



# Creating the Future

Students' Associations and College Partnerships



# Are you a Sir Humphrey, a Bernard or The Minister?

Aim : to explore the role of students association staff and principles underlying their effective employment

**#ctf 13**

#ctf13sust / #ctf13auto / #ctf13fund / #ctf13partners



# Are you a Sir Humphrey, a Bernard or The Minister?

By the end of the session you will

- Be able to list some strengths and weaknesses of current staff support in students associations
- Be able to describe some of the factors to be considered when developing staff support
- Have considered at least three models of staff support and thought about their advantages and challenges
- Be able to describe key aspects of employing staff that need to be considered whichever model you might use

**#ctf 13**

#ctf13sust / #ctf13auto / #ctf13fund / #ctf13partners



'Some colleges have developed Learner Engagement Officer (LEO) posts, which are viewed by staff as positive for their role in encouraging and supporting learner engagement. However, concerns had been raised.. These might detract from the commitment of all staff... and undermine the role of student president'

Evaluation of the SFC strategy for Quality Enhancement in the College Sector  
Sept.2010



**#ctf 13**

#ctf13sust / #ctf13auto / #ctf13fund / #ctf13partners

# Group activity

What are the strengths and weaknesses of staff support currently in colleges?

**#ctf 13**

#ctf13sust / #ctf13auto / #ctf13fund / #ctf13partners



# Issues with existing staff support

- Junior roles often part time
- Generalist or low level support
- Unclear or ineffective lines of accountability
- Lack of professional training and support

**#ctf 13**

#ctf13sust / #ctf13auto / #ctf13fund / #ctf13partners



# Some concepts to consider

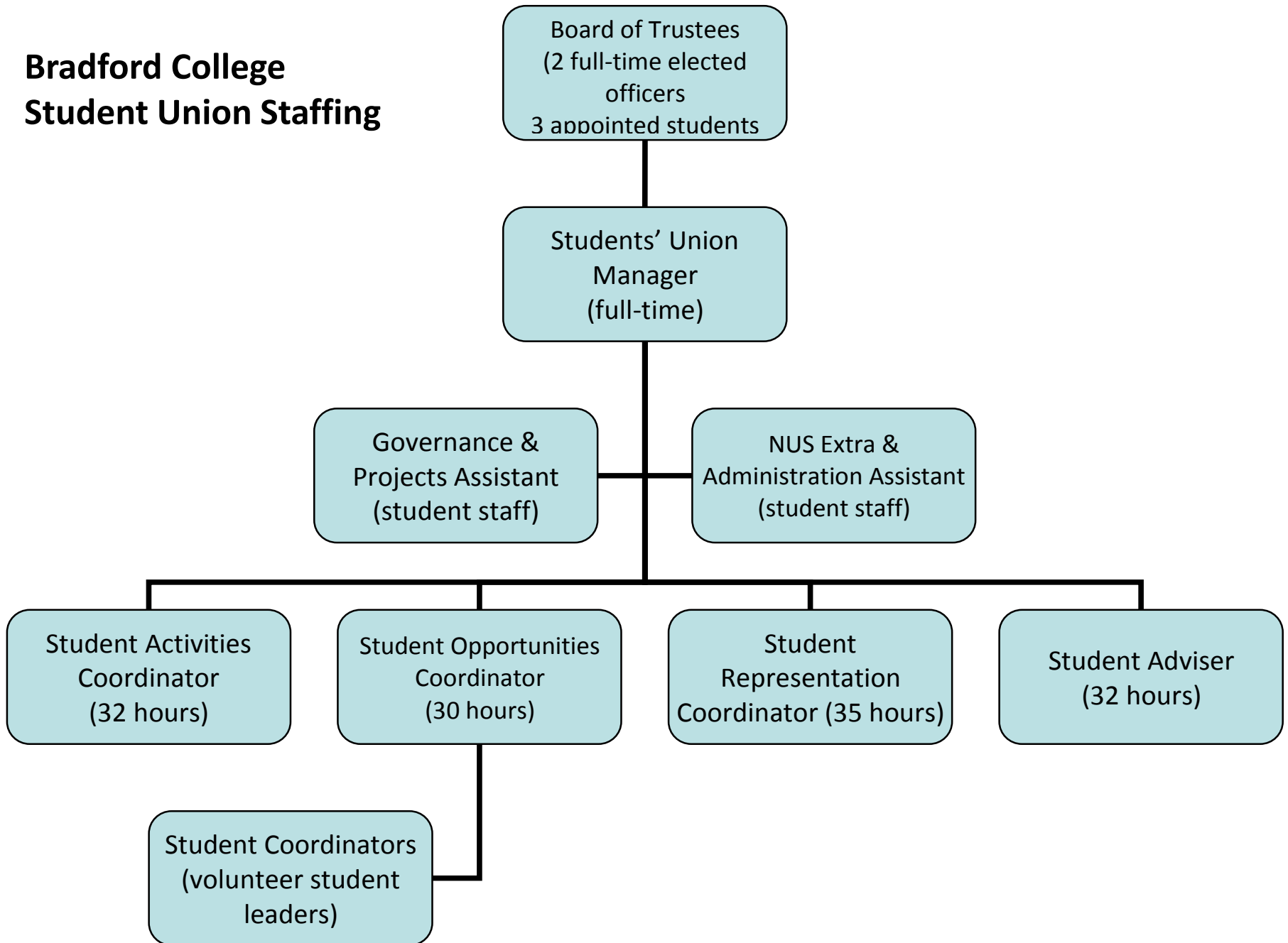
- 'Student-led/professionally supported' – Cornwall College
- Supported autonomy – Edinburgh College
- Representative vs administrative
- Continuity, sustainability and strategy – complex role
- Strategic objective vs individual performance
- Professional development and recognition

**#ctf 13**

#ctf13sust / #ctf13auto / #ctf13fund / #ctf13partners



# Bradford College Student Union Staffing





College Board of Management

Trustee Board

Head of Student Services

Student President

Student Liaison Manager

5x Campus Executive

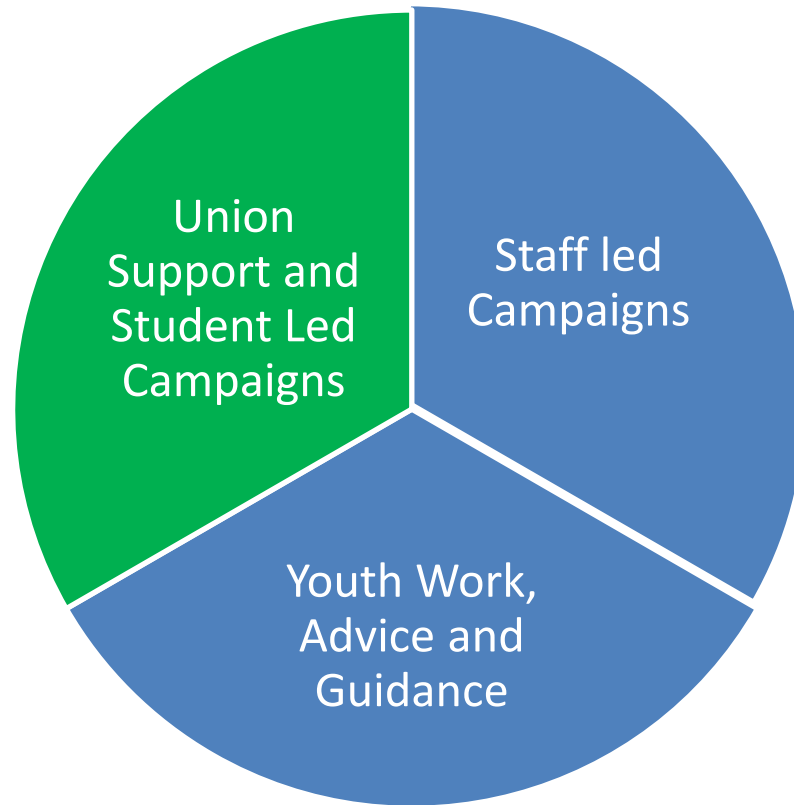
5x Student Liaison Staff

Support

Support

Plan of Work Created by Student President based on manifesto and agreed by all parties. Staff support its delivery.

# Student Liaison Staff Time



# Edinburgh College Students Association

- 2012 - Campus based staff reporting to campus based sabbatical
- 2013 – Student Association Manager, remit based student officers
- HR protocol – Manager objectives set by student officers, day to day performance by college line manager
- `can get on with my real job – getting out and talking to students rather than organisational issues

**#ctf 13**

#ctf13sust / #ctf13auto / #ctf13fund / #ctf13partners



# Group Activity

- Think about the models of staff support we have supplied.
- What are the advantages of these models, particularly in relation to Griggs statement and what are the disadvantages/concerns

**#ctf 13**

#ctf13sust / #ctf13auto / #ctf13fund / #ctf13partners



# Many different paths

- Can we agree any key principles that should be addressed when developing student association staff support?

**#ctf 13**

#ctf13sust / #ctf13auto / #ctf13fund / #ctf13partners

