Oxford SU Policy Book – Updated 5th November 2026

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List of Active Motions

Education & Digital Inclusion

- **Motion to mandate action on the future of undergraduate admissions testing**
  Passed: Trinity Term 2025
  Expires: End of Trinity Term 2028

- **Oxford Overseas Fee Increases**
  Passed: Trinity Term 2025
  Expires: End of Trinity Term 2028

- **Fair Student Finance and Maintenance Reform**
  Passed: Michaelmas Term 2025
  Expires: End of Michaelmas Term 2028

- **Fee Model Consideration**
  Passed: Michaelmas Term 2025
  Expires: End of Michaelmas Term 2028

- **Opposition to the International Student Levy**
  Passed: Michaelmas Term 2025
  Expires: End of Michaelmas Term 2028

- **University Email Preservation**
  Passed: Hilary Term 2026
  Expires: End of Hilary Term 2029

- **Equitable Funding for University Language Courses**
  Passed: Michaelmas Term 2026
  Expires: End of Michaelmas Term 2029

Governance

- **Wider Student Access to University Committees**

Passed: Hilary Term 2026
Expires: End of Hilary Term 2029

- **Referendum to disaffiliate from NUS UK**
  Passed: Trinity Term 2026
  Expires: End of Trinity Term 2029

Activism & Student Voice

- **EIRRS Position**
  Passed: Trinity Term 2025
  Expires: End of Trinity Term 2028

- **Dark Skies**
  Passed: Trinity Term 2025
  Expires: End of Trinity Term 2028

- **College Disparities Monitor**
  Passed: Michaelmas Term 2025
  Expires: End of Michaelmas Term 2028

- **Common Room Election Platform Improvements**
  Passed: Michaelmas Term 2025
  Expires: End of Michaelmas Term 2028

- **EIRRS Expansion**
  Passed: Michaelmas Term 2025
  Expires: End of Michaelmas Term 2028

- **Oxford Water Safety**
  Passed: Michaelmas Term 2025
  Expires: End of Michaelmas Term 2028

- **Opposition to Unethical Uses of AI**
  Passed: Trinity Term 2026
  Expires: End of Trinity Term 2029

- **Staff on Student Sexual Harassment & Misconduct**
- *Passed:* Michaelmas Term 2026
  Expires: End of Michaelmas Term 2029

Inclusion & Accessibility

- **Organising a Second-Hand Sub Fusc Scheme**
  Passed: Hilary Term 2024
  Expires: End of Hilary Term 2027
- **National Hardship and Travel Support**
  Passed: Michaelmas Term 2025
  Expires: End of Michaelmas Term 2028
- **Transforming University Sports Facilities to Meet Student Needs**

  Passed: Hilary Term 2026
  Expires: End of Hilary Term 2028
- **University Providing Guarantor Service for International Students**
  Passed: Hilary Term 2026
  Expires: End of Hilary Term 2029
- **University-Wide Term Card**
  Passed: Trinity Term 2026
  Expires: End of Trinity Term 2029
- **Trans, Non-Binary, Gender Diverse & Intersex Inclusion**
  Passed: Trinity Term 2026
  Expires: End of Trinity Term 2029
- **University-Wide Sanitary Products Provision**
  Passed: Trinity Term 2026
  Expires: End of Trinity Term 2029

Organising a Second-Hand Sub Fusc Scheme

Passed: Hilary Term Week 3 2024
Expires: End of Hilary Term 2027

Council Notes

1. Due to the withdrawal of various partnership organisations, the second-hand subfusc scheme for first year, disadvantaged students was discontinued this year.
2. The VP UG Education and Access, The Crankstart Council and Class Act worked to quickly implement a form of substitute, however demand was extremely high and supplies quickly ran out.
3. The scale and demands of such a full replacement scheme are difficult for a single committee of volunteer students to complete themselves
4. The SU has organised many clothes swaps and charity collections over the past few years.

Student Council Believes

1. Sub-fusc presents an additional cost, and confusing cultural barrier for many disadvantaged students
2. Second hand clothing schemes reduce consumption and waste, and hence have environmental barriers
3. A second-hand subfusc scheme presents a chance to reduce the university's class barriers and environmental footprint, and is exactly the kind of project the SU should be running given its position as a central organising body between colleges.

Student Council Resolves

1. Mandates the VP UG Education and Access and the VP Activities and Community to, and makes policy that the SU should:
    a. Organise a scheme for disadvantaged students to collect free, second hand subfusc at the beginning of the academic year
    b. Coordinate and work with the Class Act Campaign, and Crankstart Scholars Council to organise such.
    c. Work with JCR committees across all colleges to collect donations of subfusc from finalist students following their final exams in Trinity Term
    d. Obtain funding to purchase second-hand subfusc at a low cost from sources such as charity shops. Coordinate and partner with local businesses to obtain such.
    e. Ensure that this is well publicised to freshers via social media, JCR Committees, partnership organisations and through any other means appropriate.

f. Ensure the scheme is publicised sufficiently to OppOx students in summer, as many buy their subfusc before they are aware of such scheme

Undergraduate Admissions Testing

Passed: Trinity Term 2025
Expires: End of Trinity Term 2028

This Conference notes that colleges have recently been surveyed on the prospect of charging applicants to sit Oxford-only admissions tests following the expiration of a 2-year contract for admissions testing with Pearson VUE at the end of the coming admissions cycle.

Colleges have been asked whether they would in principle approve charging applicants for Oxford-only tests (based on rough estimates of the probable cost per applicant, with responsibility of fee waiver structures sitting under Admissions Committee) The SU VP for Undergraduates sits on AdCom and has therefore already been involved in the discussions so far around this issue.

This motion seeks to establish a collective position, so that the SU can negotiate with the support of CCR and seek outcomes that will support the university's access goals, without imposing infeasible costs on individual colleges.

This Conference therefore mandates the SU to:

- Advocate for other, more cost-effective alternatives to Oxford-only testing, including collaboration with other similarly selective universities;
- Ensure that any testing structure decided gives applicants access to a range of free and accessible resources to independently prepare for admissions tests (such as past papers, mark schemes and examiners' reports);
- Oppose placing the whole cost burden of testing onto colleges, since this would exacerbate college disparities and disincentivise open offers;
- In the event that charging applicants is found to be absolutely necessary in order to continue effective testing, uphold the requirement for a fee waiver system. Such a system must be generous, inclusive and administratively simple for applicants (ideally automatic), to prevent the psychological barriers to Oxford applications from becoming any higher than they already are and to uphold the University's responsibility to follow its access policies and meet targets;
- Put pressure on divisions and departments to collect data on the efficacy of specific admissions tests, and reconsider the need for such tests where the data shows that the tests are neither useful predictors of degree performance, necessary for shortlisting nor positive contributors to access and inclusion targets.

Oxford Overseas Fee Increases

Passed: Trinity Term 2025
Expires: End of Trinity Term 2028

We note that:

After signing a Financial Declaration which stated that annual fee increases "will not exceed 6%[1] each year, or Consumer Price Index (CPI) if higher", second-year overseas students were surprised to find their 2024–2025 fees raised by 9.9%. (This meant, for instance, that lab science students were charged an annual fee of £48,620 instead of £46,894.) A check revealed that CPI rates over the same period ranged from 4.7% to 1.7%.

Concerned with the unexpected rise in fees, second-year lab science students from University College contacted the university fees and funding team asking them to explain the discrepancy. The university responded that it used the annual CPI rate from August 2022, i.e. two years prior to the payment date, covering the period from September 2021 to August 2022. This was particularly suspect given that the increase was not factored into the estimated fees in the Financial Declaration forms, which were sent to students in March 2023.

After sustained correspondence with the Oxford administration, including with support from the Student Union, overseas students were pleased to receive a letter on February 27th, 2025 from the Pro-Vice-Chancellor for Education. It stated that they had been overcharged for the 2024–2025 fees and would receive a reimbursement (as part of the 2025 TT battels)[2]. We believe that this reimbursement has been given to all continuing overseas students (i.e. 2nd to 4th year students).

Though this specific issue has now been addressed, the case has led us to assess the policies and practices around overseas tuition fees (including by comparing with those at Cambridge University). We are particularly concerned with the question of fee increases for continuing students, i.e. increases in fees during the course of study.

We believe that:

1. **When speaking about increases in student fees, it is important to differentiate increases in entry fees for incoming students from year to year from annual fee increases on already enrolled students.**
   The fact that Oxford has granted itself not only the possibility to raise fees on incoming students but also a wide latitude to raise fees for students who are mid-stream in their studies is extremely problematic. It should be a priority to end the variable annual fee increases for continuing students so that students entering the programme will already know the financial commitment they are making for their

entire tenure. It is also essential information when choosing a university. *(NOTE: Cambridge fixes fees at the moment of entry.)*

2. **The current overseas fee system is only loosely linked to the actual cost of educating these students.**
   Unlike home-fees students, overseas students are no longer beneficiaries of government largesse but are now consumers in a profit-driven system.
   Not only is it clear that overseas students are now subsidising home students (by tens of thousands of GBP per student per year), but it has also become evident that fee increases and differences in fees between courses are no longer linked to course costs. These are instead driven by perceptions of what the market will bear. As such, overseas students deserve the full protections granted to other consumers in the UK, including: a clear contractual basis for the relationship; sound and transparent administrative practice in carrying out the contract; and clear communication of important information through appropriate channels.

3. **In the longer term, the status of overseas undergraduate students in the UK should be reevaluated.**
   This is particularly true as overseas undergraduates are now substantial contributors to UK higher education, subsidising the system far beyond the cost of their own education. As such, overseas students paying into the UK undergraduate system should be given a real path to further study and work in the UK, more in line with British students (e.g. the possibility of funding for graduate studies and expanded opportunities for work visas).

We propose that:

1. **With regard to overseas students entering in the future…**
   - Entry fees can be freely set by the administration through its regular consultation process, but fees should remain fixed after entry (as at Cambridge), i.e. the annual fee rises for continuing students should be scrapped.[3]
   - As a transitional measure, fee increases for continuing students may continue, but these must be capped at a maximum of 4% each year (returning to previous practice and safely above CPI).
   - Importantly, CPI should no longer be used to determine fee rises as it is variable and the university has shown itself unable to use up-to-date rates due to the constraints of its fee setting procedure.

2. **Financial Declaration contracts sent to entering students should contain all relevant legal and administrative information on fees and fee increases** (without recourse to

external websites or documents). Financial Declaration contracts should also explicitly state the full fees for the 3 or 4 years of study.

3. **Information about fees and fee increases, previously communicated through Students News or buried in websites, should be communicated directly to overseas students**, according to standard administrative and financial practice.

To conclude, we ask that more fair, transparent, and predictable fee setting policies and practices be put in place for future students. We think it important for the SU to represent these positions in the relevant committee meetings and bilateral discussions with the Oxford Administration. In the longer term, it is also important for the SU to set up regular channels to consult and involve overseas students in order to better represent them in the annual fee setting cycle.

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[1] In earlier years, increases never went beyond 3% until 2019 and 4% from 2020 through 2023.
[2] On February 27th, 2025, the university committed to reimbursing students the fees paid in 2024 over and above a 6.7% increase for that year. (6.7% was the CPI from September 2023, when the 2024 fees were published online.)
[3] Note that the university is still able to make up any shortfall in funding through increases in entry fees.

EIRRS Position

Passed: Trinity Term 2025
Expires: End of Trinity Term 2028

Mandate for Ethical Investment Reform Based on Student Consultation

Policy Statement

Oxford SU conducted a student consultation in Hilary Term 2025 to inform its official submission to the University's Ethical Investment Representations Review Subcommittee (EIRRS), which is reviewing the University's ban on investing in companies that manufacture illegal arms.

The consultation included:
• An open online submission form (3–24 February 2025)
• A webinar with EIRRS and OUem representatives (17 February 2025)

The aim was to gather a range of student perspectives on whether current arms investment restrictions should be retained, expanded, or revised. The consultation is now closed, and the SU's final submission — based entirely on student input — has been sent to EIRRS. (The final SU submission can be found below the line.)

Policy Beliefs

• The University must take an ethical, student-informed stance on investment, consistent with its global leadership and social responsibility.
• Restrictions on 'direct investment' alone are insufficient, as most investment is indirect.
• Transparency and accessible reporting on investments are essential.
• Students must be meaningfully engaged in all investment-related decisions.

Summary of Key Themes from Student Submissions

• **Call for Full Arms Divestment**: Many students support complete divestment from arms companies, citing ethics and Oxford's global influence.
• **Criticism of Current Policy Wording**: The current narrow prohibition is seen as ineffective due to a focus on "direct" investments.
• **Support for Expanded Restrictions**: Some students advocated extending bans to firms linked to illegal settlements or certain regimes.
• **Moral Use of Funds**: There is strong concern that student tuition should not support the arms trade.
• **Transparency**: Students want more accessible, detailed reporting on University investments.

• **Broader Ethical Concerns**: Submissions also called for avoidance of investments linked to fossil fuels, forced labour, and environmental degradation.

Policy Mandates

In response to the University's review of its Investment Policy regarding arms investments, and following extensive consultation with students, Oxford SU and its Sabbatical Officers are mandated to advocate for the following core policy changes as a minimum standard for divestment:

1. Expansion from Direct to Indirect Divestment
In answering the question (presented by the EIRRS consultation), "Which of the principles set out in the previous debate no longer apply and why?" Oxford SU argues that the principle of limiting the investment restriction only to direct holdings is outdated and ineffective.
• The University does not typically hold direct investments, making the existing policy largely symbolic.
• To ensure meaningful ethical investment, Oxford SU will push for the current prohibition on direct investments in illegal arms companies to be extended to include indirect investments — such as funds or portfolios that include such companies.
• This step is essential to align the University's actions with its stated ethical values and to ensure the university is not complicit in supporting harmful industries.

2. Broader Definition of 'Controversial Weapons'
In response to the question, "What should be considered a 'controversial weapon' beyond those already banned under UK law?" Oxford SU argues there are significant limitations relying solely on UK law, which may not fully reflect international human rights or humanitarian concerns.
• Student submissions strongly supported extending the definition of "controversial" to include weapons not currently illegal under UK law but widely condemned — such as white phosphorus.
• Additionally, Oxford SU will advocate for the University to consider ethical divestment from companies complicit in activity which has been deemed to have violated international human rights.

Dark Skies

Passed: Trinity Term 2025
Expires: End of Trinity Term 2028

Mandate for Oxford SU to Oppose Street Lighting Reductions and Campaign for Safer Night-Time Conditions

Policy Statement

Oxford SU strongly opposes Oxfordshire County Council's proposed reductions to street lighting between 11:30pm–5:30am in rural areas and midnight–5:30am in urban areas. These reductions pose serious safety, accessibility, and wellbeing risks to students living, studying, and working across Oxford and surrounding areas.

Oxford SU and Oxford Brookes Union have raised concerns about the lack of meaningful student consultation and reject the Equality Impact Assessment's claim that such changes would have "no impact" on protected groups — a conclusion that is unsubstantiated and deeply concerning. While we welcome the deferral of this decision and the commitment to further review, Oxford SU maintains that no change should be made without full student engagement and safeguarding of night-time safety.

Policy Beliefs

• Street lighting is essential for student safety, particularly in residential areas and routes to hospitals, schools, and workplaces.
• Reductions in lighting will negatively impact Oxford's night-time economy and students' access to it.
• Students commuting late at night or early in the morning — including those on placements — are at increased risk in poorly lit environments.
• The Council failed to adequately consult student communities, who are particularly vulnerable to such changes.
• The Equality Impact Assessment does not sufficiently recognise the disproportionate effects on women, disabled students, and trans students.
• Given that changes will be implemented upon community request, students must be equipped and empowered to prevent lighting reductions locally.

Policy Mandates

Oxford SU and its Sabbatical Officers are mandated to:

• Campaign against all proposed reductions to street lighting in areas affecting students and advocate for maintaining current provision.
• Issue a public joint statement with Oxford Brookes Union restating student concerns and demanding prioritisation of safety.
• Attend all relevant Oxfordshire County Council meetings and consultations to represent

student interests.
• Collaborate with Common Rooms and campaigns to identify at-risk areas (e.g. Cowley, South Park, hospital routes) and secure exemptions from any Part Night Lighting (PNL) schemes.
• Launch a student-facing campaign ahead of the May 2025 consultation, including:
◦ Guidance on consultation participation
◦ Information on writing to local councillors
◦ Engagement events and awareness materials
• Lobby for a revised Equality Impact Assessment that fully reflects student safety needs, including those of women, disabled, and trans students.
• Monitor and report on local-level lighting proposals and support student efforts to oppose reductions through campaigning and training.

Fair Student Finance and Maintenance Reform

Passed: Michaelmas Term 2025
Expires: End of Michaelmas Term 2028

Conference Notes:

- HM Treasury opened a call for submissions ahead of the 2025 Budget, including a proposed 6% International Student Levy.
- Oxford SU submitted a representation opposing the levy and calling for fairer, evidence-based reforms to maintenance loans and grants.
- The SU's Hidden Costs of Study research evidences an average shortfall of £3,000–£4,000 per year between maintenance loans and real student living costs.
- The lower household income threshold for full maintenance loan support (£25,000) has been frozen since 2008, producing a "middle-income trap."
- Disabled students, carers, and parents face additional monthly costs of up to £1,000 not covered by existing allowances.

Conference Believes:

- Every student should have access to sufficient financial support to meet basic living costs while studying.
- Maintenance loans and grants should be indexed to real living costs and reflect high-cost areas such as Oxford.
- The reintroduction of publicly funded maintenance grants would improve access, retention, and equity.
- International student fees should not be used to cross-subsidise domestic student support through a levy.
- Oxford SU's positions on student finance should be formally adopted to guide representation and lobbying work.

Conference Resolves:

- To adopt Oxford SU's Budget 2025 Submission as official Conference Policy until the end of Hilary Term 2026.
- To affirm the following positions as the policy of Oxford SU:
    - Oppose any international student levy used to fund domestic student support;

    - Support the reintroduction of maintenance grants funded publicly;
    - Advocate for regional uplifts to maintenance loans in high-cost areas;
    - Support a cost-of-living supplement for disabled students and carers.
- To instruct Sabbatical Officers to continue to lobby HM Treasury, the University, and the Office for Students in line with these positions.
- To publish a summary of Oxford SU's national finance policy stance on the Policy & Insights section of the website.

Fee Model Consideration

Passed: Michaelmas Term 2025
Expires: End of Michaelmas Term 2028

Proposal Summary:

This motion mandates that the Students' Union should evaluate different fee models for international students, comparing Cambridge's fixed-at-entry approach with a capped annual increase model (limited to CPI or 4% annually), and advocate for whichever provides better student value. The SU should gather evidence on fee differences between Oxford and Cambridge, consult students, and negotiate the preferred structure with the University.

Full Motion:

The SU should consider carefully to what extent a fixed-at-entry, Cambridge-style fee model is likely to lead to higher fees overall. An alternative model, whereby annual increases to fees for on-course international students are capped at the lower of CPI and 4 per cent, should also be considered. The SU should consider a wide array of evidence, including differences in fees between Oxford and Cambridge. The SU should then select the model that provides the best value to students and seek to negotiate a switch to that structure with the University. If timelines allow, the SU should continue to consult students through CCR, RepComs, and other channels, before a final decision on the model is made.

Where any contradictions arise between this motion and previous motions, this motion shall supersede the relevant sections of any previous motions.

Opposition to the International Student Levy

Passed: Michaelmas Term 2025
Expires: End of Michaelmas Term 2028

Conference Notes:

- The UK Government has proposed a 6% levy on international student fees to fund maintenance grants.
- Oxford SU's 2025 Budget submission projects this levy would reduce international enrolment by 16,000 students and remove over £600 million in annual university income.
- International student fees currently cross-subsidise UK research and teaching, and any reduction would threaten institutional stability.

Conference Believes:

- The levy would damage research-intensive universities, international diversity, and higher education quality.
- Student finance reform must be publicly funded, not financed through levies on international students.
- Oxford SU should stand in solidarity with other universities in opposing this proposal and promoting a fairer, sustainable model of higher education funding.

Conference Resolves:

- To adopt a formal policy opposing any International Student Levy, as set out in Oxford SU's Budget 2025 submission.
- To communicate this stance publicly and to partner with RGSU, NUS, and UUK in joint advocacy efforts.
- To reaffirm Oxford SU's commitment to equitable and sustainable funding for both domestic and international students.

College Disparities Monitor

Passed: Michaelmas Term 2025
Expires: End of Michaelmas Term 2028

Conference Notes:

- The SU previously supported a transparency initiative highlighting disparities between colleges in key areas such as accommodation, welfare provision, and student costs.
- That tool was discontinued following the departure of the former SU President, leaving a gap in comparative information for students and Common Rooms.
- Comparable data remains essential for Common Rooms negotiating locally, within their colleges, and for students seeking clarity about living costs and support.
- CCR provides the appropriate representative forum to coordinate this work across the collegiate University.

Conference Believes:

- Transparency across colleges promotes fairness, accountability, and informed student choice.
- Disparities in cost and provision directly affect equality of experience across the University.
- A public, accurate, and regularly updated *College Disparities Monitor* would empower Common Rooms and strengthen evidence-based representation.
- Collaboration with RepComs and Equity Officers will ensure the project remains inclusive, equitable, and accessible.

Conference Resolves:

- To mandate Oxford SU to restart and maintain a public *College Disparities Monitor* under the stewardship of the President for Communities and Common Rooms, working within budgets approved by the Trustee Board and subject to standard risk assessment.
- To establish a College Disparities Working Group responsible for setting up, maintaining, and verifying the Monitor.
    - Chair: President for Communities and Common Rooms
    - Voting members: two representatives from JCR PresCom and two from MCR PresCom, together with the Chair
    - Non-voting members: other Sabbatical Officers sit ex officio as non-voting members; SU staff may attend to advise on governance, data protection, and web delivery

    - Quorum: three voting members, including at least one JCR and one MCR representative
    - Meetings: at least once per term
- To ensure the Monitor includes neutral, comparable data across key areas such as accommodation, welfare provision, bursary and hardship schemes, meal and catering costs, and access-related participation indicators.
- To require the Working Group to:
    - Publish its methodology, change log, and participation status page on the SU website;
    - Consult RepComs and Equity Officers;
    - Maintain and update an Equality Impact Assessment (EIA);
    - Comply fully with data protection law and the SU's privacy framework, collecting no personal data.
    - Adhere to best practices around the interpretation of data and design of the report to reduce the risk of misinterpretation or misrepresentation, and to maximise information accessibility for all students.
    - Verify the accuracy of data and figures included in the report with each College's Common Room Representatives and/or Heads of House, prior to publication.
- To receive termly progress reports at CCR, with an annual summary in Trinity Term. Reports for noting may be listed *below the line* unless discussion is requested.
- To confirm that this mandate concerns matters affecting *students as students* and will not be progressed beyond that scope.
- To include a sunset clause, ending the mandate in Trinity Term 2028 unless renewed, with a review paper to be presented to CCR in Hilary Term 2028 outlining options to continue, mainstream, or close the project.

Common Room Election Platform Improvements

Passed: Michaelmas Term 2025
Expires: End of Michaelmas Term 2028

Proposal Summary:

This motion mandates the SU to improve its common room election platform by enabling returning officers to access and publish results automatically without manual SU intervention, and to implement automatic vote counting systems.

Full Motion:

The SU provides an election platform to common rooms. The platform has many advantages, including integration with University SSOs and direct technical support from the SU. However, it has several major issues. The platform is slow and unintuitive. It can be challenging to set up elections correctly, and this increases the friction in handovers between returning officers. Instructions are hard to find or are missing entirely.

The most significant issue is that returning officers cannot access the results of an election without manual intervention from the SU. Currently, when voting for an election ends, returning officers must write to the SU and request the results be manually counted. This often causes significant delays in getting results, particularly when elections finish outside working hours or days.

STV and other common voting methods are simple to implement algorithmically. It should not be necessary for a person to count the votes.

This motion mandates the SU to direct resources towards improving the election platform it provides to common rooms. It should at a minimum be made possible for returning officers to view and publish results without SU intervention, implementing a system that counts votes automatically. If this not possible with the current platform and/or software provider, the SU should consider switching the provider, or the SU should create a new platform for students where this is possible. Tutorials on how to use the platform should be updated or created if necessary and made more easily accessible to returning officers.

EIRRS Expansion

Passed: Michaelmas Term 2025
Expires: End of Michaelmas Term 2028

Proposal Summary:

This motion expands the existing "EIRRS Position" policy to include ending all direct and indirect investment in arms companies, arguing that restrictions on "controversial weapons" alone are insufficient since arms manufacturers cannot ensure their products comply with international law. Oxford SU will advocate for extending investment restrictions to exclude companies that derive more than 5% of revenue from armaments production, sale, or brokerage.

Full Motion:

This policy expands the policy “EIRRS Position” passed in 3rd Week of TT25 to include a clear target of an end of direct and indirect investment in all arms companies. Restrictions on “Controversial weapons” alone are insufficient, as arms manufacturers cannot ensure weapons they produce are used in line with international law.

In addition to the policy mandates outlined in “EIRRS Position”, Oxford SU and its Sabbatical Officers are mandated to advocate for the following policy change as a medium-term goal for divestment: Expansion to all weapons. Oxford SU will push for restrictions on investments in controversial weapons to be extended to exclude direct and indirect investment in companies that make more than 5% of revenue from the production, sale, or brokerage of armaments.

Oxford Water Safety

Passed: Michaelmas Term 2025
Expires: End of Michaelmas Term 2028

This Conference notes that:

1. Oxford has a high number of waterways and, as Oxford City Council note, 'Wild swimming in Oxford's waterways is popular but risky'.
2. Brasenose College met with the Royal Life Saving Society, who recommended peer to peer influence as one of the best ways to mitigate water hazards.
3. A project titled 'Safe Celebrators' is being organized in principal by Brasenose JCR and St Catherine's JCR, with the aim to provide welfare support during times of exam celebration. This is not medical support and not lifeguarding.
4. There have recently been increased patrolling by University Security Staff, in order to clamp down on 'trashing'.

This Conference believes that:

5. More needs to be done to mitigate the risk of tragedy or serious injury due to drowning. In particular, students should be encouraged not to jump into the water during post-exams celebrations.
6. University policy seems to be more focussed on public relations (i.e. relating to littering) than student safety. Increased patrolling may lead to students seeking areas further away to 'trash', places which may be harder to reach for emergency services.
7. Oxford City Council and/or Oxfordshire County Council can do more to mitigate water hazards, in particular at Port Meadow.
8. Risk occurs throughout the academic year and safety should be communicated at three distinct points of the year: a. Start of Michaelmas term (new students arriving, including those coming from environments with little or no awareness of water hazard). b. Start of Hilary term (hazard of flooded towpaths, ice and darkness). c. Start of Trinity term (hazard of the end of exams coinciding with hot weather – most drownings in the UK involving young people occur at this time).

This Conference mandates the SU to:

9. Represent to the University that students would like there to be bystander initiatives provided where reasonably possible, which have the purpose to provide welfare support and communication on water safety during post-exam celebrations. This includes the 'Safe Celebrators' initiative. Communicate with Oxford City Council and/or Oxfordshire County Council to have the Port Meadow water area professionally assessed for hazards (e.g. undercurrents etc.).
10. Communicate with the central University to provide clarity on their post-celebration policy, such that student safety is prioritised. This should include discussions on whether a blanket ban is the best policy.

11. Provide guidance through the SU channels to incoming students in Michaelmas, and henceforth at the three distinct points of the year on water safety.

National Hardship and Travel Support

Passed: Michaelmas Term 2025
Expires: End of Michaelmas Term 2028

Conference Notes:

- Applications to Oxford's central and college hardship funds have increased by 48% since 2022, with most now oversubscribed.
- Students from care-experienced, estranged, and disabled backgrounds are at greater risk of financial precarity.
- The Hidden Costs of Study dataset and NUS Cost of Living Survey (2023) show that 20% of students miss classes due to unaffordable travel.
- Oxford's geography and housing market require many students to live outside the city centre, increasing average monthly travel costs to £60–£90.

Conference Believes:

- No student should have to choose between food, travel, and education.
- Reliable hardship funding and affordable transport are essential to participation and inclusion.
- A coordinated national approach is needed to prevent postcode-based inequalities in student welfare.

Conference Resolves:

- To mandate the Sabbatical Officers to:
    - Campaign nationally for the creation of a National Student Hardship Fund, ringfenced for direct student grants;
    - Work with Oxford Brookes SU, local authorities, and transport providers to advocate for free bus travel for under-22s and a universal student railcard with no age limit to account for mature students;
    - Encourage colleges to strengthen local hardship provision for food and housing support.
- To collaborate with the NUS and Russell Group Students' Unions (RGSU) to advocate for sector-wide hardship and travel reform.
- To report progress on these campaigns to CCR at the first meeting of Trinity Term 2026.

Transforming University Sports Facilities to Meet Student Needs

Passed: Hilary Term 2026
Expires: End of Hilary Term 2029

Conference Notes:

- That the quality and accessibility of Oxford University sports facilities were raised by several Common Rooms at the previous Conference of Common Rooms.
- That students have reported issues including overcrowding, poor equipment quality, inconsistent opening hours, and accessibility barriers at Iffley Road Sports Centre.
- That the current location of Iffley Road Sports Centre disadvantages students in colleges farther from East Oxford and contributes to inequitable access to sport.
- That many students are opting to pay for expensive private gym memberships due to insufficient University and college provision despite them being free or heavily subsidised.
- That sport and physical activity play a highly crucial role in mental health and wellbeing, recognised by both the University and national health bodies.
- That, aside from the recent resurfacing of the athletics track, no major redevelopment or improvement work has taken place at Iffley Road Sports Centre since around 2018, despite repeated student feedback and growing demand for accessible facilities.
- That the Vice Chancellor (VC) Professor Irene Tracey has a strong interest in Sport and its benefits to student wellbeing and experience and recently created the role Pro-Vice-Chancellor (PVC) for External Engagement, Sport and Community.
- At the end of Trinity Term Professor Alexander Betts was named PVC for External Engagement, Sport and Community and was also appointed the chair of Sports Strategic Sub-Committee (SSSC).

Conference Believes:

- That all students should have equitable access to high-quality and affordable sports facilities, regardless of college affiliation or location.
- That University sport should be treated as a key wellbeing and community investment, not a luxury.
- That a central, modern facility would strengthen participation across gender, disability, and socioeconomic lines and better represent Oxford's world-class status.
- That consultation with student representatives and Common Rooms should underpin any redevelopment or relocation plans.

Conference Resolves:

- To adopt a Conference Policy supporting the creation of a central, accessible, and inclusive University sports centre, either through relocation or major redevelopment of current facilities.
- To encourage the SU SSSC representative and wider SU to continue engagement with the PVC for External Engagement, Sport and Community
- and Oxford University Sports Federation leadership on this issue.
- To mandate ongoing consultation with Common Rooms, Sports Council, and student sports clubs to ensure student voice informs all decision-making.
- To publish a report, led by the SU President for Welfare, Equity and Inclusion, by the end of Hilary Term 2026, incorporating the views and priorities expressed by the Conference of Common Rooms on university sport provision.

University Email Preservation Motion

Passed: Hilary Term 2026
Expires: End of Hilary Term 2029

Conference Notes:

- The Oxford University email for undergraduate and graduate full-time students expires three months following the expiry date of your SSO.
- Many prestigious universities – including the University of Cambridge, Harvard University, , University College London,, University of California,, New York University, and Rutgers University – allow students to keep their university email for life at little to no cost, or allow the students to transition to an alumni email.
- Until as recently as 2021, Oxford graduates had the option of creating an Oxford alumni email address, which would forward emails to their existing personal email address. That service is no longer active as of 2026.

Conference Believes:

- Postgraduate students' academic and professional identities are inherently linked to their university email. While updating ORCID contact information is fairly straightforward, in many cases, direct contact information is provided in publications, conferences and more. Given that students are unable to set up automatic forwarding, losing access to their Oxford University email can sever their link to their journal publication, vital networks and potentially lead to missed opportunities - both of which are important for those in their early careers.
- Although the University of Oxford retains policies regarding data transfer, in practice, students may resort to downloading their email inbox and/or content of their OneDrive to their private devices to preserve past emails, important conversations, and key contacts – posing a data security risk to the university. In some cases, actions like this could result in a breach of data protection laws when transferring emails concerning sensitive research or data.
- Continued access to the university email post-graduation will strengthen the university's alumni outreach, as graduates are more likely to stay connected with the university, their college, and any university club/society/organisation after graduation, and the university can easily reach out to alumni via the university email.

Conference Resolves:

- Mandate the sabbatical officers to advocate at the University Council and any relevant committee for the permanent preservation of students' university emails, or to allow alumni to set up forwarding from their old university address to an Oxford alumni address.

University Providing Guarantor Service for International Students

Passed: Hilary Term 2026
Expires: End of Hilary Term 2029

Conference Notes:

- That from 1 May 2026, the Renters' Rights Act 2025 will prohibit landlords from requiring more than one month's rent in advance as a condition of tenancy.

- That while this provision is designed to protect tenants, it removes the primary workaround (paying rent quarterly or upfront) for students unable to provide a UK-based guarantor.
- That this issue disproportionately affects international students, who constitute around two-thirds of Oxford's graduate population (University of Oxford, 2024).
- That a significant proportion of Oxford's graduate students rent privately due to limited university/college accommodation, affordability, or personal circumstances.
- That UCL, the University of Glasgow, the University of Aberdeen, and the University of Edinburgh operate in-house guarantor schemes, while Durham University and the University of Bristol partner with private providers like Housing Hand.
- That Oxford currently provides no such service.

Conference Believes:

- That without the ability to pay rent upfront, there is a real risk landlords will decline to let to students who cannot meet guarantor requirements once the Act is in force.
- That the guarantor requirement is already a substantial barrier, and legislative changes will make this considerably more acute.
- That without institutional intervention, this issue will affect Oxford's ability to attract and retain the best international talent.
- That the current situation places affected students under significant financial and psychological strain during their studies.

Conference Resolves:

- To mandate the SU to formally write to the University requesting the establishment of a guarantor service available to all students who lack access to a UK-based guarantor, aiming for operation by the 2026–27 academic year.
- To mandate the SU to request that the University undertake a feasibility assessment of both models (in-house scheme vs. third-party partnership) and report back to the SU on its findings by the end of Trinity Term 2026.
- To mandate the SU to work with college common rooms in the interim to compile and distribute guidance on alternative options available to affected students ahead of the Act's rent-in-advance provisions coming into force on 1 May 2026.

Wider Student Access to University Committees

Passed: Hilary Term 2026
Expires: End of Hilary Term 2029

Conference Notes:

- That the University Statutes and Regulations provide for student representatives on many key university committees, including (but not limited to) University Council.
- Many of these committees (including University Council) have more than one seat reserved for Student Representatives.
- Currently, all of the SU representatives at many of these committees are sabbatical officers. The “highest” committee that “ordinary students” currently sit on are the Divisional Boards.

- At Cambridge, one of the attendees to University Council is an incumbent “lay” student, elected annually by the whole student populus.
- That there is an upcoming university-led review of the ‘University Policy and guidance on Student Engagement’, which the SU will contribute to as the principal driver of student representation on these committees.

Conference Believes:

- That Student Representation would be strengthened by having both current students and sabbatical officers on key committees, particularly University Council, especially students who are not involved in the quotidian affairs of the SU.

Conference Resolves:

- To mandate the SU to lobby the university to widen the presence and attendance of non-sabbatical officers at key University committees where multiple positions are reserved for student representatives, including (but not limited to) University Council.

Referendum to Disaffiliate from NUS UK

Passed: Trinity Term 2026
Expires: End of Trinity Term 2029

Conference Notes:

- That Oxford SU pays £17500 every year to NUS UK, a lobbying group formed from the agglomeration of around 600 universities from across the country. The Oxford SU pays extra fees for staff and student attendance of NUS conferences.
- That the NUS has a historic record of activism "Boycott Barclays" campaign, which helped end Barclays' involvement in apartheid South Africa in 1986, but that it no longer serves this role. For instance, in 2007, the NUS dropped their opposition to tuition fee increases, which have since trebled.

- That universities across the UK have recently disaffiliated from the NUS, with more tabling disaffiliation motions. SUs such as those in Cambridge, LSE and Manchester have disaffiliated, whilst referendums will be held in universities including SOAS, Birmingham and Liverpool.
- That the NUS Charity provides important SU support and student-facing services, and that this motion does not seek to disaffiliate from it.
- That Oxford SU would not be isolated upon disaffiliation: it is a member of other bodies such as the Russell Group Students' Unions network, and already has a strong relationship with Oxford's MPs.

Conference Believes:

- Despite the NUS's historical role in student activism and representation, the NUS UK no longer adequately represents students' interests. For example, the NUS England conference saw no voting by student sabbatical officers, and no follow up on items discussed. The NUS also banned over 70 students, who signed an open letter urging the NUS to 'condemn the plausible genocide in Gaza', from attending conferences.
- While there has been some positive campaigning around student loan reform, NUS campaigning has often been poorly organised and inequitable. Protests and meetings with MPs are often scheduled last minute, with sometimes less than 24 hours notice, which is especially inaccessible for SUs outside the South-East of England.
- That disaffiliation sends a clear message that student unions will not subsidise a body that is ineffective to its members, and will compel NUS UK to reform.

Conference Resolves:

- To mandate Sabbatical Officers to organise a student referendum on disaffiliation from NUS UK, to be held in Michaelmas Term 2026
- To hold a referendum under the title "Should the Oxford SU disaffiliate from NUS UK" with responses being "Yes" or "No".
- To mandate Sabbatical Officers to report back to CCR at the second meeting of Trinity Term 2026 with a more specific timeline for referenda and potential disaffiliation.
- To mandate Sabbatical Officers to strengthen alternative advocacy relationships, including with RGSU, in preparation for a potential disaffiliation.

University-Wide Term Card

Passed: Trinity Term 2026
Expires: End of Trinity Term 2029

Conference Notes:

- That Oxford has no single, publicly accessible listing of student events and activities across the University.
- That students must navigate multiple college websites, mailing lists, and social media channels to find out what is happening.
- That many societies and common rooms report low event turnout, to which poor discoverability is a contributing factor.
- That the proctor's office records and liaises with all registered societies.

Conference Believes:

- That support from the proctor's office in promoting events would meaningfully improve student community and engagement across the University.
- That the proctor's office is well-placed to facilitate this.

Conference Resolves:

- To mandate Oxford SU officers to encourage the university to develop more ways to publicise events that are accessible to Oxford students.
- To mandate the SU President for Communities and Common Rooms to present a progress update to CCR no later than Week 3 of Michaelmas Term 2026.

Opposition to Unethical Uses of AI

Passed: Trinity Term 2026
Expires: End of Trinity Term 2029

Conference Notes:

- In Michaelmas 2025, the University of Oxford becomes the first UK university to offer ChatGPT from OpenAI to all staff and students after a year-long pilot. The University also provides Copilot Chat through Microsoft's Nexus365, and Gemini through the University's Google workspace.
- AI has been widely adopted for military use for both autonomous weapon systems and decision support systems in recent years, with deployment observed across a

range of contemporary conflicts. These developments have had significant global consequences, including impacts felt within the Oxford community.

- The AI research community has issued strong objections to AI's use for mass surveillance and in autonomous weapons, especially without any current international law concerning the use of AI in warfare.

Conference Believes:

- AI's extensive potential for military use makes it crucial that the University of Oxford requires ethical and responsible use of AI from its AI vendors.
- The University of Oxford has an obligation to ensure that its AI vendors have a clear "no use for military and surveillance policy" such as the one OpenAI had prior to January 2024 or the one Google had before February 2025.

Conference Resolves:

- Mandate the sabbatical officers to advocate at the University Council and any relevant committee to require all of its AI vendors to have a policy that forbids military and surveillance use of its products.
- Mandate the sabbatical officers to advocate at the University Council and any relevant committee to audit its current AI vendors and replace those that do not meet the requirements.
- In the case that there isn't an alternative for a particular use, mandate the sabbatical officers to advocate at the University Council and any relevant committee for the University to decide whether the use is necessary for academic research, and if so, to conduct a periodic review of alternatives.

Trans, Non-Binary, Gender Diverse & Intersex Inclusion

Passed: Trinity Term 2026
Expires: End of Trinity Term 2029

Conference Notes:

- The recent Trans Lives 2025 report highlights serious concerns about the rights of TNBI+ people in the UK, their access to healthcare, and general safety. This report was informed by a survey of over 4,000 people, shortly before the Supreme Court ruling on the Equality Act's definition of 'sex' and prior to the EHRC's proposed Code of Practice.

- Oxford SU continues to express deep concern about the ruling's implications for TNBI+ inclusion, student welfare and institutional values. The ruling does not mandate the exclusion of TNBI+ people, nor does it require institutions to discriminate. If a university chooses to implement policies that restrict access to facilities based on sex assigned at birth, this is an active and discretionary decision - not currently a legal requirement. The University must take ownership of such choices and the harm they cause, rather than passively attributing them to legal constraint.
- Oxford SU is alarmed by the lack of clear statements from many UK universities which has illustrated a pattern of risk aversion over principled support for its own students and staff. As a globally influential institution, Oxford has a duty not only to lead the higher education sector in equity and student wellbeing, but also to uphold academic integrity by engaging critically with the legal and scientific claims underpinning this ruling.
- The British Medical Association (BMA) has already challenged the biological essentialism underpinning recent policy and legal discourse. The BMA has emphasised that biological sex is not a binary, immutable concept, and policies grounded in such assumptions lack both medical and scientific credibility. Oxford, as a centre of academic excellence, must reflect these realities in its institutional responses and policy frameworks.
- Furthermore, the ruling has direct consequences for the intersex community, who may not be easily categorised within binary sex classifications. Exclusionary interpretations based solely on sex assigned at birth risks reinforcing harmful practices such as sex assignment without consent and institutional erasure of intersex experiences. Oxford must resist any policies that rely on rigid sex definitions, which actively undermine the rights and dignity of intersex individuals.

Conference Believes:

- Trans, non-binary, gender diverse and intersex (TNBI+) students are at heightened risk of discrimination, mental health challenges, and institutional exclusion.
- The University has a commitment to supporting TNBI+ individuals (https://edu.admin.ox.ac.uk/transgender-policy).
- The University must lead the sector in TNBI+ inclusive practices, not merely comply with legal minimums.
- Gendered spaces can have a significant impact on how individuals interact with the world, in ways unique to each individual. They deserve to have the knowledge available to make informed choices, which includes knowing whether toilets are

gendered or gender neutral. Situations vary greatly across colleges and departments, and there is currently no practical way to find out in advance whether a given location has gender neutral toilets or not.

- TNBI+ students must continue to be able to safely access toilets, accommodation, and services aligned with their gender.
- The availability of gender-neutral toilets is a basic matter of dignity, accessibility, and inclusion.
- Gender-neutral facilities should be widely available as a default, not an afterthought, and we must critically reflect on how spatial design upholds or challenges normative gender boundaries.
- Oxford SU has a responsibility to challenge any structural change that undermines the rights and wellbeing of TNBI+ students.
- Oxford must be a leader in academic integrity and evidence based policy, aligning with medical bodies, such as the BMA, in rejecting reductive and scientifically inaccurate definitions of sex.

Conference Resolves:

Oxford SU and its Sabbatical Officers are mandated to:

- Campaign across central and college levels for the protection and expansion of TNBI+ -inclusive policies and practices.
- Work with the University to ensure that the Access Guide (https://www.accessguide.ox.ac.uk/), which already lists information about toilets, is updated to include details of gender neutral toilet provision. While accessible toilets are gender neutral, they are not one and the same.
- Engage Common Rooms, governing bodies, and senior leadership to: Ensure explicit protection of TNBI+ students' rights
    - Expand and signpost gender-neutral toilets across the University Coordinate a University-wide campaign clarifying that Oxford will not adopt exclusionary interpretations of the Equality Act
    - Provide an annual Gender Expression Fund of up to £1,000 to help reduce the financial barriers associated with gender affirmation and improve the wellbeing of our students. Funding will be awarded on a case-by-case basis.
    - TNBI+ students should be able to apply for up to £50 per year, or up to £100 per year in exceptional circumstances.
    - This grant can be used to purchase gender affirming products such as clothing, binders, packers, breast forms and beauty products. This grant can be used towards travel expenses associated with gender related medical or therapeutic appointments.

    - This grant can be used towards, although will be unable to cover the full cost of, gender related medical appointments. This may include voice/speech coaching, counselling, and assessments, but cannot include medication/prescription or surgery costs.
- Support the LGBTQ+ Part-Time Officer in consulting student groups to better understand and advocate for the experiences of TNBI+ students.
- Work with sports clubs, student groups and the Sports Federation to highlight open and mixed sports where all students can participate and advocate for a culture of fairness, respect, and belonging, where TNBI+ students know they have a place in sport.
- Work with the Equality and Diversity Unit, LGBTQ+ Society, LGBT+ Advisory Board, and relevant University offices to:
    - Strengthen policy frameworks
    - Ensure guidance explicitly protects access to gender appropriate and gender-neutral facilities
    - Report regularly to the Conference of Common Rooms on mandate progress with timelines and deliverables
    - Embed TNBI+ rights in all lobbying, policy work, and strategic planning
    - Publicly and internally oppose any attempt by colleges or departments to regress on current protections
    - Hold the University accountable for choices that compromise the safety, dignity, or inclusion of its students.

Opposition to Unethical Uses of AI

Passed: Trinity Term 2026
Expires: End of Trinity Term 2029

Conference Notes:

- In Michaelmas 2025, the University of Oxford becomes the first UK university to offer ChatGPT from OpenAI to all staff and students after a year-long pilot. The University also provides Copilot Chat through Microsoft's Nexus365, and Gemini through the University's Google workspace.

- AI has been widely adopted for military use for both autonomous weapon systems and decision support systems in recent years, with deployment observed across a range of contemporary conflicts. These developments have had significant global consequences, including impacts felt within the Oxford community.
- The AI research community has issued strong objections to AI's use for mass surveillance and in autonomous weapons, especially without any current international law concerning the use of AI in warfare.

Conference Believes:

- AI's extensive potential for military use makes it crucial that the University of Oxford requires ethical and responsible use of AI from its AI vendors.
- The University of Oxford has an obligation to ensure that its AI vendors have a clear "no use for military and surveillance policy" such as the one OpenAI had prior to January 2024 or the one Google had before February 2025.

Conference Resolves:

- Mandate the sabbatical officers to advocate at the University Council and any relevant committee to require all of its AI vendors to have a policy that forbids military and surveillance use of its products.
- Mandate the sabbatical officers to advocate at the University Council and any relevant committee to audit its current AI vendors and replace those that do not meet the requirements.
- In the case that there isn't an alternative for a particular use, mandate the sabbatical officers to advocate at the University Council and any relevant committee for the University to decide whether the use is necessary for academic research, and if so, to conduct a periodic review of alternatives.

University-Wide Sanitary Products Provision

Passed: Trinity Term 2026
Expires: End of Trinity Term 2029

Conference Notes:

- Period products are a basic health and welfare need for many students. Lack of access can cause distress, embarrassment, disruption to study, and avoidable barriers to participating fully in University life.

- Current provision across the collegiate University appears inconsistent. Students have reported that products are available in some locations, such as the Archaeology Library, but not in other high use study spaces, including the Radcliffe Camera.
- Common Rooms have indicated that all colleges appear to have some form of period product provision somewhere, but this does not necessarily mean that products are available in all bathrooms, visible to students, or provided in a consistent way.
- University library provision is particularly important because libraries are shared study spaces used by students across colleges, courses and levels of study. Many students spend long periods of time in libraries, especially around exam season and thesis deadlines.
- The Bodleian Libraries cover a large number of library sites across Oxford. A minimum standard across all University library sites would therefore make a practical and visible difference to students.
- There is also inconsistency at departmental level. For example, a medical student has reported that products are available in IDRM, the Institute of Developmental and Regenerative Medicine, but not in MSTC, the Medical Sciences Teaching Centre. This suggests that provision may vary even between buildings used by students within the same broad academic area.
- At present, it is not always clear who is responsible for period product provision in different settings, including libraries, departments, divisions, colleges and individual buildings.
- Inconsistent provision particularly affects students who cannot easily afford products, students with heavy or unpredictable periods, disabled students, students with medical conditions affecting menstruation, students studying late or away from their college, and students who may feel uncomfortable asking staff for help.

Conference Believes:

- Free period products should be treated as a basic welfare provision, not as an optional extra or a matter left to local goodwill.
- No student should have to leave a library, miss teaching, interrupt study, or ask multiple staff members in order to access essential period products.
- Provision should be visible, dignified and easy to access. Students should not have to ask at reception unless there is no practical alternative.
- A University wide approach is needed because students do not only study in their own colleges. They move between libraries, departments, laboratories, lecture rooms, museums, clinical teaching spaces and other University buildings.
- A minimum standard should include pads and tampons, clear signage, named responsibility for restocking, and a simple route for reporting empty boxes.

- Period products should be available in a range of toilets, including women's toilets, gender neutral toilets and accessible toilets where these exist, recognising that not everyone who menstruates uses the same facilities.
- The University should not rely on Common Rooms, individual staff members, informal student labour or one-off initiatives to meet a recurring and predictable welfare need.
- This is a relatively low-cost intervention with a high practical and symbolic value for student welfare, equality and inclusion.

Conference Resolves:

Conference mandates Oxford SU and the relevant Sabbatical Officers to:

- Lobby the University to provide free period products in all student facing University libraries as a minimum standard.
- Lobby the University to extend free period product provision to all student facing departmental buildings, teaching spaces and other University managed buildings where students regularly study or attend teaching.
- Ask the Bodleian Libraries to introduce consistent provision across all Bodleian library sites, including:
  - free pads and tampons;
  - visible provision in or near toilets where practicable;
  - clear signage explaining what to do if products have run out;
  - a named staff team or operational process responsible for restocking.
- Ask the University to conduct a light touch audit of current period product provision across University libraries and student facing departmental buildings, identifying:
  - where products are currently available;
  - where provision is absent;
  - who is responsible for procurement and restocking;
  - whether provision is visible and accessible to students.
- Lobby the University to create a university-wide minimum standard for period product provision, including procurement, restocking, signage and reporting processes.
- Work with Common Rooms, Welfare Reps and other relevant student groups to gather student evidence on gaps in provision, including examples from libraries, departments and buildings where students report inconsistent access.
- Support Common Rooms that wish to lobby their own colleges to strengthen college level provision, while recognising that this motion's minimum ask is directed at University managed libraries and departments.

- Report back to Conference of Common Rooms by no later than [Week 3, Michaelmas Term 2026] on progress, including any University response, audit findings where available, and next steps for implementation.

Equitable Funding for University Language Courses

Passed: Michaelmas Term 2026
Expires: End of Michaelmas Term 2029

Conference Notes:

- Language learning is a vital supplement to main degrees, and instrumental for many students to secure employment outside of the UK.
- In an increasingly global world, language skills are valuable, and reduce reliance on sometimes inaccurate online translation services. The standard intensity courses are currently £136 per term, which is above the budget for many students.
- In a survey of Magdalen JCR students (32 respondents), 62.5% selected the option 'course fees too expensive' in regards to taking an Oxford University Language Centre course, while only 15.6% of Magdalen respondents have actually attended a course for at least a term.
- When the survey was expanded to students from other JCRs, 57.4% of 61 total respondents (of which at least 32 were the original Magdalen students) selected that 'course fees too expensive', while only 18% attended a course for at least a term - survey data ended 12/10/2026.
- 26 students left anonymous comments, where many remarked that they were unsure if their college would fund, or that various faculties wouldn't fund their courses.
- In general, funding is insufficient and confusing - with many students having to self-finance their courses or attempt to navigate confusing college systems.
- Self-funding widens the outcome gap between students of different socioeconomic backgrounds, where monolingualism could restrict later job opportunities abroad.

Conference Believes:

- This SU should understand that university is an essential place for learning skills outside of our main degree.
- Students shouldn't be restricted by their own finances when considering language courses.
- Supplementary language courses can be required for certain internships/placements.
- Funding should be equitable across departments and colleges, and should always represent at least 50% of the course fees.

Conference Resolves:

- To mandate the SU to lobby all departments to provide at least 50% of language course funding, regardless of reason to undertake the language course
- To encourage colleges to supplement the remaining 50% deficit;
- And support common rooms in doing so.
- Consider addressing the Language Centre Committee to the cost of the supplementary language courses.
- Report to the Conference of Common Rooms by no later than Week 3, Hilary Term 2027 on progress and findings.

Staff on Student Sexual Harassment & Misconduct

Passed: Michaelmas Term 2026
Expires: End of Michaelmas Term 2029

Conference Notes:

- Staff on student sexual harassment and misconduct creates an unsafe environment for students on campuses across the UK and worldwide. Cases are under-reported and data relating to the numbers of staff on student sexual misconduct cases is not consistently gathered by institutions or government, meaning that tracking the numbers of cases across the UK is not possible, creating a lack of information and accountability.

- Within the University of Oxford and its colleges, there have been concerns that university employment practice is also facilitating a lack of accountability. Specifically - that staff are being hired without appropriate checks on their own history of sexual misconduct, that staff are being allowed to resign out of investigations or even after serious upheld complaints, and that even when these processes have occurred, information is being withheld including with confidentiality clauses - as part of settlement agreements and as requests for Anonymity Orders to local courts.

- Stories this year published about Oxford include:

    ⓾ An academic who left his university position after multiple complaints of sexual harassment was allowed to continue in his college role for a further 6 years until the story was revealed by the press [Source: https://www.bloomberg.com/news/articles/2025-11-28/oxford-fellow-steps-down-from-roles-following-misconduct-claims]

    ⓾ That Oxford reportedly 'withheld information about sexual harassment' of this academic to both his college and to three academic bodies who submitted a joint letter asking whether it was safe to invite the professor to attend conferences given reports that he had "abused his position of power in harassing students". [Source: https://www.thetimes.com/uk/education/article/oxford-university-sexual-harassment-allegations-trvwcsh2q. Further evidence of professional bodies seeking and not being given information on whether he was safe to invite can be found

https://www.easp.eu/getmedia.php/_media/_archive/20251202113925.html]

- ⓾ Another academic was hired after having already resigned following sexual misconduct at a different university. That academic then had three complaints of sexual harassment at Oxford upheld - and was allowed to resign again. [source: https://www.bloomberg.com/news/features/2025-11-19/oxford-university-has-failed-women-over-harassment-concerns-staff-say]

- ⓾ An Anonymity Order (a court ordered NDA) was requested by the University in relation to a survivor who had been harassed by two academics that stopped her speaking about her own situation - and only later withdrawn after press and survivors made complaints. [source: https://www.thetimes.com/uk/education/article/oxford-university-anonymity-tribunal-xzmg9k03s]

- Whilst Oxford as a University has committed to not using NDAs "to prevent the investigation of complaints of sexual misconduct or to prevent responsible whistleblowing" in practice both it and its constituent colleges may be signing settlement agreements that include confidentiality clauses with academics where complaints have been made and even upheld against them. It is on record as having requested a court placed anonymity order on a survivor.

- E6 of the Office for Students Conditions of Registration require HE institutions to not put NDAs on students to restrict their ability to discuss their experience of sexual harassment - however there is a loophole that falls outside the letter (but not the spirit) of the rule for a College or University to sign an NDA with a perpetrator which prevents public disclosure of the incident therefore again evading accountability.

- IHH has been collaborating with Love & Power, a nation-wide organisation, to address these longstanding issues with the input from and support of professional legal advisors. The campaign has produced a pledge which encourages the following change:

  - ⓾ The university completes investigations concerning serious complaints of discrimination and harassment regarding sexual violence regardless of whether the accused resigns;

  - ⓾ Faculty and college employers follow the practice of UK government backed aid agencies to not sign silencing protective settlements for those who have had complaints of sexual violence made against them and have either resigned

instead of facing a process or had those complaints upheld

⑩ All final job candidates are required to declare any adverse findings in harassment proceedings and disclose whether they have been any opened against them in the past ten years that either had adverse findings or were not completed;

⑩ Survivor-victims are not silenced by use of anonymity orders, which keep the name of the accused concealed

Conference Believes:

- That the Aid Sector had a similar issue of sexual predators being recycled in and out of different organisations resulting publicly in the Oxfam scandal around Haiti. The solution provides a model for us - the FCDO backed Misconduct Disclosure Scheme, where over 380 organisations have signed up to share information about sexual misconduct, resulting in over 220,000 checks and 677 applications being rejected at recruitment stage. [source: https://misconduct-disclosure-scheme.org/]

- That institutions' obligations were increased in October 2024 through The Worker Protection (Amendment of Equality Act 2010) 2023 - which introduced a mandatory legal duty for UK employers to proactively take reasonable steps to prevent sexual harassment in the workplace, and puts an obligation on employers to prevent recurrence.

- That all students have the right to feel safe from harassment and sexual violence

- That the culture and processes outlined above creates an environment free from accountability, where perpetrators are enabled to move between contracts within the Oxford context and further afield without being held fully accountable for their actions

- Oxford is particularly susceptible to this situation because of the relationship between the colleges and the university, where college autonomy allows for separately contracted services between the University and the Colleges.

- That it is therefore important for both common rooms and the students' union to take a united stand against sexual violence across the whole University context

- That by applying a consistent policy and approach across the colleges and the University, perpetrators will no longer be able to move between contracts, or into

the wider education sector as a result of these oversights

- The university policy should maintain a strict policy with matters of sexual violence and harassment to hold professors, staff and employees accountable.

Conference Resolves:

- The SU will sign the pledge as a supporter
- This SU will lobby the university to sign the pledge and enact the policies and procedures therein