

SfGH Strategy 2019-22



STUDENTS
FOR
**GLOBAL
HEALTH**

UK

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Students for Global Health is a student network that brings hundreds of students together tackling global and local health inequalities through education, advocacy and community action.

This strategy has been developed in consultation with SfGH members, branch committees, national committee and trustees. It is our collective vision of where we see this incredible organisation moving forward the next three years.

A fair and just world in
which equity in health is a
reality for all

EXECUTIVE SUMMARY

Our vision for the next three years: ***“A network with strong foundations and sense of identity, able to equip students to be active in global health in order to make a tangible impact in the world around us through education, advocacy and action.”***

Our Strategy for the next three years is divided into three overarching principles. These are:

- Nurturing
- Growing
- Reaching

Nurturing

We want a network with strong foundations to enable growth and ensure sustainability for future generations.



EXECUTIVE SUMMARY

Growing

We want a network that is rooted in empowering and equipping the network with the knowledge and skills to achieve the vision and mission of Students for Global Health.

Reaching

We want to be an organisation of empowered students reaching into the world as changemakers and current and future global health leaders to create positive impact in global health.

Within each principle, we have outlined Focus Areas (FA) to guide the work. Each FA has several goals in order to keep us on track to the wider vision of the Strategy and measure our progress.



NURTURING

Our vision: *an organisation with strong foundations in governance and structure to enable growth and ensure sustainability for future generations.*

We want to solidify the backbone of the network by improving organisational systems and structures through **governance strengthening, improved monitoring and evaluation, and financial sustainability.**

FA 1.1: Governance strengthening

1

Creation & maintenance of Internal Operating Procedures

A: By October 2019, create the following IOPs: Financial risk management, Privacy policy, Volunteer agreement, Code of conduct, Safe space, Bullying and harassment, Trustees' conflict of interest

B: By October 2020, create the following IOPs: Conference procedures, Equal opportunities, Problem solving for the Charity, Safeguarding

C: From October 2019, begin undertaking an annual review of IOPs and their implementation with mechanisms to ensure IOPs are implemented

2

Transition of Students for Global Health into a Charitable Incorporated Organisation (CIO)

A: By April 2020, align Students for Global Health Constitution with the CIO template for charity constitutions

B: By June 2020, register with the Charity Commission as a CIO

C: By June 2021, ensure all relevant legal and financial entities are transferred into the new charity number as a CIO

NURTURING

3

Creation of external Advisory Committee of global health experts

A: By December 2020, consult with the network on the feasibility and desirability of an external Advisory Committee to make recommendations on focus areas for global health work carried out by the network. If desirable and feasible:

B: By April 2021, identify experts to sit on the Advisory Committee

C: By September 2021, begin consulting the Advisory Committee

FA 1.2: Improved monitoring and evaluation

1

Creation and maintenance of a membership database for organisational data management

A: By December 2019, define the terms “member” and “alumnus” within the Students for Global Health network

B: By December 2019, decide on data to collect and a data management system to use for national Students for Global Health membership data

C: By April 2020, pilot the use of the data management system across 25% of branches

D: By September 2020, begin use of the data management system across all remaining branches and areas of the network

2

Creation of an annual Impact Report of Students for Global Health work

A: By December 2019, decide on data to collect on Students for Global Health activities and begin trial of data collection

B: By April 2020, establish a formal collection process for data on national Students for Global Health activities

C: By September 2020, release the first Impact Report

NURTURING

3

Increased accountability of National Committee (NC) and Board of Trustees (BoT) to the wider network

A: By September 2020, create a system for quarterly reporting of NC activities to the network with the opportunity to question NC members on their work

B: By September 2020, create a system for annual written reporting of BoT activities to the network with the opportunity to question BoT members on their work

C: By September 2020, ensure a mechanism for reporting a financial breakdown of national Students for Global Health activities to the wider network

FA 1.3: Financial sustainability

1

Sustainable sources of income

A: By December 2019, complete a network evaluation of core, operational and aspirational costs

B: By April 2020, create a three year Sponsorship Strategy in line with network evaluation and Strategy 2019-22

C: By September 2020, begin implementing the Sponsorship Strategy

D: By September 2022, aim to increase regular giving (including alumni) by 75%

2

Improved financial management systems

A: By December 2019, create an Ethical Financing Framework to guide income and expenditure of Students for Global health funds

B: By September 2020, create a series of guidelines on financial management including “financial never events” and an auditing process to monitor adherence to guidelines

NURTURING

C: By December 2020, create a training package to be delivered at national and branch level on sponsorship and financial management

D: By April 2021, begin usage of the training package

3

Optimised use of finances

A: By September 2021, consult on the feasibility and desirability of a paid administrator employed by Students for Global Health

B: By September 2021, increase National Committee reimbursement from 50% to 100% for travel to national meetings and events

C: By September 2022, introduce grants available to members to encourage attendance at national and international Students for Global Health/IFMSA events



GROWING

Our vision: *an organisation rooted in empowering and equipping the network with the knowledge and skills to achieve the vision and mission of Students for Global Health.*

We want to build on the network's foundations, past and current work through ensuring the organisation has an **established identity, strengthened capacity building** and **grassroots engagement**.

FA 2.1: Secure identity

1

Increase the diversity and inclusivity of the SfGH network

A: By September 2020, ensure that Patrons are diverse in terms of Protected Characteristics within the Equality Act 2010

B: By September 2020, create a role for an equality and diversity officer for the network

C: By December 2020, create an auditing mechanism to assess the diversity of the network in line with creation of membership database (FA 1.2)

D: By September 2022, ensure that $\geq 20\%$ of members are from fields outside of medicine

2

Ensure the structure of the organisation is fit for achieving the long term aims and objectives

A: By December 2020, consult the network on a potential restructure of Students for Global Health

B: By September 2021, create a strategy for implementing results from restructure consultation

C: By December 2022, begin implementing any changes to the network structure

GROWING

3

Optimise Students for Global Health's national events

- A:** By September 2020, consult the network on barriers to attending and hosting national events
- B:** By December 2020, create a series of mechanisms to overcome barriers identified
- C:** By December 2020, consult the network on the desirability of reducing the number of national conferences from four to three per year

FA 2.2: Strengthen capacity building

1

Increased accessibility and engagement with training across all levels of the network

- A:** By April 2020, ensure all branches have access to training from a graduated trainer at least once per term
- B:** By September 2020, audit the number of trainers graduating from TNT and other IFMSA training events and continuing to provide training in the network
- C:** By December 2020, create a strategy to improve retainment of graduated trainers in the network
- D:** By September 2021, increase the types of IFMSA accredited trainings run on a regular basis to include at minimum Training Old Trainers

2

Improved support and welfare of volunteers

- A:** By April 2020, propose relevant governance setting out recommendations to facilitate Safe Space environments for all members, in all forums
- B:** By September 2020, write and agree upon a standardised volunteer agreement for all members

GROWING

3

Thriving alumni network

A: By October 2019, have an Alumni Officer in role

B: By November 2019, begin pilot of alumni mentorship scheme with the National Committee

C: By September 2020, hold the first official alumni event

D: By January 2020, develop a mentorship scheme between alumni and students in the network

FA2.3: Grassroots engagement

1

Increased member and branch ownership of the network

A: By September 2020, create a mechanism for branches to collaborate and share resources

B: By December 2020, consult the network on barriers to members leading national projects (inc. NWGs, campaigns, research & other projects that encourage network ownership)

C: By September 2021, create mechanisms to enable more members to create and lead projects nationally within the network

D: By September 2022, increase the number of active branches by 25%

2

Improved accessibility to participating in national events and opportunities

A: By April 2020, create a communications strategy with the Communications Director, Regional Coordinators and Director of Branch Affairs to improve knowledge of national events and opportunities within the network

B: By December 2020, create a fund to enable branches with limited finances (i.e. exempt from Branch Affiliation Fees) to attend national events

GROWING

C: By September 2021, create a mechanism to enable members to attend external meetings along with relevant National Committee members to represent the Students for Global Health network

3

Improved accessibility to international events and opportunities

A: By April 2020, create a communications strategy with the Communications Director, Branches team and International team to improve knowledge of international events and opportunities within the network

B: By September 2020, complete a reform of the international finances model



REACHING

Our vision: an organisation of empowered students reaching into the world as changemakers, current and future global health leaders to create positive impact in global health.

We want to create an organisation with space for growth and progress in the many dimensions of global health through **providing high quality global health education, engaging in global health research and achieving tangible results in our policy, advocacy and campaigning.**

FA 3.1: High quality Global Health Education (GHE)

1

Engagement of higher education students in global health through delivery of high quality global health education

A: By April 2020, update the GHE Short Course toolkit with emphasis on varied, online materials

B: By September 2022, increase the number of short courses running across the network by 50%

C: By 2020, review current audits of GHE in relevant university courses

D: By 2021, collaborate with relevant stakeholders to allow for regular audit cycles and implementing recommendations

2

Engagement of school students in global health topics

A: By December 2019, review previous work on Global Health in Schools (GHIS) programme including involvement of affiliates and update strategy for roll-out for branches to run GHIS

B: By April 2020, complete training for branches interested in GHIS

C: By September 2020, first GHIS courses implemented in branches

REACHING

3

Provision of opportunities for members to engage in external global health opportunities to further their education

A: By September 2020, create a training package on how to undertake an ethical healthcare placement abroad to be used in branches

B: By September 2021, create formal, sustainable opportunities for students to undertake electives and internships in leading global health organisations within the UK

4

Expansion of Exchanges

A: By September 2020, sign first contract for Public Health exchange

B: By September 2021, create formal, sustainable agreements with external partners ensuring accommodation for incoming students

C: By September 2022, increase the number of branches running SCOPE exchanges to 7

D: By September 2022, increase the number of branches running SCORE exchanges to 4

FA 3.2 Engaging in global health research

1

Creation of partnerships with leading global health research institutions

A: By September 2020, create a strategy for engaging in global health research

B: By December 2020, identify key stakeholders in global health research to consider partnership with

C: By September 2021, approach and engage with relevant stakeholders to create opportunities for research such as SCORE exchanges

REACHING

2

Opportunities for members to engage in research

A: By September 2020, create a communications strategy to signpost research opportunities in global health to members

B: By December 2020, create a National Working Group to coordinate research activities across the network

C: By September 2021, create opportunities for branches, members and affiliates to create research projects aligning with network priorities

D: By September 2022, have produced research in the form of posters, presentations or papers

FA 3.3 Tangible results in policy, advocacy and campaigning

1

Streamlined action across the network

A: By April 2020, undertake a review of the current policy, advocacy and campaigning work across the Students for Global Health network and assess how it can be better streamlined to achieve national impact

B: By September 2020, implement at least one coordinated action across the network on a relevant focus area in global health per term

C: By March 2021, aim to showcase at least one national coordinated action campaign at IFMSA per year

2

Engagement with external organisations

A: By April 2021, create a roadmap of stakeholders to engage with in order to achieve impact in policy, advocacy and campaigning

B: By September 2020, collate a series of resources for branches and affiliates on how to effectively engage with the government including template letters for writing to MPs, engaging MPs in local SfGH events, and training on policy and advocacy

REACHING

C: By September 2020, create a strategy for Students for Global Health to effectively engage with government to take notice of SfGH advocacy and take action on issues raised in policy statements

3

Engagement with the general public

A: By September 2020, create a strategy for effective engagement of the general public in public and global health issues

B: By April 2021, collate a training package for branches on effective engagement with the public

C: By September 2021, integrate collection of data on engagement of Students for Global Health with the general public into an annual Impact Report

