

WSU Policy Number: To be filled in by the SU

Policy Proposal: Restructure of Committee Roles for Sports Clubs and Societies

Passed by TeamWorc Council: 28th January 2022

Proposing Student's Name:	Neve Ricketts
Student Number:	Vice President Student Activities
Seconding Student's Name	Bartek Kusmierz
Student Number:	19002411
Facts: What is the issue you're trying to address? What do we already know about this issue?	
<p>Sports Clubs and Societies must currently have the following core roles: Chair, Treasurer, Secretary, and Inclusivity Rep. Additional roles also exist for many clubs and societies such as social secretary and social media rep.</p> <p>It has been recognised that the roles have not been fully reviewed for several years and feedback from committee members suggests; some roles have more to do than others, and some roles are more attractive to students.</p> <p>At TeamWorc Council(9/12/2021), committee members of sports clubs and societies were asked the following questions to help inform a review of the positions:</p> <p>Does #TeamWorc think the current Committee roles in Clubs and Societies are still relevant in 2022?</p> <ol style="list-style-type: none"> 1. Are the roles in our committees' still helpful and a productive use of time in a Club and Society function? 2. Are specific roles useful to you Club / Soc? 3. Do you find one role is a lot more time consuming than others? 4. Should some roles be taken away / introduced? 5. Are the roles you have now helping you to upskill after University? <p>Representatives were asked to discuss their thoughts in groups and feedback to #TeamWorc. Feedback based on core committee roles we received included:</p>	

- The role of Chair was viewed as essential by most clubs and societies
- It was felt that all committee roles should share the responsibilities of an Inclusivity Rep to make sure that student groups are a safe and welcoming environment for all (there was a suggestion that the role of Inclusivity Rep could be combined with another)
- Treasurer/Secretary is less important for some societies and clubs
- Flexible approach to roles
- For smaller clubs/societies, recognising their limits and rates of which things can be achieved
- Recognising that not one-size-fits-all, clubs and societies have different needs and need committee roles to reflect that

Impacts: How does this issue affect students, and in what way? Is it negative?

Feedback included:

- Students are unaware of level of commitment prior to taking on the role
- There is an uneven distribution of responsibility, leading to conflict within some committees
- Responsibilities are uneven between committee members leading to some members finding it difficult to balance their role with their University work – SU staff have seen number of committee members resigning from their position
- Due to confusion between committee members over who is responsible for what, it's led to reduced engagement/output (teams approach vs role approach)
- Difficulty in recruiting new committee members

Evidence from SU staff and officer engagement with committees also suggests:

- There are real challenges filling all four roles in many smaller student groups, while larger groups need more committee members.
- Student engagement has changed through the pandemic and the Students' Union has noticed a reluctance amongst the student body to take on student positions in student groups

Reacts: What would you like the Students' Union to do to address the issue? How do we need to take it forward?

Based on your feedback and SU staff observations, it was felt that our current structure is no longer fit for purpose.

The following four proposed amendments were passed at TeamWorc Council:

1. Reducing the number of 4 core committee members to 3 which include the following roles
 - Chair
 - Vice Chair Finance and Admin (name TBC)
 - Vice Chair Inclusivity and Promotions (name TBC)
2. While there is a dedicated member/executive to focus on inclusion, we propose that all of the members/executives should include an element of equality, diversity, and inclusion in their role description
3. Clubs/Societies all have different needs and will still have the opportunity to create additional roles for their group. These would have to be agreed with the SU in advance.
4. If there is not a specific committee member for certain duties and tasks, these are to be delegated amongst the committee (either assigned at the start of the year or switched throughout the year depending on time commitments). For example, if there is no social secretary, one committee member must be responsible for running responsible socials if this is something the club/society intends to do.

The following proposed amendment was voted against at Team Worc Council and has been excluded from the overall policy proposal

1. To re-name Committee/Committee Member to Student Group Executive/Student Group Executives