

Title:	The Spirit of Accountability	Date of Summit:	16/05/24
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Union Notes:

The accountability of the Executive Committee (Officers and Faculty Reps) as elected representatives currently sits solely within the remit of the Student Members Meeting (currently known at Student Summit). Reviewing the minutes of these meetings it is evident that students are rarely utilising this opportunity to question or critique the work of the Executive Committee and the impact of their campaigns and other activities. [Minutes \(angliastudent.com\)](https://angliastudent.com)
The process for any formal accountability is unclear and unutilized.

Purpose of Policy: This policy aims to improve the accountability and impact of elected Officers and Faculty Reps.

Union Believes:

This policy aims to enhance the accountability and effectiveness of the Executive Committee. It seeks to ensure they represent student issues effectively in various settings and interact with students beyond just election times. The policy aims to support Executive Committee members in the creation of sensible campaigns with clear short-term and long-term objectives. Additionally, it focuses enhancing the overall reputation of the Students' Union as a credible representative body—by monitoring the progress and achievements of the Executive Committee to demonstrate tangible results.

- **Enhancing Accountability:** Ensure Executive Committee members are accountable for their roles and responsibilities.
- **Effective Representation:** Promote active and effective representation of student issues in various forums and meetings.
- **Regular Interaction:** Encourage officers to interact with students more frequently, not just during elections.
- **Sensible Campaigning:** Develop campaigns that are practical and goal-oriented, with both immediate and future benefits.
- **Reb Building Trust:** Enhance the confidence of faculty, staff, university management, and students in the effectiveness of the Executive Committee ~~student officers.~~
- **Tracking Progress:** Implement a system to monitor and report the progress and achievements of the Executive Committee ~~both officers and students.~~
- **Boosting Reputation:** Increase the reputation of the Students' Union as an effective representative body for students.

Union Resolves:

Enhanced Student Governance Executive Committee Accountability System

Introduction of an Impact Marker System:

In an effort to enhance the accountability and effectiveness of the Executive Committee ~~student governance~~, a comprehensive accountability system known as the 'Impact Marker' will be established. This system is designed to empower students to actively participate in the evaluation of their elected representatives through a structured ~~rating~~ review and feedback mechanism. By integrating ~~monthly ratings~~, monthly reporting, detailed qualitative feedback, and regular public disclosures of campaign performance, the system aims to ensure that student officers are not only responsive to their constituents but are also

continually improving in their roles.. This initiative represents a significant step forward in fostering a transparent, engaging, and dynamically improving student representation environment.

Student members meetings / summit

Meetings Must be held in the trimester bases, There must be a backup plan or event which should act as on in case of any unfortunate situation

Transparency and Communication:

Mandate officers to regularly update students on their work via social media and other communication channels to enhance transparency.

Feedback Mechanism:

Establish a structured feedback mechanism that allows students to review and provide ~~both ratings and~~ qualitative feedback on specific aspects of each campaign and officer performance, such as through comment sections or targeted surveys.

Trimesterly Reviews:

To foster ongoing development and ensure accountability within the Students' Union, trimesterly reviews will be orchestrated by senior SU staff, taking the form of mentorship sessions where detailed feedback and subsequent actions are collaboratively explored. These reviews will pivot around clearly defined, objective markers such as attendance at committee meetings, engagement in raising pertinent issues, and participation in relevant training, steering clear of subjective judgments. Scheduled to occur every three months, this comprehensive review process begins with the meticulous collection of these markers, complemented by qualitative insights from student feedback. Each review culminates in a 60 to 90-minute discussion where this data is critically analyzed, performance benchmarks are evaluated, and personalized, actionable goals are formulated. The process is designed to be dynamic, with regular monthly check-ins to assess progress and adapt strategies as necessary. This ensures that officers are not only aligned with the organization's strategic objectives but are also responsive to the evolving needs of the student body. Additionally, an annual review of the entire process is conducted to foster continuous improvement, keeping the system flexible and responsive to new insights and organizational shifts.

Document of Action:

Require officers to produce a document post-review that outlines reflections and improvement plans.

Publish detailed reports on the outcomes of the rating system and the actions taken in response, including changes made based on feedback, the impact of those changes, and overall trends in officer performance

Refine evaluation with inclusive monthly feedback.

To improve our evaluation process, we must include important stakeholders—Faculty Representatives, Vice Presidents, and the President—in monthly feedback sessions as equals. This inclusive approach will ensure that diverse opinions are considered, resulting in a transparent and accountable academic climate. By actively involving leadership in these talks, we foster a culture of continuous improvement, better matching our instructional objectives with the needs of the entire community.

Ongoing Monitoring and Adjustment:

Regularly review and adjust the Impact Marker system based on its effectiveness and feedback received about the system from students and staff, ensuring it remains relevant and effective.

Policy Summary:

This policy introduces the "Impact Marker System" to foster transparency and accountability for the Executive Committee. Students will provide monthly evaluations and feedback on the effectiveness of campaigns run by Faculty Reps and Officers. Trimesterly interaction events (such as Student Summit) will allow Executive Committee members to discuss their progress and directly engage with the student body. A structured feedback mechanism, , ensures honest and comprehensive feedback. The system's effectiveness will be continuously monitored, with adjustments made based on student and staff input, ensuring it remains relevant and effective. This policy aims to enhance the overall trust and effectiveness of student representation through rigorous assessment and open communication.

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