**Officer Report**

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| **Name:** | Rosalie Chapman |
| **Role:** | Vice-President Welfare |
| **Council meeting:** | HT Wk 3 |

# Section One | Manifesto Updates

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| **My Pledges** | **Progress** |
| Disciplinary Procedure Reform on sexual violence and harassment | Have met with University officials and participated in multiple meetings on Working Group for Sexual Misconduct. Helped draft a survey with It Happens Here to consult with students on feedback on those who have previously used central University policy. New Statute (Statute XI) has been written following all these consultations as well as Non-Academic Misconduct Policy; had discussions with the Proctors and supported the balance of probabilities and removal of requirement to report incidences to the police before they can be investigated by the university. Awaiting approval from Education Committee, University Council and Congregation to be codified into practice. |
| Fighting Period Poverty – making sure all colleges provide free sanitary products | Met with WomCam Co-Chairs and Founder of Oxford Period. Getting in contact with University officials to help them present their paper on disparities of college provision and costing for equal and fair provision. Went to Estates Bursar Committee, participated in the discussion of Oxford Period’s aims and values in removing the burden of provision away from colleges as if they are a luxury. Discussed with Chair of Domestic Bursar Committee who met with the Founders of Oxford Period and presented to Domestic Bursars Committee. Currently in the process of encouraging individual colleges to fund sanitary products and removing that burden away from common rooms – Univ College Governing Body has already done so; enquiring with other colleges on how to encourage similar uptake. |
| College adoptions of anti-sexual harassment policy | Worked with University officials from Conference of Colleges to discuss template of college harassment policy reform. Getting in contact with individual colleges to figure out which colleges have up-taken the policy and which haven’t. Supported college Women Reps to organise meetings with their colleges in the process of reviewing their individual policy. |
| Lobby for more Black, LGBTQ+, Female counsellors | Getting in contact with university staff from the Disability Advisory Service as well as SWSS. Pushed for hiring more diverse staff; of note was the ability for students to ask for certain staff from certain student demographics in the sign-up form for counselling sessions. |

# Section Two | Projects

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| **My Projects** | **Progress** |
| Lobby for Reading Week & ‘Oxford Speaks Out Survey’ | Engaging with Democracy and Communities Manager and Senior Advice and Wellbeing Co-Ordinator to write a paper on an ‘Oxford Student Welfare Survey’; discussed questions and sending out to the student population. Initial sections include: Identity Questions, Well-being and Mental Health, Experiences of Michaelmas 2023 and the final section on awareness of University Welfare support services. Within the Survey there is a proposed question on the particularly stressful weeks within termtime as well as whether a reading week would help address workload and stress to gauge initial feedback. Discussed the survey with JCR Presidents at PresCom as well as at Gender Repcom and Welfare RepCom; pushed for student-led survey. In discussions with Directors of Student Welfare and Support Services and other University Staff – may require further consultation with the university or approval before being allowed to be sent out. Consulted with It Happens Here on some of the questions pertaining to harassment/sexual violence; attended Sexual Violence Training by the Lead Specialist Caseworker for Sexual Harassment and Violence Support Services. |
| Welfare Training | Had meetings and worked with individuals from Oxfordshire Recovery College to expand on the welfare training content. Now sections include – Mental Health, Confidentiality, Active Listening, Courageous Conversations, Suicide Prevention, Sexual Violence, Oxford Signposting as well as external Charity signposting. Delivered three sessions to JCR Presidents, long session been delivered to Welfare/Gender Reps, two sessions delivered to the Oxford Union at their request as well as currently looking to deliver sessions elsewhere. |
| Safe Lodge Policy Re-vamp | Key lobbying at University Security Subcommittee on safe lodge policy. Inquired with It Happens Here on its past work, and held meetings with University Conference Officials on provisions in place. Had a meeting with Chair of Conference and raised in Sabbatical Catch-Up with the Vice-Chancellor the need for increased communications about the scheme to support awareness and use. |
| Harassment Policy for Student Society | Engaged in various meetings with Women’s Rep and Senior Committee members from student society to discuss welfare concerns. Helped to direct them to the proctors and Clubs Office. Worked with them to signpost resources to draft their own harassment policy in light of a disciplinary committee – introduced working group and new implementation of policy. |
| Review Staff Harassment Policy | Key lobbying to discuss provisions of University Staff Harassment Policy and how it isn’t protecting vulnerable students. Organised meetings with College Head and Head of University HR to review. Consulted with a Head of Graduate Admissions to collect feedback on how the policy had let down students in the past; pushed for trauma-informed approach with more safeguarding mechanisms. |

# Section Three | Events

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| **Events/Media** | **Date** | **Outcomes / Impact** |
| Elections Hub (Student Union Café) | 16/1/24 | Attended the Elections Hub in the Student Union Café; spoke to prospective candidates about being a Sabbatical Officer in the Student Union. |
| Refreshers Fair | 23/1/24 | Attended the Refreshers Fair in the Oxford Town Hall. Engaged in discussions about the work the Student Union is currently doing and how the campaigns work. |
| Gender RepCom  Welfare RepCom | 22/1/24  25/1/24 | Discussing experiences of women reps across colleges as well as welfare representatives, focusing on organising events and encouraging turnout. Key discussion about collaboration between college reps, SU and WomCam to support each others efforts. I raised the idea of a student welfare survey which was received with support, to note was honest responses may be more likely with student-led surveys on mental health than university-led ones. Key discussion on gender neutral-toilets across colleges and the use of time sensitive intervention posts, with IHH Co-Chair directing reps on where to find resources to promote them within their colleges. |
| JCR PresCom | 26/1/24 | Attended JCR PresCom. Continued to raise the idea of a student welfare survey to receive feedback and support; discussed potential later referendum on a Reading Week as a secondary survey. Received feedback on the University’s change to use Gender Neutral Latin in Degree Ceremonies, as well as engaged in discussion on rent negotiation training and resources provided by the student union. |
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# Section Four | Committee meetings

Please give a summary of your committee meeting attendance and detail key outcomes/impacts.

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| Engaged in various Committee meetings:  Prevent Steering Committee – discussed provisions of Prevent Duty at the University. Following concerns raised at previous Councils about Prevent being institutionally Islamophobic (NUS) and asking of what efforts were being made to prevent it, I continually raised these issues in the meeting and to the Academic Registrar and Registrar. Discussed concerns of over-compliance and targeting specific groups of students; enquired about making sure the University’s use of Prevent aligns closely with our shared values of inclusivity and respect, as well as an environment free from bias or unwarranted suspicion. The University was receptive to these concerns and reassured that: the University is deemed a low risk environment for radicalisation; the University undergoes a ‘light-touch’ approach proportionate to the low risk environment; the University commits to consciously avoiding overcompliance; the University hasn’t implemented IT ‘Filtering’ which happens at many other Universities; a Code of Practice is in place for the conduct of meetings and events to address the concerns of Prevent, this includes Welfare Support from SWSS in those instances; following the NUS Report in 2017 Oxford conducted an internal-review which found the University succeeded in adopting policies and procedures that were fully, but proportionately, complaint with their legal requirements without compromising the fundamental rights or negatively impacting people’s experiences. Engaged in a discussion of a re-evaluation on Prevent in light of the conflict in Gaza with some pushing for a stronger approach; spoke against stronger measures in light of all the above concerns – Prevent duty application to remain the same.  Working Group for Student Misconduct – worked with Director of Student Welfare Services; Proctors and other University Officials pushing for removal of requirement to report incidences to the police before university action can be taken; new Statute and Policy written which will be implemented after going through central university committees. Support discussion on removing section about vexatious claims in fears of deterring survivors from coming forward.  Welfare Forum – key lobbying and key meeting with university welfare staff across colleges. Received updates from Disability Advisory Service, Sexual Violence Service and Counselling Service on current logistics and rates of use. In light of recent events within the student population, discussed provisions within colleges for student tragedies and honouring the student as well as respecting the wishes of the family. Due to be a working group to re-write student tragedy guidance in Trinity.  Joint Student Mental Health Committee – Engaged in discussion of differential mental health provision depending on college and departments; of note was the higher registration of humanities students with the university counselling service than any other division. Pushed for colleges to adopt a policy of having their own private counsellor onsite to support students – established from Principals that colleges had received better feedback and support from employing University Counselling Service counsellors on certain days of the week.  General Purposes Committee – Discussions about provision of elections for new Chancellor for when the time comes. Discussed different requirements of donations in return for named buildings / items around the University. Particularly pushed for the removal of such names and associations in response to unethical activity, and a framework for which students can encourage that.  Conference of Colleges – Key discussions around University Astrophoria Foundation Year. Considered student feedback and lobbying of increased college uptake. Helped to push for increased welfare support, check-ins and workshops for students facing imposter syndrome particularly during their Foundation Year.  Other Meetings  Reading Group on Student Mental Health & Wellbeing  Estates Bursars Committee  LGBTQ+ Task and Finishing Group  LGBT+ Advisory Group  Security Subcommittee  Disability Professionals Forum    Sabbatical Catch-Up with the Vice-Chancellor |

# Section Four | Future Plans

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| **Event/Project** | **Date** | **Anticipated outcomes / impact** |
| Mental Health First Aid Workshops for Freshers | tbc | Trying to organise accredited Mental Health First Aid Training from Sabb budget before helping create training |
| Meeting with Chairs of Working Group that re-wrote college non-academic misconduct policy for Conference | Tbc, end of Hillary | Hope to discuss college resistance to uptaking the new college-level non-academic misconduct policy and ways to incentivise / lobby for change with student common room representatives. |
| What Were You Wearing Exhibition | End of HT / TT | Arranging meetings with University to find a central university space to hold the event |
| Reviewing Student Tragedy Guidance | TT | Working group to re-write student tragedy guidance in light of events in recent years to give colleges more guidance on sensitively responding t student tragedy and supporting students |