

Reports to Council

Termly Council Michaelmas 2011

Martha Mackenzie

President

Evening Council,

Well I can't believe we're here at the end of 7th week already! It has been a really busy term; thank you to all of who have been involved, proactive and just generally really helpful and enthusiastic. I'm looking forward to a break but feeling pleased with what we've accomplished this term and already excited about everything we've got planned for next term! My final round up is below.

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Elections:

You may have noticed that some elections happened last week. These took up more time than anyone expected and did not go quite as smoothly as we would have liked. Jim and I will be talking to mi-voice about possible breach of contract over the two-hour shut down towards the end of polling. In spite of these technical problems we were pleased to see the 5% spike in turnout and felt the relaxing of the election rules was definitely the right decision. There will be some by-elections at the start of next term for the unfilled executive positions.

Student Led Teaching Awards:

As mentioned last week we applied to the NU and the Higher Education Academy for a grant of £1500 to start up a set of 'Student Led Teaching Awards'. As part of this I attended a training day on the 17th November. The day was incredibly useful and we are now in a position to get started. Hannah and I are in the process of working with the University to build a timetable for the awards. Whatever happens it is going to be a very big project over next couple of terms, so watch this space!

Housing:

This week we have started work on the campaign against 'Early Lease'. I have begun negotiating with the 'big five' (North Oxford Property Services (NOPS), Premier, College and County, Finders Keepers and, RMA) and have received some warm responses. In order to start thinking about the broader campaign I am holding a housing breakfast this Monday with interested JCR and MCR Presidents. If you are keen to get more involved just get in touch.

I have also begun initial discussions with the Council about building an Oxford University/ Brookes Landlord accreditation scheme.

Digital Experience:

The University is currently in the process of completely overhauling the current student systems programme. That is the means by which the various online functions (Student Self Services, Weblearn, OxCourt etc.) interact. This is a huge project and one that we need to ensure has significant student input. As part of this I will be establishing a 'student advisory board' to feed directly into the different work streams. I will be recruiting for this at the start of next term and am finalising the details this week.

Bye-Laws:

After a long and complicated process we are finally in a position to put the new bye-laws out for consultation. They are attached with this week's council agenda and I will also be circulating them far and wide before the vacation. If you have interest in OUSU governance do give them a read, tell us if they are representative of OUSU's purpose and easily digestible. Next stop, regulations!

Budget Committee:

The first session of Budget Committee was convened last week. Some good scrutiny was had and we have already seen a motion emerge from the committee (see the safety bus...). This is also a reminder that budget committee is an open committee, the next session will be on 1st December at 4pm so do come along if you would like to examine the budget. The first quarter results will be presented at Hilary 1st Week council.

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It has been an exhausting and exhilarating few months and I have really enjoyed getting to know so many of you. If you have any thoughts, questions, problems, and comments or just generally would like to chat please do not hesitate to get in touch. See below for a quick numerical round up of the term.

Happy Oxmas!

Martha x

Term in numbers:

Met with... over 90 students 1-2-1, including 57 Common Room Presidents and 12 OUSU Reps.

Visited... nearly 45 common rooms.

Held... 5 training sessions.

Represented... students on over 10 committees

Attended... 2 MCR Prescoms, 3 JCR Prescoms and 2 OUSU Repcoms, 1 Feminist Formal Fling, 2 Forums, 1 Division Rep Social and much, much more...

Yuan Yang	VP (Women)
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Hi Council,

This report has formed the basis for my speech at the Feminist Forum this Mon 7th Week, which I'll be updating you on in Council!

Shaping the Gender Agenda in Oxford

- On Monday 7th Week, I am convening the first **Feminist Formal** at Merton College, followed by a **Feminist Forum**, getting together over 60 students from a range of colleges and departments, to answer the two questions:
- "From your point of view, or from within your constituency (e.g. a Common Room, a society)...
 1. What are the biggest gender equality gaps facing Oxford University students?
 2. What should our priorities be for campaigning on the gender equality gaps that exist?"
- I will circulate minutes from these and action-points, and follow up with a Feminist Forum in Hilary Term.
- I have made a big effort to meet with Women's Officers, Equality Officers and Female Welfare Officers (where applicable); I contacted everyone I had on my (fairly outdated) mailing list 3rd Week, with a follow-up email in 4th, and a follow-up to Presidents in 4th/5th; now, for the first time in several years, there is a comprehensive list of JCR Women's Officers! I am now in the process of meeting with them all. MCR Women's Officers are more patchy - I am chasing these details up.

Students with Children

- **The Problem:** Students with children (aka student parents) bear a large amount of burden while studying, which is aggravated by patchy access to University facilities, financial problems, visa problems, and the difficulty of integrating (both socially and academically) when they have taken leave.
- **The Solutions:** Creating a stronger community of student parents so as to generate testimony for lobbying the University; getting students access to libraries, colleges; getting a more uniform academic reintegration policy.
- **What I have done over the last fortnight:**
 - Brought policy on registering student parents to MCR PresCom, which was well received
 - Organised the first Student Parents' Meet of term (this Saturday!)
 - Met with the Equality and Diversity Unit on the problems of access to facilities and with the Student Information and Advisory Service on visas.

Sexual Violence & Relationship Abuse

Oxford University's Policy and Procedure on Harassment

- **The Problem:** The University's Policy on Harassment is not fit for high-risk or abuse-related harassment (sexual abuse, relationship abuse, stalking); and harassment advice can sometimes be misleading or wrong.
- **The Solutions:** Making Colleges and Departments aware of the issue, so they can reform their internal procedures, and put pressure on the University to reform its overall procedure.
- **What I have done over the last few months:**
 - Drafted a **new policy and procedure**, in consultation with Liz Jones (City Council Sexual and Domestic Abuse Co-ordinator) and Lisa Ward (Acting Co-ordinator, Oxford Sexual Abuse and Rape Crisis Centre)
 - Organised the first of a series of 3 awareness-raising workshops, teaching the **basics of recognition and referral** for abuse-related harassment, as part of our campaign to **improve staff response** to abuse-related harassment. These workshops are targeted at Welfare Deans, Senior Tutors, Chaplains, Head Porters, and Harassment Advisors.
 - Met with key University figures several times to **lobby** them on the issue
 - Along with OSARCC, I am drafting a paper on the possibility of creating a network of **abuse-aware peer supporters** in Common Rooms, using a model similar to Oxfordshire's Domestic Abuse Champions Network or to Harvard's Women's Resource Centre. If the University isn't in a place to equip and train its staff, **we can place students in the best position possible** to deal with this.
- **What I have done over the last fortnight:**
 - I am meeting and continuing to set up meetings with both JCR, MCR and SCR people in colleges to lobby them:
 - **St. Hilda's** (Dean, JCR President, JCR Women's Officer); **Merton** (Welfare Dean, Harassment Advisor); **Jesus** (Fellow for Welfare, Chaplain); **Mansfield** (SCR Women's Officer, Master, MCR Women's Officer, JCR Vice-President); **St. Anne's** (Junior Dean); **New** (Fellows for Welfare, JCR Welfare Officer); **MPLS** (Divisional Head of Personnel); **Saïd Business School** (Fellows, Harassment Advisor)

Inclusive Leadership

Increasing the diversity of students in positions of leadership

- **The Problem:** Over the last 5 years, only around 25-30% of all Common Room Presidents are female, and this proportion is fairly stable.
- **The Solutions:** Common Rooms can implement policy to foster an inclusive model of leadership, making the "unspoken norms" of the Common Room explicit for those who come from an underrepresented background and therefore who might be outside of the mainstream; and we can equip and encourage women to take on positions of leadership through awareness-raising and skills training.
- **What I have done over the last few months:**
 - **Convened** the Inclusive Leadership Action Group, which meets to brainstorm and plan initiatives to increase the engagement of Common Rooms with students and to **increase the diversity of student leadership**. Its membership is open: email me to take part!

- As a result of this group, we have focussed on three dimensions of inclusive leadership: skills training; awareness-raising; and engagement with policy in Common Rooms.
- Our first Leadership Skills week, on **Public Speaking Workshops**, was great fun and, as judged by the feedback surveys, a success - I spent an hour training over 70 students across 4 workshops.
- **What I have done over the last fortnight:**
 - Talked to **JCR PresCom** on the Inclusive Leadership project, and taken our first policy, on Advertising Elections and Role Descriptions, to JCR PresCom. We will be keeping a record of which Common Rooms pass policy.
 - Spoken at a Women in Leadership event organised by the MPLS Divisional Skills Training Forum
 - I am now taking the policy output of the Inclusive Leadership group to consult with members of the Careers Service and the OLI

Academic careers progression

- **The Problem:** The rate of female career attrition in academia is relatively high; for example, in the Medical Sciences, around 60% of undergraduates are women, but there are only a handful of titular female professors.
- **The Solutions:** The **Athena-SWAN Charter** is a national body that audits science departments' policies on their gender equality effects. This includes policies surrounding flexible working, childcare, student and staff development, and transparency of promotions and governance procedures. To apply for an Athena-SWAN award, a department must demonstrate ability to implement an action-plan on areas it can improve on.
- **What I have done over the last fortnight:**
 - Organised an Athena-SWAN consultation as part of Oxford Females in Engineering, Science and Technology's Hilary Term Symposium on Women in Science;
 - With Clara Ferreira, Graduate Women's Officer, am organising a series of student consultations to complement the Athena-SWAN process in departments.

Jim O'Connell	VP (Graduates)
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I spent yesterday talking with and getting to know the Grad students that OUSU and the University Development Office have recruited to be Graduate Ambassadors. The Graduate Ambassadors will demonstrate how students can be involved directly in fundraising work in a way that benefits students and the University.

I was struck, as I always am when talking to grads, by the scope of their work and interests. In particular, I was proud that so many different people's stories had converged on Oxford - a place that is not only transformative for them but allows them to be transformative for others and the wider world. I met someone who is developing a new antibiotic, someone researching the potentially dangerous politics of their home country, and someone questioning how we think of the relationship between humanity and God in the 21st Century.

So, in short I got a good reminder yesterday of why I'm doing this job. In no particular order here are some things I've achieved this term:

- Written feedback for Master's students on the work they submit.
- Making Graduate Funding top priority for OUSU and the University.
- Establishing the Graduate Ambassadors scheme to help fundraising for Graduate students.
- Recruiting and training Divisional Board Reps - much more needs to be done on Academic Representation, however.
- Linking OUSU's work with Reps in Medical Sciences, in order to work towards the student submission to the Medical Sciences Review and capitalise on the Athena SWAN process.
- Fighting and on the cusp of winning a better deal for grads in University Accommodation.
- Bringing the PhD Movie to Oxford!
- Working with MCR Presidents to investigate and begin challenging the College Fee.
- Offering negotiation and getting things done training to MCR Presidents and Divisional Board Reps.

- Responding to, or feeding into responses to, any number of stupid things the government has proposed on higher education, immigration, and the REF.
- Prodding the Careers Service into a greater focus on international academic careers.
- Getting provisional agreement from the University to establish a comprehensive central talks database.
- Helping run the University's first Graduate Open Day.
- Laying the groundwork for next term's PGR Provision Review.

I'm pretty pleased with all this. Most of the targets we set at the start of term have been met in full or in part. I should stress however that nothing could have been achieved without the dedication of a huge number of other people - first and foremost the other Sabbs: Hannah on anything educational and much else, Martha on everything, Seb on welfare, Dan on fundraising, housing and community, Yuan on gender equality and a load of other stuff besides. The MCR Presidents have been fantastic this term - setting directions, coming up with ideas, offering hugely valuable support - grads are lucky to have such capable college representatives. Both new and old Divisional Board Reps are growing into what must be an increasingly important role. Last but absolutely not least, the Grad Exec shows that there are incredibly passionate people in Oxford who will focus ruthlessly on representation and welfare whilst juggling a DPhil.

I think that list of committed people demonstrates both how strong we are as a student union and as a graduate community in particular. There is huge potential to achieve a lot more over the rest of the year - we should make the most of our power. One note of caution: change in the University is a long drawn out process that takes consistent hammering away with all student representatives pulling in one direction. This is something we shouldn't lose sight of or underestimate.

Aside from the stuff listed above I've also tried to keep on top of the various bits of the job that just need to keep ticking over. Most importantly, student advice service casework - there has been a spike in grad casework over the past week or two, which is concerning for the students involved and indicates strongly that there are people here who do not have a good time. One deep fear I have is the extent of students in bad situations who do not come to the advice service. We might not necessarily be able to help (although we're pretty good at doing whatever we can), but the more people who use the service the better idea we get of what problems are where.

In terms of keeping things ticking over, this has also of course meant representing you on piles of committees. Amusingly, the University is considering shuffling responsibility for one thing in particular to a committee that I already sit on, so we can be represented, rather than give me another committee to sit on.

Finally on the ticking over front there were the statutory annual elections, which happened and are now thankfully over. Somebody won, which is the main thing (given at one point it was not at all clear that anybody would...). On a more positive note, grad turnout was exponentially higher than it has ever been, and lots of grads got elected, which shows that lots of people have done a lot to engage graduates in our student union. It should be stressed that this is a good start that needs building on.

In summarising the term, the most important thing that happened above all others is that the All Blacks won the World Cup.

'We might make mistakes but we will make other things too'
 - Michael Joseph Savage, 1st Labour Prime Minister of New Zealand

Hi Council,

I hope you are all well. Things are moving at a fast pace here at OUSU towers - below are a number of the things that I have been working on.

- Disability Awareness Week - the week went very well, with a number of well-attended technical seminars run by the Disability Advisory Service, a number of functional (e.g. careers and sign language workshop) events and a small number of awareness-raising events. I will be writing a report on the week and will circulate to anyone who is interested.
- Mental Health - I have been facilitating the development of the new Mind Your Head Campaign, including writing its constitution, chairing meetings and investigating potential sources of funding.
- OIA Consultation - last week I attended a round-table meeting of the Office of the Independent Adjudicator for Higher Education, who are consulting on how to develop complaints and appeals in the HE sector. I will be leading the writing of the consultation, so if you have any thoughts, get in touch.
- Equality - I attended the Race Equality Steering Group, which discussed the effectiveness of this year's Black History Month and how efforts might be developed or expanded for next year.
- Student Advice Service - the Service is being well-used, and we have had a number of cases come in over the last couple of weeks.
- I have been planning (but had to cancel and reschedule) a training session for new PGCE welfare reps to teach them about the various welfare services available to students in the University and the City of Oxford. This will happen, hopefully, in the next couple of weeks.

Dear Council,

Since we last met, I've mostly been with casework and in committees. But this report is round up of what I've been up to since I took office, all the way back in Trinity, to give you a broad overview of what my priorities have been and what I believe they should be next term. To sum up, I think a lot of really valuable ground work has been laid for pushing forward projects in the next two terms, but that momentum needs to keep growing. It's often easy to get demoralised at how slow everything is moving, but looking back and taking a longer perspective makes me realise that often the 'wins' we achieve now are a result of previous sabb teams pushing the same points that we're making. I'm sure that the work we do this year will pay dividends, perhaps just ones that will be realised after we're gone.

On that note I know that the newly elected David Messling will be a fantastic successor and I'd like to say a massive thank you to Simran and Harriet, who have helped me enormously over the past 18 months. The Access Fair, which started off as Harriet's manifesto pledge, is going to be a great success when it hits in February. It's never easy being the Academic Affairs Campaigns Officer but Simran has been invaluable to me over this past term and way before that too.

I started writing a termly council report but it ended up as 5 pages worth so here are the edited highlights- if you fancy having a read of the long version just email me at access@ousu.org

Access
Fees and Funding

- Over the summer I held focus groups with approximately 140 secondary and sixth form age students in an attempt to gather the beginning of an evidence base for future discussions on fees and funding.
- In committees I've supported continuing the level of access spend for the 2013/14 year.
- I've ensured that OUSU is at the centre of future discussions on fees and student support
- I successfully applied to be a member of the NUS's Student Support Commission. Through my membership of this group I hope to ensure the position of Oxford's students and applicants is represented effectively.

Smarter Access Work

- The Access Fair will be taking place on 3rd February! . It's going to be a great way for people in the university to see what's working and what's out there, all leading to smarter access work.
- I've built up a valuable relationship with the Student Support team in the Development Office through 1-2-1 meetings, working with them on literature for donors, speaking at events and co-hosting a students' drinks event to celebrate the success of the Oxford Opportunity Bursary and access work.
- I've been working with Target Schools and Access Reps to link the amazing pool of volunteers Target Schools has with colleges link regions so that the two missions are aligned much more closely, and both can be more effective if they work together.
- Pushed for Bridging provision for Oxford's 'flagged candidates' (students from the most educational and socio-economic disadvantaged backgrounds) The report written by the Master of St Peters contains great ideas, now I'm going to work with Divisional Board reps and JCRs to see them supported.

Supporting Common Room Reps

- This term I've had 14 1-2-1 meetings with JCR Access Reps so that I could get to know them and their priorities.
- I've run 3 training sessions for access reps this term, one on Working with College and the other on Creativity (led by Teach First), in total around 34 reps have attended across the 3 sessions. After the success of *Academic Affairs: the Low Down*. I'm currently planning *Access: the Low Down* with Undergraduate Admissions.

Academic Affairs

Acting on the Teaching Review and 'Students as Partners'

- I've sat on a university working group (seemingly the first step to doing anything in Oxford) and organised an informal meeting with Senior Tutors to talk about the issue of 'feedback'. I'll be pushing forward with this work over the vacation and into next term.
- I attended the MPLS UGJCF where the OUSU Teaching Review section on Labs was used as a starting point for discussion. I know what to work with the new MPLS rep Simon to follow up this discussion with a project.
- OUSU's response to the White Paper
- Martha and I have begun setting up Student Led Teaching Awards. Martha attended the NUS training session on them and we have won a small grant to set them up, out of over 100 bids only about 20 got a grant so we're delighted. We've met with the Pro Vice Chancellors who led on Teaching Awards and are now focusing on getting support from Divisions- 1 down 3 to go.

Working with Divisions

- Over the summer I spent time building key relationships with senior staff in the 4 academic Divisions, mostly through 1-2-1 meetings. This will be key to any projects we run next term

Strengthening student academic representation

- Working with Divisional Board Reps has been a key priority for this term, getting them elected, inviting them to training and meeting with them to build up a relationship and support them.
- Mapping and engaging with student representation in departments is the second stage of this project. I'm working with the central university to see how different structures work, from there will be ascertaining what improvements could be made and how OUSU can support departmental reps better.
- This term I've met 16 Academic Affairs officers 1-2-1 as well as delivering 2 training sessions with another planned for 8th week. In addition I've met with a handful of JCR presidents, giving them

support and advice. I've created briefing sheets on changing suspension policies and Academic Feedback sessions. I've also worked closely with one or two Common Rooms on particular issues or projects.

Student Advice Service

Casework

- I've dealt with approximately 30 cases so far, some of which have taken one or two emails, but there have been several that have taken upwards of 15 hours. The majority of cases have been exam related but there have been others related to suspension and college procedures.

Complaints and Appeals

- After dealing the hell that was Exams season I have been working to improve the procedures. I took a paper to Exams Panel that was relatively well received but is now being incorporated into a mega Complaints and Appeals working group that will be a big part of next term.
- We've also met with the Proctors and the PVC Education on several occasions to build a case for reform to the system, I hope these conversations have laid important ground work for the working group's conversations.

Suspension

- After dealing with a high number of cases that involved suspension I've made this a priority for the year. Highlighting the issues with members of the collegiate university, supporting Common Rooms that want to improve their policies and creating briefing sheets and running training. This work will continue next term as I think we've got the chance to make a big impact on this.

New focuses for next term

As well as what I've highlighted above as projects I want to continue next term I'll also be focusing on:

- Induction- getting a deeper sense of what currently goes on & what can improve.
- Finals Gap- working with Yuan meeting department heads to create momentum
- Supporting Students training- training whole welfare team in JCRs joint with Seb

Daniel Stone	VP (Charities & Community)
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Dear Council,

I want to start my last report of this term by thanking my wonderful Part-time executive officers and Committees who have given me a wonderful first term, full of ingenuity, laughter and achievements that we can all be proud of. In Alastair Marsh and Sarah Santhosham I have had two exemplary colleagues, and they deserve Council's praise for their commitment and productivity during their time in office.

As always there's a brief summary of my work below - if you'd like to discuss anything in greater depth please drop me an email at charities@ousu.org

Community

Over the summer I wrote a paper on establishing a greater level of partnership within Oxford. This term has seen this paper come to life, primarily through the commencement of a community partnership group focusing on student issues in the city. We met for the first time on Friday 2nd Week and will meet again on Thursday 7th Week where the partners will discuss landlords, housing and accreditation. I've been astounded at how supportive the partners have been in laying firm foundations for this group, and I believe that we will begin to reap the rewards of improved communication throughout the City.

- The inaugural City Centre Area Forum took place on Tuesday 6th Week in the Town Hall. City councillors, college representatives and various community groups, joined students and OUSU representatives as we discussed student safety and homelessness. It was an incredibly productive forum and there was unanimous support for holding another forum in Hilary Term. So watch this space.

- On Wednesday 6th Week the police came to do a workshop on their anti-terrorism initiative called PREVENT. I think those who attended found it really useful and we hope to offer another talk in the New Year.
- My Student Community Wardens paper passed through Council last week. I'll be working over the vacation to prepare our recruitment strategy for the start of the new term - If you know anyone who might be interested in being a warden please let me know.
- I've also attended a number of Neighbourhood Action Groups, Area Forums, Residents Associations and Community Associations. I can't say that all of them have been completely productive, but I have nevertheless enjoyed meeting residents and representing students in this environment.

Charity

The RAG Committee have done fantastically well this term, raising around £8k in the bungee jump, £2k in the Halloween Club Night and over £3k for the Poppy Appeal.

On Saturday it's the biggest event of them all! The RAG Ball Committee have done a TREMENDOUS job in organising 'The Great Exhibition Ball' to be held this Saturday at the University Club. As you read this I expect that tickets would already have been sold out, but if you've missed out this year there's always next time...

This term I have also:

- Held training for Charity Reps covering Event Management and Fundraising
- Taken part in a number of street collections in Oxford and London
- Worked more closely with the Oxford Hub on a number of issues
- Attended 6 RAG Executive and 6 RAG Reps meetings

Environment and Ethics

The Environment and Ethics Committee have now elected their three campaigns for the coming year, namely Green Events, Fair Trade and Double-sided Printing. One of last year's campaigns, 'Recycling with Honours' is drawing to a close with only a handful of PPHs still to be assessed.

This term I have:

- Organised a meeting for E&E Reps to meet representatives from the University Environment Panel, Sustainability Team and Domestic Bursars Committee
- Continued talks with the Careers' Service and the Oxford Hub to plan an 'Ethical Careers Event' for this Hilary Term
- Attended 6 E&E Committee meetings, 6 E&E Reps' meetings and a number of University Committee meetings
- Given a college clinic on Socially Responsible Environment
- Continued to plan and formalise a city-wide End of Year Recycling Scheme, aimed at taking reusable refuse out of landfill and into the hands of local charities
- Attended a very productive meeting with the University organised by Henry Breimer (Merton), to discuss the discontinuation of the printing of the 'Grey Book'

Living Wage

The Living Wage Campaign has continued to make strides over this term as it sees to work with support staff to put pressure on the University to pay its employees a living wage. This term I have played an active role in the campaign through:

- Attending 5 campaign meetings and a series of round table discussions on the Living Wage Campaign on behalf of OUSU

- Taking part and planning a number of actions; handing out flyers, demonstrating outside the SSL and contacting the University
- Waiting outside University owned buildings in the early hours of the morning, hoping to speak to employees about the campaign

Hope you have a great end to term,

Daniel

PART TIME OFFICERS

Chidi Oneyche

Black and Minority Ethnic Students and Anti Racism Officer

Firstly, I would like to set up a BME focused access scheme in conjunction with the target schools project but being much more active. Therefore going into colleges and helping students with their interview technique, their subject specific exams that they have to take etc. In addition to this I would also like to create a shadowing scheme (similar to the one in operation now) that is largely BME focused.

Secondly, I would like to encourage the societies of BME students to try and integrate more with each other and the university (maybe hold an event in one college which is open to all the societies of BME students)

I've been in communication with people who can help me with this and just waiting for a reply. Other than that there is nothing to report

Jacob Diggle

Clubs & Societies Support Officer

Hello Council

A year ago clubs and socs had nothing, easily dismissed as a nice procrastination tool but not in need of serious support. But these last three terms have witnessed a fundamental shift in approach, and I am very proud to have played my part. Never again will a society president dealing with a sexual harassment case be told by University staff, "Welfare's not our problem."

We deserve better and we must demand better. I've loved building the Clubs and Socs Support Officer role from scratch and it has been so exciting to see societies being firmly placed at the heart of OUSU and the University's student support agenda.

I've seen so much brilliance during my time in this role; students tirelessly working to help orphans in the Balkans, students staging multi-award winning shows, students winning big policy concessions from the government, students standing beside those most vulnerable amongst us and offering an understanding ear, students achieving so much and with so little help.

I want to thank David and Martha, two Presidents who it has been an honour to work with and who have really inspired me. The energy, passion, and fierce intelligence I have seen in two sabb teams makes me very proud to be a member of OUSU and should be enough to silence any critic.

To the rest of Exec, you've been a great laugh and a great insight. You've achieved so much and it's been a joy to work with you.

OUSU staff do require a special mention though. These are some of the most wonderful people I've ever met - hard working, patient, vastly knowledgeable, passionate, warm-hearted, hysterical, and great friends. Couldn't really ask for anything better. Thank you.

My scrutiny report last term said that it would be a challenge to find anyone to fill my shoes but I can safely say that Adrian Lo is a dream successor. He deserves many congratulations on his election; I am certain that he will achieve fantastic things.

Just a quick recap of some of what I've achieved this year:

- * Helped set up over 90 societies
- * Awarded over £30,000 in funding
- * Actually identified what societies exist and established a comprehensive mailing list (no mean feat)
- * Ran Clubs Councils, providing training and networking to society presidents and treasurers
- * Wrote a series of 'How To Guides' to make the trickiest bits of running a society that much easier
- * Re-established a close relationship with the Sports Federation
- * Helped set up a community project, getting sports clubs involved in local outreach and engagement
- * Helped negotiate the transfer of responsibility for clubs and socs from the Proctors, complete with University funding for a new member of OUSU staff to provide support
- * And much more.

Sarah Santhosham

Community Outreach & Charities Officer

Dear Council,

This is my last report to Council as the Community Outreach and Charities Officer. It's been a fantastic year and I've really enjoyed working on all the projects and with all the groups I've mentioned in my previous reports, and meeting and working with lots of talented people.

Here is a very brief summary of the last couple of weeks:

Living Wage Campaign: Two weeks ago we ran a mini-action outside the Social Sciences Library to bring the issue to the attention of the Vice Chancellor and to encourage him to meet with us. Since then we have been using our weekly meetings to write follow up letters and plan what we want to do for the rest of term. I have also been receiving enquiries from students wanting to start their own campaigns at their colleges, and have been advising them with how to proceed.

RAG: I attended exec in 5th week and also attended a couple of meetings regarding the future of RAG's representation in OUSU. I will also be helping with the RAG Ball this Saturday.

I'll be back next academic year, but before I end I would like to thank some people who have made the last year enjoyable and possible: to OxHub for all their help and for letting me use their space for my events; Angus Ritchie, Laurence Mills and the rest of the organisers at London Citizens; the permanent staff at OUSU, in particular to Karen for answering all my queries, and to Taylor who has produced a lot of design work for me, sometimes at very short notice; last year's sabbatical team and the current exec, who have been a great team to work with; to all the many people on the execs I have worked with: the current and former RAG execs and the Living Wage Campaign, in particular Hannah O'Rourke, Dan Tomlinson, Sam Norwood and Alex Shattock; and finally to the current sabbatical team, especially Dan Stone who has helped me shape and overseen a lot of my projects over the last year, and has been a great person to work with.

Best wishes for Christmas and the New Year,

Sarah

Alastair Marsh

Environments & Ethics Officer

(7th Week Report)

Hi students,

Since last Council I've:

- * **Attended** People & Planet's (the nationwide campaigning network for school and uni students) annual meetup, "*Shared Planet*"
- * **Carried out** *even more* recycling assessments of colleges. Had some really productive discussions with staff.
- * **Contributed** to Oxford Living Wage campaign community group meetings.

Lastly, here's a little known fact - now you can find the carbon emissions of the University and several of the colleges over the last year on the internet. Just google "*carbon reduction commitment league table*"

and follow the links. It's great to see more transparency over carbon emissions.

Enjoy the rest of term,
Alastair

(Termly Council Report)

Hi students,

Thanks to all of you who've helped out with all the good work that's been done this year. Just to show that I've been trying to serve you and the environment as best I can, here's my main achievements from this year.

- * **"Campaigners Connected"** was an event that brought together student and local groups working on environmental and/or ethical issues to meet each other. All over ethically sourced, local food.
- * **"The Pamoja"** for college Environment & Ethics reps enabled us to meet one another and talk, sympathise, rant and plan changes about what's going on on a college level.
- * Boring but important, getting a working **college Environment & Ethics reps' mailing list** was a great step forward - this will give a good foundation for the next year.
- * The **Recycling Norrington Table**. Knowledge is power. Knowing exactly which colleges do what for their recycling will hopefully bring big improvements in the recycling services in colleges. The face to face discussions with college staff opened a dialogue that will hopefully lead to better communication and practice on recycling issues.

It's been a pleasure to work for you, and alongside the many others who work for OUSU and other groups who are doing their bit to help you guys and the environment.

Best wishes for the future,

Alastair

Francesco Fermani

Grad Academic Affairs Officer

My activity has focused in supporting the new board of PG Division Representatives organising a first informal meeting and setting up an induction one for the handover. We have resolved in maintaining the aim of the previous team of Div Reps of reinforcing PG representation in departments.

I have started collecting feedback on the GSS report: the general trend seems to go towards the need of reinforcing the actions taken by the Director of Graduate Studies for reports flagged with "concern" as there seems to be no further action taken by departments in such cases. I have proposed the issue to the agenda of Senior DivCom and will coordinate efforts and actions in Division Graduate Forums in the following months.

The Careers Service has launched a series of events on "careers in academia": I'm currently attending them and collecting feedback so to advice the Careers Service for future events. Please forward me any feedback you might have on the topic if you have attended one of these events. I will produce a list of recommendations that I will bring to council before submission to the Careers Service.

David Bowe

Graduate Welfare Officer

This is my last report to Council as Graduate Welfare Officer of the Part-Time Executive.

In the two years and one term (yes, it's been that long...) that I have held the position I hope I have contributed to the improvement of graduate welfare across the university and the foregrounding of graduate issues (whether they are considered to fall strictly within my portfolio or not), particularly with regards to student parents, welfare event organisation and the visibility of OUSU's welfare services to graduate students.

There is still much to be done, in particular with regards to accommodation, funding and student parent representation, but momentum is building in all of these areas, and I'm looking forward to attending the Student Parent Meet on **Saturday, 26th November at the Bradmore Road Nursery** and spending my last

couple of weeks involved in discussions of ways forward on these issues, with particular immediate focus on problems with colleges' attitudes to housing their students which have recently come to my attention.

I'd like to offer my congratulations to the committee and sabbatical officers-elect! I was, however, sad to see that no-one ran for this position in the annual elections, but I **encourage anybody interested in graduate welfare or graduate issues more generally to contact me with any questions and to consider running in the by-election next term.**

In my capacity as Graduate Welfare Officer I bid you goodbye, but I doubt I'll be able to keep away.

Dai

Clara Ferriera

Graduate Women's Officer

Hi Council,

One term in office just flew by and, very happily, I will continue as Graduate Women's officer for a year, so a lot of ideas and work is in the pipeline.

Outlined below are the status and future developments of the four main objectives I have set out to accomplish:

1) Representation

I spent most of this term meeting with people from all Divisions, attending DivCom meetings and MCR PresCom, increasing the visibility of the role of Graduate Women's officer and collecting a body of issues to turn into action plans.

2) Auditing gender equality policies and monitoring

a) Medical Sciences Divisions Athena-Swan awards

I have engaged fully with the Athena-Swan awards in the Medical Sciences. I have met with Kay Davies (Head of Medical Sciences) and Trudy Coe (Head of Equality and Diversity Unit), and together with Yuan Yang (VP Women) have been pushing Graduate Women's involvement in the Steering Committees in the Medical Sciences Departments. I will be a part of DPAG's Athena-Swan committee, and will be having the first meeting on the 5th of December, together with Stuart West from the Zoology Department, who will explain how his Department achieved silver status and the process overall.

Following this meeting I will write up a briefing and circulate it through the Medical Sciences departments graduate representatives.

In HT I will organise and support consultations and focus groups for graduates and postgraduates from the Medical Sciences departments to develop action-plans towards gender equality.

b) Auditing in the Social Sciences and Humanities Divisions

I have been meeting graduate women from the Social Sciences and Humanities Divisions to get an idea of the gender equality issues within these Divisions. I will be meeting with Trudy Coe on the 22nd of November and discussing the plans for the introduction of a lighter version based on Athena-Swan awards for gender equality auditing.

c) Monitoring Graduate admissions and progression

The University's Gender Equality Scheme will be replaced by the Public Sector Equality Duty, which requires the University to publish data and frame objectives for its work in relation to staff and students in protected groups, including gender. Trudy Coe is already holding meetings to understand what data is available to track women's progression, and what other information they will need to capture and report on. The formal consultations on objectives will start during HT, and I will be keeping update on this and ensuring graduate women's voices are taken into account.

I will also be contacting Sara Smith in Education Policy Support and the Graduate Funding and Admissions Office, to figure out what information is already available and what steps can be taken to ensure graduate women's admissions and progression is tracked.

3) Empowerment and support

I have been taking part in the student consultations for the Medical Sciences Review organized by Jim O'Connell (VP Graduates) and Hannah Cusworth (VP Access and Academic Affairs), and intend to continue to work with them in the following terms. I aim to follow up on these consultations by discussing the current skills training offered by the Medical Sciences Division, and determine what type and in which format specific Graduate Women's training would be useful. I intend to extend these consultations to the other Divisions.

4) Communication and networking

It has been lovely working with WomCam, specially being involved in the Gender equality festival within which I hosted an event on Women's rights and religion.

It has also been very insightful and productive being a part of the Inclusive Leadership project setup by Yuan Yang. At the moment this project is mainly directed at JCRs, however, it also has the potential to translate into making MCRs more inclusive, and hopefully we will be working on this in HT.

I have been supporting Jessica Lam (WomCam, Wfwi) in setting up an event for women from all Divisions, with women in leadership positions in Academia and in Business in HT.

I have also been maintaining contact with Annie Ng (OxFest) and supporting their HT symposium for women in Engineering, Science and Technology.

Finally I have also been involved with the Living Wage Campaign.

This has been an exciting term, and I envision an even more exciting and productive year. Do contact me at gradwomen@ousu.org with any issues you feel I should be addressing within my remit.

Laura Hancox

Health & Welfare Officer

Hi Council,

Recently, my biggest project has been organising events for World AIDS day. The Centre of AIDS Interdisciplinary research in Oxford (CAIRO) were already putting on a series of seminars and so a group of us at OUSU decided that it was best to just attend these selling ribbons to raise money for Terrence Higgins Trust rather than creating a whole new event ourselves.

Terrence Higgins Trust is putting on a training event this week for welfare officers and LGBTQ officers on the topic of supporting students living with HIV/AIDS in Oxford, which meets our aim of helping to support students with HIV/AIDS.

There is also a student HIV/AIDS research conference going on this Friday- if you want more info about the research day, email me at healthandwelfare@ousu.org or sign up to attend at <http://tiny.cc/HIVAIDSResearchDay>. It's from 12-5pm at Wolfson college.

Finally, there is a red ribbon flash mob happening on Cornmarket st on 1st December at 1pm where we're going to all wear red and form a red ribbon shape to mark the day. Ribbons will also be on sale with all proceeds going to the Terrence Higgins trust.

Have a lovely last week and a bit of term! :)

Laura x

Termly council:

Hi Council,

This term has consisted of work in two main areas for me; organising training relating to Freshers' week and organising events for World AIDS day.

- 1) Training was run by myself and Seb at the start of term for common room officers who were involved in their freshers' weeks. This was to highlight problems that may be faced during the week, ways in which these could be overcome, to facilitate discussions on good ideas from other colleges and to ensure that those both organising and partaking in freshers' week had as happy and safe a time as possible. Some really good feedback was given and I'd recommend this training being continued.
- 2) Aims and our action for World AIDS day events: to raise awareness of HIV/AIDS (we didn't need to put much effort into this as CAIRO were running a series of seminars on HIV/AIDS anyway!), to provide support for students in Oxford living with HIV/AIDS (Terrence Higgins Trust put on a training session for Welfare Officers and LGBTQ officers about supporting students with HIV), to promote safe sex (again, this was done through the provision of training to welfare officers and LGBTQ officers) and to raise money for the Terrence Higgins Trust (done through the selling of red ribbons).

I've loved my last term as Health and Welfare officer! Thanks so much for electing me, I'll really miss it!
:)

Laura xxx

Eleanor Brown

Rent and Accommodation Officer

Hello all,

This is my final report to Council in this position. First, a few reminders - the Living Out Guide is available from Seb (welfare@ousu.org) for anyone who needs it. I would also like to remind you that the University runs its own housing list at <http://www.oxfordstudentpad.co.uk> which is worth taking a look at when searching for a house for next year or indeed term. It also lists individual rooms to rent. Also, if anyone has any issues with housing or accommodation, you can keep the questions or problems coming to me until 9th week, when I'll hand the email account over to my successor, David Butler.

It's been a pleasure serving as Rent and Accommodation Officer under two Presidents as capable as David and Martha and alongside such a talented and committed Exec. Although I may not have achieved everything I set out to do in post (no sign of a Rent Freeze), I hope I've helped students with some of the problems they've faced while living out and that Common Room Presidents found and continue to find the Rent Negotiation Pack a useful/gripping read. It's a busy but incredibly rewarding role and I hope David enjoys his time on Exec as much as I did.

Merry Oxmas and a Happy New Year, Eleanor

Andrew Dunne

Students with Disabilities Officer

Although I was unfortunately quite ill during Disability Awareness Week I've been told it was quite successful. I'll include more detailed information in my next report.

Many thanks to everyone who helped make it a success.

DIVISIONAL BOARD REPRESENTATIVES

Simon Coppack

Undergraduate - MPLS

I started in this role end of fifth week, and the only meeting so far has been an MPLS Academic Committee. I attended; there were no problems.

Simon Coppack
Undergraduate Divisional Board Representative for MPLS

Jack Matthews

Postgraduate - MPLS

Just a brief update on what is happening. The Division is looking at reorganising it's committee structure a little, which has given the opportunity to call for more student representation on various committees where there currently isnt any. This has been received positively and I hope to have something sorted by the start of next term.

Apart from that main change, there have been a number of issues that have come up, including A*s. bridging provision and a review of laboratory based teaching. Outcomes were positive in all of these, but more work needs to be done.

Over the next term I hope to build relationships with the departmental reps. If you have any questions, please dont hesitate to contact me, jack.matthews@earth.ox.ac.uk

TRUSTEE BOARD

OUSU's Trustee Board has now been in place nearly a year. We have just elected our new Student Trustees (Sol, Georgie and Genevieve) who will be taking up the post at the last Trustee Board Meeting of the year, Friday 2nd December.

We lost two of our student trustees in September when they ceased to be students. This flagged up a significant problem with finalists running for the position of student trustee in the statutory election and we hope to address some solutions over the course of this term. We also lost our financial trustee Sarah, who resigned due to work commitments. We issued a call for applicants a month ago; applications are being received until this Friday (25th November). Nominations committee is being reformed in 8th week and we will be putting our suggestion forward to council 1st Week Hilary.

Apart from these issues our interaction with the board has been incredibly productive. Richard Jackson, our legal trustee, has been incremental in the bye-laws process, similarly Paul Silk has been helping the risk documentation process. All trustees have been on hand to provide advice and support throughout the term. The board has been incredibly important in ensuring the continued development and professionalisation of OUSU.