

Strike Policy for Student Groups

The Students' Union will always try to address minor etiquette issues with Student Groups informally however a warning and strike policy does operate for when Student Groups do not meet the expectations set out for bookable rooms usage or are found to be in more than a minor breach of the Students' Union or University policies or procedures. Aside from this strike policy there is also a walkover policy and initiation policy which is applicable to Sports Clubs.

What are strikes issued for and who are they issued by?

Student Groups may receive strikes for breaches considered to be more than minor to any Students' Union or University policy and procedure. This can include but is not limited to:

- Not adhering to any part of the external speaker process
- Not adhering to safeguarding policies and procedures
- Proof-reading procedures not being adhered to (applicable to Student Media Outlets)
- Minor financial mismanagement*
- The events procedure not being followed
- Any incidents deemed by the appropriate staff member and the Appropriate Student Council Officer that warrant more than a warning.
- A Student Group who receives a 4th Room Usage Warning

*Whether financial mismanagement is classed as minor or major is dependant on the judged level of risk involved. Examples of minor financial mismanagement could include, but is not limited, the below involving small sums of money. Examples of major financial mismanagement could include, but is not limited to, the below involving large sums of money.

- Not promptly paying money into reception
- Holding money in personal or unauthorised accounts
- Using cash sales to make purchases or reimburse expenses
- Signing contracts

Minor financial mismanagement also includes consistently not adhering to financial processes and procedures.

Major financial mismanagement, depending on severity of the breach, may constitute more than one strike or disaffiliation.

Strikes will be issued by the Appropriate Staff Member and the Appropriate Student Council Officer will be informed.

What are the implications for receiving strikes?

A Student Group who receives a 3rd strike will be banned or restricted from carrying out their activities for a period time. This could include, but is not limited to, a ban or restriction on:

- Booking rooms for 6 academic weeks. All upcoming bookings may be cancelled.
- Applying for or receiving Students' Union grant funding for the next round.
- Participating in the next BUCS fixture and participating in Club training for 4 weeks.
- Producing and releasing content for up to 6 academic weeks.

Other events and activities planned to take place within a period of 6 academic weeks may also be reviewed or cancelled.

If the 3rd strike is given in semester 3, how the restriction applies into the following academic year may be considered.

As per the Student Group Bye-Law, The Vice President Welfare or Appropriate Student Council Officer or Appropriate Committee, with guidance from the Appropriate Staff Member, may disaffiliate or suspend some or all of the support given to a Student Group who receives 4 strikes in one academic year. For more information about disaffiliation see the Student Group Bye-Law.

Behaviour or conduct of individuals, where necessary, will be dealt with via the relevant Students' Union and/or University disciplinary processes and procedures.

Appeals

If a Student Group would like to dispute a strike they should email their reasons for appeal to the Student Engagement Manager (if the appeal is from a Sports Club this will be forwarded to the Performance Sport Assistant Manager) who will review the appeal with the appropriate Student Council Officer. If, after this, the outcome does not change, Student Groups can appeal the decision by contacting the Students' Union President.

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