



Rewards and Recognition within Societies

'Feathers' Accreditation Policy

The Purpose of the Policy

Feathers is a new scheme that rewards and promotes societies for their hard work and achievements. Feathers will be awarded to recognise a University of Lincoln Students' Union Society's contribution to its members, the University of Lincoln Students' Union, the University and the wider community.

As well as a monetary value attached to each Feather awarded, Societies will receive,

- A digital copy of the Feather awarded to be used on promotional material and on the Students' Union website to promote the Society's accreditation to Feathers.
- All Gold Feathers will be displayed annually in The Swan.

There are 6 Feathers in total that can be awarded to a Society:

Academic

The Academic feather is awarded to societies that provide extra-curricular enrichment activity to their members. These could be academic events, trips, workshops or social events for the associated school. To achieve this award, societies must have working in conjunction with the Union, School and University Careers and Employability team.

Events

The Events feather is awarded to societies who have demonstrated an exceptional ability to organise and hold events. Such societies have also made the effort to hold joint events with other societies or sports clubs and have raised money not only for themselves, but also for charity. These societies will have also worked with the Students' Union to organise their events.

Liberation

The Liberation & Inclusivity feather is awarded to societies who have taken active steps to raise awareness of and break down barriers for all students. They will have made the effort to include students who don't typically engage whilst not neglecting their current membership. For societies that typically have members of a certain demographic they have made every effort to expand their membership and make others aware of the issues they face to the wider Union membership.

Social & Well-Being

The Social & Well-Being feather is awarded to societies who have taken active steps to include as many members as possible and regularly engage in various social activities. In addition to highlighting the importance of physical, mental & social well-being and encouraged members to adopt healthy lifestyle choices.

Democracy

The Democracy feather is awarded to those societies who engage their members in taking part in Union democracy and influence the Students' Union, the country and the world.

Community

The Community feather shall be awarded to societies who can demonstrate that they have operated in such a way as to benefit the community that we share, in a sustainable manner, raising communal and environmental awareness to its members and a wider audience.

The Process of Awarding Feathers

1. Only University of Lincoln Students' Union Societies are eligible to apply for Feathers.
 - 1.1 The Society must have a full committee and be ratified to be eligible to apply for a Feather.
 - 1.2 Societies can apply throughout the year for as many Feathers as they choose and submit an Evidence Sheet for the specific Feather to societies@lincolnsu.com which can be found on lincolnsu.com dashboard and return it by midday, 7 working days prior to the convening of the next consecutive Activities Hub
 - 1.3 The dates for the Activities Hubs will be published on Lincolnsu.com dashboard.
 - 1.4 Should the deadline for the next consecutive Activities Hub be missed, the application will be taken to the following Activities Hub within the current Academic year.

- 1.5 Any Evidence Sheets submitted that miss the deadline for the last Activities Hub within the current Academic year will not be accepted.
- 1.6 A Society who wishes to apply for a Feather must fill out an Evidence Sheet, located on Lincolnsu.com dashboard. Societies must submit the Evidence Sheet and any supplementary evidence each time they apply for a Feather.
- 1.7 Evidence Sheets submitted by a Society will be approved in the hour prior to the Activities Hub where the Vice President Activities, Societies Officer and Sports Officer is in attendance as per Activities Hub Standing Order 1002, the Sports Officer will not have a vote.
- 1.8 In the event that the Vice President Activities and Sports Officer do not reach a decision on an Evidence Sheet, the Activities Manager will arbitrate to reach a decision.
- 1.9 Evidence Sheets can be approved or rejected based on the criteria listed, should the Evidence Sheet for a Feather be rejected, Societies can reapply at any time during the current academic year.
- 1.10 Upon approval at the Activities Hub, Standing Order 1002, the application will be ratified at the next available Executive Committee.
- 1.11 Following the Executive Committee, a staff member from the Students' Union Activities Department will notify the Society within 48 hours of the Executive Committee of the decision that has been made, with feedback.
- 1.12 The decision of the Executive Committee is final; Societies do not have the right to appeal.

Funding Awarded for Feathers

2. Individual Feathers are awarded at Bronze, Silver and Gold standard to a Society that can evidence completion of three, six or nine of the criteria listed on the Evidence Sheet per each Feather.
- 2.1 Upon approval of the Evidence Sheet, a Feather will be awarded with the following monetary value to the Society;
- For a Bronze Feather £15
 - For a Silver Feather £30
 - For a Gold Feather £50
- 2.2 Societies are encouraged to apply for Feathers as soon as they have met the relevant criteria, and may apply to upgrade their feather at any time once

further criteria is met, e.g. A society may achieve a Bronze academic feather in September, and apply to upgrade to the Silver Feather in December.

2.3 Societies are also encouraged to go for as many feathers as they wish, payment reward will only be issued to a maximum value of £150.

2.4 The Activities Budget Holder in line with the University of Lincoln Students' Union Financial Regulations will be responsible for allocating the funds to each Society upon approval of a Feather.

2.5 The funds will be allocated to the Societies Membership account.

HC- February 2017