

2017/18 Business Plan

Strategic Objective	Business Plan Objective	Outcomes	Progress Updates
<i>For You – Something For All Students</i>			
<i>We will cultivate student communities by understanding our membership and meeting their needs.</i>	Support Constituent Unions in developing and delivering their own strategic plans	Three or more Constituent Unions write a strategic plan with Union consultation	This will be complete by year end with three agreed Strategic Plans.
<i>We will inspire an Imperial-for-life mindset that encourages students to maintain an active role in their Imperial communities once they graduate.</i>	Work with Advancement team to deliver events bringing together the Imperial community. Improve the life membership and donation processes, enabling life members to allocate donations fees to nominated CSPs	20% Growth in life membership and Donations From: 16/17 actual 17/18 target 245 294 £11,200 £13,440	We are slightly ahead of schedule to deliver this by the end of year.
<i>We will have the strongest and most inclusive democracy of any students' union in the UK.</i>	Deliver successful Leadership Elections 2018 with increased participation and engagement (UG: 62%, PG: 28%)	Voting in Autumn: UG: 30%, PG: 15% Voting in Leadership: UG: 62%, PG: 28%	This will not be achieved. Stats were well ahead for Autumn but below for Leadership. UG 56.7% PGT 10.4% PGR 16.2%
<i>For Your Support - Here When You Need Us</i>			

<i>We will help every student who comes to us in need.</i>	Achieve Advice Quality Standard accreditation and Increase percentage of known academic appeals and complaints that use Advice Centre	Accreditation received and Academic appeal caseload increased 20%	This has been achieved.
<i>We will nurture a community in which students and staff are compassionate, respectful and supportive of one another.</i>	Develop, launch, monitor and review a Wellbeing Representation Network with all reps trained and active.	Network is launched and through review its support needs are defined, resourced and delivered, with ongoing monitoring and evaluation	The network was launched and has had successes this year. Reporting and finalising funding and eventual evaluation still needs to be complete.
<i>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.</i>	Lead College to generate and begin implementation of meaningful and adequately-resourced Wellbeing and Be Active Strategies that reflect our objectives around wellbeing, welfare, sport & physical activity and the student experience	Both joint strategies agreed, funding secured and action plans in place	Be Active strategy jointly written and signed off. Student Support Strategy in development - both in funding round now.
<i>For Your Development – We Can Develop You</i>			
<i>We will be recognised as leaders for the value that our activities add to students’ personal and professional development.</i>	Review health and safety procedures and policies relating to Clubs, Societies & Projects	Deliver a step change in safety management – evidenced by implementation of Audit and action plan and student feedback on H&S culture change	Good progress has been made. Further evidence of this needs to be compiled through the continuing audit process.
<i>We will provide systems, staff support and funding for volunteers to enable them to maximise the impact of their roles.</i>	Deliver Volunteer Fair, Student Volunteering Week and other volunteering opportunities with increased participation	Students engaged in volunteering opportunities increased by 10%	There are mixed methods of measuring this from a moving start in year. Engagement is up but 10% is tough to demonstrate.

<i>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.</i>	Develop online training and FAQ solutions to reduce workload in producing training material and provide easy access to information and guidance. Launch an accreditation scheme for Clubs, Societies & Projects	Launch ICXP - Imperial Club Experience Project ICXP and deliver 20% Increased participation in training for members	ICXP Launched and 20% training exceeded though direct measurement has only begun this year.
For Your Voice – Make Change Happen			
<i>We will ensure that every student knows how to improve their experience inside and outside of Imperial.</i>	Support Liberation Officers to establish Liberation forums	Implementation of Liberation Review action plan	The review and action plan development have been achieved though this is in need of resource to truly kick-start our work in this area and will become an 18/19 objective.
<i>We will reinforce the importance of global citizenship to our students and the ambassadorial role they have in local, national and international communities.</i>	Design and delivery of Active Bystander intervention training	Online and in-person training experiences delivered to 150 students	Delivered to 197 students - great success.
<i>We will support students to ensure their voice is heard and communicate the impacts of student-led change.</i>	Deliver Student Academic Choice Awards achieving a record 1000 nominations and reporting recommendations to College	Highest ever level of engagement with SACAs (1000+) and recommendations report deliver to College	1868 - great success. College very appreciative of this event.
Your Union – The Foundation			

<p><i>We will develop long-term financial strength through growth in non-member income, enhanced financial modelling, and balanced investment plans.</i></p>	<p>Generate and begin to implement Commercial Services, Sponsorship and Investment strategies</p>	<p>Deliver budget and strategies written for delivery from 2018/19</p>	<p>On target for completion by end July 2018 beginning delivery 18/19</p>
<p><i>We will foster a culture of continued progression to attract and develop the best people.</i></p>	<p>Develop and launch a People strategy. Maintain our Investors in People Gold accreditation through evaluation and improvement of current performance</p>	<p>People Strategy launched by June 2018. IIP Evaluation completed, achieve accreditation and development plan agreed</p>	<p>We have an amnesty for regaining Gold. Will become important Business Plan objective for 18/19.</p>
<p><i>We will stay true to a direction set by our values, unique history and a strong moral compass.</i></p>	<p>Complete a review of our Constitution & Byelaws and governance structures and practices</p>	<p>Fundamental documents reviewed, approved and implemented</p>	<p>This remains a challenge being discussed elsewhere at Governance and within Board.</p>