

HOT TOPICS?

COOLE SOLUTIONS!



coole insight ltd

Getting the right thing done

1. The Hot Topic – Staff and Student Officers



Students' unions are unique, fast paced and precious organisations. Blending professional expertise with often young, diverse and political student leadership is a challenge that some staff respond to, understand, and get their energy from, whereas for others working with student officers feels separate to their work and at times, like a hinderance! It really needn't be, and certainly shouldn't be...

2. The Insight



This hot topic will remain on the agenda so long as the student movement and students' unions continue to support officers based on how they have always done it, or indeed the individual preference, experience and background of one or multiple staff members. Continuously changing student leadership means that a one size fits all approach to officer support will immediately fail, as it should be tailored to the individual's needs – and this takes time. Whilst the support can change and be flexible, the principles and responsibilities of an officer as an employee, and often as a trustee, will not. Therefore, it is important for student led organisations to consider their role as a supportive employer to these elected individuals who have been elevated to positions of power and develop an organisational culture that enables student leadership to lead and thrive. Creating clarity on the 'how' aspect of officer support can have a positive impact on the wellbeing of both the student officers and staff teams.

3. The Coole Solution



Nationally, the idea of developing National Occupational Standards for student officers has been floated in the past, and Coole Insight would be very interested to hear from organisations looking to progress this further. For students' unions locally, we offer [a 3-point plan for supporting elected officers](#), designed to align officer priorities with organisational strategy and available resource. To demonstrate our experience please see the following [testimonials from elected student officers](#). Email: steve@cooleinsightltd.co.uk