

## King's College London (KCL) and

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

### Statement of Commitment

This Agreement sets out how the university and 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 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 has the responsibility to:

- Put students at the centre of everything it does: seeing students as equal partners in shaping and decision making
- Create 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
- Respect the right of the Union to listen to university perspective but disagree
- Seek guidance from the Union about how best to involve students and take guidance for representative views from the Union
- Help the Union and students understand the environment staff work in
- Ensure early involvement of the Union in shaping university strategy and services
- Respect 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 has the responsibility to:

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

## Together we will:

- Create improved structures for co-creation and shift the majority of our work to this mode
- 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
- Be clear about and ensure the integrity of the governance processes affecting decision making
- Provide information and signpost the best ways of involving students and their Union in shaping strategy, the educational curriculum and in decision making
- Establish a governance process which allows us to learn and adapt the relationship as we progress
- Protect freedom of expression on campus including the right to protest

This Agreement applies to everyone working at the university and the Union (paid staff) and members of Council and the Union Board. It is a living document, updated annually with new shared priorities to improve both the relationship and the student experience. During each year we will make two reports to Council and the Union Board of Trustees setting out our progress against the shared priorities. Additionally, we will meet at agreed points both formally and informally to celebrate success and share learning. A key meeting will be the 'Learning and Moving Forwards' end of year meeting between the university and Union: a place for all to share and pass strategy and learning forward from one generation of Officers to the next.

## 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: Annual Shared priorities 2016- 2017

### Priorities to build the relationship

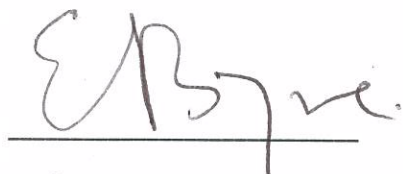
- Co-create and lead the Student Experience Working Group as the formal university for oversight of the implementation of the vision for a world class student experience at King's.

### Priorities to co-create for students

- Take shared steps to achieve greater accessibility for all students regardless of background and remove the BME attainment gaps that exist.
- Take shared steps to improve Mental Health Support for students

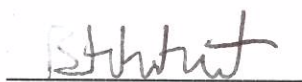
### Priorities to enable staff to develop and flourish

- Adapt university recruitment and selection processes to include students on interview panels
- Build university leadership and other development programmes to include students to incorporate information about real life student experience



Professor Edward Byrne

President & Principal of KCL



Ben Hunt

President of KCLSU

Signed on : Thursday 3<sup>rd</sup> November 2016