



Oxford SU Policy

2019/20

This contains policy passed by Oxford SU's Student Council up to and including TT 2020, which remains valid during the 2019/20 academic year.

Policy Book 2019/20

Policy may be set either by Oxford SU's Student Council, or by all student members by referendum. Policy commits the Oxford SU to taking a stance on an issue.

Policy remains valid during the academic year in which it was passed, and for the subsequent three academic years.

Table of Contents

Academic Affairs	4
Education Vision (TT15; Renewed and Updated TT19).....	4
Priorities for Departmental Reviews (HT19)	5
Access & Admissions	5
Access Vision (TT16; Renewed and Updated TT19)	5
Community	6
Campsfield, Yarl's Wood and other Immigration Removal Centres (TT14; Updated MT16).....	6
Oxford Living Wage Campaign (TT11; Renewed and Updated TT14, Renewed and Updated TT17).....	7
Cycling (HT18).....	7
Supporting the Zero Emission Zone (MT17).....	7
Oxford Homeless Movement (MT19).....	7
Housing Justice in Oxford (HT20).....	8
Environment & Ethics	8
Fairtrade Policy (TT14, Renewed and Updated TT17).....	8
Vegetarian Default at Oxford SU Events (HT15 Renewed and Updated TT18).....	9
Paper-free Council (MT15; Renewed and Updated TT19)	9
Unpaid Internships (HT10: Updated TT13; Renewed and Updated TT16; TT19)	9
Air Pollution (MT17)	9
Domestic Travel (TT19).....	10
Equal Opportunities	10
Liberation Vision (TT18; Renewed and updated TT19).....	10
Accessibility of Online Media for Disabled Students (TT15, Updated and Renewed HT19).....	11
#PledgeDecrim (TT17)	11
Condemning harassment-discrimination (MT17).....	12
Accessibility of SU Events and SU Co-hosted Events (HT20).....	13
Graduates	13
Grads who Work Work Work Work Work (TT17).....	13
Health & Welfare	14
Bop and Entz Themes (TT11; Renewed and Updated TT14, Renewed and Updated TT17)....	14
The National Health Service (HT15, Renewed and Updated TT18).....	15
Bin the Blood Ban (TT18)	15

Welfare Vision (TT16; Updated and Renewed TT19)	15
Higher Education Funding	17
Free Education (TT18)	17
Higher Education Bill (MT16)	18
International Students	18
European Union (TT15; Amended HT18; Amended MT18).....	18
International Freshers (TT16; Updated and Renewed TT19).....	18
International students and visas (TT16; Updated and Renewed TT19).....	19
Condemning UKVI's Email Charge #FreeEmails (TT17).....	19
Oxford Student Services Ltd (OSSL).....	20
Ethical Code of Practice for Oxford SU's commercial activities (TT06: Renewed TT09: Amended & Renewed TT12: Amended and Renewed TT15, Amended and Renewed TT18)..	20
Reproductive Justice	20
Reproductive Justice Policy (TT05: Renewed TT09: Updated TT12: Updated and Renewed TT15, Updated and Renewed TT18)	21
Advertising Ban on LIFE (TT11; Updated and Renewed TT14, Updated and Renewed TT17)	21
Miscellaneous.....	22
Accessibility Policy (HT15, Updated and Renewed TT18)	22
UCU Strikes (HT18, updated MT19)	23
College Inequalities (HT19).....	24

Academic Affairs

Education Vision (TT15; Renewed and Updated TT19)

Oxford's strategy calls for student Representation at all levels, a high quality education that fits students' needs and aims, and Equality & Diversity at the heart of an Oxford Education. This vision outlines the key areas and views of Oxford SU in achieving these goals. The campaigning priorities should be updated yearly to reflect the campaigning priorities of different sabbatical teams.

Teaching

Excellent teaching is essential to a high-quality education that fits students' needs and aims. Excellent teaching should be excellent for all, irrespective of a student's ethnicity, disability, gender, race, mode of study¹ or college affiliation. Excellent teaching must be supported with the appropriate administrative and technical support.

Our campaigning priorities are:

- College parity
- Universal implementation of lecture capture
- Universal implementation of recommended patterns of teaching listed in course handbooks

Assessment

Assessment should offer the chance for all students to show their strengths and challenge themselves within the scope of their degrees. This may be achieved through using a variety of methods of assessment, and ensuring that assessment is appropriately distributed throughout the degree. Assessment procedures should be transparent, including unambiguous marking criteria, and proper feedback should be given in a timely fashion.

Our campaigning priorities are:

- Diversity of assessment
- All UG courses to have an extended piece of work
- Clarity on marking criteria
- Introduce the use of computers in exams

Workload

No student should be left with an unreasonable workload, and what is expected of students should be clearly explained before they start their degree. The University should be ambitious and creative in working to ensure workload is manageable as this is important to both the wellbeing and academic success of students at Oxford.

Our campaigning priorities are:

- Introduce reading weeks

¹ i.e. fulltime or part-time

- Clarify expectations for DPhil students

Research

Teaching and research are symbiotic activities, and should be closely integrated. Students on taught courses benefit from the insight of Oxford's outstanding research community, and researchers benefit from the teaching experience.

Our campaigning priorities are:

- Co-supervision for all DPhils
- Systematic and fair teaching opportunities for DPhils

Priorities for Departmental Reviews (HT19)

1. To make policy for the next three years a mandate that the relevant sabbatical officers, when sitting on the panel for a departmental review, ensure the following areas are discussed:
 - a. Lecture clashes and course organisation.
 - b. Accessibility and anticipatory adjustments for students with disabilities, including lecture capture.
 - c. Degree awarding/attainment gaps.
 - d. Student support provision, including mental health support.
 - e. Graduate access & widening participation.
 - f. Graduate funding, especially the move towards fully-funded systems.
 - g. Distribution of teaching.

Access & Admissions

Access Vision (TT16; Renewed and Updated TT19)

Oxford SU's strategy outlines our beliefs that equality and diversity are at the heart of an Oxford education, and that we must champion an Oxford where every individual can thrive through long-term structural reform. This vision outlines the key areas and views of Oxford SU in achieving these goals. The campaigning priorities should be updated yearly to reflect the differing priorities of different sabbatical teams.

Admissions

The University must consider disadvantaged and underrepresented groups in the UK when admitting students to the University, and take proactive steps to support these groups. The University must set itself ambitious targets to become a representative national university, and achieve these by taking all reasonable steps and not rely on past practice.

Our campaigning priorities are:

- Enhancing and supporting Opportunity & Foundation Oxford.
- Ensuring every course is investigated with an APR.
- Understand barriers to graduate study for disadvantaged and underrepresented groups
- Interrogating past practice.

Funding

Students from all backgrounds should be able to take up their place at Oxford having been offered it; today too many are put off by financial constraints. Financial precarity harms student wellbeing and restricts the recruitment of great researchers.

Our Campaigning priorities are:

- Increasing funded study opportunities for research students.
- Inter-college financial support disparities.
- Moving away from unforeseen hardship tests.

Beyond an offer letter

Having taken up a place at Oxford, students should have sufficient academic support to thrive. No student's experience at University should be determined by their gender, ethnicity, socio-economic status or disability.

Our campaigning priorities are:

- Enhancing study-skills provision
- Work to reduce satisfaction gaps
- Spread practice on inclusive teaching

Outcomes

Students from all backgrounds should succeed on course, and the University should investigate any barriers to the success of particular groups.

Our campaigning priorities are:

- Setting targets on gender gaps at outcomes level.
- Supporting disabilities campaigners on disability gaps at outcomes level.

Community

Campsfield, Yarl's Wood and other Immigration Removal Centres (TT14; Updated MT16)

Oxford SU believes that the law needs to be amended and government policy changed in order for the UK to be able to better carry out its obligations under international convention and the demands of natural justice. That Campsfield Immigration Removal Centre, Yarl's Wood Immigration Removal Centre and all other detention centres should be closed as part of a programme to drastically reduce and ultimately end immigration detention in the UK. That Oxford SU should seek to support and lobby for motions that are in line with the above beliefs within the NUS. That Oxford SU should mandate the Vice-President (Welfare & Equal Opportunities) and the Vice-President (Women) to work with the appropriate Oxford SU Campaigns to support the on-going work with the Campaign to Close Campsfield, the shutdown Yarl's Wood campaign, and similar campaigns against detention centres.

Oxford Living Wage Campaign (TT11; Renewed and Updated TT14, Renewed and Updated TT17)

Oxford SU believes that people should be paid enough to live decently, and the best way to ensure this is to support a Living Wage. That employees of the University and its Colleges should be paid the real Living Wage.

Oxford SU resolves to mandate the Oxford SU Executive to assist, where possible, in terms of mobilising students, providing publicity and liaising with University and College officials who have the power to make changes and implement the Living Wage.

That the Oxford Living Wage Campaign shall be responsible for:

- a. Campaigning for a Living Wage for all staff in Colleges, Departments and the central administration of Oxford University
- b. Encouraging Colleges and Departments of Oxford University who currently pay a Living Wage to become accredited Living Wage employers
- c. Working with the wider community to achieve a city-wide Living Wage in Oxford.

Cycling (HT18)

Oxford SU resolves to mandate the Vice President (Charities & Community), or another named sabbatical officer, to regularly correspond with the cycling advocacy group Cyclox and support them in any campaign where student involvement may be useful for improving cycle safety.

Supporting the Zero Emission Zone (MT17)

Oxford SU will seek, monitor and (where reasonable) support any initiatives aiming to lower air pollution levels locally and more widely.

Oxford Homeless Movement (MT19)

Oxford SU is a signatory to the Oxford Homeless Movement Charter. We believe:

- a. Rough sleeping causes significant harm to physical and mental health, and people are safer off the streets.
- b. Prevention is always better than cure. Every opportunity should be taken to prevent people from sleeping rough.
- c. The best way to help rough sleepers is to provide the accommodation and support they need to help them off the streets, to rebuild their lives, and to prevent a return to street homelessness.
- d. People who are rough sleeping should have the same opportunity to access information, work, training, volunteering, leisure and creative activities as the rest of Oxford's community.
- e. People with lived experience of homelessness should have a voice and a say in finding the answers to their own issues, to rough sleeping, and in the wider world.
- f. Everyone can do something to help end rough sleeping – this includes individuals as well as organisations. We are stronger together, and will deliver

joined-up services to help realise our vision.

- g. We will listen to and treat with respect all those who share our vision to ensure that nobody has to sleep rough on the streets of Oxford.

We will support the movement by focussing on:

- a. Providing guidance for homeless students
- b. Giving information to students about how they can help
- c. Taking donations of items for the homeless during specific campaigns”

Housing Justice in Oxford (HT20)

Oxford SU is a signatory to the “Call for Housing Justice in Oxford” open letter to the University and colleges. The SU believes that, and calls the University and colleges to take action as follows:

1. The University and colleges must hold themselves accountable for their role in shaping the city, students also have a responsibility to speak up against inequality in Oxford.
2. Oxford students have the agency to make a difference in Oxford and many students are committed to making the city more liveable for everyone.
3. The University and colleges should build 50% affordable housing with any new build projects, as per local policy requirements
4. The University and colleges should pay all college staff the Oxford living wage in order to allow them to live in Oxford and provide for their families, and develop inclusive recruitment policies for homeless residents.
5. The University and colleges should contribute, collectively, sufficient funding for long-term affordable shelter for women and families in Oxford to replace the lost units at Farndon Court.
6. The University and colleges should follow their active peers to donate (or allow the meanwhile use of) their empty spaces for temporary community spaces and long-term housing projects, especially successful models of housing provision such as Housing First.
7. The University and colleges should commit to stop using hostile architecture in their building projects and remove existing spikes and other hostile details.

Environment & Ethics

Fairtrade Policy (TT14, Renewed and Updated TT17)

a) Preamble

Oxford University Student Union recognises that it has a duty to support the Fairtrade campaign. Whilst it does not buy a lot of food Oxford SU affirms to lead by example in buying ethically and encouraging others- both institutions and individuals- to do likewise. Once agreed, changes to this policy must be agreed to by Oxford SU Council.

Oxford SU Fairtrade policy

Oxford SU commits to supplying Fairtrade products, where reasonably possible, at all its events and functions. This includes events run by Oxford SU campaigns, student publications and other Oxford SU initiatives. Oxford SU will advertise itself as a ‘Fairtrade student union’. At a minimum, this will be done through mentioning the

Fairtrade campaign on the Oxford SU website as well as promoting Fairtrade when introducing Oxford SU to first years and others.

b) Fairtrade and Oxford SU

The Vice President for Charities and Community will campaign for increased Fairtrade consumption within the university departments and colleges. These campaigns will include but not be limited to:

- Informing staff and students within the University as to Oxford SU's support for Fairtrade and the purposes and reasoning behind our adoption of Fairtrade policy. Articles and other appropriate material will be included in publications and websites managed by Oxford SU.
- Raising awareness of the Fairtrade mark.
- Holding events to make Fairtrade part of the Oxford "culture". Running an annual Fairtrade event for Fairtrade fortnight, and endorsing - and where possible - publicising other Fairtrade events.
- Meeting regularly with university authorities to campaign for Fairtrade on a university level.

More specifically, Oxford SU will campaign for:

- The University to have an official Fairtrade policy, reviewed annually
- The University to look into supplying Fairtrade products in all its cafes and shops, and at all university events.
- The central University to advise departments on how to source Fairtrade products
- The University to promote the sale and use of Fairtrade products through educating University staff, use of social media, working with the student union and through endorsing Fairtrade events
- The University to assign someone as a Fairtrade officer to oversee Fairtrade at Oxford and campaign for accreditation, working with the student union.

Vegetarian Default at Oxford SU Events (HT15 Renewed and Updated TT18)

Where Oxford SU provides food, it will be vegetarian by default (having meat or fish will be considered a dietary requirement).

Paper-free Council (MT15; Renewed and Updated TT19)

Oxford SU resolves to only print necessary papers for meetings of Council, including ballot papers, nomination booklets, voting cards, sign-in sheets and meeting agendas, and to supply

Unpaid Internships (HT10: Updated TT13; Renewed and Updated TT16; TT19)

Oxford SU believes that unpaid internships exploit young people who are trying to build up experience in their chosen career, and that unpaid work is essentially inaccessible for those from lower income backgrounds.

Oxford SU resolves to never advertise or promote unpaid internships, with the exception of internships shorter than 4 weeks, and to take appropriate action to stop any other part of the University doing so, with the exception of internships shorter than 4 weeks.

Air Pollution (MT17)

Oxford SU will seek, monitor and (where reasonable) support any initiatives aiming to

lower air pollution levels locally and more widely.

Domestic Travel (TT19)

1. When people need to travel domestically (within the UK) for activity relating to Oxford SU it should be non-flying by default, with reasonable exceptions. Note: 'people' defined as sabbatical officers, students, visitors and staff members (through their operational policy).
2. When people travel internationally for SU business, non-flying methods will be seriously considered and used where reasonable.
3. When travelling locally the lowest emission option, where reasonable, will always be the chosen method.
4. SU sabbatical officers should support University staff through reducing their flying.

Equal Opportunities

Liberation Vision (TT18; Renewed and updated TT19)

Oxford University states it is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected. This vision outlines the key areas and views of Oxford SU in achieving these goals and pushing for further liberation for all under-represented groups. The campaigning priorities should be updated yearly to reflect the campaigning priorities of different sabbatical teams.

Oxford SU recognises five liberation groups, who experience oppression, are frequently underrepresented, and require particular support.

The liberation communities we will attempt to represent and empower through this vision are: BAME, LGBTQ+, Women, Disabled and those who identify as working class/ low socio economic/ first generation and or state school.

Our priorities for campaigning are:

- College parity in reporting systems for acts of discrimination
- College parity in funds available to students
- Abolishment of attainment gaps on women, BAME and students from state schools / low socioeconomic areas
- Policy on identity-based discrimination that can be acted upon and in which students have faith in
- Adjustments to teaching, buildings, traditions, general institution to be done in line with the needs of individuals and communities
- For staff and students to be trained in the awareness of these identities and for this training not to always fall on the shoulders of community members.
- Movement towards a decolonized curriculum
- Accountability when staff and or students discriminate against groups or individuals (regardless of whether the intention to discriminate was there)
- Ensure liberation community voices are represented not tokenized

Our commitment

- Ensure any decision, within the SU, regarding a liberation community will be done in consultation with said community/campaign
- Liberation campaigns and representative officers will maintain autonomy

Accessibility of Online Media for Disabled Students (TT15, Updated and Renewed HT19)

Oxford SU believes those who are disabled deserve the same access to all aspects of society as the non-disabled. Oxford SU should work with Oxford SU Disabilities Campaign to advocate for more inclusive treatment of disabled students within the University and should themselves be inclusive as possible. With regards to online accessibility, Oxford SU should enact the following practices as standard:

- a. Videos should have captions and a text transcript should be provided.
- b. Images posted on social media or included in emails should have an image description written in the caption for the image.
- c. Images included in documents and on webpages should have appropriate alt text included (or the image should be marked as decorative).
- d. Where images include extensive text, a plain text version should be provided.
- e. Where possible, documents should be provided in an editable format.
- f. When using hashtags each word should be capitalised.
- g. When sharing links, shortened versions should be created and shared where possible.
- h. When advertising events, an accessibility statement about the event and venue must be included.

When advertising events, details about who to contact for accessibility requirements must be included.

#PledgeDecrim (TT17)

Council Believes:

1. Sex work is work: it is the exchange of money for a form of labour. The difference between sex work and other forms of labour is the degree to which its workers are criminalised and stigmatised.
2. Though undergraduate students at Oxford University are not permitted employment during term time, the flexible nature of sex work means that it can be taken up during the vacations as a form of income. It is highly probable that there are students Oxford SU seeks to represent who are sex workers: they deserve full support and protection.
3. People should be free to choose a profession and exercise autonomy with regard to their labour and bodies. Restricting the choices of individuals only perpetuates existing violent structures, and encourages further criminalisation.
4. Violence against sex workers is symptomatic of workers' vulnerability: if the law does not protect sex workers or allow them the freedom to operate without fear of arrest, violence that sex workers face will continue to go unchecked.

Decriminalisation would ensure that sex workers feel able to report unsafe clients or workplace violence without the worry of criminal repercussions, that several sex workers can ally and work together for safety, and that those who leave the sex industry can do so without criminal records.

5. Stigma and risk of prosecution or police violence means that sex workers are less likely to seek out help and support if and when they need it.
6. Whether one's impetus to enter the sex industry is by choice, circumstance, or coercion, all sex workers deserve protection of human rights. This includes sex workers who do not find their work "empowering": whether or not one enjoys a job ought to have no bearing on the rights one has while doing it.
7. Former New Zealand MP Tim Barnett was correct in asserting that "prostitution is inevitable, and no country has succeeded in legislating it out of existence."²
8. This evidence combined with opposition to all forms of trafficking and forced labour require the government to recognise that the only effective way to tackle these abuses when they occur in the sex industry is to apply the measures which are known to improve the situation of migrant workers in other industries. Trafficked persons are not found in sectors where workers are organised and where labour standards are monitored and enforced.

Council Resolves

1. To support and campaign for the full decriminalisation of sex work.
2. To campaign against any attempt to introduce the Nordic model into the UK.
3. To campaign particularly for the rights of student sex workers, including mandating Sabbatical Officers to advocate on behalf of sex workers' interests to the University.
4. To support any student that comes out privately as a sex worker to any member of Exec, including supporting health, safety, and legal needs.
5. To support and be led by sex-worker led organisations, such as the English Collective of Prostitutes, Sex Worker Open University, and SCOT-PEP, who work to improve the lives of sex workers across the UK.

Condemning harassment-discrimination (MT17)

Oxford SU condemns discrimination and/or harassment, on the basis of class and/or any of the protected characteristics listed in the Equality Act 2010.

Oxford SU also condemns discrimination and/or harassment on the basis of protections not included in The Equality Act 2010: paternity or non-binary parenting, gender expression, sexualities other than hetero/homo/bi-sexuality, wealth, income or class.

² <<http://prostitutescollective.net/2009/02/04/letter-from-tim-barnett-former-new-zealandmp-on-the-policing-and-crime-bill-2/>>

Accessibility of SU Events and SU Co-hosted Events (HT20)

1. Any events held by Oxford SU or co-hosted by Oxford SU must be released along with a full accessibility statement at least one week prior to the event or within 24 hours of booking a venue. Venues should not be announced without accessibility information.
2. If available and appropriate for the event, the SU should be the default venue for SU events. Any external venue booked should have as minimum:
 - Step-free or alternate level access
 - Accessible toilet
 - Hearing loop (if applicable)
 - Water available
 - Smoothing paving (if applicable)
 - Doors of adequate width which are either automatic or can be propped
3. The 'Accessibility Guidelines' (Appendix A) document produced by the Disabilities Campaign should be used to evaluate the accessibility of a venue and in the writing of an accessibility statement.
4. Information on how to write an accessibility statement should always be made available to students through the SU website. Statements should take into consideration the following:
 - (a) Accessibility statements should be honest and complete – listing whether each accessible feature is or isn't present.
 - (b) Consideration of multiple different disabilities should be taken – including physical disabilities, hearing and visual impairments, sensory processing disabilities, long-term medical conditions, mental health conditions, as per the recommendations in the 'Accessibility Guidelines' mentioned above.
 - (c) A point of contact should be listed for accessibility enquires.
6. Any group with which Oxford SU is co-hosting an event should be informed of this policy, and if they fail to meet the needs of disabled students by not adhering to it upon prompting, then Oxford SU should not co-host the event.

Graduates

Grads who Work Work Work Work Work (TT17)

Oxford SU Believes

1. That opportunities to work are extremely valuable to students, as they provide the chance to gain experience, receive training, and build skills that are necessary for career progression.
2. That students deserve certain minimum standards in any work they undertake within the collegiate University.
3. That the increasing casualisation of the Higher Education sector adversely affects early career academics and graduate students, and also has equality implications.
4. That students should not be seen as cheap labour.
5. That work opportunities should be clearly and fairly advertised and allocated.

6. That relevant training should be part of the work undertaken (and in particular for those in student-facing roles, training in unconscious bias cultural awareness, and welfare).
7. That anyone who undertakes work for the collegiate University should receive clear guidance in advance of commencing, particularly around expected responsibilities, working conditions and hours, and pay (including logistics of payment).
8. That OXFORD SU should be in close contact with the Universities & Colleges Union (UCU) about this stream of work.

Health & Welfare

Bop and Entz Themes (TT11; Renewed and Updated TT14, Renewed and Updated TT17)

Oxford SU Believes

1. That welfare concerns should influence the choice of entz themes.
2. That the role of a bop is to bring a college together and for its members to enjoy themselves in a safe environment.
3. That entz with themes that have large scope for offence, or which intentionally cause offence, such as Bad Taste Bops, are a welfare issue because:
 - a. The publicity and the event itself can be highly offensive or upsetting to students;
 - b. Highly sexualised themes can have distressing impacts on marginalised communities
4. That Entz with highly gendered themes are a welfare issue because:
 - a. There is usually an implicit or explicit gender divide, and for anyone who does not identify with traditional binary gender roles this may be problematic.
 - b. Often such themes give a role usually seen as superior or more powerful to men, and a submissive, inferior role is given to women.
 - c. Often such themes will stereotype men and women in a highly objectified and/ or sexualised role (e.g. vicars and tarts, pimps and hoes, 'fox hunts').
 - d. Entz events which mock or encourage the mocking of gender presentation (e.g. when cis men are encouraged to dress as women for the sole purpose of entertainment) can be upsetting to trans students and students who do not identify with traditional binary gender roles, but may have the potential also to be a friendly environment if dealt with sensitively.
5. That Bops or Entz with culturally appropriative themes (such as 'Cowboys and Indians', 'Arabian Nights') or that are otherwise racially or culturally insensitive can cause BME and international students to feel excluded, mocked or distressed in JCR and MCR spaces.
6. Cultural appropriation is defined as an act by which a member of a dominant culture uses the clothing, traditions, aesthetic customs or other cultural markers

- of a marginalised culture to their own benefit, ignoring the history and context of these cultural markers and failing to give credit to their origins and proper use.
7. That cultural sharing and celebration is different from cultural appropriation, in that it contains no element of mockery or costume, and is carried out with the equal participation of BME, international, or other relevant group of students.
 8. That the above problems might cause many people to be uncomfortable attending bops, which should be as inclusive as possible.
 9. That many bop themes are possible and do exist that do not run into these problems.
 10. That JCRs and MCRs can choose their own Bop and Entz themes.

Oxford SU Resolves

1. To regularly contact JCR/MCR/SU Welfare Officers, Equal Opportunities Officers, Women's Officers, LGBTQ officers and Entz Officers raising the above concerns.
2. To encourage the reporting to common room or college welfare teams of bop themes which have been considered to be in bad taste or which have left any individual offended, upset or otherwise made to feel uncomfortable in attending.
3. To mandate the VP (Welfare and Equal Opportunities) to include in Freshers' Week training information and advice on inclusive Entz themes.

The National Health Service (HT15, Renewed and Updated TT18)

Student Council Believes:

1. The NHS is a vital public service that the government should continue to ensure remains free at the point of use for all citizens and never introduces charges.
2. That Oxford SU should oppose the privatisation of NHS services and the open marketing of front-line service ends, and oppose any moves to an insurance-based system of healthcare provision.
3. Oxford SU should work with local and national campaigns to oppose NHS charges that arise for international students.
4. Oxford SU should work with local and national campaigns to stand against and oppose cuts to the NHS.
5. That there should be prompt access to adequately funded and culturally competent mental health provisions, on campus and in the NHS.

Bin the Blood Ban (TT18)

Student Council believes that the blood ban on the groups (such as LGBTQ+ men and those who sleep with them) unfairly excludes them from donating; the government should continue with research, to repeal this ban in its entirety.

Welfare Vision (TT16; Updated and Renewed TT19)

Oxford SU is committed to enhancing student mental health and wellbeing on a day-to-day basis, championing an Oxford where every individual can thrive through long-term structural reform.

1. Mental Health and Wellbeing

In a time of mental health cuts, an over saturated NHS alongside a national student mental health crisis, it is imperative to focus on the mental health and wellbeing of Oxford students.

Campaigning priorities:

- Destigmatise mental health conditions, especially for groups who under use welfare services through working collaboratively with student campaigns.
- Work with national bodies like UUK, NUS and national charities such as Mind, Beat, CALM to lobby for governmental reform of mental health services.
- Lobby for a mental health strategy which is inclusive, accountable and covers both short, medium and long term student care.
- Lobby the collegiate University to invest more money into wellbeing and mental health in a time of cuts to wellbeing services
- Lobby the collegiate University to research the short, medium and long term causes and effects of poor student mental health and wellbeing so they can implement Oxford-specific measures that will be evidence based and thus more effective. This research should focus on undergraduate and graduate mental health and wellbeing separately.

2. College and departments

Student wellbeing must not be pigeon-holed into a single part of the University. There should be strong leadership from the University, with both departments and colleges being responsible for student welfare. Colleges and departments must communicate effectively and work together for students' best interests. There should not be a disparity of experience between the colleges and departments.

Campaigning priorities:

- The disparity between colleges and departments should be assessed and a common level of provision established so that all students have a comparable experience
- Departments and colleges should have clear and specific guidance in relation to their duty of care to both graduates and undergraduates
- Measures should be put in place so that graduates can access welfare separate to their supervisor
- Good mental health and wellbeing habits should be taught to students on arrival and throughout their degree.
- The curriculum and exams should be set with any potential impact on mental health and wellbeing measured

3. Culturally and Socially Competent Welfare

Welfare practitioners across the collegiate University must be sensitive to the different aspects of a student's identity so they can support individuals as best they can. We will especially lobby for increased awareness, and increased provisions in place for

students from liberation groups (disabled students, LGBTQ+ students, trans and gender non-conforming students, students who identify wholly or partially as students, working class students, and students from a Black, Asian and Minority Ethnic (BAME) background).

Campaigning priorities:

- Equality and Diversity training for welfare and academic leads across the collegiate University.
- Provision of identity specific counsellors and welfare support if needed.
- There should be an emphasis on support with transition into and through the collegiate University for students who come from disadvantaged backgrounds so that they have the equal opportunity to thrive as much as their peers
- The collegiate University along with student campaigns and the SU, should aim to promote awareness of different issues that affect various marginalised groups.

4. Services and the provision of welfare

Welfare should be provided primarily by the collegiate University. The Welfare Representative report showed that 83% of welfare representatives are called out to crisis situations and this needs to change. University and college provision must be sufficient so that the burden is not put onto students.

Campaigning priorities:

- The University Counselling Service should implement better feedback mechanisms.
- Student supporters (such as welfare representatives, junior deans and peer supporters) should be adequately trained and supported by the collegiate University. There should also be clear guidance on the limitations of their roles.
- Staff who are welfare leads should receive proper training to deal with any situations appropriately (e.g. harassment advisors should receive disclosure training)
- All buildings in the collegiate University should be wheelchair accessible and physical adjustments should be made when necessary.

Higher Education Funding

Free Education (TT18)

Oxford SU resolves to support free education as a policy and work with the NUS and its campaigns to further this agenda on a national-level. This includes providing, where reasonably practical, logistical support to student campaigners who wish to attend rallies and national demonstrations, led and/or supported by groups such as NUS.

Higher Education Bill (MT16)

Oxford SU resolves to oppose and condemn the linking of fee increases to the assessment of Teaching Quality, and the introduction of differentiated fees across the Higher Education sector.

International Students

European Union (TT15; Amended HT18; Amended MT18)

1. Oxford's status and ranking as a world-leading university is at risk from the effects of Brexit.
2. The University benefits enormously from the easy presence of students from other member states of the European Union at Oxford.
3. The potential impact of Brexit on students from the European Union on issues such as funding, fees, immigration status, accommodation and access to health care is having a detrimental impact on the student experience for these students.
4. Students and young people will be hit particularly hard by the negative impact of Brexit.
5. Brexit has the potential to negatively impact a number of areas that the SU campaigns on, such as supporting the NHS, fighting for environmental justice, and supporting educational opportunities at Oxford.
6. As such, there should be a referendum on whether the UK should rejoin the EU.
7. Whilst the UK is not an EU member, any agreement as to future trade, and any repealing UK legislation should secure equivalence with the EU on workers' rights, equality and human rights protections in areas which used to be within EU competence; and consumer protection, as well as free (or failing that, easy) movement of persons between the UK and Continental European jurisdictions. Sabbatical Officers and others advocating for these protections should consider advocating towards those on the EU side, such as MEPs and Commissioners, to include these proposals as the current UK Parliament is unlikely to desire to include these stipulations of their own accord.
8. The University should ensure that students are well-informed about the likely impacts of Brexit.
9. The University should ensure that students are made aware of the ways the University is trying to influence the outcomes of the Brexit negotiations.
10. The University should work with the student body to ensure that it understands students' concerns about Brexit.
11. Support and advice should be available for students affected by Brexit.

International Freshers (TT16; Updated and Renewed TT19)

Oxford SU believes it makes the overall process of settling in at Oxford much more difficult if international students arrive at the same time as UK students, rather than having several days to get used to the UK. That the busy schedule of Freshers' Week

often does not build in time for issues like culture shock, and jet lag, and so international students need additional days to settle in. That colleges should prioritise the welfare of students, but particularly international freshers, over other potential uses of accommodation in 0th week and the week before this. That colleges should be more flexible in departure and arrival dates before/after vacations; and that the collegiate University should provide more storage particularly for international students.

International students and visas (TT16; Updated and Renewed TT19)

Oxford SU believes international students play a crucial role in the student community, and should be supported during their time at the University. That the Government should remove unfair restrictions on international students, including overly restrictive and expensive visas, working while studying restrictions, and unfair additional charges such as for NHS use. That the Government should make it easier for international students to remain in the UK after studying if they wish to work or continue their studies. That the University should work to ensure that international offer-holders and students are assisted as much as possible, especially with respect to visas.

Oxford SU resolves to mandate the sabbatical officers, in particular the Vice-President (Graduates) to ensure the University continues to offer international students with the advice and assistance they need, both when applying and when on-course. To mandate Oxford SU officers to lobby the Government (including by working with other bodies) to remove excessive visa restrictions and charges for international students, and to make it easier for international students to stay in the UK to work or study after their course.

Condemning UKVI's Email Charge #FreeEmails (TT17)

1. That international students and staff are integral to the continued prosperity of the University of Oxford, and are valued members of our community.
2. That immigrants are vital to the UK economy, as they bring valuable skills and expertise, and contribute hugely to our society.
3. That the UK Higher Education sector and Oxford in particular should remain as outward-looking and welcoming as possible to people from all over the world, whether they come to the UK to study or work in our Higher Education institutions.
4. That in the current climate of Brexit and rising levels of xenophobia and racism around the world, it is imperative that international students are properly supported.
5. That the reasons given for these changes are disingenuous and that those who benefit directly from the UK immigration system already make a considerable and appropriate contribution, not only through the extortionate visa fees they pay but also in less tangible forms.
6. That any increases in visa application and related charges are more likely to adversely affect those from low-income backgrounds and from countries of lower

socio-economic status.

Oxford Student Services Ltd (OSSL)

Ethical Code of Practice for Oxford SU's commercial activities (TT06: Renewed TT09: Amended & Renewed TT12: Amended and Renewed TT15, Amended and Renewed TT18)

Student Council Believes:

1. That Oxford SU should have an Ethical Code of Practice for their dealings with external organisations for commercial purposes.
2. That Oxford SU should take all practically possible steps to ensure the organisations they engage with for commercial purposes are committed to minimising their negative impact on the environment and the communities they operate in.
3. That Oxford SU should give preference to organisations that take an active stance on minimising their negative impact on the environment and the communities they operate in.

1. Advertising Space

- a. OSSL/Oxford SU will not sell advertising space to companies or organizations that have been proven to take away the rights of the individual, or to manufacturers of torture equipment or other equipment that is used in the violation of human rights.
- b. OSSL/Oxford SU will not sell advertising space to businesses that derive more than 10% of their profits from the manufacture, sale, licensed production, or brokerage of armaments
- c. OSSL/Oxford SU will preference businesses that take a pro-active stance on the environmental impact of their own activities

2. Investments

- a. In the event that Oxford SU/OSSL needs to invest money, Oxford SU/OSSL will take into account Oxford SU Council policy applying to University investments, and, when appropriate, consult with Oxford SU campaigns.

3. Miscellaneous decisions

- a. On occasion, OSSL/Oxford SU will make decisions with regard to specific companies involving ethical issues not explicitly included in this ethical policy. These decisions should be taken with the involvement of the relevant member(s) of the Sab team, and OSSL/Oxford SU staff input.

Reproductive Justice

Reproductive Justice Policy (TT05: Renewed TT09: Updated TT12: Updated and Renewed TT15, Updated and Renewed TT18)

Oxford SU is an organisation dedicated to representing the interests of Oxford students. Oxford SU believes that as such, Oxford SU as an organisation should affirm the rights of all students to choose what happens in their lives and what happens with their bodies, including the choice of whether or not to continue with a pregnancy, and should campaign accordingly.

Oxford SU believes:

- That abortion can be a difficult moral choice, and we should trust students to make it for themselves.
- That Oxford SU can and should do more to support both students who choose to have children during their time at Oxford, and students who arrive in Oxford as parents.
- That Oxford SU should, through their Student Advice service, continue to make available impartial and non-directional welfare support to those students who are pregnant and in need of advice.

Oxford SU resolve:

- To lobby for before a legal requirement that abortion providers verify that no patient is being coerced into an abortion.
- To oppose imposition of any criminal penalties on a person that has an abortion.
- To support the right of all pregnant people to choose, and to campaign in support of this right being legally established.
- To oppose measures to make it more difficult for students to choose either to terminate a pregnancy or to carry it to term and to work to ensure that no additional restrictions are imposed at any level so that Oxford students have a real choice.
- To campaign to extend students' right of practical access to an abortion, and to extend their rights of choice over their own pregnancies.
- To campaign for the University and the colleges to provide greater support for students who choose to carry their pregnancy through to term.
- To work with other groups campaigning for the above objectives.
- To reaffirm the importance of the VP (Women) and VP (Graduates) in representing and supporting student parents, in order to further the provision for student parents by Oxford SU and the University.
- To clearly affirm our support for a non-directive, impartial and supportive Student Advice, as laid down in the Oxford SU Bye-Laws

Advertising Ban on LIFE (TT11; Updated and Renewed TT14, Updated and Renewed TT17)

Council Believes:

1. That pregnant people deserve impartial and non-directional information and advice and the best person to make decisions around pregnancy is the pregnant person themselves.
2. That LIFE's counselling and publicity is directive; specifically it intentionally directs people away from accessing abortion because of its own ideological

stance on abortion.

3. That it is inconsistent and irresponsible for LIFE to claim to be “here to help you take the time to think about all of your options” whilst still being against abortion in all circumstances, stating “there can never be a good enough reason to intentionally take the life of an unborn child”.
4. That organisations that give misleading advice can be actively harmful.
5. That anti-choice messages can be triggering and harmful for people that have chosen to terminate or are considering terminating a pregnancy.

Council Resolves:

1. To instigate and maintain an advertising ban on LIFE and other organisations which provide directional abortion advice and to provide students with information about impartial, non-directional pregnancy and abortion advice providers.

Miscellaneous

Accessibility Policy (HT15, Updated and Renewed TT18)

1. All Oxford SU events should consider trigger warnings, content notes, and pronouns to be regular practice, including those held by permanent/issue campaigns, and for it to be regular practice to specify one’s pronouns when one speaks at an event.
 - a. For clarity, trigger warnings and content notes are information on the upcoming content of an event, a talk, a paper, a Council motion, or any other Oxford SU contribution, which serve to allow students to avoid or to be aware of topics that may cause distress.
 - b. Pronoun circles are an aspect of the beginning of any meeting or event in which people will be referencing what other people have said, where each person states the name and the third-person pronoun (he, she, they, etc.).
2. Oxford SU should endeavour to limit the use of jargon and acronyms, and to explain these, when necessary
3. Those who are organising Oxford SU events should consider the timings of other Oxford SU campaign meetings / events when scheduling, to ensure students are able to access as many events as they’d like to attend.
4. Oxford SU should be as accessible as possible:
 - a. Student Council should always be held in a venue with step-free access and should accommodate as far as possible any accessibility requests made by students who wish to attend.
 - b. All events hosted by Oxford SU should list relevant accessibility requirements (e.g. step-free access is available to the room) and details for a named contact (who can handle accessibility requirements discreetly) in the event description
 - i. Examples of accessibility requirements include:
 1. Step-free access
 2. Gender-neutral, accessible bathrooms
 3. Baby-changing facilities
 4. Places available to sit
 5. Quiet areas

5. Oxford SU should endeavour where possible to hold Student Council at a postgraduate College at least one in every five times and at an absolute minimum, once in an academic year (assuming that these Colleges are willing to provide and that they have accessible venues).
6. Oxford SU should be promoting accessibility online as well, including:
 - a. Providing captions and an easily accessible text transcript for any Oxford SU-related video they help create
 - b. Providing image descriptions and alternative text descriptions, where needed
 - c. Providing black-and-white, readable versions of documents, where needed
7. Oxford SU branding should take account of concerns that may arise, and ensure that it remains as accessible as possible (e.g. preference for light background-dark text)
8. Oxford SU should endeavour where possible to follow the following Family Friendly Checklist:
 - The venue is child-friendly (e.g. not around sharp corners or precious furniture) and there are baby-changing facilities nearby.
 - The event includes at least one activity that might interest children
 - If the event includes food, there is food suitable for children (i.e. not spicy or too messy; finger foods are great)
 - The event doesn't take place late at night or during work hours (you're looking at 5-7pm on weekdays and 9-7pm on weekends)
 - Any children need to be supervised (likely by their parents/guardians), and this should be reminded.
 - The event does not involve people exclusively getting drunk, and may not involve alcohol at all (with the exception of summer activities)
 - If an event does not allow for children, relevant information on access to childcare provision is provided and supported, where necessary.

UCU Strikes (HT18, updated MT19)

For future potential strikes with UCU, Oxford SU will take the following as the default policy and action of solidarity:

1. To support the cause and organisation of the strike action and communicate this to the University.
2. To release a statement in full support of the UCU strike action.
3. To email all graduate students to encourage membership of UCU.
4. Liaise with UCU representatives.
5. To encourage students to respect the strike by not crossing the picket lines and not attending classes over this period except in the case of compulsory assessments. This could include, but is not limited to, producing materials including posters and leaflets to help explain to students what is happening and why our staff needs support.
6. To encourage students to participate in solidarity action as requested by UCU's Oxford branch including standing on picket lines and excluding non-attendance at compulsory assessment.

College Inequalities (HT19)

Student Council Believes:

1. Oxford students should have a broadly comparable experience at this University, regardless of their college or PPH.
2. The College Contribution Scheme should be used to achieve Believes 1.
3. All student members of Oxford SU should have the same opportunities to succeed academically and have a positive student experience.
4. Students from all colleges and PPHs are equal as University members.
5. The access work of colleges like Mansfield is driving the University's success in this regard for the benefit of the whole University.
6. Many poorer colleges and PPHs were originally established to cater for students who were traditionally excluded from more established colleges.
7. All students have an interest in equality between college experiences, both from inter-collegiate solidarity and because college choice is often outside students' control.
8. Every student should be able to request accommodation if they are estranged or a care leaver regardless of their college's ability to fund this.
9. That a lack of endowment is a prohibitive factor behind poorer colleges and PPHs becoming more financially stable and thus becoming able to add value to students' college experience, increase their size, and expand their independent access and outreach efforts, but that this should not be the case.