

REPORTS TO COUNCIL

7th Week Council Trinity 2017

Jack	Hampton	President	Received
Sandy	Downs	VP Welfare & Equal Opportunities	Received
Orla	White	VP Women	Received
Marina	Lambrakis	VP Graduates	Received
Eden	Bailey	VP Access & Academic Affairs	Received
Beth	Currie	VP Charities & Community	Received
		LGBTQ+ Campaign	Received
		SusCam	Received
		Target Schools Campaign	Received
		Oxford Students' Disability Campaign	Received

SABBATICAL OFFICERS

Jack Hampton – President

Dear Council,

This is my last report to Council so it will take a different form than it has in the past. The report will be in three sections, first I will talk about my experience of the 'job' of being President this year, then I will describe my key successes over the year, and lastly I will signpost those projects and work streams I hope my successors will take forward. I will not reflect on what I have failed to do this year as the scrutiny report will do that for me, and anyway I think I've been great.

My year as President

When I ran for OUSU I was in many ways an outsider to the organisation. Yes I had been a JCR President, but of a pretty depoliticised college and I hadn't been involved in any of OUSU's campaigns, been on the part time executive, or been involved in political activism. I also did not move in the same circles as most involved in OUSU, my friendship groups were at my college and with University sport, so I really was stepping into a new environment. Despite knowing I would have a lot to learn, OUSU still took me by surprise. I had not realised how professional an organisation it was with so many staff and high calibre staff at that. I had not realised what it would be to be the Chair of Trustees of what is a large charity with over half a million pound block grant and a profitable trading subsidiary. That my first task as Chair of the Board was leading on the recruitment of the new CEO was certainly stepping into the deep end. But all these things were good surprises and challenges. Across the year I have been involved in such a huge array of activity and the skill development has been exceptional – I can honestly say that I do not believe that a better first job out of university exists. At different times I have been a strategy consultant, a manager, a leader, a colleague, a Board member, an activist, a policy writer, and an events organiser. The committees I have been a part of have given me a true understanding of how an organisation like a collegiate university functions and I have had meaningful input on finance, development, building and construction, education, governance, and welfare. Yes, bits have been tough; working in a team of other people stepping into their first job, and a hard one at that which never allows one to switch off, has sometimes been very challenging. But, I now feel like a competent adult ready to actually be a 'professional' which I think is a pretty great thing for an organisation to be able to claim responsibility for.

The great things I've done if I don't say so myself

Running for a role which barely had a role description at the time (I wrote a new one in Michaelmas, don't worry) and without insider information of how the organisation worked, meant that some of my manifesto pledges were maybe a bit off target... However, I ran on a platform of proactive action on student mental health and I have followed through on that. The below projects show a trend and a style of working which I think follows directly from my manifesto and election campaign. Both the projects themselves and my general sense of delivery fill me with a huge amount of pride in the last year – I hope you all agree!

1. Academic Structures Enquiry – The survey is underway and currently on 526 responses (over a 6th of the total population of the second year undergraduates it is open to). This is going to provide data to direct lobbying on course reform for undergraduate courses in areas including workload, reading weeks, collections, stress, and final assessment. Furthermore it will provide data on what student lives actually look like by taking into account all forms of work; from voluntary positions for JCRs to sport and society involvement. This is important, as it will help us lobby for greater investment in the other areas of student life. I am proud of a robust piece of research, which also offered a graduate student employment opportunity and promises to drive long lasting change. The plan for how this work will be taken forward has already been written by myself and received staff backing so it will 100% be capitalised on!

2. Thoughtless Moments – A really cool and positive engagement plan for exam stress relief which has involved multiple departments and staff in OUSU and engaged hundreds of students a week over this term. Our programme has included: an outdoor cinema screening, library coffee and tea breaks, morning breakfasts, Wednesday welfare dog walking, meditation sessions, massages and healthy library snack boxes. I believe that a project that takes a proactive approach to student stress with a focus on wellbeing has gone down very well with students, improved OUSU's image and our visibility.

3. Club Quality Mark – This piece of work launches the SU's involvement in clubs and societies in Oxford. This is an important step as it opens up a new mode and window of engagement, which is likely to bring the SU into contact with more students and from groups who currently have very little involvement with the SU. Furthermore the Quality Mark should drive up standards in clubs and societies, encourage collaboration between them and the local community, increase the profile of our great student groups, and improve understanding around issues like accessibility. A successful pilot has been run and integration with the new website planned. We look on course for the planned roll out to all clubs and societies for the beginning of Michaelmas.

4. Expanded JCR President support – I have written, launched and delivered 5 new training sessions and multiple template documents along with a new offer of project planning and 1-2-1 support which has been taken up by 22 Presidents and 3 whole common room committees. I was also the sabbatical lead on the Winter Training Conference for student leaders, the first time the SU has attempted a centralised training conference and which trained 75 students.

5. Improving OUSU – one big issue we have observed as a team this year has been the tendency of 'crisis working' on SU projects. This has resulted in under delivery and excessive stress and tension for the team. In response to this I researched, wrote and passed a new planning process for the union. This process covers normal personal project working, major projects and whole organisational planning. With this new process the SU should be able to deliver more, easier and without organisational bottlenecks. I have also been on the strategy and brand steering groups which have left the Students' Union for the first time in its history a clear plan for the next 5 years based on extensive research with students. We know what our members want us to do and have clear targets and objectives to deliver on that.

6. Partnerships with Sport – this year I have worked closely with the Sports Federation President, Naomi Vides, on improving the working relationship with the Students' Union. We have collaborated on numerous activities from the first 'Sportscom' (best practise sharing and training session for common room sports and clubs and socs reps) to advertising and publicising varsities. Between the two of us we have drafted a memorandum of understanding, which basically means a cooperation working agreement, between our two organisations. This should, once passed by our staff leads, result in both our organisations being able to do more for students across events, sport and access to physical exercises opportunities and facilities in Oxford.

7. Passed motions on mental health into national policy – yeah I did. One of these motions (to roll out a welfare survey to all SU's) will undoubtedly drive change on our campuses and in our society in general for years to come.

Stuff I hope the SU will do more of...

Get out and be more visible – I think we have improved this year with programmes like Thoughtless Moments, running more events, and doing better communications (in particular videos). However, we could do more. I want in 5 years for it to be the norm that students know who their sabbatical officers are and that our social media channels actually reach a majority of current students from their first term of first year onwards.

Employ more students and offer more opportunities – with the plans to offer more internships, both fixed term and micro internship opportunities, we are moving in

the right direction but we should prioritise moving to a situation where students are at the heart of our operational team. I think the SU would benefit from a comprehensive review of its student opportunities and current work to determine all the opportunities that already exist for more student involvement and the areas where we can expand.

Become the true home of student engagement in the University of Oxford – I think there is one place where it makes sense for student opportunities to lie in Oxford and that is with the SU. Opportunities from volunteering to sport to work would be easier to find, cheaper to deliver and more joined up if they were in one place, a place run by and for students.

Be more fun – with our Rogue, Springtide and Thoughtless Moments projects we have done more things for students which are just a ‘give’ rather than an ‘ask’ on their time. Again though I think we can do more events and more frequently. I would like to see a weekly club night, frequent outdoor cinema screenings and other fun events throughout our year, all free and freely accessible to students.

Re-election – it should be allowed simple

Advocacy – I ran promising an advocacy service, have argued for one this year and I still stand by the pledge. Sometimes students don't just need a fun and lobbying focused SU, they need a fighting SU, which fulfils the task of a trade union. Students should have access to a trained advocacy service for when they are in disagreements with their colleges over issues like suspension or with the university when they are unhappy with their employment contracts. I think there is a need for this, that our SU can do it and can offer more student opportunities through the process.

Closing musings

I hope that for the small number of keen beans who read my report they find it honest and useful. I have massively enjoyed my year and would recommend the experience to all. You categorically will not get a better first job for skill development one year out of uni. If I could of run for re-election I would of because 1) its been fun and 2) the experience of working for ouusu has shown me that meaningful change in our university, but also in our students union, can be achieved. I came from outside with a vision and I have been able to follow that through – it doesn't get much better than that ☺

Eden Bailey – Vice-President (Access & Academic Affairs)

Attached

Beth Currie – Vice-President (Charities & Community)

Hey council,

So it's been a generally difficult but rewarding year in what is probably one of the most varied graduate jobs there is. But for all the frustrations and exhaustion, seeing the unreal work, commitment, and plans of student activists and volunteers has kind of made it worth it. I think we can all agree that the general path that the world seems to be on at the moment can be a kind of scary and depressing one, from global warming to the alarming rise of the fascistic extreme right across the world. But the commitment of students here to fighting inequality in all its forms, promoting global justice, and integrating social responsibility and real social impact into each part of their lives calms me down a bit when I think about the future. So thank you to all the students I have worked with, from the campaigns to RAG, from common room reps to the community wardens, and everyone else I have been in contact with – you are the actual best and loads of totally ace silver linings to a rough year in an increasingly uncertain global landscape.

So good luck to Tom – you'll be amazing and you have the best students waiting to work with you!

So here's some of the stuff I spent my time doing (with a focus on the last term):

Community

- I matched 23 students with local families and community centres for Christmas day.
- I have line managed our two community warden teams. They've door-knocked over 2000 houses. They have run 3 community campaigns: #KnowYourNeighbour in Michaelmas, which encouraged people to get to know their neighbours better and distributed mugs and packets of tea and biscuits, the Trinity #SeedsOfCare campaign, in which they distributed packets of seeds for planting in students and resident gardens, all leading up to a planting workshop with Restore, and the Moving Out Ethically campaign, which encourages people to donate their household items to the BHF. They provided refreshments and information to students who were camping outside NOPS in November. They have run their own community newsletters, visited local recycling facilities and security services, and improved connections with colleges, local resident associations, and the Oxford Brookes Warden lead.
- Following on from the council mandates after Iffley and Osney Open House, I have been in contact with the University discussing uses of empty spaces.

Voter registration and engagement in local government

- I organised #PledgeToReg, which received over 900 pledges and saw over 1200 more students register to vote in the Oxford constituencies between the end of April and the General Election voter registration deadline of 22nd May.
- I sent out over 70 voter registration event kits to student representatives.
- Ahead of the County Council elections, I organised a hustings at St John's with over 60 attendees.
- Ahead of the General Election, I chaired two hustings - one for the parliamentary candidates for Oxford West and Abingdon in St Hugh's and one for Oxford East in the Sheldonian. Oxford West and Abingdon has over 50 people attend and 2,200 individual views on our live stream and over 250 people attended the Oxford East event.

Environment and sustainability

- I ran #VeggiePledge, which had over 1600 pledges (including the VC!) - a 126% on last year. I delivered over 1000 handpacked Veggie Starter packs to pledgers across Oxford.
- I've organised collections of food and household goods at the end of term to go to the Community Emergency Foodbank and the British Heart Foundation.

Housing

- I have done some work with the Student Advice Service, to improve our relationship with major letting agents in Oxford, and working to try and stop the queues that form in November before the
- I am running a campaign with the website Movem (www.movem.co.uk) to get students to review their accommodation online. Hopefully in the next few years we will build a big enough database to put collective pressure on local landlords to provide a better service.

Graduate Employment

- Marina and I have set up a new workstream in OUSU to better support graduate students who work for the collegiate university. We are hoping to be able to offer them more individual advice and support, as well do more lobbying on this with the central university.

RAG

- We more than doubled the number of nominations for RAG Charity ballot (which was already over doubled from the year before! We're now on 139 nominations). We also combined the RAG ballot with the SU officer elections for the first time and had a record number of votes as a result
- We've had way over 100 students volunteer in events through the year, and I would like to especially thank the amazing work of Joe Hill, Teneeka Mai, and our RAG co-ordinator, Richard, for the amazing year RAG has had.

Have a look at my scrutiny report for more info on what I chose not to do and why. The SU can do a lot more important work on community outreach and encouraging the active citizenship and positive social impact of students, and I'm excited to see what Tom does with it!

Stay cool,

Beth

Marina Lambrakis – Vice-President (Graduates)

Hello Council!

I can't really believe I'm writing my final report to you all. The year has flown by. It's been a real challenge in some regards, there have been many frustrations, but it's also been such a pleasure and a privilege to work on behalf of the 10941 graduate students at the University. I will be very sorry to go! I'm going to try and keep this as brief as I can - I'll give you a summary of what I've been up to in the last two weeks, what I have left to do before I hand over to Marianne, a few highlights and some reflections on the year.

In the last fortnight:

- Graduate employment project

This has come on so far since the last Council. I presented a discussion paper to JScECSM outlining the work Beth and I have been doing on this, and asking for further feedback from the committee about what more OUSU could usefully do and where best to focus our efforts. We had a really great response from the committee, and have had lots of useful ideas, which we will tie in to the campaigning document we are preparing. We also had a fantastic meeting with the University's Head of Human Resources, who was incredibly supportive and has already put us in touch with one of his staff so we can work together on developing and communicating clearer guidelines for grads who work in University jobs, which we are so pleased about. As you'll have seen, we've brought a motion to Council today to further embed this work into OUSU's streams of work, so it doesn't get lost as Beth and I leave office! And for anyone who's interested, the transcript to the meeting of Congregation where I gave a speech about the Employer Justified Retirement Age is now available here:
https://www.admin.ox.ac.uk/media/global/wwwadminoxacuk/localsites/councilsecretariat/congregation/Transcript_16_May_meeting.pdf

- Junior Deans survey

I had a really productive meeting about the survey I had planned to do for graduate peer supporters, from which it emerged that this will be a key part of the Peer Support Programme review that's coming out soon. As a result, I decided to refocus this more specifically on Junior Deans, in terms of the training they undertake (or not, as the case may be) and the welfare support available to them. This ties

together the employment project with my work on grad welfare more generally. It'll be going out to Junior Deans in the next couple of days!

- International Students

Earlier this week I met with Maria from the new International Students Campaign committee, to talk about the campaign and explore options of things they could do in the upcoming year. I've also written a motion together with an international DPhil student about recent changes to UK Visas & Immigration - see more in the main Council agenda.

- Review of International Development

On 5 and 6 June I've been taking part in my last department review for the Oxford Department of International Development. It's been fascinating, and really great to meet all the students in the department! But as usual, it's wiped out a couple of working days. I will miss it though :'(

- Internal OUSU-y things

I've been preoccupied by a few internal OUSU processes since last we met - in particular, the annual Impact Report that we present to the University, writing a (very detailed) motion to Council to trigger a review of Council and how it operates, and having my scrutiny interview last week, as well as continuing to do work on the OUSU Strategy.

Leftovers for the next three weeks:

- Finishing up the first phase of the grad employment project with Beth - we're going to finalise the resource toolkit and lobbying document, and hopefully get the guidelines to grads who work well under way and ideally written before we hand over!
- Finalising write-ups of the graduate data from the Welfare Survey, and the report on graduate suspension
- StudentsPlus elections are happening as we speak
- I'm creating a Facebook group for grads who are here over the summer, where colleges can advertise their events to people from other colleges and link up (similar to the Christmas group we created)
- Completing my handover document and preparing to pass the baton!

Highlights reel:

- Committee & lobbying wins. Some of the things I've fought for (and achieved) on your behalf this year are: rationalising how graduate fees are charged; pushing forward our recommendations on Masters provision; better provision for part-time students; clarifying the role of College Advisers; tightening up how colleges do undergraduate collections; college provision for Year Abroad students; student consultation and representation, in particular on proposed fee increases; more socially responsible approaches to our place as part of the local community; and persuading the University to prioritise student workload as a key strategic priority in the immediate future.
- I argued for the introduction of a new Teaching Award for Best Postgraduate Teacher, which had a phenomenal 63 nominations. It's so important to celebrate how our grads contribute to the academic provision of the University, and think the numbers speak for themselves in terms of how much that contribution is appreciated by students.
- Annual Quality Report. A really important exercise in holding the University to account on what they say they're doing/going to do! We reviewed progress on the action plan from last year's Student Written Submission and made several

recommendations on what more could be done, particularly on areas where progress has been slow.

- Contributing to the University's Graduate Accommodation Strategy and seeing it come to fruition - I'm really glad we will now have a coherent approach going forwards
- My proudest achievement, however, is the graduate employment project which I've been banging on about for so long. It's uncharted territory, and it's such an important area of work for OUSU to focus on. I hope that the energy that Beth and I have put in to this has set us up well to carry it on into the future in a coherent and targeted way, and that it will be taken on as an organizational priority by OUSU going forwards.

Reflections:

This year has been really hard, with lots of fires that needed fighting, curveballs, unforeseen and unforeseeable issues, speedbumps, frustrations, sharp about-turns and shifts, prejudices, and perhaps the least straightforward path imaginable through 12 months. From all this, there are two things I want to pick out in particular - do with them what you will.

- Graduate engagement

On my manifesto I said that "[graduates] make up 47% of the student body, and yet we're routinely ignored." The main thing that's changed about that sentence is that grads are now 49% of the student body. I've put in a lot of effort this year to try and facilitate culture change, both in the University and within OUSU's walls. It's not tenable any more for just one person to take on the burden of supporting and advocating for graduate students. OUSU has to take this on as a priority: we have to take organization-wide responsibility for our grads. We can't keep on letting grads down so systematically. We have to be a Students' Union for every Oxford student, and especially those who already get a raw deal. Staff and student officers should be going out of their way to proactively engage, interact with, consult, and represent graduates, and to redress historical imbalances and prejudices that persevere. There are positive signs and we are moving in the right direction; but we need a lot more impetus in order to truly embed grads into our structures, work streams, and ethos.

- Students4OUSU4Change

OUSU exists for you, its members. Everything we do has to be for you; everything we do has to properly consult and involve you. It is only through direct, meaningful engagement of you, our members, that we can thrive. Our democratic structures are pivotal to that: Council, Council's Executive, Scrutiny Committee, our other committees and the various student positions that go with them, the Returning Officer and our elections process, all play a hugely important role. They are how you can set our direction and our policy, give us mandates to do the things you care about and fight the things that affect you, and keep oversight of what we're doing on your behalf. Council is critical to OUSU continuing to be a fully democratic and representative body. OUSU has to be student-led, and Council is how that happens. As soon as that democratic voice begins to be eroded, it's all downhill. Remember that, Council. Protect your rights to OUSU's overall direction, protect your say, and be vociferous in that.

Thank Yous:

- Working with so many wonderful and proactive students this year has truly been a privilege, especially all the Common Room presidents who have been so great. In particular, I want to thank Fergus Cooper (Somerville) and Linde Wester (Teddy Hall), for their incredible efforts on Graduate Committee of Conference of Colleges; and Daniel Woods (Univ) and Allison D'Ambrosia (Regent's), for engaging so actively with Council's Executive. Shout outs also to the Part-Time Officers who were fantastic in Michaelmas Term (Meera Sachdeva, Bo Zhang, Connor Broyles,

Holly Roy) and the Campaign Chairs of International Students Campaign (Marcelo Gennari do Nascimento) and StudentsPlus (Rizwana Rashid).

- A special mention has to go to the staff at OUSU and in the wider collegiate University who've made this year so much more manageable, and whose support has been critical to our success as a sabbatical team. I especially want to mention Meg, Jo, and Mel, who kept the show going in the most mind-blowing way.
- To my partners in crime: Beth, Sandy, Jack, Orla, and Eden. This year wouldn't have been the same without you. Too often we've faced challenges, but I'm proud of how we've tackled them and pulled through over the highs and lows, and I think we can hold our heads high.
- Marianne, I have every confidence in you and I know you will do a stellar job this year. Keep hold of your integrity and have faith in yourself, your ability, and your opinions. You and the rest of the sabbatical team will be fantastic: own it and make it yours.
- And finally, to Nick before me and Jack before him, to James and to Eden: you all started me on this path, showed me what is possible, and helped me to flourish, and for that I am and always will be truly grateful. As a song once said, things can only get better. Here's hoping they were right.

For the last time,

Marina

Sandy Downs – Vice-President (Welfare & Equal Opportunities)

Hi everyone!

So, I technically have a month's worth of stuff to update you on, because I missed 5th week Council on annual leave, and this it's the -last report ever- from me!!! However, I'll keep most things brief and try to sum up my year.

There's still one more Wednesday Walks happening next Wed (8th) at 12pm from Keble gate – come say hi, and check out the facebook page for more info <3

Thanks to everyone who came to the BME sub group – your inputs really are so helpful, and the University committee have pledged to report back to you how they've taken your ideas and work forward. I'll hand this fact over, but if you do have any questions, get in touch with me or Farheen who will be able to tell you more!

I'm finishing up at the moment; meeting the campaigns for the last time, supporting welfare reps through their end of year plans, contributing to the new OUSU strategy, planning my handover for Farheen, and getting hyped for the last grad prescom, handover jcr prescom, and our leaving party!!

You can read more about what I think I've done well and what I've not completed this year in my scrutiny report. I still think more work needs to happen on drug safety and harm reduction in Oxford, as well as night safety stuff. I'm proud of policy work I've done on the Uni Mental Health Policy and new Student Tragedy guidelines, but the University and colleges still needs to be more proactive and loud in their work. Students who have years studying abroad are still institutionally let down, despite great work done by the counselling service, careers service, and some departments on this. I'm looking forward to seeing the outcomes of the peer support review, especially in terms of grads and students of colour. Study skills need to be revamped and rethought, especially in line with cuts to the disabled students allowance.

Student activists and volunteers in Oxford are staggeringly impressive, and you've been the best part of this year. Thank you for all the work you do, and I hope things change under your watch.

This has been a pretty grim year in a lot of ways; globally, locally, and personally. Aspects of the last 12 months have been awful, and tbh I can't wait for it to be over in many respects. However, I'll miss a lot of people, and I'm sitting here with a lot of love for bits of Oxford and even bits of OUSU. If you're reading this to the end, massive kudos - Sam, I'm looking at you!

Thanks! Sandy ☺

Orla White - Vice-President (Women)

Council, it's been incredible to be your Vice President for Women. It's been both the hardest and best job in the world. This year, I've enabled hundreds of consent workshops, been part of a nationwide conversation about sexual violence, supported individual students going through harassment complaints, changed the way we vote for women's roles in OUSU elections, written a paper urging the University to commit to never disciplining a student on the basis of engaging in sex work, communicated the needs of trans students to college doctors, wrestled with the student attainment gap, and plenty more I can't even list because it's all been so quick and so intense. I've had the joy of working with the Women's Campaign and It Happens Here, and all the amazing people who have been part of those campaigns throughout my year. Thank you so much.

In the last two weeks, and the last year in general, I've been pretty damn busy. Here are the highlights:

- Consent workshop training and first respondent training continue apace. As a heads up, this is my last report to Council but I'm going to be continuing to run this training into 9th week, so don't worry if you haven't had any training yet. Contact me if you'd like to arrange a session.
- I attended my last meeting of the Sexual Violence Working Group alongside representatives from It Happens Here. I'm really excited to see where this goes, and really glad to have been able to push for a centralised system of responding to and preventing sexual violence, as advocated by this Council.
- My successor Katy and I had a meeting with Gillian Hamnet, the Director of Student Wellbeing and Support Services, to talk about projects for the next year.
- I supported WomCam in their 'Vote4Women' event, where they disseminated information about different parties and candidates' records and statements on issues primarily affecting women.
- I met with Katt Walton, one of the Co-Chairs of It Happens Here, to discuss the campaign's future and plans for next year.
- I helped to draft OUSU's annual Impact Report, to be submitted to the University's Education Committee and University Council, in order to discuss all the things we've achieved this year and where we see OUSU going in the future.
- Tomorrow, I'll be sitting on a course review of the MSt Women's Studies.

I just want to congratulate Katy again on being elected as next year's VP Women, and to say I'm really excited to see what she does with the role. Good luck to her, and thanks again, Council.

LGBTQ+ Campaign

Events run this term

1. Friday Night Art - 3 sessions over the term
2. Family Friendly Movie Night
3. LGBTQ + Working Class Brunch
4. Drag Roundtable - how can we make drag more inclusive?
5. Trans Inclusion Panel
6. Yarlswood Demonstration

7. LGBTQ+ 101 training – 9 sessions
8. LGBTQ+ & Allies Picnic
9. St Hildas Feminist Salon

Events that had to be cancelled:

1. Nichole Fields – founder of LGSM – was ill and therefore couldn't attend sadly but will be coming in MT 17 (was going to cost £200)

Achievements

- **Engagement** – the LGBTQ+ Campaign has gained over 100 more likes on Facebook after rebranding and hosting more events. Our events are getting more and more attention and engaging people in more issues such as drag, class, trans inclusion and activism.
- **Events** – we have been able to engage more intersections such as working class LGBTQ+ people through outreach events like brunches. We have had a particularly enthusiastic response to the Allies Picnic that will be going ahead in 8th week with over 200 people responding.
 - o *St Hildas Feminist Salon collaboration* – looks to be a particular success as Jessica Lynn, Founder of 'Your True Gender' will be speaking along with one of the co-chairs. Always a sold out event so it's great the campaign is involved
 - o *Family Friendly Movie Night* – targeted grad and undergrad parents – had an unexpectedly large turn out from an intersection that's often missed out
 - o *Friday Night Art* – So popular that Wadham adopted it as a separate event for their arts week!
- **Constructive Discussions** – especially evident at the Drag roundtable, where organizer from Haute Mess, Harleking and Ginger Tarte's Burlesque Show came to meet with the trans and QTPOC community to discuss issues of classism, racism and transphobia around the Oxford drag scene. These discussions ended up in a drag code of conduct, Haute Mess fundraising for Action for Trans Health and more guidelines for participants coming to the event. Also planned for Michaelmas will be more events that educate people on drag and how to do drag in a respectful and non offensive way.
 - o *Trans Inclusion Panel* – featured testimonies from students, staff and NUS Trans Rep Jess Bradley on how to make LGBTQ+ spaces more trans inclusive – aimed mostly at allies who came along in droves
- **Activism** – many more fresher's and finalists went along with the LGBTQ+ Campaign than had before to protest the detention of asylum seekers at Yarlswood Camp.
 - o *Bye Bi Phobia Photoshoot* – engagement of 2000+ people on Facebook on our HONY style portraits detailing why bi inclusivity is important
- **LGBTQ+ 101 Workshops** – Updated and corrected most of the workshop to make it more accessible. In the process of rolling it out to most colleges, including reaching out to more MCRs which is an improvement on last year!

Budget

Link to spreadsheet:

<https://docs.google.com/spreadsheets/d/1vzgAUAiMhr0i06eaFGb7k3Uunzrlv9PzrjUXPFkcCc/edit?usp=sharing>

The budget for this term was £400.

What we would like to work on for next year

- **Constructive Discussions** – keep communicating with marginalized communities within the LGBTQ+ community to make events more accessible and inclusive for them e.g. drag
- **Education** – do more around safe sex for LGBTQ+ people and around concepts within Oxford – try to de-academicise queer spaces by having

difficult concepts like cisnormativity explained in sessions called 'Cake and Concepts' and by making our language accessible

- **Try and get a bigger budget** – either talk with OUSU or discuss external options, the £400 (had we been able to spend it all, as many people cancelled on us) would have only just tided us over. I think spending money on speaker events, especially when they celebrate queer history are important as they allow a community to access a hidden heritage. With the Campaign becoming far more visible, and one of the most (if not the most) active campaigns this term it can only be beneficial to be spending money on quality events that aren't just based around food and actually getting people who are of real significance to the queer community – something that isn't provided by any other society
- **Awareness** - planning a chalking/stickering campaign over Oxford to show the different statistics of the welfare survey in MT17 in the vein of the 'Have Fun' Keble Ball campaign

SusCam

Hi here's the report from suscam!

SusCam have had a very busy year. We pride ourselves on providing support to anyone considering suspension, returning from suspension or is currently suspended. Throughout the year we've held welcome back socials, drop-in sessions halfway throughout term (usually with the Student Advice Service) and plan on having a large end of term celebration for all our members to celebrate getting through the year (or even their degrees!) in 8th week- keep an eye out for this! This Trinity term we launched our Pidge-a-Postcard campaign, for anyone who has previously suspended who has exams (be it prelims or finals). We sent out lots of welfare packages containing SusCam stickers, a postcard, edible treats and more to lots of finalists and 1st year prelims students.

Our information booklet has been released on the OUSU website, containing official information on suspension, alongside student experiences. Thanks to OUSU and the Student Advice Service for all their help and input as well as the fabulous design!

Earlier this year we developed our social media presence by relaunching our SusCam blog at www.suscam.wordpress.com with regular blog posts from our Social Media officer Mary George, including an amazing personal story from a student with experience of suspension so do check it out - and massive thanks to Roisin McCallion for her contribution! We're hoping to compile as many personal stories as possible so students who are going through the process of suspension don't feel alone. We've also kept all our supporters in the loop through social media and answered many questions about suspension through our pages.

Our campaign chair, Kate, has met with groups of students from different colleges to discuss suspension policy on a collegiate level, and how best to make improvements. She also organized a meeting for JCR Pres, Welfare Officers, AcAffs and anyone with a mandate over suspension on the subject at the end of Hilary Term in conjunction with Eden Bailey. We've also made progress ensuring every JCR has an officer mandated to oversee suspended students, so do get in touch if you'd like a sample motion to put to your JCR meetings.

We hope to continue all of this next year, and we're excited to have Kate Cole as incoming OUSU president. With the revamp of the OUSU pages we're hoping to make a great start on our SusCam webpage, and we hope this will further our online presence and spread the word of SusCam around the university and wider community. We've also been happy to support Oxford Mental Health Support Network's events over the term, and continue to publicise the work of OUSU and the other campaigns as best we can, so do get in touch if there is a relevant event you'd like help advertising for. We'll be holding elections at the start of next year for the new committee, so please get in touch with us if you'd like to get involved or if you have any questions.

Thank you all for your support over this past year. Have a great summer!

Sophie

Target Schools Campaign

From the beginning of Hilary Term 2017, when Maya and I became co-chairs of Target Schools, we have hosted 160 Year 12 students (100 in Hilary, 60 in Trinity) on our shadowing days. We ran a total of 6 days over the two terms, one in conjunction with the Oxford African and Caribbean Society (ACS), which was specifically for around 40 BME students. We feel that the shadowing days have been organised, informative and enjoyable for the attendees, and have been focused heavily on our aim of demystifying Oxford and showing the varied experience of student life. Our attendees seem to think so too! From the feedback on the last shadowing day this term (12th May), on average, the students rated the shadowing section of the day as 9/10, the workshop as 8.4/10, the overall day as 9/10 and the organisation of the day as 8.8/10. We are extremely pleased with this feedback and think that it is testament to the hardwork of our brilliant committee; the help from colleges with providing free lunches, tours and rooms; and working closely with OUSU on safeguarding training and organisation to make the days run as smoothly and as safely as possible.

In our two terms, we have built upon the work of the previous co-chairs, Adam and Ben, in the establishment, consolidation and improvement of our safeguarding protocol. Our Safeguarding Officer, Maya and I attended a safeguarding course with OUSU ran by the Oxfordshire Safeguarding Children Board. This was a very thorough session, which has informed the safeguarding training we run for every undergraduate that helps on our shadowing days, and has also made us look at our current safeguarding escalation policies. We have worked with Matt to clarify and improve these. We feel confident that we are following these policies and procedures, and that we are providing a safe environment for both attendees and undergraduates, with clear instructions to follow if something goes wrong or needs to be reported.

We have also introduced the Target Schools Finance Assistance programme, after it was piloted by our previous co-chairs. We want to ensure that lack of financial means or distance from Oxford are never barriers for students who would like to take part in our shadowing schemes, and often these students are the ones who would not get to visit or consider Oxford. We have helped over 7 students (and are still processing other applications) with travel expenses. We will continue this in our final term as Co-chairs, and will endeavour to make the process more efficient for our successors. This was an initiative Maya and I were extremely keen to prioritise, especially in terms of budgeting, and we are happy with its success so far.

Over the summer, we are running our annual roadshow, this year to Northern Ireland. We have chosen Northern Ireland as it has the lowest application and one of the lowest acceptance rates to Oxford. As it is so logistically and financially difficult for prospective students to get to Oxford, we think the roadshow will be a great way of reaching a large number of students who otherwise would not be able to experience the work Target Schools does. We will be running workshops with a range of ages, and focusing on themes such as raising aspirations, demystifying Oxford and explaining the application process, mindful of the differences in education systems. We hope to work with undergraduates from Northern Ireland to deliver workshops that are relevant and specific to factors that may deter Northern Irish students from applying.

Our work would have been near impossible without all the help of Matt Tenant, OUSU Membership Services Manager. His constant communication and enthusiasm to take our ideas forward have been invaluable.

Finally, Maya and I would like to thank Eden Bailey as she comes to the end of her term. We have really appreciated the support and guidance Eden has given us. Having someone as proactive and determined as her in access and outreach has enabled us to be confident in telling prospective students that there are spaces and support for students from underrepresented backgrounds at Oxford!

Holly Kilner and Maya Tikly-Young

Target Schools Co-Chairs 2017

Oxford Students' Disability Campaign

Events continuous throughout the year:

This year we have continued to run general socials in even weeks of term and Art for the Heart (our mental health art support group) in odd weeks. Socials have been generally well attended and the offer to reimburse taxi costs well received. In Trinity, we ordered more board games for the general socials. The last social of each term has been a film screening of a disability-related film – this term being Finding Nemo.

Art for the heart ran mostly 5-6.30 on odd Tuesdays at the OUSU offices with a different focus each week, such as collaboration with the LGBTQsoc for LGBTQ history month with a love and pride theme.

Michaelmas

Highlights from Michaelmas include:

- **Freshers' Fair and New Membership:**
 - we had a new banner and flyers. Perhaps in response to this, we had many more people signing up this year than in 2015. More students have also been requesting to join our Facebook group (and this is ongoing). On the 'Refreshers' day of the fair, quite a few students in later years of study signed up, with some saying that they had already joined our Facebook group, suggesting that we have been relatively successful in raising the visibility of OSDC since the last fair. We considered how to combat the number of students expressing fears about identifying as having a disability.
- **Special socials:**
 - For Freshers' week, a DisabiliTEA was run on the Saturday afternoon and 'Welcome Drinks' in The Mitre Pub, chosen for its accessibility, was run the next day, taking place on the Sunday evening of first week. The DisabiliTEA was the most popular event of the term, with around twelve students attending.
 - For sixth week, we worked with Queer Week, run by the LGBTQ+ society, to put on an intersectional talk on Disability and Bisexuality by Charlie Willis, held in an accessible room at Wadham. The event was relatively well attended, with around ten to twelve students attending, but not as popular as the panel event which had come before it on Masculinity and Bisexuality, which Charlie and several other speakers had spoken at – this event reportedly had around 30 to 40 students attending although none of the OSDC committee members were present to confirm this. However, the students who attended our event were well-engaged, asking many questions after the talk, and around half of the students were not members of OSDC, and so more awareness of OSDC was raised. We have also since the event had five students who were unable to attend request to see the transcript of Charlie's talk, suggesting wider interest in the topic but conflicting schedules.
- **Lack of Committee Members:**
 - We had a significant drop in active committee members, with president, vice president and treasurer continuing their roles but all other roles having to be temporarily filled by these members as well or by general committee members. This term, by emailing and posting on Facebook a request for general committee members, we have gained a few new members for the committee but these students have not yet officially joined due to updates being made to the committee code of conduct. We have found our small committee size difficult for campaigning, running events and organisation. At least some of the general committee members are

planning to take on more defined roles in the committee elections next term but ideally we still need to increase our numbers.

- **Organising campaigns for Hilary:**
 - We have started to compile a list of peer supporters within the OSDC community who would be interested in being disability peers: peer supporters with personal experience of disability in the same style as other campaigns such as LGBTQ+'s Rainbow Peers advertise personal experience with identifying as LGBTQ+. This is to offer possible better understanding than the peer supporters available at a student's college, who may not have personal experience with disability. We have been working with Rainbow Peers and CRAE's Peers of Colour to further this project.
 - In regards to the campaign carried over from the previous academic year to have the university offer British Sign Language (BSL) as a language course, we have created a survey within OSDC, asking members whether they would be interested in the course, what has stopped them from learning BSL and how much they would be willing to pay, among other questions. We have currently only shared the survey within OSDC to limit students without disabilities from skewing the data, and have received approximately 40 responses, 10% of the members on the Facebook group. We have also requested a meeting with the Language Centre but are yet to receive a response.
 - We also started to organise events for next term's Disability Awareness Week,

Hilary

Highlights from Hilary include:

- **Disability Awareness Week (3rd Week)**
 - Promotion - public facebook group, YouTube video, public Facebook events for each event, posters, managed to get a lot of online interest, was written about by the OxStu.
 - External events - we promoted a SusCam suspension advice event and law prize essay ceremony.
 - Art for the Heart - only one person attending besides person running, however clashed with both OUSU election north husts, and an Anti-Trump Protest, so seems bad timing was the reason for this
 - Social Anxiety and Disability: Academia Talk - seven speakers and twelve audience members but 60 people put interested on the online Facebook event. We still have the recording of this.
 - Disabled Survivors Unite Workshop - was not as well attended as hoped, perhaps because of timings as it was a weekend event, or perhaps the sensitive nature of the workshop? However, it was very much appreciated by the people who did attend and we will be looking into how some of the content of this workshop could be incorporated into OUSU consent workshops.
 - Art for the Heart Exhibition - quite a few contributions, from outside of OSDC as well, some brookes participation and participation from fine art students, Dan Holloway performed poetry. This was a popular event, and we were given a lovely review from the OxStu.
- **Executive Committee Elections**
 - We ran elections for the executive committee this term, and have gained a number of new general committee members also. The new exec is Miranda Reilly (President), Shannon Guild (VP), Kathryn Reece (Treasurer). We are meeting this weekend to discuss who wants to fill named committee positions, and these will be appointed by the exec. We have since appointed Eduardo Dos Santos as Graduates Officer.

Trinity

Highlights from trinity include:

- **Faith and disability Talk**

Hosted by our faith rep (Sophie Thomas), we ran an event including 3 speakers who gave interesting insights into faith and disability one of whom was Sophie herself. The talk was very well attended and well received. One of the speakers was provided with a room for the night at Oriel and will be refunded for their travel expenses

- **Disability 101 workshop**
The President (Miranda Reilly) has continue to spread the disability 101 workshop in week 2
- **Annual Disability lecture**
We promoted the lecture, which included speakers such as Dan Hollaway, in place of our 6th week social
- **Other talks**
Miranda spoke at OUSUs Freshers event and North Korean Youth panel prior to their Para ensemble event
- **Committee members**
The committee was handed over at the start of term. We have since also elected an ICT officer (Rebecca Colquhoun) and secretary (Julia Alsop) following the required steps of approval by the executive committee and signing of the constitution. Our Mental Health Officer (Anna Lukina) resigned and plans to replace will be discussed in regards to joining with Mind Your Head. Shannon has gathered and updated the bios on the website.
- **Meetings**
Miranda has had introductory meetings with Teresa Pedroso (disability librarian), Annie Dutton (careers service), and the DAS.
- **The General Election:**
We shared information from Scope's website outlining the aspects of all party's manifestos related to disability, so that OSDC remains unaffiliated with any specific political party.
- **Plans for the next academic year and the summer:**
 - We are in discussions to join with Mind Your Head as a supercampaign which should launch this term.
 - We are making plans to launch a campaign on improving accessibility at Oxford.
 - Josie Paton, our colleges rep, has started a new Facebook group to gather college disabilities reps together to improve correspondence next year
 - Shannon and other committee members will organise the running of the freshers fair stall in 0th week; we will be ordering various supplies for this and planning a few freshers week events.
 - We will be hosting a joint social in late Michaelmas with the Staff Disability Network to increase student-staff relations.
 - Eduardo Dos Santos, Graduates Officer, will continuing working on a survey for graduate students with disabilities over the summer, as graduate students are still here.
 - Julia Alsop, our secretary, is planning to gather together sub-groups over the summer to make this more known about (e.g. a group specific to autism, bipolar, etc.)
 - Alex Wall, general committee member, will be organising general OSDC posters during the summer to spread across colleges and departments
 - We will be liaising with the new VP WEO to improve the accessibility of the Freshers' Fair, improving the accessible route and introducing quiet sessions, among other changes.

- Miranda Reilly, the President, over the summer will be working with the Pitt Rivers Museum on a disability narratives trail like their previous LGBTQ+ trail, ready for UK Disability History Month (22nd November to 22nd December).
- Kathryn Reece, our treasurer, will be ordering various supplies including ramps to stay at OUSU to be lent to students who need them for events.

Overall, Trinity Term has been a very successful term for OSDC, with a large rise in committee members and many plans forming for the next academic year.