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# STRATEGY

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SHAPING YOUR UNION FROM 2022

Run by our members,  
the vision of LTSU is a  
simple one - **to ensure  
the best experience at  
Leeds Trinity, for all  
students.**

LTSU is an independent charity run by and for its members, providing advice, representation, social, recreational, and sporting opportunities. Our services are supported by a staff team who are experts in their fields and enable us to give the best experience at Leeds Trinity, for all students.



SOCIAL



ADVICE



RECREATIONAL



SPORTING

# STUDENT LED INCLUSIVE EXCEPTIONAL ENGAGED INDEPENDENT

Leeds Trinity Students' Union is registered as a Charitable Incorporated Organisation (CIO) with the Charity Commission.

We are governed by our Constitution and have a two-tier structure led by our students and guided by our Trustee Board which is made up of Officers and appointed Members (student and external). Everything we deliver is informed by our core values.

## OUR ACHIEVEMENTS

Student Bar received the "Service Excellence award" from "Restaurant Guru" ✓

NUS Quality Students' Union NUS Green Impact - *Excellent* (2019-20) ✓

NUS Great Impact - *Excellent* (2020-21) ✓

NUS Green Impact - *Excellent* (2021-22) ✓

Best Bar None Gold (2020-22) ✓

Investors in Volunteers (2018-21) ✓

LTSU v YSJ Varsity winners (2022) ✓

The highest percentage of voter turnout in Leeds (17%) ✓

Educate North Finalists (2018 & 2019) ✓

NUS Students' Union of the Year (2017) ✓

No 1 in Leeds for Student Satisfaction in the NSS Q26 ✓



# MEASURING STUDENT EXPERIENCES

Through Shape Your Union, we not only look to understand what can be improved or offered to our members in the future, but we also measure the impact of our work. This is done through student surveys and questionnaires, focus groups and interviews, as well as case studies.

## KIERAN CLARKE

Level 6 Sports Journalism / Men's Football Chairperson 2021-22 / Vice President-elect

"Being a part of a sports club was a huge helping hand in helping me feel part of the community. You immediately develop a family feeling. With our university being a smaller one, you have the unique opportunity of knowing many people around campus ... What's special about our Students' Union is how inclusive we are. No matter your interests, there are people on hand to help you set up societies. The chances are if you're interested in something, other people will be too!"

## RUBEN SAUNDERS

L6 Philosophy / Religion and Ethics

"I have been employed as a Student Union Staff member and as a Student Ambassador ... These roles have helped me to meet new people and develop connections that will last me long after I leave LTU. As well as this, during my third year I have been employed as a Student Intern to LTU Academic Integrity Campaign. Through this role I have collaborated with members of the Student's Union to create resources that help to educate students on academic misconduct. Working with the Students' Union in this way has prepared me with skills that I can take into my future."

## SABINA LEE

LV Criminology

"Through engaging with the Students' Union, I was able to secure a part-time job alongside my studies at the University ... Working here genuinely made me feel heard and acknowledged not only as a staff member but also as a student. I was able to contribute my ideas on improvements and watch them be implemented first hand which was a great experience! I feel that the Union not only offered me employment for my time there but also development in key skills which would be required in most workplaces! Overall, it was a great experience that I hope to continue through to my final year at the University."

## CAITLIN FIELDHOUSE

Level 5 Forensic Psychology / Course Rep / Disabled Students' Officer-elect

"Leeds Trinity Students' Union has positively influenced my time at university. By making it known that there is always someone to turn to if I ever have any issues, I feel supported throughout all aspects of my university life ... The Leeds Trinity Students' Union has made me feel represented by having the student council made up of students of all demographics. I feel valued as a student and that my university experience matters. The StUdio is an excellent aspect of university life; students can join events hosted by the Students' Union, make new friends, and join new clubs and societies."

## SOPHIE STRANGWAY

Level 5 Business and Management / Course Rep

"The union has helped me gain confidence through being a course rep and has allowed me to feedback students' thoughts ... This opportunity and having my voice being heard, as well as my course mates has made me feel respected and as part of the university community ... I have made friends, had development opportunities, and had the chance to develop my confidence and leadership skills."

## LEWIS MILES-BERRY

PGT Psychology (Conversion)

"The LTU Students' Union has included me since the first day I stepped on campus and made sure to include not just me, but my values and beliefs. They have made me feel not only as though I am valued as a student but valued for who I am. Working for them has kept my head above water at times and has formed an integral part of the friendships I've found at LTU."

## DAMAYA WILLIAMS

L5 Broadcast Journalism

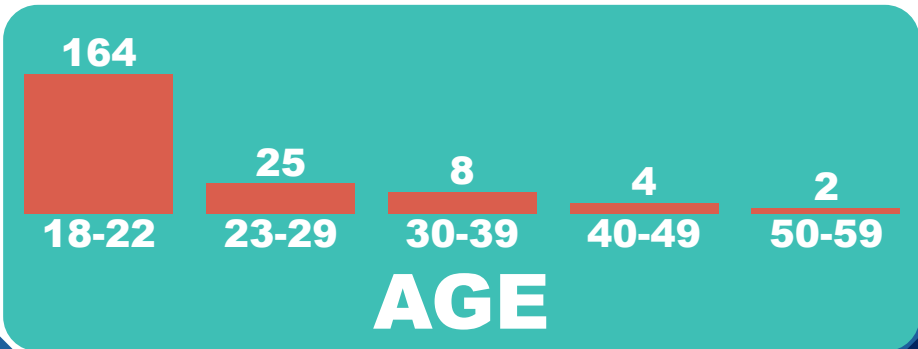
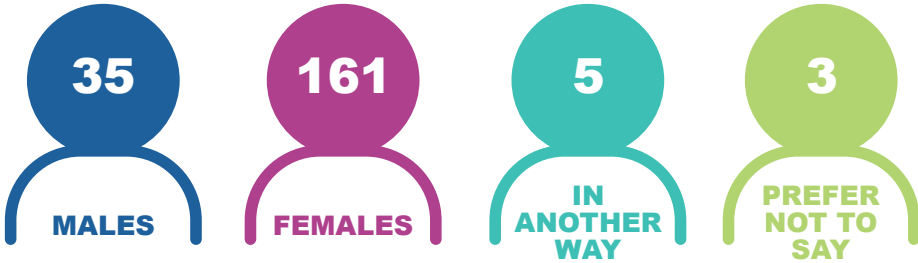
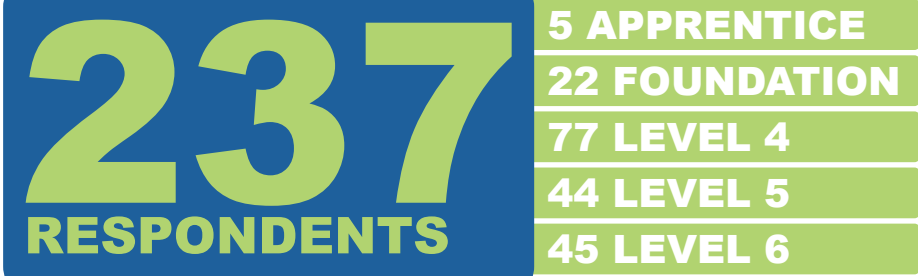
"The Students' Union has made me feel a part of a community by creating and putting on a wide range of social activities and events for me to get involved with. Being a part of the Dance club has been a big part of my uni experience and I have made many new friends through it."





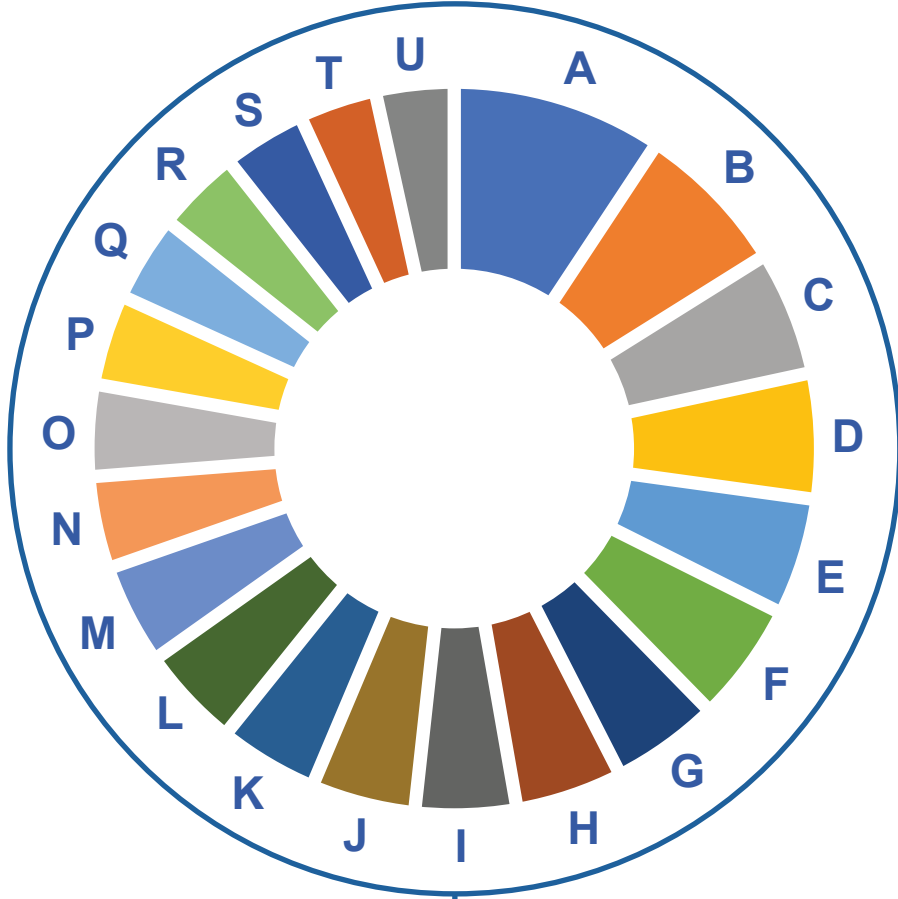


# STRATEGY RESEARCH



# TOP PRIORITIES

A	Student welfare	70.72%	157
B	Saving students money	51.35%	114
C	Accurately represent you as a member	40.54%	90
D	Help build friendships	39.19%	87
E	Supporting societies	39.19%	87
F	Academic advice	38.74%	86
G	A place where communities can come together and thrive	34.68%	77
H	Personal skills/development opportunities	34.68%	77
I	Placement support and advice, preparing you for your future	34.23%	76
J	Holding the university to account	34.23%	76
K	Extra-curricular activities (clubs and societies, sports)	33.78%	75
L	Democracy eg. council, student say, elections	33.33%	74
M	Supporting sports clubs	32.43%	72
N	Freshers' week	31.08%	69
O	Activities related to your studies	30.18%	67
P	Entertainment and events	30.18%	67
Q	Student staff opportunities	28.83%	64
R	Skills workshops	28.38%	63
S	Academic representation (course rep/school rep)	27.93%	62
T	Commercial eg. shop, StUdio	26.58%	59
U	Promoting more sustainable lobbying	20.27%	45
V	None of the above	1.80%	4
W	Other (please specify)	1.35%	3
Total Respondents			222





# OUR STRATEGY JOURNEY

LTSU has achieved a lot since our first Strategic Plan was launched in 2017, but there is so much more we can deliver. We have taken the opportunity this year to truly review, reflect and consider our direction so that we can truly say, we are run by students, for students!

## ASSESSMENT

January 2022 - Assessment of current activities and impact practices

- Connecting Leeds Trinity Students' Union activities with outcomes or changes occurring.
- Building a picture of how students are experiencing the impact of Leeds Trinity Students' Union's work.
- Developing a research plan for Phase two.

## ANALYSIS

April/May – Analysing and strategy creation

- Translating data from the engagement phase into the following documents:
  - Strategy Document.
  - Impact Framework.
  - Theory of Change.
  - Communication Framework.

Through an ongoing conversation with our members and key stakeholders which consisted of surveys, workshops, interviews, and focus groups, not only have we been able to develop our plan, but Shape Your Union is a key part of measuring our success, based on our vision, mission and impact outcomes over the next three years.

## ENGAGEMENT

February/March - Engaging stakeholders and research

- A plan was created from the Assessment phase to:
- Talk to Leeds Trinity students about what they need from LTSU.
  - Engage stakeholders in the university on what they expect from LTSU.
  - Speak 121 with groups of Leeds Trinity students to find more about what they need from LTSU.
  - Gain insight from LTSU staff.

## LAUNCH

July – Launching the Strategy!

- Communicate our objectives to students, staff, volunteers and stakeholders.
- Develop and cascade operational plans and performance indicators.
- Determine the structure and resource allocation to support the strategy.
- Set out LTSU Values and guiding principles.

# STRATEGY SUCCESS

For this new strategy to be a success and to 'live' over the next four years, the following elements will need to be delivered:

✓ *All stakeholders clear on the values, purpose, vision and mission of LTSU.*

✓ *Activity is prioritised according to what students want from LTSU.*

✓ *Improved financial sustainability for LTSU.*

✓ *Transparent impact reporting which leads to accountability and celebration of the work of LTSU.*

✓ *Joint working and long-term planning between LTSU and Leeds Trinity University.*

# OUR VALUES

Through an ongoing conversation with our members called **Shape Your Union**, we have established the values that are the starting point for everything we do.

## STUDENT LED

All our activities are for and directed by our members. Success comes from ensuring students have the best experience at Leeds Trinity and that the student's voice is articulated to the University.

## INCLUSIVE

LTSU is here for all students. Our activity and services meet the needs of all our members, and we continually evaluate the diversity and inclusivity of participation.

## EXCEPTIONAL

We continually strive to be better, identifying ways to maintain and increase our relevance for students while positively influencing their time at Leeds Trinity.

## ENGAGED

As well as representing students, our role is to listen. To ensure the needs of all our members are met, we continually ask for feedback and have the conversations that matter to students.

## INDEPENDENT

We work closely in partnership with the University while operating as an independent charity that can represent and speak for our members.

# OUR PURPOSE

## Leeds Trinity Students' Union - Here for you, run by you

Run by our members, our vision is a simple one - **to ensure the best experience at Leeds Trinity, for all students.**

Our strategy is based on our Theory of Change - **how we do what we do, and where it is we want to go.**

### INPUTS - WHAT WE NEED

- Student input – Shape Your Union.
- LTSU Values & Culture.
- Students' voices (including NSS, forums and elections).
- Expert staff.
- Volunteers.
- University Partnership and Grant.
- Income from commercial activities.
- Governance and trustees.
- Partners including NUS.
- Marketing and communications.
- Data sharing agreement with Leeds Trinity.
- Policies including sustainability and accessibility.

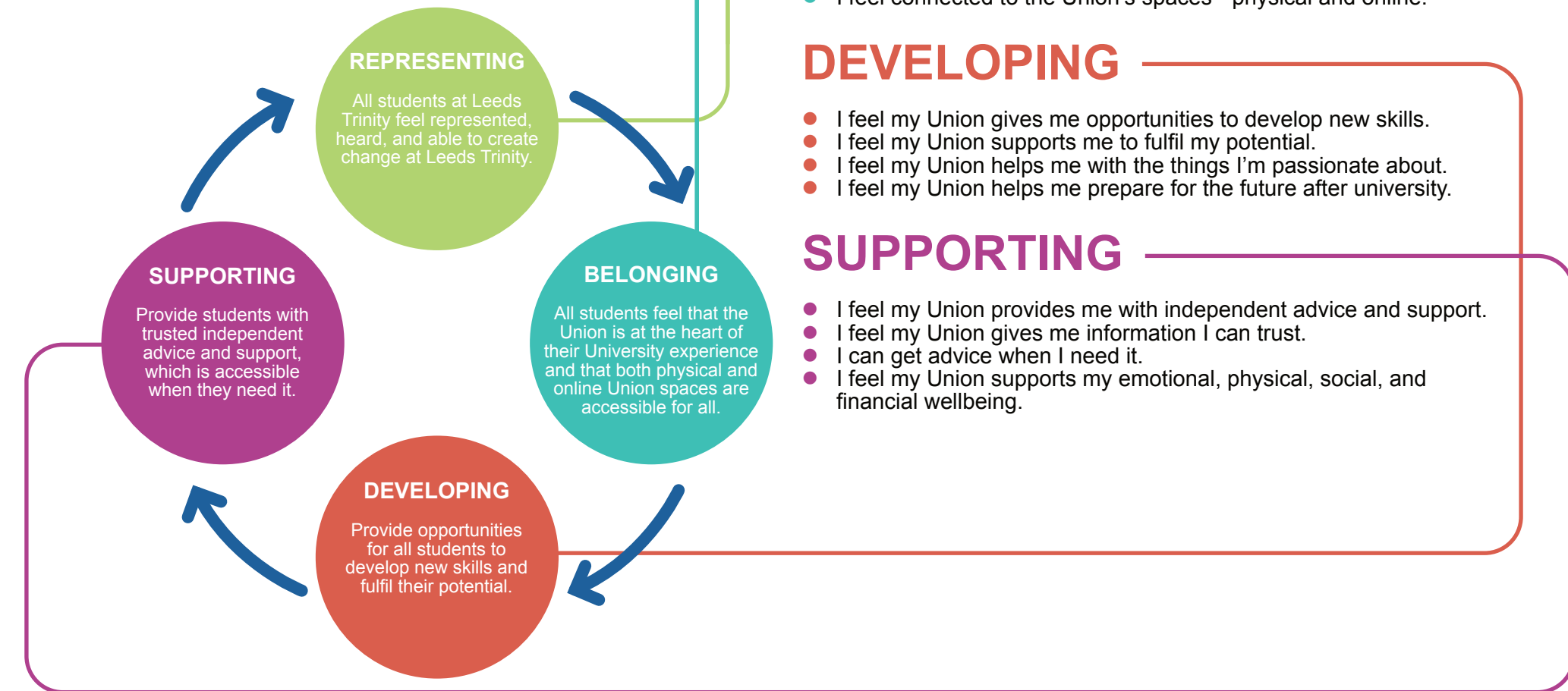
### ACTIVITIES - HOW WE DO IT

- Student-led clubs and societies.
- Jobs and volunteering opportunities.
- Advice and wellbeing support services.
- Elections and representative structures.
- Academic representation.
- Events and community building.
- Providing physical access to LTSU activities and spaces.
- Digital access to LTSU.
- Student-led shops and venues.
- Communication and awareness campaigns.
- Student engagement and Interaction.



# OUR IMPACT

Following on from defining our Values and our Purpose, LTSU has looked at where we can make the most impact for our students at Leeds Trinity. These are all interlinked projects, connected, and do not stand independently.





# OUR COMMITMENTS

## By 2025 we will:

- 1 Build and deliver our representation and democracy models, so that all students at Leeds Trinity feel represented, heard, and able to create change at Leeds Trinity.
- 2 Establish student communities that everyone feels a part of so that students feel that LTSU is at the heart of their university experience and that both physical and online Union spaces are accessible for all.
- 3 Support all students at Leeds Trinity with what they are passionate about and offer opportunities to help them prepare for their future after they graduate.
- 4 Provide trusted, confidential, and independent advice to students where and when they need it to support all their well-being that being financial, housing, and mental health as examples.

## COMMITMENT 1 REPRESENTING

Students at Leeds Trinity University deserve to feel that they are represented independently, that their voices are heard, that their needs and views are represented and that they can create change.

### By 2025 we will:

- Transform our representation and democratic models so that issues and concerns can easily be raised, and students receive a quick and effective way of resolving course related issues.
- Use yearly feedback mechanisms to ensure our representative and democratic structures fit the needs of Leeds Trinity students, ensuring their voice is inclusive and diverse.
- We will keep you informed on what we are doing, so we can together achieve a sustainable outcome.

## COMMITMENT 2 BELONGING

Leeds Trinity Students' Union understands the importance of individuals feeling that they belong. We want to build a community that everyone feels part of so that students feel that the Union is at the heart of their university experience and that both physical and online Union spaces are accessible for all.

- Regularly monitoring participation numbers and diversity in all our engagement activity. Creating specific communication messages to target the less engaged.
- Continue to expand the range of societies, sports teams and other student-led activities so that all students have access to relevant and supportive peer communities.
- Work closely with Leeds Trinity University to build a strong student community for all students.

## COMMITMENT 3 DEVELOPING

Making sure that students at Leeds Trinity can develop new skills and fulfil their potential is a fundamental aspect of who we are. We will make sure that we support students at Leeds Trinity with what they are passionate about and offer opportunities to help them to prepare for their future after they graduate.

- Collaborate with the University to inform and drive the development and delivery of employability services that meet students' needs.
- We will provide all student staff with the ability to confidently articulate their skills and experiences using the STAR method.
- We will offer work opportunities for students within our union structures that provide security and development.

## COMMITMENT 4 SUPPORTING

It is imperative that students are provided with independent advice and support which is accessible when they need it and that it can be trusted. We will provide trusted, confidential, and independent advice to students where and when they need it to support all their wellbeing that being financial, housing, and mental health as examples.

- We will expand our online self-help support, focusing on issues that affect students at Leeds Trinity so that students can access support 24/7.
- Work with the university to improve its services targeted at improving the wellbeing of students and deliver activities ourselves in pursuit of this.
- Delivering a high-quality accredited advice service that is available when you need it most.

# 1

# 2

# 3

# 4

## THE ULTIMATE GOAL

### The Mission and Vision of LTSU

LTSU is here  
for you,  
run by you




The best  
experience at  
Leeds Trinity, for  
all students

## MEASURING OUR SUCCESS

As our mission states, **we are here for you, run by you**, and we are committed to that. We will review our strategy regularly each year through; feedback forms, surveys, 1-2-1s and forums, to ensure we deliver the best experience at Leeds Trinity for all students through our four commitments.

The results of this review will be published in our Annual Report.



 [www.ltsu.co.uk](http://www.ltsu.co.uk)  
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ENGAGING / HEARD /  
IDEAS / EMPLOYMENT /  
DEVELOPMENT /  
KEY SKILLS /  
CONNECTIONS /  
COLLABORATED / CREATE /  
EDUCATE / INFLUENCED /  
POSITIVELY / SUPPORTED /  
REPRESENTED / VALUED /  
EXCELLENT /  
NEW FRIENDS /  
FAMILY FEELING /  
UNIQUE / INCLUSIVE /  
INTERESTED /  
FRIENDSHIPS /  
COMMUNITY /  
CONFIDENCE /  
OPPORTUNITY /