

OPEN UNIVERSITY STUDENTS ASSOCIATION

Central Executive Committee
25 September - 6 October 2020

CULTURE CHANGE PROJECT

The CEC is asked to:-

- i) **note** this update from the Culture Change Steering Group.

1. Following the recommendations received from the Culture Review delivered to CEC and BoT members earlier in the year, the Culture Review Working Group reformed and refreshed and going forward will be known as the Culture Change Steering Group. This Group will oversee the implementation of the agreed recommendations with a Governance Review and a 'One Team' plan of action noted as priorities. Members of the Steering Group are named as authors of this report.
2. At an initial meeting in August, the Group discussed its aims, priority projects and some early actions. Revised terms of reference were agreed and are appended to this report for information. This document sets out the objectives of the Steering Group for the coming 12 months, its mode of operation and describes a number of culture development projects which have been incorporated into the strategic projects' portfolio.
3. At the time of writing, an Invitation to Tender for Governance Review document is nearing completion. This document provides an overview of our existing governance structure and outlines the expected scope of the project and the requirements of the review. It will be circulated to an identified longlist of charity consultants as soon as the document is ready for despatch. The selection process will be in two stages. Initially, a written submission will be required; based on the submissions, a small panel of student representatives, trustees and staff will select a short list of applicants who will be invited to an online interview to deliver a presentation and answer a number of questions. These processes will inform the final decision about which service provider is engaged to carry out the Governance Review of the Students Association.

4. The Steering Group discussed 'One Team' initiatives at length. It was noted that a good basis for 'one team' work is the opportunity to build close social and working relationships and on this basis, there was agreement that future CEC meetings should provide plentiful opportunities to socialise and network for student representatives and staff. There was further agreement that an outside facilitator would be an essential starting point to initiate early work around 'one team' ways of working and the President and Deputy Chief Executive are leading an exercise to source a suitable provider. Other discussion focused on Central Committee Representatives and the important role that they have to play in 'One Team' working and a number of ideas and initiatives were mooted for further follow up.
5. A priority piece of work will be the devising of a protocol that sets out expectations and accepted ways of working for student reps and staff and draft ideas are currently under discussion and will be brought to the CEC for their input in due course.

Sarah Jones, President

Ian Cheyne, Deputy President

Patrice Belton, Vice President Equality, Diversity and Inclusion

Matt Porterfield, Vice President Administration

Kirsty Lamb, Central Committee Representative

Billy Docherty, Central Committee Representative

Marli Smith, Central Committee Representative

Gabby Cull, Executive Support and Staff Welfare Assistant

Verity Robinson, Head of Student Support

Wendy Burrell, Deputy Chief Executive (Students and Staff Engagement)

Leanne Quainton, Head of Executive Support and Staff Welfare

Myles Smith-Thompson, Projects Officer, Student Support