



# **Scrutiny Committee Termly Report on Sabbatical Trustees**

MT23

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# Introduction

## About this report

This Scrutiny Committee Termly Report on Sabbatical Trustees has been produced pursuant to our duty to the Council under Bye-Law 10.1–

*“10.1 Council must hold each Sabbatical Trustee to account, and scrutinise their activities, through*

*(a) ...*

*(b) termly reports to Council from the Scrutiny Committee.”*

Where we may be reasonably required to do so in order to produce this report, we have exercised our powers to–

1. Request for documents under Bye-Law 10.2, and
2. Hold one or more meetings with individual Sabbatical Trustees under Bye-Law 10.3.

This report reflects our particular responsibility to the Council under Bye-Law 9.6 to scrutinise the work of the Sabbatical Trustees–

*“9.6 The Scrutiny Committee has particular responsibility for scrutinising the work of the Sabbatical Trustees. Its members are two Student Members (other than a member of the Executive).”*

We have taken into account, and will continue to take into account, the Council’s duty under Bye-Law 10.4 to provide us with guidance on the exercise of our responsibilities–

*“10.4 Council must from time to time provide the Scrutiny Committee with guidance on the exercise of the committee's responsibilities.”*

We have not done a report for Danial Hussain, President.

## Considerations for this report

In producing this report, we have considered the–

- Manifestos of the Sabbatical Trustees (Appendix A),
- Mandates from the Council (Appendix B),
- Minutes of meetings with the Sabbatical Trustees (Appendix C), and
- Documents produced by the Sabbatical Trustees (Appendix D).

Minutes will be cited in the report as (Q#), with # denoting the question number within the relevant minutes in Appendix C.

## Assessment criterion

We use the following criterion to assess whether manifesto points and Council mandates have been fulfilled–

<b>Term</b>	<b>Meaning</b>
Completed	The point or mandate has been completed with no further action required.
Partially completed	Steps have been taken to complete the point or mandate, but additional steps have to be taken.
Not completed	No steps have been taken yet to complete the point or mandate.

# Reports

## Mia Clement, VP Activities and Community

### Manifesto points

Manifesto point	Comment
<p>Provide an accessible climate change and biodiversity online course for all students.</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Reading list is currently being collated</li> <li>● Vice Chancellor’s colloquium is being assisted</li> <li>● Currently working out which platform to host the course on (e.g. Coursera)</li> <li>● Waiting to hear back from a couple of lecturers (Q1)</li> </ul>
<p>Collaborate with departments for accessible curriculum that addresses Oxford’s growing research on environmental issues.</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Working with Environmentally Sustainable Teams Curriculum Lead to create a “baseline” (which has not been completed yet) for degrees on sustainability</li> <li>● Listening to experts and doing other admin (Q2)</li> </ul>
<p>Work with Teach the Future, Conservation Optimism and Force of Nature to improve access to information on the climate emergency and ecological crisis and the online course.</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Been in contact with the relevant organisations to help with the climate library</li> <li>● Desire to involve the organisations with the climate lectures (Q3)</li> </ul>
<p>Expand the Sustainability Hub to include non-university environmental charity groups and ways to get involved.</p>	<p><b>Partially completed</b></p> <p>List of charities collated but not put on the website. (Q5)</p>
<p>Diversifying college green spaces using the Oxford Partnership for Operationalising the Conservation</p>	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>● Created an Oxford gardening</li> </ul>

<p>Hierarchy data summary on the University's approach to biodiversity management.</p>	<p>collective involving academics, College gardeners, and students</p> <ul style="list-style-type: none"> <li>• Collective met once in MT23 and will meet again for HT24 (Q4)</li> </ul>
<p>Work with college gardeners and staff to support Earthwatch Europe's Tiny Forest project.</p>	<p><b>Partially completed</b></p> <p>Desire to work on the project brought up in the above-mentioned gardening collective. (Q6)</p>
<p>Collaborate with the Nature Positive University Initiative to start a University and College wide nature positive journey, incorporating a biodiversity baseline, targets, actions and annual reporting.</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>• Also brought up in the above-mentioned collective</li> <li>• A project on iNaturalist, an app, has also been put together (Q7)</li> </ul>
<p>Support University's path to biodiversity net gain as proposed by Bull et al. 2022.</p>	<p><b>Completed</b></p> <p>Supported by attending meetings with the Biodiversity Subgroup for the University. (Q8)</p>
<p>Work with Town Council, local charities and the University to support existing and future community-led projects.</p>	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>• Regularly met with Diana Fawcett, a member of the City Council</li> <li>• Added a subsection to the City newsletter on student affairs (Q9)</li> </ul>
<p>Bring back the Oxford Climate Forum where both university and non-university affiliated groups can voice their opinions on current Oxford climate action and research.</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>• Changed the name of the "Climate Forum" to the "Oxford Climate Assembly" to attract more students</li> <li>• Intending to meet on a tentative date of 22nd February 2024 (Q10)</li> </ul>
<p>Create an accessible and friendly seminar series with leading academics across departments to share Oxford's research outside of the University itself</p>	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>• Began hosting the Inside Oxford research series, with one event each term</li> <li>• During MT23, a chemistry professor was hosted (Q11)</li> </ul>

<p>Collaborate with MakeSpace Oxford to encourage accessible safe and creative spaces.</p>	<p><b>Not completed (plans adapted)</b></p> <ul style="list-style-type: none"> <li>• MakeSpace Oxford was unavailable for collaboration as they were short on staff</li> <li>• Has collaborated with the Old Fire Station instead (Q12)</li> </ul>
<p>Work with student environmental societies to inform students the importance of institutional decarbonisation alongside individual behaviour changes. This would involve supporting the Decarbonise Oxford campaign and Oxford Climate Justice campaign.</p>	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>• Attending meetings every Tuesday and Wednesday during term time</li> <li>• Proposed to hold one big meeting as opposed to multiple several meetings, but the proposal has not been actioned upon yet (Q13)</li> </ul>
<p>The Tale of Two cities': educate students on the inequality between the University and Town through (at least) one workshop per term led by pro-active individuals on how students can support action against deprivation, poverty, homelessness and other social crises.</p>	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>• Event on homeless involved local charities giving talks</li> <li>• Event on education disparity conducted</li> <li>• Approximate turnout of 50 people</li> <li>• Unsure whether events will be held for HT24, but more events likely to be held during TT24 (Q14)</li> </ul>

## Council mandates

Council mandate	Comment
<p>VP Activities &amp; Community be mandated to work with the environmental sustainability team at the University in improving governance on ethical investment and climate divestment across the University endowment fund, in particular changes to the Ethical Investment Representative Review Sub-committee (including an environmental sustainability team member and increased meeting frequency to once a</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>• Submitted paper proposing changes to the governance structure</li> <li>• Relevant persons on the sub-committee have not responded to emails - the matter will be chased up on during HT24</li> <li>• Intention to attend meeting during HT24 (Q15)</li> </ul>



term rather than once annually).	
VP Activities & Community be mandated to collaborate with colleges on managing their own environmental and ethical investment efforts.	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>• Worked with SOS UK (Students Organising for Sustainability) to train College environment and ethics reps</li> <li>• Has offered one-to-one meetings with reps to discuss this further (Q16)</li> </ul>
VP Activities & Community be mandated to work and implement on a LGBTQ+ and trans-inclusive policy for sports, bringing it to the Sports Strategic Sub-Committee.	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>• Policy has been brought to the Sports Sub-Committee which has approved it</li> <li>• Currently working on terms of reference</li> <li>• Contacted several equality officers of national sports organisations (Q17)</li> </ul>
VP Activities & Community be mandated to collaborate with the LGBTQ+ campaign on the creation, adapting and implementation of an LGBTQ+ and Trans-Inclusive sports policy across the university and colleges.	<p><b>Partially completed</b></p> <p>See above. (Q17)</p>
VP Activities & Community be mandated to collaborate with university and college clubs to support trans-students in sport across Oxford.	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>• Has offered meetings with College sports and LGBTQ+ reps and athletes to discuss and learn more about trans-inclusive policy in sports</li> <li>• Some have taken up that offer in MT23, but hoping to have more take up the offer in HT24 (Q18)</li> </ul>
VP Activities & Community be mandated to work not only on non-BUCS club policy but in addition work with BUCS to improve its current trans-inclusive policy.	<p><b>Completed</b></p> <p>A policy recommendations document has been put together. (Q19)</p>
Mandate all SU sabbatical officers and the SU as a whole to publicly support	<p><b>Completed</b></p>

<p>any protests called against the invitations of Ben Shapiro, Katie Hopkins and Charlie Kirk, including but not limited to the sharing of the details of any such planned protests which the SU or its sabbatical officers are informed of, within one working day of being informed of such protest.</p>	<p>Sabbatical Officers attended the protests and shared the posts on social media. (Q20)</p>
<p>That the Vice-President Activities &amp; Community open up dialogue with the Proctors Office and Rules committee on alleviating and making transparent the punishment for engaging in non-violent direct action as a student.</p>	<p><b>Partially completed</b>  Draft policy has been approved and is currently awaiting publication. (Q21)</p>
<p>That the Vice-President Activities &amp; Community consistently communicate with justice and social issue activists on the matter of non-violent direct action and University procedure.</p>	<p><b>Completed</b>  Communicated and attended meetings involved in this sphere including Just Stop Oil and the October Club. (Q22)</p>
<p>That the Vice-President Activities &amp; community collaborates with the University on educating the Oxford community about the principles of non-violent activism, its historical significance, and its importance in the context of inclusivity, liberation, justice and equality.</p>	<p><b>Completed</b>  A workshop was held in MT23. (Q23)</p>

### Other projects

- A College garden guide for students published on the SU website (Q24)

### Additional comments

- In order to be transparent, updates are given on Instagram (Q25)
- Usual committee meetings have been attended (Q25)

## Kennedy Aliu, VP Liberation and Equality

### Manifesto points

Manifesto point	Comment
Survivor-centric and intersectional approaches to Sexual and Gendered violence on campus.	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Discussed with Sexual Awareness and relevant campaigns</li> <li>● Continuing role to ensure there are discussions with professionals (Q1)</li> </ul>
Require student organization to put in place peer-to peer sexual violence and support training	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● See above</li> <li>● Currently reaching out to Colleges to put this in place</li> <li>● Will work with Rosalie, VP Welfare on this (Q2)</li> </ul>
Amplifying the research of women and queer persons on Sexual and Gendered based violence.	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Working with WomCam</li> <li>● Inviting queer African artist to talk about their experiences in May to enhance queer voices from the global south among others (Q3)</li> </ul>
Raise awareness for violence against 2SLGBTQ+ Students on Oxford campus	<p><b>Partially completed</b></p> <p>See above. (Q3-4)</p>
Strengthening anti-discrimination campaigns pertaining to Racial discrimination, Antisemitism, Islamophobia, Transphobia, homophobia and biphobia.	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● EDI forms and committee meetings completed</li> <li>● Work includes amplifying trans voices, race consciousness, and investigating awarding gap disparities</li> <li>● Taken steps to create an anti-racist campaign centred on Colleges, taking into account freedom of speech (Q5)</li> </ul>
Work with JCR and MCR on	<p><b>Completed</b></p>

<p>strengthening, improving and committing to the University Environmental Sustainability Strategy.</p>	<p>(Q6)</p>
<p>Advocate for an intersectional approach to environmental sustainability.</p>	<p><b>Partially completed</b></p> <p>A refugee campaign is currently being created which will give environmental sustainability efforts a human focus (Q7).</p>
<p>Lobby the school and campus colleges to put in place safety measures for students with lived experiences of displacement.</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Proposed refugee campaign (see above) will provide an intersectional approach for putting in place safety measures for displaced students</li> <li>● Spoken to 22 Colleges including MCRs and JCRs about transforming into “Colleges of Sanctuary” - welcoming refugees not only with scholarships but also welfare provision</li> <li>● Discussing with University to create an academic scholarship for refugees</li> <li>● Desire to work with Sanctuary Committee and charities</li> <li>● Desire for his successor to continue his work on the project (Q8)</li> </ul>
<p>Work with the Oxford Refugee Led Research Hub in highlighting and mobilizing refugee stories.</p>	<p><b>Completed</b></p> <p>(Q9)</p>
<p>More scholarships for international students from regions of the world with history of marginalization and colonial plunder.</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Talked to relevant University contacts to lobby for these scholarships</li> <li>● Admitted it was “incredibly hard” to secure such scholarships, especially for international students</li> <li>● Desire for his successor to continue advocating the University to make provision for these scholarships (Q10)</li> </ul>

<p>Access to educational resources and job opportunities for low-income and BAME students.</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● EDI internship offered by the Centre of Learning promoted on his Instagram</li> <li>● Considering research opportunities within the SU</li> <li>● Considering an “honorarium” for students who participate in campaigns</li> <li>● Not a priority right now as the focus is on the refugee campaign (Q11)</li> </ul>
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### Council mandates

Council mandate	Comment
<p>Mandate all SU sabbatical officers and the SU as a whole to publicly support any protests called against the invitations of Ben Shapiro, Katie Hopkins and Charlie Kirk, including but not limited to the sharing of the details of any such planned protests which the SU or its sabbatical officers are informed of, within one working day of being informed of such protest.</p>	<p><b>Completed</b></p> <p>Attended a planned protest which did not materialise. (Q12)</p>
<p>Mandate the VP Liberation and Equality to help the LGBTQ+ Campaign set up a central SU Gender Expression Fund of at least £400 per academic year to reimburse students for items that aid in their gender expression, including but not limited to binders, packers and breast forms.</p>	<p><b>Partially completed</b></p> <p>[A meeting was set up with the Democracy Coordinator but the meeting did not proceed as scheduled - another meeting will be rescheduled soon.]<sup>1</sup> (Q13)</p>

### Other projects

- Started an EDI tour with Tim to go to different Colleges (e.g. All Souls, St Peter’s) and museums to discuss EDI, narratives, and decolonisation (Q14)
- Plan to invite a speaker to talk about the Gambia on Africa Day (Q14)

<sup>1</sup> Factual correction submitted by Kennedy on 29.01.2024.

- Thinking about hosting an EDI drinks event at Worcester (Q17)

### Additional comments

- There needs to be more focus on preserving institutional memory among the SU, including effective communication with successors (Q15)
- Getting people to care about the work of EDI is very important (Q16)

## Nick Harris, VP PG Education and Access

### Manifesto points

Manifesto point	Comment
Creation of a Graduate Student Union	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Had meetings with the CEO over summer and created the Student Life Committee that has a sub-committee called the Student Union working group responsible for putting forward recommendations</li> <li>● So far has put forward ideas like assessing financial viability, changing the sabbatical structure to have an equal split of graduate and undergraduate students to get more graduate representation in student politics</li> <li>● Successfully lobbied for more graduate representation by splitting the divisional representative role into two- the PGR and PGT</li> </ul>
EDI focused Leadership	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>● Advocating for queer and disabled people as someone with lived experience</li> <li>● Working with VP Liberations and Equality to change the representation of people that sit on committees for race and ethnicity scholarships</li> </ul>
Consultation of graduate student groups	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>● Sent out surveys but did not get a big response due to survey fatigue</li> <li>● Held a DPhil Drinks night with 250 attendees- talking about issues faced</li> <li>● Hosted Hilary Happy Hour with 60 postgrads in attendance</li> </ul>

	<ul style="list-style-type: none"> <li>• Used a national survey - National Student Survey and University Surveys to collate data on the issues postgraduates face</li> <li>• Discussed with MCR's for alternative forms of data collection than surveys</li> <li>• Uses the VP PG Education and Access before attending committees to canvas opinion.</li> <li>• Set up the funding for the next VP PG Education and Access to continue using the Graduate Students Consultative Group</li> </ul>
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### Council mandates

Council mandate	Comment
<p>Mandate all SU sabbatical officers and the SU as a whole to publicly support any protests called against the invitations of Ben Shapiro, Katie Hopkins and Charlie Kirk, including but not limited to the sharing of the details of any such planned protests which the SU or its sabbatical officers are informed of, within one working day of being informed of such protest.</p>	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>• With the VP Activities and Community drafted the statement that was published on all SU channels</li> <li>• Attended a planned protest which did not materialise</li> </ul>
<p>Mandate the SU VP Graduate Education &amp; Access to lobby the University to publicly commit to not giving work notices to any trade union under any circumstance</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>• Drafted a statement with VP UG Education and Access that was posted on all SU channels</li> <li>• Wants to take it to the Planning Resources and Allocation committee but the President sits on this so needs to figure out the right channel</li> </ul>
<p>That the SU, and the VP Postgraduate Education and Access should proactively work with JCRs and MCRs to lobby Colleges to make the changes outlined in (d), including but not limited to the creation and distribution of</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>• Has all of his meetings in the SU which is an accessible space with gender neutral toilets</li> <li>• Wants to raise it at Can be raised</li> </ul>



example motions	in the Graduate Student Committee which will be later this term
That the SU, and the VP Postgraduate Education and Access should proactively work with JCRs and MCRs to lobby Colleges to make the changes outlined in (d), including but not limited to the creation and distribution of example motions	<p><b>Not completed</b></p> <ul style="list-style-type: none"> <li>• Does not have enough connections to work with every MCR so it will be difficult to get all colleges to get this done</li> </ul>

### Other projects

- Graduate Accomodation- working to create a centralised Graduate Accommodation Board to aggregate all the college rooms available so graduates can avoid private housing. This will be going to the University Council for final decisions

### Additional comments

- Concerned about the effectiveness of the role as he has spent 25 hours plus per week in committee meetings excluding clashes and time spent reading 200 page committee documents. This has made it hard to complete bigger projects
- The work that goes on behind the scenes with the Staff members is noted and appreciated without them a lot of these changes wouldn't be happening

## Jenni Lynam, VP UG Education and Access

### Manifesto points

Manifesto point	Comment
<p>Ensuring that first-year students from underprivileged socio-economic backgrounds receive sufficient support in adapting to Oxford</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Started in the summer by meeting with the Centre of Teaching and Learning (CTL)</li> <li>● Worked with Class Act on hosting events, with plans to do a first year “exam drop in” advice fair in HT24</li> <li>● Held a meeting pushing for more on-course support</li> <li>● Trying to get CTL to consult with relevant departments</li> <li>● Currently working on a peer support network with a desire that successor will continue it (Q1)</li> </ul>
<p>Creating a university-wide Bridging-Programme that is open to all state-school students to provide academic support and reduce the attainment gap</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Also discussed with meetings with CTL (see above)</li> <li>● Also tried to get CTL to work with relevant departments on this (see above)</li> <li>● Focus is on course-specific transition programmes, available for all students (Q2)</li> </ul>
<p>Rolling out mandatory class awareness workshops for students and provide advice to tutors on how best to level the academic playing field in order to promote a university-wide class conversation</p>	<p><b>Not completed (for this year)</b></p> <ul style="list-style-type: none"> <li>● Most JCRs sorted Fresher Weeks timetable before VP could even start her role</li> <li>● Plans to discuss with JCRs in TT24 to ensure this is done for MT24</li> <li>● Plans to work with Class Act during TT24 to update training (Q3)</li> </ul>
<p>Running an access-specific freshers fair to allow societies to improve the diversity of their membership and</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Plans to take this up during TT24</li> </ul>

<p>ensure that students don't miss out</p>	<p>by discussing this with the Careers Service (Q4)</p>
<p>Working with the careers-service to promote events for access students to improve employability</p>	<p><b>Partially completed</b> See above. (Q4-5)</p>
<p>Gather information on college bursaries, hardship funds, academic rights, and suspended students policies to create a comprehensive report to understand which colleges are carrying out their responsibilities and which are letting students down</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Helped with Class Act on a financial guide</li> <li>● Worked with Student fees and Visas to gather information on general bursaries</li> <li>● Discussed with University on financial support for 2025 applicants, with information to be shared with RepComs</li> <li>● Plans to publish this information on the SU website as well (Q6)</li> </ul>
<p>Investigating how colleges are responding to the cost-of-living crisis and ensuring that sufficient financial support is in place to assist students</p>	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>● Spoke with Fees and Funding about the cost of living fund</li> <li>● Talked to Fees and Funding on methods to better communicate this information (Q7)</li> </ul>
<p>Creating an 'Access Approval' stamp that university societies and sports can attain if they adopt initiatives to improve access and promote diversity amongst membership so that all students feel welcome and have a fair shot at joining</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Started on this while in Class Act</li> <li>● Plans for successor to complete this</li> <li>● Will work with Mia, VP Activities and Community, to push this through sports committees (Q8)</li> </ul>
<p>Mandating access ball ticket across all college to bypass financial issues that stop students from attending</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Published information on SU website on creating access tickets in College balls</li> <li>● Conducted workshops with Ball Presidents to make access tickets</li> <li>● Will push for JCR motions to mandate Ball Presidents to adopt access schemes (Q9)</li> </ul>

Creating a centralised gender expression fund that students can access through the SU to bypass college inequalities and discrepancies	<b>Partially completed</b>  Will chase LGBTQ+ campaign to see whether they need additional support in getting this done. (Q10)
Creating gender neutral and unisex toilets in Exam Schools to make students feel more comfortable during in-person exams	<b>Partially completed</b>  See above. (Q10-11)
Working with The Oxford Period to ensure that menstrual products are free in all College JCRs	<b>Partially completed</b> <ul style="list-style-type: none"> <li>• Working with Rosalie, VP Welfare, on this</li> <li>• Discussed actioning this point in a relevant meeting (Q12)</li> </ul>
Creating a comprehensive report on the inequalities that care leavers and estranged students experience across colleges to ensure that all colleges offer these students a fair deal	<b>Partially completed</b> <ul style="list-style-type: none"> <li>• Working with Quality Assurance Working Group on this</li> <li>• List of recommendations has not been passed on yet (Q13-14)</li> </ul>

## Council mandates

<b>Council mandate</b>	<b>Comment</b>
Mandate all SU sabbatical officers and the SU as a whole to publicly support any protests called against the invitations of Ben Shapiro, Katie Hopkins and Charlie Kirk, including but not limited to the sharing of the details of any such planned protests which the SU or its sabbatical officers are informed of, within one working day of being informed of such protest.	<b>Completed</b> <ul style="list-style-type: none"> <li>• Statement was published on this matter</li> <li>• Attended planned protest which did not materialise (Q15)</li> </ul>
Mandate the SU VP Undergraduate Education & Access to lobby the University to publicly commit to not giving work notices to any trade union under any circumstance	<b>Partially completed</b> <ul style="list-style-type: none"> <li>• Statement opposing the Strikes (Minimum Services Levels) Act 2023 published on SU website and Instagram</li> <li>• Directly lobbied the University</li> <li>• Template motion for JCRs to</li> </ul>

	<p>support worker’s rights for all University and College staff drafted and will be sent later</p> <ul style="list-style-type: none"> <li>• Communications made over last summer to promote awareness of worker’s rights on Instagram (Q16)</li> </ul>
<p>The SU, and the VP Undergraduate Education should lobby the University and Colleges to provide disabled and gender-neutral toilets (separately) that do not have additional barriers to access (such as having to ask someone for a key or such toilets requiring a RADAR key), and further to convert all toilets to gender neutral toilets</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>• Plans to speak to the relevant campaign and Mia, VP Activities and Community to action on this point (Q17)</li> </ul>
<p>That the SU, and the VP Undergraduate Education and Access should proactively work with JCRs and MCRs to lobby Colleges to make the changes outlined in (d), including but not limited to the creation and distribution of example motions</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>• Plans to follow up with relevant campaign</li> <li>• Created a list of Colleges with existing gender neutral toilets, with intention to learn from them</li> <li>• Will create a template motion for JCRs and MCRs to pass (Q18)</li> </ul>

### Other projects

- Access and Participation plan is now a primary focus (Q20)
- Worked with Class Act to get a Foundation Year rep on the committee (Q21)
- Attended 20 meetings, including reading papers and giving feedback (Q19)

### Additional comments

N/A

## Rosalie Chapman, VP Welfare

### Manifesto points

Manifesto point	Comment
Ensure all colleges do not use NDAs	<p><b>Completed</b></p> <p>This was already both law and policy in every College. (Q1)</p>
Expand gender neutral toilets (across colleges and uni-wide)	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Ongoing discussions with the person who runs the University buildings</li> <li>● Discussed this with RepComs for the College level and will allow Colleges to implement this at their own accord (Q2)</li> </ul>
Promote the election of a welfare officer in every SU member club	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Contacted gender and welfare reps of current member clubs</li> <li>● Will do a review of member clubs in TT24 to see which ones do not have welfare officers and will talk to them about this accordingly (Q3)</li> </ul>
Lobby for more Black, LGBTQ+, female counsellors	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>● Counselling Services are already recruiting a diverse set of counsellors</li> <li>● Students are able to choose counsellors with specific backgrounds (Q4)</li> </ul>
Fight period poverty - make sure all colleges provide free (and anonymous access to) sanitary products	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Worked with Oxford Periods (a campaign against period poverty) to publicise their paper on College funding disparity for period supplies</li> <li>● Overseeing the ongoing process of Colleges taking over JCR</li> </ul>

	functions to fund period supplies, akin to funding toilet paper (Q5)
Increase funding for neurodiversity assessment and diagnosis	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>• Facing difficulties to increase funding due to lack of power to influence the University's budget</li> <li>• Got Disability Services to lower the threshold for support, notably by allowing students to effectively self-diagnosis to receive Student Support Plans (SSPs) (Q6)</li> </ul>
Ensure drug awareness safety – free drug testing kits available to students	<p><b>Not completed (plan for next year)</b></p> <ul style="list-style-type: none"> <li>• Faced difficulties regarding legality of policy as the SU cannot be seen as promoting illegal drug use</li> <li>• Plans to work on this on TT24 to ensure her successor is able to start this policy for MT24</li> <li>• Plans will be informed by the planned survey (see below), which has questions related to substance abuse (Q7)</li> </ul>
Mandatory training for tutors and porters to receive unconscious bias, sexual harassment and anti-discrimination training	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>• Most Colleges have unconscious bias, sexual harassment, anti-discrimination training</li> <li>• Colleges do not have detailed enough information about the <i>type</i> of staff being trained (e.g. whether they are porters or teaching staff), which it makes it difficult to assess the success of training</li> <li>• No power to make training mandatory (Q8)</li> </ul>
Conduct an 'Oxford Speaks Out Survey' to collect data on the prevalence of sexual violence to inform policy	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>• Sexual violence survey replaced with broader welfare survey</li> <li>• Survey has been drafted and is waiting for approval for HT24</li> </ul>

	<ul style="list-style-type: none"> <li>Welfare survey will ask questions on, <i>inter alia</i>, identity, mental health, sexual violence, substance use, and wellbeing services (Q9)</li> </ul>
<p>Disciplinary procedure reform to report harassment, racism or sexual violence (moving to a 'balance of probabilities system' to support survivors)</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>New policy on disciplinary procedure has been drafted but not yet in force</li> <li>Policy will use the “balance of probabilities” standard</li> <li>Policy will remove requirements for mandatory reports to the police</li> <li>Policy will mandate use of external investigators</li> <li>Policy will be trauma-focused and use less “legalese”</li> <li>Policy text removes references to vexatious reports which acts as a deterrent to reporting, although the vexatious reports policy is still in force (Q10)</li> </ul>
<p>Publish league tables for College adoptions of anti-sexual harassment policy</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>Will be compiled once the welfare survey is completed (see above)</li> <li>Every College will be individually contacted to get a precise picture on their anti-sexual harassment policy (Q11)</li> </ul>
<p>Empowered activism – participate Oxford in the global 16 days against gender-based violence campaign in November</p>	<p><b>Not completed (plan for next year)</b></p> <p>Considering giving assistance to successor to implement this for next year. (Q12)</p>
<p>Lobby colleges and city centre club venues to adopt ‘Ask Angela’ for those feeling endangered</p>	<p><b>Completed</b></p> <ul style="list-style-type: none"> <li>Almost all Colleges have adopted “Ask Angela”, with the focus now being on revamping it where necessary</li> <li>Meetings with local police to work closely with clubs and other</li> </ul>



	<p>facilities</p> <ul style="list-style-type: none"> <li>● Focus is now on better advertising “Ask Angela” for venues (Q13)</li> </ul>
College level revamp – guarantee Safe Lodge Policy across all colleges	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Nearly all Colleges have adopted the Safe Lodge Policy - with those that have not being unable to due to a lack of night porters</li> <li>● Focus is now on better advertising the Safe Lodge Policy (Q14)</li> </ul>
Better learning – make lecture recording available across all departments	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Most departments already have a policy for lecture recording</li> <li>● Will need to double check which departments do not have such a policy (Q15)</li> </ul>
Mandatory sexual consent and implicit bias workshops (in JCR and MCRs)	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● All JCRs and MCRs, to her knowledge, use SU services for sexual consent training</li> <li>● An e-consent online training program has been created and publicised</li> <li>● The University believes it is not possible to make this training mandatory, but nevertheless steps are taken to heavily encourage it (Q16)</li> </ul>
Empower individuals – start a ‘Hate Crime Champions’ initiative	<p><b>Partially completed</b></p> <p>Will be done based on responses to the welfare survey (see above). (Q17)</p>
Time Sensitive Intervention posters spread around Oxford	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Colleges often have posters in their JCRs, particularly in women’s toilets</li> <li>● Will push for improvements (e.g. repositioning of posters) in Gender RepComs (Q18)</li> </ul>

<p>Kickstart ‘drug talks’ across colleges in freshers week - on safe dosages and purity testing kits, to reduce drug harm</p>	<p><b>Not completed (plans for next year)</b></p> <ul style="list-style-type: none"> <li>● Difficulties due to legal issues (see above)</li> <li>● Desire for it to be done next year by successor (Q19)</li> </ul>
<p>Lobby for reading week - 9 week term</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Plan to host a referendum on reading week</li> <li>● Survey responses will hopefully give enough data to justify holding a referendum on the issue (Q9, 20)</li> </ul>
<p>Reform mental health support – campaign for a counsellor in each college, for immediate professional support</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Helped draft the “common approach” for the University to streamline its mental health provision</li> <li>● At the College level, Colleges are utilising central University counsellors instead of their own private ones (Q21)</li> </ul>
<p>Combatting social isolation - postgrads can be better integrated into Oxford (encourage postgraduate officer in societies)</p>	<p><b>Partially completed</b></p> <ul style="list-style-type: none"> <li>● Plans to do this after the welfare survey (see above) which includes questions on whether one is a postgraduate student</li> <li>● Will audit bigger societies in TT24 to see whether they have PG Officers, and where desired by postgraduate students, will talk to them about this (Q22)</li> </ul>
<p>Improved involvement – physical and online morning drop-ins with your VP Welfare</p>	<p><b>Completed</b></p> <p>Welfare Wednesdays was started during MT23 and will continue for HT24. (Q23)</p>

Due to technical difficulties on our end, the following manifesto points – which we intend to follow up on in our next report – were not discussed in our meeting:

- Organise a ‘What were you wearing exhibition’ for IHH’s 10 year anniversary to empower survivors of sexual violence
- More transparency – more signposting of hardship funds, disability allowance and exam access arrangements
- Mental health first aid workshops in freshers

## Council mandates

Council mandate	Comment
Mandate all SU sabbatical officers and the SU as a whole to publicly support any protests called against the invitations of Ben Shapiro, Katie Hopkins and Charlie Kirk, including but not limited to the sharing of the details of any such planned protests which the SU or its sabbatical officers are informed of, within one working day of being informed of such protest.	<b>Completed</b>  (Q24)
Form the Campaign Welfare Committee, chaired by the VP for Welfare and composed of a ‘Campaign Welfare Delegate’ from each campaign to preside over this process.	<b>Partially completed</b>  Plans to work on this for HT24. (Q25)
Mandate the VP Welfare to help the LGBTQ+ Campaign set up a central SU Gender Expression Fund of at least £400 per academic year to reimburse students for items that aid in their gender expression, including but not limited to binders, packers and breastforms.	<b>Partially completed</b>  Plans to work with Kennedy, VP Liberation and Equality, on this for HT24. (Q26)

## Other projects

- Conducted extensive welfare training sessions for common room presidents, welfare reps, and the Oxford Union (Q27)

- Held a meeting, prior to the Ben Shapiro motion, alongside Jenni, VP UG Education and Access, with the Oxford Union to discuss policies on sexual harassment, access, and diversity among others (Q24)
- Advertised the Neurodiversity Network with the Gender RepComs (Q28)
- Working on redrafting guidance in dealing with student suicides, including commissioning incident-specific reviews and collecting data for informed policymaking in this area (Q29)

### Additional comments

N/A

# Appendices

## Appendix A – Manifestos

### Appendix A1 – Mia Clement, VP Activities and Community

<https://www.oxfordsu.org/elections/manifesto/14893/>

## VOTE FOR MIA VP ACTIVITIES & COMMUNITY

### Hi! I'm Mia (She/They)

I'm running for VP Activities and Community because I am:

- Experienced in student representative roles (including President of the Oxford Climate Society; Environment and Ethics Representative for Christ Church; Student Ambassador for School of Geography and the Environment).
- Dedicated to a proactive approach to change having collaborated with the Environmental Sustainability Team and having drafted Christ Church's Environmental and Sustainability Plan.
- Excited to get cracking on biodiversity restoration and providing safe shared spaces for students and Oxford residents.



Mia, wearing their glasses, pictured outside the Radcliffe Camera wearing a yellow turtleneck and trench coat.

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### Objectives

Climate education...

- Provide an accessible climate change and biodiversity online course for all students.
- Collaborate with departments for accessible curriculums that address Oxford's growing research on environmental issues.
- Work with Teach the Future, Conservation Optimism and Force of Nature to improve access to information on the climate emergency and ecological crisis and the online course.
- Expand the Sustainability Hub to include non-university environmental charity groups and ways to get involved.

Points on plants...

- Diversifying college green spaces using the Oxford Partnership for Operationalising the Conservation Hierarchy data summary on the University's approach to biodiversity management.
- Work with college gardeners and staff to support Earthwatch Europe's Tiny Forest project.
- Collaborate with the Nature Positive University Initiative to start a University and College wide nature positive journey, incorporating a biodiversity baseline, targets, actions and annual reporting.
- Support University's path to biodiversity net gain as proposed by Bull et al. 2022 (reference below).

Community action...

- Work with Town Council, local charities and the University to support existing and future community-led projects.
- Bring back the Oxford Climate Forum where both university and non-university affiliated groups can voice their opinions on current Oxford climate action and research.
- Create an accessible and friendly seminar series with leading academics across departments to share Oxford's research outside of the University itself.
- Collaborate with MakeSpace Oxford to encourage accessible safe and creative spaces.

Campaigning...

- Work with student environmental societies to inform students the importance of institutional decarbonisation alongside individual behaviour changes. This would involve supporting the Decarbonise Oxford campaign and Oxford Climate Justice campaign.
- The Tale of Two Cities: educate students on the inequality between the University and Town through (at least) one workshop per term led by pro-active individuals on how students can support action against deprivation, poverty, homelessness and other social crises.

### About me

I'm a third-year geography student, passionate about environmental protection and restoration, with a soft spot for vegan chocolate.

I've dabbled in student journalism as Managing Director of the Oxford Blue, joined Oxford Climate Justice Campaign on climate demonstrations as a climate activist, as well as having worked with Oxford Net Zero on sensitive intervention points for academic institutions.

@miaforvpac





VOTING CLOSSES 9th FEB

Reference: Bull, J.W., Taylor, J., Biggs, E., Grub, H.M., Yearley, T., Waters, H. and Milner-Gulland, E.J., 2022. Analyzing the biodiversity footprint of the University of Oxford. *Nature*, 604(7906), pp. 430-434.



## Appendix A2 – Kennedy Aliu, VP Liberation and Equality

<https://www.oxfordsu.org/elections/manifesto/14897/>

**KENNEDY for Oxford SU VP of Liberation and Equality**

**EMPOWER**  
by strengthening anti-discrimination campaigns pertaining to racial discrimination, antisemitism, islamophobia, transphobia, and homophobia

**EDUCATE**  
the Oxford community to expand its status as a Refugee sanctuary, and lobby the school to increase safety measures for displaced students

**ENGAGE**  
with university resources to create and expand equitable access to work, academic and internship and scholarship opportunities for students

**My Experience....**

**Social Representative**, MSc Refugee and Forced Migration Studies  
**Welfare Officer**, Black Student Union, Green Templeton College  
**President**, Nigerian Student Association of Ottawa, Canada  
**President**, Institute of African Studies, Carleton University

## Appendix A3 – Nick Harris, VP PG Education and Access

<https://www.oxfordsu.org/elections/manifesto/14902/>

# Nick Harris

**for Vice-President Postgraduate  
Education and Access**

### **My Pledge: The Creation of a Graduate Student Union**

Graduate students are underrepresented within the decision-making bodies of Oxford University and it's time for change. Upon successful election, I pledge to create and build the Oxford Graduate Student Union.

### **EDI-Focused Leadership**

Equity, diversity, and inclusion (EDI) are principles that should be at the foundation of any community. Working in consultation with the graduate student groups, the principles of EDI will guide my advocacy in committee spaces to ensure equitable, diverse and inclusive outcomes.

As a student with a non-visual disability, I hope to bring lived experience to advocating for postgraduate students at Oxford. Through previous experience leading other student unions, I have been trained in active-listening, survivor-centred and trauma-informed approaches to student support.

Visit my campaign  
on Instagram:  
**@nickharrisofficial**



**"Think big,  
Then think bigger."**

### **About Me:**

My name is Nick Harris (He/Him) and I am an International Relations student at New College passionate about amplifying your voice. I am a shameless idealist and believe that "big ideas" can change the world. I firmly believe that a graduate student union is the change needed to restore legitimacy in Oxford student politics

### **Experienced Leadership**

- **MPhil Course Representative**  
International Relations  
2022-2023
- **President, University of King's College Student Union**  
2021-2022
- **Vice-President, University of King's College Student Union**  
2019-2022




## Appendix A4 – Jenni Lynam, VP UG Education and Access

<https://www.oxfordsu.org/elections/manifesto/14910/>

# JENNI LYNAM

**Promoting Transparency, Remediating Academic Inequality & Centralising Access**



**FOR VP ACCESS AND ACADEMIC AFFAIRS**

**Experience**  
Class Act Co-Chair  
Class Act working class Officer

Exeter Class Officer  
Outreach Ambassador for Exeter College  
Editor for Working Class Section of The Oxford Blue HT22

**Hello! I'm Jenni, a third year English student at Exeter and I am running to be your VP for Access and Academic Affairs to continue working to improve the academic and social experience of Oxford for students like me. As a first generation, low-income, Crankstart Scholar who benefitted from the Liverpool to Oxford Labour access scheme, I understand the importance of access support in initially getting an offer for Oxford.**

**However, from working on access issues on both a college and university-wide basis, it is clear that access support is stunted following admission and students are let down. The socio-economic inequalities that affect students are not diminished upon acceptance to the university and the access support that is in place during university should reflect this.**

**Improving Access at Oxford is not just about lobbying for policy change to improve admission statistics and attainment gaps, it is about ensuring that students feel like they belong here and most importantly that they can thrive.**

**Voting begins 6th February!**

**Improving Support Beyond Admission**

- Ensuring that first-year students from underprivileged socio-economic backgrounds receive sufficient support in adapting to Oxford
- Creating a university-wide Bridging-Programme that is open to all state-school students to provide academic support and reduce the attainment gap
- Rolling out mandatory class awareness workshops for students and provide advice to tutors on how best to level the academic playing field in order to promote a university-wide class conversation and
- Running an access-specific fresher's fair to allow societies to improve the diversity of their membership
- Working with the careers-service to promote events for access students to improve employability (it's hard out there!)

**Promoting Academic and Access Transparency**

- Gather information on college bursaries, hardship funds, academic rights, and suspended students policies to create a comprehensive report to understand which colleges are carrying out their responsibilities and which are letting students down
- Investigating how colleges are responding to the cost-of-living crisis and ensuring that sufficient financial support is in place to assist students

**Access beyond Academia**

- Creating an 'Access Approval' stamp that university societies and sports can attain if they adopt initiatives to improve access and promote diversity amongst membership so that all students feel welcome and have a fair shot at joining
- Mandating access ball ticket across all college to bypass financial issues that stop students from attending

**Targeted Access Policies**

**Access for LGBTQ+ Students**

- Creating a centralised gender expression fund that students can access through the SU to bypass college inequalities and discrepancies
- Creating gender neutral and unisex toilets in Exam Schools to make students feel more comfortable during in-person exams

**Access for women**

- Working with The Oxford Period to ensure that menstrual products are free in all College JCRs

**Access for Care Leavers and Estranged Students**

- Creating a comprehensive report on the inequalities that care leavers and estranged students experience across colleges



## Appendix A5 – Rosalie Chapman, VP Welfare

<https://www.oxfordsu.org/elections/manifesto/14914/>

# ROSALIE CHAPMAN

## FOR SU VP WELFARE



ID: ROSALIE  
SMILING TO  
THE SIDE,  
WITH LONG  
BLONDE HAIR  
AND WEARING  
A PINK DRESS

I am **Rosalie Chapman** (She/Her), a second year Human Sciences student at Hertford. I come from a state-comprehensive school and am first generation. I want to ensure every student has access to an education **free from sexual violence**, abuse or poor mental health. I plan to incorporate extensive welfare plans across JCRs, liberation campaigns and Oxford student societies, that are adaptive, **intersectional** and engaging.

### WHY ME?

#### Experience

- Welfare Officer/Secretary for OxSID
- Vice President of 93% Club
- Class Act Officer
- Outreach Ambassador (Hertford)

#### Commitment to Community

- Peer mentor trained
- Volunteer Vaccinator (NHS)
- St John Ambulance First Aid Trained
- Volunteer for asylum seekers

### REFORM & PROTEST

- Ensure all colleges do **not use NDAs**
- Expand **gender neutral toilets** (across colleges and uni-wide)
- Promote the election of a **welfare officer** in every SU member club
- Lobby for **more Black, LGBTQ+, female counsellors**
- Fight period poverty** - make sure all colleges provide free (and anonymous access to) sanitary products
- Increase funding for neurodiversity assessment** and diagnosis
- Ensure **drug awareness safety** - free drug testing kits available to students
- Mandatory training for tutors** and porters to receive unconscious bias, sexual harassment and anti-discrimination training

### SEXUAL VIOLENCE

- Conduct an **'Oxford Speaks Out Survey'** to collect data on the prevalence of sexual violence to inform policy
- Disciplinary procedure reform** to report harassment, racism or sexual violence (moving to a 'balance of probabilities system' to support survivors)
- Publish league tables for **College adoptions** of anti-sexual harassment policy
- Empowered activism** - participate Oxford in the global 16 days against gender-based violence campaign in November
- Lobby colleges and city centre club venues to adopt 'Ask Angela'** for those feelings endangered
- College level revamp** - guarantee **Safe Lodge Policy** across all colleges
- Organise a **'What were you wearing exhibition'** for IHH's 10 year anniversary to **empower survivors** of sexual violence

### EDUCATION

- Better learning** - make lecture recording available across all departments
- Mandatory sexual consent** and implicit bias **workshops** (in JCR and MCRs)
- Empower individuals - start a **'Hate Crime Champions'** initiate
- Time Sensitive Intervention posts** spread around Oxford
- More transparency - **more signposting** of hardship funds, disability allowance and exam access arrangements
- Kickstart **'drug talks'** across colleges in **freshers week** - on safe dosages and purity testing kits, to reduce drug harm

### MENTAL HEALTH

- Lobby for **reading week** - 9 week term
- Reform mental health support** - campaign for a counsellor in each college, for immediate professional support
- Mental health first aid **workshops** in freshers
- Combatting social isolation** - postgrads can be better integrated into Oxford (encourage postgraduate officer in societies)
- Improved involvement** - physical and online morning drop-ins with your VP Welfare

Rosalie Chapman

rosalieechapman

rosalie.chapman@hertford.ox.ac.uk

## Appendix B – Council mandates

As provided by Daisy O'Connor, Democracy and Community Manager for the Oxford SU:

Policy For An Intercollegiate and Interdepartmental Campaign to Keep Campsfield Closed	MT W3 Council	Mia & Kennedy
LGBTQ+ and Trans-Inclusive Sports	MT W3 Council	Mia
Creation of an Environmental Affairs Campaign for Social and Environmental Justice	MT W3 Council	Mia
Clarity on the Rules of Council	MT W3 Council	Danial
Free Speech and the Oxford Union	MT W7 Council	All Sabbs
Creation of a Campaign Welfare Committee	MT W7 Council	Rosalie
Minimum Service Levels Act (Opposition to)	MT W7 Council	Danial, Jenni, Nick
Motion for non-punishment for non-violent activism	MT W7 Council	Mia
Centralised Gender Expression Fund Mandate	MT W7 Council	Rosalie, Kennedy
Creation of a Refugee Rights Campaign	MT W7 Council	Kennedy

## Appendix C – Minutes of meetings

### Appendix C1 – Mia Clement, VP Activities and Community

**Date and time:** Wednesday 17th January 2024, 11:00 - 11:30

**Location:** Microsoft Teams

**Participants:**

- Mia Clement (VP Activities and Community), and
- Daniel Leung (Scrutiny Committee)

**Minutes:**

	Question	Comment
Manifesto points		
1	Accessible Climate Change and Biodiversity online course	<p>Yes - I've started off that by creating a climate library on the Oxford website and created a reading list. It's not necessarily a course at the moment - but the resources to make a course.</p> <p>It is currently in the works - I'm currently thinking of which platform to use - e.g. Coursera, YouTube. I am waiting to hear back from a couple of lecturers.</p> <p>I am also assisting with the Vice Chancellor's colloquium on this.</p>
2	Collaborate with departments for an accessible curriculum that addresses Oxford's growing research on environmental issues.	<p>Working with the Environmentally Sustainable Teams Curriculum Lead to create a baseline for degrees on sustainability.</p> <p>Baseline not done yet, but in the works.</p> <p>In the meantime, I'm listening to experts, trawling through Canvas pages, and doing other admin.</p>
3	Work with Teach the Future, Conservation Optimism, and Force of Nature to improve access	<p>Been in contact with the organisations who helped put together the climate library. Hopefully they will be part of the lectures for the online course too. They're all in the loop.</p>

	to information	
4	Diversifying Green College Spaces	<p>Yeah - that one is really fun. I've done that by creating an Oxford gardening collective - academics are part of that hierarchy group along with some College gardeners and some involved students. We met once last term and we will meet once this term.</p> <p>I've not done it hands on but I've got people together.</p>
5	Expand the Sustainability Hub to include non-university environmental charity groups	Haven't updated the hub yet. I have a list of charities I want to put there but haven't put it on the website yet. Something I got to do.
6	Work with college gardeners to support Earthwatch Europe's Tiny Forest Project	Brought up in the collective and Oxford University College Gardener's Association.
7	Collaborate with Nature Positive University Initiative to start a University and College wide nature positive journey	Linked to the last one. Put together a project on iNaturalist - an app.
8	Support University's path to biodiversity net gain- Bull et al. 2022	Part of the Biodiversity Subgroup for the University. That's how I made sure I kept up to date. It's just going to that Committee meeting.
9	Work with town council, local charities, and the university to support community led projects	<p>I've done that through meeting Diana Fawcett who is part of the City Council and we've had regular meetings to keep students up-to-date.</p> <p>In sum, I've put a subsection in the City newsletter about student affairs.</p>
10	Revival of Oxford Climate Forum	<p>I've changed the name of it (because it was too formal) to the Oxford Climate Assembly. It will happen this term - tentatively on the 22nd Feb.</p> <p>I changed the name to try and engage other people - "forum" may dissuade people.</p> <p>Hopefully it will attract students, residents, and staff and ideally it will happen at the Town Hall. I</p>

		am currently waiting for emails before I can start this.
11	Accessible and friendly seminar series with leading academics to share Oxford research beyond the University	<p>I started the Inside Oxford research series - 1 event each term.</p> <p>Last term it was a Chemistry professor talking about batteries that are trying to simulate an eel's charge. I've started on it and it went really well. It was very fun and there was pizza and stuff. There were residents as well as students who don't do chemistry.</p>
12	Collaborate with MakeSpace Oxford to create safe and accessible spaces	I've reached out to them at the start of this role and they said they are short in staff and can't collaborate at the moment. I've collaborated with the Old Fire Station instead.
13	Work with student environmental societies to inform students about the importance of institutional decarbonisation-supporting the Decarbonise Oxford Campaign and Oxford Climate Justice Campaign	Yeah - that's been all good. Attended meetings which are every Tuesday and Wednesday during term time. Has been going very well. Proposed one big meeting instead of multiple separate meetings - but multiple separate meetings continue for now.
14	Tale of Two Cities-workshops about inequality between the university and town	<p>I did that series last term. I did an event on homelessness where I got local charities involved to give talks. Another event looked at education disparity such as how some secondary students in Oxford have low GCSE attainment grades. Both events went really well.</p> <p>50 or so people went overall so it was a good turnout.</p> <p>I'm not sure I will do it again this term - I think it went well last term because there were a lot of Freshers. I may put some things in Trinity term.</p>
Council mandates		
15	Work with environmental sustainability team to improve governance on ethical investment and climate divestment, in particular changes to	<p>Yes - basically. I went to the sub-committee and said the paper went through the Student Council and said that there needs to be changes to the governance structure.</p> <p>The chair of the sub-committee and the</p>

	Ethical Investment Representative Review Sub-committee	sustainability person on that sub-committee did not reply to my emails, so I will send a chaser email and I will attend a meeting in 2 weeks time.
16	Collaborate with colleges to manage environmental and ethical investment efforts	As part of that, I worked with SOS UK (Students Organising for Sustainability) to train environment and ethics reps at the different Colleges to make sure their Colleges are divesting and to ensure ethical investment. Offer put out that if they want a meeting with me, they can do so.
17	Implement LGBTQ+ and trans-inclusive policy for sports, bringing it to Sports Strategic Sub-Committee	I brought that to the Sports Sub-Committee and it has been approved. I have formed the working group for LGBTQ+ inclusivity. I am working on the terms of reference and fleshing it out. I have contacted some of the national sports organisations that have an Equality Officer.
18	Collaborate with University and College clubs to support trans student in sports across Oxford	I have put a call to Sports and LGBTQ+ reps in Colleges, along with any athletes, on learning more about trans inclusive policies in sports and their implementation. I have had some take up on that last term, but I hope that I will get more this term.
19	VP Activities & Community be mandated to work not only on non-BUCS club policy but in addition work with BUCS to improve its current trans-inclusive policy.	BUCS (British University Clubs for Sport) are national organisations. I have put together a document on what can be improved on their current policy including recommendations.
20	Publicly support any protests called against the invitations of Ben Shapiro, Katie Hopkins and Charlie Kirk, including but not limited to the sharing of the details of any such planned protests which the SU or its sabbatical officers are informed of, within one working day of being informed of such protest.	Sabbatical Officers attended the protests and shared the posts on social media.
21	Open up dialogue with the	I took it up to the Rules Committee and the

	Proctors Office and Rules committee on alleviating and making transparent the punishment for engaging in non-violent direct action as a student.	Proctors Office and they approved a draft policy and right now I am just waiting for them to publish it.
22	Consistently communicate with justice and social issue activists on the matter of non-violent direct action and University procedure.	Yep - again I've been attending with groups that are involved in this including Just Stop Oil and the October Club (sub-part of the Socialist Movement Appeal, but specifically for students).
23	Collaborate with the University on educating the Oxford community about the principles of non-violent activism, its historical significance, and its importance in the context of inclusivity, liberation, justice and equality.	Yep - I've put together a workshop in Michaelmas on this with the University. We ran through some basic tenets, including keeping safe as an activist.
Other projects		
24	I put together a really fun garden guide for students for what gardens in specific Colleges they can visit and I published it on the SU website.	
Additional comments		
25	I've just been attending the usual committees. I think I've kept stuff uploaded on my Instagram in order to keep track of everything. I like to be transparent that way and that I'm doing stuff!	

## Appendix C2 – Kennedy Aliu, VP Liberation and Equality

**Date and time:** Thursday 18th January 2024, 13:00 - 13:40

**Location:** Microsoft Teams

**Participants:**

- Kennedy Aliu (VP Liberation and Equality),
- Daniel Leung (Scrutiny Committee), and
- Oluwaseun Sowunmi (Scrutiny Committee)

**Minutes:**

	Question	Comment
Manifesto points		
1	Survivor-centric and intersectional approaches to Sexual and Gendered violence on campus.	<p>I've been in touch with Sexual Awareness (Cathy) and we have had robust discussions on how to make a survivor-centric policy. There are Campaigns that are focused on this and they are doing great work on that.</p> <p>We are telling Cathy to look at the campaigns on what we're doing and looking into a collaborative approach between them.</p> <p>My role in that is to ensure ongoing discussions especially on how sexual violence pertains to race and it stops there. I will defer to the professionals.</p> <p>We know they are thinking about this and they are getting to work.</p>
2	Require student organization to put in place peer-to-peer sexual violence and support training	<p>This pertains to the first point - we're reaching out to Colleges to put this in place.</p> <p>Rosalie is also doing work on that and I will put it to her.</p>
3	Amplifying the research of women and queer persons on Sexual and Gendered based violence.	<p>There is still a lot of work to do on that.</p> <p>Queer research and women's voice - WomCam has been awesome on that. I'm not a woman and so putting it to people with lived</p>



		<p>experiences is much more ... My role is just to listen.</p> <p>In May, there will be a queer African artist who will talk about their experiences. We want to amplify non-white queer voices because right now queer spaces in Oxford are quite white-centric. We need to hear more from the global south.</p>
4	Raise awareness for violence against 2SLGBTQ+ Students on Oxford campus	Same as above.
5	Strengthening anti-discrimination campaigns pertaining to Racial discrimination, Antisemitism, Islamophobia, Transphobia, homophobia and biphobia.	<p>Those have been done in terms of the EDI forms and committee meetings.</p> <p>We have done a good job on that. The teams have been willing to look at EDI in a more intellectual and intersectional lens. We have, for instance, included more trans voices and race conscious experiences in EDI.</p> <p>We are also looking at disparities of awarding gaps between Black and Asian students for instance.</p> <p>I've spoken with some other people to create an anti-racist campaign that is centred on different Colleges, taking into account freedom of speech as well.</p>
6	Work with JCR and MCR on strengthening, improving and committing to the University Environmental Sustainability Strategy.	This has been done.
7	Advocate for an intersectional approach to environmental sustainability.	<p>Perfect - with that, my angle was through refugees. When we're thinking of environmentalism, we don't think of refugees as being affected by it. We need to include people that are affected by what is going on - we need to think about human sustainability.</p> <p>My refugee campaign creation is ongoing. It isn't so much centred on climate change, or greenhouse gases, or biodiversity - but seeing</p>

		<p>how all of that has a human focus. Refugees and displaced people are part of this narrative.</p>
<p>8</p>	<p>Lobby the school and campus colleges to put in place safety measures for students with lived experiences of displacement.</p>	<p>I've passed a motion to the Council to create the refugee campaign. While I was looking at the EDI, I knew there was space for underrepresented minorities in terms of race, women, survivors, and queer experiences. You can't talk about refugees without women refugees, environmental justice, racial justice, survivorship - all of this is interconnected. This motion was to ensure a campaign would engage in human discussions and one that would be run by students. It would be a campaign that would deal with all students.</p> <p>Displaced student experiences are not merely displaced - it's gendered, it's racial, it's geographical.</p> <p>The refugee campaign therefore fills in the gap of our intersectional campaigns in Oxford. I've spoken to 22 Colleges including MCRs and JCRs. I want those MCRs and JCRs to become Colleges of sanctuary - where refugees are welcome. Not just in terms of scholarship - but also welfare.</p> <p>You can't discuss displacement welfare without the other types of welfare (e.g. racial, gendered).</p> <p>I'm telling the MCRs and JCRs that this is my legacy. People don't want to talk about refugees because there is a stigma against them. By convincing them to turn their MCRs and JCRs into sanctuaries, we are opening conversations. We are making them vocal about experiences and diversity.</p> <p>I am still talking to them. I don't think the work will be done in my year - I only have 9 months? I hope that my successor will continue my work.</p> <p>The Sanctuary Committee in Oxford and other institutions play an important role too - and we want them to work with our people. Charities like Asylum Welcome, etc. also play a role. The Campaign will work side-by-side with all of</p>

		<p>them.</p> <p>The University has created a refugee academic scholarship. I will speak tomorrow to them about our campaign, as well as the steps forward in how this scholarship will work in practice. Who is eligible? How much support is given?</p> <p>The refugee struggle is going to be very important - from Gaza to Tigray. How do we advocate for these students? We can't make these decisions without looking at displacement - this is where all of the linked struggles come in - environmental, racial, gendered, etc.</p> <p>Our refugee campaign will tie all of these initiatives together and they will look at these issues critically.</p>
9	Work with the Oxford Refugee Led Research Hub in highlighting and mobilizing refugee stories.	We already did that. Check!
10	More scholarships for international students from regions of the world with history of marginalization and colonial plunder.	<p>Getting scholarships is incredibly hard, especially for international students. [It has become increasingly apparent that the university's current welfare and educational support mechanisms are more robustly structured for undergraduate students, which inadvertently suggests a disparity in the level of attention afforded to postgraduate students. It is in the spirit of continuous improvement and commitment to academic excellence for all that a reevaluation of the support systems in place, ensuring they are equitable and conducive to the success of our postgraduate community.]<sup>2</sup></p> <p>The University often asks: how do you give scholarships to poor students in LA vs Libya. How do we assess wealth gap between these countries and places?</p> <p>Advocating for this is very hard and this is a struggle. You have to be creative.</p> <p>The refugee campaign is going to be the angle I am doing this. Most refugees are international</p>

<sup>2</sup> Revision submitted by Kennedy on 29.01.2024.

		<p>students. I'm going to ask Oxford to look at the refugee camps - not just here in Calais, but elsewhere too.</p> <p>Oxford has a refugee research lab in Nairobi, Kenya - with a camp with millions of refugees. Oxford regularly does research there. You can't just go to these camps to do research - you have to give them scholarships to come here.</p> <p>You can't tell me that's possible because you did that for Ukraine! It's possible to find the funding! We need to do the same thing we did for the Ukraine scholarship for refugees. Look at the camps and give them money. Look at Gaza - why is there no Palestine scholarship? That is what I am pushing for.</p> <p>I hope my successor continues this work and advocacy.</p> <p>I was talking to Tim and all we need is more top level discussion. We're still thinking about this and we will continue to push for this.</p>
11	<p>Access to educational resources and job opportunities for low-income and BAME students.</p>	<p>So far so good.</p> <p>I know the Centre for Learning has created the EDI internship and I have been promoting this on my Instagram. We can get more research opportunities. I know the SU has also played a role in giving these job opportunities too.</p> <p>I haven't done a lot of stuff on this yet but I will definitely think about it.</p> <p>We're thinking of, for instance, an honorarium for people who participate in the Campaigns.</p> <p>My priority is on the refugee campaign.</p>
<p>Council mandates</p>		
12	<p>Mandate all SU sabbatical officers and the SU as a whole to publicly support any protests called against the invitations of Ben Shapiro, Katie Hopkins and Charlie Kirk, including</p>	<p>We did go to a planned protest but there was no protest in the end. We tried our best.</p>

	but not limited to the sharing of the details of any such planned protests which the SU or its sabbatical officers are informed of, within one working day of being informed of such protest.	
13	Mandate the VP Liberation and Equality to help the LGBTQ+ Campaign set up a central SU Gender Expression Fund of at least £400 per academic year to reimburse students for items that aid in their gender expression, including but not limited to binders, packers and breast forms.	[A date had been established for a meeting; however, due to a lack of response from the campaign, the meeting did not proceed as initially planned. This was not a matter of non-attendance, but rather a need for rescheduling. I am committed to attending the meeting once it is reorganised and remain eager to contribute to the discussion on this important initiative.] <sup>3</sup>
Other projects		
14	<ul style="list-style-type: none"> <li>● I'm still working on the Refugee Campaign</li> <li>● Transforming JCRs and MCRs into sanctuaries</li> <li>● Working on the scholarship. Working with the team to create free speech and anti-racism training and making it stronger</li> <li>● We started the EDI tour - something I started with Tim - where we go to different Colleges (e.g. All Souls, St Peter's) and museums <ul style="list-style-type: none"> <li>○ We are looking at how equality, diversity, and inclusion; their narratives; and how Oxford fits into those narratives</li> <li>○ We're also looking at how decolonising Oxford looks like, e.g. statutes, especially when considering EDI</li> </ul> </li> <li>● Our goal is to make EDI an ongoing conversation</li> <li>● On Africa day, we are thinking of inviting a speaker to talk about Gambia</li> </ul>	
Additional comments		
15	<p>Doing this job, these are big and grand ideas. It is awesome to be idealistic. But they're not going to be done in a year. We should not see it from the perspective of "we did this, we did that". Our big issue is to preserve institutional memory and not reinvent the wheel - we need to make the wheel continuous. That is what is important right now.</p> <p>Anyways, our job is to keep EDI relevant. We will need to bring people into the conversation and to leave this work to my successor.</p>	

<sup>3</sup> Factual correction submitted by Kennedy on 29.01.2024.

16	We have done work - but we also need people to care! For instance, we talked to the head of the Refugee Commission in Australia - he cared a lot about EDI and equality - and not just in a way that is calling out people. He made EDI his work - and I have been inspired into bringing that into my own work.
17	We're also thinking of having EDI drinks at Worcester.
18	I'm excited for my successor. I am very tired but the work is good!

## Appendix C3 – Nick Harris, VP PG Education and Access

**Date and time:** Friday 19th January 2024, 12:30 - 13:00

**Location:** Microsoft Teams

**Participants:**

- Nick Harris (VP PG Education and Access), and
- Oluwaseun Sowunmi (Scrutiny Committee)

**Minutes:**

	Question	Comment
Manifesto points		
1	Creation of a Graduate Student Union	Spent summer to see if this was valuable- convo with CEO- the SU is in a transitional phase- creation of student life committee and this has a sub committee- the student union working group responsible for putting forward recommendations- external review with the working group to put forward- ideas like assessing financial , change sabbatical structure to have equal split of grad and undergrad students especially since the uni has over 50% of grads- we won't have one by the time is done but there real changes for grads and seeds are being planted- and there will be mandates and recommendations for changes to get more grad representation in student politics. Across the board in uni committees and divisional level there has been less grad representation but through successful lobbying- we have doubled post grad representation- the roles have been split into PGR and PGT so more representation.
2	EDI focused leadership	Recognising my own position as a queer disabled person and I can feel comfortable advocating, but there are also places where i'm not the best person - used to sit on committees for race and ethnicity scholarships and working with Kenndey we changed up the rules so that we would represent people that they have the

		lived experience- recognising his position when in certain spaces.
3	Consultation of graduate student groups	Surveys- but people have survey fatigue but not, face to face event- DPhil Drinks night - 250 attendees- talking about issues, Hilary Happy Hour- 60 postgrads attended, national data survey- NSS, university survey- collating that data rather than using his own as it saves students time, Conversations with MCR's they don't like surveys so a diff route needed, Graduate students consultative group- 15 students selected for diversity- diff races, gender, from around the world- paid by SU to do consultation and they have funding for this to continue for the next sabb.
Council mandates		
4	Mandate all SU sabbatical officers and the SU as a whole to publicly support any protests called against the invitations of Ben Shapiro, Katie Hopkins and Charlie Kirk, including but not limited to the sharing of the details of any such planned protests which the SU or its sabbatical officers are informed of, within one working day of being informed of such protest.	Drafted the statement for the SU and edited it with Mia , all sabbs went to the planned protest for Katie Hopkins- the motion proposer did not show up and the protest was not happening. But it's important that as sabbs these aren't just people's passion projects and we take action but this could be an issue as students did not attend. We need to ask is that a good use of our resources and time especially when it is cold outside- what does mandating a sabb look like and what are the limitations on it- needs to be discussed in council.
5	Mandate the SU VP Graduate Education & Access to lobby the University to publicly commit to not giving work notices to any trade union under any circumstance	Drafted a statement with Jenni posted on all SU channels- professionalised the language. Jenni and I are thinking of taking it to the Planning Resources and Allocation committee but neither sit on it, but the president sits on this- figuring out how to go to this group- the mandate should be broadened to other officers to make sure we can go to the right spaces.
6	That the SU, and the VP Postgraduate Education and Access should proactively work with JCRs and MCRs to lobby Colleges to make the	Not as much as I'd like- making sure the committee meetings I have are in the SU which is an accessible building with gender neutral toilets. Can be raised in the graduate student committee which has the grad senior tutor of every college its a conference of college



	<p>changes outlined in (d), including but not limited to the creation and distribution of example motions</p>	<p>committee- it will be called later in the term. Work with MCR's but dont have connections with every single college to be able to get this done. But this is something very important and accessibility always comes first.</p>
<p>Other projects</p>		
<p>7</p>	<p>Working over summer on grad accommodation as many get college spots but not college- centralised office- called Graduate Accomodation Board- Cambridge has something similar- students email every college to try get a space to live in another college- so it would aggregate all the spaces that are available- colleges with high vacancy can allocate these spaces to graduates- going to the university council to make the final decision.</p>	
<p>Additional comments</p>		
<p>8</p>	<p>Tacked on to so many committees because uni wants to consult a postgrad for everything - 25hrs + of committee work every week- reading docs in advance- 200 page docs to represent people- it's too much for one person- committees can clash and he can only go to one- these concerns have been brought to SU staff, Student Council, and the university. But missing committees means less representation so I am concerned about effectiveness of my role.</p>	
<p>9</p>	<p>The work that goes on behind the scenes with the Staff members is noted and appreciated without them a lot of these changes wouldn't be happening.</p>	

## Appendix C4 – Jenni Lynam, VP UG Education and Access

**Date and time:** Wednesday 17th January 2024, 13:00 - 13:45

**Location:** Microsoft Teams

**Participants:**

- Jenni Lynam (VP UG Education and Access),
- Daniel Leung (Scrutiny Committee), and
- Oluwaseun Sowunmi (Scrutiny Committee)

**Minutes:**

	Question	Comment
Manifesto points		
1	Ensuring that first-year students from underprivileged socio-economic backgrounds receive sufficient support in adapting to Oxford	<p>Started in the summer. Met with the Centre of Teaching and Learning to get the sense of the projects they had up and running. They had started 3 projects which were working with Colleges to improve academic skill support. Consulting with departments to increase skill support.</p> <p>Trying to work with the CTL to get it working better, including consulting more with departments.</p> <p>Most effective way to support students is <i>subject specific</i> support. Get students on board and increase on course support for all students.</p> <p>Alongside that, I have been working on class act on a few events. Doing a first year exam “drop in” advice fair this term.</p> <p>I’m also trying to get a peer support network up and running and hopefully we’ll get this running. Hoping to institutionalise this by talking to my successor with it.</p> <p>Access and Participation Plan - big document that everyone has to produce in the UK. I’ve been pushing an agenda for more on-course</p>

		<p>support. Only one meeting on that so far.</p> <p>Overall, it is a mountain of different ideas that contribute to the overall aim.</p>
2	<p>Creating a university-wide Bridging-Programme that is open to all state-school students to provide academic support and reduce the attainment gap</p>	<p>Feeds into the CTL stuff.</p> <p>After initially writing the manifesto point, I think my perspective has changed - bridging support and transition support should be open to all students and embedded to all degrees. I'm with specific targeted support for different groups of students.</p> <p>With the bridging scheme, I've pushed for the transition programmes for each undergrad course.</p> <p>With the CTL, I have tried to get them to work with depts to increase transition support for all undergraduate courses.</p> <p>A lot of consulting initially to see what the uni has been doing. I've now got space to push that agenda forward to increase academic support and transition support.</p>
3	<p>Rolling out mandatory class awareness workshops for students and provide advice to tutors on how best to level the academic playing field in order to promote a university-wide class conversation</p>	<p>When I started the job, I was meant to get in touch with College reps but by the time I started the job, most Common Rooms sorted out their Fresher Weeks timetable. I've had to hold this off and do this for the next intake of Freshers.</p> <p>I will get in touch with JCR Committees in Trinity to make it institutionalised and get it done for the next intake of Freshers.</p> <p>We will also need to update the training for Class Act and work with them because this is also in their agenda. I think Class Act did do some drop-in sessions, but I will push it during Trinity Term.</p> <p>You can't force every College to do something, it takes a while to get them on board.</p>
4	<p>Running an access-specific freshers fair to allow societies to improve the diversity of</p>	<p>I haven't been able to do much on this yet.</p> <p>I think the first step is to get in touch with the Careers Service to see if there is space to run a</p>

	<p>their membership and ensure that students don't miss out</p>	<p>specific careers fair that gets people from underprivileged backgrounds to meet employers.</p> <p>I haven't started this one yet but this will have to be taken up during Trinity term.</p> <p>One thing that I would say is that with the A&amp;P plan is thinking about progression from one's degree. We need to think how the University can do more to focus on specific types of students with regards to progressing to jobs.</p>
<p>5</p>	<p>Working with the careers-service to promote events for access students to improve employability</p>	<p>See point above.</p> <p>This is a bit difficult, because this isn't within my remit (my remit is to look after the student society side of things).</p> <p>We can think about how to make the next year's Freshers Fair more tailored to this goal.</p> <p>I haven't managed to fully follow through with that yet.</p> <p>Class Awareness workshops are things I can do in Trinity Term to pass on to the next year's Freshers though.</p>
<p>6</p>	<p>Gather information on college bursaries, hardship funds, academic rights, and suspended students policies to create a comprehensive report to understand which colleges are carrying out their responsibilities and which are letting students down</p>	<p>I've kind of started work on this on the financial side of stuff.</p> <p>Helped Class Act with the financial guide - but it came out at the start of the year. Making all of the information about finances and bursaries more transparent so students are more aware about financial support, especially from Colleges.</p> <p>I've worked with Student Fees and Visas with Joe and Barry to gather information about the general bursaries available to students. I think every 1-2 years, the University has to review its financial package for students.</p> <p>I had a meeting with Joe last week to see what they're doing for 2025 applicants. Involved looking into scholarships and bursaries available to students. Thinking about the cut-off between the Crankhurst and Oxford bursary.</p>

		<p>Working with that team to see what they can do to help students if they transition from Crankhurst to Oxford bursary.</p> <p>I will share this information with RepComs to help students.</p> <p>I could definitely work on this more readily available to students, e.g. SU website, to help make it more transparent.</p>
7	<p>Investigating how colleges are responding to the cost-of-living crisis and ensuring that sufficient financial support is in place to assist students</p>	<p>I've been speaking to Fees and Funding about the cost of living fund created last year for students.</p> <p>There's definitely something that the uni is doing. But with that information, it needs to be disseminated in a better way. I've talked to Fees and Funding about communication methods, e.g. engaging with RepComs, Student Council.</p>
8	<p>Creating an 'Access Approval' stamp that university societies and sports can attain if they adopt initiatives to improve access and promote diversity amongst membership so that all students feel welcome and have a fair shot at joining</p>	<p>I started this while I was in Class Act when I was thinking about how societies can be more accessible to students. Recall access-specific careers fair.</p> <p>In the pipeline for next year's cohort. Coming up with suggestions for my successor to take that through. Particularly focused on sports society in diversifying membership - although I don't sit on any of the sports societies. I will work with Mia to push this through sports committees.</p>
9	<p>Mandating access ball ticket across all college to bypass financial issues that stop students from attending</p>	<p>I've made a page on the SU website with lots of information on creating access tickets for College balls.</p> <p>I've done workshops for Ball Presidents to get information on the process of making access tickets.</p> <p>It's hard to mandate anyone to do anything - I don't have the power to do that. It's more about engaging with the people who can.</p> <p>I think I got 8 Ball Presidents who came back to me and came to the workshop and/or spoke to me about this process in general. All Colleges have different ways to do access schemes so I have tried to come up with a Best Practice.</p>

		<p>There is definitely more work that can be done, e.g. pushing for JCR motions to mandate Ball Presidents to adopt access schemes. I was actually surprised how much stuff was in place already though.</p> <p>Interesting point to action on so far.</p>
10	Creating a centralised gender expression fund that students can access through the SU to bypass college inequalities and discrepancies	<p>LGBTQ+ Campaign is trying to push for that.</p> <p>I'm not working for that Campaign anymore.</p> <p>I will have to check in with them to see whether they need any support on that.</p>
11	Creating gender neutral and unisex toilets in Exam Schools to make students feel more comfortable during in-person exams	<p>Another thing that the Campaigns are doing.</p> <p>I will also need to check up on them to see if they need my support.</p> <p>It's about balancing my time as I have to meet with other campaigns too (e.g. Class Act).</p>
12	Working with The Oxford Period to ensure that menstrual products are free in all College JCRs	<p>That was something that Rosalie, VP Welfare was helping with.</p> <p>This was discussed in the Conference of the Colleges committee meeting and it was handed over to them as it was their meeting. Rosalie will know which conference it is specifically though because I am not sure.</p>
13	Creating a comprehensive report on the inequalities that care leavers and estranged students experience across colleges to ensure that all colleges offer these students a fair deal	<p>I have been working with the Quality Assurance Working Group - they write a set of recommendations every year which Colleges have to adopt and stick to. I have been trying to use that committee space to increase the recommendations about care leavers, estranged, and suspended students.</p> <p>The list of recommendations have not been passed yet. I have another meeting with that Group in a couple of weeks this term.</p>
14	Is this document publicly available?	<p>I will double check to see if I can send it to you. I have made a lot of documents regarding the suspension policy.</p>
Council mandates		

<p>15</p>	<p>Mandate all SU sabbatical officers and the SU as a whole to publicly support any protests called against the invitations of Ben Shapiro, Katie Hopkins and Charlie Kirk, including but not limited to the sharing of the details of any such planned protests which the SU or its sabbatical officers are informed of, within one working day of being informed of such protest.</p>	<p>We published a statement and that got some interesting responses.</p> <p>The Sabbs went to the planned protest for Katie Hopkins but there was no protest. We eventually left because there was no one there.</p>
<p>16</p>	<p>Mandate the SU VP Undergraduate Education &amp; Access to lobby the University to publicly commit to not giving work notices to any trade union under any circumstance</p>	<p>We wrote a statement on the SU website. It is also on our Instagram post against the Minimum Service Act.</p> <p>We will also bring together trade union reps within the uni to talk about the Act and working conditions.</p> <p>Initial steps I've taken: I've directly lobbied the uni. I've created a template motion for JCRs to show their support for worker's rights for all University and College staff and I will send this off to JCRs later.</p> <p>I would also like to create a movement among students regarding worker's rights because there is not much awareness of the working conditions of staff. We did a bit of coms over the summer on this which was also put on our Instagram page.</p>
<p>17</p>	<p>The SU, and the VP Undergraduate Education should lobby the University and Colleges to provide disabled and gender-neutral toilets (separately) that do not have additional barriers to access (such as having to ask someone for a key or such toilets requiring a RADAR key), and further to convert all toilets to</p>	<p>This is something I need to speak to the Campaign more about.</p> <p>I haven't been able to think of a strategy in order to implement this (e.g. what committees). This will be more of mine and Mia's obligation and it will be a discussion I will have with them.</p>

	gender neutral toilets	
18	<p>That the SU, and the VP Undergraduate Education and Access should proactively work with JCRs and MCRs to lobby Colleges to make the changes outlined in (d), including but not limited to the creation and distribution of example motions.</p> <p>This is about the disabled and gender-neutral toilets.</p>	<p>I need to follow up with the Campaigns on this as well because this is something they are taking up.</p> <p>I know of some Colleges that have gender neutral toilets and have a list of them. I can try to approach them to see if I can create a template motion to pass through the individual JCRs and MCRs.</p>
Other projects		
19	I attended 20 committees, which included having to read papers and give feedback. This takes up a lot of my time.	
20	<p>Access and Participation plan is the one that is taking up my time the most.</p> <p>I've got to work with students to get feedback on this.</p>	
21	<p>Worked with Class Act to get a Foundation Year Rep on the committee. This will take place with elections this term.</p> <p>These are just a few of the things.</p>	
Additional comments		
22	N/A	



## Appendix C5 – Rosalie Chapman, VP Welfare

**Date and time:** Monday 22nd January 2024, 14:00 - 14:45

**Location:** Microsoft Teams

**Participants:**

- Rosalie Chapman (VP Welfare), and
- Daniel Leung (Scrutiny Committee)

**Minutes:**

	Question	Comment
Manifesto points		
1	Ensure all colleges do not use NDAs	When I made that manifesto promise, I had no idea that this was a policy in all Colleges and that this was already the law. So this is already in place.
2	Expand gender neutral toilets (across colleges and uni-wide)	Two sorts of levels: <ol style="list-style-type: none"> <li>1. Meeting with Richard Overton - person who runs the University buildings. Have had a few meetings and will follow-up with him. Bringing up gender neutral toilets is a radical proposal and so it will take a few meetings to get that sorted.</li> <li>2. At the College level, I have discussed this at the RepComs. I will let Colleges implement this at their own accord.</li> </ol>
3	Promote the election of a welfare officer in every SU member club	Similar to the first one.  I have contacted the gender reps and welfare reps of current member's clubs.  What I will do in TT24, I will go to the member's clubs each (of which there are about like 500 of them), and see which ones don't have welfare officers and talk to them as necessary.
4	Lobby for more Black, LGBTQ+, female counsellors	This one is really important.  Counselling Services are already recruiting more diverse counsellors - with explicit options

		for students to choose counsellors with specific backgrounds.
5	Fight period poverty - make sure all colleges provide free (and anonymous access to) sanitary products	<p>This one is going very well.</p> <p>I'm working with Oxford Periods - a campaign against period poverty - which did a paper on disparity in access to period supplies. I got them in touch of the Head of the Conferences and other relevant staff members. I have helped them present the paper on this disparity (e.g. some JCRs spend around £150 compared to others that spend £3,000).</p> <p>The Colleges are now taking the burden from JCRs to fund period supplies (e.g. like funding toilet paper) which will hopefully reduce that disparity. This has already been implemented in University College, for instance, with the Domestic Bursars being fully on board with this.</p>
6	Increase funding for neurodiversity assessment and diagnosis	<p>I spoke to Helen who is Head of Disability Services and I found my hands are tied on the resource allocation front. I can't change the University's budget.</p> <p>What has been done is instead of having more assessments, the threshold for support from DAS has been lowered. You can now get an SSP by effectively doing a self-assessment form instead of getting a formal diagnosis. Last year there were around 3,200 SSPs produced.</p>
7	Ensure drug awareness safety – free drug testing kits available to students	<p>This one is linked to my other points. I plan to do this in TT24 to target the incoming Freshers for my successor.</p> <p>What I was made aware of is that I can't be seen as promoting drugs and so I will need to consult with more people to ensure I don't do that. I will accordingly do a survey to inform us on substance abuse problems.</p>
8	Mandatory training for tutors and porters to receive unconscious bias, sexual harassment and anti-discrimination training	<p>There's two points:</p> <ol style="list-style-type: none"> <li>1. Mandatory training - not feasible to make it mandatory. Even if it goes into conference, I can't force the Colleges to make it so.</li> <li>2. Training in general - Most Colleges have unconscious bias training and sexual</li> </ol>

		<p>harassment training. Around 200-300 staff have done the training - but there is no information on what staff has been done. I don't know whether the staff who have done the training are teaching staff or porters. It is hard to assess the success of these training programmes. We will need to ensure porters get this done because of their specific roles and we want to encourage Colleges to give us information about what type of staff they're training.</p>
9	<p>Conduct an 'Oxford Speaks Out Survey' to collect data on the prevalence of sexual violence to inform policy</p>	<p>Instead of doing a survey specifically focused on sexual violence, I prefer to do a general welfare survey which will come up this or next week and currently I am waiting for it to be approved.</p> <p>This will be split into five sections:</p> <ol style="list-style-type: none"> <li>1. Identity questions - inform intersectional approach of welfare.</li> <li>2. Wellbeing and mental health.</li> <li>3. Wellbeing in MT23 and the prevalence of sexual violence, discrimination, and bullying/harassment. Also stress levels within this week (e.g. a reading week).             <ol style="list-style-type: none"> <li>a. This is also linked to another one of my manifesto points but I really want to do a referendum on a reading week. I need data to justify the referendum though and thus I added this on the survey. If enough people answer positively, there will be sufficient justification for a referendum.</li> </ol> </li> <li>4. Drug and substance use - alcohol consumption and impacts, other recreational drugs, and self-assessment of concern.</li> <li>5. Wellbeing services at Oxford - asking students of services awareness and assessing whether they used them and their opinions on them.</li> </ol>
10	<p>Disciplinary procedure reform to report harassment, racism or sexual violence (moving to a 'balance of probabilities</p>	<p>This is really good - they literally just created a new Working Group on reforming this. We created a student survey to collect data on why students did not continue with their sexual violence reports.</p>

	system' to support survivors)	<p>The Working Group today has drafted a new policy and this will reform central University policy. The policy will use the “balance of probabilities” standard and remove requirements of reporting it to the police. The policy will use external investigators and is written with less legalese and more trauma-focused. The policy text removes vexatious reports as that can have a deterrent effect - although the policy itself is still in force.</p> <p>The main focus is not having to go to the police because that can be problematic (e.g. the police can take years to investigate).</p> <p>On the College level, most Colleges have reformed it last year. I have taken up the issue to the secretary of the conference to find out which Colleges have not adopted the policy. I am now enquiring each College to ask the non-adopters why they have not done so and to try and convince them to adopt it.</p>
11	Publish league tables for College adoptions of anti-sexual harassment policy	<p>Links to what I just said.</p> <p>I am going to try and reach out with all of the Colleges. A lot of the College women’s reps don’t actually know their own policies which does make the compilation of a table harder.</p>
12	Empowered activism – participate Oxford in the global 16 days against gender-based violence campaign in November	<p>This one I wasn’t able to do due to time and resources.</p> <p>I can probably help with the incoming people to plan that ahead.</p>
13	Lobby colleges and city centre club venues to adopt ‘Ask Angela’ for those feeling endangered	<p>Almost all Colleges have “Ask Angela”. For most Colleges it is about revamping “Ask Angela”.</p> <p>I have had some meetings with local police to discuss their provisions in place and they work closely with clubs (e.g. use of undercover officers in Attic, safe zones). I will have meetings this term to discuss how to better advertise “Ask Angela” for these venues.</p>
14	College level revamp – guarantee Safe Lodge	<p>I sit in the relevant committees, which local police attended. Police were concerned about</p>

	Policy across all colleges	<p>hate crimes. Safe Lodge Policy happens across nearly all Colleges - but some Colleges can't because they don't have night porters to adopt this policy.</p> <p>I am currently working on a description of the Safe Lodge Policy (because it was adopted in 2016) and rebranding it accordingly. Hopefully this will be done this term and will be advertised the same.</p>
15	Better learning – make lecture recording available across all departments	<p>Most departments do this, but I will now need to investigate which departments don't. Departments do this for students with SSP, but yes I will need to double check which ones don't.</p>
16	Mandatory sexual consent and implicit bias workshops (in JCR and MCRs)	<p>All common rooms that I am aware of use the SU services for sexual consent training. We now created an e-consent online training over the summer and that came out in October. We have been publicising that and we have made it easier to do retraining as well.</p> <p>The University does not think we can make it mandatory, but we can heavily encourage it.</p>
17	Empower individuals – start a 'Hate Crime Champions' initiative	<p>This I want to do based on the survey responses and this is something I will ideally want to do either this term or in TT24.</p>
18	Time Sensitive Intervention posters spread around Oxford	<p>These are posters in women's toilets, etc. A lot of Colleges have these posters in their JCRs, but they're often not very good ones.</p> <p>Maybe we need to reposition where it is stuck in the toilets. I will push this again in Gender RepCom.</p>
19	Kickstart 'drug talks' across colleges in freshers week - on safe dosages and purity testing kits, to reduce drug harm	<p>That will be done based on the survey responses - it had to put on hold for my year because of the legal risks, but hopefully it will be on for next year.</p>
20	<p>Lobby for reading week - 9 week term.</p> <p>We have already talked about this, so let's move</p>	<p>Yes.</p>

	on.	
21	Reform mental health support – campaign for a counsellor in each college, for immediate professional support	<p>Regarding reforming mental health support - I helped University write the common approach. This is how the University sees mental health and how they plan on supporting that (e.g. with help from multiple departments and the NHS) with those institutions having proper training.</p> <p>For the campaign in each College, I brought this up in the relevant committee. A lot of the Colleges have done the opposite and gotten rid of the private counsellors because they helped the central University counsellors instead - the Colleges found that this was more effective. 11 Colleges still have private counsellors, but the rest have University counsellors which are paid to come to the Colleges privately which is very good.</p>
22	Combatting social isolation - postgrads can be better integrated into Oxford (encourage postgraduate officer in societies)	<p>This is an issue because in my Gender RepComs there are very few postgrads.</p> <p>I want to do this after the survey (which asks a question on whether they are a postgrad student) and I want to kickstart a campaign based on that.</p> <p>The best way for me to do this in TT24 is to look at the bigger societies and see which ones don't have PG officers. I want actual consultation with PGs as well to see whether they want to be in these societies in the first place, rather than just tell these societies that they need a PG officer.</p>
23	Improved involvement – physical and online morning drop-ins with your VP Welfare	We started Welfare Wednesdays in the SU in mid/end MT23. I will be going to them next term, and there will be tea and cakes there!
Council mandates		
24	Mandate all SU sabbatical officers and the SU as a whole to publicly support any protests called against the invitations of Ben Shapiro, Katie Hopkins	<p>I don't really much social media to post about this. The RepComs know about the protest that went on. [Me, Jenni, Mia, Nick, and Kennedy had all attended.]<sup>4</sup></p> <p>Me and Jenni had a meeting with the President</p>

<sup>4</sup> Factual correction submitted by Rosalie on 29.01.2024.

	and Charlie Kirk, including but not limited to the sharing of the details of any such planned protests which the SU or its sabbatical officers are informed of, within one working day of being informed of such protest.	and President-elect of the Oxford Union to talk about sexual harassment policy, access policy, diversity recommendations, etc. This was before the Ben Shapiro motion though, but this was a way we held the Oxford Union more accountable.
25	Form the Campaign Welfare Committee, chaired by the VP for Welfare and composed of a 'Campaign Welfare Delegate' from each campaign to preside over this process.	I helped Alfie write that mandate and specifically the abuse clause on it.  I will work on this term and I will need to get a welfare delegate from each campaign.
26	Mandate the VP Welfare to help the LGBTQ+ Campaign set up a central SU Gender Expression Fund of at least £400 per academic year to reimburse students for items that aid in their gender expression, including but not limited to binders, packers and breastforms.	This one is something I am sorting with Kennedy and we will do this this term.
Other projects		
27	One big thing I did was focusing on awareness of the provisions by creating a new extensive welfare training. The sessions that I gave: <ul style="list-style-type: none"> <li>• 3 sessions to common room presidents on welfare,</li> <li>• 1 session to welfare reps (delivered with what I created), and</li> <li>• 2 sessions to the Oxford Union</li> </ul> I plan to offer this to any societies that want it. This training goes into dealing with welfare sessions, confidentiality, boundaries, mental health, sexual violence, signposting, mindfulness, proctors, external charities (e.g. grief, substance issues), LGBTQ+ issues, suicide prevention, etc.	
28	I helped advertised the Neurodiversity Network with the Gender RepComs. That is something that is being spread around Colleges.	
29	Student Society Guidance - I have heard distressing stories of students committing suicide and so I started reviews on how certain Colleges have dealt with these incidents. I have had talks with relevant people and there is a	

	Working Group to redraft the guidance on this. I have collected data and anecdotal evidence (e.g. students had previously been given the burden of reporting suicides) and hopefully this will assist with better policy-making.
Other comments	
30	N/A



## Appendix D – Documents from Trustees

No documents were provided to us before the publication of this report.