

King's College London (KCL) and King's College London Students' Union (KCLSU) Relationship Agreement

November 2017

Signed on behalf of King's College London

Signature: *E. Byre*
Name: *E. Byre*
Position: *Principal*
Date: *13/11/2017*

Signed on behalf of King's College London Students' Union

Signature: *M. Saïb*
Name: *Momin Saïb*
Position: *President*
Date: *13/11/2017*

Statement of Commitment

This Agreement sets out how the university and the Students' Union will work together in partnership to ensure that every student at King's has the best possible experience at the heart of a thriving learning community. The Agreement covers relationships at all levels of each institution: governance, leadership, management and operations. We will hold ourselves and each other to account for fully engaging and empowering students to shape plans to implement institutional strategy and the educational curriculum, as well as playing a full part in making the decisions that affect their experience at King's.

The university is responsible for:

- Putting students at the centre of everything it does: seeing and empowering students as equal partners in shaping and decision making.
- Creating a culture of co-creation and involve students and their Union in decision making in a way that best meets their needs and respects their differences.
- Respecting the right of the Union to listen to university perspective but disagree.
- Seeking guidance from the Union about how best to involve students and take guidance for representative views from the Union.
- Helping the Union and students understand the environment staff work in.
- Ensuring early involvement of the Union in shaping university strategy and services.
- Respecting the role of the Union as constructive challenger in order to deliver best for students recognising the Union as the representative body of all students on campus and their views as legitimate.

The Union is responsibility for:

- Representing student views, making sure the range of diverse views are heard.
- Being an advocate and campaign for students to amplify their voices and articulate what they feel and think.
- Being a critical friend to the university and supporting the university to engage with students.
- Respecting the right of the university to listen to Union perspectives but disagree.
- Engaging with all representative bodies that are linked to the Union to provide election and other support.
- Providing independent support, information and advice to students.
- Providing student-led community building activities and services with and for students.

Together we will:

- Implement the Education Strategy 2017-2022 goals ensuring that accountabilities for actions and improvements arising from the Strategy are transparent.
- Map out university decision making processes and identify where, when and how students and their Union should be involved, identifying those decisions that affect student experience
- Take positive steps to create an inclusive community of learners including addressing all forms of bias in the student experience; develop the cultural competence of staff and students and support staff and students to improve our understanding of mental health.

The Principles that underpin our relationship are:

Respect & understanding We are clear about what we expect of each other; we make time to actively listen and feedback, and value what each brings to the student experience, to King's, and in service of Society. Respect different ways of working and personal presentation including dress and speech.

Trust and openness	We are honest with and trust each other; we actively seek to understand each other's context and recognise each other's strengths and limitations; we champion each other's causes and back each other up where we agree, and are clear when we cannot. , We make early, regular and transparent communications a top priority. We will say what we mean and do what we say.
Accountability	We follow through, fulfil commitments and regularly evaluate to learn and hold ourselves to account; we are clear about priorities, timing and resources. We are all accountable to our students and staff.
Collaboration & independence	We share a common purpose and focus the impact of our relationship on today's and tomorrow's students. We ensure early involvement of each other in shaping and problem solving and facilitate each other to use successful approaches; we are generous, whilst ensuring independence as a vital source of strength.

Relationship Agreement: Report on Annual Shared priorities 2016-2017

Priorities to build the relationship

Co-create and lead the Student Experience Working Group as the formal university for oversight of the implementation of the vision for a world class student experience at King's. The formation of the Student Experience Committee, co-chaired by a Union Officer and the Director of Students & Education and reporting to Academic Board was approved for operation from September 2017. All projects and priorities have been aligned to the Agreement and to the Education Strategy.

Priorities to co-create for students

Take shared steps to achieve greater accessibility for all students regardless of background and remove the attainment gaps that exist. The BME Steering Group has had oversight of our shared priorities. Further work is planned for 2017/2018.

Priorities to enable staff to develop and flourish

Adapt university recruitment and selection processes to include students on interview panels. Students are now routinely included in staff recruitment panels. Build university leadership and other development programmes to include students to incorporate information about real life student experience. The co-designed and delivered Leading the Student Experience bitesize module is now an established and positively received element of the university's Emerging and Future Leaders Development Programme.

In 2017/2018 our shared priorities are:

1. Audit academic representation to understand the extent to which students are actively involved in departmental discussions about enhancing their academic learning experience.
2. Co-creation of a strategy for Student Mental Health aimed at both improving the services provided to King's students and also to position King's as a world leader in this area.

3. Improve the fairness and transparency of the university's finances to students through involving students in the university's business planning process, ensuring hardship funds are allocated to where there is greatest need and providing more flexible options for self-funding students to pay tuition fees.