



## University of Lincoln Students' Union Student Employment Policy

The University of Lincoln Students' Union (ULSU Group) recognises that employing students at the heart of our services is the overwhelming preference of the Board of Trustees. By employing students, not only is ULSU Group returning money to the student community, but also helping our members to improve their employability by enabling them to develop key transferable skills, as well as working as part of a team in a work place environment.

ULSU Group also recognises that the student representative side of the Students' Union has an interest in the performance and strategy of the Students' Union. Your Elected Student Representatives should be at the forefront of leadership of ULSU and all Student Members should be able to pass proposals that set policy and make suggestions for the improvement of your University and Students' Union.

ULSU Group also recognises that the staff are employed to assist the Chief Executive officer in the delegated responsibility of running the Union to the satisfaction of the Trustees (and Executive Committee). By employing decision making students under the management of members of staff there is a clear conflict of interest, and potential difficult working environment.

ULSU Group also recognises that Student Leaders and Student Trustees are the lead Student decisions makers in the Union. As part of their role they are made aware of confidential information about employees, as well as making decisions that affect staff members. This could lead to difficult and unhealthy working conditions if Student Leaders or Student Trustees do not make a suitable transition between roles.

As a result of the above, the Students' Union has the following policy in relation to employing Students Representatives, Student Leaders and Student Trustees

### **Student positions, part time employment whilst studying.**

- Volunteer Officers are not employed in the Students' Union Charity to avoid conflict of interests and to allow the staff to manage freely without recourse
- Volunteer Officers are able to be employed by Lincoln Students' Union Trading Ltd. (LSUT) and Student Union Management Systems Ltd (SUMS).
- For the duration of their term in office, Student Trustees are not employed within ULSU but are able to be employed in LSUT or SUMS.

### **Permanent staff positions**

- Student Leaders are not employed in Permanent or Casual staff positions within the first two years following the end of their term in office. The only exception to this is if a Student Leader returns to study at the University in the academic year following their term in office. In this situation the Student Leader can be employed in a casual staff positions within LSUT or SUMS Ltd., with prior approval of the Chief Executive.
- Students at the University of Lincoln are not employed in permanent roles whilst they are enrolled at the institution.