

| <b>Scrutiny Report for Tony Magaia – Liberation Officer</b> |  |
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| <b>November 2020</b>  |  |
| <b>Overall Score (Gold, Green, Amber or Red)</b>            | <b>Amber</b>   |
| Summary   | <p>Tony is a committed, passionate officer who is able to work effectively with a wider variety of stakeholders and in particular the Part Time Officers.</p> <p>Scrutiny noted that there were no clear timescales or objectives for many of the upcoming projects and as a result it could not have full confidence in them been successfully completed. In addition, Scrutiny recommends that Tony include clear measures within the plans for each of their projects so that it makes it easier to assess the success of the events and builds opportunities for reflection and feedback into their future projects.</p> <p>These were the primary reasons for the awarding of an Amber Rating, Scrutiny however recognises that there has been some great progress on a number of projects so far and particularly commends Tony for their leading role in the We are Black History Campaign and Pride. Scrutiny believes that once progress has been made on the above points that it is likely at its next review that Tony would move to an overall rating of Green.</p> |
| Positives   | <ul style="list-style-type: none"> <li>• Has a proven track record of working effectively with Part Time Officers</li> <li>• Excellent work on organising events such as Black History Month and Pride</li> <li>• A welcome focus on Accessibility including with regard to the provision of online learning.</li> </ul>   |
| Developmental Areas   | <ul style="list-style-type: none"> <li>• Develop clearer specific plans for each of the projects with timelines</li> <li>• Ensure that they seek feedback from events reflecting on this within the planning of future events.</li> <li>• Where appropriate ensuring that relevant actions from stakeholders are followed through and acted on.</li> </ul>   |
| General Comments  | <p>Scrutiny wishes to commend Tony for the leading role they took in the successful We are Black History Month, with them been the driving force behind the planning and organisation of the programme of events. Tony worked well with a wide range of stakeholders including empowering other members of the team to deliver sessions across the month.</p> <p>Tony also was the key driver with regards the coordination of the delivery of the Leicester Pride Events, acting as the key point of contact for the University, Part Time Officers and the Union. This work successfully saw Tony take what was originally planned to be a small low-key event into a whole programme of</p>   |

activity this included the Trans Inclusion Event and a quiz which was ran in collaboration with DSU and LGTB+ Society.

One of Tony's strengths is their collaborative working particularly with the Part Time Officers, and societies working with them proactively in order to help them achieve their goals but also to seek out where they can work in partnership with each other. This is illustrated through a wide range of his projects and include Transgender Day of Remembrance. Scrutiny was pleased to note that Tony is beginning to engage with other religious based societies with regard to Prayer Rooms and would encourage this work to continue in the coming months.

Scrutiny praises Tony for the successful introduction of the Recitm-me Toolbar on the Union Website and that this is already making the Union website much more accessible

Scrutiny however felt that there were no clear timescales or objectives for the many of the upcoming projects. This included how discussions will proceed with regard the International Hardship Fund in terms of making it more accessible to students, the LGBT+ Housing Scheme, Student Safety, Equality Training, Year of the Women Campaign, Attainment Gap and increased funding for Liberation Campaigns proposal. As a result of this Scrutiny could not have full confidence in Tony been able to successfully achieve them. In addition, Scrutiny would recommend that Tony includes clear measures within their plans for each of their projects so that it makes it easier to assess the success of the events and builds opportunities for reflection and feedback into their future projects.

These were the primary reasons for the awarding of an Amber Rating, Scrutiny however wished to stress that it felt once progress had been made, that it is likely at its next review that Tony would move to an overall rating of Green.