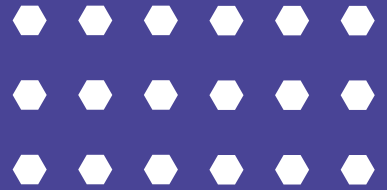


# OUR STRATEGY

2017-20



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# UNION PRESIDENT'S WELCOME

This is the most exciting time in our history. Imperial College London is consistently ranked among the top ten universities in the world. Our campus, nestled in the heart of one of the most vibrant cities in Europe, plays host to a community of outstanding students from nearly every country on Earth. Yet we are united in our drive, our curiosity, and our scientific and technical talent.

Imperial students have incredibly bright futures. As a Union, we want to give our students a world-leading university experience so that every student can make the most of their time at Imperial: excelling academically, exploring passions and forging lifelong friendships.

The years ahead are exciting, and the Union is committed to keeping pace with the accelerating ambitions of our students and the College. We are dedicated to tackling any and every problem faced by our students, whether it's academic, financial or personal.

*Our Strategy* outlines our vision for the future of Imperial College Union. If we deliver *Our Strategy* successfully, we are confident that we will provide a world-leading student experience.

This experience is about more than just academic achievement. It is about a broader, balanced education in which students have the opportunities to enjoy their free time, develop skills, preserve their well-being and understand their learning in the wider context of society. We want our members to be equipped to start exciting careers and lead fulfilling lives with the confidence that they can use their education to be innovative, daring and disruptive as they tackle global challenges.

A world-leading student experience is also about being an active part of a community. We want our members to value and support each other, recognising that they can achieve far more together than they ever could individually. We want to celebrate our diversity in the knowledge that we are more strongly united by our commonality as part of one Imperial Community. This Strategy aims to strengthen this Community and encourage members to stay involved in the parts of Imperial they love, even once they graduate.

In this vein of collaboration, we will work in partnership with College to achieve our aims and make Imperial the very best it can be.

The objectives in the coming pages set out an ambitious plan to improve *Your Support, Your Development, Your Voice* and *Your Union*. Above all, this strategy is *For You*, our members. We are all the Union and it is us who will be responsible for delivering it.

The time we spend at Imperial shapes who we are and what we will become; through this Strategy, let us also shape Imperial.



**NAS ANDRIOPOULOS**

Union President 2016/17

# CHAIR OF THE BOARD OF TRUSTEES' WELCOME

I am pleased to introduce Imperial College Union's ambitious new Strategy, as approved by the Board of Trustees.

The next three years will see an incredible community of student leaders, volunteers, staff and partners work together to build upon the strong foundations already laid at Imperial College Union. The Board will focus on strategic challenges that will define and enable our success well into the future.

We will ensure that we reflect the broad diversity of our community, giving all of our members equal opportunity and support in participating in Imperial life. We will enable all students to become custodians of our wealth of traditions and achievements, adding their own contribution to our history and passing it on to the next generation each year.

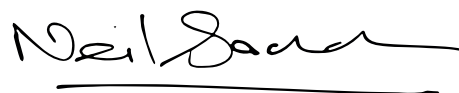
We will stay at the front of key issues affecting our community. Student well-being, space to learn, and striking a healthy balance between work and play are examples of challenges that we must ensure are adequately addressed. We will work to ensure the College is engaged and wholly committed to our charitable objectives and the success of our social enterprises.

A continued focus on strong finances will enable the growth and development of our world-class student activities, both now and in the long term. Diversifying our income streams to become less dependent on our membership will be key to this task.

Throughout, the Trustees will take an active role in supporting our staff and student leaders. We will be available to the Union staff and students alike to assist in their efforts, encourage their personal and professional growth, and celebrate all that we will achieve together.

**NEIL SACHDEV**

Chair of the Board of Trustees



# MANAGING DIRECTOR'S WELCOME

The previous strategic plan saw the Union achieve significant improvements over the last three years. We are now in a strong position to take things to the next level for our students and, working with College, we aim to deliver the best student experience in the UK.

We helped to shape the College's *Strategy 2015-20*. Now, supported by the focus of *Our Strategy*, we will become an ever more crucial partner in the successful delivery of their strategy.

We are making a difference to many of our members but know we must do more to widen our reach and impact to the whole student body. We are committed to achieving this with a focus on increasing our presence and offer for those not based at South Kensington.

My role is to ensure that we are a well-run, sustainable and functional organisation that has a clear direction of travel. This Strategy sets this out in an exciting set of overarching objectives and will be underpinned by clear operational plans for each year.

Our values are central to everything that we do and we trust that every member will be able to identify with them. They are detailed over the coming pages and it has been very pleasing to see these being lived out in the creation of this Strategy.

The extensive research and consultation with all our stakeholders has displayed our commitment to partnership, whilst the ambitious objectives and drive to provide the best student experience exhibits leadership.

By far our biggest resource in the delivery of this Strategy is our people, including Union staff, Officers and Trustees. Crucially this also includes our thousands of volunteers and in fact all of our members; that's you.

The talent and drive amongst these people is extraordinary and I know that we can accomplish *Our Strategy* and therefore have an even greater positive impact on our members' lives both at and after Imperial.

**JARLATH O'HARA**

Managing Director





# OUR VALUES

ASSERTING | INSPIRING | TRANSFORMING

## LEADERSHIP

*We turn students into leaders, and we carve our own paths.*

We will find talent, nurture it, and put it to work for our members. We will build a culture of responsibility, honesty and ownership, but not blame. Our leaders will have power, with accountability; authority, with transparency; we will all lead by example. That's how we will stay ahead of the challenges we face, take a leadership role in the most important debates, and tackle our biggest decisions with confidence and energy.

BUILDING | ESTABLISHING | CREATING

## PARTNERSHIP

*We have a lot of challenges ahead of us, and we will not tackle them alone.*

We are stronger when we work together. Internally and externally, we will search for those with whom we have common ground and shared priorities, and we will find new ways to work together. We can do more, achieve more, and offer more, when we collaborate with others. We will be a dependable partner, sharing our successes, abilities and aspirations widely. We will assert our place as an essential partner to College, at the centre of the worldwide Imperial Community.

DEEPENING | FIRING UP | EXTENDING

## DEMOCRACY

*We won't do things for you, we'll do things with you.*

We are run by our members, for our members. We are our members. We will build a powerful and meaningful student democracy, which will engage every single one of us. Our student leaders will speak with authority and insight, and they will tackle our most complex and difficult decisions. Through this democracy, we will empower every student to create their own Imperial experience, challenge them to grow to their full potential, and fire them up to change the world around them.

PRIZING | APPRECIATING | DEMANDING

## INCLUSIVITY

*No matter who you are, we're here for you.*

There is only one Imperial Community, and we will hear every voice within it. It doesn't matter what you study, where you are, where you're from, or where you're going - we will tear down any barrier that keeps you from our opportunities and our democracy. We believe there is no such thing as an average or typical Imperial student, and we recognise that our strength and our power comes from the diversity of our membership.

# FOR YOU

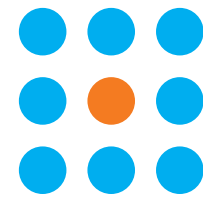
## SOMETHING FOR ALL STUDENTS

### AIM:

To increase our reach to all students and ensure that we are making a difference to their lives no matter their location or level of study.

### OBJECTIVES:

- + We will cultivate student communities by understanding our membership and meeting their needs.
- + We will inspire an Imperial-for-life mindset that encourages students to maintain an active role in their Imperial communities once they graduate.
- + We will have the strongest and most inclusive democracy of any students' union in the UK.



### AHMED SHAMSO

THIRD YEAR POSTGRADUATE, MATERIALS  
**PRESIDENT, GRADUATE STUDENTS'  
UNION**



//

Being an international postgraduate student does not mean not being reached. I'm Ahmed, and I'm the Graduate Students' Union President that represents all postgraduate students; nearly 50% of the student community, spread across every department, building, and campus. Firstly reached by a Union talk, I eventually ended up sitting on top of a huge representation network and discussing real concerns of the students with the high-level figures of Imperial. For me, as an active participant to the Union's activities, this is a year-long personal development course where I practice every detail of it in every minute of my day, especially as I'm doing this at the same time as doing my PhD studies.

# FOR YOUR SUPPORT

HERE WHEN YOU NEED US

## AIM:

To improve our capacity to support students through the academic, emotional and social challenges of studying in the high-performing, pressurised and fast-paced environment of Imperial.

## OBJECTIVES:

- + We will help every student who comes to us in need.
- + We will nurture a community in which students and staff are compassionate, respectful and supportive of one another.
- + We will act in partnership with Imperial College London and relevant expert organisations to most effectively improve the well-being and welfare of our students.



## GENEVIEVE TAYLOR-DAVIES

FIFTH YEAR UNDERGRADUATE, MEDICINE  
WELFARE OFFICER, ICSM STUDENTS' UNION



“

I got involved because I watched friends feel isolated and intimidated. I wanted to promote the resources available to students as well as providing better options for those ashamed or scared to come forward with mental health difficulties, out of fear for the impact on their career in medicine.

As part of my role I have one-on-one chats with students. Often just a chat, coffee and the formation of an action plan is enough, but I'm also able to link them in with the right support networks. For many students, asking for help is a scary step to make. As part of the Union, I try to make that step easier and less intimidating by being readily available, tea on hand!



# FOR YOUR DEVELOPMENT

WE CAN DEVELOP YOU

## AIM:

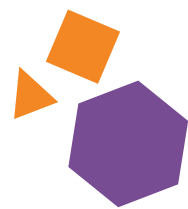
To enhance the enjoyment and talents of our members in order to form well-rounded people who are confident in articulating their skills to employers.

## OBJECTIVES:

- + We will be recognised as leaders for the value that our activities add to students' personal and professional development.
- + We will provide systems, staff support and funding for volunteers\* to enable them to maximise the impact of their roles.
- + We will develop, diversify and expand our training programme to allow volunteers to plan their progression and prepare them to hold roles of responsibility within the Union and beyond.

### \* WHAT DOES VOLUNTEERING MEAN TO US?

*Our Volunteers include Academic Representatives; committee members of Clubs, Societies & Projects, Constituent Unions and Management Groups; as well as elected officers and community volunteers.*



## ANDREW MILLER

THIRD YEAR UNDERGRADUATE, PHYSICS  
IMPERIAL PLUS VOLUNTEER



I joined Imperial Plus so that I could develop skills through volunteering and gain recognition from the Union for my efforts. The Imperial Plus ILM Endorsed Skills Development Programme is a fantastic opportunity and a unique attribute to any CV. The skills that I have learnt throughout the workshops are wide-ranging and applicable anywhere. I now feel that I can talk more confidently in an interview, plan my day well, and also communicate more effectively with my peers.

# FOR YOUR VOICE

MAKE CHANGE HAPPEN

## AIM:

To empower students to be proactive, responsible citizens\* who have the capacity to change the world.

## OBJECTIVES:

- + We will ensure that every student knows how to improve their experience inside and outside of Imperial.
- + We will reinforce the importance of global citizenship to our students and the ambassadorial role they have in local, national and international communities.
- + We will support students to ensure their voice is heard and communicate the impacts of student-led change.

### \* WHAT IS A RESPONSIBLE CITIZEN?

*Our students should be responsible individuals who are confident in being bold and disruptive with their talents for the benefit of society.*



## CLAUDIA CARAVELLO

THIRD YEAR UNDERGRADUATE,  
CIVIL ENGINEERING

ACADEMIC AFFAIRS OFFICER,  
CITY & GUILDS COLLEGE UNION



“

I applied for Academic Affairs Officer because I had seen what a change I could make while being an Academic Representative. Being able to take students' thoughts, and work with lecturers to help mould the syllabus to suit the students better, was one of the most rewarding things about that role. This inspired me to go further and take up my current role, where I now help influence positive changes in all the departments in the Faculty of Engineering.

It has been great to see how much the Faculty staff and the Union listen to the all the student perspectives I present. The student voice makes a big impact on decisions within the Faculty, and I am looking forward to continuing to liaise between students and staff to bring about even more great changes!



# YOUR UNION

## THE FOUNDATION

### AIM:

To ensure that we are a well-run, sustainable and functional organisation, positioning people\* and resources to best serve our members now and in the future.

### OBJECTIVES:

- + We will develop long-term financial strength through growth in non-member income, enhanced financial modelling, and balanced investment plans.
- + We will foster a culture of continued progression to attract and develop the best people\*.
- + We will stay true to a direction set by our values, unique history and a strong moral compass.

### \* WHO ARE OUR PEOPLE?

*Our People are students, volunteers, part-time and full-time staff.*



**YI SALOME HUI**  
THIRD YEAR UNDERGRADUATE, BIOLOGY  
UNION SHOP EMPLOYEE



“

Joining the Union shop has been a rewarding experience, as I am fully engaged in the community. I have gained skills that are transferable to whatever I am going to do in the future. The best thing about working in the Union Shop is that you can always sign up to shifts that fit your schedule. I am now better at time management from balancing my time between studies and work. The colleagues are extremely friendly and helpful, which makes it a harmonious workplace for a full-time student. I really enjoy working in the shop - it is one of the highlights of my university life.



**Imperial College Union**

Beit Quadrangle  
Prince Consort Road  
London  
SW7 2BB

Registered Charity No: 1151241 [imperialcollegeunion.org](http://imperialcollegeunion.org)

Tel: 020 7594 8060  
Email: [union@imperial.ac.uk](mailto:union@imperial.ac.uk)  
Twitter: @icunion  
Facebook: Imperial College Union

