



# **The Graduate Students' Association**



**2010/11  
Annual Report**

## Foreword

The GSA has had a challenging yet successful year. Applying for, and successfully achieving charity status has been a major priority for the organisation. We have also continued to grow in terms of headcount, hiring a policy and administrative assistant to help staff and principal officers with their workload. The GSA has also benefited from hiring four student interns throughout the year, working on various projects such as communication channels, welfare provisions and social spaces.

During second term, the GSA completed its legal transformation into an independent charity. This change provides us with greater independence and flexibility. It also requires us to think more carefully in the future about how we will make a contribution to the university and wider community. Although no longer technically an organisation part of the University, the GSA continues to work closely with the University, its staff and students.

Any organisation in the 21<sup>st</sup> century needs a good website. This year we launched our new website ([www.yorkgsa.org](http://www.yorkgsa.org)), which is easier to navigate, use and much more informative than its predecessor. Our Website now acts as our central hub for events details (including trips), biographies of, and contact details for, principal officers, and much more. The GSA has also embraced the world of social media, especially Facebook ([www.yorkgsa.org/facebook](http://www.yorkgsa.org/facebook)) and Twitter ([www.yorkgsa.org/twitter](http://www.yorkgsa.org/twitter)). Whilst we have made major strides forward, we still welcome suggestions on how to improve our web presence.

Whilst we are focussed on improving ourselves, we have not forgotten that our role is to enhance the student experience and provide a voice and support for postgraduates at the University. Our officers and staff members will ensure we provide a better level of individual student support, we are also concentrated on developing a graduate community across colleges and departments, between campus and the City. We believe that our community activity on campus, in graduate sport, through department representatives and networks will continue to grow and thrive as it has done this year.

As the University expands we are well aware that the challenges facing postgraduate students will increase and be amplified. We are confident that the GSA can continue to make a positive impact on the experience of our students and that we can develop as the University expands.

*University of York Graduate Students' Association*



## Contents

Foreword .....	2
Representation .....	4
Slow Beginnings .....	4
Employability .....	5
Postgraduate Accommodation .....	5
Developing the Postgraduate Community .....	5
PG Forum .....	5
Developing sustainable partnerships .....	6
Conclusions .....	6
Academic .....	7
Transition site for International students .....	7
Research Students .....	7
Advice and Support .....	7
Quality Assurance .....	8
Postgraduate Academic representatives .....	8
Conclusions .....	8
Welfare .....	9
Security .....	9
Accommodation .....	9
Financial Support .....	10
Peer-to-Peer Networks .....	10
Equality and Diversity .....	10
Conclusions .....	11
Services .....	12
Sports .....	12
Events .....	13
Trips .....	14
Graduate Common Rooms .....	14
Conclusions .....	15
Finance .....	16
Finance Officer .....	16
2010/2011 Figures .....	16
General Manager's Report .....	19
Appendices .....	21
1. 2011/2012 Budget .....	21
2. 2010/2011 (Audited) Accounts .....	22





# Representation

## Slow Beginnings

As we come to the close of another successful year for the GSA and the York postgraduate community, it is worth pausing to reflect on progress made and goals still to be attained.

2010/11 started slowly, mainly due to the delayed elections, which took place in November, following a failure to attract any candidates in May. There are many factors involved in this, and institutional memory, must be high on the list. However, when the elections did come round, there was a record turnout of candidates and all positions were filled. We are therefore indebted to the 2009/10 Principal Officers for steering the organisation through the intervening period.

All the 2010/11 Principal Officers were one year Masters students, and from a mix of nationalities: UK, Indian, US and Turkish. Along with the Principal Officers, twenty-one Volunteer representatives were elected to represent specific parts of the student community and despite being highly engaged at the start of the year, enthusiasm waned as the year went on. Exploring ways of keeping Council members and representatives engaged must throughout the year must therefore be a priority for the new officers.

We have been ably steered by our trustee board during the last year, and their help and support is invaluable. We have also been recruiting another student member and external member of the board to meet with the requirements of the charity commission, and it is hoped that this process will be complete in the near future.

Despite the slow start, the Principal Officers, have made good use of their time in office and have worked on specific areas of the PG student experience as well as representing York's Postgraduate community to the University in many committees and in meetings with the city and the local community.

### ***The President attends the following meetings:***

*University Court*

*University Senate*

*University Council*

*Policy and Resources*

*Campus Development Steering Group*

*HYMS Joint Learning and Teaching Committee*

*Student Support Forum*

*Catering Focus Group*





## Employability

In our increasingly globalised world, the job market is more competitive than ever and therefore the GSA spent a lot of time working with the University to increase the employability of York postgraduates, both in their home countries and abroad.



Although we recognise that it may be a few years before major dividends appear for all students, our work to ensure that this issue is on the University agenda represents the start of this journey. The GSA will continue to work with the Careers centre, and Development Office, to lead to more career networking events and better career planning support for all York postgraduates.

## Postgraduate Accommodation

There is large unmet demand for University accommodation amongst postgraduates and therefore one of the major GSA priorities this year was to work with the University to increase the stock of housing available for postgraduates. Although we again recognise that this work will take several years to bear fruit, we are confident that the stock of University managed Postgraduate accommodation will increase. The jointly managed (GSA & Accommodation Office) 'Find a Housemate' event prior to the start of the academic year once again showed an increase in numbers from students, and the GSA social networking sites are frequented by students seeking accommodation. The GSA will continue to work with the University to increase the diversity amongst resident postgraduates.

## Developing the Postgraduate Community

The GSA has commissioned a student intern to study the concept of the York



Postgraduate community, how it operates and how the University and the GSA interacts with it. Whilst this is likely to be a big step forward in terms of the development of future GSA policy and communication methods, it is also likely to have a wider ranging impact on the way that the University engages with the postgraduate community through its departments and colleges.

## PG Forum

The Postgraduate Forum remains one of the primary ways that the GSA connects with the postgraduate community. The last year has seen a varying level of participation in this mechanism and, whilst we are wholly committed to the concept the 'forum' must adapt to meet with needs of the GSA, Senior University Management as well



as meet the expectations of the student body. We are therefore actively investigating new models and ideas to improve the PG forum.

### Developing sustainable partnerships

The GSA Officers and staff have worked extremely hard in the last year to develop sustainable relationships with different areas of the University. As the GSA is a small organisation, we rely on our partners and colleagues to varying degrees. Therefore, good working relationships have been developed with many parts of the University, especially YUSU, the ASO, Careers Centre, the Development Centre, Colleges, Academic and Support Departments as well as University Senior Management.

### Conclusions

Many challenges lie ahead for York postgraduates and the GSA. Apart from a few small internal issues which need addressed, University service provision for postgraduate students based on Heslington East is not up to standard and a new fees regime may impact postgraduate fees in the years ahead. Furthermore, the University still does not do enough to connect postgraduates with gainful employment.



However, we are confident in the desire and will of University administration to work closely with the GSA in a proactive manner, while being responsive to issues as they arise. Working together we believe that we can further improve the postgraduate student experience.





# Academic

The GSA Academic Affairs officer assisted the other GSA officers and representatives to represent postgraduate students on a range University committees. The main achievements of this year are outlined below.

## Transition site for International students

Both the University and GSA are aware of the difficulties faced by international students on commencing their studies in a different academic environment. To support students with this transition, the E-learning Development team have been working on a transition site for each department to provide incoming students with necessary information required to prepare them for the academic culture in university of York prior to arriving.

The GSA took an active role in providing student feedback to the E-learning Development team to help with the creation of the departmental transition sites.

## Research Students

It was evident from the feedback that the previous Principal Officers received that the needs of Research students differ vastly from those of Masters Students. To accommodate for this the GSA have built on their positive relationship with the Research and Development Team and have promoted their service and passed on relevant feedback from our postgraduate forum. This year the GSA has been actively involved in the Postgraduate Research Experience Survey (PRES) in regards to publicising the survey and working with senior management to gather further data. We encouraged students to actively participate in the survey; we believe that this was one of the factors which caused a significant increase in the response rate.

## Advice and Support

The GSA has advised and accompanied many students to academic hearings this year, and has assisted a large number of students who have sought advice on completing their studies. In collaboration with the Academic Support Office (ASO) the GSA has produced a leaflet regarding academic integrity, providing information on academic misconduct and what support and options are available if a student is suspected of academic misconduct.

***The Academic officer attended the following meetings:***

*Distance Learning Forum*

*Learning & Teaching Forum*

*Standing Committee on Assessment*

*University Teaching Committee*





## Quality Assurance

The university has been introduced a number of new policies this year; including the policy on late submission. The GSA has taken a role in the consultations at each stage and has ensured the views of York's postgraduate students are represented. We have represented postgraduates on a number of Department Periodic Reviews, as well as working with departments to carry out the Annual Periodic Review (APR) Process.



## Postgraduate Academic representatives

To ensure that we accurately represent our postgraduate students, we rely on feedback from our postgraduate academic representatives, of which we have 135 across all departments. We offered each representative a training session early in the academic year, and have continued to offer regular drop-in sessions across the campus. Engagement amongst the postgraduate academic representatives has seen an increase, however participation decreases as the academic year goes on.

The GSA has carried out an in-depth structure review on representation. This review has led to the creation of a Virtual Learning Environment (VLE) to be used as tool of communication between students and their departmental postgraduate academic representatives and will be launched early in the new academic year.

## Conclusions

The GSA continues to work hard to support postgraduates achieve their aim of gaining a postgraduate degree. The structure review on representation has highlighted areas that the GSA can work on to be more effective in supporting students during their studies and ensuring that their needs and interests are considered at all levels of decision making.



*Isha Arora*  
*GSA Academic Officer 2010/2011*





# Welfare

Following significant and ongoing restructuring of the GSA, the Welfare services and provisions were put under critical review to assess their efficiency and effectiveness and to re-evaluate what role the GSA should maintain relating to student support. This review provided substantial insight not only into the provisions of the GSA and the University of York, but a robust comprehension of the fundamental issues which students experience. This review successfully illustrated the causal factors which were occurring that made it necessary for students to seek various means of support. Alongside this review, the GSA Welfare continues to perform and prioritise

daily tasks to assure the proper functionality of the Welfare office, the GSA and the postgraduate community.

***The Welfare officer attended the following meetings:***

*Student First Initiative*

*Healthy, Safety and Welfare Committee*

*Ethics Committee*

*Student Services Committee*

*Equality and Diversity Committee*

*Portal Project*

## **Security**

We have continued to monitor the safety and security of postgraduates throughout the university and within respective environments throughout York. In coordination with relevant offices and officials, we assisted in advocating for increased security measures to assure the safety of the students. The results of this advocacy were increased lighting in certain areas of campus and increased accountability of social venues within the city centre.

## **Accommodation**

The GSA has continued to directly assist current and prospective students with arranging their accommodation. Ongoing collaboration with the university's

Accommodation Office has led to the proliferation of accommodation support through activities such as the Find a Housemate event. Additionally, the GSA has been a vociferous supporter for an increase of university accommodation to be made available to postgraduates. By liaising with various university offices and senior management, issues relating to the quantity and quality of postgraduate accommodation continue to be addressed. The GSA also advocates on behalf of the



internationalisation of accommodation to provide students abundant opportunities to experience cross-cultural environments.

### **Financial Support**

As a result of the aforementioned provisional review of the GSA Welfare, the previously established Hardship Loan, Right to Choose Fund and Childcare Subsidy were eliminated. It was discovered through extensive information gathering that the financial provisions by the GSA were ineffective and unmanageable due to the limitations of GSA resources (tangible and intangible). It was decided after consultation with various, external support offices and students that there was a greater need for informational resources than financial resources. It was discovered that bolstered availability of information would help to address the root causes of financial burdens that were experienced by students. The elimination of the various financial resources would be conducted in a progressive, “phasing-out” process and would be substituted with information resources.

### **Peer-to-Peer Networks**

Another result from the comprehensive review was the identification of gaps of support services offered to students. The GSA began focusing on encouraging peer networking as this was found to be an area which could be exceptionally useful to students; could be properly stimulated and managed by the GSA; and was a relatively neglected aspect of support schemes available to students. Due to the largest majority of postgraduate students are undertaking 1-year, taught programs, the GSA recognised that a robust infrastructure and framework was necessary to assure ongoing success and sustainability since the turnover of students year-to-year was significant in quantity. The GSA has been implementing and propagating peer-to-peer networks on smaller scales (PhD Support Group) and evaluating their results to foster a better understanding of how to progress and stimulate other peer networks. We continue to develop these programs with recognition of context-specific factors which are influential in their implementation.

### **Equality and Diversity**

The GSA Welfare continues to advocate for the overall equality and diversity of the postgraduate community. It is essential that all students, regardless of gender, nationality and ideology, are awarded the same opportunities and positive experiences at the University of York. We continue to represent the diverse backgrounds of the postgraduate students at various meetings and committees hosted by the university and the diversity of the students has been a characteristic that has been received well and is always considered with all decision by the GSA and university.



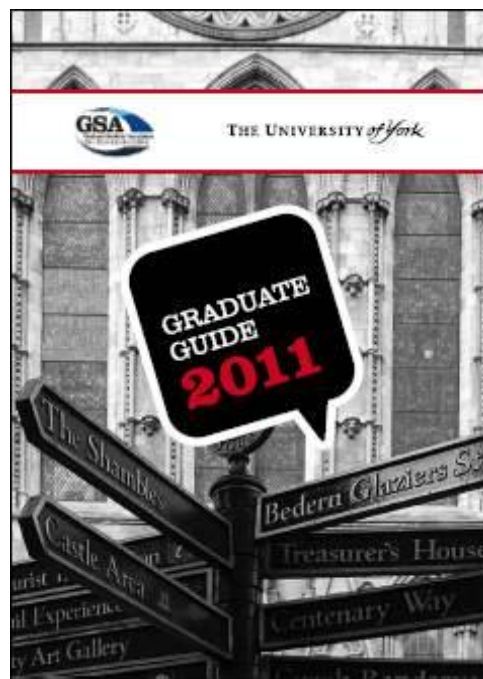
## Conclusions

The GSA Welfare continues to address the needs of the postgraduate community and act accordingly. Some services and provisions which have been offered historically have been found to be ineffective and inefficient and significant restructuring has occurred. GSA Welfare has now been left in a state of “clear slate” to allow it to be flexible and both reactive and proactive to the needs of postgraduates.



The path that GSA Welfare takes has not and will not be decided due to the fact that the needs of the postgraduate community are ever-changing. However, the undertaken direction of the GSA Welfare position will always be focused on providing the most optimal services with the most substantial, positive impact for all postgraduate students.

*David Mariano*  
*GSA Welfare Officer 2010/2011*







# Sports

The Sports Provision offered by the GSA remains largely the same as 2009/10. We are still able to offer free sports sessions all year round for postgraduates, which have been heavily attended and we consider it to be a successful scheme.

One of the key GSA aims for 2010/11 has been to increase the participation at GSA-funded sport sessions and numbers of participants in 2010/11 were over 1500. On the back of this, the GSA has been able to work with the sports centre and block book sessions for a considerable time in advance.



The GSA also welcomes the new Sports centre in Heslington East and looks forward to engaging with some of possibilities that it offers.

Graduate Sport, which remains free for all postgraduates, has therefore been a great success, presenting the opportunity to meet and socialise with fellow graduate students as well as to stay healthy. Although the ethos of the free sports sessions is to be non competitive and all inclusive, all graduates can play competitive sport for Wentworth College.

The attendance of the GSA sports sessions has been monitored throughout the year by the GSA Services Officer. Although football remains the most popular sport, there are a significant number of individuals playing other sports, mainly basketball and table tennis. The sports participants are also an excellent source of feedback from our membership and have been used as a springboard for any news or publicity issued by the GSA. With this in mind, we are investigating the best use of using this group of engaged participants.



One area of concern for the GSA is the connection between the GSA and Wentworth College for the purposes of College Sport. Although all postgraduates are able to play sport for Wentworth College, it has been generally accepted that the GSA will take care of all the administration and organisation of this. As the PG population grows and further diversifies and the GSA further defines its role it is important to acknowledge the difference between the college and the GSA. Therefore the GSA is working with Wentworth College to 'hand back' responsibility for College sport to the college whilst retaining the free sports sessions. It is worth noting that Wentworth Basketball and Volleyball teams won their

respective the inter-college league this year.





# Events

The postgraduate population of the University is diverse and fragmented; however, the GSA endeavours to create a friendly social atmosphere for all its members.

Increasing event attendance and exploring new activities were high on the priority list this year. Major poster campaigns and new information outlets were used extensively to inform postgraduates of the various activities being offered. Feedback received from the Postgraduate Forum and the “Events review” showed that many



postgraduates would enjoy free events. Moreover, the fact that about 70% of postgraduate students are international students challenged us think of new ways to include international students more in GSA events.

In order to respond to student requests, all the GSA events that have been held, apart from trips and GSA Summer Ball, were free. In addition, the Services Officer has worked closely with the International Students Association (ISA) to organize internationally themed events. As an outcome of this, we came up with the idea of having “Continental Nights”. During spring and summer term 5 continental nights (Asian, Middle Eastern, European, Latin American and Africa) which were co-organised with ISA. The number of postgraduates in attendance at these continental nights was higher than the regular GSA events. In order to cater for the needs of home (UK) students and make them feel that they are not forgotten, events ranging from pub quizzes to cocktail nights have been organized.



The GSA Summer Ball was the last event of the 2010/2011 year. The venue of this last event was the famous Royal York Hotel where the participants were welcomed like Hollywood stars with a red carpet on the ground. Although the Summer Ball is traditionally a success, the last few years have seen a decrease in numbers and this decline was continued this year. The GSA has included a formal dinner in its program for Welcome Week and attendance will be monitored.



While there have been a number of successes this year, there are still some areas of improvement to carry over into 2011/2012. As most of the postgraduate population live off-campus, the events planner will include more activities taking place off-campus, possibly in York city centre, and could include linking to an already existing pub quiz for example.

The GSA Services Officer also led an “Events review” which revealed that on-campus events should be spread out across different colleges rather than being held only in Edge, Wentworth College. The Autumn Term Planner for 2011 reflects this and hopefully will be a model for upcoming schedules.



## Trips

This year the GSA put an emphasis to trips to UK cities and attractions. Some of the popular destinations were Edinburgh, Oxford, Stratford upon Avon and Alton Towers. These trips were mainly attended by International students which helped the internationalisation process.

The GSA would consider trips to be one of the most successful parts of the organisation in 2010/11. Most of the GSA organised trips have been attended at full capacity, and in most cases we had to increase capacity to satisfy demand. It is apparent that postgraduate students (international, especially) are very keen to experience other parts of the UK whilst they are studying here at York and therefore the GSA will continue to run a substantial amount of trips for its members in the forthcoming year.

*The GSA funded and coordinated **12** GCRs and Residence Associations in 2009/10, including:*

*All 8 Colleges*

*Constantine & Catherine House*

*Walmgate*

*King's Manor*

## Graduate Common Rooms

The GSA continues to fund the activities of Graduate Common Rooms (GCRs), in all colleges that host postgraduate students (as well as Kings Manor) in addition to the University residencies containing postgraduates which have spaces fulfilling the same function. These GCRs are one of the ways to improve social cohesion for York's postgraduates and, as such, have been area of some work this past year.

Wentworth is the only college made up of entirely postgraduates and the smaller numbers of graduate in other colleges has presented a challenge this year. However, the GSA RAW coordinator has encouraged GCRs to communicate and cooperate in an attempt to reach a critical mass for social events in colleges with a smaller number of graduates.



Each GCRs has an allocated fund within the GSA as well as a central fund which colleges can 'bid for'. The money in the GCR central fund was mainly used to buy equipment based on their requests (e.g., a wii console for Alcuin GCR, and table tennis tables for Wentworth and Derwent GCRs).

For the new financial year, the funds allocated to GCRs by the GSA have been reduced slightly, as they have largely not spent their allocations for 2010/2011. Furthermore, the money that has been budgeted for GCRs has been allocated on a per capita basis, which we have deemed to be the fairest policy for all.





There is still work to do however; currently, GCRs do not have their own constitutions, which will need amended as soon as practically possible and although induction meeting and trainings for GCR committees were offered by the RAW coordinator, GCRs requested a better training and handover period, along with a GCR Handbook. Therefore, the GSA is working on a constitution template and a GCR handbook.

## Conclusions

2010/11 was a largely successful year for the GSA in terms of Events, Sports, Trips and Common Rooms. However there are ways of improving each of them.

Events will be affected annually by the intake, and the willingness to participate, and the professional approach the GSA take towards organising and publicising events will not change. Trips will continue in a similar vein and we expect these to grow further.

Sports sessions will need to grow to take account of the increasing in numbers as well as making best use of the new facilities that the University is building. This is likely to further strain the finances of this department, but the GSA values sport and its effects and is actively investigating ways of increasing the numbers of sports sessions.

Lastly GCRs's, It is anticipated that the GSA will adopt a new strategy for community and GCRs based on the "Community Review" which was commenced in Summer 2011. This is an exciting time for the Postgraduate Community, and represents a time for the GSA to help mould and shape its future.

*Ali Bostancioglu*  
 GSA Services Officer





# Finance

## Finance Officer

After the professionalisation of the GSA and their finance procedures last year, the main task for this year was to stabilise our expenditure and ensure that we spent our allocated money with little variance under or above our overall budget. The introduction of the electronic accounting system from last year has been a success and has helped the organisation to constantly monitor our expenditure projections for the future.

The GSA still has a healthy amount of cash in reserve, which has accrued from previous years. The Reserve Policy that was instated in 2009/10 has meant that the reserve has been untouched so far, but this policy is due to be reviewed by the Trustee board in 2011/12.

A concern from last year was the postgraduate fee capitation which was transferred to York University Student's Union (YUSU). This issue has now been resolved, as can be seen in the 2010/2011 budget; no such capitation, from the GSA block grant, exists any more.

The budget for 2010/2011 was designed primarily by the Principal Officers and drafts were shared with the GSA council, GSA Trustee Board and finally University Finance Committee.

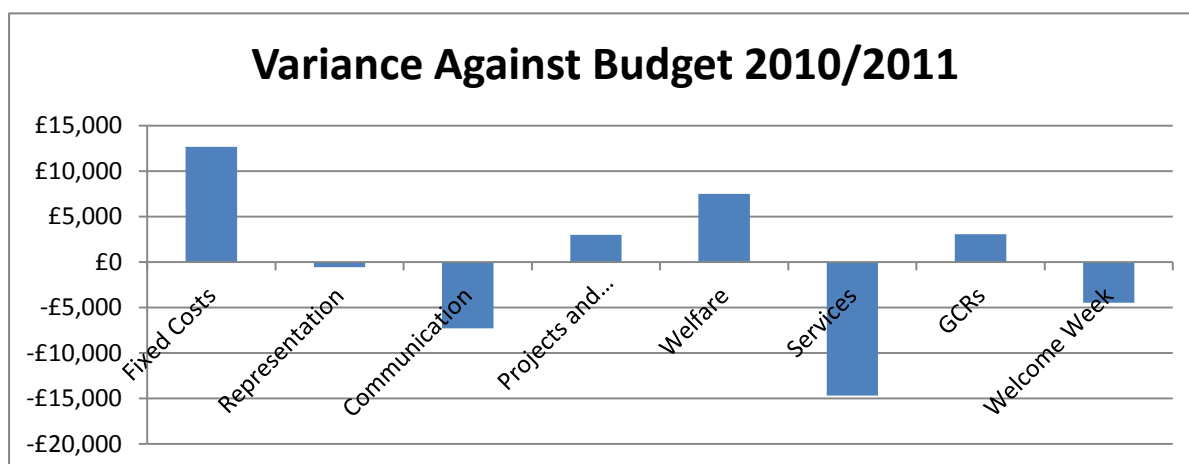
## 2010/2011 Figures

This section will give an overview of the financial activities of the GSA from August 1<sup>st</sup> 2010 – 31<sup>st</sup> July 2011. A full breakdown of the accounts for this year can be seen in Appendix 2.

Overall, we have finished this period with a surplus of £7099 (before purchase of fixed assets - £3064 after).

The following figures represent the areas of expenditure, and the associated variance against the intended budget.





The positive number in the above figure represents under spending, i.e. a surplus in that particular area. The sections Representation, Projects and Campaigns, GCRs and Welcome week show very little variance against the budget, hence details will be omitted here.

Significant under spending occurred in the Fixed costs section; mainly due to a part-time member of staff being absent for several months, money allocated for training not being used and allowances for pension contributions. We also saw considerable under spending in the welfare area; primarily due to the Welfare Officer radically changing the provisions that the GSA provide mid-year. The provisions are now more focussed towards information and guidance towards finding the appropriate help within the University, as opposed to financial help.

Noteworthy overspending occurred in two areas; Communication and Services (Sports, Events and Trips).

In communication it was a case of the cost of the design and implementation of our new website overrunning.

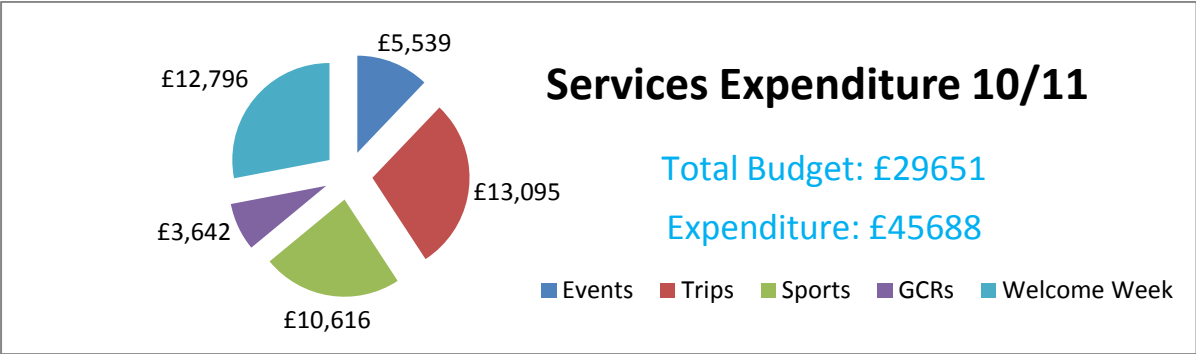
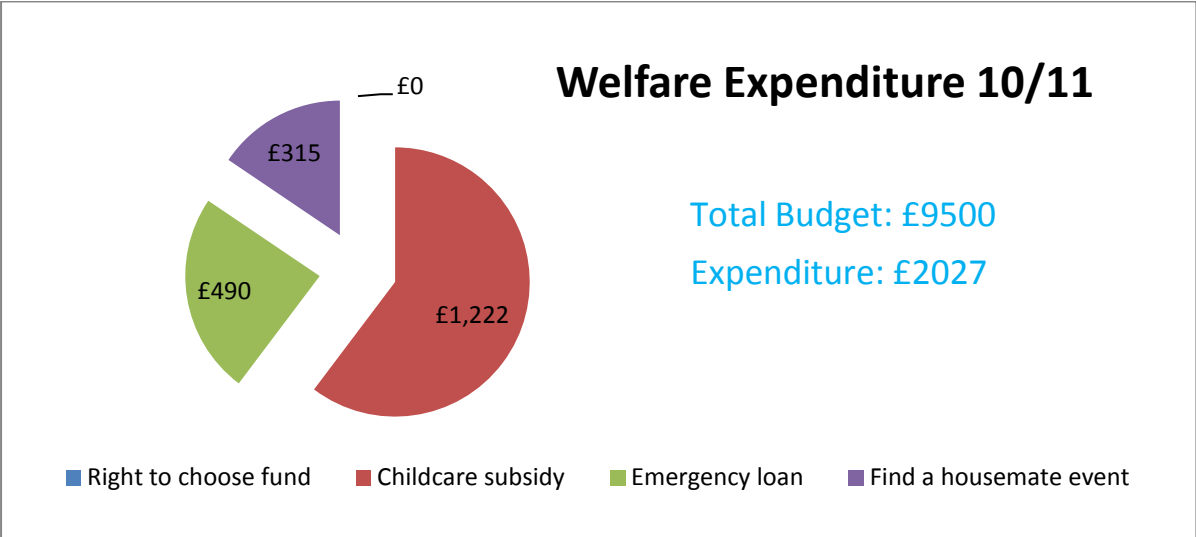
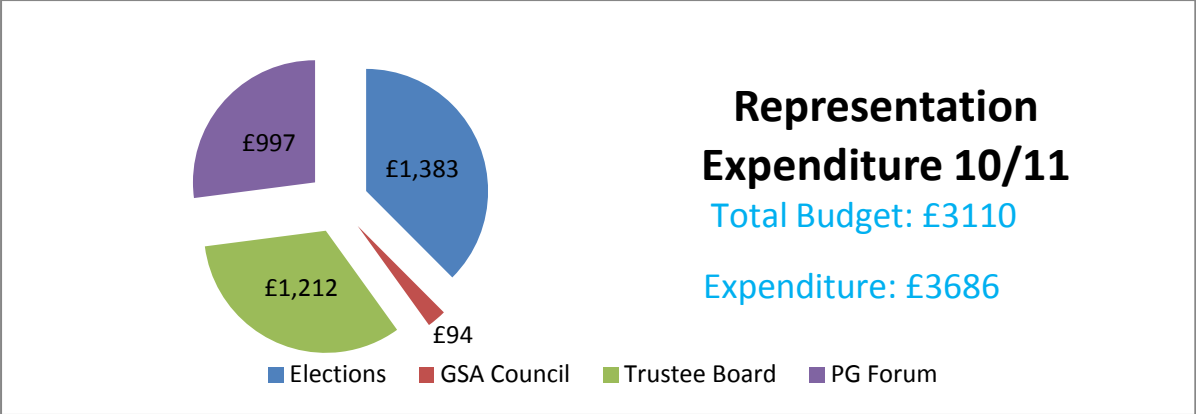
The over spending in the services area is slightly more complicated, and perhaps misleading. The significant overspend was due to the amount of trips that the Services Officer decided to run this year. However, the trips were almost always attended at full capacity and therefore the GSA recouped a lot of this money through ticket sales.

Ticket prices for trips were calculated in a manner so that they were largely cost-neutral.

*Adam Leadbeater*  
*GSA Finance Officer 2010/11*







## General Manager's Report

2010/11 has been a good year for the Graduate Students' Association. In my 2009/10 report I set out a number of targets for the year, including becoming a fully incorporated charity, launching a new web based profile, improving the support structures for course, research representatives and college common room committees. Not only have we worked hard to achieve these targets we have also gone further and reviewed a number of areas of the organisation.

After following due process, the GSA's new constitution was agreed by its democratic structures, Association Council and Board of Trustees. The new constitution, which paved the way for succession to charitable status, also modernised the democratic structures of the organisation and streamlined a number of processes to be in line with other similar students' unions and charitable organisations.

The Memorandum and Articles were approved by Companies House in December and after a brief reworking, by the Charity Commission in June before being formally agreed by University Council, along with a new updated Code of Practice. In becoming a Charity, the GSA assumes further responsibilities in regards to its openness and accountability, a responsibility that the GSA takes very seriously.

The GSA's work on its web presence was increased over the autumn and after considerable investment, the new website ([www.yorkgsa.org](http://www.yorkgsa.org)) was launched in January. Among the new features included in the site, were proper tracking arrangements, making it possible to chart the numbers of users and to which part of the site as well as an easy to use content management system (CMS) allowing GSA staff and officers to update the site on a regular basis. The GSA will be working closely with different parts of the University to ensure that information on the site is up to date and relevant and continues to re-enforce key University and GSA messages. The launch of the website, combined with the new branding, launched last year, has been an important step forward in the professionalization of the organisation.

Through the continuing work of the GSA's Representation, Advice and Welfare coordinator, and the appropriate officers, the GSA's Academic and Welfare provision were reviewed and changes made. Support was increased to course and research representatives for the 2010/11 session and this area will benefit from further investment in 2011/12 into a Virtual Learning Environment (VLE) for all postgraduates to help communication with their department based representatives. The GSA's welfare provision was realigned to provide a better all round support to the postgraduate community, including access to all round resources.

Graduate Common Rooms and their functions have provided the GSA with a significant challenge for the past year and will remain on the agenda for the coming year, working closer with colleges and departments to increase the utilisation.



Underpinning a lot of GSA's work has been the creation of opportunities for internships. Over the past year, by working with the Careers centre, we have had four interns, across different areas of the organisation, marketing, community, welfare and communication. This has yielded significant results such as a linked 'facebook' ([www.yorkgsa.org/facebook](http://www.yorkgsa.org/facebook)) and 'twitter' ([www.yorkgsa.org/twitter](http://www.yorkgsa.org/twitter)) pages, opening up new ways of engaging with our membership, research into the idea of a Postgraduate Community, significant research into and promotion of the opportunities for students with families in York and an assessment of our communication means (in regards to new students). The result of their work can be found embedded into the everyday practices of the officers and staff. The GSA will continue to support the internship scheme and has made allowance for a similar number of interns for the year ahead.

In terms of the 'back office', a number of the reforms are complete and have been further improved from previous years. This has included implementation of a new 'memorandum of agreement' with Principal Officers, and successful rolling out of the new staff handbooks and contracts for association staff. Work has continued in regards to the grant allocation from the University as well as further developing our relationship with YUSU, University departments and outside agencies. Their continuing cooperation, encouragement and support is valued and appreciated.

Financially, the GSA has had a strong year and has returned a small surplus. There has been increased income from events and trips while this has been countered by increased expenditure on the same areas. The GSA has continued to invest in marketing tools and funds saved from the readjustment of the welfare provision has been reinvested into this area of work. The organisation continues to hold significant reserves and this will be subject to discussion in the year ahead.

The GSA has benefited from having a stable staffing structure in the past year and some wonderful principal officers who have engaged fully with their roles and been instrumental to moving the organisation forward. The staffing was increased by a policy officer who joined us on a part time contract in May, providing further support to the officers. The GSA has also recruited an external member for the Trustee board and is in the process of recruiting another, bringing the number up to four and therefore meeting the obligations of the new constitution.

2011/12 will hold significant challenges with a rising postgraduate population, further University expansion into Heslington East and external pressures in terms of further government cutbacks however the GSA is now in a good position to look forward and meet future challenges. Internally, priorities will be based around improving the internal democratic structures within the framework of the constitution and continuing to improve awareness of the organisation, as well as continuing to support the services which are currently provided.





## Appendices

### 1. 2011/2012 Budget

		Resources	£1,601.14
		Subtotal	<b>£2,601.14</b>
<b>Income</b>		<b>Services (managed by Services Officer)</b>	
University Grant	£164,301.48	<b>Events and Activities</b>	
Events	£1,500.00	Minor Events	£750.00
Trips	£10,500.00	Late Night Events	£1,250.00
Photo me	£1,750.00	Trips	£10,000.00
Bank Interest	£500.00	Communities, Charities and Volunteering	£200.00
Other	£750.00	<b>Sports</b>	
<b>Total</b>	<b>£179,301.48</b>	Sports Equipment	£500.00
<b>Fixed Costs (managed by GM)</b>		Sports Promotion (inc. Captain's Kits)	£100.00
<b>Salaries and Training</b>		Subtotal	<b>£12,800.00</b>
GSA General Manager Salary	£28,902.00	<b>Graduate Common Rooms (managed by Services Officer)</b>	
GSA Administrator Salary	£10,250.00	Alcuin College	£200.00
GSA RAW	£21,000.00	Derwent College	£200.00
GSA RAA	£5,000.00	Goodricke College	£200.00
President Salary	£5,350.00	Halifax College	£300.00
Academic Officer Salary	£5,350.00	James College	£200.00
Welfare Officer Salary	£5,350.00	Langwith College	£200.00
Services Officer Salary	£5,350.00	Vanburgh College	£200.00
Finance Officer Salary	£5,350.00	Wentworth College	£1,000.00
Event Stewards	£1,000.00	Constantine House RA	£125.00
NI contributions	£5,368.14	Catherine House RA	£125.00
Pension contributions	£4,990.20	Walmgate RA	£125.00
Internship	£2,000.00	Kings Manor	£125.00
Officer Expenses	£200.00	GCR Central Fund	£1,000.00
Staff Training	£500.00	Subtotal	<b>£4,000.00</b>
Cover Staff	£500.00	<b>Graduate Welcome Week (managed by Services Officer)</b>	
<b>Overheads</b>		Events	£2,200.00
Computing	£1,040.00	Handbooks	£3,000.00
Telephone/Fax	£1,200.00	Postgraduate Freshers' Fair inc Materials	£1,500.00
Office Stationery	£1,250.00	Welcome Week Publicity	£500.00
Office Equipment maintenance	£200.00	Extra Staff	£250.00
Audit	£2,000.00	Officer Expenses	£100.00
Insurance	£1,250.00	Subtotal	£7,550.00
Legal + Bank Fees	£500.00	Overall Total Expenditure	<b>£179,301.48</b>
Website	£0.00		
PA Maintenance	£200.00		
Wentworth GCR Sky Subscription	£1,000.00		
Graduate Sports Sessions	£9,000.00		
<b>Subtotal</b>	<b>£124,100.34</b>		
<b>Representation (managed by President)</b>			
Officer Elections	£1,050.00		
Association Council Costs	£150.00		
Trustee Board	£1,000.00		
Forum	£500.00		
<b>Subtotal</b>	<b>£2,700.00</b>		
<b>Communication (managed by President)</b>			
Publicity (print)	£5,000.00		
Market Research	£250.00		
Promotional material (inc. apparel)	£3,000.00		
<b>Subtotal</b>	<b>£8,250.00</b>		
<b>Projects and Campaigns (managed by Principal Officers)</b>			
PO Projects	£2,000.00		
find a housemate event	£500.00		
Course Representatives	£2,000.00		
<b>Subtotal</b>	<b>£4,500.00</b>		
<b>Welfare (managed by Welfare Officer)</b>			
Peer-to-peer networks	£500.00		
Family network events	£500.00		



## 2. 2010/2011 (Audited) Accounts

### UNIVERSITY OF YORK GRADUATE STUDENTS' ASSOCIATION

#### INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST JULY 2011

INCOME	Note	31 July 2011 £	31 July 2010 £
University - block grant		159,516	159,744
Other income		4,995	8,621
Bank interest		597	790
		<u>165,108</u>	<u>169,155</u>
Transfer from GSA Trust Fund	2	<u>-</u>	<u>26,968</u>
		<u>165,108</u>	<u>196,123</u>
<b>EXPENDITURE</b>			
<b>Facilities</b>			
Graduate common rooms		3,642	2,894
Events	3	<u>12,598</u>	<u>14,246</u>
		<u>16,240</u>	<u>17,140</u>
<b>Contributions</b>			
Sports sessions		11,459	11,070
Overseas Students Association		-	14,322
Other nurseries		<u>1,222</u>	<u>3,646</u>
		<u>12,681</u>	<u>29,038</u>
<b>Support services</b>			
Staff salaries		91,421	75,636
General office expenses	4	19,426	33,667
Insurance		1,585	2,229
Audit		1,980	1,840
Handbook		5,658	3,439
Website		6,929	-
National postgraduate conference		-	599
Depreciation on fixed assets	5	<u>2,089</u>	<u>1,413</u>
		<u>129,088</u>	<u>118,823</u>
<b>Total expenditure</b>		158,009	165,001
<b>SURPLUS(DEFICIT) FOR THE YEAR</b>		<u>7,099</u>	<u>31,122</u>





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