SUMB/P/22/xx

Queen’s Students’ Union

Strategic Plan

2020-2025

Annual Delivery Plan

(August 2022 – July 2023)

THEME 1: Mental Health and Wellbeing

 *We’ll prioritise student mental health and general welfare*

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| **WHAT WE WILL DO** | **WHAT IS SUCCESS BY 2025?** | **ACTIONS FOR 2022/23** | **DATE** | **LEAD RESPONSIBILITY** |
| * Tackle issues affecting student mental health at Queen’s. * Break the stigma around Sexual Health, supported by a free Sexual Health Clinic facility * Provide responsive, appropriate and accessible support and advice to students | * The SU will have built effective and collaborative partnerships with key stakeholders to ensure the student voice is heard on mental health issues and that services are co-produced/informed by student need | * Identify and engage with a number of key stakeholders across 2022-23 including internal Queen’s departments, key statutory agencies and political representatives. * Establish a student mental health action group to inform the ongoing work in the SU and University. * Engage with other relevant QUB departments (e.g. SGC, SWS, Q Sport, Accommodation) to work collaboratively on student mental health & wellbeing events, activities, and engagement strategies. This will include incorporating OMNI 2022 findings and feedback from the action group to ensure that the actions progressed are relevant and match students’ needs. | * July 23 * July 23 * July 23 | * SU President / SMH&WB Co. * SU President / SMH&WB Co. * SMH&WB Co. / All SU depts. |
| * The number of students accessing SU support services will have increased year on year | * Enhanced promotion of SU services across the student body, supported by an annual marketing and communications plan with an increased focus on digital communications. * Employ new and support existing engagement and signposting strategies throughout the year using a mix of methods to bolster student participation across SU activities. This will include trialing some creative ways to share information to students, with methods evaluated using dynamic QR codes. * Work with and support existing societies and student-led initiatives that focus on wellbeing and engagement. | * Ongoing * Ongoing * July 23 | * Marketing Manager/ Line Managers of each department/ SMH&WB Co. * Student Officers / SMH&W Co. * SMH&WB Co. |
| * We will have a satisfaction rating of 80% for our independent advice service (SU Advice). * SU Advice will advise approximately 2,000 students * Resources permitting SUA will assist Sabbatical Officers in delivery of the plan of work. * Resources permitting SUA will contribute to the SU mental health strategy | * Satisfaction assessed via the annual SU survey and the SU Advice feedback forms. * SU Advice to support at least 2,000 students in the 2022-23 Academic Year. * Carry out the qualitative analysis of 2022 OMNI survey * Roll out Blackbullion (a digital financial education tool for HE students) as part of the OMNI campaign. * Work in conjunction with Papyrus to provide resources for students around suicide prevention. | * July 2023 * July 2023 * Dec 2023 * Ongoing * Ongoing | * SU Advice Manager * SU Advice Manager      * SU Advice Manager * Student Adviser * SU Advice Manager |
| * The Students’ Union and University will have fully embedded a Mental Health and Wellbeing Framework for staff and students across the Institution and will have achieved *The Universities Mental Health Charter*accreditation | * Delivery of the new SU Mental Health and Wellbeing Action Plan/Strategy, implementing a new staffing structure as approved by the University. * The SU to be involved in Working Groups and Sub-groups (such as #QUBeWell) ensuring that the Framework is implemented across 2022-23 and beyond. * The SU to play a lead role on implementing the Framework from a student perspective, developing on the work carried out as part of the OMNI movement. * Work closely with each SU department to progress the action plan and to provide regular updates at the all-staff meeting and the SU staff forum. | * Ongoing * July 23 * July 23 * July 23 | * SMH&WB Co. * SU President/SU Director/ SMH&WB Co. * SU President / SU Director / SMH&WB Co. * SMH&WB Co./Rep. from each Dept. |
| * We will have embedded student welfare within our structure, responding to the changing needs of students over the course of this plan | * The OMNI 2022 findings analysed and a report produced. The report will be disseminated widely through a digital launch and in-person promotion. The findings from OMNI 2022 will inform initiatives in 22-23. SU initiatives that are developed based on the OMNI findings will have a clear marketing message to show how the SU is responding to the findings. * The SU to continue leading on an Institution wide student mental health campaign, further developing the OMNI movement, through engagement with students and experts, identifying key mental health challenges and actioning responses. * Student mental health and welfare to be recognised as the no. 1 priority across all SU departments and will be included as an agenda item at EMC meetings, SU Management Board meetings and SU staff meetings. * The SU to participate in the Student Minds (UK’s student Mental Health Charity) SU programme which is aimed at supporting SU staff and student officers to make mental health an organisation-wide priority, bringing SU’s together to build a peer network. The SU will deliver a presentation at a network event to share progress. * Fully launch Blackbullion, a digital financial education tool, to support students’ financial skills. This will be promoted widely across campus and among internal departments and service areas. The SU will promote Blackbullion digitally and in-person, including promoting student engagement in Blackbullion’s competitions and events throughout the year. * The SU will deliver a series of Student Minds “Look after your mate” peer support training in both semester one and semester two. Initially, the main groups targeted will be sabbatical officers and student volunteers such as C&S committee members, Academic Reps, Student Council etc. The training will include core information on signposting, both internally and externally. This training will also be delivered to Residential Assistants in accommodation who support a large number of students who reside in QUB Halls. * Explore new ways to disseminate mental health and wellbeing support available to students (signposting) to raise awareness among different student groups. This will also include exploring how to better equip University staff with the knowledge and skills to support students. * The SU will engage with core mental health awareness days/weeks, such as World Mental Health Day and Mental Health awareness week running events for QUB students. * The SU will work with Wellbeing and Papyrus to provide suicide prevention sessions for students and staff. | * July 23 * Ongoing * Ongoing * Ongoing * July 23 * July 23 * July 23 * July 23 * July 23 | * SU President / Marketing Mgr / SMH&WB Co. * SU President / SU   Director / SMH&WB Co.   * SMH&WB Co./All line managers/SU President. * SMH&WB Co. * SMH&WB Co. / SU Advice * SMH&WB Co. / Reps across the SU * SMH&WB Co. / SU VP Campaigns & Engagement * SMH&WB Co. / SU President / SU VP Campaigns & Engagement * SMH&WB Co. |
| * All our student facing staff and sabbatical officers will be trained in Mental Health awareness, ensuring they are confident to offer first response support to students and to signpost to relevant departments or agencies | * Explore interests and needs for mental health training for all SU staff and sabbatical officers, expanding on the training offered in 2021-22. * Deliver specific training on internal support available for students to all SU staff and sabbatical officers. | * July 23 * Jan 23 | * SMH&WB Co. * SMH&WB Co. |
| * We will have established and implemented a volunteering initiative to empower students concerned about their mental health. 70% of participants will report a positive impact on their mental health | • Recruit a Social Prescribing Link Worker to implement and lead on a social prescribing to volunteering initiative for students presenting with mental health concerns. | * July 23 | * Volunteer SU Manager/SMH&WB Co. |
| * We will have a dedicated Sexual Health facility in the new Student Centre and Students’ Union, providing free 1-1 advice and sexual health testing | * Relaunch of the in person GUM services via a dedicated clinic in the new SU at One Elmwood. * Review opportunities to extend operational hours and additional services. Continue discussions with the Trust regarding longer term funding to facilitate a full GUM service in the new Student Centre. * Continue to explore ways to engage in positive sexual health promotion moving from a sole focus on the absence of disease to exploring sexual and relationship wellbeing. In addition, core sexual health agencies and relevant internal departments will be engaged in the Volunteering and Wellbeing fair to promote sexual wellbeing. | * Ongoing * Ongoing * July 23 | * SU President / SU Director * SU Director / VP Welfare / Operations & Events Manager * SMH&WB Co. |
| * As a result of our lobbying efforts, a more robust and accountable system will be in place to check that letting agents and landlords are letting properties to a required standard to students | * Lobby for the creation of a multi-agency and stakeholder group to be established to address student accommodation issues. * Series of policy options to be identified and developed for presentation to relevant government departments, agencies / statutory bodies. * Accommodation to be a key lobbying point for QSU in 2023 local government elections. | * May 23 | * SU President / VP Welfare / Policy and Engagement Manager |
| * Our members will feel the difference we’ve had on their wellbeing and health, measured via our annual student survey | * The 2022-23 annual SU survey will include a question on this statement | * June 23 | * Marketing Manager |

THEME 2: Student Voice

 *Ensure the student voice drives our Union*

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| **WHAT WE WILL DO** | **WHAT IS SUCCESS BY 2025?** | **ACTIONS FOR 2022/23** | **DATE** | **LEAD RESPONSIBILITY** |
| * Enhance the educational experience * Improve democratic structures to be more relevant and representative | * Our programme of student academic representation will be consistent with best practice across the sector and we will fully implement the student academic representation code of practice | * Outcomes of Academic Representation Review continue to be implemented on a phased basis. * Utilisation of Integrated Management System to for online election portal and Academic Representation Hub. * Core Academic Rep training revised, to support mixed-mode delivery (in-person and online resources). * Deliver a “Rep of the Month” award scheme to highlight and showcase good partnership practice and effective representational outcomes. * Recruit an additional full-time staff resource to support Student Voice delivery. | * May 23 * May 23 * Oct 22 * Nov 22 * Dec 22 | * VP Education / Postgraduate / Student Voice * Policy and Engagement Manager * Policy and Engagement Manager * Policy and Engagement Manager * Policy and Engagement Manager |
| * Students will be empowered at every level to meaningfully shape and co-create their curricula | * School Reps / Faculty Reps coordinating activity in their Schools / Faculties on curriculum development and review, by taking a partnership-based approach. * Engage in at least one targeted education / quality assurance project, with delivery to be supported by a student intern. * Provide targeted support to student representatives in Schools with the least performing NSS results. * Introduce new UG/PGR/PGT Faculty Rep roles for greater student leadership at a Faculty-level. | * May 23 * May 23 * May 23 * Oct 22 | * VP Education / Postgraduate / Student Voice * Student Voice * Student Voice * Student Voice |
| * An embedded culture of student partnership will be fully supported across the Institution, supported by an effective Student Partnership Framework and an outstanding student representation programme | * Agree the next phase of the Student Partnership Framework, and associated Action Plan with the University. | * Jun 23 | * VP Education / Postgraduate / Policy & Engagement Manager |
| * We will contribute to ensuring the academic year calendar enhances the educational experience and the overall student experience | * In 2022-23, the SU will provide student-focused input into any changes to the academic year calendar and educational delivery relating to the use of digital learning resources (e.g., recorded lectures), hybrid delivery of modules and satisfaction with assessment and feedback amongst students. | * Jun 23 | * VP Education / Postgraduate / Student Voice |
| * The Students’ Union will recruit, train and support over 1,000 student representatives across the Institution every year with improved support structures in place | * Recruitment to continue with a volunteer-based model, with the number of reps in each School re-profiled to match demand. * Recruitment of reps to take place online via the new Integrated Management System. * Core training programme to be available to academic reps, supported by online provision. | * May 23 * May 23 * May 23 | * VP Education / Postgraduate / Student Voice * VP Education / Postgraduate / Student Voice * VP Education / Postgraduate / Student Voice |
| * All SU elected roles will better reflect the membership we serve. Election turnout for Student Officer elections will increase to over 5,500 students per annum, well above the UK average for student elections | * Implement an effective communications and engagement plan to achieve turnout of 4,500 voters in the 2023 Student Officer Elections. * A comprehensive Review of the SU’s democratic structures to be undertaken, with outcomes reported to Council for approval. | * Mar 23 * Apr 23 | * Student Voice / Marketing Dept. * Policy and Engagement Manager |
| * QUBSU will have seen improvement every year between 2020-25 relating to the NSS question which asks students if they agree that the ‘SU effectively represents my academic interests’, with student representation supporting overall improvements in NSS scores across the Institution | * Increased focus on communicating how the SU effectively represents students’ academic interests leading to an increase in the SU score for question 26 of the NSS. | * July 23 | * Student Voice / SU Marketing Dept. |
| * A new on-line platform will be in place across the Institution to allow the SU and the University to better listen and engage with the student voice, making it easier to collect, represent and act upon student feedback, as well as providing an on-line platform for students to contact their representatives | * Integrated Management System features to be developed to enable students to contact their reps and provide feedback to the SU on issues more easily. * Scoping exercise to take place of existing third-party offerings to identify suitable online solutions. | * Nov 22 * May 23 | * Student Voice * Student Voice |
| * Our new website and integrated management system will allow us to better engage with the student body, to gather student views on a range of issues relating to their student experience | * The SU to procure a provider for the design and development of a new website. * Additional Integrated Management System features developed to enable more bespoke and segmented email communication with the student body by Students’ Union departments. * Options to be explored for integrating activity/events data on MSL / Native platforms into existing website. | * April 23 * July 23 * July 23 | * Marketing Manager * Student Voice / Marketing Dept. * Student Voice / Marketing Dept. |
| * Our new building will cater for the needs of diverse student groups and all of our students will find the Union accessible to their needs | * Regularly seek feedback from students on the new Student Centre and Students’ Union, particularly relating to issues of accessibility. | * Ongoing | * SU Director / SU President |
| * Our staff will better reflect the diversity of our student body | * Liaise with People and Culture in relation to recruitment policies and mechanisms with a view to encouraging a more diverse pool of applicants for SU roles. | * Ongoing | * SU Director |
| * The SU will have worked with the Electoral Commission to increase the number of students registering to vote | * Students’ Union to promote election registration to students via social media and all-student emails (Inside SU) * Voter registration campaign to be carried out in advance of Local Government Elections 2023. | * Ongoing * Ongoing | * Student Voice / Marketing Dept. * Student Voice / Marketing Dept. |
| * Queen’s Students’ Union will be seen as a key influencer at Government level, shaping policy on issues which impact students | * Students’ Union to engage with political representatives and government departments / organisations on key campaign priorities. * Focused lobbying of political parties to take place in advance of Local Government Elections 2023. | * Ongoing * May 23 | * SU President / Policy & Engagement Manager * SU President / Policy & Engagement Manager |

THEME 3: Social Hub

 *We’ll be the social hub on campus, providing a community for all students to participate in a wide range of activities*

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| **WHAT WE WILL DO** | **WHAT IS SUCCESS BY 2025?** | **ACTIONS FOR 2022/23** | **DATE** | **LEAD RESPONSIBILITY** |
| * Develop a new outstanding Student Centre and Students’ Union * Enhance the Clubs and Societies Experience * Help our students to have an amazing social life | * We will be based in a new Student Centre and Students’ Union, providing a world class facility for our students, with 85% of students indicating that the Students’ Union has a positive impact on their time at Queen’s | Priorities in 2022-23 will include;   * Student Engagement – The SU to continue to communicate to the student body in addition to new central comms piece on our relocation to the new Centre and to convey the existing and new offerings that are housed in the building. * SU Marketing team to feed into comms led by the University around the new Student Centre & Students’ Union and its opening in Sept 22. * SU Marketing team to work with MRCI to ensure the new building is core to their ongoing recruitment strategy. * Effective planning and transition of all SU services from the decant facilities into the new facility - Sept 2022. * Operational Plans to be developed and implemented in advance of moving into the new facility in July 2022. * The SU to work with the University to plan an official opening of the new building. | * Ongoing * Ongoing * Aug 22 * July 22 * July 22 * Dec 22 | * SU Director, Marketing Manager and SU President * SU Director, SU President and SU representatives / Marketing Manager SU * SU Director / Operations & Events Manager * SU Director and SU Operations Manager * SU Director and SU Operations Manager      * SU Director and SU President |
| * We will have over 5,000 bookings of Students’ Union spaces annually, maximising usage of our spaces and facilities, averaging at a rate of 80% occupancy | * Monitoring of room bookings – monthly booking figures to be produced to monitor use of spaces across the new building. | * Ongoing | * SU Operations and Events Manager |
| * The Students’ Union will have an improved presence across campus, with dedicated ‘SU Information Points’ across key University buildings | * Identify potential information points across campus, working with estates. | * July 23 | * Marketing Manager |
| * We will have worked with the University to provide 24/7 facilities | * Appropriate Ops team to be in place to allow for a 24/7 operation in the new Centre. | * Ongoing | * SU Operations and Events Manager |
| * 50% of our student population will be registered as members of a Club or Society, with over 250 Clubs and Societies operating at Queen’s. Better support mechanisms will be in place for clubs and societies, including increased resources | * Provide prompt, high-quality guidance to C&S members on a daily basis, online and in-person. Also, offer valuable and accurate guidance in areas such as finance, operations, event planning, volunteer management etc.   Encourage and facilitate new Clubs and Societies leading to 220+ active Clubs and Societies by May 2023 and 13,000 memberships by July 2023.   * Review Constitutional process for proposing and ratifying new Clubs and Societies, with an aim to streamline this process, reduce required student workload, and encourage consistency across proposals. * Embed new Societies Development Officer and create annual strategy for Society development. * Expand provision of bookable equipment available to C&S free of charge to support higher quality events and activities. * Delivery of training programme including: general mandatory committee training, collaborative delivery of tailored training and support with Volunteer SU, e.g. event management, social media training. * Updated C&S Handbook to be circulated to all C&S committee members. * SU meeting facilities to continue to be available to any approved Club or Society for use at no cost. * Ensure that the Clubs and Societies Room Booking system is up to date reflecting move to the new SU at One Elmwood. * Proactively support all Clubs and Societies to make the most of new SU spaces, particularly large Societies which were previously SU-based, e.g. CU. * Maximise visibilty of SU rebrand to promote the fact that Clubs and Societies are a core part of the SU, with a variety of valuable resources available to all students interested in Clubs and Socs. | * Ongoing * July 23 * Feb 23 * Dec 22 * Ongoing * May 23 * Sept 22 * Ongoing * Sept 22 * Dec 22 * Ongoing | * Clubs and Societies Manager, Finance Office Manager, Sports Clubs Development Officer (SCDO) & Societies Development Officer (SDO) * Clubs and Societies Manager and VP Campaigns and Engagement * Clubs and Societies Manager, Policy and Engagement Manager * Clubs and Societies Manager, SDO * Clubs and Societies Manager * Clubs and Societies Coordinator / Volunteer SU Manager * Clubs and Societies Manager. * SU Director / SU President. * Clubs and Societies Manager and Events and Operations Manager. * Clubs and Societies Manager, SCDO, SDO. * Clubs and Societies Manager, Marketing team |
| * We will have an active academic related society in every School | * Identify all Schools without an active academic society and coordinate with School Reps, Course Reps and relevant staff to form a student committee. * Support committees through the ratification process to successful SU Council approval. * Run induction training specific to the needs and activities of academic societies. | * May 23 * May 23 * May 23 | * Societies Development Officer (SDO) / VP Education / Academic Representation Assistant * SDO * SDO |
| * The Students’ Union will be providing a more comprehensive and diverse programme of events and entertainments, supported by a new website and digital systems, to better engage the student body | * Relevant training resources to be made available to all departments to support IMS implementation. * Continue to explore the creation of new, and maintain existing, initiatives in the SU with an additional focus on Student Mental Health and Wellbeing and addressing the ‘cost of living’ crises. Some of these events will include: a Volunteering & Wellbeing fair, a Wellbeing Photography Programme, Stress Busters in the library and accommodation sites, Craft workshops highlighting mindfulness, Nutrition workshops/programme that focus on low-cost healthy eating (similar to Eat Well for Less), and habit-changing workshops. As part of support for the cost-of-living crisis, there will be free breakfast for students held on a weekly basis throughout term. Blackbullion will be promoted at these events in addition to highlighting support services available to students and ways to engage in the SU. * Provide guidance to student-led groups in setting up their own wellbeing campaigns/programmes. | * Ongoing * July 23 * July 23 | * Line Managers * Student Officer Team / SMH&WB Co. * Line Managers |
| * Volunteer SU will continue to be seen as an innovator in volunteering, providing a range of fun opportunities which support students in feeling connected | * SU Volunteer team will keep skills and practice up to date through relevant training and development opportunities. SU Volunteer will continue to operate within volunteering best practice and ensure a diverse range of safe and rewarding volunteering opportunities are on offer to students. Volunteer SU will also ensure students are able to access relevant training and guidance to support them on their personal volunteering journey. | * Ongoing | * Volunteer SU Manager, Volunteer SU Support Officer, Volunteer & Community Support Officer |
| * A better resourced and digitally focussed marketing department will be in place, providing effective insights into student engagement | * Digital Content intern recruited in Sept 22 and new full-time post to be recruited in semester one. | * Dec 22 | * Marketing Manager |
| * We will be working closely with Queen’s Sport to support delivery of a comprehensive programme of recreational sport for all students, to complement the programme of competitive sport | * Continue to regularly meet with Queen’s Sport senior management to oversee Club activity at Active, Participation, and Performance level. * SU staff / officers to collaborate with QS on delivery of participation and recreation initiatives including Blues Awards, Boat Race and the Queen’s 5K. * Increase provision of wellbeing / participation targeted activities inc. Yoga and informal recreational sport within the SU (e.g. table tennis / pool). * Provide opportunities for participation-level disability sport, including ‘all-welcome’ taster sessions and explore potential for accessing external funding for specialist equipment. | * Ongoing * July 23 * July 23 * Jan 23 | * Clubs and Societies Manager, Sports Clubs Development Officer (SCDO) * Clubs and Societies Manager, SCDO * SCDO * SCDO |
| * We will continue to provide good value for money across all opportunities and services | * Ensure the provision of value for money food and drink within the Union that is market aligned, as well as exploring opportunities for students to avail of unused food and drink in the Union Shop, as part of the SU’s offering in addressing the ‘cost of living’ crises. | * Ongoing | * SU Director / SU President |

THEME 4: Shaping our students’ future

 *We’ll empower our students to shape their own future in a more sustainable world*

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| **WHAT WE WILL DO** | **WHAT IS SUCCESS BY 2025?** | **ACTIONS FOR 2022/23** | **DATE** | **LEAD RESPONSIBILITY** |
| * Enhance social and employability skills * Help you understand and change the world around you | * 70% of students will agree that the Students’ Union helps make them more employable | * Question to be added to the Annual SU Survey as a baseline to measure throughout lifespan of the strategic plan * SU service areas to communicate the link between participation in their programmes and employability | * July 23 * July 23 | * SU Marketing Manager * All Line Managers |
| * Volunteer SU will be delivering an individually tailored training and advice service to student volunteers at all levels, with 75% of participants agreeing this has impacted positively on skills development | * Deliver the Jump In programme as a mechanism to support student development in relation to personal volunteering journeys. 350 students to participate during 2022-23. * Design and deliver relevant training/advice beneficial to the student volunteers involved in SU and University roles e.g. Student Voice, C&S, peer mentors * 25 developmental activities delivered, including taster sessions, bespoke training, the volunteering and wellbeing fair, and advice/guidance provided for student-led activity. | * July 23 * July 23 * July 23 | * Volunteer SU Manager * Volunteer SU Manager * Volunteer SU Manager |
| * Volunteer SU will be aligned with over 500 Volunteer Involving Organisations and supporting over 3,000 students per annum across a range of volunteering programmes and initiatives | * Volunteer SU will engage with a minimum of 3,200 students in 2022-23. Priorities will include; * Implementation of MSL volunteering module to provide a more student friendly platform for volunteer brokerage * 500 students to register for Prestige Volunteer Awards and 75 awards to be achieved * 80 students to achieve Degree Plus through volunteering * An information session to be designed and delivered for partner Volunteer Involving Organisations to enhance networking and development in the volunteering arena in NI * SU Volunteer to grow their network to being aligned with over 530 Volunteer Involving Organizations. * Creation of a Volunteering Teams Channel for SU and University colleagues who are interested in or facilitating student volunteering, to share information / best practice. * Explore the feasibility of implementing a student-led community fridge to support students with cost of living / wellbeing. * Utilise new building and rebrand to promote and deliver relevant and fun volunteering activity which supports students with skills development and improving wellbeing. | * July 23 | * Volunteer SU Manager |
| * A minimum of 15 Homework Clubs will be supported annually in the Belfast area, with a sustainable funding model in place | * Co-ordinate and support 15 Homework Clubs, supporting 425 local children and young people, with the following targets; * 130 students successfully matched to a Homework Club from 160 applications. * Continue to develop the knowledge and skills of Homework Clubs volunteers through facilitating 4 specialist workshops, with 100 student engagements. * Assess the feasibility and if appropriate Co-ordinate a campus-based activity for Homework Clubs children and young people to contribute in raising their aspirations towards further and higher education. * Facilitate an annual Homework Clubs Co-ordinators Focus Group, enabling the sharing of best practice and development of the initiative. * Conduct 2 mid-semester Co-ordinator check in’s. * Conduct 2 mid-semester Support Check-in’s with Homework Clubs student volunteers, recognising their efforts via volunteer certificates. * Facilitate end of year volunteer focus group to gather feedback on programme. * Organise Volunteer Support and Recognition event. | * July 23 | * Volunteer Support Officer |
| * A minimum of 40 volunteering activities will be facilitated in the local community annually | * Continue to co-ordinate a number of community volunteering projects and initiatives under the umbrella of the ‘Handy Helpers Programme’, responding to community need through one-off student projects:   - 250 students recruited to be a Handy Helper.  - 50 Handy Helpers activities delivered, including:   * 16 community regeneration projects delivered in Wider University Area. * 15 one-off volunteering activities supported. * 5 skills development training sessions delivered. * 1 residential to be delivered covering social/training activity, as well as a follow-up residential action day * Co-ordination and delivery of 12 social/celebration events for students, 2 of which will include residents to promote Handy Helpers and positive community relations. | * July 23 | * Volunteer & Community Support Officer |
| * The Students’ Union will be delivering at least one major programme or initiative every year in the area of ‘Social Justice’ | * Providing opportunities for social justice organisations to connect with students/student activists through volunteering fairs, Jump In workshops and bespoke events. Participants will grow their activist network and gain further insights into campaigning. | * July 23 | * Volunteer SU / Student Voice (Supporting) |
| * We will be training a minimum of 100 student campaigners every year | * Set of online, self-directed campaign training resources to be developed. * Build an online network / hub using MSL for activists to connect, share information and support one another. * Campaign skills workshops to be delivered to campaigners. * Student Voice to act as a consultancy hub for selected student-led campaigns. * Student Voice to recruit a student intern to support student organising and campaigning. * Establish a student campaigns fund to which students can apply to support their own campaigns. | * July 23 | * Policy and Engagement Manager |
| * RAG will be re-vitalised at Queen’s, with better support mechanisms in place from the Students’ Union, with students organising, inspiring and supporting student fundraising for a number of chosen charities | * RAG Chairperson and Committee to be recruited (student intern) to lead RAG activities throughout the following academic year. * RAG to be supported by SU departments to identify fundraising opportunities, manage volunteers, engage students, co-ordinate events and influence key stakeholders. * RAG to utilise new building and rebrand to deliver a variety of fun activities which support fundraising for chosen charities and encourages student engagement. * RAG to successfully re-introduce Freshers Pub Crawl. * RAG to begin to use contactless card reader to collect donations and explore options for a fundraising podium for the new build with University Finance. | * July 23 * July 23 * July 23 * Sept 23 * July 23 | * Volunteer SU Manager * Volunteer SU Manager supported by SU Departments and Student Officers * Volunteer SU Manager / RAG Chair * RAG Chair / Supported by Student Officers & SU Depts. * Volunteer SU Manager / RAG Chair |
| * A minimum of 3,000 students will be engaging with SU Enterprise on an annual basis | * SU Enterprise to engage students through several initiatives, namely:   - 2,000 students to be engaged via lecture shout outs (on-line or in-person).  - 150 business start-up one to ones conducted.  - 500 students to be involved in enterprise activity via entrepreneurial modules.  - Avail of judging opportunities at external events such as Catalyst Inc events and BEA reaching a minimum of 30 students.  - 100 students engaged via Pop-up Enterprise SU.  - 50 applications received for QUB Dragons’ Den.  - 60 applications received for the Innovateher Programme with 25 participants selected to participate.  - 80 applications received for the ‘What’s the Big Idea’ competition.  - Collaborate with QUBIS to deliver the Lean Launchpad programme for UG students and recent graduates.  - Secure a minimum of 15 places for Queen’s students on Belfast Enterprise Academy.  - A minimum of 30 students to be supported in applying to external competitions and external funded programmes and initiatives, achieving success at a local and National level. | * July 23 | * SU Enterprise Manager |
| * 75% of students will agree that being involved in SU Enterprise initiatives has helped them shape their future and enhanced their employability skills | * To be measured via end of programme surveys and the annual SU survey. | * July 23 | * SU Enterprise Manager |
| * SU Enterprise will be supporting a minimum of 20 student entrepreneurs every year to launch and grow their businesses | * 20 student entrepreneurs supported to further develop their business with students progressing to programmes such as *Invent* or the Invest NI *Student to First Sale Programme*. | * June 23 | * SU Enterprise Manager. |
| * The new ‘SU CoWork’ for student start-ups’, as part of the new Students’ Union, will support a minimum of 20 student business start-ups per annum | * Promote, adapt and utilize the new ‘SU CoWork’ space to ensure it meets the needs of student businesses, to include drop in sessions and events. | * July 23 | * SU Enterprise Manager. |
| * Queen’s Students’ Union will be recognised as one of the most entrepreneurial Student Unions in the UK | * Continue to monitor and adapt current provision to ensure SU Enterprise is meeting the needs of Queen’s students. Student success to also be promoted widely across the University and beyond to promote student entrepreneurship. * Work closely with the Graduate School, Research and Enterprise and QUBIS to enhance Student Enterprise across the University. * Consider entering competitions and applying for funding opportunities for SU Enterprise through organisations such as EEUK. | * June 23 | * SU Enterprise Manager |
| * The Students’ Union will provide part-time employment or internship opportunities for over 150 students per annum. The SU and the University will be the first port of call for students looking for supplementary employment and will be a ‘best in class’ student employer in Belfast | * The SU will still recruit a number of casual student staff and student interns. | * Sept 22 | * Line Managers. |
| * 70% of our students will agree that ‘Queen’s Students’ Union proactively develops sustainability practices, activities and ways of working’ | * To be assessed via the Annual SU Survey with a baseline target of 50% of students agreeing to this statement in 2022/23. * Development of a Sustainability plan for the SU based on research and points of action supplied by the 2021-22 SO Campaigns and Engagement. | * June 23 * June 23 | * SU Marketing Manager * Policy and Engagement Manager and SU Director |
| * We will have established a Green Fund to put sustainability ideas into action | * Sustainable funding source to be identified in 2022-23, with a pilot of the fund to be completed in 2022-23. | * July 23 | * Union President / Student Voice |
| * We will have helped the ‘SU Climate Action Group’ successfully implement all aspects of a ‘Green New Deal’ | * Climate Action Group and Student Officers to be supported in implementing initiatives across the 2022-23 year. | * July 23 | * Policy and Engagement Manager |