

## 20/11/2019 LEADERSHIP COMMITTEE REPORTS

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Meeting:	<b>Leadership Committee</b>		
Location:	<b>President's Office</b>		
Date & Time:	<b>Wednesday 25<sup>th</sup> September 2019 at 9am</b>		
<b>Present:</b>			
Francesco Masala	Activities Officer (Chair)		
Ruqia Osman	Education Officer		
Tom Sawko	Sport Officer		
Eve Alcock	President		
<b>In attendance:</b>			
Gregory Noakes	Governance & Executive Support Manager (Secretary)		
Andrew McLaughlin	Chief Executive		
Mandy Wilson-Garner	Deputy Chief Executive		
Tim Stoneman	Postgraduate Students Co-ordinator		
Bryony Hitchcock	Data Insights & E-Marketing Lead		
Amy Young	Engagement & Quality Co-ordinator		
Item			
1.	<b>Apologies for absence</b>		
	<b>Name</b>	<b>Reason</b>	<b>Accepted</b>
	Jiani Zhou	PGT induction talk	Yes
	Alisha Lobo	Illness	Yes
2.	<b>Notice of any other business</b>		
	No items were identified for discussion under any other business.		
3.	<b>Declaration of conflict of interest</b>		
	No committee members declared a conflict of interest in any item on the agenda.		
4.	<b>Minutes of previous Committee meeting</b>		
	The minutes of the previous meeting were approved and signed by the Chair ( <i>See R1 of the Committee reports</i> ).		
4.1.	<b>Matters arising from the previous Committee meeting</b>		
	The Committee received a report on matters arising from the previous meeting ( <i>see R2 of the Committee reports</i> ).		
	The Chief Executive gave a further verbal update regarding Paperclip noting that the Marketing Manager had reviewed the proposed contract. They were concerned that this would negatively impact on commercial income.		
4.2.	<b>Decisions made without a meeting since the last meeting</b>		
	The Committee received a report on decisions taken without a meeting since the last meeting ( <i>See R3 of the Committee reports</i> ).		
5.	<b>Postgraduate Research Experience Survey (PRES)</b>		
	<i>(The Postgraduate Students Co-ordinator joined the meeting at this point)</i>		

	<p>The Committee received a report on PRES (<i>See R4 of the Committee reports</i>) and presentation from the Postgraduate Students Co-ordinator.</p> <p><b>QUESTION:</b> An Officer asked why the response rate was so low for PRES?  <b>ANSWER:</b> The Postgraduate Students Co-ordinator noted they weren't sure and the committee discussed possible reasons why this might be.</p> <p>The Committee discussed the results which they noted could be seen as slightly inconsistent in areas i.e. low satisfaction with supervision given but high satisfaction with supervisor.</p> <p><b>ACTION: The Postgraduate Students Co-ordinator to circulate PDES report to Leadership committee.</b></p> <p><i>(The Postgraduate Students Co-ordinator left the meeting at this point)</i></p>
6.	<p><b>Student Life Pulse (SLP) Benchmarking 2018/19</b></p> <p><i>(The Engagement &amp; Quality Co-ordinator and Data Insights &amp; E-Marketing Lead joined the meeting at this point)</i></p> <p>The Committee received a report on SLP (<i>See R5 of the Committee reports</i>) and presentation from the Engagement &amp; Quality Co-ordinator and Data Insights &amp; E-Marketing Lead.</p> <p><b>QUESTION:</b> An Officer asked how this survey is shared with students?  <b>ANSWER:</b> The Engagement &amp; Quality Co-ordinator explained that this is emailed out to students by Altline.</p> <p>An Officer noted that the way that Altline communicate to students might be tailored towards students more engaged with The SU putting students less engaged with The SU off from completing the survey. The Data Insights &amp; E-Marketing Lead noted that this might be something they could address when this survey is brought in-house.</p> <p>The Committee discussed how issues affecting students in their University life such as poor bus services might impact on these survey results as they might believe The SU can do more.</p> <p><i>(The Data Insights &amp; E-Marketing Lead left the meeting at this point)</i></p>
7.	<p><b>The value of a students' union research</b></p> <p>The Committee received a report on the value of Students' Union research (<i>See R6 of the Committee reports</i>) and presentation from the Engagement &amp; Quality Co-ordinator.</p> <p><b>QUESTION:</b> An Officer asked if this survey gave the option for respondents to respond neutrally?  <b>ANSWER:</b> The Engagement &amp; Quality Co-ordinator confirmed that there was.</p> <p><i>(The Sport Officer and Engagement &amp; Quality Co-ordinator left the meeting at this point)</i></p>
8.	<p><b>SU Strategy update</b></p> <p>The Committee received a report on strategy update (<i>See R4 of the Committee reports</i>).</p>

	<p>The Committee discussed how best to engage students within the development of the next strategy. They agreed that this could be mentioned at the first SUmit meeting with a larger focus in the second meeting.</p> <p><b>QUESTION:</b> An Officer asked what constitutes a ‘meaningful election’?  <b>ANSWER:</b> The Chief Executive explained having more than one student standing for election and cutting down on number of by-elections. The Committee agreed that this should be changed to ‘taking the bureaucracy out of elections’.</p> <p>The Deputy Chief Executive suggested and the Committee agreed that this strategy needs a timeline to set out the priority order for completing areas within the strategy.</p> <p><b>QUESTION:</b> An Officer asked what was meant by bringing all ‘groups under one umbrella’?  <b>ANSWER:</b> The Chief Executive explained this would mean keeping them where they are but having a more streamlined approach to how they operate and are managed.</p>
<p>9.</p>	<p><b>Draft Trustees’ Annual Report</b></p> <p>The committee received a report on the draft Trustees’ Annual Report (<i>See R5 of the committee reports</i>).</p> <p>The Chief Executive noted that there had been a few amendments to the draft Trustees’ Annual Report in response to some suggestions raised by auditors and Rob Clay (Trustee).</p> <p>The committee agreed to recommend the amended draft Trustees’ Annual Report to the Board at their next meeting.</p>
<p>10.</p>	<p><b>Any other business</b></p> <p>No items had been previously identified for discussion.</p>
<p><b>The meeting ended at 10.38am.</b></p>	
<p><b>Item number</b></p>	<p><b>Action</b></p>
<p>5</p>	<p>The Postgraduate Students Co-ordinator to circulate PDES report to Leadership committee.</p>

**LEADERSHIP COMMITTEE – 20 NOVEMBER 2019****REPORT ON ACTIONS ARISING FROM THE PREVIOUS LEADERSHIP COMMITTEE MEETING****PURPOSE**

To inform the committee of the outcome of actions arising from their previous meeting.

**CONTENTS**

Pages 1: Report

**REPORT****1. ACTIONS ARISING FROM THE LAST COMMITTEE MEETING**

1.1. The Postgraduate Students Co-ordinator to circulate PDES report to Leadership committee.

**2. OUTCOME OF ACTIONS ARISING FROM THE LAST COMMITTEE MEETING**

2.1. The Postgraduate Students Co-ordinator has circulated the PDES report to Leadership committee.

**LEADERSHIP COMMITTEE – 25 SEPTEMBER 2019**

**REPORT ON DECISIONS MADE BY THE COMMITTEE WITHOUT A MEETING**

**PURPOSE**

To formally note any decisions that the Committee have made without a meeting since their previous meeting.

**CONTENTS**

Page 1: Report

**REPORT**

1. There have been no decisions made by this committee without a meeting since the previous meeting.

<b>CONTACT:</b>	Gregory Noakes (Governance & Executive Support Manager)	Telephone: 01225 386362 E-Mail: g.d.noakes@bath.ac.uk
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## A - Client brief for project/campaign

<b>Name of project /campaign</b>	<b>Boathouse expansion</b>
<b>Client</b>	<i>Members of Bath University Boat Club</i>
<b>Sponsor</b>	<i>Andrew McLaughlin</i>
<b>Project Manager</b>	<i>Matt Price</i>
<b>Consulted</b>	<i>Members of Minerva Bath Rowing Club (MBRC), SU staff and SU Board of Trustees</i>
<b>Informed</b>	<i>University of Bath, British Rowing, Sport England</i>

### 1. What is the current situation?

*What is going wrong at present? What is the opportunity?*

Each year, a large number of BUBC members drop out because they don't get enough time on the water and lose interest. This is something the club would like to improve on. In order to increase the number of people the club can put on the water, it's boat fleet needs to expand; however, this cannot be done since the boat storage capacity available to BUBC is now full.

To solve this problem, BUBC would like to build new facilities in partnership with MBRC, who own the site at Newbridge.

### 2. What are the campaign/project's three main objectives?

*What is this campaign/activity aiming to achieve?*

- Increase boat and equipment storage capacity
- Improve land training facilities on site
- Improve changing and toilet facilities on site

### 3. How does the project/campaign contribute to The SU's strategic direction?

Rowing is a sport where people form close bonds with those they row with and often make friends for life. By developing BUBC, and improving the rowing experience for everyone, we will be able to give more people the opportunity to make friends, reach their individual performance goals, and develop personal qualities such as resilience, confidence, discipline. BUBC has a close relationship with MBRC, which is a large community sports club and we are it's main contact point with the University as a whole. Building on this relationship will improve the University's image to members of MBRC and beyond.

### 4. Inputs - budget and resources

*What budget/resource (including people) do you have available for this? What additional might you need?*

The cost of this project will be divided between BUBC and MBRC. A key grant will be Sport England's Community Asset Fund, of £150,000, also both clubs are committed to raising £75,000 each, bringing the total to £300,000. BUBC's portion of this could come from a variety of internal fundraising, alumni donations, crowdfunding, and the SU if a top up is needed. The full project will likely come in at more than this, however, the current plan is that the project will be done in

stages. Stage 1 could be covered by this, with Stage 2 being completed through a number of joint grant applications later on.

**5. Outputs - what are we going to do and who will we reach**

*What are the specific things you are going to do to deliver the campaign? Who are the specific participants, decision-makers or customers you want to reach?*

<b>What we do</b>	<b>Who we reach</b>
<i>Increase boat storage capacity, meaning a larger fleet can be supported, and so a wider range of equipment could be available</i>	<i>All members</i>
<i>Land training facilities on site, allowing for more convenient and effective training</i>	<i>All members</i>
<i>Introduction of a social space meaning that rest between sessions is better, and would allow events to be hosted on site</i>	<i>All members</i>
<i>Increase visibility of the club at University and in the rowing community due to facilities development</i>	<i>Prospective students, students at other universities, students at University of Bath who might decide to take up rowing</i>

**6. Specific short, medium and long-term outcomes sought (including how measured/evaluated)**

*How will you know if you are winning/have won? How will you measure this / know when it has been achieved?*

- Short term: reduce stress on equipment storage, reducing wear and tear from overfilling capacity. This can be measured through the amount the club spends on maintenance after completion of facilities, which would be expected to decrease.
- Medium term: the ability to store more boats, and therefore expand our club fleet, and allow members to bring private boats which generates income for the club through racking fees. Measured through increased income through racking fees.
- Long term: Boost BUBC’s status in UK university rowing, through improving performance across novice, intermediate, and championship categories, and develop a happy and dedicated member and alumni base. Measured through number of BUCS points won, BUCS medals, success Henley regattas.

**7. What assumptions are you making?**

*What are you assuming will be in place/be available already?*

Continued support and partnership with MBRC.

Continued club affiliation with the SU with developmental and financial support

Interest from the club’s alumni base, who will be key in raising funds.

Commitment from members of BUBC and MBRC to assist with fundraising.

**8. What external factors need to be considered?**

*What else might impact on what you are wanting to achieve?*

Several surveys need to be done on the site before planning permission can be sought, these should be straightforward, however there is a chance they could raise an issue that would slow the progress of the overall project

Ability of both clubs to receive significant funds through grant applications.

Planning permission to be given by BANES for project to go ahead.

**LEADERSHIP GROUP– 20<sup>TH</sup> NOVEMBER 2019****REPORT ON FINDINGS FROM STUDENT LEADERS PARTICIPATION REPORT DATA FROM 17/18-18/19****PURPOSE**

To update Officers and Senior Management Team on findings from the Student Leader Participation Report Data for 18/19 in comparison to 17/18.

**CONTENTS**

- Page 1: Overview of Student Leader Participation Data
- Page 2: Summary of results
- Page 2: Ideas for consideration
- Appendix 1: Data analysis

**REPORT****1. BACKGROUND**

- 1.1. The scope of this report is to analyse the demographics of the Student Leaders and review areas for attention. Participation data remains an important method used to review the opportunities we offer to students and which students are less engaged.
- 1.2. Participation data was gathered in Jan 2019, before the new election, to show current representation of student leaders for the academic year. The report covers five main areas: Gender, Fee Status, Faculty, Ethnicity and Course Type.
- 1.3. In 18/19 the Students' Union has a total number of 2206 Student Leaders which has increased from 2102 in 17/18. 1047 of these student leaders hold Committee roles which include Chair, Treasurer, Secretary etc, plus all other roles specific to that area, across the following areas: Sports, Societies, Volunteering (VT & RAG) , Diversity & Support, Enterprise & Hall Reps (excluding Exec). This means there were 112 more students holding Committee roles in comparison to 17/18 with a statistic of 935.
- 1.4. 456 individual students held top level Committee roles. This includes the following role: Committee Chair, Treasurer and Secretary.
- 1.5. There were 424 students who held a Sports Committee role in 18/19, these were any Committee role just within the sports area.
- 1.6. 524 students held Society a committee role across all Committee roles within societies with 364 holding Society Committee roles (not including cultural and religious groups).
- 1.7. There were 67 students who held an Exec role during 18/19, which is two less students holding Exec roles than in 17/18. This is across all relevant areas: Academic, Postgraduate, International, Sports, Societies and Volunteering.
- 1.8. 480 Student Leaders within Committee roles attended training in 18/19, increasing from 410 attendees in 17/18.

**2. SUMMARY OF RESULTS**

- 2.1. In 18/19 52% of overall Committee roles were occupied by Males with 48% being Female which corresponds exactly with the current university gender statistics showing figures are representative of the university's population (p1, Fig 1). Whereas Exec positions are opposite, 55% of positions are filled with Females and 45% with Males (p17, Fig 7.1).
- 2.2. Across all areas the biggest percentage of students were 'Home Students'. In overall Committee posts 73% were 'Home' students, which is higher than the overall university demographic. 13% were EU students and 15% Overseas, meaning international students equated to 28% compared to

Universities statistic of 34% meaning international groups are underrepresented in Committee Groups (p2, Fig 1.2).

- 2.3. 66% of Exec students are 'Home' students with 16% EU students making up the smallest part of Exec roles, compared to the University statistic of 12%. In the Exec Committee international students make up 40% which is a lot higher than University statistics, meaning they are not representative of the student population (p15, Fig 6.2).
- 2.4. 34% of all Committee members are from the Faculty of Science and 31% are from the Faculty of Humanities and Social Sciences. The University statistics for Faculty of Science (29%) confirms that the Committee members regarding this faculty are not representative of the student population (p2, Fig1.3). There are more science based departmental societies than the other faculties, although it may not make a significant impact it could be something to consider.
- 2.5. Most Exec members are from the Faculty of Humanities and Social Sciences (31%) followed by the Faculty of Science (30%) this also relates to above (2.4) (p15, Fig 6.3)
- 2.6. 10% of Committee members came from School of Management (SOM), which is slightly under representative of the university student population (14%). The School of Management is smaller and therefore means fewer Committee members. Within Exec Committee 15% of members came from SOM, this could relate to SOM having higher international and PGT students which correspond to the international statics for Exec above (p18, Fig 7.3).
- 2.7. 74% of overall committee are white members, which is significantly more than the University student population. 67% of Exec Committee members are White which demonstrates the field is representative against University statistics. The number of Chinese committee members is 9 percentage which is a 3-percentage point increase from 17/18 (p3, Fig 1.4), in comparison to Exec Committee where there has been a 2-percentage point decrease since 17/18 (p16, Fig 6.4).
- 2.8. Largest proportion of Students for all Committee roles (96%) and Exec (76%) were undergraduates, compared to the university Statistic of 71%, showing that both areas are not representative of the university population (p3, Fig 1.5, p16, Fig 6.5).
- 2.9. Only 2% of students from overall Committee were PGT and 2% PGR. In Exec Committee 12% of students were PGT and 12% PGR indicating both areas are better represented, however still underrepresented for PGT against University statistics (6%) (p3, Fig 1.5 & p16, Fig 6.5).
- 2.10. 40% of Student Leaders that attended Student Leader training were Female, with 60% being Male (p18, Fig 8.1).
- 2.11. 82% of Student Leaders that attended training were home students, with 18% being international students against the international Student Leader population (28%)- more than 50 percentage attended training (p18, Fig 8.2).
- 2.12. Faculty of Science had the highest number of Student Leaders attending training with school of management having lowest percentage of attendees (p18, Fig 8.3).

### 3. IDEAS FOR CONSIDERATION

- 3.1. Could do focus group around international students- reasons for not putting themselves forward to become a Student Leader
- 3.2. Research into SOM as to why they do not attend training- review role/ responsibilities-course commitments.
- 3.3. PGT Sept-Summer, in September there are still roles unfilled- put on a speed dating event to share experiences, entice people to stand.
- 3.4. Participation data is gathered using the Universities report, as they do not specifically look at distance learners, we have been unable to report on this area. This could be something we work with the university to report on in the future.
- 3.5. A specific BAME report was not requested in previous years for Student Leaders. As the data is pulled in January, I was unable to get additional data for this field as it would not have represented the cohort of Student Leaders at that time. Data can be pulled in January 2020 for the 19/20 report.

**ACTIONS FOR THE COMMITTEE**

4. Leadership Group is asked to consider data presented from the Student Leader Participation.

<b>CONTACT:</b>	Josie Waithe (Skills and Development Coordinator)	Telephone: 01225 385043 E-Mail: Jrw87@bath.ac.uk
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**APPENDIX 1: PARTICIPATION REPORT**

**Participation Report: Student Leaders 2018-19**

\*This report solely focuses on analysing the demographic of Student Leaders from the participation data.

- i) **Overall Committee Demographics** (i.e. all Committee roles e.g. Chair, Treasurer, Secretary etc. plus all other roles specific to that area, across the following areas: Sports, Societies, Volunteering (V Team and RAG), Diversity & Support, Enterprise and Hall Reps)
- ii) **Top level Committee Demographics** (i.e. the Committee Chair, Treasurer and Secretary roles across all relevant areas mentioned above)
- iii) **Sports Committee Only Demographics** (i.e. all Committee roles but just within the area of Sports)
- iv) **Societies – Committee Only Demographics** (i.e. all Committee roles but just within Societies)
- v) **Societies – Committee Only (minus religious and cultural groups) Demographics** (i.e. all Committee roles for Societies, with the exception of religious and cultural groups)
- vi) **Total number of Exec positions throughout all areas of SU** (i.e. all Exec roles across all relevant areas, including Academic, Post graduate, International, Sports, Societies and Volunteering)
- vii) **Demographic of Exec compared to demographic of Committee (overall)** (i.e. all Exec roles compared with all Committee roles, not just top level positions)
- viii) **Demographic of Student Leaders who attended Student Leader training, compared with overall Student Leader demographic**
- ix) **Comparison of Student Leader demographic with University statistics**

The data in this report will be presented in a chart using percentages. When discussing the university post graduate taught and post graduate research students, these numbers include those who are distant learners and may not visit the campus. International students are calculated using EU % and Overseas %. There may be a difference in percentage in the report against University data due to either undisclosed data from students or round figures up/down, therefore statistics may not add up to 100%.

**i) Overall Committee Demographic**

There were 1047 students who held a Committee role(s) for the academic year of 2018/19. This includes all students who sit within any Committee position. NB: If a student has more than one Committee role within different groups, then they are only counted once, within this figure, due to the nature of analysing demographic information and to ensure validity (the figure of 1047 does not include students in Exec positions). The following areas have Committee roles - Sports, Societies, Volunteering (V Team and RAG), Diversity & Support, Enterprise and Hall Reps.

There are 112 more students holding Committee roles in 2018/19, in comparison to the previous year 2017/18 with a statistic of 935 students.

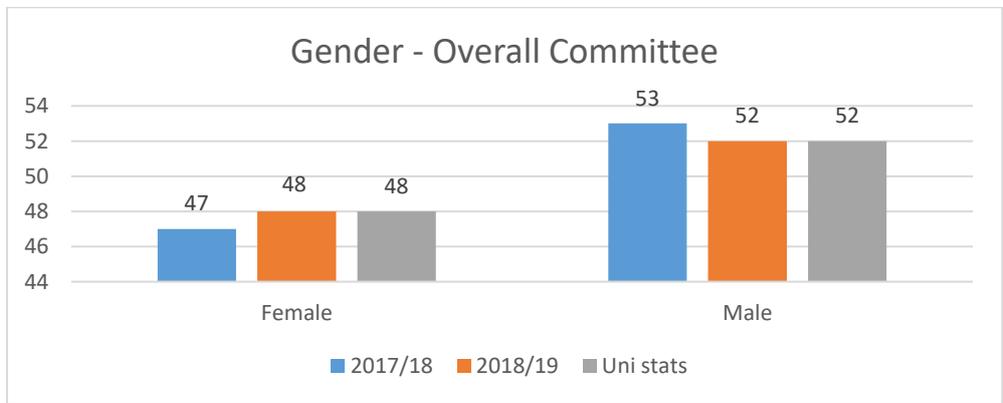


Chart 1: Gender and Overall Committee participation

This chart shows the gender of Student Leaders in a Committee role(s), compared with the overall University demographic - there are more males in a Committee role than females. The 2018/19 data corresponds exactly with the current university statistics.

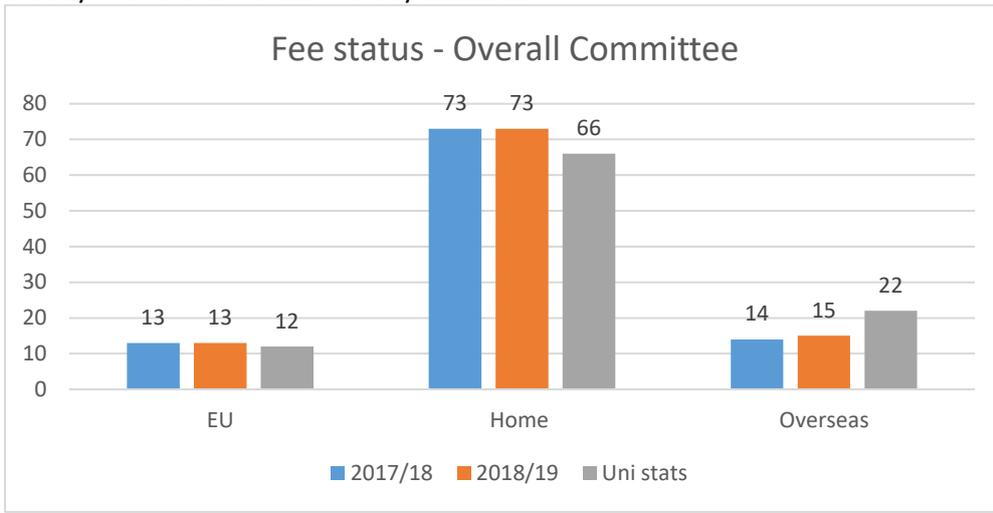


Chart 1.1: Fees and Overall Committee participation

This chart shows the fee status of Student Leaders in a Committee roles(s), compared with overall University demographic – the majority of students in Committee posts are ‘Home’ students, which is of higher representation than the University student population. There has been an increase in overseas students each year, with more students being overseas students than EU students like previous years. \*(International students = 28 % compared to University statistics of 34% - therefore still fairly underrepresented in Committee Groups)

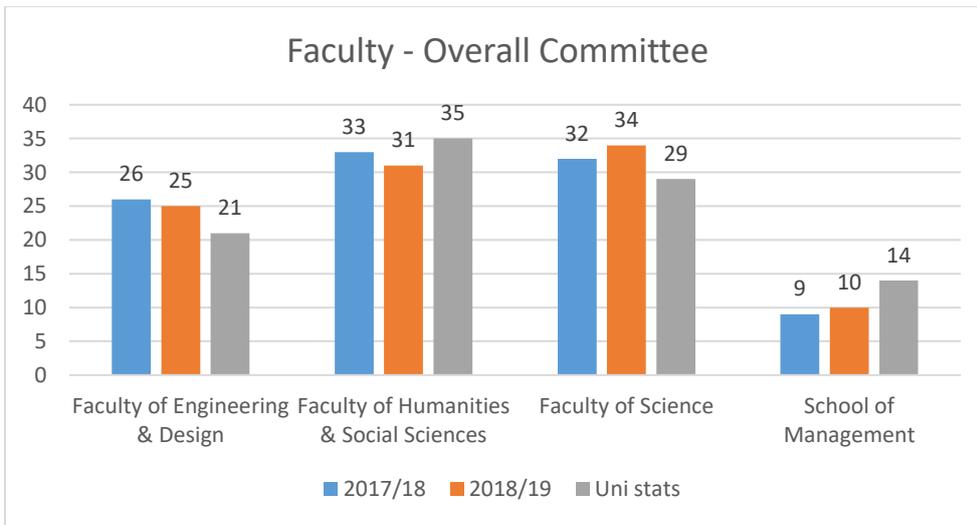


Chart 1.2: Faculty and Overall Committee participation

This chart here shows which faculty Student Leaders are from, within Committee role(s), compared with overall University demographic – most Committee members are from either the Faculty of Science and or the Faculty of Humanities & Social Sciences. The University statistics for Faculty of Science confirms that the Committee members with regard to this faculty, are not representative of the student population. The fewest percentage of Committee members are from the School of Management, which is representative of the student population.

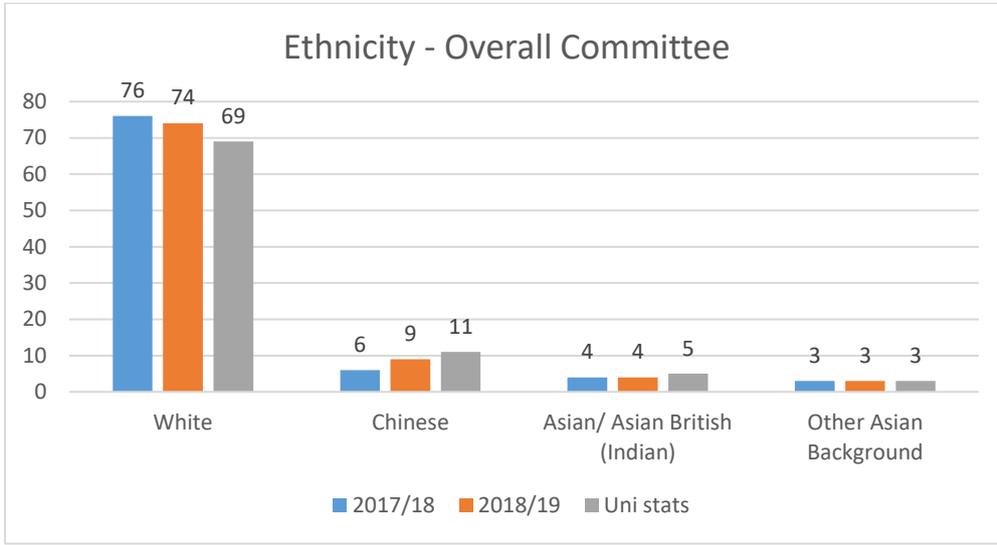


Chart 1.3: Ethnicity and Overall Committee participation

Chart showing the ethnicity of Committee members – the number of White Committee members is significantly more than the University student population. Whilst the number of Asian/ Asian British –Indian and Other Asian Committee members is very similar to the University demographic, the number of Chinese Committee members is underrepresented, however has increase by 3 percentage point increase from the previous year.

The percentage of BAME students in Committee roles is 24% compared to the University statistics of 29% - this shows that BAME students still remain unrepresented within Committee groups, however data has demonstrated an increase in BAME students in committee roles from previous years.

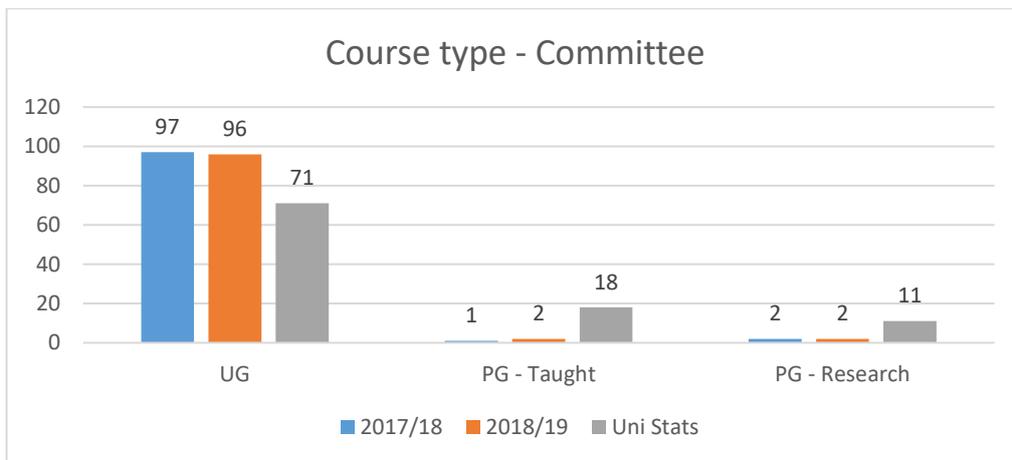


Chart 1.4: Course type and Overall Committee participation

This chart displays course type for Committee members compared with the University statistics – a large proportion of the Committee members are Undergraduates, with this academic year just 2% being Postgraduate – Taught students and 2% being Postgraduate - Research students. When comparing these figures to the University statistics, it is evident that Postgraduate - Taught and Postgraduate - Research students are hugely underrepresented within the Committee groups.

**ii) Top level Committee roles combined (i.e. Chair/ Treasurer/ Secretary)**

This section only looks at the three main positions on committees e.g. Chair/Treasurer and Secretary. There were 456 individual students who held a top level Committee role(s) this academic year.

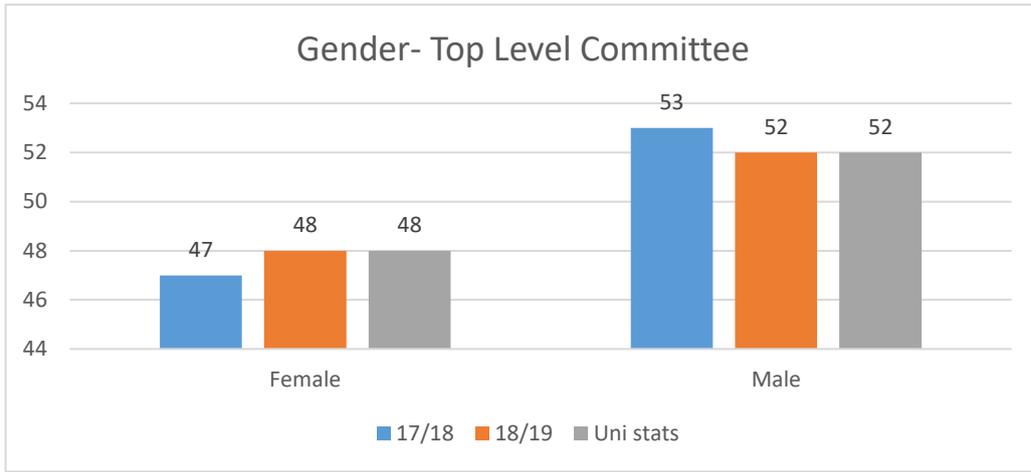


Chart 2.1: Gender and Top-Level Committee participation

This chart displays the gender of top-level Committee members compared to the University demographics – the percentages for these this year are exactly the same showing that the top-level Committee members are perfectly representative, with regards to gender, for the University population.

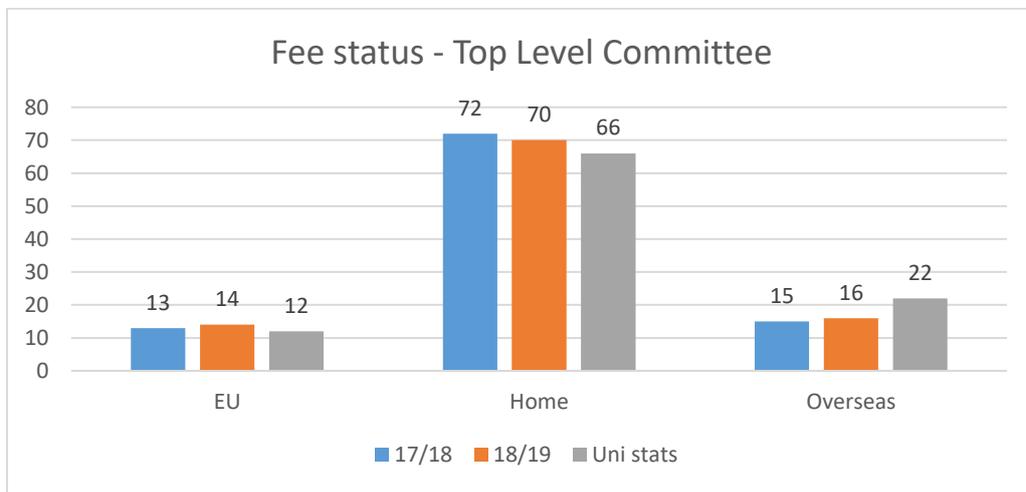


Chart 2. 2: Fee Status and Top-Level Committee participation

Chart showing the fee status of top-level Committee members, compared to the University demographics – the majority of top-level Committee members are ‘Home’ students, which is representative of the student population. However, more top level Committee members are from the Overseas than the EU.

\*(International students = 25% compared to University statistics of 34% - therefore largely underrepresented in Top level Committee Groups)

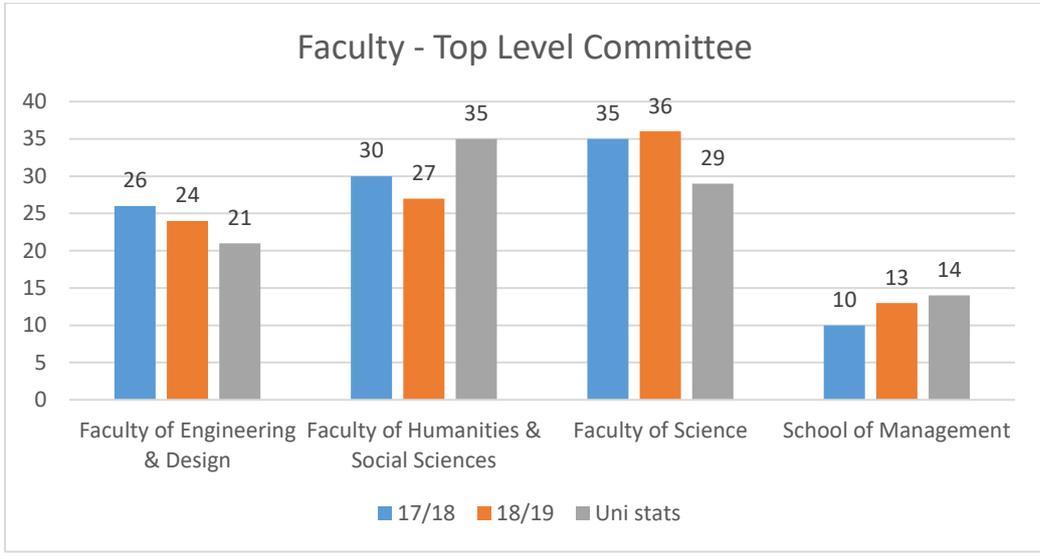


Chart 2.3: Faculty and Top-Level Committee participation

The chart above displayed the faculty that top level Committee members come from. Most top level Committee members are from the Faculty of Science (36%) with 27% this year being from the Faculty of Humanities & Social Sciences, a 3% point decrease from 17/18. This is the opposite of the University population, so is not representative. The Faculty with the least top level Committee members is the School of the Management, which is representative of the student population.

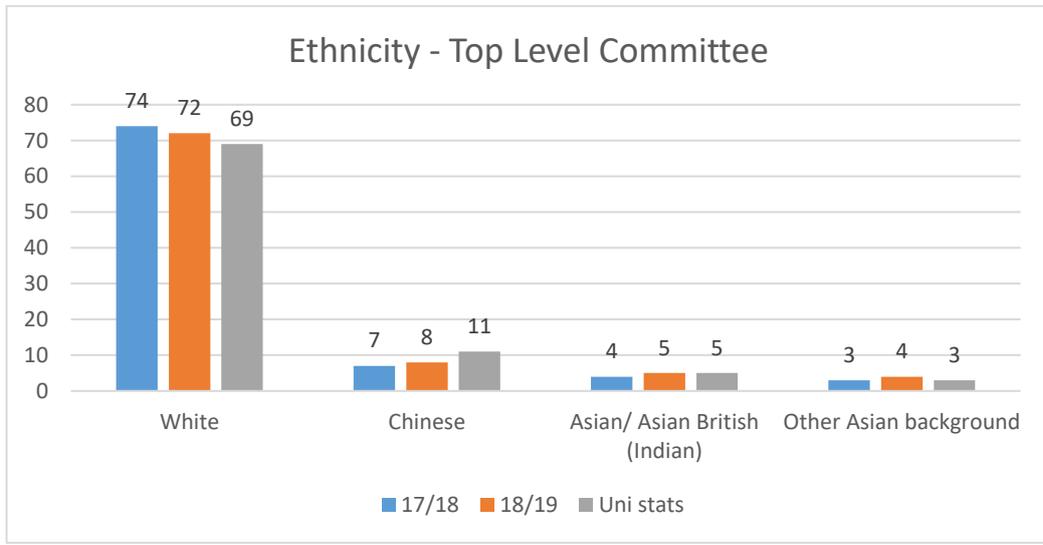


Chart 2.4: Ethnicity and Top-Level Committee participation

The following chart shows the ethnicity of Top-level Committee members – the number of White Committee members is significantly higher than the University student population, although has decrease by 2% from 17/18. However, the number of Other Asian background Top level Committee members is the same as University demographics. The number of Chinese Top-level Committee members is underrepresented but has increased by 1% point since last academic year.

The percentage of BAME students in Top level Committee roles is 27% compared to the University statistics of 29% - this shows that BAME students are represent a similar percentage within Top level Committee roles as students at the university.

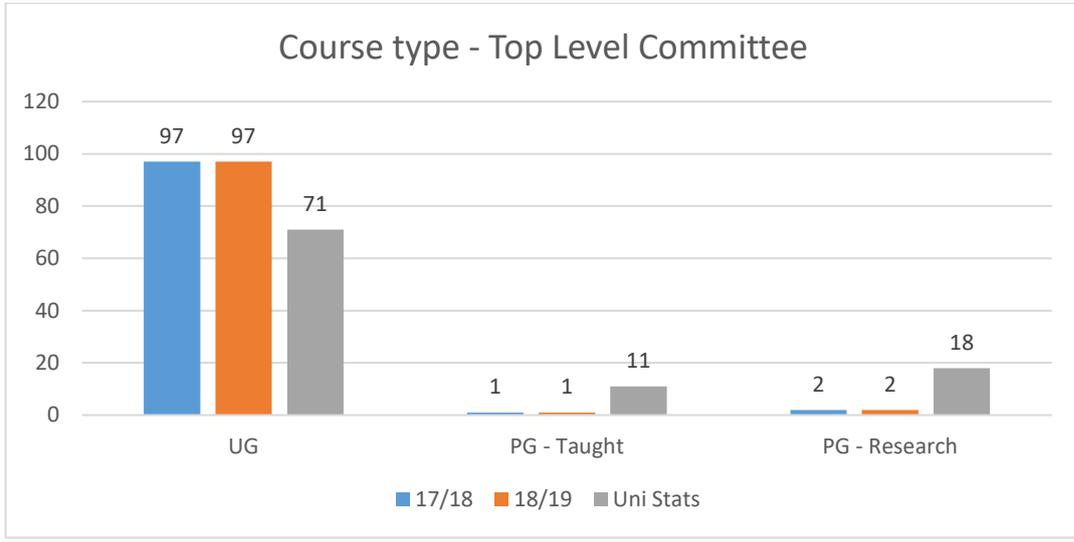


Chart 2.5: Course type and Top-Level Committee participation

The chart above shows the course type for Top Level Committee members compared with University statistics – The majority of Top Level Committee members are Undergraduates, with only 1% being Postgraduate – Taught students and 2% Postgraduate – Research students both of which show they are underrepresented in correspondence to university statistics.

**iii) Sports Committee only demographic**

There were 424 Sports Committee Members (including all Committee roles) in 18/19.

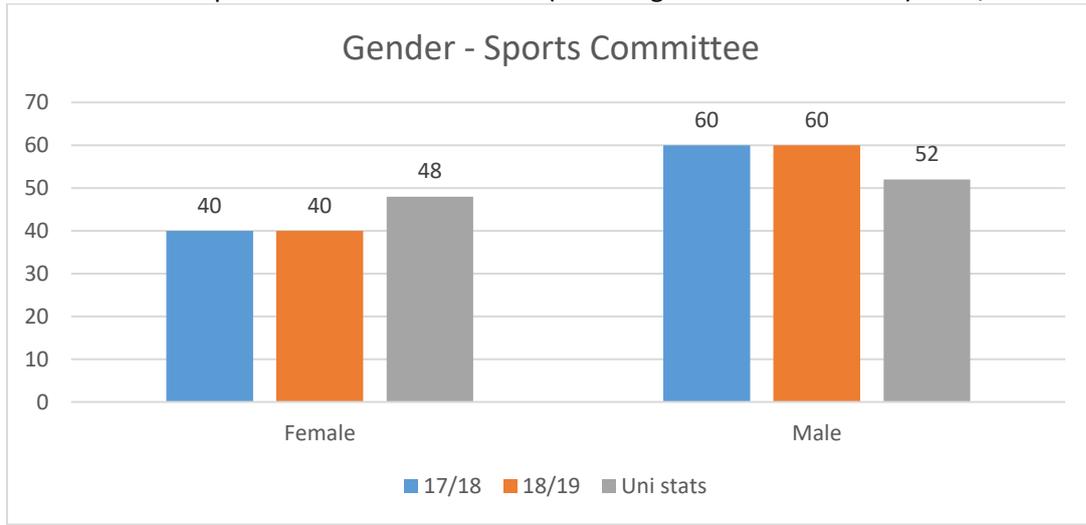


Chart 3.1: Gender and Sports Committee participation

The chart above displays the gender of Sports Committee members, compared to University statistics. The figures across both academic years are the same and demonstrates that the gender make up of females are under represented and males are over represented.

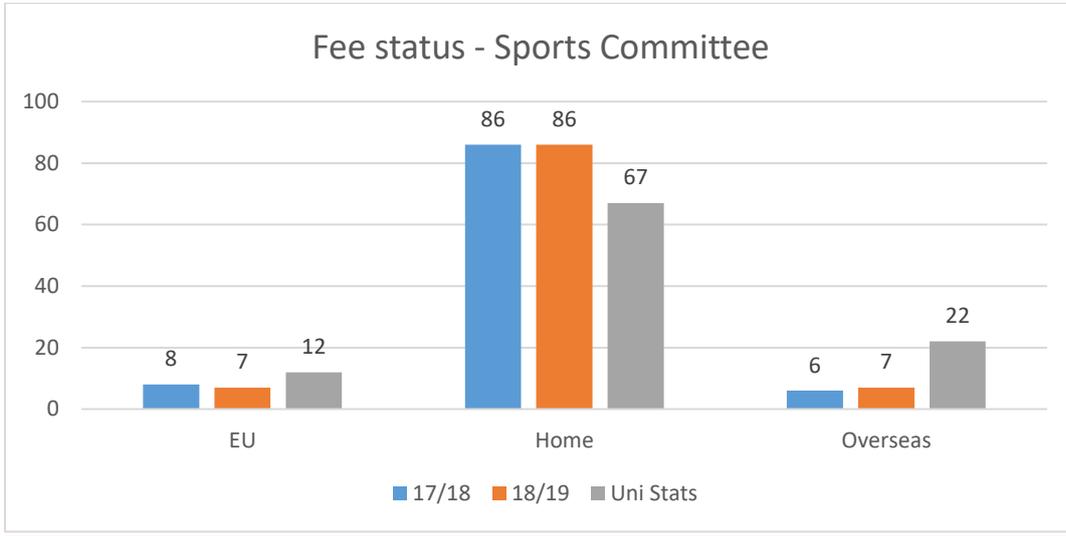


Chart 3.2: Fee Status and Sports Committee participation

Chart showing fee status of the Sports Committee members compared to University statistics – a significantly high proportion of Sports Committee members are ‘Home’ students (86%) compared to EU and Overseas students and also compared to the overall University statistics (with nearly 20% more Sports Committee members being ‘Home’ students compared to the University demographic). There are a small percentage of EU and Overseas students on Sports Committee. This is not comparative with the University statistics which show that there are considerably more students from overseas (22%) compared to EU students (12%).

\*(International students = 14% compared to University statistics of 34% - therefore largely underrepresented in Sports Committee Groups).

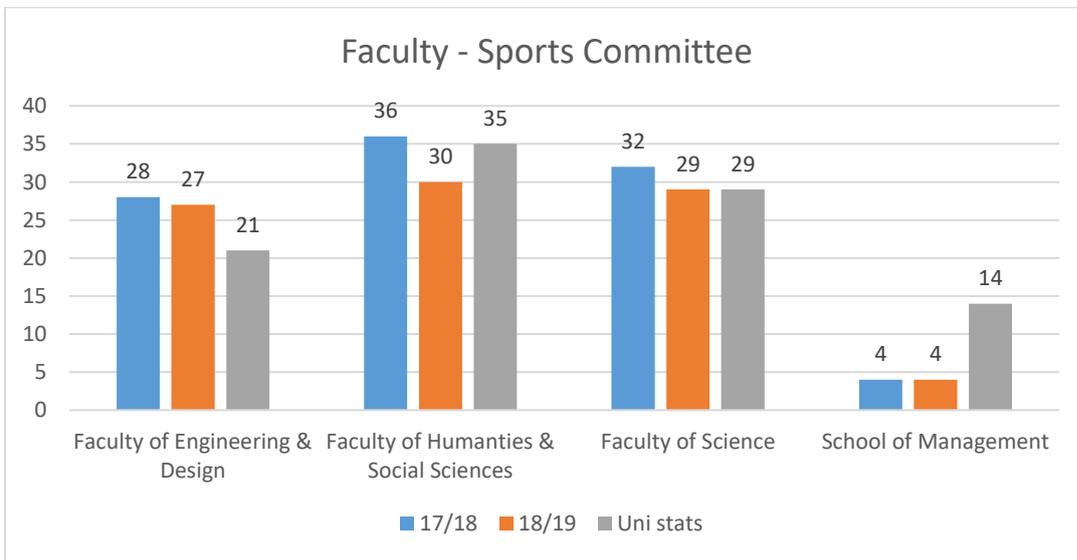


Chart 3.3: Faculty and Sports Committee participation

This chart shows a comparison between Sports Committee members and University statistics and which faculty these students are from. The largest proportion of Sport Committee students this academic year were from the Faculty of Humanities and Social Sciences followed by Faculty of Science. These two faculties correspond with the university statistics, where most students sit within the Faculty of Humanities & Social Sciences. The School of management has the least number of students on a Sports Committee and the percentage of students in comparison to university stats is still under represented. H&SS are the home to a number of sport courses, this could play a contribution.

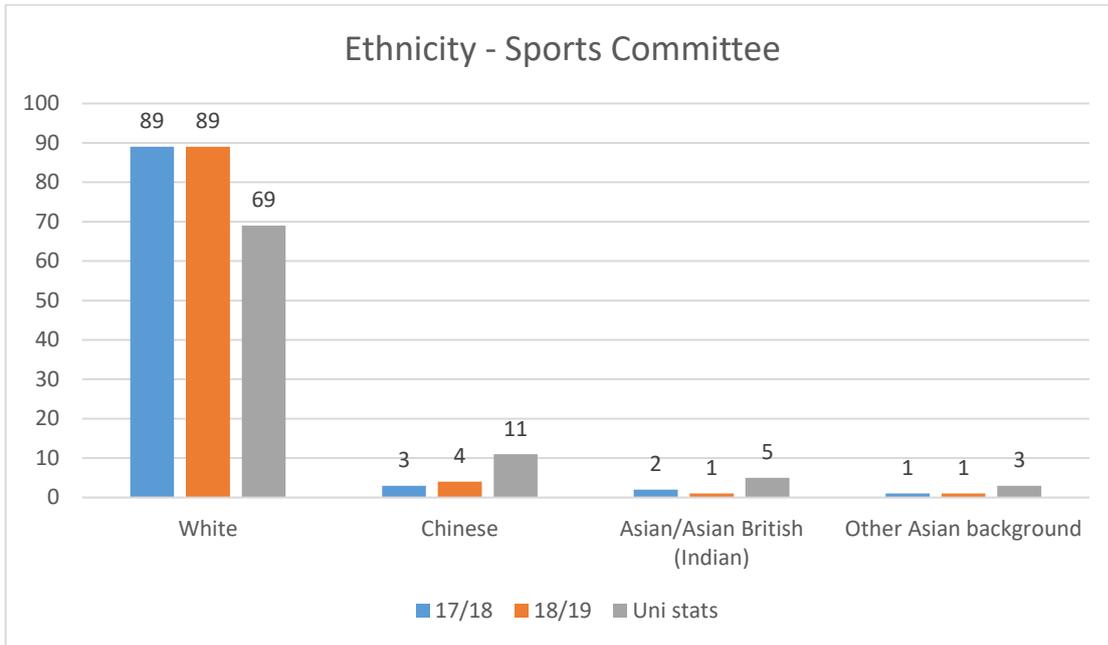


Chart 3.4: Ethnicity and Sports Committee participation

Chart showing the ethnicity of Sports Committee members – the number of White Sports Committee members is significantly higher than the University student population. Whilst the number of Asian/British Asian and other Asian background Sports Committee members is not too dissimilar to the University demographic, the number of Chinese Sports Committee members are largely underrepresented (by 7%). The percentage of BAME students in Sports Committee roles is 13% compared to the University statistics of 29% - this shows that BAME students are hugely underrepresented within Sports Committee roles.

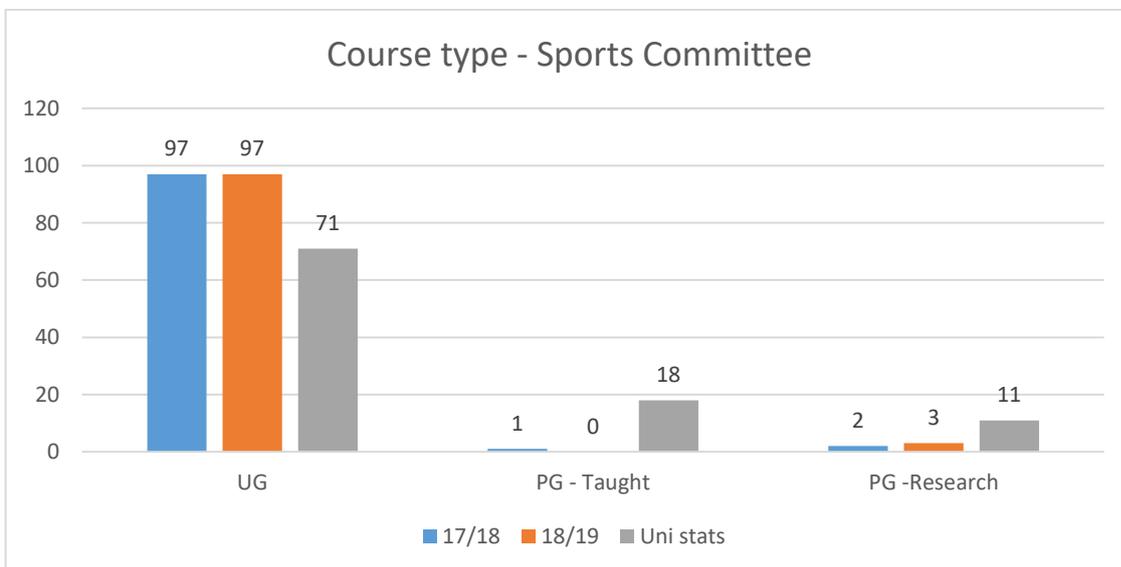


Chart 3.5: Course Type and Sports Committee participation

Chart showing course type for Sports Committee members compared to University statistics – the majority of students are Undergraduates, where only 1% of Sports Committee members are Postgraduate – Taught and only 2% are Postgraduate – Research students. When comparing to the University student population it is clear to see that these two postgraduate groups are hugely underrepresented.

**iV) Societies - Committee only demographic**

There were 524 Society Committee members (including all Committee roles) during 2018/19.

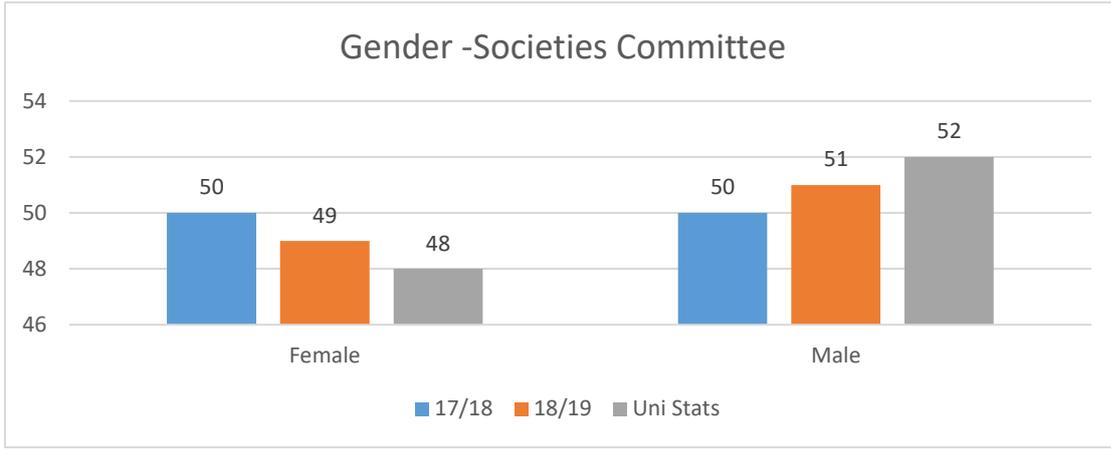


Chart 4.1: Gender and Societies participation

Chart showing gender of Society Committee members compared to overall University demographic. In 17/18 there was an equal split. This year there are more males than females in these roles and the figures are very similar to the University statistics, so the Society Committee groups are representative of the University student population for gender.

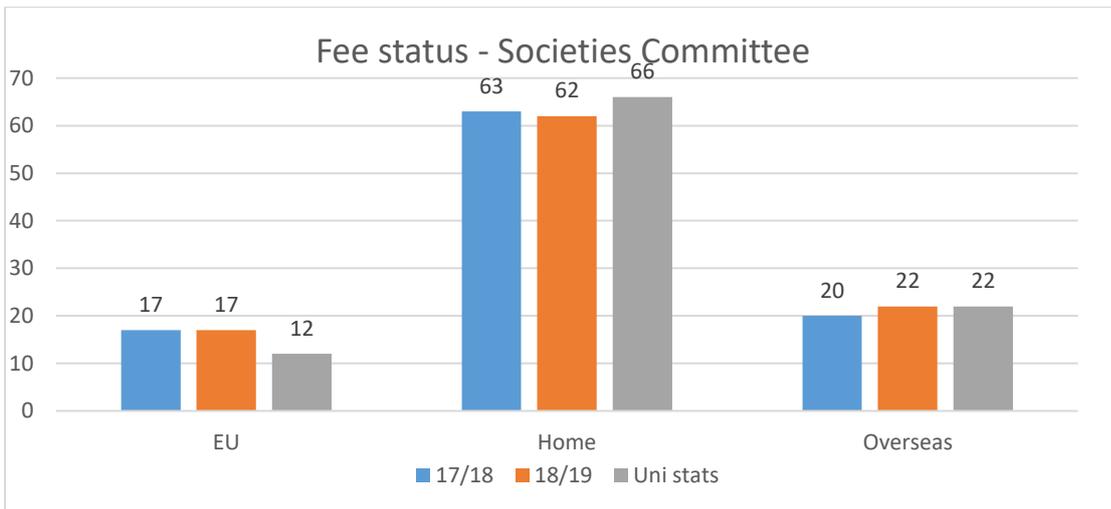


Chart 4.2: Fee Status and Societies participation

Chart showing comparison between fee status of Society Committee members and University statistics. Most of the Society Committee members are 'Home' students with a very similar percentage to the University student group. There are more Overseas Committee members than EU Committee members, which corresponds with the University statistics.

\*(International students = 39% compared to University statistics of 34% - therefore well over represented in Society Committee Groups). As we have multiple faith and cultural societies, I believe this would increase the number of international committee members.

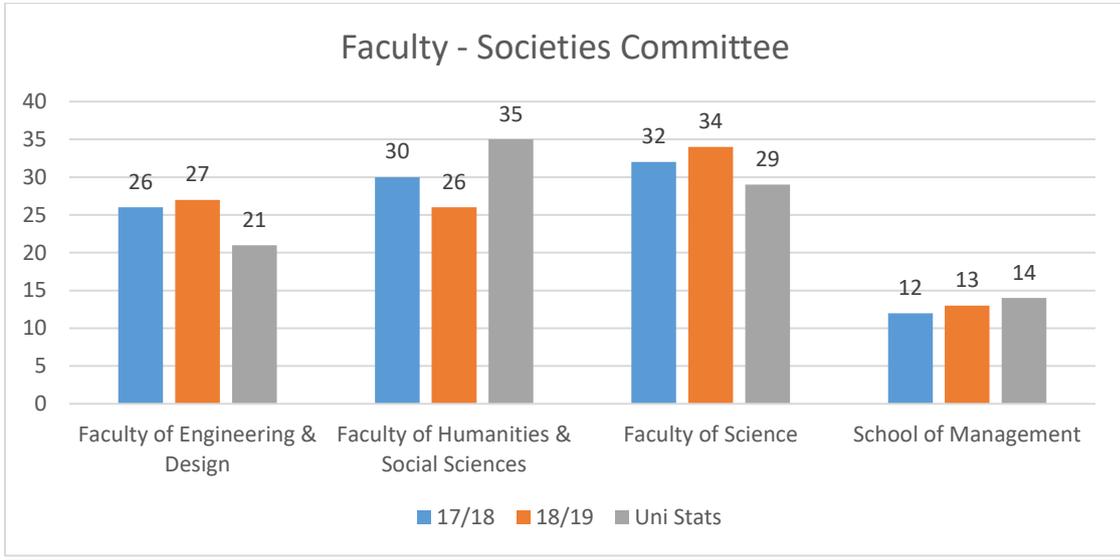


Chart 4.3: Faculty and Societies participation

Chart showing a comparison between which Faculty that Society Committee members are from, compared to the University statistics. The faculty with the highest number of Society Committee members is the Faculty of Science with 34%, compared to 29% for the University statistics for this faculty. The next most popular faculty is the Faculty of Humanities & Social Sciences with 26% compared to 35% for the University statistics for this faculty. Therefore the Society Committee members do not represent the University student population, although Faculty with the fewest Society Committee members is the School of Management with fairly similar figures to the University statistics, so this is representative.

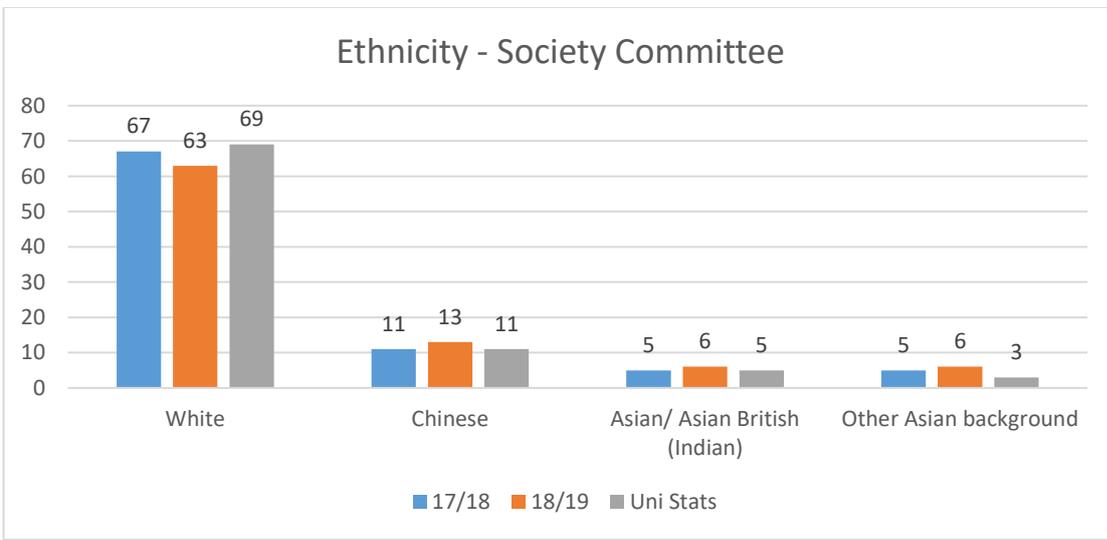


Chart 4.4: Ethnicity and Societies participation

The number of White Society Committee is slightly less this academic year than 17/18, but demonstrates a good representative of the university’s student population. Both the number of Other Asian background and Chinese Society Committee members is slightly more than the University statistics and therefore are well represented.

The percentage of BAME students in Society Committee roles is 35% which is greater than the University statistic of 29%. This demonstrated that this group of students is of greater representation in comparison to the university overall.

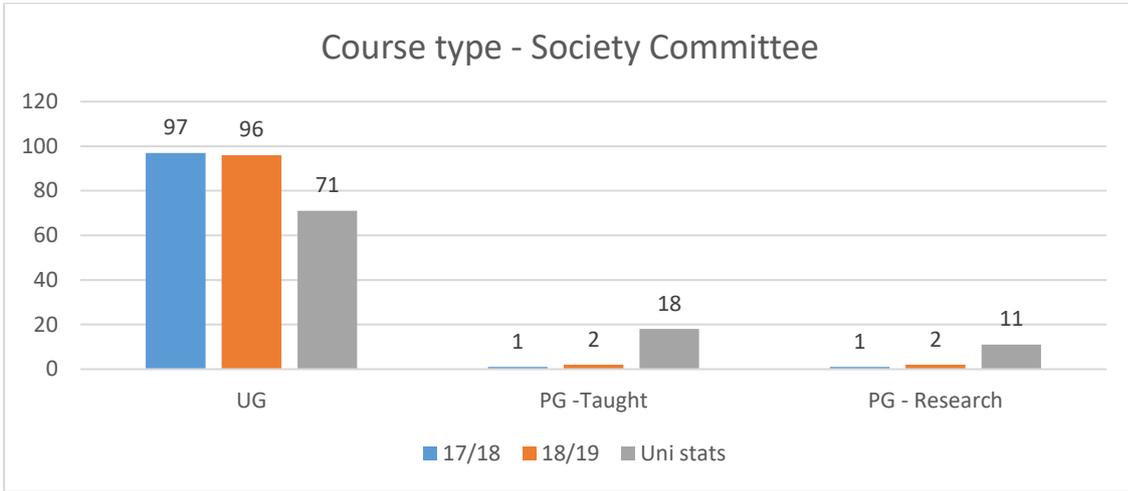


Chart 4.5: Course Type and Societies participation

Chart showing course type for Society Committee members compared to University statistics – most students are Undergraduates, where only 2% of Society Committee members are Postgraduate – Taught and only 2% are Postgraduate – Research students an increase from 17/18. When comparing to the University student population it is clear to see that these two postgraduate groups are still hugely underrepresented.

**v) Societies – Committee only demographic (minus cultural and religious groups)**

There were 364 Society Committee Members, not including cultural and religious groups during 2018/2019.

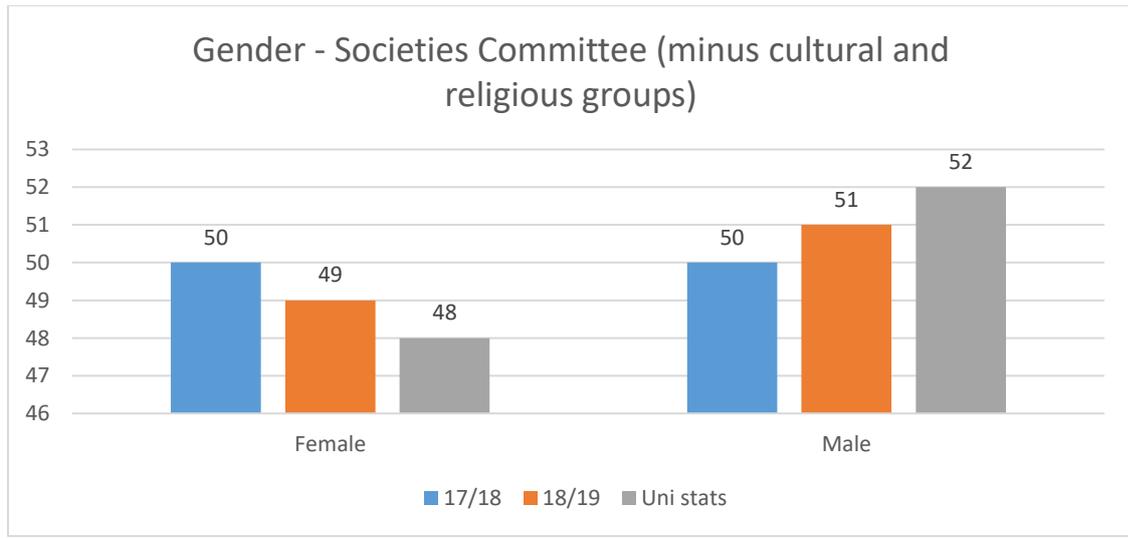


Chart 5.1: Gender and Societies (minus cultural and religious) participation

There are more males than females who are Society Committee members (not including cultural and religious groups), which is similar to the demographic of the University student population. However the figures are slightly more marked for Society Committee members (minus cultural and religious groups) compared to the University statistics, with 51% of Society Committee members (minus cultural and religious groups) being male.

When comparing these statistics to those for Society Committee members, including cultural and religious groups, the female and male numbers are balance with virtually the same percentage of members.

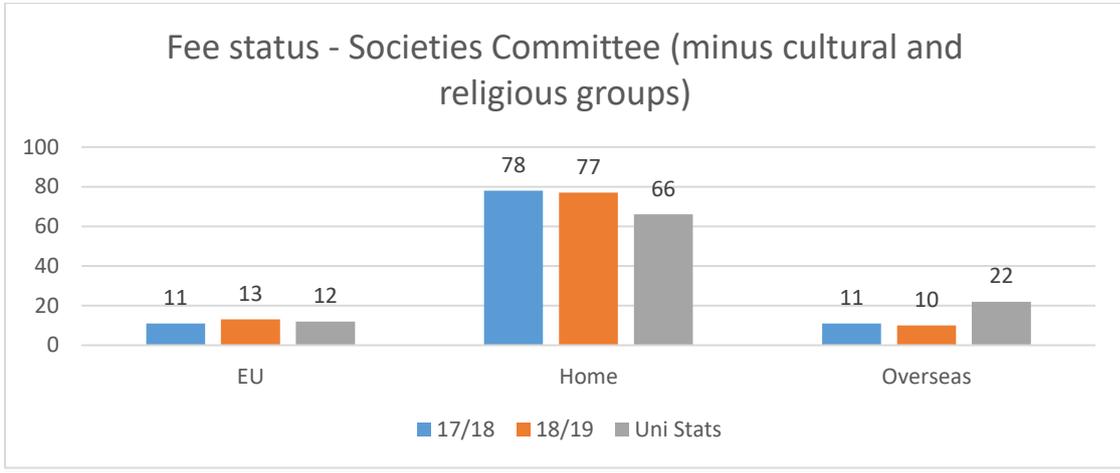


Chart 5.2: Fee status and Societies (minus cultural and religious) participation

A large percentage of Society Committee members (minus cultural and religious groups) are ‘Home’ students (77%), which is a larger number compared to the University statistics of 66%. There are slightly more students from the EU, in Society Committee (minus cultural and religious groups) roles, than Overseas students, which is the opposite way round, compared to the University student population.

\*(International students = 23% compared to University statistics of 34% - therefore largely underrepresented in Society Committee Groups –minus cultural and religious groups).

When comparing these statistics to the Society Committee members, including cultural and religious groups, the percentages are quite different. Even though the majority of Society Committee members are ‘Home’ students in both categories, there are 15% more ‘Home’ students when looking at the Society Committee members (minus cultural and religious groups). There are also over 50% less Student Leaders from Overseas, within the Society Committee groups (minus cultural and religious groups) than there are compared to the overall Society Committee groups. There are also less EU students within the Society Committee groups (minus cultural and religious groups) than there are compared to the overall Society Committee groups.

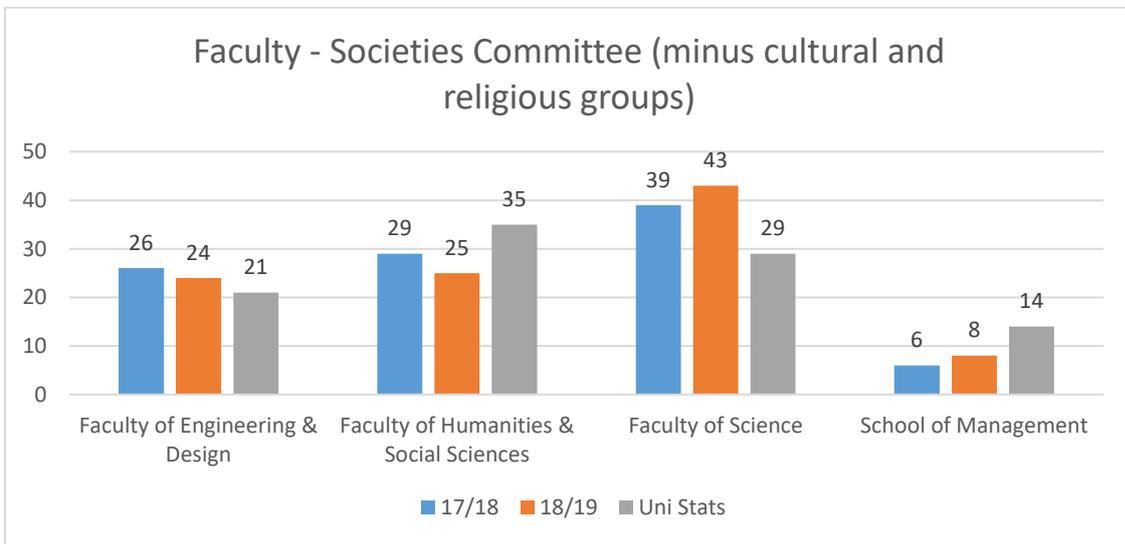


Chart 5.3: Faculty and Societies (minus cultural and religious) participation

A large majority of Society Committee members are from the Faculty of Science with 43% compared to 25% from the Faculty of Humanities & Social Sciences – this is the opposite to the University statistics which show that there are more students within the Faculty of Humanities & Social Sciences than the Faculty of Science, so the students within the Society Committee groups (minus cultural and religious groups) are not representative of the student population. The School of Management is the faculty with the least number of

Society Committee members which follows the University stats pattern. However, when comparing the percentages with University statistics there are only half as many Society Committee members from the School of Management (8%) compared to the University figure of 14%, so this groups is not representative.

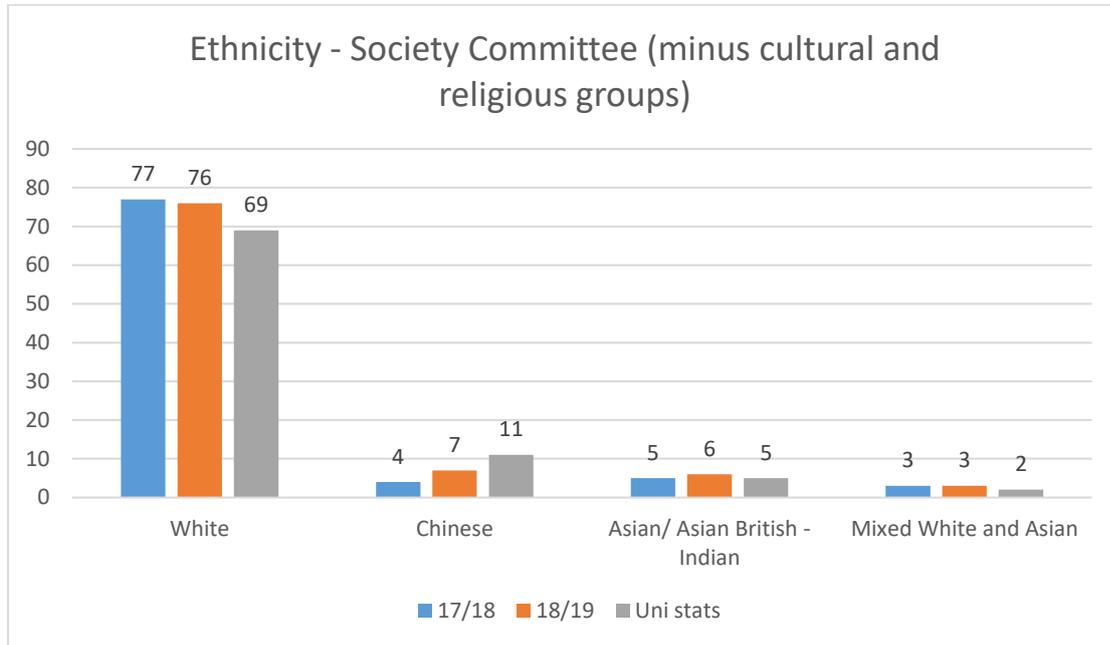


Chart 5.4: Ethnicity and Societies (minus cultural and religious) participation

The number of White Society Committee members are significantly more than the University student population. However, the number of Chinese Society Committee members (minus cultural and religious groups) is significantly less than the University statistics, showing that this group of students is not representative, although the percentage from 17/18 has increased.

The percentage of BAME students in Society Committee (minus cultural and religious groups) roles is 23% compared to the University statistics of 29% showing that this group of students is slightly under represented within Society Committee (minus cultural and religious groups).

When comparing the ethnicity of Society Committee members with Society Committee members (minus the cultural and religious groups), it is apparent that Chinese students are underrepresented in Society groups which do not have a cultural or religious connection i.e. by 6% less and are even less representative than the student population than Society Committee groups overall. Also, the number of BAME students are underrepresented in Society Committee groups which do not have a cultural or religious connection i.e. by 12% less.

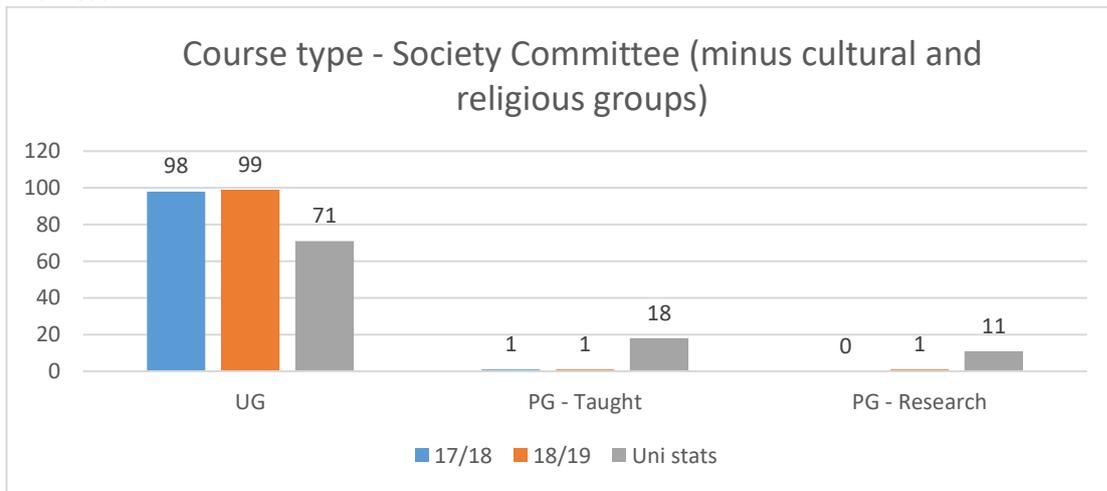


Chart 5.5: Course type and Societies (minus cultural and religious) participation

Chart showing course type for Society Committee members, not including cultural and religious groups, compared to University statistics – the majority of students are Undergraduates, where only 1% of Society

Committee members are Postgraduate – Taught and only 0% are Postgraduate – Research students. When comparing to the University student population it is clear to see that these two postgraduate groups are hugely underrepresented. These figures are slightly lower for Society Committee groups with cultural and religious groups included.

**vi) Total number of Exec positions throughout all areas of SU**

There were 67 students who held an Exec role during 2018/19, two students less than 2017/18.

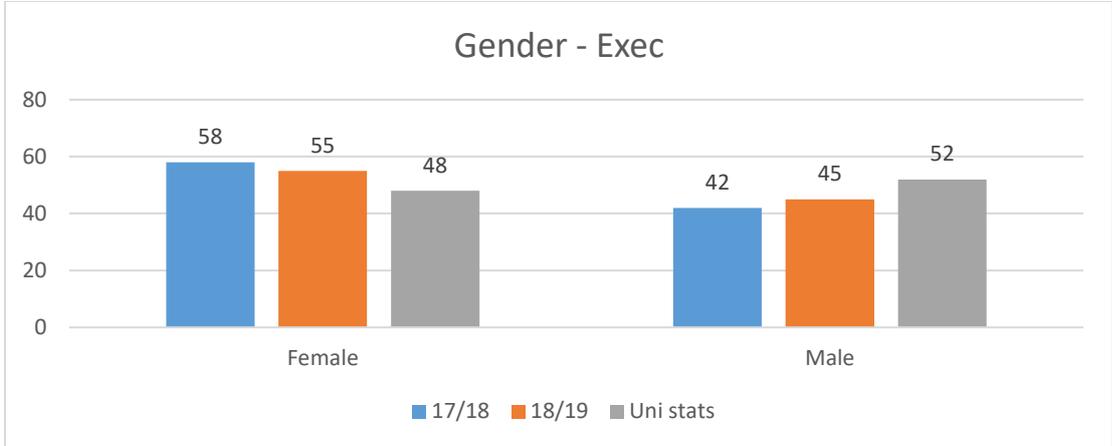


Chart 6.1: Gender and Exec Committee participation

Chart showing comparison between gender of Exec members with University statistics – there are significantly more females than males in Exec roles. However the proportions of Females and Males compared to University statistics is more and therefore is representative of the University student population.

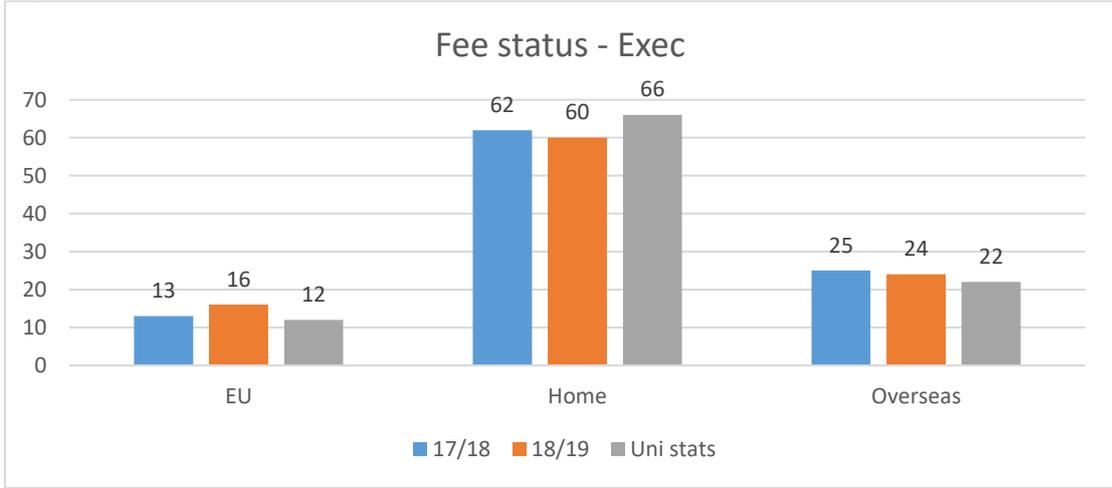


Chart 6.2: Fee status and Exec Committee participation

Most Exec members are ‘Home’ student (60%), EU students make up the smallest group for Exec roles with 16% which is more than the university statistic of 12%.

\*(International students = 40% compared to University statistics of 34% - therefore quite well represented in Exec Groups).

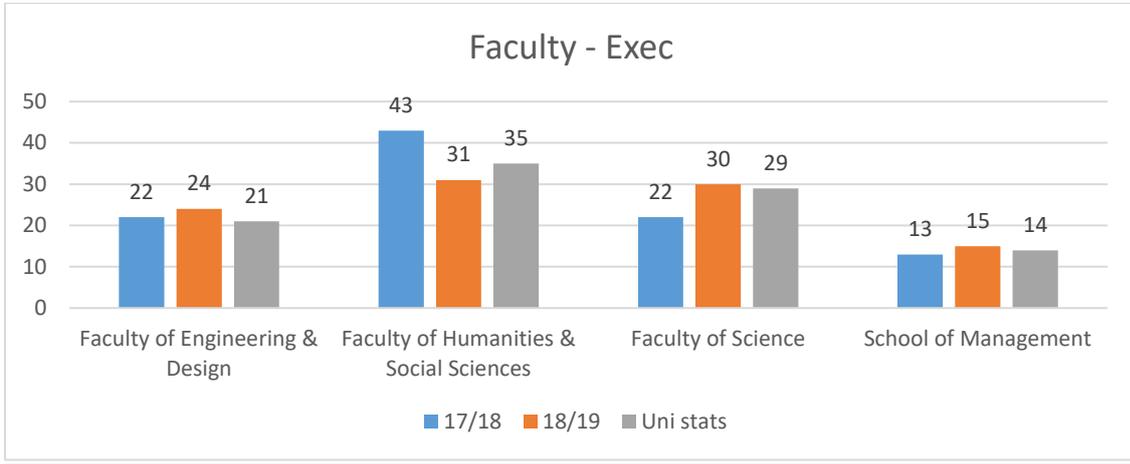


Chart 6.3: Faculty and Exec Committee participation

Most Exec members are from the Faculty of Humanities & Social Sciences followed by the Faculty of Science. This matches the University statistics, in the sense that these are the top two Faculties with the most students.

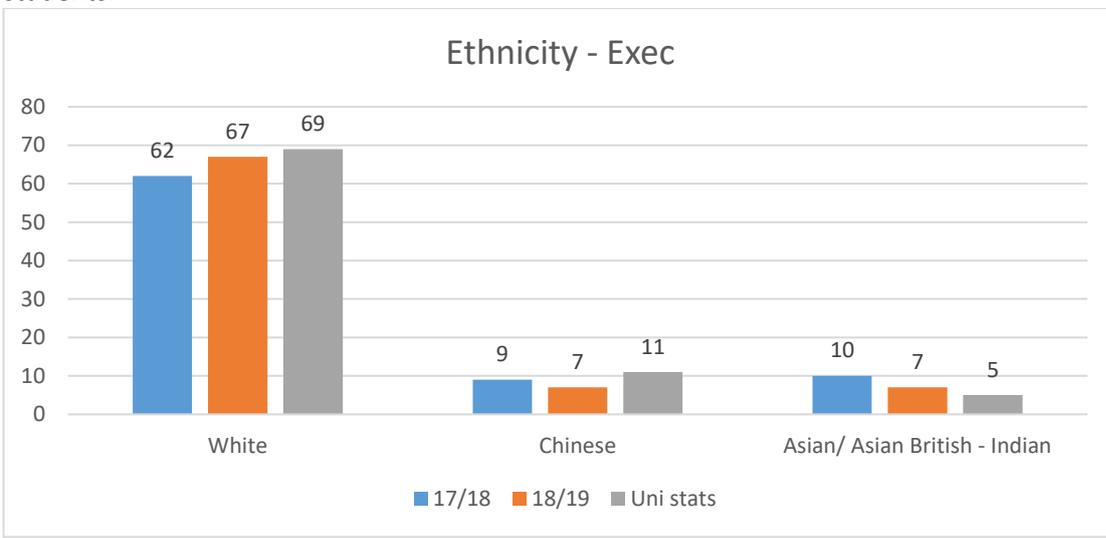


Chart 6.4: Ethnicity and Exec Committee participation

The number of White Committee members is 67% a 5% increase from the last academic year. The number of Asian/ Asian British –Indian Exec members is 2% more than the University demographic, so this group is well represented within the Exec. However the number of Chinese Committee members is slightly lower than the University population so are slightly underrepresented.

The percentage of BAME students in Exec roles is 28% compared to the University statistics of 29%, so this groups of students is well represented.

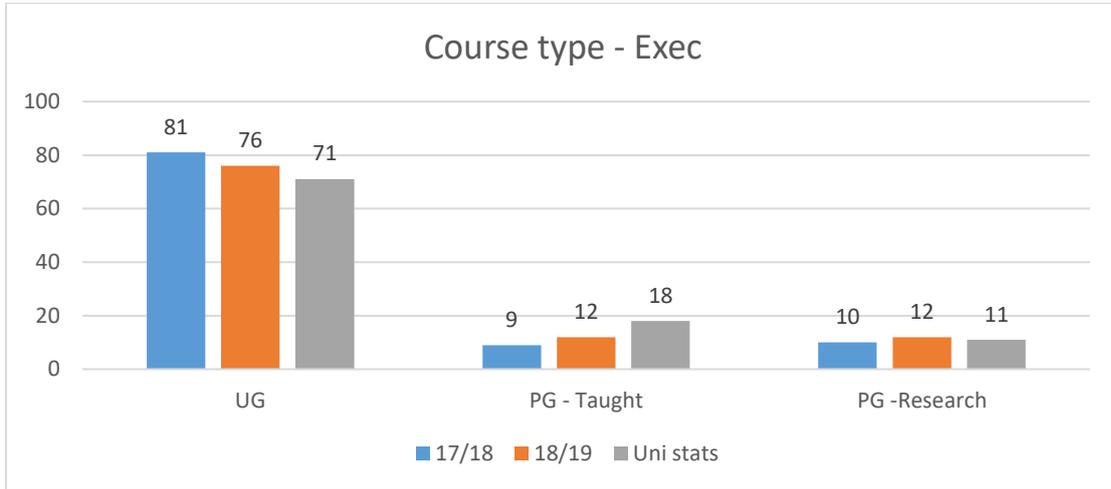


Chart 6.5: Course type and Exec Committee participation

The majority of students are Undergraduates, where only 12% of Exec members are Postgraduate – Taught and 12% are Postgraduate – Research students. When comparing to the University student population as a whole, it is evident that Postgraduate –Taught students are underrepresented within Exec groups (by 6%) and Postgraduate – Research students are well represented with 1% higher than university statistics.

vii) Demographic of Exec compared to demographic of Committee (overall) 18/19

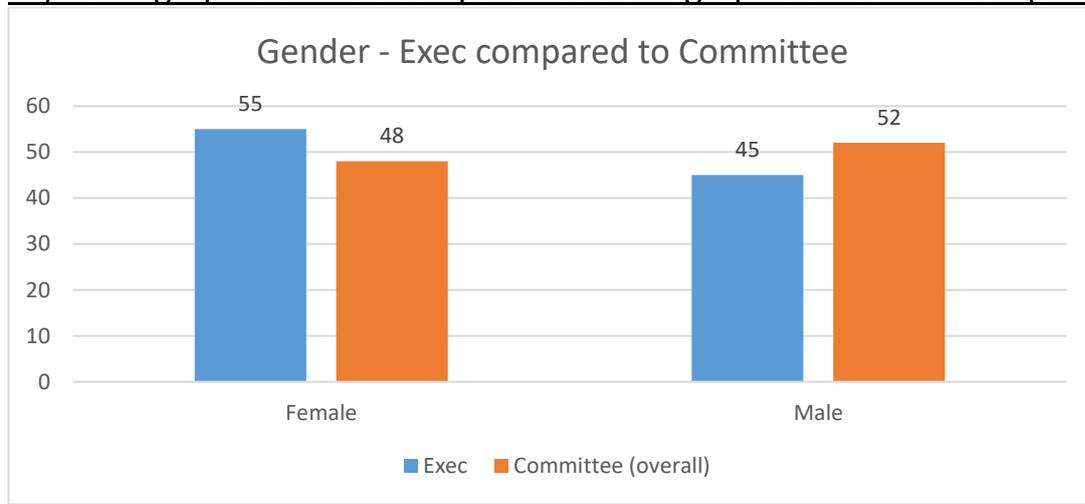


Chart 7.1: Gender and Exec VS Overall Committee participation

Exec members have more females than males, there are is a greater male dominance in the overall committee groups.

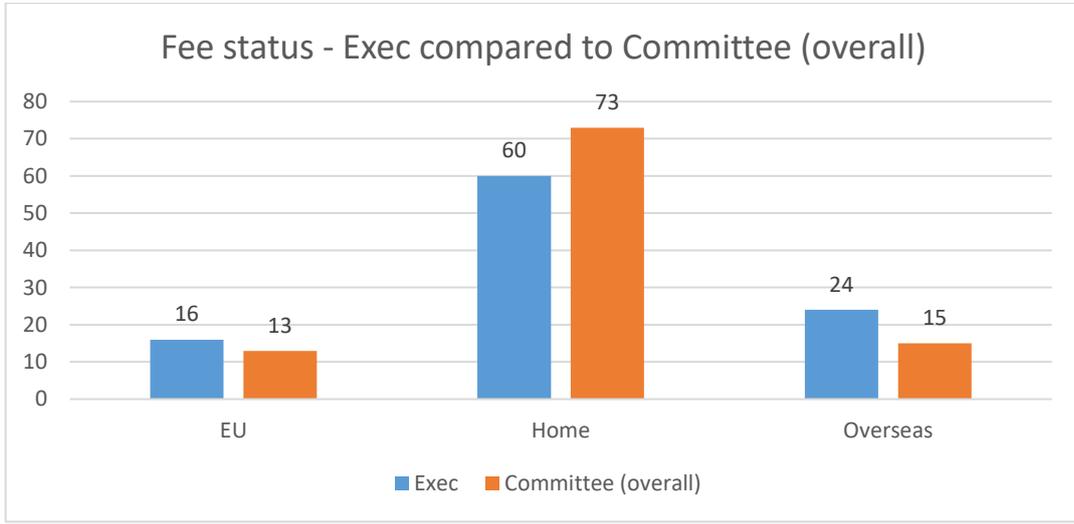


Chart 7.2: Fee status and Exec VS Overall Committee participation

Both Exec and Committee groups have mostly 'Home' students in post, with significantly more Overseas Exec members than Committee member. There are significantly more EU exec members than committee members.

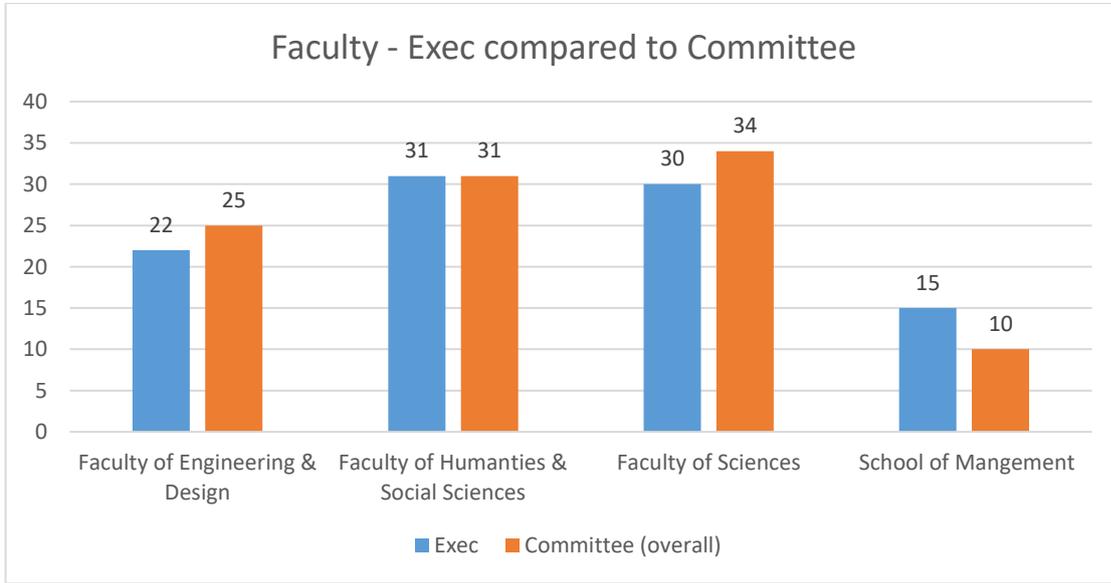


Chart 7.3: Faculty and Exec VS Overall Committee participation

The Faculty with the largest group of Exec members is the Faculty of Humanities & Social Sciences whereas the Faculty with the most Committee members is the Faculty of Sciences. The School of Management has the least number of Exec and Committee members.

viii) Demographic of Student Leaders who attended Student Leader training, compared with overall Student Leader demographic 18/19

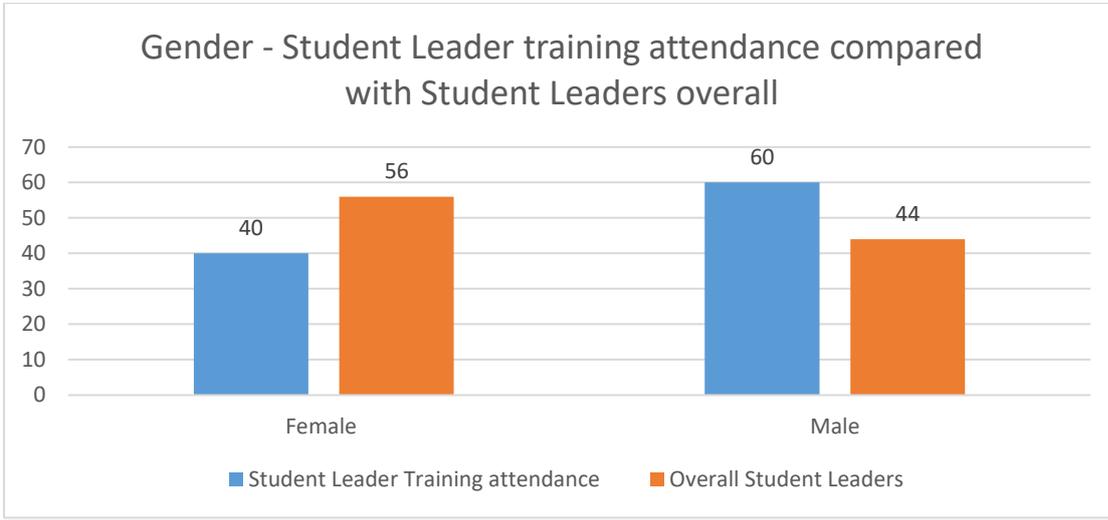


Chart 8.1: Gender and Student Leader Training Vs Student Leaders participation

Chart showing comparison between number of Student Leaders who attended training compared to overall Student Leader demographic – more males attended Student Leader training than females which is opposing of the over student leader male-female ratio.

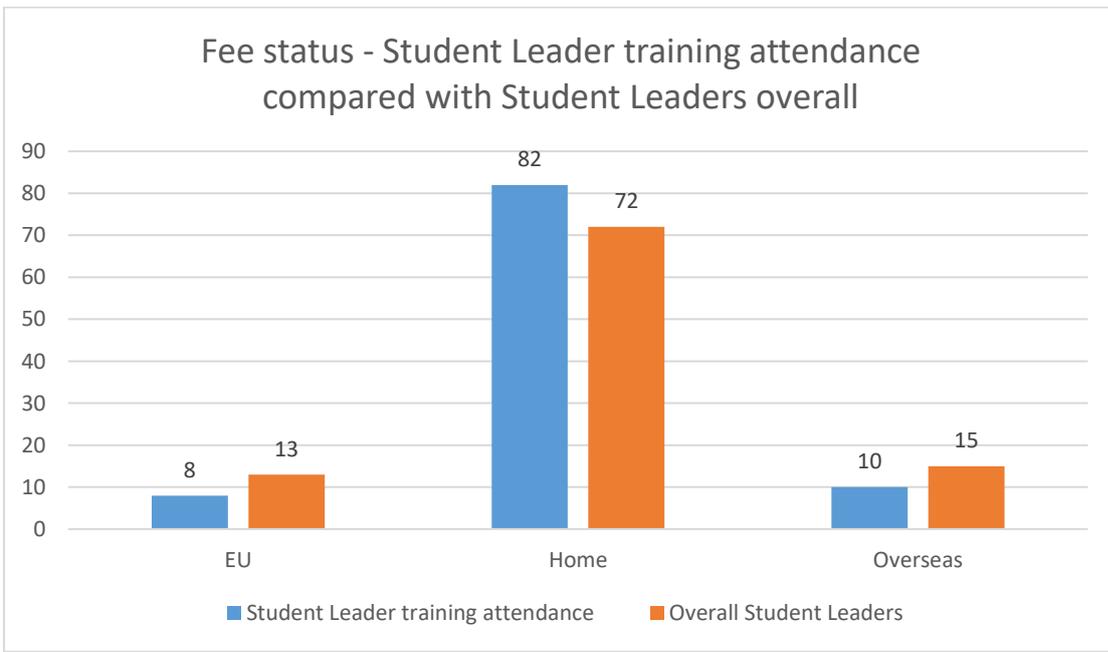


Chart 8.1: Fee status and Student Leader Training Vs Student Leaders participation

The percentages for EU and Overseas students who attended training compared to make up of Student Leaders from these groups overall is less, however demonstrates that training sessions are representative of their group. The percentage of Student Leader training attendance is significantly more than overall student leaders showing it is more than representative.

\*(International students attending training = 18% compared to International Student Leader population of 28% - therefore the attendance of International students to Student Leader training sessions is more than 50%).

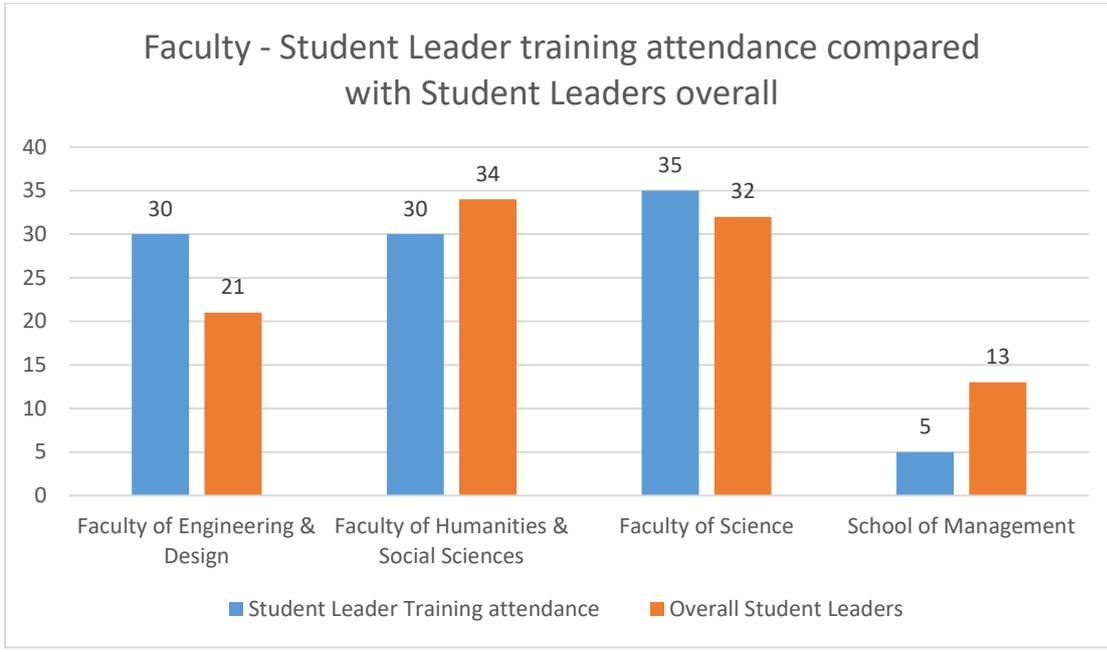


Chart 8.3: Faculty and Student Leader Training Vs Student Leaders participation

Chart comparing Faculty information for Student Leaders attending training with overall Student Leader population –the Faculty of Science have the highest number of Student Leaders attending training, however this doesn’t quite match the proportion of Student Leaders coming from this faculty, with slightly more Student Leaders coming from the Faculty of Humanities & Social Sciences than Faculty of Science.

**ix) Comparison of Student Leader demographic with University statistics**

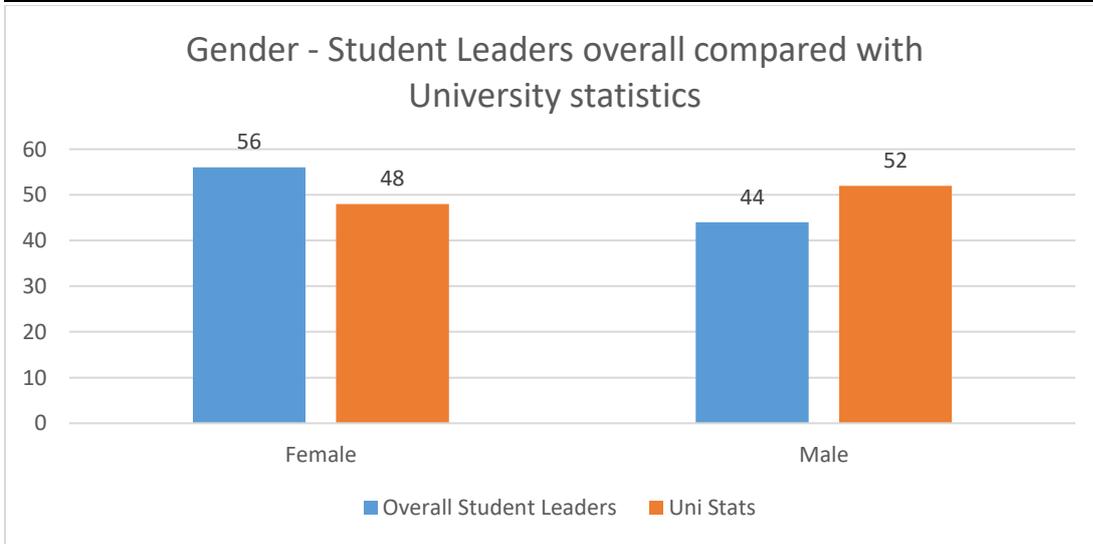


Chart 9.1: Gender and Student Leaders Vs University statistics

The number of female Student Leaders is significantly higher than male Student Leaders which is completely unrepresentative of the University student population where there are significantly more males than females. Therefore, the overall Student Leader population is not representative.

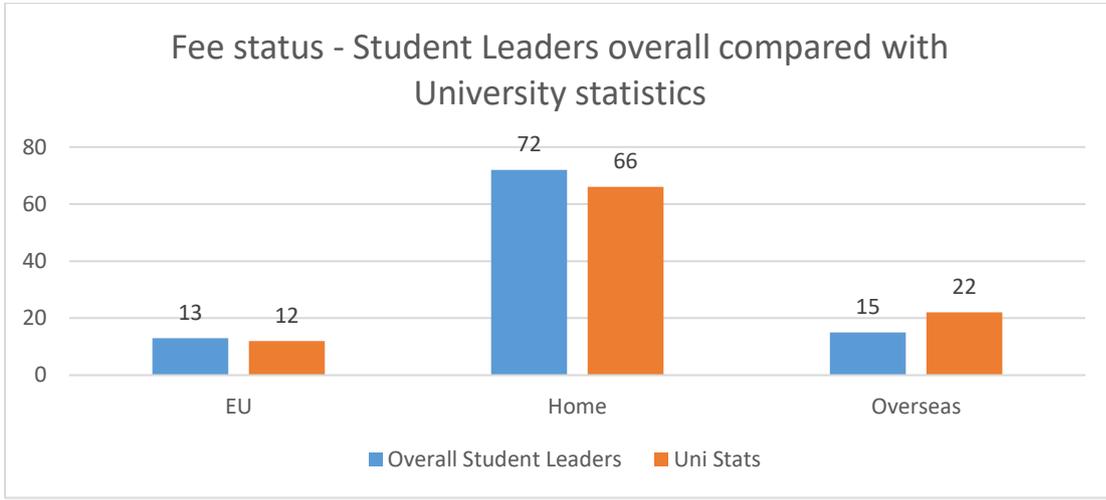


Chart 9.2: Fee Status and Student Leaders Vs University statistics

As per the University statistics, the majority of Student Leaders are 'Home' students, although there are 6% more 'Home' Student Leaders than University 'Home' students. The number of EU Student Leaders is more than the EU University students, but there are significantly less Overseas Student Leaders than there are for the University overall, so this group is not representative as Student Leaders.

\*(International students = 28% compared to University statistics of 34% - therefore still underrepresented within Student Leader groups).

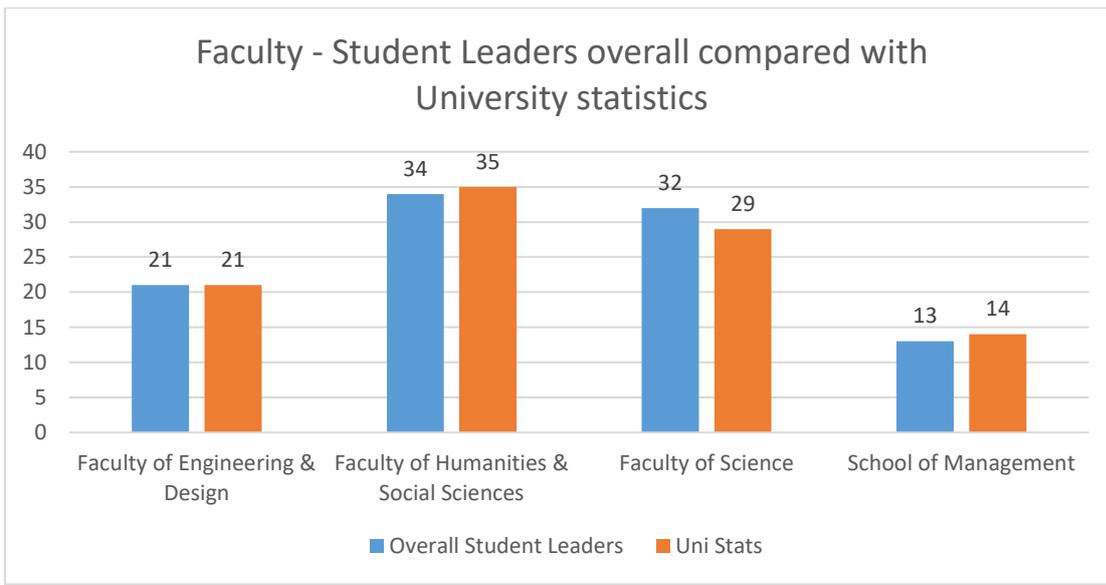
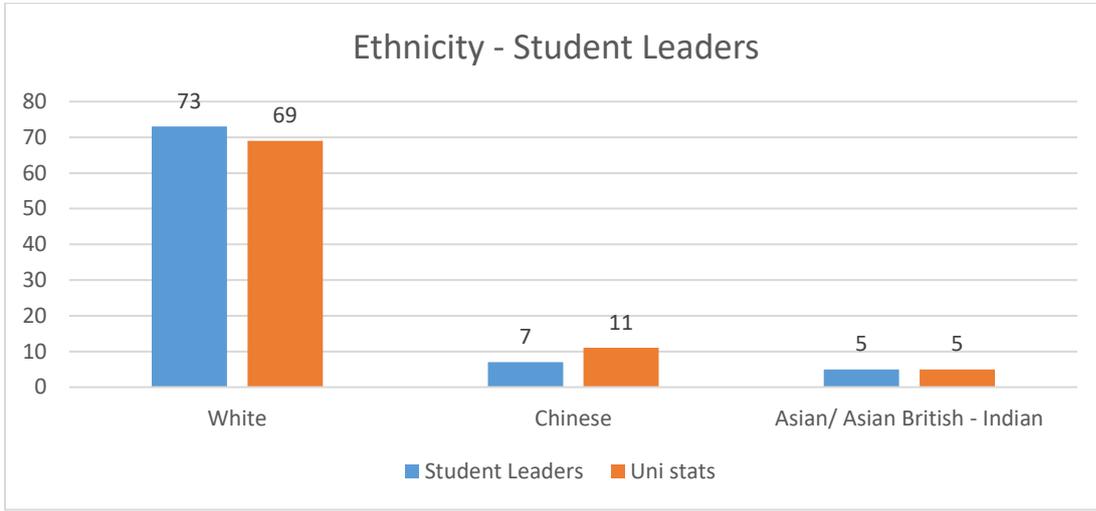


Chart 9.3: Faculty and Student Leaders Vs University statistics

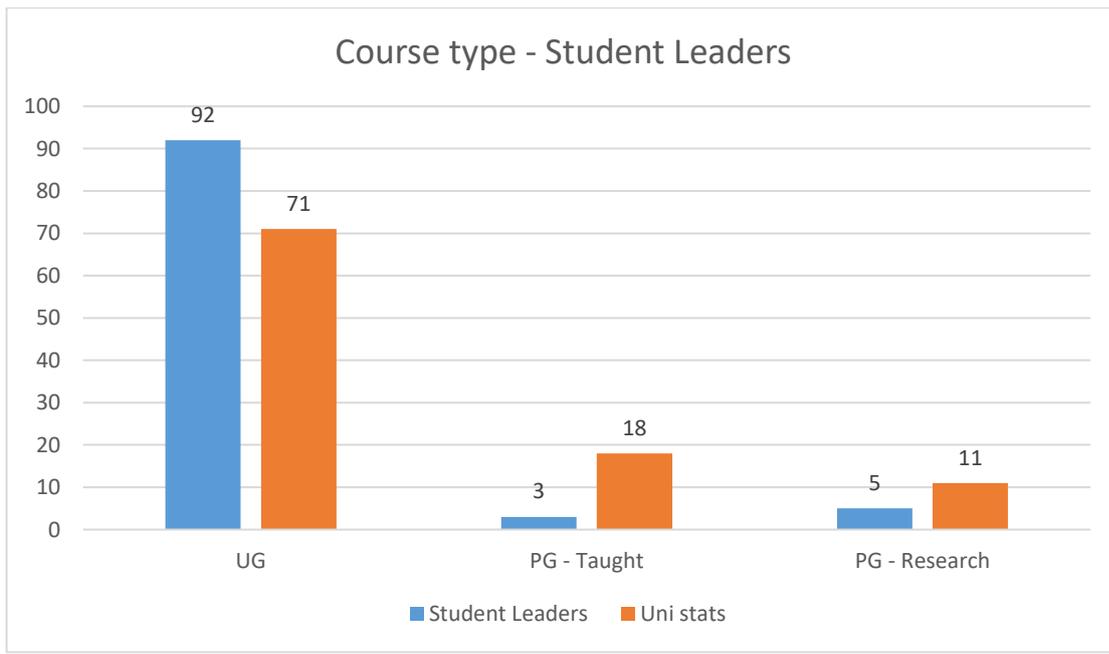
The Faculty of Humanities & Social Sciences has the highest number of Student Leaders (34%) followed by the Faculty of Science (32%) which corresponds with the university statistics. However the number of Student Leaders from the Faculty of Engineering & Design and the School of Management are representative of the University population.



**Chart 9.4: Ethnicity and Student Leaders Vs University statistics**

The number of White Committee members is slightly higher than the University student population so is representative. However the number of Chinese Committee members is lower than the University population so are underrepresented.

The percentage of BAME students in Exec roles is 25% compared to the University statistics of 29%, so this groups of students is represented.



**Chart 9.5: Course Type and Student Leaders Vs University statistics**

The majority of students are Undergraduates, where only 3% of Student Leaders are Postgraduate – Taught and only 5% are Postgraduate – Research students. When comparing to the University student population it is clear to see that these two postgraduate groups are hugely underrepresented in Student Leader roles.

**Recommendations:**

- Increase the number of males in exec roles
- Increase the number of student leaders from school of management.
- Increase the number of PGT and PGR student leaders (numbers have increase but continue to increase for better representation).

Increase the number of overseas student leaders putting themselves forward for roles.

Increase the number of Chinese students putting themselves forward for student leader roles. (need to look at this along with the elections data).- it could be that people are putting themselves forward but not being elected.