

Scrutiny Report for Elle Phipps – Activities Officer	
November 2020	
Overall Score (Gold, Green, Amber or Red)	Green
Summary	<p>Elle is an organised, passionate and hardworking Officer who has made an excellent start to their time as Activities Officer. Elle has shown a positive can do attitude with a determination to succeed, this is reflected in the progress made towards achieving their key manifesto points. Elle is always seeking ways of improving processes, engagement and enabling student leaders to be effective in their roles. Scrutiny are confident that there are clear plans in place with regard to the ongoing projects and manifesto points that she will be working on in the coming months.</p>
Positives	<ul style="list-style-type: none"> • Members are at the heart of the officers work • Ensuring good work life balance whilst still been able to make substantial progress on a wider range of projects. • Organisation and have clear plans in place for the completion of upcoming Manifesto points.
Developmental Areas	<ul style="list-style-type: none"> • Continue to develop links with key members of the University community. • Ensuring project timelines are monitored, realistic and have measurable deliverables • Where appropriate ensuring that relevant actions from stakeholders are followed through and acted on.
General Comments	<p>Scrutiny Panel wish to commend Elle on their excellent progress so far. They have shown a positive attitude to the challenges they have faced with receiving only a partial handover, key staff who would usually act as source of support departing alongside the evolving challenges as a result of Covid. Elle has to their credit still made substantial progress towards achieving their key manifesto points and has clear plans in place with timescales for next steps.</p> <p>Scrutiny commends Elle on their great work on delivering Fresher’s Fair, particularly given the challenging circumstances with regard to changing advice due to Covid. Elle reflected that the key consideration for future fairs is the wellbeing of committee members as it was very different and at times a challenging experience for them.</p> <p>Scrutiny wish to commend Elle’s approach to the Sustainability part of their role and in particular with regard the re-establishing the Union’s links with the Social Impact Team including ensuring a reformed SSPG group is maintained to enable students to have a direct input into sustainability projects. Scrutiny were pleased to see the development of the</p>

Sustainability Goals and the way these were been implemented to encourage and support student groups to develop relevant activities and to nominate themselves for the awards. In addition Scrutiny were happy to see the development and approaches been taken with regard to the Voluntourism project and the Review of Investment Portfolios and are looking forward to receiving updates on these at the next Scrutiny Panel.

The Student Groups Council is another feature where Elle has greatly enhanced the representation with Support, Liberation and Faith groups all represented in the membership. In addition they have through the recruitment and training process ensured that members received training on Liberation, inclusivity and to have cultural competence. This is a greatly improved system compared with previous years but to Elle's credit they already have plans in place to further develop the Council in the coming months.

Scrutiny were pleased to note that Elle has a good work life balance, takes regular breaks and encourages them to follow through on discussions held with Scrutiny to review the suite of meetings that they attend. Scrutiny commends the approach been take with regard to Elle's work on the Centenary Board and with Citizens UK of focussing their attention on those streams of work that are directly relevant to their mandate.

Scrutiny would recommend that Elle ensure there are mechanisms for measuring the impact of their work and for this to be complemented with systematic feedback/reflection mechanisms that would then feed into the planning of future projects.

Finally Scrutiny would like to thank Elle for their engagement with the process including the production of a detailed report and for their open, honest approach to the Interview