
IMPACT REPORT

2016-17

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OUSU
Oxford University
Students' Union

Oxford University Students' Union

Impact Report 2016-2017

Introduction

The past year has in many ways been a transformational one for the Students' Union. A new sabbatical team, a new CEO, eight new staff and an upcoming new Organisational Strategy have all meant that this year has had to have a focus on meaningful introspection. However, this has not held us back in our outward student engagement, and indeed has provided an opportunity to truly refocus, rebrand and reposition ourselves within the Oxford student and community landscape. In the last six months, the Students' Union has engaged more students, in more ways and across more demographics, than ever before. Some of our achievements include:

- Running a community festival with a footfall of ~2000 people
- Our biggest ever Teaching Awards with 895 nominations and 25 award-winners
- Elections with the highest turnout in three years (more than doubling graduate turnout), and
- A sustained student wellbeing and stress relief programme reaching hundreds of students a week throughout Trinity Term.

Our vision of an SU that is valued by every single student at Oxford is closer than ever, and we now have a plan to close that last gap.

In addition to increased outreach and broader student engagement, OUSU retains a strong commitment to its core educational, representative, and campaigning mission. We have built on our heritage as a Union that empowers, enables, and channels student interests to improve our University through dedicated collaboration and constructive criticism.

On **education**, a high-profile campaign against the Higher Education and Research Bill contributed to planned fee increases for on course students being dropped and over 70 members of the House of Lords being directly lobbied to amend the bill. In **wellbeing**, we launched another piece of robust research into the impact of academic structures on student stress and performance, and developed the staff and departmental links to position ourselves as a sector leader in research in this area for years to come. The National Union of Students (NUS) followed us when we successfully lobbied them

to roll out welfare surveys based on our own to every SU in the country building a rigorous source of benchmarked data to drive change targeted to where it is needed. Lastly, ***citizenship and ethics campaigns*** have gone from strength to strength and a new and much needed campaign on class-based issues has been launched with the highest uptake of any campaign in our history. The OUSU community grows and thrives.

Our achievements this year speak volumes, and throughout this report you will see evidence of the meaningful impact we have had time and time again. As President, I have the privilege of looking at the overall picture and this is what fills me with the most pride. This year our approach has been to build student leaders throughout the University, from Common Rooms to campaigns, empowering our members to drive for change and for a happy, healthy and accessible university experience. I can safely say we are a Student Union *of* and *for* our members and the course has been set for us to take the position in students' lives we can and should occupy in future years. I look forward to watching on as subsequent sabbatical teams take us there.

- *Jack Hampton, President 2016/17*

OUSU's purpose is to improve the student experience at Oxford and we do that by representing, supporting, empowering, informing, and bringing students together. This Impact Report outlines many of our successes this year across our new strategic themes of **education, wellbeing, and community.**

Education

We believe that education is the foundation for the future. The better the education, the better the future for us all. Students tell us the quality of their academic experience is important and that's why we work hard to improve this critical part of the student experience, as indicated in our Education Vision. The following are some of the highlights in this area.

Student Representation

- OUSU supported 565 **Course Reps**, of which 150 received face-to-face training.
- We successfully recruited a full roster of **eight student Divisional Board Representatives**.
- We helped secure substantial changes to the annual **College Quality Assurance templates** with a focus on undergraduate collections, provision for part-time and year abroad Students, and postgraduate College Advisers.
- With our help, University policy has been strengthened in order to ensure that **students are consulted** on proposals for above-inflation fee increases for future cohorts.
- OUSU represented students on over 30 academic-related committees, working groups, six departmental reviews, one review of a Permanent Private Hall, and one course review.

Research

- In Trinity Term 2017 OUSU launched an enquiry into the **relationship between academic structures in undergraduate degrees, student stress and perceived academic performance**. A survey is currently open to second year undergraduates, which after the first week has been completed by 15% of the cohort. This data collection exercise and its subsequent analysis will inform OUSU's future lobbying priorities on course reform at undergraduate level.

National Policy

- OUSU was instrumental to the drafting of an open letter published in *The Guardian* raising concerns about the Teaching Excellence Framework (TEF), which received over 195 signatures from other SU Officers around the country.
- By providing coach travel, resources and operational support, OUSU enabled almost 100 students to attend the **NUS National Demo** 'United for Education' alongside UCU Members.
- Mobilised twenty student campaigners who wrote to 70 members of the House of Lords to make a case for amendments to the Higher Education and Research Bill. Key amendments later passed by the Lords included the cutting of a link between TEF and fees, students in migration numbers, protection for students.
- Submitted response to **Government Consultations** on doctoral loans and part-time maintenance loans.

Empowering Students

- Produced **information booklet for suspended status students** in conjunction with SusCam (Suspended Status Students Campaign) and OUSU's Student Advice Service.
- Updated and produced new resources to help students make the case for **accessible lectures** in their departments.
- Launched **Class Act Campaign** – a campaign for working class, first generation, state comp educated, and low income students. The campaign was established unanimously by OUSU Council, and during its first week had 500 likes on Facebook, 200 sign-ups to the mailing list, and attracted over 200 attendees to the launch event including students, academics, and senior University figures. There were 55 nominations for committee elections with 150 self-identifying voters – all **unprecedented in the history of OUSU Campaigns**.
- Ran our **first year abroad event**, attended by over 50 students, to equip students to plan their career and educational opportunities on their year abroad, with representatives from the Careers Service, Erasmus, Student Advice Service, and international student groups.
- Ran two undergraduate and two graduate **Exam Preparation sessions**, attended by over 160 students.

Access and Admissions

- Conducted survey of lead student helpers over the admissions period, and subsequently brought report and recommendations based on findings to the Admissions Executive and Admissions Committee to **improve safety and wellbeing of both current students and applicants**.
- Ran **BAME Access and Admissions focus group** with 20 students and 70 registering interest for future work.
- We had significant input to AdEx's Access Targets Working Group Report and the University's forthcoming Access Strategy.
- Trained, supported, and surveyed **JCR access officers** from around 80% of colleges.
- Our student-led access and outreach programme **Target Schools** has run 12 shadowing days, reaching over 200 sixth form and college students over the course of the year, and provided safeguarding training and leadership opportunities for many undergraduate students.

Academic Quality

- **Teaching Awards** received a record 895 nominations, a 37% increase on 2016, with 107 individuals shortlisted and 25 winners across 7 categories. We also introduced a new category of 'Best Postgraduate Teacher' to celebrate the work of graduate students who undertake teaching, which received 63 nominations.
- In Trinity Term 2017, we presented OUSU's **Annual Quality Report** to Quality Assurance Subcommittee, following up on recommendations contained in the Student Written Submission last year. This piece of work will feed into a report to be considered by University Council in Michaelmas Term 2017.

Other Achievements

- After years of campaigning from students, the University committed to charging a **single combined fee for graduate students** (for university tuition and college fees).
- Contributed to saving Oxford students £1.2 million of unexpected debt from proposed on-course tuition fee hikes.
- Following manifesto pledges and recommendations from the Higher Education Review stemming from last year's Student Written Submission, we contributed to new **guidance surrounding student workload**.

Wellbeing

OUSU is committed to empowering, supporting and defending students. We know from student feedback that students need to feel more supported with their health and general wellbeing at Oxford, and that's why we've continued to increase our focus on this vital area of the student experience. The following gives some highlights of our efforts on improving student support, welfare and wellbeing.

Events

- OUSU ran a series of events for **University Mental Health Day** in partnership with Student Welfare & Support Services, with 1,465 attendees across the day (including 60+ attendees to the 'Lunchtime Botanical Garden Walk' and 85+ attending the lecture by Dan Holloway) and with an overall event reach of 17,474 on Facebook.
- OUSU also ran the University Mental Health Day photoboard campaign which reached 5,790 on Facebook with 59 likes and shares, alongside OUSU's Mental Health Day Video which was watched 2,300 times.
- Organised and ran two **Sexual Health Testing Days** with 160+ people tested, with representation from local charities such as Terrence Higgins Trust, the Oxford Sexual Assault and Rape Crisis Centre, and Oxford Marrow. All testing was carried out by NHS nurses from the Churchill Hospital.
- Our **National Eating Disorder Awareness Day** work reached 5,156 on Facebook with a total of 33 favourites and retweets on Twitter.

Campaigns

- More common rooms than ever before held OUSU **consent workshops**, including a particular increase in the number of graduate common rooms which participated in the initiative. Of these common rooms, more than ever indicated that their workshops were compulsory. Over 500 students were trained to facilitate the student-led workshops, which **6,000 students** took

part in, with 82% of undergraduates and 72% of graduates finding the workshops helpful or very helpful.

- Sponsored the Oxford **Good Night Out Campaign** to become a full OUSU campaign, working on night safety and inclusive behaviour training for clubs in Oxford.
- Ran the new **OUSU Thoughtless Moments campaign**, a programme of events throughout Trinity terms to help relieve stress and foster positive wellbeing during the examinations period. Over 100 students have been reached each week in Trinity through this programme.

Training

- Updated **First Respondent Training** and facilitated the training for students to be equipped to respond to disclosures of and emergency situations involving sexual violence and harassment.
- Trained over ten groups of University Staff about Prevent and its risks.
- Trained 40 Common Room **Welfare Officers** either in person or through other OUSU resources.
- Developed new **welfare web resource** – in addition to social media postings with over 130 likes and 26 shares.
- Delivered presentation on **postgraduate research student welfare** issues and best practice for supervision at an OLI run training day aimed at new supervisors with 40 attendees.
- Ran our first ever '**Freshers Com**' to train Freshers' Week representatives on JCR committees on running an inclusive and accessible Freshers' Week. With an attendance of 30+, we had presentations from OUSU Campaigns such as the Campaign for Racial Awareness and Equality and the Oxford Students Disability Community, as well as MCR reps and Junior Deans.

Student Support

- **OUSU Student Advice Service** has continued to grow: **1,022 students** contacted the Service: **an increase of 42% from 2015-16**. These included Postgraduate Research, Postgraduate Taught and UG students, from 43 different colleges and halls and all the academic divisions.
- As a direct result of the Student Advice Service's intervention (figures based on 38% of total contacts):
 - 88% of students reported that they achieved their desired outcome
 - 88% of students reported feeling increased confidence
 - 84% of students reported feeling a decrease in stress
 - 86% of students reported feeling an increased ability to help themselves in future
- To improve access to materials the SAS have created three podcasts and four videos.
- OUSU Student Advice Service was **awarded the leading quality assurance mark for advice agencies** and became accredited members of National Association of Student Money Advisors.

- We delivered 26 **Living Out Talks** to 22 Colleges alongside a hard-copy of a 'Living-Out Guide', delivered six '**BE-Smart Workshops**' to both undergraduate and graduate common rooms while also creating a '**Money Matters Guide**' to help students manage their finances during their time at university.

Policy and Research

- Following a mandate from OUSU Council, students previously or currently involved in **sex work** were asked about their experiences with recommendations being made to the Student Wellbeing Subcommittee.
- OUSU represented students on the **Sexual Violence Working Group**, consistently expressing support for a centralised system which properly responds to misconduct which may also be of criminal concern.
- We commissioned the **formal analysis of postgraduate-specific data from the 2016 OUSU Welfare Survey** and produced a report into the findings, so we have the evidence base to drive graduate welfare issues forward.
- **Survey to Junior Deans** and equivalents in Colleges, focusing in particular on training, welfare, and support available to the students who undertake these roles.
- OUSU had **significant policy input** on:
 - The University Mental Health Policy
 - The Student Tragedy Guidelines
 - The Prevent Policy & subsequent Prevent briefings in departments & colleges
 - The Transgender Policy and Guidance
- We **analysed three years of data from consent workshops**, including charting increased levels of overall satisfaction with how helpful the workshops were, and noting the potential to use the workshops in order to gather information on how students view consent.

Community

We believe in a world governed by fairness, where everyone has the opportunity to flourish. We also believe that education institutions must lead the way in creating that sort of environment. Bringing students together and helping them feel part of the Oxford community is important to us, and that's why we've been working hard on the activities below.

Events

- We ran our first ever **Community Festival**, Springtide, which attracted over 2,000 visitors from the student and local community.
- 2017 saw the launch of OUSU's first **club night**, Rogue, the first two nights of which each attracted over 200 attendees.
- Once again, OUSU ran another hugely successful **Freshers' Fair**.

- **501 student groups** ran stalls, representing a diverse range of student-run clubs, societies, campaigns, publications and events, spanning student interests from politics to sports, to
- **892 student stallholders** were involved with delivering the event.
- Over **10,000 students** attended the event.
- OUSU trained and employed **20 student stewards** who helped deliver the event.
- International Students Campaign delivered a '**Festival of Cultures**' in Hilary Term 2017 with five events over five days reaching over 1,530 students across Oxford.

Policy and Campaigning

- The **#VeggiePledge** Campaign received over 1,600 pledges, a 124% increase from 2016, and including a **#CelebPledge** from the Vice-Chancellor!
- OUSU contributed to University's response to **Oxford City Council Local Plan 2016-36**, ensuring the representation of student voices and concerns in local politics.
- We also contributed to the University's **Brexit Impact Group**, including meeting Nicola Blackwood MP and presenting the student perspective.
- We relaunched our **#PledgeToReg** Facebook group following the announcement of the snap General Election to encourage student voter registration. In just one week, the group attracted 1,557 members and over 900 pledges.
- OUSU hosted **County Council Hustings** with over sixty attendees.
- Over fifty students turned up in person to question the Oxford West candidates in our **General Election Hustings**, and a further 2200 viewers tuned into our livestream to watch from home. Parliamentary Hustings for the Oxford East candidates will take place at the Sheldonian Theatre, organised in conjunction with the University, and over 250 people have registered for tickets at the time of writing.

Training

- We expanded support for student **Common Room Presidents** to include **project planning** and **one-to-one support**, alongside the production of a bank of **resources and templates** including a social media code of conduct, motions, complaints procedures and handover documents to share best practise and improve the standards and governance of undergraduate common rooms.
- We developed new **training programmes for Common Room leaders** and revised our rent negotiation training, enabling students in leadership positions to do the best for their college communities.
- Over 100 student leaders attended our **Autumn and Winter Training Conference**, with 86% of attendees saying that they found the conference was extremely helpful.

Student Opportunities

- OUSU delivered the first **Sport Rep Committee** training alongside Oxford's Sport Federation President which focused on access to sport and ensuring it is inclusive for all.

- We piloted a **Quality Mark Scheme** for Oxford's **Clubs and Societies** to be launched in Michaelmas 2017, following the researched activities of over 400 clubs, societies and sports teams.
- We relaunched **Oxide Radio** and recruited student Station Managers; the station is now going from strength to strength.

Raise and Give

- **RAG raised £44,180** directly from fundraising alongside **£37,870 from ticket sales**.
 - **Jailbreak** saw **92 participants** and 30 teams, with our furthest-travelling team getting to the Western Sahara (2912.4km). In total, our participants raised **£13,913**.
 - **Lost** was run alongside Cambridge in a Varsity style event with **46 participants** and 16 teams with Oxford beating Cambridge home and in all challenges with £6169 raised by our teams.
 - **Rag Ball** saw **500 attendees** and raised £13,521 more than our 2015 event.
 - **Oxmas Eve** saw **113 attendees** in total with £1,830 raised for charity.
 - **Blind Date** saw **309 participants** - who knows how many relationships started?
 - First year running a **RAG Fashion Show**, a new major event, seeing **267 attendees**, with £6895 raised for charity and 3,500+ views of a pre-release video on social media.
 - Created a new partnership with Childreach International with our first event being an **Everest Climb**, which saw **21 participants** each raising £3,000.
 - **Formal Hall Surfing** saw three colleges with **59 participants**.
- All of **RAG's 14 student committee members** gained experience organising a wide variety of events and raising large sums of money. The 11-strong student organising committee of the RAG Ball organised a highly successful black tie ball, with members gaining experience in everything from marketing to booking acts. RAG also trained two casino managers and a team of croupiers, who entertained and raised money at fourteen events over the course of the year.

Student Support/Community Building

- Organised and delivered **Mature Students Orientation** event in Freshers' Week to 40 attendees.
- Worked with the university on **International Orientation** events including hosting an OUSU stall for three dedicated days, delivering talks about OUSU and social essentials alongside the OUSU Student Advice Service, to all new international students.
- Coordinated '**Women and the Graduate World**' talk delivered twice to an average of 30 attendees at each event.
- Creation of a '**Graduates: Here Over the Holidays**' Facebook group to link up graduate students remaining in Oxford between Michaelmas and Hilary Terms, which attracted more than 400 members; a similar group is being set up for the summer vacation, encouraging Common Rooms to co-host events and facilitate a sense of community for graduate students.

- Our ‘**Community Christmas**’ initiative linked 23 students up with local families and community centres for Christmas Day in Oxford.
- At the request of students from Manchester, OUSU held a **vigil in the wake of the attack on Manchester on 22nd May 2017**. The vigil was held in Radcliffe Square and attracted around two hundred participants from the student body, University staff and local residents. By sourcing first aiders, carrying out a risk assessment and facilitating the smooth running of the event, OUSU ensured that students were able to focus on the point of the vigil – coming together as a community to express their grief, hope and support.

Enablers

To enable us to deliver for students we need an organisation that has effective student leadership, great people, clear communications, well-managed resources and successful partnerships. We are reviewing lots of our activity in this area, and below are this year’s highlights.

Democracy

- 59 motions were submitted to **OUSU Council**, with an average of 55 students attending each meeting.
- Main **statutory elections** in Hilary Term 2017, #OUSUelects, saw 4454 votes cast (a **45% increase** on our last elections) with a 19.7% turnout across the University. **Turnout of graduate** students was 11%, an almost 200% increase since 2015 (4%).
- #OUSUelects received **963,579 impressions** on Twitter and totalled a reach of 187,486 on Facebook from the opening of nominations to the live results announcement.
- An option for **gender self-definition** was included for student voters during #OUSUelects for the first time following feedback from previous years.
- Our by-election in Trinity Term 2017 for the role of Vice President for Graduates received a **45% greater turnout** than the by-election for the same role in Hilary Term 2015.
- We supported over **50 Common Rooms** with their **democratic processes and elections**. We also helped facilitate 19 student-led surveys, allowing student leaders to better consult with their peers.
- **RAG Charity Ballot** saw an increase in nominations alongside an increase in votes cast compared to 2015.
- Eleven candidates stood in our elections to become **NUS Delegates**. We sent a delegation consisting of six current students and our Student Union President, Jack Hampton.
 - We ran a **digital student consultation** for NUS National Conference which included the targeted dissemination of papers, online question submissions, a detailed communications plan, NUS Delegate training and a NUS drop-in Q&A Surgery.
 - With input and direction from students, we **submitted and passed three motions at NUS Conference** including the production of a welfare survey for all Students’ Unions,

work set outside of term-time and the protection of funding for the Improving Access to Psychological Therapies IAPT government programme.

Student Opportunities

- OUSU employs **eight Community Wardens and one Senior Warden**. The Wardens work to improve relationships between students and the local community, and are based in residential areas in East and North Oxford.
- To support this year's Freshers' Fair, OUSU hired **20 student stewards** who aided with the on-the-ground operations of the event.
- In order to analyse the data from last year's Welfare Survey and the last three years of feedback from consent workshops, and to advise on various other projects, OUSU hired a student currently working towards a DPhil in statistics as a **research intern**.
- OUSU employed a University student as a **graphic design intern**, who was then trained and supported to develop as part of the communications team and ultimately hired as a **full time communications assistant** to provide content for our growing online presence, print materials, and assist with student engaging/facing projects.
- Important practical skills are taught to students who leave **trained to work in design and communications** (not an area otherwise offered at Oxford), as well as equipped with **mentors and contacts**. These students are the design officers of student groups and our student media team, including those who produce the Oxford Student newspaper.
- During Michaelmas Term 2016 we provided opportunities to four students as part of the **Micro Intern programme**.
- **Student receptionists** work part time in our offices as a vital part of the team; their roles provide them with experience in administrative work and public-facing positions.

Other Representation

OUSU provided a student perspective on the **recruitment processes** for:

- Director of Student Welfare & Support Services
- PVC (Education)
- PVC (Planning & Resources)
- Head of Social Sciences Division
- Head of Equality and Diversity

Looking forward

We are incredibly proud of what we have achieved this year and next year we intend to go even further. Our priorities will be driven by a new Organisational Strategy and supported by an organisational rebrand project. We will continue to prioritise our work across the areas of Education, Wellbeing and Community as identified by our strategic research this year. We intend to explore digital solutions, look at creating and embedding partnerships to deliver services, and challenging ourselves to break the mould and do things in a different way. We are busy creating a strong Students' Union for the future.

To end this Impact Report, we point towards some of the key challenges that lie ahead, and that we intend to focus on in our future work with the collegiate University.

Community

One of our main streams of work this year has been around better integrating different types of student communities in the work that OUSU does and setting up and cementing collaborative working arrangements to facilitate this. **A key priority has been the place of graduate students, both on taught and research degrees.** Graduate student numbers have increased substantially in the past few years, and all indications suggest that this upward trend will continue. Though we have made some positive steps and seen improvement on several impact metrics, this must remain at the top of our agenda, and **we must continue to insist that graduate students are also considered high-priority by the collegiate university, in terms of support, representation, and engagement.**

The same goes for other under-represented groups, including **part-time students**. OUSU has not engaged this group particularly systematically in the past, and we intend to push this forward in the future. We would welcome any initiative by the collegiate university to improve provision and support for part-time students. Relatedly, **in the next few years we will begin to see the impact of Brexit, and our consideration has to be for our international students**, whether from the EU or overseas, and ensuring they are properly supported and advocated for in a climate of instability and flux. We hope that the University will bear this in mind in its strategic planning, whether lobbying on behalf of those students to Government or putting in measures and support structures going forwards.

We remain committed to reaching out beyond Oxford University, creating and supporting a culture of active citizenship and having impact both nationally and in the local community. Having worked closely with OxHub over the past year, we are particularly pleased to be entering a new chapter in our partnership, and look forward to increasing and diversifying the volunteering opportunities available to Oxford students.

Wellbeing

Student wellbeing does not just refer to being able to complete one's studies at Oxford; it is a holistic measure of student experience, encompassing everything from academia, to accommodation, to social life, to mental and physical health, and at OUSU we are proud to put it at the heart of everything we do.

This year, changes in national recommendations for universities when responding to and preventing sexual violence on campus provided an opportunity to review the collegiate University's responses and actions around sexual violence and harassment. In particular, we see the new recommendations as a welcome step towards **a clearer, more centralised and more thorough approach to sexual violence and harassment**. OUSU has worked closely with the University's Sexual Violence Working Group to formulate next steps, and we eagerly anticipate further collaboration on key areas such as **staff-on-student harassment, effective communication of policies to students and the provision of bystander intervention programmes**.

More and better data on the experiences and wellbeing of Oxford students is always necessary. We are excited by the prospect of furthering the work done previously on the Welfare Survey, and by seeing the results of our investigation into the links between academic structures and student experience.

Throughout all of this, we envision and consistently work towards **a collegiate University where students are empowered to seek whatever support they might require**, and know that OUSU is always available to help. We hope to continue to raise the profile of the OUSU Student Advice Service through active participation in initiatives such as University Mental Health Day, and better organisational integration of all the training we do and resources we offer. **As we work for the wellbeing of students we must also consider students who work for the wellbeing of others**, be they Common Room Welfare Officers, Peer Supporters, Junior Deans or any other student leaders with a wellbeing purview. OUSU is committed to improving the support available for these students and recognising the work that they do.

Education

In last year's Impact Report, OUSU noted the disparity between Colleges, Departments, and Divisions which can have an enormous impact on students' experiences at Oxford. From tutorial provision to cost of accommodation, this inequality must be addressed. **We encourage the constituent parts of the collegiate University and the central University itself to do all it can to share best practice, and in the spirit of excellent education and collegiality, learn from one another**.

Graduate students constitute almost half of the student body at Oxford, but many aspects of University provision still centre around undergraduates as the norm. **All aspects of graduate study**

need to be raised up the University's agenda – from graduate access to welfare. We are particularly keen to see that high-quality standards are ensured across both postgraduate taught and research courses, and that all graduate students are guaranteed good, committed supervision.

For many graduate students, the University is not just a place of study, but employment. In particular, graduate students make vital contributions to teaching and pastoral support across the collegiate University. OUSU are beginning a project on empowering graduate students who teach in their capacity as employees of the collegiate University. We are creating new advice resources to be used in this area and working with the University to ensure that graduate students are properly equipped for and informed about the jobs they take on during their study. **We hope that the collegiate University will be receptive to better supporting the graduate students they employ, and work with graduate student workers to ensure that they are valued and treated fairly.** Separately, from departments and faculties, we would welcome curricula that better encompass skills-based learning and employability which students feel is presently lacking.

As detailed further in our Annual Quality Report, the diversity of curricula and assessment remains limited both at undergraduate and postgraduate taught level, which has a knock-on effect for the students and researchers the University attracts. We welcome local initiatives to diversify curricula and urge more departments to move in this direction. We would like to see greater support and encouragement from the University to help ensure more departments undertake the process of reviewing their curricula and diversifying, both in terms of subject matter and courses available, and also breadth of material on reading lists, with better representation of a range of scholars. **We hope to see curricular review taken on by the University as a priority, and the utmost being done to drive forward work in this area as a world-leading institution should.**

We continue to call for increased use of a range of modes of assessment across taught courses.

Diversification of assessment allows for a much broader range of student skills and strengths to be exhibited, and the work of the Student Attainment Gap Working Group has already noted that on some courses there are clear variances in attainment between demographic group depending on assessment type. Some courses at Oxford already utilise a range of assessment methods, and offer students different course options with different modes of assessment, facilitating student choice and influence over their learning, allowing them to evaluate and play to their strengths, but this is not the case across the board. **A systematic investigation by the University into FHS assessment would be very much welcomed,** to evaluate the extent to which the current structure allows for proper assessment of a student's learning, in light of the welfare concerns seen in the OUSU Welfare Survey, and whether more could be done from the top at the cross-divisional level to move towards a more balanced system of assessment.

With regards to diversity, inclusion, and eradicating all forms of discrimination, **we hope that high quality, mandatory unconscious bias training will be introduced for all admitting tutors for future admissions rounds** following the Access Target Working Group's report this year. We also hope that

with the newly established Class Act campaign will provide insight into where the University can do more to support access to education for on-course students in the coming years.

Whilst we have trained and supported many student representatives across the University's many departments, departments' engagement with and recruitment of student representatives remains varied, and is something we have no influence over. **We hope to see work that has been done on improving student representation over the years consolidated**, with effective student consultation processes embedded into decision making at course and departmental level where it is presently lacking. We also hope that the University considered our input into recruitment processes as valuable as we felt it to be, and considers formalising this as part of the appointment process for senior positions in the future.

OUSU exists to work for and with Oxford students. Looking ahead from what we've achieved this year, we remain committed to empowering and supporting our students and their interests on these and other issues. We hope that the collegiate University shares this commitment and look forward to working in partnership, in order to shape the best possible experience for all Oxford students regardless of personal circumstance.
