

For the purpose of these By-Laws:

- University of Leicester Students' Union shall be referred to as 'Leicester Students' Union.
- Management Board shall be referred to as the Strategic Leadership Team

These By-Laws shall not be interpreted in any way to overrule the Memorandum and Articles of Association.

BY-LAWS OF THE UNION

REFERENDA

1. A Referendum may be called on any issue by a:
 - 1.1 a resolution of the Trustees;
2. A Referendum may be commended to the Policy Sub-Committee by a
 - 2.1 a majority vote of the Leicester 100; or
 - 2.2 two thirds majority yes vote of the Leicester 100 stating that they wish to refer a proposal to a referendum; or
 - 2.2 a Secure Petition signed by at least 200 Members.
3. General
 - 3.1 Subject to Articles of Association, article 44.3, a resolution may only be passed by a Referendum if at least 5% or one thousand, whichever is the greater, of Members cast a vote in the Referendum and a majority of the votes cast are in favour of the resolution.
 - 3.2 The Policy Sub-Committee shall appoint a senior staff member as the Deputy Returning Officer who will be responsible for the operation of referendums and a Returning Officer who consider any appeals submitted. For the avoidance of doubt, these can be the same people as in the Union Elections.
 - 3.3 Policy Sub-Committee shall agree on the wording of the question, rules, and timetables for the referendum subject to: -
 - 3.3.1 At least five working days' notice to Members that the referendum is been held, this period shall include the opportunity for students to join or form campaign teams
 - 3.3.2 There shall be a period of at least seven working days between the submission deadline for referendum materials and their publication.
 - 3.3.3 During this period an independent fact checker (appointed by the Policy Sub-Committee) will: -
 - 3.3.3.1 Independently review all claims made within campaign materials, requesting all source material
 - 3.3.3.2 Investigate the veracity of source material; working with any relevant third-party bodies where they can assist.

3.3.3.3 Highlight to campaign teams where claims may need retracting or clearly presenting as matters of opinion, rather than fact.

3.3.4 Campaign team materials will not be published by the Students' Union until they have been approved by the Fact Checker.

3.3.5 An appeal is able to be submitted, with regard to a decision by the fact checker; this is required to be submitted in writing to the DRO, the deadline for the submission of an appeal is one hour after the close of voting. The DRO will review all relevant information in coming to a final decision on the matters raised within the appeal; to facilitate the investigation the DRO has the authority to, depending on the timing of the submission of the appeal, delay the publication of the referendum materials and the commencement of the voting period. The decision of the DRO shall be deemed as final.

3.3.6 Voting shall commence at least one working day after the publication of the referendum materials.

3.3.7 There shall be provisions for each campaign group to receive the opportunity for equal publicity.

3.4 Once the rules are approved by the Policy Sub-Committee, they will form the basis on which the Referendum shall be run by the Deputy Returning Officer.

MEMBERSHIP

1. Full membership is given to:

1.1 All registered students at the University of Leicester.

1.2 Executive Officers.

2. Full membership is voluntary and students shall have the right to opt out of Union membership under the provisions of the Education Act 1994 and according to Ordinance XV.

3. Associate membership is given to:

3.1 Past full Members of the Union, staff of the University of Leicester, staff of the Union, and its wholly owned companies, upon the payment of an annual subscription as set by the Board of Trustees.

3.2 Conferences, short course students, exchange students, and English Language students for the duration of their course, conference, or residency in University of Leicester accommodation.

3.3 Students whose registration has been suspended.

3.4 Students registered with the University Library through the Sconul Scheme.

4. Honorary membership can be given as follows:

4.1 Honorary membership can only be conferred on an individual by the Leicester 100 subject to approval by the Board of Trustees.

- 4.2 Subject to approval by the Trustee Board the Leicester 100 may grant honorary membership to individuals helping the Union or taking on specific roles for the Union, for a period of time to be specified by the Trustee Board.
- 4.3 Any full Union member may nominate an individual for honorary membership.
5. Reciprocal membership is given to those members of other establishments with who a reciprocal agreement is in force.
6. Full membership of the Union confers the following privileges:
 - 6.1 To vote in Referendums, and elections, at an Annual Members' meeting as provided for in these By-Laws.
 - 6.2 To attend and speak at meetings of the Union.
 - 6.3 To stand for election for posts within the Union, subject to these By-Laws.
 - 6.4 To stand for election for posts within the University of Leicester, subject to these By-Laws or University as appropriate.
 - 6.5 To take advantage of the Union's facilities.
 - 6.6 To participate in activities arranged by the Union and its affiliated sub-organisations.
 - 6.7 Eligibility for membership of sub-organisations of the Union.
 - 6.8 Eligibility for election for posts within sub-organisations of the Union.
 - 6.9 To become a playing member of the University sports teams upon payment of the relevant subscriptions.
7. Associate and Honorary Members shall only have privileges 6.5, 6.6, 6.7 and 6.9.

COMMITTEES

For the purpose of these By-Laws:

- Management Board shall be referred to as the 'Strategic Leadership Team'
- Finance Committee shall be referred to as the 'Finance and Audit Sub Committee'

1. General

- 1.1 Standing Committees are empowered to invite any person to their meetings. Such persons may speak at the meeting, at the discretion of the Chair, but cannot vote on any proceedings of the meeting.
- 1.2 The Chair of each Standing Committee shall ensure that all Members receive reasonable notice of meetings.
- 1.3 Standing Committees shall be empowered to form sub-committees, as and when required.
- 1.4 In the absence of the Chair, the Committee shall elect a Chair.
- 1.5 All Standing Committees will be run in accordance with Standing Orders.
- 1.6 All Standing Committees shall be empowered to invite Union staff Members to attend in a non-voting, advisory capacity as they see fit.
- 1.7 The Chair of each Standing Committee will be responsible for ensuring that all Committee Members receive adequate training.

Executive Committee

1. Members

Executive Officers

2. Quorum

The quorum shall consist of two-thirds of the voting members.

3. Terms of Reference

The Executive Committee shall:

- 3.1 Promote the rights of the membership both with the University and in the wider community.
- 3.2 Campaign on those issues that are relevant and important to the membership.
- 3.3 Coordinate the representational functions of the Union, ensuring the views of the membership are heard and understood.
- 3.4 Assume the powers and duties of the Leicester 100 and its other Committees during University vacations.
- 3.5 Should a policy issue of sufficient urgency arise that requires action before the next Leicester 100 meeting and if it is impossible to hold a Leicester 100 meeting, the Executive Committee may make a temporary decision on the issue.
- 3.6 During the first term of each academic year approve a list of all the Union's external affiliations.
- 3.7 The President will be the Chair of the Executive Committee.
- 3.8 Meet at least twice a month.

Leicester 100

1. Members

A broadly representative standing panel of students drawn from the student leaders of the Union will form the Leicester 100.

The criteria that define the Leicester 100 representative sample are to be reviewed and agreed upon by the Policy Sub-Committee on an annual basis.

Executive Officers will sit as non-voting members

2. Quorum

The quorum shall be 75% of the voting Members.

3. Terms of Reference

The Leicester 100 shall:

- 3.1 Meet at least three times during an Academic Year.
- 3.2 Hold workshop-style discussions and reviews of potential proposals.
- 3.3 Have the power to recommend approval of proposals for ratification by the Policy Sub-Committee.
- 3.4 Be able to make recommendations on the implementation of proposals that have been approved by the Leicester 100.
- 3.5 Have the power to recommend proposals to the Policy Sub-Committee for a Referendum.
- 3.6 Be a consultative forum for key developments and issues impacting the student's experience.
- 3.7 Be responsible for reviewing and where appropriate renewing Policies that are due to lapse.
- 3.8 Have the power, through the approval of a relevant proposal, to recommend changes to the By-Laws for approval to the Trustee Board.

4. General

- 4.1 The rights of Members of Leicester 100 and the conduct of the meeting shall be regulated by the Standing Orders within these By-laws.
- 4.2 Four clear days' notice shall be given of any meeting of Leicester 100, except in the case of an emergency meeting.
- 4.3 Meetings of Leicester 100 cannot start until they reach quorum.
- 4.4 If the quorum is successfully challenged, the Chair shall declare the meeting closed forthwith.
- 4.5 A detailed agenda and any relevant minutes and reports to be presented to Leicester 100 shall be emailed to all Members of Leicester 100 and be available on the Union's website by 4 pm, two working days prior to the meeting.
- 4.6 Availability of minutes of any meeting shall be displayed through all appropriate Union advertising methods.
- 4.7 No one can hold more than one voting position on Leicester 100.

5. Emergency Leicester 100

- 5.1 An emergency Leicester 100 meeting will be summoned upon receipt by the Students' Union Chair of a written request signed by at least 75 Members of the Students' Union or by order of the Executive Committee.

5.2 Criteria

- 5.2.1 The matter in question has arisen or has become generally known since the last Leicester 100 meeting.
- 5.2.2 The matter in question is of so urgent a nature that it cannot be referred to the next scheduled Leicester 100 meeting and cannot be referred to a Committee.
- 5.2.3 A proposal stating the reason(s) for an Emergency Leicester 100 Meeting must be submitted to the Students' Union Chair.
- 5.2.4 The Students' Union Chair will give a ruling as to whether or not the proposal fulfills the aforementioned criteria.
- 5.2.5 An Emergency Leicester 100 meeting cannot deal with any other matter(s).
- 5.2.6 The quorum of an Emergency Leicester 100 meeting shall be 75% of the voting membership.
- 5.2.7 Minutes of the meeting shall be subject to approval by the next ordinary meeting of Leicester 100.

Task and Finish Group

1. Members

Proposer/s or student who submitted idea (where appropriate)
 An Executive Officer or/and Part-Time Officer
 Members from relevant Councils
 Other interested students and leaders from the relevant part of the student community.

2. Quorum

The quorum shall be two Members

3. Terms of Reference:

- 3.1 Set up by a Council or following the approval of a proposal to develop and implement action plans to ensure that an idea or project or campaign is implemented.
- 3.2 Bring Members from across the Councils to work together on collaborative projects and ideas.
- 3.3 Meet as and when required in order to complete the task.
- 3.4 Report to relevant Council and Leicester 100 on progress.
- 3.5 Declare the task complete, after which there will be no more meetings.

4. The Executive Officer/Part-Time Officer shall:

- 4.1 Be the proposer/s main point of contact within the Union.
- 4.2 Offer support and guidance, explaining what is and is not available to the proposer/s.

Councils

1. Standing Councils

Academic Council chaired by the Education Officer
 Liberation Council chaired by a relevant Part-Time Officer (on rotation)
 Sports Council chaired by Sports Officer
 Societies Council chaired by Societies Officer

The Trustee Board may introduce up to two additional Councils with the provisions of additional councils to be reviewed on an annual basis

2. Members

Membership of each Council shall be agreed upon by the Policy Sub-Committee and shall be reviewed on an annual basis.

3. Terms of Reference:

- 3.1 Councils shall meet at least six times during the academic year.
- 3.2 A summary of key activities and actions will be recorded by the Secretary of the Council.
- 3.3 Consider and discuss relevant approved idea submissions.
- 3.4 Coordinating the development of relevant action/implementation plans for idea submissions.
- 3.5 Developing policy ideas where appropriate in conjunction with students, who may have submitted the idea. The Council will present the policies to the Leicester 100, and, then if approved, they will coordinate their implementation.
- 3.6 Coordinate events, campaigns, and relevant projects related to their titled areas.
- 3.7 Have the ability to set up Networks to coordinate activities and campaigns within a specific area of the student experience.
- 3.8 Be empowered to form Task and Finish groups for specific projects or policies, particularly where there is a requirement for collaborative working across the Councils.
- 3.9 Have the ability to invite students, and staff where appropriate to attend the Councils.
- 3.10 Carry out relevant additional responsibilities relevant to their area of responsibility.

Networks

1. Members

- 1.1 Membership of the Network will be agreed by the Council that instigates the setting up of the Network and reviewed on an annual basis
- 1.2 A relevant Part-Time, Executive Officer or Council Member to act as Chair of the Network

2. Terms of Reference

- 2.1 Meet as and when required in order to set and oversee relevant activities and campaigns relevant to their area.
- 2.2 Take forward relevant ideas and policies that have been assigned to it via the relevant Council, carrying out the necessary actions in order to ensure that an idea is implemented or/and a proposal is developed.
- 2.3 Be empowered to form Task and Finish groups for specific projects or policies, particularly where there is a requirement for collaborative working across the Councils and/or Networks.
- 2.4 Report to the relevant Council a summary of its activities including details of proposed policies it has developed for approval by the Council prior to presentation to the Leicester 100.
- 2.5 On a yearly basis, the relevant Networks will be reviewed including their membership and whether they should continue or be disbanded.

Complaints Committee

1. Members

Chair of one of the Councils drawn at random.

An Executive Officer (if the complaint is regarding an Executive Officer, a Part-Time Officer will be randomly chosen).

Two randomly selected student leaders from the pool of Student Group Committee Members, School Reps, College Reps, and Course Reps.

2. Quorum

The quorum shall be three Members.

3. Terms of Reference

- 3.1 The Complaints Committee shall deal with complaints regarding the representative part of Part-Time and Executive Officer roles. Complaints regarding their employment shall be investigated through the relevant HR processes.
- 3.2 Complaints submitted against other volunteer elected positions, associate and honorary members shall be submitted to su-complaints@le.ac.uk and investigated under the Students' Union Complaint Process.
- 3.3 Complaints shall be submitted to su-complaints@le.ac.uk
- 3.4 Upon receipt of a complaint the Complaints Committee will be formed within five working days.
- 3.5 After a full investigation of the case, the Committee shall be empowered to issue written warnings or present a suitable proposal to Leicester 100 to consider.

- 3.6 The minutes of the Complaints Committee will be presented to the Policy Sub-Committee to note.
 - 3.7 Members selected at random and not wishing to serve on the Complaints Committee will be replaced by Members who are so willing.
 - 3.8 The Council Chair present will be the Chair.
4. Procedure
 - 4.1 The Complaints Committee shall meet within three working days of being formed.
 - 4.2 The Complaints Committee will investigate the complaint, notwithstanding the non-appearance of the reported officer(s) unless an adequate reason for the absence has been given to the Chair.
 - 4.3 The officer(s) against whom the complaint has been made will be given the opportunity to make either a written or verbal statement to the Committee.
 - 4.4 Witnesses may be called by either party or independently by the Committee and such witnesses shall be heard in private.
 - 4.5 The decision of the Complaints Committee will be determined by a simple majority vote. The Committee's decision will be notified to the reported officer (s) in writing.
 - 4.6 No person other than those referred to above and the staff facilitator may be present at any Complaints Committee meeting.
 - 4.7 The investigation of a complaint should be completed whenever possible within three term time weeks (excluding any examination period).

Disciplinary Process

The President shall be responsible for ensuring that the Students' Union has appropriate Disciplinary procedures in place that will enable concerns to be brought forward regarding the conduct of a member of the Students' Union.

Disciplinary Code

1. This disciplinary code shall relate to all classes of Union membership. Complaints against Union staff shall be dealt with by the separate staff disciplinary code.
2. The following actions and types of behaviour shall not be tolerated by the Union on its premises and may constitute an offense in the terms of this Disciplinary Code:
 - i) Wilful damage to Union property (including that held by student groups.
 - ii) Behaviour likely to cause damage to Union property.
 - iii) Physical or verbal intimidation of any Member of the Union, their guests, or of Union staff.
 - iv) Any disorderly conduct, which has caused physical injury to any Member of the Union, their guests, or Union staff.

Disorderly conduct, that brings Union into disrepute with the University and/or the wider community.

BOARD OF TRUSTEES

Board of Trustees

1. Members

President
Education Officer
Communities Officer
Three Student Trustees
Five External Trustees

2. Quorum

The quorum of the Board shall be half plus one and include at least one Officer Trustee, one Student Trustee, and one External Trustee. Where the resolution or issue under discussion concerns a matter in respect of some or all of the Trustees who have a Conflict of Interest quorum shall be five.

3. Terms of Reference

3.1 The Board of Trustees is responsible, subject to the Articles of Association for:

- 3.1.1 Approving the financial strategy of the organisation.
- 3.1.2 Approving the budget and subvention grant application.
- 3.1.3 Defining and approving essential features with respect to important procedures and financial systems.
- 3.1.4 Defining specific responsibilities placed on Members of the Board, Members of the Strategic Leadership Team, the Chief Executive, and employees as set out in supporting documents.

3.2 Upon the advice of Leicester 100, the Strategic Leadership Team, and other bodies within the Union, the Board of Trustees is responsible for:

- 3.2.1 Approving the membership and terms of reference of Leicester 100.
- 3.2.2 Approving the role descriptions of the office holders of the Board.

3.3 The Board has the responsibility to the University to ensure:

- 3.3.1 The governing body of the parent institution is duly satisfied that the financial affairs of the Union have been properly conducted and that the monitoring of expenditure has been reported to the board in accordance with the Education Act 1994, Part II, 22(g).

- 3.3.2 The governing body of the parent institution is duly satisfied that elections have been conducted in accordance with the Education Act 1994, Part II. 22(e).
 - 3.3.3 A financial report of the Union is published at least every year and made available to the governing body and to all students – the report should include details of donations to external organisations.
- 3.4 The Board has the responsibility to Companies House for ensuring Directors comply with all relevant legislation.
- 3.5 The Board has responsibility to the Charities Commission to ensure
- 3.5.1 The Statements of Recommended Practice (SORP) in reporting activities, income, expenditure, and the financial position in the annual report and accounts are adhered to.
 - 3.5.2 That the charity does not exceed its charitable objectives.

Strategic Leadership Team

1. Members

President (Chair)

Remaining Executive Officers

Senior Members of Union staff as agreed by the Board of Trustees

Other co-opted as agreed by the Board of Trustees

2. Quorum

The quorum shall be two-thirds of the voting Members.

3. Terms of Reference

The Strategic Leadership Team shall be responsible for the coordination of the Union's activity on a day-to-day basis and assist the Chief Executive in the operational management of the Union.

Nominations Committee

1. Members

(To be reviewed annually at the first meeting, this will take place after the Executive Officers commence their term of office.

External Trustee (Chair)

Two Executive Officers

Nominee of the Registrar and Secretary of the University

One Member of Leicester 100

Students' Union Chair

2. Quorum

The quorum shall be three, one of whom shall be an External Trustee.

3. Terms of Reference

3.1 The Nominations Committee will have the delegated authority to:

3.1.1 Determine the process of recruitment for External Trustees of the Charity.

3.1.2 Make recommendations to the Board of Trustees for the appointment of non-Executive Officers.

3.2 The Committee will advise the Board on:

3.2.1 All matters relating to the process for the appointment of Trustees.

3.2.2 The appointment of ordinary Student Trustees.

Finance and Audit Sub Committee

1. Members

(To be reviewed annually at the first meeting, this will take place after the Executive Officers commence their term of office.

Two Executive Officers

Two External Trustees (one shall be Chair)

2. Quorum

The quorum shall be three, one of whom shall be an External Trustee.

3. Terms of Reference

The Finance and Audit Sub Committee of the Board of Trustees will have delegated authority to:

- 3.1.1 Address any significant problem arising from the reports of:
 - 3.1.1.1 The external auditor
 - 3.1.1.2 Any appointed accounting agency
 - 3.1.1.3 The Audit Committee of the Board of Governors; or
 - 3.1.1.4 Any other matters which the Committee feels ought to be drawn to the attention of the Board.
- 3.1.2 Approve policy on risk management.
- 3.1.3 Approve policy relating to the safeguarding of the Union assets.
- 3.1.4 Approve policy relating to the financial strategy.
- 3.1.5 The establishment and dissolution of subsidiary companies and trusts of the Union.
- 3.1.6 Approve the financial framework and financial standing orders for the Union.
- 3.1.7 Ensure there is an effective internal audit function established by the management that meets standards set by the University and provides appropriate independent assurance to the Finance and Audit Sub Committee, Chief Executive Officer, and the Board.
- 3.1.8 Review and implement systems for financial reporting to the Finance and Audit Sub Committee and the Board, including those of budgetary control, subject to review as to completeness and accuracy of the information provided to the Board.
- 3.1.9 Review the establishment of an effective system of integrated governance, risk management, and internal control, across the whole of the organisation's activities that supports the achievements of the organisation's objectives.
- 3.1.10 Monitor compliance with the FSOs and Financial Framework.
- 3.1.11 Review schedules of debtors/creditors balances over six months old and over £5000, along with explanations and action plans.
- 3.1.12 Review the annual report and financial statements prior to submission to the Board focussing particularly on the:
 - 3.1.12.1 Wording in the documents relating to the Terms of Reference to the Committee.
 - 3.1.12.2 Wording in the documents relating to the Terms of Reference to the Committee.

- 3.1.12.3 Changes in, and compliance with, accounting practices and policies.
- 3.1.12.4 Unadjusted mis-statements in the financial statements.
- 3.1.12.5 Major judgemental areas.
- 3.1.12.6 Significant adjustments resulting from audit.

3.1.13 Reviewing and approving the mechanism and levels of authority of spending.

3.2 The Finance and Audit Sub Committee will advise the Board on:

3.2.1 The annual financial statements, including:

- 3.2.1.1 External audit option
- 3.2.1.2 Statement of Members' Responsibilities
- 3.2.1.3 Statement of Corporate Governance and
- 3.2.1.4 Effectiveness of internal controls.

3.2.2 The medium-term financial forecast and the annual financial plan (estimate of income and expenditure).

3.2.3 The appointment, remuneration, performance, resignation, and dismissal of the external auditors.

3.2.4 The application and policies relating to reserves.

3.2.5 The creation, monitoring, and management of any subsidiary companies wholly owned by the Union.

3.2.6 Policies relating to pensions and retirement benefits.

3.2.7 Financial issues arising from the annual financial statements.

3.2.8 The business plan of and cyclical formulation of the subvention grant of the Union.

3.2.9 Monitor and evaluate the overall financial performance of the Union.

3.2.10 Ensure that the Union remains within the annual financial plan approved by the Board of Trustees.

3.2.11 Ensure that an effective framework for financial management is in place.

3.2.12 Ensure that there are effective procedures in place for procurement and approval of contracts.

3.2.13 Determine and review the Union's commercial services strategy.

3.2.14 Address the financial health and solvency of the Union.

3.2.15 The establishment and dissolution of subsidiary companies and trusts of the Union.

3.2.16 Be the Board of Directors for the University of Leicester Students' Union Trading Limited.

Remuneration and HR Committee

1. Members

(To be reviewed annually at the first meeting, this will take place after the Executive Officers commence their term of office.

Chair of the Board

Three Student Trustees

Two External Trustees

2. Quorum

The quorum shall be three.

3. Terms of Reference

3.1 The Remuneration and HR Committee of the Board of Trustees will have delegated authority to:

- 3.1.1 Approve strategy and policy in relation to diversity and equality of opportunity in employment.
- 3.1.2 Approve the health, safety, and wellbeing policy of the Union.
- 3.1.3 Monitor and evaluate the implementation of strategies and policies in respect of employment and staffing, diversity and equality of opportunity in employment and safety, health and wellbeing.
- 3.1.4 Approve the implementation and review of a system of staff development.
- 3.1.5 Approve policy relating to the health absence and sickness reporting procedures of the Union.

3.2 The Committee will advise the Board on:

- 3.2.1 The detailed procedures for the appointment, assignment, grading, appraisal, discipline, suspension, and dismissal of staff.
- 3.2.2 Approve the framework for the pay, pensions, and conditions of staff.
- 3.2.3 Monitoring compliance against legislation.
- 3.2.4 The remuneration package of the Chief Executive Officer.
- 3.2.5 The process of appointment, appraisal, discipline, suspension, and dismissal of the Chief Executive Officer.
- 3.2.6 The employment and staffing strategy and policy.
- 3.2.7 The process for the appraisal and monitoring of the Executive Officers performance.
- 3.2.8 The remuneration package of the Executive Officers.

Risk Management Sub Committee

1. Members

(To be reviewed annually at the first meeting, this will take place after the Executive Officers commence their term of office.

Two Executive Officers

Two External Trustees (one shall be Chair)

2. Quorum

The quorum shall be three, one of whom shall be an External Trustee

3 Terms of Reference

3.1 The Risk Management Sub Committee of the Board of Trustees will have the delegated authority to:

- 3.1.1 To monitor health, safety, environment, building maintenance, and refurbishments in accordance with the Union and/or University's policies, procedures, and regulations.
- 3.1.2 To monitor information management protocols, ensuring regulatory compliance and discharge of ICO.
- 3.1.3 To review health, safety, environmental, and building maintenance systems, policies, and procedures.
- 3.1.4 To set and monitor health, safety, environment, and building maintenance business objectives.
- 3.1.5 To act as the Steering group for major building refurbishments
- 3.1.6 To monitor the organisations' safeguarding policies and practices
- 3.1.7 To monitor regulatory compliance with the Charity Commission and Office for Students.
- 3.1.8 To proactively manage the Union's Risk Register.
- 3.1.9 To offer objective advice on issues concerning the risk, control, and governance of the organisation and associated assurances provided by internal and external audits and other processes.
- 3.1.10 To oversee the production of the annual report and governance statement.
- 3.1.11 To monitor the adequacy of the organisation's assurance processes and how governance arrangements support the achievement of organisational strategy and objectives.

Policy Sub-Committee

1. Members

(To be reviewed annually at the first meeting, this will take place after the Executive Officers commence their term of office.

President

Two Student Trustee

One External Trustee

2. Quorum

The quorum shall be three.

3. Terms of Reference

3.1 The Policy Sub-Committee will have delegated authority to:

3.1.1 To review all recommendations from the Leicester 100 to adopt a Union Policy or for a Referenda to be called:

3.1.1.1 Where reputational, legal, financial issues/risks or any issue that may jeopardise the Students' Union Charity Status are identified then the Policy Sub-Committee can decide to not allow the Referenda to proceed or that the Union is unable to adopt the Policy either in part or whole

3.1.1.1.1 Where this decision is made the Committee will provide feedback to the Leicester 100 or/and the students bringing the petition for a referendum.

3.1.1.2 Where no risks are identified the Policy Sub-Committee shall approve the request for a referenda or the adoption of the Union Policy.

3.1.1.3 The Decision of the Policy Sub-Committee is final, subject to approval by the Trustee Board.

3.1.2 To set the Referendum questions for all Union Referenda.

3.1.3 To review and approve Referenda timetables and regulations.

3.1.4 To review all recommendations for the adoption of a Union Policy by the Leicester 100.

3.1.5 Maintain a comprehensive record of the Unions Policies

3.1.6 Monitor and evaluate the implementation of Union policies.

3.1.7 To review and approve election regulations and timetables.

3.2 The Committee will advise the Board on:

3.2.1 Recommendations on proposed By-Law and Article Changes.

Appeals Panel

Upon receipt of an appeal from a removed Officer Trustee or Members who have had their membership terminated, the Chief Executive Officer will form an Appeals Panel within fourteen days of receipt of an Appeal.

1. Membership

Nominee of the University of Leicester (Chair)

One full Member, not an Officer Trustee or a Member of Leicester 100

Chief Executive Officer/General Manager of another institution.

2. Quorum

The quorum shall be three Members.

3. Procedure

3.1 At such an appeal the appellant may be accompanied by a representative and may be present to hear all statements and evidence unless there is a need to protect a witness.

3.2 The appellant:

3.2.1 May submit relevant documentation upon which it is intended to rely, not later than three working days before the scheduled appeal.

3.2.2 Shall receive not later than three days before the date of the appeal details of the composition of the panel and of the time and place at which the appeal will take place.

3.2.3 May give evidence personally and may call and examine/cross-examine witnesses unless there is a need to protect witnesses.

3.2.4 Be accompanied by a colleague and be present to listen to all statements and evidence.

3.3 The panel shall conduct its business in a reasonable, fair, and just way, and panel Members may question the parties and witnesses.

3.4 The appellant shall not be present while the panel considers its findings and reaches a decision. The panel may recall the appellant to clear points of uncertainty on evidence already given.

3.5 The panel shall prepare a brief report giving the final decision and the reasoning leading to that decision. A copy of this report will be forwarded to the appellant.

OFFICERS

Executive Officers (Officer Trustees)

A Trustee of the Charity and a Director as required:

General

- 1.1 All Executive Officers have a responsibility to ensure under-represented groups are represented in each of their assigned remits, as well as within the University community, ensuring their student experience is exceptional and advocating any issues that may be important to that group:
- 1.2 Oversee and develop the Union's representational and democratic structures and systems to ensure as wide as possible student involvement.
- 1.3 Monitor and propose the provision of equal opportunities to students, promote and campaign for equal opportunities within the Union and the wider community.
2. Representation
 - 2.1 To be representatives of student views to the University and to external bodies.
 - 2.2 To regularly talk and listen to the entire membership of the Union.
 - 2.3 To complete the engagement circle by ensuring all activity and outcomes are fed back to the membership of the Union.
 - 2.4 To maintain and promote Union policies.
 - 2.5 To monitor key issues and problems affecting the student population and ensure the Union is acting on these.
 - 2.6 To ensure that the Union enhances the student experience and effects real change in students' lives via effective representation and campaigning.
3. Trustee
 - 3.1 To act as Trustees of the Union, ensuring that all of its services are relevant with positive effects on students.
 - 3.2 To abide by the Trustees' Code of Conduct.
 - 3.3 To abide by the laws of the United Kingdom and by the Union's Constitution.
 - 3.4 To promote the purpose, vision, aims, and objectives of the Union.
 - 3.5 To actively commit to reducing the environmental impact of the Union, whilst highlighting the best ethical practice.
 - 3.6 To carry out all duties with due regard to Health and Safety, Customer Care, and Equal Opportunities Policies.
 - 3.7 To be Directors of the Union and other appropriate subsidiary companies (where eligible in company law), having legal responsibility for its services.

President

1. **Primary Representative:** Act as the lead representative of University of Leicester students, ensuring their voices are heard and interests are represented.
2. **Union Campaigns:** Oversees Union Campaigns, working closely with other Officers, Representatives, and staff to maximise impact.
3. **Vice Chair of the Board of Trustees:** Serves as the Vice Chair, providing leadership and governance to the Board. The Vice-Chair co-manages the Chief Executive alongside the Chair of the Board.
4. **Governance Leadership:** Leads and regularly reviews the Union's representational and democratic structures.

5. **Policy Oversight:** Chairs the Policy Sub-Committee, guiding policy discussions and decisions.
6. **Executive Committee:** Chairs Executive Committee meetings, coordinating the activities and strategies of the Union.
7. **Representational Oversight of Union Strategy:** be the lead officer responsible for the oversight of the strategy.
8. **Spokesperson:** Acts as the primary spokesperson to external bodies, leading public relations and press releases.
9. **Sustainability and Environmental:** Collaborating with the Sustainability Part-Time Officer to:-
 - 9.1 Be responsible for coordinating environmental sustainability projects and strategies.
 - 9.2 Represent student views on Sustainability on campus and to develop student engagement with sustainability.
 - 9.3 To be the main point of contact between the Students' Union and the Sustainability Team.
 - 9.4 Attend the Sustainability Network/Council
10. **University Liaison:** Represent the Union to local community organisations and at relevant community meetings, fostering positive relationships and addressing community concerns.
11. **Wellbeing: Collaboration with Support Services:**
 - 11.1 To lead the Students Union on wellbeing issues for students such as student housing and financial issues.
 - 11.2 To be the principal point of contact with the Students' Union Advice Service.
 - 11.3 To be the principal point of contact between the Students' Union and the University of Leicester Support Services.
12. **National Union of Students (NUS):** Serves as the primary contact and lead delegate for the NUS events.
13. **Collaboration with Part-Time Officers:** Works with the International Officer, Distance Learning Officer, Postgraduate Research Officer and Sustainability Officer to support their roles and objectives.
14. **University Engagement:** Sits on the University Council.

Education Officer

1. **Primary Representative on Academic Issues:** Serves as the main Union representative and point of contact for all academic and educational issues.
2. **Academic Representation Scheme:** Supports, convenes, and leads the academic representation system including College, School, and Course Representatives, to ensure effective student representation on academic matters.
3. **Education Services and Policies:** Oversees and develops the Union's educational services and policies to improve the quality of education provided by the University.
4. **Personal Tutor System:** Oversees the progress and development of the personal tutor system, including training and resources, ensuring a well-rounded and dynamic system.
5. **Liaison on Academic Policy Matters Works:** Works with Union Support Services on academic policy matters to ensure cohesive and comprehensive support for students.

6. **Academic Quality Assurance:** Acts as the primary student representative on academic quality assurance matters, ensuring student interests are considered in academic decisions.
7. **Academic-Related Union Awards:** Leads any academic-related Union awards, recognising and promoting excellence in teaching and academic support.
8. **Policy and Campaign Progression:** Liaises with appropriate University staff to ensure Union academic policy and campaigns are progressed effectively advocating for student interests at all levels of decision-making.
9. **Chair of the Academic Council:** Leads discussions and initiatives within the Academic Council, fostering engagement and collaboration on academic issues.
10. **Collaboration with College Reps :** Work closely with College Reps to support academic initiatives and representation across the University.

Communities Officer

1. **Societies and Sports Council:** Attends Societies and Sports Councils meetings to represent and support the interests of student communities.
2. **Community Building:** to
 - 2.1 Support and enhances student group activities and engagement, promoting social bridging and bonding among students.
 - 2.2 To actively support student volunteering, fundraising, and other community projects on campus.
3. **Liberation Advocacy:** Ensures the interests of various student communities are represented, focussing on inclusivity and accessibility.
4. **Event Coordination:** Coordinates events and campaigns related to liberation issues, working closely with liberation part-time officers.
5. **Employability:** To conduct employability-related campaigns and representation activities to develop the transferable skills of students and to improve employability provisions on campus
6. **Widening Participation Advocacy:** Serves as the primary representative on widening participation and outreach work within the University.
7. **Student Engagement:** Enhances the quality of the student experience by supporting the work of various student groups and promoting engagement across diverse student populations.
8. **Collaboration with Part-Time Officers:** Works with the Societies Officer, Sports Officer, Arts Officer, Women's Officer, LGBT+ Officer, Trans and Non-Binary Officer, Accesibility Officer and Ethnic Equity Officer to support their roles and objectives.
9. **Attend the Liberation Council:** Helps to convene the Liberation Council, coordinating efforts to promote diversity, inclusion, and equality within the student community.
10. **Policy and Campaign Progression:** Liaises with appropriate University staff to ensure Union policy and campaigns other than academic interest are progressed effectively, advocating for student interests at all levels of decision-making.

Part-Time Officers

A Part-Time Officer shall: -

1. Be a representative of student views to the University and to external bodies.
2. Support the Union on priority campaigns.
3. Regularly talk and listen to the specific demographics of membership of the Leicester Students' Union.
4. Complete the engagement circle by ensuring all activity and outcomes are fed back to the membership of the Union.
5. Work in collaboration as appropriate with the Executive and other Part-Time Officers.
6. Maintain and promote Union policies.
7. Attend relevant Council meetings and regular Part-Time Officer Team meetings.

Sports Officer

1. To represent students for all sporting-related activities at the University of Leicester and where relevant to external bodies.
2. To support and develop student clubs, enhancing the quality of their experience, helping them achieve their full potential, and improving student engagement for all students.
3. To work to ensure barriers to participation are addressed, and that groups operate in an inclusive and accessible environment.
4. To act as co-host relevant Awards.
5. To help with the planning and delivery of Varsity, working with Sports and Active Life and DMU Sport.
6. To chair and lead the Sports Council.
7. To work alongside Sports and Active Life to enhance and improve the current sporting provision within the Union and the University of Leicester, including sitting on relevant University Committees, Working Groups, and Advisory Groups.
8. To be the principal point of contact between the Students' Union and Sports and Active Life.

Societies Officer

1. To represent students for all student group-related activities at the University of Leicester and where relevant to external bodies.
2. To support and develop student groups, enhancing the quality of their experience, helping them achieve their full potential, and improving student engagement for all students.
3. To work to ensure barriers to participation in Student Groups are addressed, and that the University of Leicester and the Union offer an inclusive and accessible environment.
4. To act as co-host of relevant Awards events.
5. To chair and lead the Societies Council.

Arts Officer

1. To work to ensure barriers to participation in Arts are addressed, and that the University of Leicester and the Union offer an inclusive and accessible environment.
2. To work alongside the Attenborough Arts Centre to ensure student arts are not only visible but supported on campus, including, but not limited to: creative workshops, creative courses, performance spaces, and other arts-related activities.

3. To be the principal point of contact between the Students' Union and the Attenborough Arts Centre.
4. To sit on the Attenborough Arts Advisory Board and contribute to the development of arts and culture on campus.
5. To run events and campaigns to increase participation in arts-related activities.
6. Hold regular forums, online and/or offline, to gather the opinions of students interested in Arts related activity.
7. Complete the engagement circle by ensuring all activities and outcomes are fed back to students.
8. To chair the Creative Network.
9. Maintain and promote Union policies

Ethnic Equity Officer

1. Be a Liberation Officer of Leicester Students' Union and represent the needs and opinions of Black, Asian, and ethnically diverse students to the Executive and to the University where necessary.
2. Be the key point of contact for Black, Asian, and ethnically diverse students within the Union and provide them with information, advice and about discrimination and racism, and campaigns against racism and under-representation.
3. Be a delegate for relevant NUS Events.
4. Run appropriate campaigns specific to Black, Asian, and ethnically diverse students.
5. Coordinate with the University where applicable.
6. Hold regular forums, online and/or offline, to gather the opinions of Black, Asian, and ethnically diverse students.
7. To sit on the Liberation Council.

Accessibility Officer

1. Be a Liberation Officer of the Leicester Students' Union and represent the needs and opinions of relevant students to the Executive and the University where necessary.
2. Be the key point of contact for students with accessibility needs within the Union and provide them with information, advice, and referrals where necessary.
3. Scrutinise both the Union's and the University's equal opportunities policies to ensure they protect the rights of, and promote the involvement of disabled students, ensuring that the equal opportunities policy is properly implemented at all times.
4. Work with the Executive and other Part-Time Officers in producing materials and resources to inform and educate all students about the nature of discrimination against people with disabilities.
5. Work to ensure that the Union is accessible to all students with accessibility needs and lobby the institution to fight for access for all.
6. Be a delegate for relevant NUS Events.
7. Run campaigns appropriate to those students with accessibility needs.
8. Coordinate with the University where applicable.
9. To sit on the Liberation Council.

Distance Learner Officer

1. Represent the interests of all Distance Learner students.
2. Encourage the engagement of all Distance Learner students with the Leicester Students' Union.
3. Coordinate campaigns for Distance Learner students' views.
4. Regularly talk and listen to Distance Learner students of the University of Leicester.
5. Complete the engagement circle by ensuring all activities and outcomes are fed back to Distance Learner students.
6. Be responsible for communication with Distance Learner students.
7. Maintain and promote Union policies to Distance Learner students.
8. To attend Academic Council meetings.

International Officer

1. Represent the interests of all International students and support their integration into University life and into Leicester.
2. Encourage the engagement of International students with the Leicester Students' Union.
3. Coordinate campaigns for International students' views.
4. To regularly talk and listen to International students of the University of Leicester.
5. Complete the engagement circle by ensuring all activities and outcomes are fed back to International students.
6. Be responsible for communication with International students.
7. Maintain and promote Union policies to International students.
8. To attend Academic Council meetings.

LGBT+ Officer

1. Be a Liberation Officer of Leicester Students' Union and represent the needs and opinions of LGBT+ students to the Executive and to the University where necessary.
2. Be the key point of contact for LGBT+ students within the Union and provide them with information, advice, and referrals where necessary.
3. Coordinate with the LGBTQ+ Society and attend their events whenever necessary.
4. Scrutinise both the Union's and the University's equal opportunities policies to ensure that they protect the rights of, and promote the involvement of, LGBT students, ensuring that the equal opportunities policy is properly implemented at all times.
5. Work with the Executive in producing materials and resources to inform and educate all students about LGBT+ students' issues, particularly those surrounding discrimination; campaign on a local level against discrimination.
6. Work with relevant external organisations such as NUS on LGBT+ Campaigns.
7. Be a delegate for relevant NUS Events.
8. Run appropriate campaigns specific to LGBT+ students.
9. Coordinate with the University where applicable.
10. To sit on the Liberation Council.

Postgraduate Research Officer

1. Represent the interests of all Postgraduate Research students.
2. Encourage the engagement of all Postgraduate Research students with the Leicester Students' Union.
3. Coordinate campaigns for Postgraduate Research students'.
4. Regularly talk and listen to Postgraduate Research students of the University of Leicester.

5. Complete the engagement circle by ensuring all activity and outcomes are fed back to Postgraduate Research students.
6. Be responsible for communication with Postgraduate Research students.
7. Maintain and promote Union policies to Postgraduate Research students.
8. To attend Academic Council meetings.

Trans and Non-Binary Officer

1. Be a Liberation Officer of Leicester Students' Union and represent the needs and opinions of Trans and Non-Binary students to the Executive and to the University where necessary.
2. Be the key point of contact for Trans and Non-Binary students within the Union and provide them with information, advice, and referrals where necessary.
3. Coordinate with the LGBT+ Society and attend their events whenever necessary.
4. Scrutinise both the Union's and the University's equal opportunities policies to ensure that they protect the rights of, and promote the involvement of, Trans and Non-Binary students, ensuring that the equal opportunities policy is properly implemented at all times.
5. Work with the Executive in producing materials and resources to inform and educate all students about Trans and Non-Binary students' issues, particularly those surrounding discrimination; campaign on a local level against discrimination.
6. Work with relevant external organisations such as NUS on campaigns.
7. Be a delegate for relevant NUS Events.
8. Run appropriate campaigns specific to Trans and Non-Binary students.
9. Coordinate with the University where applicable.
10. Hold regular forums, online and/or offline, to gather the opinions of Trans students.
11. To sit on the Liberation Council.

Women's Officer

1. Be a Liberation Officer of the Leicester Students' Union and represent the needs and opinions of Women students to the Executive and to the University where necessary.
2. Be the key point of contact for Women within the Union and provide them with information, advice, and referrals where necessary.
3. Scrutinise both the Union's and the University's equal opportunities policies to ensure they protect the rights of, and promote the involvement of women, ensuring that the equal opportunities policy is properly implemented at all times.
4. Work with the Executive in producing materials and resources to inform and educate all students about the nature of discrimination against Women.
5. Work with relevant external organisations such as NUS, trade unions, and relevant women's organisations.
6. Be a delegate for relevant NUS Events.
7. Run appropriate campaigns specific to Women students.
8. Coordinate with the University where applicable.
9. Hold regular forums, online and/or offline, to gather the opinions of Women students.
10. To sit on the Liberation Council.

Sustainability Officer

1. Provide a platform in the Students' Union for students to raise issues and ideas around sustainability.
2. Conduct campaigns to lobby, promote, and enhance sustainability within the Students' Union as well as coordinate with the University where appropriate.
3. Encourage students to engage with sustainability within the Leicester Students' Union.
4. Be responsible for communication with students on matters concerning sustainability.
5. Maintain and promote Union policies around sustainability to students.
6. Support student groups related to sustainability in achieving campaigns and projects.
7. Support the Sports and Activities Officer by liaising with them on feedback from students on sustainability.
8. Represent students by consulting, discussing, and bringing ideas to Councils and where appropriate, policies to the Leicester 100.
Chair Sustainability Network/Council

Students' Union Chair

The Students Union Chair shall:

1. Chair all meetings of Leicester 100 meeting according to Standing Orders.
2. Cede the Chair to the Deputy Chair, who will be a Council Chair, when a conflict of interest arises including during any debate about elections where the Chair is running.
3. Chair the election debates for Officer Trustee elections. Where the Chair is standing in the election, arrange for a chair of a Council or a Senior staff member of the Students' Union to Chair election debates.
4. Ensure that debates are conducted fairly in accordance with Standing Orders and, where appropriate, allow Members sufficient opportunity to speak on the topic debated.
5. Be Impartial in all Union elections, apart from those in which they are running.

MEDIA GROUPS

1. Leicester Students' Union shall have three media groups consisting of a:

- 1.1 Student publication.
- 1.2 Radio station.
- 1.3 Television station.

The Media Groups shall:

- 2.1 Remain neutral in all elections and matters concerning party politics, as well as being balanced when reporting Union politics. Including Union policies, Leicester 100, Referendum, and political decisions.
- 2.2 Only Executive Officers can request output to be changed or removed, and the number of these requests must be published and made public at each session of Leicester 100.
- 2.3 Produce a constitution that will be approved by the Unions' Executive Committee, any constitutional changes shall also be subject to the approval of the Union's Executive Committee.
- 2.4 Be accountable to Leicester 100 for their output and overall performance.
- 2.5 Be treated as a Union department and therefore abide by the Union's Financial Regulations.

- 2.6 Abide by all relevant Union policies and actively contribute where possible in Union-led campaigns and other activities.

CONFIDENTIAL LISTENING SERVICE

There will be a service within the Leicester Students' Union that shall provide a confidential listening and support service to all students free of charge.

FINANCE

1. All matters of finance shall be administered by the Finance and Audit Sub Committee in accordance with Ordinance XV and all other University Regulations concerning Leicester Students' Union and the Memorandum and Articles of Association.

UNION POLICY

1. The Union's policy is contained in the resolutions of Referenda, Annual Members' Meeting, General Meeting, Leicester 100, and the Executive Committee.
2. The purpose of the policy-setting process is:-
 - a. Reaching 'corporate conclusions': political statements that reflect the views of the Students' Union's members at a point in time but do not always lead to further action by the Union
 - b. Encouraging the Exec Officers to pursue goals and objectives that affect students in their capacity as students ('students as students') and make changes to their educational experience
 - c. Providing a forum for students to research, discuss and debate social issues to facilitate the educational development of students

Proposals that affect 'students as students' (Purpose b.)	Proposals that do not affect 'students as students' (Purpose c.)
Due diligence the Union will include: - Risk assessments - Seeking legal advice where necessary Assessing practicality and affordability of proposed actions	Due diligence the Union will undertake will include: - Risk assessments Seeking legal advice where necessary
The Union will support the proposer to develop an effective proposal by: - Providing policy expertise to support impact - Connecting the proposer with staff members to develop the practicality of the proposal Directing SU resources to further the proposal's aims e.g. campaigning, funding, meetings with representatives	The Union will support the proposer to develop an effective proposal by: - Providing policy expertise - Supporting the proposer to seek input from students who hold a different viewpoint If possible, highlighting organisations in Leicester that can help

3. Policy should seek to do the following:

- a. Advance the educational experience of students at the University of Leicester or improve their welfare and conditions while studying.
 - b. In the design of the policy proposal, involve as many parties as possible for whom the issue impact
 - c. Be clear on who is accountable for the policy within the Officer team
 - d. Adhere to the Union's obligations as a charity, employer and membership organisation in the view of the Students' Union Trustee Board
 - e. Where the policy contains actions for the Union, they must be legally and practically actionable
4. Policy will be set by a referenda, or/and a meeting of the Leicester 100. The rules for referenda and Leicester 100 meetings are available in the Referendum and Leicester 100 section of the By-Laws
 5. This Policy Sub-Committee may, at their sole discretion, remove or amend any policy proposal in line with the Articles on, but not limited to, the following grounds:
 - a) It is not in accordance with this Bye-Law or another element of the Union rules;
 - b) It is likely to bring the Union into disrepute or has been submitted in bad faith;
 - c) It seeks to authorise significant items of unbudgeted expenditure that can't be facilitated in other ways;
 - d) It mentions individual members of staff in any regard, or criticises the staff of the Union generally;
 - e) It would cause the Union to act illegally;

This committee will communicate to proposers of policies why amendments have been made for transparency
 6. When a policy is passed by a referenda or Leicester 100, subject to approval by Policy Sub-Committee and Trustee Board, it will:-
 - a. If the policy requires only specific practical actions, it will remain policy until the soonest of
 - i. all of the actions are completed;
 - ii. the policy is specifically revoked by another decision of Leicester 100 or referendum, except that a policy passed by a referendum cannot be revoked by the Leicester 100
 - b. for policy to appoint Honorary Vice Presidents shall not lapse and can only be overturned by a proposal to the Leicester 100.
 - c. all other policies will automatically lapse three years after the date of it passing.

7. The Policy Sub-Committee shall be responsible for the Union's policy files and for the execution of policy lapse.
8. A list giving the title and a brief description of each resolution shall be:
 - a. Distributed with the By-Laws.
 - b. Be available on the Union's website which will include:
 - i. The policy renewal date (date it shall lapse)
 - ii. A direct link to the full policy
 - iii. An indication if the policy is enforced or if action is required to enforce the policy, this to be overseen by the Policy Sub-Committee
9. The Executive Committee is responsible for communicating the policies and the relevant actions taken, to the general student body.
10. Any updates to Union policy shall be displayed on the Union's website.

STUDENT GROUPS

1. A student group of the Union is a group of Members of the Union whose aims and objectives are recognised as being in accordance with the Union Societies and Team Leicester Resource Centre requirements by providing something new for the student community.
2. The Union will provide and investigate ways to continually improve training provided to group Committee Members, and ensure that appropriate staff support is available.
3. Any group, that is deemed to have disaffiliated from Leicester Students' Union and seeks re-affiliation, will be expected to follow the rules for affiliation of new student groups.
4. Student Group elections
 - 4.1 These elections shall be held during the spring term under the election framework produced by Societies and Sports Councils unless a specific exemption has been passed by the Executive Committee.
 - 4.2 The newly elected Committee Members must complete the relevant documents which must be submitted to the Opportunities and/or Sports and Active Life team. Failure to submit a signatory list and the relevant documents will result in the disaffiliation of the student group.
 - 4.3 The results of elections including any problems should be reported to the subsequent meeting of either the Society or Sports Council.
 - 4.4 Society or Sports Council shall be the final arbitrator for student group elections and will investigate related complaints.
 - 4.5 Failure to abide by the ruling of the Society or Sports Council will be reported to the Executive Committee which will have the authority to freeze support to the student groups concerned.

- 4.6 Once the ruling has been met, support will resume.
- 4.7 All student groups are bound by the Code of Conduct, which will be reviewed annually by the Communities Officer. The sanctions in the Code of Conduct will be upheld by the relevant person(s).
- 5. Use of Union Logo

Student groups that are officially affiliated with the Union shall adhere to branding guidelines which include the use of the Union's logo.
- 6. Allocation of Grants
 - 6.1 Groups will be assessed against set criteria of quality outcomes, this process to be led by the Societies Committee
 - 6.2 Meeting the set criteria to an exceptional standard will enable student groups to receive outcome-based support.
 - 6.3 On receiving outcome-based support, student groups are obliged to fulfill the agreed objectives. Failure to meet these standards following being granted support will have implications for the groups' ability to receive further support.
 - 6.4 Groups also have an opportunity to gain a quality benchmark (such as STARS) set by Union Societies and Team Leicester Resource Centre, to enable student groups to continuously develop irrespective of the support they receive.
- 7 Suspension of financial support
 - 7.1 The Communities Officer may, after a full investigation, suspend any support given by the Union to any affiliated group on evidence of one or more of the following:
 - 7.1.2 Financial mismanagement.
 - 7.1.3 Contravention of the Union's By-Laws or policies or any rule or policy made there under.
 - 7.1.4 Illegal activities.
 - 7.1.5 Contravention of the group's own constitution as held by the Executive Committee.
 - 7.1.6 Contravention of the Code of Conduct.
 - 7.2 A group shall have the right to appeal against any suspension of support. The appeals procedure shall be a written submission to the Executive Committee.
- 8 Membership of student groups
 - 8.1 Full membership of all student groups shall be open to all Members of the Union.
 - 8.2 Associate Members as defined in these By-Laws, shall enjoy membership privileges of affiliated student groups. They shall not be eligible to stand in elections nor have voting rights.

- 8.3 The Committees of the student groups shall have such powers as may be prescribed in their own constitutions, functional when ratified by the Activities Officer.

UNION ELECTIONS

1. Elections and by-elections for the following posts are the responsibility of Leicester Students' Union.
 - 1.1 Executive Officers and Part-Time Officers (if required)
 - 1.2 NUS Reps (if required)
 - 1.3 Referenda
2. Responsibility for Elections
 - 2.1 All Union elections shall be the responsibility of the Independent Returning Officer who shall not be a student or staff member of the Union. The Independent Returning Officer shall be approved by the Policy Sub-Committee for the duration of the elections.
 - 2.2 The Board of Trustees shall appoint a senior staff member as the Deputy Returning Officer for all Union elections.
 - 2.3 The conduct of all Union elections shall be subject to inspection by a person appointed by the University Council, who shall be satisfied that the elections have been conducted fairly.
 - 2.4 Policy Sub-Committee shall approve the rules for all Union elections which will be the basis on which the Independent Returning Officer will run and facilitate the election.
 - 2.5 Policy Sub-Committee shall be responsible for the running of all cross-campus referenda.
3. Executive Officers, Part-Time Officers, Executive and Part-Time Officers elect, and Student Trustees.
 - 3.1 Unless they are running as a candidate in the election, they may not support a candidate in any Union election.
 - 3.2 No student may stand for or hold more than one Executive Officer or Part Time Officer position at a time.
 - 3.3 The above may be partial in the conduct of Referenda provided that they have declared an interest to the Students' Union Chair.
4. Notification of Elections

There shall be at least ten Clear Days' notice prior to nominations for Executive Officer elections, at least five working days' notice prior to nominations for other scheduled elections, and at least one working day's notice prior to any by-election.

5. Nominations

5.1 Any full member of the Union shall be eligible to stand in a Union election subject to restrictions as laid out in 5.2 and 5.3 within these By-Laws

5.1.1 At the time of taking up the role would have completed no more than two terms of office, whether as a Part-Time or Executive Officer or a combination of the two.

5.1.2 Have no unspent criminal convictions

5.1.3 During the 12 months, previous to the date when nominations close, have not been found guilty of an offence by a University or Students' Union Disciplinary/Complaint process.

5.1.4 That they have legal right to work in the UK for the duration of their role.

5.1.5 Have attended a Candidate Briefing/Workshop that will include an overview of the Students' Union and its Strategy,

5.1.6 For Executive Officers roles members are required to have been: -

5.1.6.1.1 A registered student for a reasonable period as set out in the relevant Election Regulations that have been agreed upon by the Policy Sub-Committee.

5.1.6.1.2 Have the ability to work Full-Time from Leicester for the duration of the role.

5.1.7 For Part-Time Officer roles, members are required to:-

5.1.7.1.1 self-define within the relevant category in order to run in the election.

- 5.2 Full Members of the Union who are pursuing a year of study abroad at the time of elections or Distance Learners may seek assistance in the election process from the Election Staff team.
- 5.3 The method of nomination for all positions in the Union, apart from those elected at meetings, shall be through the completion of an online nomination form.
- 5.4 The nomination form shall require the following:

- 5.4.1 Name, mobile telephone number, student number, and email address of the person nominated.

- 5.5 All elections and elections conducted by the Union shall contain "Re-open Nominations" (RON) on the ballot paper.

6. Election Debates

- 6.1 Election debates shall be held at the discretion of the Policy-Sub Committee with the timings, location, and format set by the Board.
- 6.2 Either the Students' Union Chair, a senior staff member, or an Executive Officer shall Chair the election debates.

7. Manifestos

- 7.1 All candidates standing in Union elections shall be required to complete and submit a manifesto to the Deputy Returning Officer for publication online. Failure to do so may, at the discretion of the Independent Returning Officer, result in disqualification.
- 7.2 For the Executive Officer, Part Time Officer elections, and by-elections, a manifesto handbook shall be produced under the supervision of the Deputy Returning Officer. Candidates are required to submit in writing to the Deputy Returning Officer, a manifesto as specified by Trustee Board. Failure to do so may, at the discretion of the Independent Returning Officer, result in disqualification.
- 7.3 All candidates shall receive an equal amount of space in the manifesto booklet.

8. Campaigning

- 8.1 Campaigning shall commence at a time specified within the Election Rules.
- 8.2 All Union media are required to remain neutral in all Union elections.
- 8.3 Campaigning to influence voters when they are in the process of voting or campaigning that is deemed as pressurising students to vote against their will, may, at the discretion of the Independent Returning Officer, result in disqualification.

9. Publicity

- 9.1 Candidates' election publicity shall be subject to the Union's publicity rules.
- 9.2 Any candidate caught defacing; removing or destroying another candidate's correctly displayed publicity may, at the discretion of the Independent Returning Officer, result in disqualification. Any person caught defacing, removing, or destroying correctly displayed publicity in support of a cause in a referenda, shall be reported via the Union's Complaints Process by the Independent Returning Officer.

10. Budget for Campaign

- 10.1 Each candidate will have a limited budget and must, before noon on the final voting day, hand in all expenses (with receipts) to the Deputy Returning Officer.
- 10.2 No candidate in any election or by-election shall be supported financially by any club, student group, internal or external.
- 10.3 Candidates will be able to request the refund of election expenses on at least two occasions during the election period, if a candidate is experiencing financial difficulty, then further provisions can be made at the discretion of the Deputy Returning Officer
- 10.4 The election rules shall specify the budget limit to apply to the various categories of elections and any subsidy provided.
- 10.5 Candidates exceeding the budget limit shall be penalised at the discretion of the Independent Returning Officer.

11. Voting

- 11.1 All voting shall be conducted using the single transferable voting system, under the direction of the Independent Returning Officer.
- 11.2 All full Members of the Union shall be entitled to vote in elections except for:

11.2.1 Part-Time Officers' election, where only students who fit the relevant criteria set by the Union will be able to vote.

- 11.3 The location of the polling stations for all elections shall be at the discretion of the Policy Sub-Committee.
- 11.4 All elections shall be undertaken using a suitable method of electronic voting, unless circumstances dictate otherwise or, a dispensation from Policy Sub-Committee has been granted.

12. Counting of Votes

- 12.1 The Deputy Returning Officer shall be responsible for and oversee the count for all Union elections.
- 12.2 No count shall commence until:

12.2.1 The Deputy Returning Officer is present.

- 12.2.2 All outstanding issues about the elections have been resolved to the satisfaction of the Independent Returning Officer.
- 12.2.3 A period of 30 minutes has passed following the closing of voting.
- 12.3 Counting of votes in all elections shall be carried out under the single transferable vote system.
- 12.4 When the count is finished, the Union shall publish the results of the poll, including the total number of votes cast and the number of spoilt papers.
- 12.5 Electronic-based election re-counts will automatically be held where the winning margin is less than 2% of the votes cast. For paper-based elections, re-counts may be called for by any candidate if the margin of votes is less than a fixed percentage of the total votes cast for that election. The relevant percentage of votes required shall be:
 - 12.5.1 Up to 100 votes cast in total - 10%
 - 12.5.2 101 – 500 votes cast in total - 5%
 - 12.5.3 501 – 2000 votes cast in total - 3%
- 12.6 In the event of a tied vote in any Union election, the candidate with the greatest number of first preferences shall be deemed to be elected. If required, comparisons shall be made at second, third preferences, etc. until one candidate has a majority. Should all rounds result in a tie the outcome will be decided by a toss of a coin.
- 12.7 In the event of RON receiving more votes than any candidate or candidates in an election, a by-election shall be called for the place won by RON.
- 13. By-election
 - 13.1 Should an Executive Officer position become vacant then the Trustee Board shall decide whether this role should be filled. The Trustee Board reserves the right to leave the position vacant where it is in the best interests of the membership with particular regard to the timing within the Academic Year the vacancy has arose. Trustee Board may decide to:-
 - 13.1.1 Run a By-Election to fill the position.
 - 13.1.2 Temporarily incorporate the role into other Executive Officer roles.
 - 13.1.3 Temporarily incorporate the role into other representative positions such as Part-Time Officers.
 - 13.1.4 Temporarily cover the role by the employment of project-project-based student staff.
 - 13.1.5 Take other reasonable actions that is within the best interest of the Members of the Union.
 - 13.2 Should a Part-Time Officer position become vacant then the Chief Executive or their nominee, shall decide whether and how the role should be filled.
 - 13.3 Where a by-election for an Officer is called the timetable shall be agreed by the Trustee Board or their nominee, with the following considerations:

- 13.3.1 When an Officer has left their role following an HR or democratic process the nominations shall open within a maximum of ten clear days from the conclusion of any appeals process.
- 13.3.2 In all other situations nominations shall open within 10 clear days of the role becoming vacant.
- 13.3.3 Campaigning shall begin within five working days after the close of nominations and last for a minimum of seven working days.
- 13.3.4 Voting shall take place for a minimum of one working day.

14. General

- 14.1 The election results and a report from the Deputy Returning Officer shall be presented to the first Trustee Board following the election.
- 14.2 All election regulations shall meet the requirements of the Union's Equal Opportunities Policy.

15. Penalties

- 15.1 Should the election regulations be broken, the Independent Returning Officer shall have the power to:

- 15.1.1 Suspend the start of balloting.
 - 15.1.2 Suspend the opening of the polling station and the counting of votes.

- 15.2 Disqualification or penalties to candidates:

- 15.2.1 Only the Deputy Returning Officer can rule to disqualify or penalise a candidate.
 - 15.2.2 Once the Deputy Returning Officer has made such a ruling, they must arrange a meeting with the candidate before the start of the count to inform them of the decision. The candidate may bring a Union Member to observe the meeting. Another member of the Union's staff team is also required to attend.
 - 15.2.3 The candidate shall have the right to appeal against this ruling by requesting the Independent Returning Officer to reconsider the decision before the start of the count.

- 15.3 Following the declaration of a result, the Policy Sub-Committee may, on the advice of the Independent Returning Officer, submit a proposal to Leicester 100 to nullify the result, should it consider that a previously un-investigated serious breach of election regulations has occurred. Such a proposal shall be decided by a two-thirds majority of the Members present at a quorate meeting of Leicester 100

STANDING ORDERS

These Standing Orders shall not be interpreted in any way as to overrule the By-Laws.

Leicester 100

1. General

- 1.1 The Chair of Leicester 100 shall be known as the Students' Union Chair. In the event of the Students' Union Chair being unable to attend, being removed, or standing down, a Council Chair, Member of the Executive Team or Senior staff member shall replace them as chair.
- 1.2 All agenda items, other than urgent items, shall be submitted at least four clear working days before the meeting.
- 1.3 A full agenda together with links to all the relevant documents shall be emailed to all Members of the Leicester 100 two working days before the meeting.
- 1.4 The maximum length of a Leicester 100 meeting is set at two hours. This may be extended by a majority vote of Leicester 100 in periods of thirty minutes.

2. Quorum

The quorum shall be 75% of the voting members, no meeting shall start until a properly constituted quorum is present.

Where a meeting is not quorate, it shall be re-arranged for the same time the next week that doesn't fall during an examination period.

3. Order of Business

The order of business shall be:

Proposals
Areas for Feedback/Consultation
Executive and Union Updates

4. Students' Union Chair

The Students' Union Chair shall:

- 4.1 Ensure that there is a reasonable debate.
- 4.2 Have the authority to extend or limit the length of the debates and speeches.
- 4.3 Ensure that there is a reasonable debate and that as many different views are heard as possible.
- 4.4 Ensure that the will of the meeting is upheld in all matters within the constraints of these By-Laws.
- 4.5 Not participate in the debate, but ensure that all remarks are relevant to the debate.

4.6 Have neither a casting nor a deliberative vote.

5. Minutes

The minutes of the previous meeting shall be taken as read and shall contain only the decisions of that meeting, including the result of a vote, and not the discussion. Questions regarding the minutes are to be submitted to the Student Voice department at least two hours before the start of the Leicester 100.

6. Proposals

6.1 A Council or full Member of the Union may submit an idea, if the idea is a simple operational matter, it will be actioned by the relevant Officer or Council.

6.2 All other ideas will be reviewed and subject to being in line with the regulations set by the Policy Sub-Committee be published online. If an idea receives a simple majority of students 'liking the idea', subject to it reaching one hundred 'likes' within ten term time days, the idea will be forwarded to the relevant Council to either implement or bring forward a policy-based proposal to the Leicester 100.

6.3 If the idea receives a majority of 50 or more likes then it is added to a Council's agenda for discussion, the Council will then agree on whether to take the idea forward. This may include taking relevant actions to implement the idea, deciding to form a Task and Finish Group, or working to prepare a policy for presentation to Leicester 100.

6.4 The Member bringing forward the idea forward will be invited to relevant Councils and Task and Finish Groups and Leicester 100 Meetings where their idea is been discussed.

6.5 In consultation with the chair, the Leicester 100 or the proposer is able to make amendments to proposals within the Leicester 100 meetings.

6.6 The Students' Union Chair shall determine the order of proposals on the agenda, subject to their content and following the order of precedence below. When submitting a proposal, the proposer may include a request for the item to be given priority on the agenda.

6.5.1 No-confidence

6.5.2 Censure

6.5.3 Bye-Laws Amendment

6.5.4 The Union

6.6 Each proposal shall have a proposer.

6.7 A proposal or amendment to a proposal recommending expenditure of the Union's funds shall contain a statement as to the maximum sum to be authorised.

6.8 Once a proposal to create a policy has been approved, subject to final approval as per clause 8.5, and where it affects 'students as students' a Task and Finish Group will be formed to facilitate the implementation of the policy.

7. Emergency Proposal

7.1 In order for a proposal to be included on the Leicester 100 agenda as an urgent matter:

- 7.1.1 The matter shall have arisen, or become generally known after the deadline for submission of ideas for Leicester 100.
- 7.1.2 The matter shall be of so urgent a nature that it cannot be referred to another Committee or the next Leicester 100 meeting.

7.2 A written statement justifying the urgency of the matter shall be required in writing.

7.3 All papers associated with the urgent matter and the justification of the urgency shall be submitted to the Students' Union Chair before the start of the Leicester 100. The chair shall make a ruling as to whether or not each urgent item fulfills the criteria given above. The Students Union Chair shall inform Leicester 100 of any proposed urgent items, and of the ruling that they have determined.

7.4 An urgent matter added to the agenda shall be debated after all other business on that section of the agenda.

8. Discussion of Proposals

All proposals put to the Leicester 100 shall be debated using the following procedure:

8.1 The Students' Union chair or/and staff member will provide an overview of the proposal, including relevant factual information regarding the proposal and whether it is a proposal that affects 'students as students'. The Leicester 100 shall have the opportunity to ask clarification questions.

8.2 The proposer or their representative shall have two minutes to present their proposal. A full Member of the Union shall have two minutes to speak against the proposal.

8.3 The Leicester 100 will then review the proposal within small groups with a nominated spokesperson feeding back their thoughts to the meeting. This discussion will be facilitated by the chair and following this a secret ballot will be held. During the discussion the Chair, taking into account the feedback provided, can suggest: -

8.3.1 That a proposal can be broken into parts with a separate vote being held on each one.

8.3.2 That a recommendation should be made to the Trustee Board that the proposal should be taken to a referendum.

8.3.3 That a proposal should be referred back to a Council for further development and then presented back to a future meeting of the Leicester 100.

8.3.4 That an amendment to the proposal should be made.

Where the chair identifies that there is broad consensus, they may take an indicative poll (show of hands), if there is a clear two-thirds majority then the relevant action shall be approved. Alternatively, the chair at their discretion, may hold a secret ballot, if this receives a two-thirds majority, then the relevant action would be taken.

- 8.4 Once the discussion comes to a close the Chair will move to hold an electronic secret ballot held. If the proposal is passed, then at the discretion of the chair, there can be further small group discussions to seek recommendations on the implementation of the policy. An overview of these recommendations would then be included with the information that is passed to the relevant Council who will be coordinating the implementation of the policy.
- 8.5 When a proposal is passed by Leicester 100, it will then be presented to the next available Policy Sub-Committee for approval, if it is approved by the Policy Sub-Committee, subject to final approval by the Trustee Board, it then becomes a Policy of the Union.
- 8.6 Where a proposal has been passed but has been amended as part of the Leicester 100 discussion, then the proposer has the ability, where they feel it has changed the intended outcomes or the principal of the proposal, to write to the Trustee Board outlining their concerns. The Trustee Board will consider concerns raised, the original proposal, the amended proposal, and the summary of the Leicester 100 discussions and can at their discretion refer back the policy to the Leicester 100.
9. Vote of No Confidence in the Chair
 - 9.1 At any time during a debate, a Member of the Leicester 100 may propose a vote of no confidence in the chair. The chair shall be ceded for the duration of the debate of the motion to a Chair of Council, staff member, or an Executive Officer who will explain the process following which there shall be up to a five-minute pause in the meeting.
 - 9.2 Upon the recommencement of the meeting, the proposer of the motion shall be given two minutes to present the motion, the Students' Union Chair shall then have the option to give a two-minute speech against the motion. Following this, at the discretion of the Chair, there may be a period of debate on the motion.
 - 9.3 Once the debate is closed there shall be an electronic secret ballot held. If the motion receives a two-thirds majority of yes votes, then it shall be carried, in which case the staff member or Executive Officer will continue to chair for the remainder of the meeting. Otherwise, they cede the chair back to the Students' Union Chair.

10. Rulings from the Chair

- 10.1 At any point in the meeting the Chair may make a ruling on an issue.
- 10.2 Any Member of the Leicester 100 may at any point in the meeting ask the Chair to make a ruling. Such a demand must relate specifically to the conduct of the meeting and must contain no argument.
- 10.3 Demands for a ruling from the Chair may not be made during the act of voting. Except if the issue directly relates to the conduct of the vote.
- 10.4 At all times demands for a ruling from the Chair shall have precedence over other business.

11. Voting

- 11.1 Voting shall be by an electronic secret ballot except where an indicative vote by a show of hands is requested by the Chair.
- 11.2 Students' Union Staff in conjunction with the Students' Union Chair shall be responsible for the counting of votes.
- 11.3 Unless stated elsewhere in these By-Laws all proposals shall:
 - 11.3.1 pass if it is either
 - 11.3.1.1 supported by two-thirds of votes cast (excluding abstentions), provided at least 75% of the members present take part and indicate their support or opposition to the proposal
 - 11.3.1.2 supported by at least two-thirds of the members present.
 - 11.3.2 make a recommendation to the Trustee Board that a referendum be held if it is either
 - 11.3.2.1 supported by over a half but less than two-thirds of members (excluding abstentions), provided at least 75% of the members present take part and indicate their support or opposition to the motion.
 - 11.3.2.2 it is supported by over a half but less than two thirds of the members present including abstentions.
 - 11.3.3 fail if the number of members supporting the proposal doesn't reach any of the criteria stated in clauses 11.31 or 11.32.

12 Quorum

- 12.1 Any Member of the Leicester 100 may at any point challenge the quorum of the meeting. The chair shall then count for quorum and declare the result. If not quorate the meeting shall be over.
- 12.2 At any time in a meeting when the Chair is of the opinion that the meeting, though quorate may soon become inquorate, in order to continue business, may propose homologation to the meeting.
- 12.3 If the meeting consents to homologation the following procedure shall apply:
 - 12.3.1 Only business on the agenda shall be taken and no other business at all shall be allowed.
 - 12.3.2 The meeting shall retain the right to debate items on the agenda, although it may not come to a decision.

13. Misconduct

- 13.1 Any person 'named' by the Chair for misconduct shall immediately leave the meeting; refusal to do so shall constitute an automatic referral to the Union's Complaints Process, as shall a subsequent return to the meeting.
- 13.2 In the event of excessive misconduct the meeting can be closed at the discretion of the Chair.

14. Censure or No-Confidence of a Part-Time or Executive Officer

- 14.1 A written proposal to a Leicester 100 meeting may call for a person holding a post defined in these By-Laws to be censured or to receive a no-confidence. That person shall have the right to submit a written defence to the meeting in question.
- 14.2 A proposal of censure or no-confidence shall require a two-thirds majority to be passed.
- 14.3 Should a proposal of censure or no-confidence be passed, the Chair shall write to the person concerned, conveying to them the decision of the meeting.
- 14.4 Should a proposal of no-confidence be passed, the person concerned shall be immediately removed from office and their position shall become vacant. Should the post be paid by the Union, pay shall cease with immediate effect. (Article 39: Rights of Removed Trustee).
- 14.5 A proposal of censure or no-confidence may not be put to an emergency meeting, shall not be considered as urgent business, and may not be presented as an amendment or emergency proposal.

EQUAL OPPORTUNITY

The Union is fully committed to equal opportunities and opposes all forms of discrimination as stated in these By-Laws and in Union Policy. Any breach of these policies or laws will be dealt with utilising the most serious disciplinary procedures.