy.
 - g. A further review of the current Disciplinary and Complaint Procedure.
 - h. The development of Codes of Conduct for Board of Trustee members and Central Executive Committee Members.
4. The Working Group will be reporting on progress of these workstreams to the Board of Trustees and the CEC at regular intervals as this work develops.

Steph Stubbins
Deputy President

Wendy Burrell
Deputy Chief Executive