

EDUCATION COMMITTEE

Joint Subcommittee of the Education Committee with Student Members

Oxford SU Impact Report 2021/22

(a) Introduction

The following paper outlines the impact that Oxford SU has had on the University of Oxford community for the academic year 2021/22. The report highlights key successes linked to the strategic aims, as well as the key successes of the 2021/22 Sabbatical team. Its aim to be an honest appraisal of the year, with a focus on where we need to improve engagement with our members, ensuring effective representation and services to them.

(b) Action required of the subcommittee

The subcommittee is asked to note and comment on the Oxford SU 2021/22 Impact Report.

(c) Oxford SU Impact Report 2021/22

1. *Our Strategic Aims*

1a. Oxford SU's purpose is to improve the overall experience for current and future students at the University of Oxford. We do this through three strategic aims set out by the Oxford SU Trustee Board:

- We want Common Rooms to feel supported and empowered by Oxford SU, adding value to the College experience
- We want to be the representative voice of the students of Oxford, guaranteeing every student's voice is at the heart of what we do
- We want to act as the nexus to bring people together, showcasing the community at Oxford and ensuring students get the support they deserve

1b. Alongside the above Strategic Aims, we work on five key policy areas that we know students care about: Race-Equality, Access, Sustainability, Mental Health & Wellbeing and Sexual Violence

2. *Our work on our five key policy areas:*

2a. *Race-Equality*

The 2021-22 academic year marked the first full year of the Race Equality Taskforce, set up with the support of the previous Sabbatical team. This year the team was adamant on separating the roles of Chair of the Trustee Board and the co-chair of the RETF Student Issues Working Group as the previous President expressed difficulty balancing both commitment so the latter role was undertaken by our Vice President Welfare and Equal Opportunities (WEO) with our Vice President Graduates also holding a seat on the subcommittee. Our Sabbatical officers that sit on RETF were involved in the development of the suggestions from the task force's consultation to ensure that student opinion was represented heavily in the recommendations but our Vice President Graduates

admits there are areas of improvement in the final draft. Furthermore, the sabbatical team with the support of our Comms team heavily advertised the consultation to students in order to ensure direct responses from students influenced the future strategy points.

The Sabbatical team has led on conversations around EDI and specifically how Oxford can become anti-racist institution in various departments. One example has been working with the Careers Service to bring them in the loop and help inform their upcoming EDI strategy. The Vice President WEO has helped develop the EDI newsletter and worked with EPS to consult on their 'Race in the Curriculum' toolkit which aligns with students' desires to diversify course content.

2b. Mental Health

The main mental health initiatives that have been discussed across all the roles in both academic and welfare committees is the importance of inclusive learning practices, course structures and assessment methods. This has been led by our Vice President Access and Academic Affairs who has advocated for the introduction of some variation of a Reading Week to be introduced. The Reading Week campaign started with in-person qualitative data collection at our SU Hilary Fair before shifting to a survey to collect testimonies around how mental health is impacted by the eight-week term without a reading week. The campaign has received 242 responses in its first week as well as having originally been discussed in several Academic Representative Committees. The original focus groups led to internal discussions within colleges and the information we have received from the survey provides the SU with essential information around what students cite as reasons for or against a reading week and what they would prefer one to look like logistically. In addition to this our VP Access and Academic Affairs and President has given significant contributions in favour of continuing lecture capture and diversifying assessment. This information will be processed to present to committees including the newly formed Joint Student Mental Health Task force.

This year, the Vice President Women and WEO have worked to deepen our relationship with the Student Wellbeing and Support Services (SWSS). We have worked in discussions with the Training coordinator, Dr Ruth Collins, to discuss what the mental health training provided to colleges look like and who should be recommended to have this training. This comes after discussions on how collegiate welfare teams including porters can better handle mental health conditions and welfare issues. Our Vice President Women has been leading conversations around welfare measures for suspended students and has worked with the SU staff team to kickstart interest in bringing back our Suspended Students Campaign.

2c. Sustainability

The VP Charities and Community has sat in several sustainability subcommittees on both Conference and the University. These have been impactful for student input into the environmental and sustainability strategy passed in 2020, and helped to ensure student voice is heard at a top level, expressing support for colleges being more transparent with their water, gas and carbon emissions. Our Vice President Charities and Community has opened up lines of communications between environment and ethics reps who expressed the desire for colleges to rely on an external sustainability consultant.

This year has been another successful year for Bike Doctors. In collaboration with Bainton Bikes, the SU and University have worked together to host 9 Bike Doctor sessions over this year, three a term. The turnout has been amazing, so much so that it has been recommended from Bainton Bikes to increase the sessions by an hour, to allow for more students to have their bikes fixed and less turned away. This budget increase has been approved by the University Sustainability Team.

The international students Flight survey was conducted through joint effort of our Vice President Charities and Community and other members of the Conference of Colleges Sustainability Working Group. Survey was aimed to gather data regarding flight usage by international students for the sustainability strategy. The key findings from this survey indicate that college provision for international students should be made cheaper and more accessible as this would be more environmentally friendly and would encourage more students to stay over the vacations and reduce flight usage and this is what the SU has encouraged following the data evaluation. The SU circulated the survey in March 2022 to our mailing list of international students and received 1036 responses from 39 colleges, from students 98 different countries. 57% of responses being from postgraduate students which shows the survey is representative of the international student community at Oxford.

2d. Access

Our Vice President Access and Academic Affairs worked to introduce our new sub fusc scheme to tackle unnecessary barriers to students feeling integrated into Oxford. All 25 applicants to the scheme this year were reimbursed which is a small act that improved their student experience. Through collaboration with fees and finance and a grant from Santander linked to the Development Office, we are now able to distribute 350 full sets of sub fusc this next academic year and provide students some extra items. This scheme was available to any students who had received means-tested financial aid.

Updating the alternative prospectus has been a priority for a few years now and Target Schools (our access programme) and our Vice President Access and Academic Affairs has made progress this year. The project group are making massive headway, having collected a large proportion of the pages they need from colleges to be able to publish in the next year. The objective of the alternative prospectus is to explore other parts of student experience besides academics and debunk the false expectations people have around applying, studying and living in Oxford.

2e. Sexual Violence

The Vice President Women has consistently been lobbying for an updated staff student relationship policy for the University, including for student representation in the group that discusses the draft. Alongside the lobbying for the policy, they have been present in multiple conversations around collegiate policies and what they are doing to support survivors. Furthermore, they have provided a student perspective and support for the intercollegiate disciplinary panel for handling cases of breach of conduct within colleges, reflecting the desire of students to have consistency across investigations around sexual misconduct and how it's handled by colleges. The Vice Presidents Graduates and Access and Academic Affairs also represented the interests of survivors in

committees, discussing topics that ranged from reforming the serious crimes policy to reviewing disciplinary procedures and outcomes for acts of sexual misconduct.

The Vice President Women has also made significant contributions to the consent review working group to discuss how the colleges and university should shape the consent programmes offered to students. They have worked with the head of sexual violence support service to push one of the SU's previous suggestions in our Annual Quality report which was for the student wellbeing services to undertake and organise the consent workshop facilitator training.

3. Sabbatical Officers key successes

The Sabbatical Officers of this academic year albeit facing many barriers have achieved many individual and collective successes within and outside of their respective remits. Below we will delve into a few key examples not explored elsewhere in the report.

3a. President

The President's commitment to increasing visibility of the SU, the Sabbatical team and our procedures has benefitted the organisation widely. Her involvement with the Comms strategy this year and organisation around the newsletter content and a biweekly column in the student newspaper, the Oxford Student, has been a significant source of engagement. Furthermore, her weekly coffee and cake sessions have been used as a space for students ask questions and to support student initiatives, linking them to the people most qualified within the SU to support. The Coffee and Cake with the President sessions have successfully introduced students to the SU, increasing both our membership engagement and satisfaction.

The President and VP Access and Academic Affairs organised the UCU week of action events to explain to students the intentions behind the strike and expand UCU's platform. These series of events started with a panel on marketisation chaired by the President and student speakers following by a UCU membership drive, two UCU general meetings and a banner making session which was a precursor to prompt students to attend the NUS Walk Out Teach In student strike. The SU also was able to organise travel for 50 students who wished to attend the NUS strike. This enabled students to get involved with the wider student movement and attend NUS workshops around influencing change and further exposing them to the reasons why the UCU strikes are important.

Night safety has been one of the Presidents focuses this academic year. The President has worked with the VP Women on taking student's concerns seriously and creating follow-up actions based on these concerns. The President has worked to revive and streamline the Safe Lodge policy so its clearer to students' which colleges are part of the scheme and liaised with the University Security Services to make it public so students who wish for their colleges to be involved have full transparency. The President has made great strides her communication with local council discussing the best ways to allocate their night safety budget.

3b. Vice President Access and Academic Affairs

As already mentioned, The VP Access and Academic Affairs was a key organiser for the UCU Week of Action.

The VP Access and Academic Affairs led the team in organising a successful National Student Survey (NSS) boycott as the University once again failed to reach its 50% response rate publishing threshold.

The campaign continued to inform students on issues with marketisation of university experience and how the NSS has been linked to courses and funding being cut in universities in the past.

The VP Access and Academic Affairs introduced an Academic Forum, hosting an online space for departmental and divisional reps to lead conversations which the education Sabbatical Officers facilitated. They were both empathetic and proactive, offering support and advice to student issues that were presented, signposting them to relevant Sabbatical officers who were not present. At least 55 departmental reps attended, and the discussions were around mitigating circumstances support, conversations between joint honours departments and anti-racism in the curriculum and in the institution. The discussion around mitigating circumstances is what then prompted the VP Access and Academic Affairs to work on developing resources around when, how and why to use a mitigating circumstances notice.

In the role, the VP Access and Academic Affairs has managed to help organise two student consultation groups for the iTransform and Bodleian Libraries strategy groups. Connecting students with University spaces where they can flag their problems and explain in detail what the issues are and how they wished to be fixed. This benefits the University so it can prioritise issues around student experience. They recruited students to join these groups which builds communication between the students and the University and creates a sense of understanding.

All the Sabbatical officers have made great use of the social spaces in the SU building and the freedom to hold in-person events once again. The VP Access and Academic Affairs, alongside our Vice President Charities and Communities organised Sip and Paint events with the first one during Hilary having at least 50 people in attendance. The popularity was so high they had to expand the space and have purchased double the amount of art supplies for students. Many in attendance expressed that the event was a much welcome distraction from exam preparation.

3c. Vice President Charities and Community

Meet the SU was a series of events in Michaelmas Term led by the Sabbatical Officers and in particular the VP C&C who led the planning. The events hosted included brunches, drop in and chats, campaign socials and events, and events targeted at graduates and DPhil students. The intention of this was to attract students to learn about the governance of the SU, explain to them the range of ways to get involved and engage with the at the time new Sabbatical team.

422 students engaged with the Meet the SU events across the four weeks and some students attended multiple events which implies we fulfilled the objective of increased engagement with students. The bar crawls gave students the opportunity to meet students outside of their college, year and degree and explore colleges they might not have otherwise interacted with which achieved an additional aim of rebuilding the sense of community lost due to the lockdown restrictions in previous years.

The VP C&C worked on developing rent negotiation training that would be offered to common room presidents, vice presidents and any other student representatives involved in rent negotiation with their college. Through these workshops, they empowered students with the information and questions to at least challenge their Governing Bodies and represent common room members effectively. The SU providing students with tangible skills-based workshops proves useful especially with something that varies between colleges as it supports a grassroots approach where colleges are hearing the needs of students who have been equipped with skills and knowledge.

This year the VP C&C, the University Comms team and the SU comms team brought back the regular LFT Prize Draw to encourage students to take and record twice a week LFTs during the pandemic. The VP C&C led the SU side of project group, working to source prizes from local businesses and hosting an opt in prize draw for students once they tested and reported their results to the EAS and NHS. This was very successful, with over 4255 tests reported over Hilary term, and 16 prize winners across an eight-week term. The prize draw strengthened our relationship with the University, reinforcing how much of an asset our communications with students.

3d. Vice President Graduates

The VP Graduates brought into the role a desire to focus on postgraduate wellbeing spaces which can often be side-lined by undergraduate perspectives on welfare. They have managed to organise several successful social events after identifying that DPhil community building post-lockdown is more difficult as there is not that same attachment to your college as with undergraduates or even Master's students. The DPhil Pizza Night brought in 133 DPhil students and the DPhil welcome event with the Bodleian Libraries had 150 people attend with 117 on the waitlist.

The VP Graduates partnership with the Bodleian Libraries had so much positive feedback, they have decided it will be a legacy event. The popularity of both events speaks volumes about the necessity of these sorts of events and the levels of postgraduate involvement we hope to maintain as a result. Examples of other smaller social events was the Part time Students Social which gave the Sabbatical team an insight into the experience of both undergraduate and postgraduate part-time students and allowed students who often felt outside of the normal Oxford experience to socialise.

Regarding long term achievements, the VP Graduates establish the Pilot Graduates Consultation Group as an initiative to tackle lack of postgraduate engagement and representation in the SU and the wider University. The group of 15 appointed members with mature, student parent and part time representatives have consulted on strategies for UAS (University Administration and Services) Communications, Race Equality Task Force Consultation, Offer Holder Communications and the Bodleian Libraries. The group will be able to continue at least until 2024-25 because of the successful bids for funding which ensure that every member of the group is compensated for their time. This group rectifies the lack of postgraduate perspective that both the current and former Vice President Graduates have noted and is a convenient resource to obtain a range of opinions.

The Postgraduate Policy Day was organised by the VP Graduates to tackle policy issues at collegiate level from a postgraduate lens. All postgraduate common room Presidents, Vice Presidents and other interested reps were invited to schedule training day to learn from various SU staff. It allowed MCR Presidents and reps to gain a better understanding of our roles and ask questions about procedures. Sessions included an outlined of the SU from our CEO, the sessions improved the relationship between the SU and the MCRs and provided them with enough information to make them feel confident enough that they felt they could contribute to important discussions with their Governing Bodies

3e. Vice Welfare and Equal Opportunities

A priority for VP WEO was supporting students in transition into a post-lockdown university experience so their first project was organising 'A Mindful Return to University Life'. 57 students, both undergraduate and postgraduate, attended the five days of workshops. The session covered topics such as friendships and mental health with academics and how to have safe and fulfilling night out which was a joint session with It Happens Here. This session came to fruition after recognising the anxieties students who spent large proportions of their first years in Oxford or their time at sixth

form experiencing restriction preventing them from socialising. Informal spaces where students' feelings and fears are validated help the SU further support them and advocate for their mental health needs. Working on this with the Counselling Service gave the Service the opportunity to be introduced to students early on.

The BAME Leadership conference has been a tradition at the SU for several years now so the VP WEO's decision to organise her 'Summer of Empowerment' Leadership conference series was an improvement on the SU's strategy around equality, diversity and inclusion. They introduced Women's, Disability and LGBTQ+ Leadership conferences to expand discussions on what a leader is. The conferences were organised in collaboration with the campaigns providing them a platform to showcase the work of the campaigns, and the skills developed through these opportunities.

In Hilary term 2022, the VP WEO launched study skills workshops that were developed with the support of the Centre for Teaching and Learning. Through this programme, 40 postgraduate students have been able to gain experience practicing teaching and educational support skills which will be beneficial if they are to pursue a career either in academia or education generally. Eight colleges signed up to pilot the workshops with students who have expressed enthusiasm at extra support. The VP WEO has helped set up a system that addresses concerns that Oxford students at every level have expressed, normalising students asking for support and enabling our members to express their academic needs by providing them alternative support to their own tutors.

3f. Vice President Women

The VP Women has been actively involved in using the training the SU already provided and improving it. Their first project of the year was reforming the consent workshop facilitator training, consulting the It Happens Here committee, the head of the University's Sexual Violence and Support Services and the Advice team at the SU. It was important to add other relevant topics that feed into consent such as intimate photo sharing, coercion and non-verbal communication. The VP Women also made it a point to discuss Oxford specific examples such as 'sharking' and 'crew dates'. They trained 324 people in 12 sessions and organised a recorded session to be shared to students whose schedules could not accommodate training between 9am and 5pm. Students Similarly she reviewed the bystander intervention training which students requested frequently from the beginning of Michaelmas. The reforming and organising of the bystander intervention training was in response to the increase of spiking incidents in autumn and as of May, the VP Women has trained 123 people in general training sessions in Michaelmas and has led training for 14 common rooms and two ball committees. The training empowers students to practice being active bystanders and challenge harmful behaviours safely and responsibly and often makes them feel safer, as it is a practical solution to issues around violence against women.

The sexual health project was started by previous Vice Presidents for Women and was kickstarted at the start of the year by promoting STI and HIV testing. The VP Women built a long-term link with Terrence Higgins Trust, a charity that organises free STI testing drop-ins in the SU building. They have been held once a term since Michaelmas 2021 with all 40 slots at each drop-in being filled before midday (120 students have tested at the drop-ins alone.). Students who have arrived later in the day have been instructed on how to order at-home testing kits. Normalising discussion around STIs and making testing accessible and less scary encourages students to make a habit of taking care of themselves which is essential to their personal growth and development. In addition to this, we have held a LGBTQ+ sex ed workshops to address the specific needs and questions LGBTQ+ students have around sex and relationships. The initial plan was, alongside the in-person workshops, to organise video resources to be available on the SU website but the VP Women is establishing a communal

sexual health library that students can have access to when they enter the SU building. The books will cover a range of topics such as anatomy, pleasure, communication, consent and healthy relationships.

The VP Women also introduced a new internal strategy around sexual violence at the beginning of Hilary. This was following organising an open forum around how the SU will work to tackle sexual violence with the support It Happens Here. They facilitated the discussion and gauged opinions on the direction of the SU's lobbying. 30 students expressed their opinions, and these conversations prompted the VP Women to reach out to the Sexual Violence and Harassment Services about communication e.g. leaflets and posters which have been distributed to students. The open forum was a useful space to gather first hand comments to deliver to committees when discussing issues such as intercollegiate sexual misconduct panel so members of committees and stakeholders could get closer to understanding the frustrations of students.

4. Sabbatical Officers key challenges & learning

The challenges experienced by Sabbatical officers varied depending on role. Some officers this year struggled with balancing the number of committees and working groups they were expected to sit on with other commitments such as their projects. This was addressed at the beginning of Hilary term when the SU staff team supported each Sabbatical officer to consider which committees have been useful and where they were able to provide useful, significant contributions or see significant output from the committee that impacted the students they represent and enable prioritisations based on this information. The upcoming role restructure project aims to enable greater diffusion of committees between the roles to alleviate the stress faced by committee-heavy roles. Some sabbatical officers also expressed a need for our induction to include how to present confidently and to lobby in committees to enable the sabbatical officers to make the most of them, as early as possible.

The high levels of scrutiny faced by the sabbatical team both from the university and the students was also presented as a challenge. Some comments both from University and collegiate representatives as well as students negatively impacted the sabbatical team's experience of the role including their mental health and ultimately affected performance. The wellbeing support for the sabbatical team from the SU staff is a strong initiative but may be more useful if options of what is available are reviewed and discussed early in the new academic year.

The length of the sabbatical term is an area we must reflect on. A year to influence change within the University and colleges would be better utilised if officers were not learning the procedures, expectations and commitments in their roles at the same they are meant to be performing them. In the coming years, the SU should prioritise discussions around a change in Articles to enable Sabbatical Officers to run for a second year which is common practice in several universities including Oxford Brookes and Warwick. This would alleviate pressure on the induction process as during the summer Sabbatical officers who have been re-elected could focus on continuing projects and maintaining the momentum they have built, rather than putting energy into handovers and introductions.

The more permanent staff specifically our HR Manager and our CEO have worked to remedy many sources of stress and frustration already. The CEO recognising the gap in support was fundamental to the establishment of the mentorship programme that was kickstarted with the support of the

Careers Service. The programme is centred around the needs of the Sabbatical team starting with a one-on-one meeting to express to the careers service what they wished to get out of the programme. Every person on the team met with careers with five out of six then arranging meeting with their assigned mentors: some of the Sabbatical officers focused on job application and career advice for after they finish their role, others had discussions around confidence or skills development. The mentorship relationships allowed the Sabbatical team to identify what their needs were and to define the structure of their own support. Resources such as the mentorship scheme and the training and development budget will be promoted heavily to the incoming Sabbatical team to use throughout the year.

5. *Fresher's and Hilary Term Fair*

5a. *Fresher's Fair*

The in-person Fair took place on the 6th and 7th October 2021 (09:00-17:00 each day) in the new location of University Parks, inside Keble gate (prior to Covid it was held in the Exam Schools). We utilised an external events company, Florey, and liaised with University Parks to manage the event and ensure COVID safety, security, and a positive student experience.

The Freshers Fair was our biggest ever. To give an idea of scale, the marquees were the size of four standard swimming pools, and held over 441 stalls, 380 of those were student stalls, 49 Businesses and 12 University stalls. Over the two days we gave away 7,500 tote bags and estimated that 9,000 students came to the event, and this number does not include those who were stall holders. Both first and second year UGs and PGs were invited to the event to make up for lost experiences last year and we think this really showcased in the numbers.

The Freshers Fair had our biggest number of student stalls to date. All 380 student stalls available were booked and filled by 317 societies (some societies chose to pay for more than one table) The higher number of student stalls was based on previous student feedback; we only had to turn down two societies due to capacity which is a huge improvement on previous years. Societies and SU Campaigns reported high engagement at their stalls and were very positive about the decision to have an in-person event anecdotally.

To add to the event there was a chill-zone area in an open marquee at the end of the Freshers Fair with massage, therapy dogs and BHF furniture as well as a series of food trucks. This was extremely popular with students and stall holders alike and really added to the event. This year we built our relationship with the Sports Department and held sports demonstrations on the sports pitches next to the Freshers Fair to add even more to the experience for students.

The Digital Fair (<https://www.oxfordsu.org/welcome/virtualfair/>) was created as a digital companion to the in-person Freshers Fair. It hosted all the same information for students to access at the same time and post the in-person event. We also linked with our website provider to create an App which also hosted much of the same information, sadly the App was delayed slightly due to our website provider but we were still able to launch the app later on with the information.

The Digital Fair was a positive addition to the in-person Fair, although there is room for re-thinking moving forwards of how to present the information to students and whether a digital companion will be needed for future events.

5b. Hilary Term Fair

This year, a Hilary Term Fair was introduced to encourage students to engage with the Students' Union and extra-curricular activities beyond their first term. The event was hosted in the Town Hall and over 1,000 students attended on the day. The theme was wellbeing with a focus on supporting student's mental wellbeing during Hilary term. Stalls included the SU campaigns for them to gain additional members, accommodation providers, university stalls and a series of commercial stalls to make the event commercially viable.

6. Our Campaigns

Oxford SU supports seven student-led campaigns; CRAE (Campaign for racial awareness and equality), Class Act (campaign for working class students), Disability Campaign, It Happens Here (campaign against sexual violence), ISC (International Student Campaign), LGBTQ+ Campaign and the Womens' Campaign. These campaigns are entirely student-led but gain support with funding, training, development and event planning (including risk assessments) from staff members within the Students' Union.

Students stand to be elected to the Campaign Committees and can also stand to be a Campaign Co-Chair, a shared leadership position on the committee. Students are also able to sign up to membership of Campaigns. The below table outlines the increase in membership of the campaigns from the academic year 18/19 to present.

Table 1. Number of members signed up to each campaign over the last 4 years

Name of Campaigns	18/19	19/20	20/21	21/22
CRAE	112	225	274	285
Class Act	130	222	302	348
Dis Cam	278	163	193	198
It Happens Here	Campaign formed in 2019	22	268	362
ISC	315	311	385	351
LGBTQ+	207	207	276	293
Women's Campaign	88	136	103	160
Total Number	1130	1286	1801	1997

The campaigns have all been able to accomplish a huge amount in the academic year 2021/22, this has included:

- 1) **It Happens Here** – It Happens Here have organised several wellbeing including arts and crafts events striving to create peer-led community healing spaces for students. They have fundraised for and collaborated with Oxfordshire Sexual Abuse and Rape Crisis centre as well as worked with them on spreading awareness through campaigns like the Clothesline

Project. The committee has been involved in the organisation of at least three different demonstrations across the academic year, responding to issues they take a stance against eg. spiking, NDAs, college policies. One example of this is work around lobbying colleges to sign Can't Buy My Silence pledge against the use of coercive non-disclosure agreements by universities. In addition, they have been proactive in working with local MPs around this issue and have held events to provide students with 'toolkits' of how tackle sexual violence within colleges.

- 2) **Disabled Student's Campaign (DisCam)** - The DisCam committee have continued to moderate their 24 Facebook support groups for students with different conditions such as eating disorders, visual impairment, autism and chronic pain, which creates spaces for students to interact with other students who have experience navigating Oxford with the same conditions which is validating and helpful. Similar to most of the campaigns they have held a few wellbeing events that cater to accessibility needs such as clay moulding and boardgames nights. In the coming term, the new committee will focus on gathering information on college's accessibility support.
- 3) **Class Act** – Class Act has organised many practical events around further integrating first generation, low income and state comprehensive students into Oxford and providing support. They have held a Prelims advice workshop and a student renting discussion group this year, both sessions on giving advice around issues that the campaign members feel strongly about. Class Act campaign was involved in the Boris Johnson resignation protest that occurred locally but also has hosted socials, welcome drinks and bar crawls.
- 4) **Women*'s Campaign (Wom*Cam)** - after being reinstated, our Women*'s Campaign has seen a strong first year – they collaborated with It Happens Here on the Girls Night In protest and organised self-care night beforehand with a turnout of hundreds of students and local people. They continued to host wellbeing events such as Christmas card making and had a small but engaged audience for their trans-inclusive feminism panel.
- 5) **Campaign for Racial Awareness and Equality (CRAE)** - CRAE led students in responding to the Rhodes statue consultation and the addition of the plaque. They were able to express the genuine frustration of the student population. Their committee also managed to create spaces for community for BAME students.
- 6) **Internation students Campaign** – ISC has worked with the Vice President Welfare and Equal Opportunities to organise welfare teas for students from areas of conflict following the invasion of Ukraine. Their Co-chairs have been proactive in meeting with invested students and the Ukrainian society to gauge their needs. The committee are planning their project around a multilingual peer support branch that recognises the barriers international students face expressing their welfare needs.
- 7) **LGBTQ+ Campaign** - the co-chairs of the campaign organised a tearful and powerful Trans Day of Remembrance vigil, encouraging key figures within the university and colleges to visit to show solidarity with students. Class Act and LGBTQ+ Campaign organised a trip to Pitt Rivers Musuem to encourage students to come to the Beyond the Binary Exhibition. The campaign worked alongside local organisation Oxford Against Conversion Therapy and other groups to arrange a protest in response to the government's decision to not protect trans people under the conversion therapy ban. At least 300 people both residents and students came in support and the whole event was well organised with brilliant speakers. LGBTQ+ campaign have continued to support the Vice Presidents Women and WEO in lobbying for colleges to adopt the newer definition of transphobia that passed Trinity term 2021 student councils, working with them to find legal advice around the definition. The sexual health

reps have been essential to the work around sexual health and protecting student sex workers that is being led on by our Vice President Women.

During Michaelmas 2021, there was a noticeable amount of Campaign reps, mainly co-chairs, who decided to step down from their roles from several different committees. This prompted our SU staff team to circulate a survey to Campaign reps on their experiences working with the sabbatical team, campaign training and to reflect on any further support they would appreciate.

The survey responses enlightened the SU to what skills campaign reps felt that they needed to perform their roles, as well as an insight into the emotional labour, delegation, time management, policy work and project planning that came with the roles. This information was used to reform the campaign training to structure it with some core focuses such as wellbeing and project planning, with additional optional training to be offered for other areas of interest.

The campaign training also gave the staff a point to reflect on what other additions should be made to the training. This led to our Vice President Graduates leading a session on how to represent postgraduate students after feedback from MCR presidents that they did not experience the same level of communication their JCR counterparts did with Campaign Committees.

Another development area this year was ensuring that Campaign co-chairs sit on relevant committees, often alongside Sabbatical officers, to accurately represent the needs of their members of their campaign. Currently It Happens Here sit on the Sexual Violence Subgroup, LGBTQ+ Campaign sitting on the LGBT Advisory Board and Equality & Diversity Forum and DisCam sit on the Bodleian Libraries Disability Committee. This decision benefits the Co-Chairs as it allows them to further lean into leadership roles, have a better understanding of the university's position and have space to directly respond or ask questions to key members of staff.

We have seen that while campaign representatives wish to have more influence and direct communication with the university, we must balance this out with a better understanding of their wellbeing needs. As they are voluntary part-time student activists, they have other commitments e.g. their degrees or employment so an increased emphasis on collaboration with all the staff, not just the Sabbatical team, has continually been reiterated to the whole committee and this ultimately increased productivity.

7. Local and National Campaigning

In this past year, the SU has been proactive in responding to local issues and legislative changes that would negatively impact students. There have been numerous demonstrations that have either been organised by or with the support of our Sabbatical team and the Campaigns.

As previously mentioned, our Women's Campaign and It Happens Here joined the national Girls Night In movement, organising a boycott of clubs and a demonstration to show how unacceptable the lack of response to the increase in spiking incidents. There were hundreds of people present and it encouraged some clubs such as the Bullingdon to issue public statements about how they are actively preventing spiking in their clubs.

In Hilary Term, the sabbatical team led a protest against the Nationality and Borders Bill. There was between 70-100 people present during the demonstration with speakers that included former CRAE co-chairs, student reps from Solidaritee and the incoming SU President. The officers contacted other sabbatical teams to engage with the wider student movement to speak out against the Bill which is

what prompted Cambridge SU to hold a demonstration and other SUs to work with their students to find solutions.

In 0th week Trinity term 2022, LGBTQ+ Campaign worked with Oxford Against Conversion Therapy and some of the sabbatical team to organise a demonstration after the announcement that the ban against conversion therapy the Government had reached would not include protection for trans and non-binary. 300+ students and local people were in Bonn Square and the Campaign co-chairs led in chants and brought on speakers from local and national organisations speaking out on the issue who gave contact details for people who wished to reach out about their experiences or wished to volunteer.

The large crowds at all these events shows that students continue to expect the SU to lead on responding to political issues. Speaking out and spreading awareness around these issues aligns us with our most vulnerable students and ensures that our students who would otherwise not be aware have a better understanding of public affairs and how it impacts them and their peers.

8. Our Student Media

8a. The Oxford Student (Student Newspaper)

This year, the VP Charities and Community and the Communications Manager at the SU have worked to facilitate and rebuild student media following the pandemic. The student radio station, Oxide, had suffered during the pandemic and therefore was disbanded. At the start of this year, the station was revived.

The SU wrote a new constitution, handover documents for each committee member, upgraded and replaced equipment, and recruited a new committee of 12 members. This committee has successfully neared its one-year completion, and has produced a series of weekly, regular shows and showcased student talent. The key successes include a weekly student radio show and the facilitation of a committee with key skills such as budgeting, recording, editing and producing shows.

8b. Oxide (The Student Radio Station)

Oxford SU has continued to support our student newspaper, The Oxford Student. The SU provides media law training, regular catch ups and logistical facilitation. This year the OxStu have moved from weekly to biweekly printing, which has greatly improved the quality and management of the newspaper and website.

Following student feedback, the OxStu now has a team of two editors in chief, an assistant editor, a Director of Communications and a Director of Strategy to ensure greater continuity and consistency between handovers. The OxStu and SU work closely together and is granted exclusivity over the annual elections and SU news.

9. Our Fundraising arm RAG (Raise & Give)

RAG, our fundraising arm of the SU, between August 2021 and April 2022, has raised a net surplus of £4,298. RAG have had a difficult year coming back due to the impact of the pandemic with students prioritising other areas of engagement and not fundraising. This year, the SU have worked hard to ensure that the RAG committee are active and engaged and taking the necessary steps to bring back the bigger events and activities that have traditionally raised a huge amount of money.

The highest generating events this year were:

- 1) The RAG Student Ball which resulted in a surplus of £8,601; and
- 2) The Oxford Half-Marathon which had the net surplus of £1,696.

The Ball also sold the most tickets of any of the ticketed events, accounting for 170 of the 375 sold throughout this fundraising period.

Whether or not RAG continues to organise the Leap, a charity bungee jump event that proved popular in previous years, will be an area that the RAG committee will need to reflect on. The up-front costs for hiring the bungee company are high enough that the risk of not breaking even is substantial. Albeit the Leap making enough to cover the costs, RAG will be focusing on events and services that have consistently proven successful to the extent there is a profit made and do not require a large pay-out before being able to gauge interest, such as online dating events, the RAG ball and running Casino events at college balls.

10. Our Access Programme - Target Schools

Target Schools is the SU's access programme, which coordinates workshops and shadowing days to support access and outreach work within Oxford. In line with our access aims, Target Schools have organised monthly virtual shadowing days to connect Year 12 students with Oxford students who volunteer their time. Keeping some shadowing days online has allowed us to expand the programme, reaching areas where travel is a barrier to prospective students considering applying to Oxford. The committee still have had a large response to their in-person shadowing days with 290 young people applying for 4 shadowing days this Trinity term with only 120 places available. The three events during April had 120 people attend, showcasing how well received these initiatives are.

11. Student Council

Student Council is the Students' Unions highest democratic decision-making body. In the academic year so far, there have been 10 Student Council meetings with a total attendance of 369. There have been 130 voters for Council elections and 178 voters for Council motions.

Table 2: Number of attendees and voters at Student Council 21/22

MT 2021	Attendance	Council election voters	Council motion voters
1st week	50	—	-
3rd week	41	—	40
5th week	Missing data	26	28
7th week	28	7	7
MT Total:	119	33	75
HT 2022	Attendance	Voters	Council motion voters
1st week	53	32	-
3rd week	54	3	5
5th week	38	10	18
7th week	37	17	11
HT Total:	182	62	34
TT 2022	Attendance	Voters	Council motion voters

1st week	30	35	46
3rd week	38	-	23
TT Total:	68	35	69

12. Common Room Engagement:

12a. Rep Comms

In the academic year 19/20 the SU established the facilitation of online and in-person hubs for common room representatives from different roles called RepComms. Historically Prescom (the meeting of the JCR Presidents) had existed for many years but there was a lack of facilitation for other roles with the committees.

Table3 : Number of meetings and attendees at RepComms 21/22

	Meetings	Overall Attendance	Average Number of Students at a Meeting
Trinity 2021	31	507	16
Michaelmas 2021	27	297	11
Hilary 2022	24	284	12

The creation of other rep comms has been beneficial to the reps themselves as many of them find that the initiatives they wish to work on would be reinforced by intercollegiate work and reps often use spaces to share information around recent successes and barriers when communicating to their Governing Bodies. This last point is especially appreciable when recognising that many of the current representatives are in their second year at Oxford having had the institutional memory of their roles disrupted due to the pandemic and having to redefine and explore what they can ask for and do in these roles.

The repcomms give the SU direct contact with representatives who have great ideas that often just need refining. In terms of examples of where repcomms provided reps with ideas, information, strategy and support for example:

- Students being put in contact with the Vice President Women to organise bystander intervention training for their common rooms after WelfCom and Gender Repcomm
- Vice President Charities and Communities helping Charities reps by creating a shared drive on how to fundraise and ideas for fundraising for Ukraine
- Our Disabled Students Campaign meeting with and supporting Disability reps who had been trying to get a wheelchair accessible lift in St Hugh's
- VP Access and Academic Affairs helped support Access reps to start developing mock interview schemes

Engagement with reports from the Sabbatical officers and campaigns and with discussion points tended to be higher with in-person spaces. While we must continue to learn how to navigate the balance between digital and in-person meetings, we recognise that in-person creates a sense of community and freedom of discussion that online doesn't always.

The feedback and follow-up actions the Sabbatical team receive from these spaces has been invaluable to their projects and focal points of the year. These are a few instances of where this has influenced the work the SU has done:

- Our Vice President Academic Affairs and Access found that connecting with Academic reps has aided her campaign around introducing a Reading Week when the reps platformed her survey
- Our Vice President Charities and Communities began to lobby for colleges to liaise with sustainability consultants at Conference of colleges subcommittees following the idea garnering support in Environment and Ethics Officer repcom.
- Our Vice President Women was able to reflect on the lower uptake by postgraduate students for consent workshops by hearing from MCR Prescom about how the training can be improved
- LGBTQ+ Campaign gathered feedback on their plan to set up a centralised gender expression fund

12b. Welfare Products

Table 4: Number of welfare products sold to Common Rooms over the last 4 years

Welfare Products	2021-2022	2020-2021 (Michaelmas and Trinity, not Hilary)	2019-2020	2018-2019
Number of orders	120	30	105	127
Number of colleges who have purchased	32	21	36	34
Single Condoms	46154	8607	52992	49837
Pregnancy Tests	2118	464	1772	1425
Sachets of Lubricant	8050	2050	8450	9150
Panic Alarms	478	123	213	412
Cup Covers	1000 (From Jan 2022)			
Metal Straws	600 (From Jan 2022)			
Tampons (Boxes)	287 (From Feb 2022)			
Sanitary Pads (Boxes)	347 (From Feb 2022)			

This year the SU has been committed to diversifying our welfare products in response to the needs students have expressed. Multiple common room representatives expressed not having or knowing an affordable supplier of menstrual products. The SU researched and compared the prices and quantities available before settling on a wholesaler that provided us with menstrual products which are eco-friendly and in line with our sustainability policies. We hope to further expand the products

to include dental dams and other sexual health products, working with our LGBTQ+ Campaign to review what college reps wish for us to provide and find suppliers if possible.

The chart above illustrates the quantities of products common rooms have purchased from us in this past year as compared to the 2018-19, 2019-20 and two terms during 2020-21. It shows that even though in other areas the pandemic negatively impacts the institutional memory, students can rely on the SU to provide them with reasonably priced health products. Furthermore, the growing popularity of the newer products shows that we are meeting the needs of students and providing practical solutions. We hope to exceed where we were at 2018-19 and 2019-2020 academic years and the presence of new products is bringing us closer to this, but there is work to be done on boosting awareness around products available.

12c. Wellbeing Communities

Following the success of the wellbeing zone at our 2022 Freshers Fair, the SU Advice service looked to expand the wellbeing services to students. This included a series of 'Meet the SU' events within College Common Room spaces where SU coordinated a series of wellbeing activities within the space as well as an opportunity to get to know the Sabbatical Officers and staff within the SU. During Michaelmas, the SU organised four 'Meet the SU' events with a collective turnout of 220 before restrictions were implemented in December 2021 until February 2022.

Besides Meet the SU, over the entire academic year so far, we have had at least 108 students join us for the eight wellbeing dog walks and 119 students come to the six wellbeing dog visits we were asked to arrange in colleges. The only yoga event we have had this year had 5 people in attendance so to improve this we may try figuring out ideal times for students to attend.

12d. Common Room Elections

One of the other services that the SU provides to Common Rooms is a platform to enable their Common Room elections. So far this year, 819 Common Room positions have been elected on our website. This is split between 48 Common Rooms (from 33 Colleges). Michaelmas term is the busiest term for Common Room elections, and the Common Rooms who have elected the most Reps with us are Rueben GCR (54), Wadham SU (50) and The Queen's MCR (39)

Table 5: Number of posts elected using the Oxford SU website in 21/22

College	Posts in MT21	Posts in HT22	Posts in TT22	Total
Balliol MCR	5	0	0	5
Brasenose HCR	0	9	0	9
Brasenose JCR	1	13	0	14
Christ Church JCR	4	7	0	11
Corpus Christi MCR	0	1	0	1
Exeter JCR	14	0	2	16
Green Templeton GCR	21	0	0	21
Harris Manchester JCR	26	1	1	28
Harris Manchester MCR	10	2	0	12
Hertford JCR	11	9	3	23
Hertford MCR	11	4	16	31
Jesus JCR	19	0	0	19

Jesus MCR	5	11	0	16
Keble JCR	4	5	1	10
Keble MCR	10	0	0	10
Kellogg MCR	17	0	0	17
Lady Margaret Hall JCR	11	9	0	20
Lady Margaret Hall MCR	6	0	0	6
Lincoln JCR	8	6	0	14
Lincoln MCR	0	0	4	4
Mansfield JCR	20	0	0	20
Mansfield MCR	1	0	13	14
Merton MCR	1	8	0	9
New College MCR	8	9	0	17
New JCR	0	1	11	23
Nuffield JCR	0	1	0	1
Oriel JCR	6	6	1	13
Pembroke JCR	6	0	0	6
Pembroke MCR	12	0	0	12
Reuben GCR	47	6	1	54
St Anne's JCR	5	9	6	20
St Anne's MCR	17	0	0	17
St Antony's GCR	16	8	0	24
St Catz JCR	1	8	11	20
St Cross SRC	3	0	0	3
St Hilda's JCR	1	1	13	15
St Hugh's JCR	36	2	0	38
St John's JCR	12	1	0	13
St Johns MCR	1	20	1	22
St Peter's JCR	10	8	9	27
St Peter's MCR	0	4	0	4
The Queen's MCR	17	22	0	39
The Queen's JCR	5	7	0	12
University JCR	5	2	2	9
University WCR	0	13	1	14
Wadham SU	6	15	27	50
Worcester JCR	1	19	7	27
Worcester MCR	19	3	0	22
Total	439	250	130	819

13. Oxford SU Annual Elections

Each year Oxford SU hosts our annual elections to elect our six Sabbatical Officers, NUS Delegates and the Student Trustees. One of the main successes of this year's election was the record high numbers of nominations, with 59 nominations across all roles, surpassing the 48 nominations we saw in 2021. One of the objectives that was set out and met by the project team was increasing

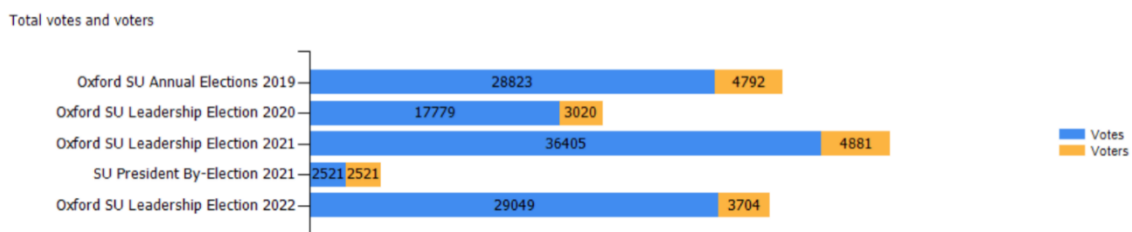
diversity of candidates: of the 42 nominees who completed our Equality and Diversity monitoring form, we found that

- 24% of candidates disclosed they experienced some sort of disability,
- 66% were from minority ethnic backgrounds,
- 5% were trans,
- 50% were women and
- 10% were people outside of the gender binary.
- 57% were part of a major religious group.

The success of this objective is reflected in the incoming Sabbatical team's diversity of experiences and backgrounds which will be an asset to their contributions to the University and the SU. A commitment to electing sabbatical trustees, student trustees and NUS delegates from a diverse pool of candidates ensures:

1. Lived experience of marginalised identities informs the projects and strategies of the SU and give fresh perspective directly to university; and
2. the SU's training and development resources will benefit a diverse set of elected officers for when they progress into the workforce

The benefits of employability, skills development and career progression support in all the roles is something we will strive to advertise further. The record high proportion of postgraduate candidates can be at least partially attributed to the Vice President Graduates organising a drop in with pizza which shows that focusing on underrepresented groups specifically instead of general communications may be a tactic we should continue.



While initial nomination phase proved successful, the withdrawal rate of valid nominees increased as 2021's Leadership election had 44 campaigning candidates (8% of the valid nominees withdrawing) as opposed to the 32 candidates in 2022's election (46% of valid nominees withdrawing).

Our Returning Officer at the time did a brilliant job investigating the reasons why we saw our highest withdrawal rate with nominees citing not having enough time to prepare campaigns and manifestos, changing their mind about the role and the roles being more contested than expected as significant factors. The Returning Officer notes that the withdrawals spiked following the publishing of the list of nominees so there is a high likelihood it was a surprise at the number of competitors – we imagine this was especially prevalent for the nominees for Vice President Graduates starting with 12 nominees and ending with only one candidate running. The lack of postgraduate candidates may have impacted our ability to encourage postgraduate voter uptake but we did note there was a

significant improvement in postgraduate representation in candidates outside of the Vice President Graduates in comparison to 2021's election.

We will continue to monitor reasons why people withdraw their nominations so we may proactively respond but one take away we may wish to reflect on is strengthening the incentive to win. Some nominees asked questions about how the roles impacted visa status, support from permanent staff within the SU, concerns around accommodation and living costs so doing more to clarify the practical consequences of these roles especially the Sabbatical roles is an aim for next year.

Postgraduate engagement will continue to be a priority for the SU to ensure the differences in postgraduate experience compared to undergraduate are accounted for in all committees, projects, and campaigns.

With 3,704 voters who cast 29049 votes in the 2022 election, this result shows a high turnout compared to the first year the Oxford SU abolished running in slates (2020), further reinforcing that decision did not create any long-lasting negative impact. However, this year's number of votes and voters was lower than 2021's elections which also had no slates. This may partially be attributed to the fact that in the previous year the lockdown restrictions meant students were more likely to frequent social media where they would be exposed to election campaigns. However, every role in 2022 also had a higher number of students vote to re-open the nominations than its previous years which may imply we need to reflect on the strength of 2021's candidates and election campaigning.

14. The Oxford SU advice service:

The SU Advice offer free and confidential advice to Oxford University students. We offer a call-in telephone service Mon- Thurs in term time, as well as email and face-to-face appointments as appropriate. The advice team attend College or University meetings with students on request. We attend these meetings in a supportive role not as a representative. We also help with the planning and preparation of statements on MCE (Mitigating Circumstances (notice) to Examiners) and Appeal applications. Students can consult us on any issue which affects their University life. The main enquiry areas are Accommodation, Academic Issues, Money (fees and funding and debt advice), University or College Discipline and Mental Health.

We have opened a total of 897 (603 are UG 294 are PG) cases in the current period from October 21 to present. This will include one off advice and short enquiries. There are currently 83 open cases (Table 6 includes category breakdown), open means they all still require work and we will typically hear from them each week. We have represented at 17 College appeals and 3 University discipline panels.

Table 6: Number of open cases and case details

Case Details	Number of Clients
Academic	25
Academic Discipline	4
Accommodation	19
Complaint	6
Education	1
Family	1

Harassment	4
Health	5
Legal (signpost)	1
Money Guidance	8
Student Finance	1
Student Issues	4
Student Life	4

15. What's are the challenges for Oxford SU future?

The above report is an honest appraisal of the successes and challenges of the impact of Oxford SU within the academic year 2021/22. The above showcases our work with campaigns, common rooms, student media, RAG, target schools and also directly with students. It highlights our representative roles within committees and on a local and national basis and our individual advocacy through our advice service.

The below outlines the key challenges for Oxford SU moving forward:

- Understanding Oxford SU's place within the eco-system of Oxford SU – we must continue to showcase to students the need and benefit that Oxford SU has for students, concentrating on our strategic aims and the quality of output
- Create spaces to engage with common rooms – we must continue to create spaces for the SU and Common Room representatives to positively work together, building on RepComms and the development of Academic Forums to do this
- Communicating with students to showcase impact and engagement – we must continually showcase our impact and engagement to students through our communication channels
- Increasing engagement – we must look at how we can increase engagement in all our activities through strategies for development
- Ensuring representative nature of Sabbatical Officers – we must ensure high election turnout and constant spaces to speak to students so that Sabbatical Officers are equipped to be as representative as possible

The strategic aims underpin the work we do within Oxford SU and they will continue to be a focus area moving forwards to resolve the above challenges.

(d) Further information

Further information is available from Kemi Agunbiade Oxford SU VP Women vpwomen@oxfordsu.ox.ac.uk and Kate Dawson Oxford SU CEO kate.dawson@oxfordsu.ox.ac.uk