



- Agenda of:** Board of Trustees
- Location:** LRB.5.05 and online
- Date and Time:** 4pm 14th September 2021
- Members:** Josie Stephens, (Chair), Wil Barber, Edward Hall, Faiso Kadiye, Iye're Laditi, ShuYi Lee (from item 6).
- Apologies:** Robyn McAlpine, Edouard Panciulo, Mohammad Umar.
- In attendance:** James Hann (CEO), Nick Smith (Secretary).

Item	
1.	<p>The chair welcomed members to the Board and noted apologies. Some members were present via video link as allowed under Article 52.2.</p> <p>James Hann was congratulated on his civil partnership over the summer.</p>
2.	<p>There were no Conflicts of Interest declared.</p>
3.	<p>The board approved the Minutes of the Last Meeting without amendment.</p>
4.	<p>The board noted the following Chair's Actions taken since the last meeting:</p> <p>a) There had been minor changes to the policies passed at the last Board on the Staff Handbook and Endometriosis at the staff forum which had been approved by JS</p>
5.	<p>The board noted that the Freedom of Speech (Higher Education) Bill had been discussed at Committee stage in the House of Commons. A paper on the legislation would come to the Board once passed.</p> <p>The School had approached the Union to continue the partnership approach of Freedom of Speech. FK would be on the working group with LSE.</p>
6.	<p>The board noted the Chief Executive Report. During the discussion the following was discussed:</p> <p>a) The unusual situation of this coming academic year was noted with the opportunity to "reset" expectations of students about the campus experience. The focus of the Union would be to encourage friendships especially for new students.</p> <p>b) The NSS scores were very positive and the Union had been congratulated on their improvement by the School's Director, Minouche Shafik. The Union had moved to third in the Russell Group for Student satisfaction. This was against an overall drop in satisfaction for other areas in LSE.</p> <p>c) The biggest drives for improvement were from the visible campaigns from the student officers, the focus on academic representation (such as the academic regulations changes). The win on graduation was particularly impactful for those completing the survey.</p> <p>d) LSE Generate is a section of LSE Careers that engages students and recent graduates to start new businesses. They would use the students' union website to sell student products. This would not bring in any income but would offer experience and opportunities to students. They are also considering the 6th floor space for entrepreneurial activity. A proposal would come to a later Board and steps would be taken to minimise reputational risk of using the SU brand and space.</p>

	<p>Actions: JH</p> <p>e) Lay trustees would be recruited using an external recruitment body.</p>
7.	<p>The board noted a verbal update from officers. The following was discussed:</p> <p>a) JS had led on logistics for the consent training project. Working collaboratively across the team had been a positive experience. A halls "roadshow" would take place as part of the welcome social events.</p> <p>b) EH felt that the team building process through training had been helpful over the Summer. He had worked on feedback from consent Ed training. Clubs and Society engagement was a key issue especially after the pandemic. He was ensuring success of the new Marshall building.</p> <p>c) FK had led the consent training including workshop content which would be led by student trainers. Black History Month now had a full calendar of events after her work. Part Time Officers had asked for sabbatical officer support on hidden disabilities.</p> <p>d) Funding on the consent training from across the School had been secured by RM.</p>
8.	<p>The board noted a verbal update on the end of year accounts from James Hann. During the discussion the following was raised:</p> <p>a) The auditors were currently within the Union to work on the end of year report which would come back in October.</p> <p>b) The provisional end of year position showed income of £3.6M, £0.18M higher than reforecast due to additional income from the School, gym equipment and some trading.</p> <p>c) £3.4M was spent, £0.78M less than reforecast. £0.05M less was spent on student activities due to Covid, and there were additional savings on staff, including gym instructors. There were additional pressures from the SUSS pension costs and the level of VAT reclamation was lower than previous years.</p> <p>d) The final surplus position was £0.24M, £0.17M of which would be added to the reserves.</p> <p>e) Around £0.4M of expenditure had been removed from the budget in June 20 to improve sustainability. It was expected that this would allow the Union to be sustainable outside of a Covid-19 setting.</p>
9.	<p>The board approved a set of policies on drug & alcohol use and staff wellbeing for staff consultation</p> <p>a) The alcohol and drug policy took a supportive approach rather than punitive, reflecting the work done by officers with LSE. There were implications but with increased focus on supporting staff with the causes of behaviour rather than punishing them.</p> <p>b) A new wellbeing policy was thought to be needed to consider the long term implications of the pandemic. It was a concern that staff may feel they should work while sick if they were at home rather than in the office.</p>
10.	<p>The board noted the agenda for the next board meeting with the following additions</p> <p>a) Sabbatical Employment policy</p>
11.	<p>There was a Trustees only meeting</p>

DATE OF NEXT MEETINGS:

Thursday October 28th 2021 (Audit only Board)

Wednesday November 22nd 2021 followed by a social