

Objective: To create a set of priorities and goals for cultural change in CSPs. To create an action plan for the next 3-5 years which covers both short and long term changes.

**1. Introduction**

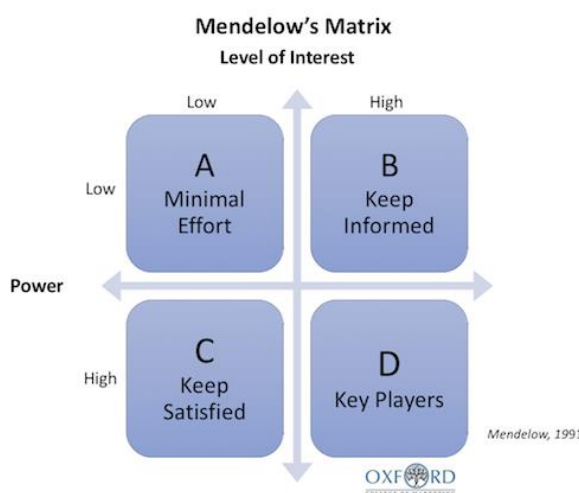
*The aim of this objective is to identify short and long-term goals around the development of CSP culture in various student groups. The project will begin with scoping amongst the members of the project team, followed by consultation with student leaders and CSP members. A paper will be brought to CSPB and Union Council on what goals around culture change will need to be focused on over the next 3-5 years. After this paper is passed, an action plan and tracker will be made and monitored by staff over the course of multiple sabbatical officer terms.*

**2. Key Questions**

- What groups will we need to consult?*
- How will we identify and name groups of CSPs with similar cultures?*
- What criteria will be used to assess risk?*
- What cultural issues have been identified by external regulatory organisations (eg BUCS)?*
- What measurables will we use?*
- Who will be responsible for ensuring continuity throughout multiple sabbatical officer terms?*
- How will an action plan be monitored and communicated?*

**3. Key stakeholders**

*This section should list out all of the key stakeholders for the project. You may wish to use Mendelow's Matrix to understand what kind of stakeholder they are*



Stakeholder name/Group name	What kind of stakeholder are they? (e.g. campaign group, College staff, external)	What action will they need to take for the project to be successful?	Mendelow's Matrix score
<b>CSPB</b>	Student representative group	Provide input and feedback for goals around CSP Culture	D – Key Players

		Approve the proposal before it goes to Union Council	
<b>CWB</b>	Student representative group	Provide input and feedback for goals around CSP Culture	D – Key Players
<b>Union Council</b>	Student representative group	Approve the proposal	C – Keep Satisfied
<b>Dylan Hughes</b> Incoming DPCS	Elected Sabbatical Officer	Approve the risk register and action plan	D – Key Players
<b>India Marsden</b> Current DPCS	Elected Sabbatical Officer	Do student consultation amongst various CSP groups	D – Key Players
<b>Nathalie Podder</b> DPW	Elected Sabbatical Officer		D – Key Players
<b>Connor Walford</b> Project Manager	Activities – Permanent Staff	To ensure continuity for the project throughout multiple sabbatical officer terms  To write and monitor an action tracker	D – Key Players
<b>LCOs</b>	Elected student reps	Provide input on what issues they perceive to be prevalent around CSP Culture and how they affect marginalised groups.	D – Key Players
<b>Cat Turhan</b> Advice & Rep Manager	Advice & Representation – Permanent staff	To collect and report data from the advice centre on what issues are prevalent around CSP Culture (particularly around student complaints)	D - Key Players
<b>CSP Leaders</b>	Student elected leaders	Lead and inform changes we are making  Be the primary audience of change	D – Key Players

#### 4. Timeline of review activity

*This should act as a timeline of activity to support you to deliver your project. Your staff support will use this to support you during your project check-ins. You should include external dates here (e.g. Union Council)*

Activity	Lead	Date
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Scoping work – Break things up into long term changes vs short-term wins	India Marsden (OT lead) Connar Walford (Staff lead) Nathalie Podder (OT lead) Cat Turhan (Staff support)	Friday, May 27, 2022
Consultation Programme, including CSP survey questions	Nathalie Podder (OT lead) India Marsden (OT Lead) Connar Walford (Staff lead)	Monday, May 30, 2022 – Mid-end July 2022
Present draft paper to CSPB	India Marsden (OT Lead)	End of July 2022
Write and submit paper to Union Council	Dylan Hughes (OT co-lead) Nathalie Podder (OT co-lead)	Middle of August, 2022
Include this project in Student Opportunities & Development AOP	Connar Walford (Staff Lead)	August 23, 2022
Action Plan for Year 1	Dylan Hughes (OT Lead) Nathalie Podder (OT co-lead) Connar Walford (Staff lead)	End of September 2022
Christmas check-in	Dylan Hughes (OT Lead) Nathalie Podder (OT co-lead) Connar Walford (Staff lead) Cat Turhan (Staff co-lead)	Early December 2022
End of Term 2 Review	Dylan Hughes (OT Lead) Nathalie Podder (OT co-lead) Connar Walford (Staff lead) Cat Turhan (Staff co-lead)	End of March 2023
Year 2 Action Plan and Re-Adjustment	Dylan Hughes (OT Lead) Nathalie Podder (OT co-lead) Connar Walford (Staff lead) Cat Turhan (Staff co-lead)	End of May 2023
Project Handover to new OTs	Dylan Hughes (OT Lead) Nathalie Podder (OT lead)	July 2023

## 5. Project team

*Nathalie Podder (OT co-lead)*

*India Marsden (OT co-lead)*

*Dylan Hughes (OT lead)*

*Cat Turhan (Staff support)*

*Connar Walford (Staff lead)*

## 6. Budget/Resource implications

List out your anticipated budget and any additional resources you will need for this project. If this resource does not have any financial implications, please write N/A in account name and account authoriser.

<b>Activity</b>	<b>Cost/Resource required</b>	<b>Account name</b>	<b>Account authoriser</b>

### **7. Next steps**

*Connar to book in workshop week of May 23, 2022 for scoping.*

*Nathalie to lead Mentimeter-based discussion at CWB, May 24, 2022.*