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Area of work: Student Welfare

Sabbatical Plan

Goals

Make the Union and the campus more accessible for students with physical disabilities, and neurodiversity needs, and general necessities

Wellbeing Cupboard:

The Wellbeing Cupboard was initiated under the last VP Welfare's term from a student intern, which explores the idea of a cupboard that has wellbeing activities for students to use/do.

I have picked this up under my term and I am planning to release the wellbeing cupboard for semester 2, partly within the You Are More Than Campaign. It currently consists of:

- 1) Tampons
- 2) Student Life Colouring Books
- 3) Reusable ear plugs
- 4) Tea Bags
- 5) Condoms, female condoms, and non-latex condoms

Overall, it will cost around £200 to set up, including the cupboard and the necessary containers. It will continue primarily on a donation basis, asking people to donate products they do not need anymore as well as asking them to donate any change they have if they have used the cupboard. It will also contain leaflets, materials signposting to support systems, and materials signposting to other services, such as solent sexual health.

The cupboard will sit either where the old bookcase was by the Sabb office, or in place of the current charging lockers by the vending machine.

This project has been based primarily off the research the student intern collated, as well as further student consultation with Neurodiversity and Disability Society, the Liberation Officers (in particular the Disabilities officer and LGBT+), and some societies. There is ongoing conversations about putting in

products and information that is more tailored to transgender health and safety, with the society and with students outside of the LGBT+ society.

Freshers Early Access

The university cancelled their early access scheme for union fresher fayres quite last minute, and Martin Hiley picked this up for the Union to run it instead. The data sharing agreement was not in place by then so we did not have access to enabling students who were registered, and instead had to make do with whoever we could reach from social media and from our data. We had some new faces to take around during this scheme and Lily and myself hosted it. Afterwards, Lily consulted them and put together a very useful document on how inaccessible freshers was for people with disabilities and how we can be better next year. Overall, it was good that we continued it, and I think we made the best with what we had and the time we had, however it could be improved for the future.

Quiet Spaces

During Freshers we booked out Meeting Room 2 for daytime quiet spaces and Meeting Room 6 for evening events. The daytime quiet spaces was used by a few people, and the Disabilities Officer hosted this. However, the quiet space that was booked out was very well used for the freshers and returners karaoke. After posting about it, I also received 4 messages from different students who wanted to say that they would have found it very useful for a range of different reasons, including anxiety, just getting some quiet time, and looking after their friends, and some that did find it useful on the night. The Sabbaticals were there and I directed a few people to use the room who found it useful as they were upset/on the phone or were trying to have a break. I am looking at making this a permanent feature for every Karaoke or Union Event night.

Representation

Mary Strutt and Lily McDermaid (Disabilities Officer) introduced, with my support, Sunflower Badges. These badges are for those who have invisible disabilities and/or chronic illnesses, so that people who see them know they may need assistance or have accessibility requirements. These are currently being sold for 50p in the SUSU shop and have sold X amount. We have also turned this into a small graphic for people to put in their email signatures with the line 'please ask me for my accessibility requirements', for staff and students to use.

Events

I have asked the events team and marketing to begin putting in accessibility information on events, such as physical access or any warnings (e.g strobe lights etc). This worked well during Freshers and is a simple but quick win in making events feel safer for students with accessibility needs to go to.

	<p>Lily</p> <p>Lily has been putting together many documents that are collaborative with students and societies to audit the campus. This includes specific parts of campus, buildings, toilets and things that should be improved. I will be feeding this back into the Heart of Campus discussions through the other Sabbatical Officers.</p> <p>Disability Awareness Week- January</p>
	<p>Progress stage: <i>Not yet started - Consultation - Planning/Next steps - On track - Completed</i></p>
	<p>Introduce a discussion about disordered eating and body positivity.</p>
	<p>Progress stage: <i>Not yet started - Consultation - Planning/Next steps - On track - Completed</i></p>
<p>Additional work</p>	<p>Mental Health Steering Group</p> <p>I currently sit on the University Mental Health Steering Group, and I have organised a parallel monthly Student MHSG to scrutinise the University one. So far, I have 10 volunteers, and we had our first one on Wednesday the 20th of November where we went through the action plan. I then collated the comments from the students and sent them to the chair of the steering group. This has been successful in getting students involved in high level strategy work and making the University more transparent with their work, as well as keeping students at the centre of said work without simply calling on Sabbatical Officers.</p> <p>Male Mental Health Campaign</p> <p>This year we ran a SUSU male mental health month. I decided not to go with Movember primarily, because I did not feel the campaign covers enough topics. However, we still supported RAG and other societies who campaigned for Movember. I reached out to students and set up a working group that contained students who identified as male from many different areas, including PG, LGBT+, and Disabled/Neurodiverse. We had an extremely productive meeting. However, after that meeting there was very little engagement, which meant I was unable to deliver as much as I wanted on this topic. However, we still arranged free sports tasters called 'Sports and Talk', worked with the Wellbeing Officer to stage a protest around male suicide using 84 pairs of shoes to represent it (see project 84), and host a very meaningful talk about Bereavement. For the Bereavement event, we invited a sister and a father who had lost a family member, as well as the Compassionate Friends and Student</p>

	<p>Life. It was described by some as ‘hard, but necessary’. I am going to expand on this by doing one around suicide in Semester 2.</p> <p>I reached out to students we worked with during Black History month to write some things around mental health in the Black community, specifically with men, however this wasn’t delivered. I instead had planned to then share articles and news about mental health with Black Men but this did not happen- Instead, this is something I am going to do throughout the year with many other different topics, instead of keeping it within one month.</p> <p>Trans Awareness Week fell into this month, and for that I brought in Kenny Jones, a trans male activist and entrepreneur. He came in to talk about period poverty within the trans male and non-binary community, ‘passing privilege’, and the intersections between being trans, male, and black. This event was not well attended, and the LGBT+ society decided not to host it with SUSU, however around 12 people came and it was an extremely meaningful discussion for them, and I had a lot of positive feedback. There was a range of age groups and communities, too. We filmed an interview with him, which you can find here: https://www.youtube.com/watch?v=OPgUvctJHYO</p> <p>Lastly, I am in contact with the Revenge Porn Helpline, who created me a graphic and gave me some statistics around those who identify as men and their statistics around useage. I used this to raise awareness during Anti-Bullying Week of cyber sexual exploitation and harassment, and how ‘sexploitation’ affects men.</p>
<p>Comments/AOB</p> <p>Life Skills</p>	

Pictures/links to blog posts relating to the work in this section:

Area of work: Student Welfare	
<p>Sabbatical Plan Goals</p>	<p>Work towards having period/menstrual products accessible in the Union and making this gender inclusive</p> <p>The Shop Working with our Director of Union Services, we educed the price of sanitary items in the shop so we are not profiting from them anymore. I am currently working on how to make this more trans and non-binary inclusive, as currently the stock we have is the image of a female model. I feel this is not representative or appropriate to have as images around period products, as it feeds into the narrative it is a luxury/commodity/something to be desired, when</p>

it should be treated like any other health product. However, I did an Instagram poll which asked if people would prefer cheap period products, which is not trans inclusive but is cheaper, over more trans friendly period products, which would cost more to buy in and sell. Although it should not have to be a trade off, this was the reality. Students/Instagram followers overwhelmingly voted in favour of preferring cheaper period products. Since implementing the reduced prices for personal health products, the Shop has sold 799 items, which has overall saved students £224.84!

I am also putting tampons in the wellbeing cupboard, and it will have information on the front of the cupboard around trans inclusive support systems around the dysphoria experienced while having a period. As mentioned above, Kenny Jones also came in to speak about experiences of periods within the trans community and I am in regular contact with him about initiatives and campaigns we could perhaps bring into the Union.

Bins in male toilets

I am going to be auditing the toilet facilities in SUSU and in major places in the University, to see if there are dedicated bins for disposal of period products in male toilets too. Because of the Universities 10 year plan, I have been unable to ask for any major immediate changes to bring in more gender neutral toilets as the work around buildings and renovating is insecure and unconfirmed. Instead, I will be feeding as much as I can into the 10 year plan through the other Sabbatical Officers to push for gender neutral toilets to be accounted for in the plans. For now, I will seek to implement immediate changes such as the bins in male toilets, putting more period product accessibility in said toilets, and continue to advocate for trans people feeling safe using which gendered toilet they feel most comfortable in.

***See Wellbeing Cupboard Update.**

Progress stage:

Not yet started - Consultation - Planning/Next steps - On track - Completed

Build on the previous SCA Work and SHAR Action Plan

Background: From 2018-2019, the SCA (Sexual Consent Awareness Society) ran a survey around sexual assault in the student body. They received 846 responses and since then the data was used to drive an initial action plan in the University Sexual Harassment, Assault and Rape Working Group. That action plan included:

- 1) Further training for frontline staff, and training around disciplinary boards
- 2) Creating a definition of sexual misconduct
- 3) Trauma Training

	<p>4) Development of a single online reporting tool 5) Bring in specialised sexual violence counsellors 6) Development of consent workshops (which has been trialled with medicine) 7) Developing a data sharing agreement</p> <p>Many of these goals are on track. I am currently in the process of editing the new proposed action plan which builds on this work. I am also drafting up a relationship agreement with the working group so that SUSU's role stays central to the work here.</p> <p>Progress stage: <i>Not yet started - Consultation - Planning/Next steps - On track - Completed</i></p>
<p>Additional work</p>	<p>Safe Sesh</p> <p>I have been on developing SUSU's stance and approach to drugs, building on the previous VP Sports Development/Interim President's work about safe drug use and testing, and the drug harm reduction approach. We decided we do not need a policy around this for SUSU, but we are working with Emma Rowsell, Associate Director of Student Services, to lobby the University to take a similar approach. Outside of this, I am working with a student to set up a support group with No Limits that will take place on campus, and we are planning a drug safety awareness campaign in Semester 2, and particularly over festival seasons/end of year.</p> <p>Gambling</p> <p>This came from both a You Make Change and a student who came into see me. They asked us to investigate potential gambling issues within the student body, and the student who came into see me suggested that the gambling machines in the stags should not be there, and nor should we profit from student using them if they have gambling issues.</p> <p>After lengthy discussions with the Director of Union Services, it was agreed that we would take 2 machines out, and keep one in. This is mainly because the 3 machines between them make around £6,000 overall, which makes options limited. We agreed they would be replaced by other machines that more students may use and hopefully enjoy more, such as some retro machines that students enjoyed during a previous Union event, Big Night In. I am still waiting on the Director to remove the machines, hopefully before term ends.</p> <p>Sex Work</p> <p>This is a small but interesting project I wanted to do a bit of research into. There are and always will be students who engage in sex work for a variety of reasons, and many Unions (and the NUS) support the decriminalisation of sex work. It is not really a topic that comes up very often at this university, and I am planning to do some student consultation with the Women's Officer about the reality of the situation, and see if there is anything we need to do to support said</p>

students. This would include wider promotion of financial assistance available to them through the University, or simply a wider promotion of how to engage in sex work safely. A University disciplinary contact said that someone can report a student for engaging in sex work, and they could possibly be up for investigation for bringing the university into disrepute, but that they would also reach out to them for support. Since some forms of sex work is a criminal activity, there is not much/if any policies or approaches within disciplinary about approaches to take with students who engage in sex work. However, it was assured that if a student went to a support service and disclosed that they are engaged in sex work, then it would stay confidential unless there is a risk of harm to the student or another person. My next steps is to do some student consultation which may lead to some social media posts and working with the university to implement a small stance/procedure around this, should it ever come up, even if it isn't something a mass of students engage in necessarily.

PRIDE

At the beginning of my term, I attended PRIDE and as usual, it was awesome!



I am working with Emily Harrison and LGBT+ Students/Society to host the 2nd ever LGBT+ Student Pride in February.

Comments/AOB

Enhancing Academic Support/CHEP

I began the year going to these University meetings, which were about transitions to University and enhancing the support given throughout the course. However, it very quickly became too difficult to keep up with over 4 working groups around the topic, and I instead left it to Jo to attend them for SUSU. Despite this, they were helpful in knowing what the university is doing and they are eager to work with SUSU on transitions. The next steps will be monitoring developments and being involved when necessary.

Housing

We had a You Make Change through asking SUSU to investigate Posh Pads misconduct. SUSU have had issues around Posh Pads for the last 8 years, so we asked students to submit their stories and issues they currently have for supporting evidence. We also worked with Wessex Scene as they were running an investigation and were going to submit an article around Posh Pads. We met with Posh Pads on the 26th of November and it was a productive meeting. We will be supporting the students who submitted their issues further with Posh Pads and keeping track of what they are doing to respond to complaints in the future.

We also created another housing horrors video for this year's campaign!

<https://www.youtube.com/watch?v=l2ZYij8Txn0>

Hotline Training

At the beginning of the term, Ash and I delivered a presentation to the Accommodation Hotliners, with what SUSU does, the support we offer and how to look after yourself in terms of wellbeing when difficult questions/situations arise.

Pictures/links to blog posts relating to the work in this section:

Area of work: Student Communities	
Sabbatical Plan Goals	<p data-bbox="406 300 742 336">Develop #ExpectRespect</p> <p data-bbox="406 392 598 425">Expect Respect</p> <p data-bbox="406 459 1428 526">Expect Respect was a campaign launched under a previous VP Welfare about 3 years ago.</p> <p data-bbox="406 571 1444 761">SUSU are relaunching (and reclaiming) #expectrespect to essentially be a part of everything we do. I have written out a policy on what we expect from students, and what students can expect from us. You may have seen the symbol on a bunch of our events and campaigns, the badge is there to tell students that we're a safe venue and we will react to things that need to be reacted to. * Attached...</p> <p data-bbox="406 795 1460 907">This is not a new HR policy, but as staff members as SUSU, it covers what students can expect from SUSU and vice versa but it is not intended to replace any HR policy around codes of conduct and expectations. Hopefully they should just complement each other.</p> <p data-bbox="406 952 654 985">Report and Support</p> <p data-bbox="406 1019 1444 1288">This new tool is a development of the previous harassment tool but it has been renamed, and reviewed. This has been done with Sonia and Martin, and in reaction to the sexual violence work we've been doing. We now have a data sharing relationship with the University and this tool is shared by both institutions. This is open to more than just people who want to report sexual violence, they can report absolutely anything that falls under misconduct, inappropriate behaviour, abuse, incidents, or things they have witnessed.</p> <p data-bbox="406 1332 566 1366">Main things:</p> <ol data-bbox="454 1388 1460 1814" style="list-style-type: none">1) They can report anonymously, but it does mean we cant always take it forward2) It is situated under the support tab on the SUSU website and we will be doing a lot more promotion soon3) The reports go through to Sonia in the Advice Centre and then escalated as appropriate4) We are still independent from the university. So, if they don't want them to know, that IS still an option5) They CAN use this tool if they just want to access support. The thing reported doesn't have to happen on campus, it can be about any other student, any other member of staff, union or university, or someone in the public. The aim is to make it so students trust SUSU and so we can work with the student along the processes even if it has to go outside of SUSU. <p data-bbox="406 1859 582 1892">WIDE training</p> <p data-bbox="406 1926 1468 2116">The WIDE training received a quarter of the funding from the previous Welfare Module Proposal that Isabella got last year. However, she did not spend the money in time for me to fully be comfortable with understanding and continuing the project. The principle is still the same- giving students the tools to manage situations around student welfare. However, I developed it further to be 'Welfare, Inclusion, Diversity, Equality', so that it</p>

branched out further into understanding different communities. The training was created on SUSU's LMS system, and developed by Mary Strutt, a student intern. It was released on X of November, with a deadline of the 9th of December. It is mandatory for every club and society president, social secretary, and welfare officer (or their equivalent) to take this training, otherwise they will not be able to access any SUSU funding, or will be up for disaffiliation.

I decided to take a tougher stance this year as there is currently no mandatory provision around this topic for committee members to do, apart from last years LAYM training for welfare officers for sports clubs. However, everything else is optional, and that tends to be taken by those who are already semi-informed and interested in how to better be more inclusive or help student wellbeing. From knowledge around SUSU and University disciplinary cases, many of these things have not necessarily occurred because of malicious intent, but lack of education, lack of understanding and lack of awareness. The training was collated with other students and student societies, and includes a range of different topics, covering things like unconscious bias, performative allyship, how to be accessible, and the proper SUSU reporting and escalating procedures.

So far it has received mixed feedback. We are working on making the training more accessible. We initially used a variety of different mediums so that it wasn't just a plain block of text and make it more engaging for people, or accessible for people with learning difficulties. We are acting on feedback and putting in a link to a PDF with it being a block of text for people to use screen reading software as well. Other feedback so far has included concerns around timeframes, the date of the release, and the workload. The training takes around an hour to do and there were content warnings at the beginning, with the option to take more time and to email me. I agree with the timings, and we had to put it out when we did so that it aligned with the second round of grant funding. However, in future it will be going out during Summer for new committees to take when they are first elected, and again during semester 1 for any new committee members that are elected afterwards. Some other feedback has been that they have found it unnecessary for their club or society, and them not seeing the value in it.

Positive feedback has included things around SUSU taking stronger stances, opening more nuanced conversations that are overlooked, and it being led from students from those community backgrounds rather than being spoken *at* by SUSU, or myself.

Staff Training:

Bars and some reception staff have been trained in how to escalate things, how to spot vulnerable situations, and general education information. They have the expect respect badge and that means they're a safe person for students to go to. I'm currently working on some core staff training with Margarita and the Liberation officers so that welfare and community related information around different communities, student wellbeing and such, is in ALL of our remits, not just a select few.

Progress stage:

*Not yet started - Consultation - **Planning/Next steps** - On track - Completed*

Integrate communities and celebrations in overall work instead of being contained to specific months or holiday periods.

Black History Month & Continued

BHM intro video: https://www.youtube.com/watch?v=94mnuFQ_C5s

Black History Month, which was led by myself, Halima and Ash Hunt, went very well. The feedback that we have had so far has been around reaching students more and engagement, where social media isn't doing enough. The events we ran or supported clubs and societies with were:

- 1) BHM LGBT+ Rainbow Night
- 2) AmnestySoc: Black Activists TedTalk
- 3) October Books Competition
- 4) Art Show
- 5) Union Films: Into the Spiderverse & If Beale Street Could Talk
- 6) Black Students Forum
- 7) SUSU and Wessex Scene: BHM Magazine
- 8) Ghanian Soc and ACS: All Things Black Pt.2
- 9) Ghanian Soc & Nigeraian Soc: Black Expression/Afro Showcase
- 10) Black History After Brexit: Caroline Bressey
- 11) WAMSoc: Life in Colour, a Doctors Tale
- 12) World Book Club: Why I'm No Longer Talking To White People About Race
- 13) Black History Month Specials in the Bridge
- 14) Black History Month Cocktails and Mocktails

The Black Students Forum was well attended and included high level representatives from the University, SUSU (including the student trustees). It was a really valuable discussion for Black students to air out concerns and ideas for senior management to hear directly and there was a lot of positive feedback from the Associate Director of Student Services (Emma Rowsell), and Florence Harvey (Project Lead for Widening Participation Committee). There have been a number of ideas since then which include:

- 1) .
- 2) .
- 3) .

I have also booked in monthly Black Student Forums now on the last Wednesday of every month for students to come and speak to senior management around their student experience.

	<p>October Books Competition:</p> <p>This competition asked students to submit their ideas for a project that SUSU can do and they win a free book, which was donated to us kindly by October Books. Student Rene Johnson won this, and we will now be implementing her ideas!</p> <p>Decolonise Southampton</p> <p>I am currently building on the work of Emily Harrison, the previous VP Student Communities, on decolonising the curriculum. This has become part of wider University work within CHEP (Centre for Higher Education Practice) and the Race Equality Charter. I am currently doing more student consultation around this for it to go to AQSC, with a focus on humanities this year. I am also planning to widen this conversation out to #DecoloniseSouthampton generally, beginning with an audit and admittance of Southampton’s legacy as a University in institutional racism and historical racism, and being more transparent with its commitments to decolonise. We can also use this to highlight and celebrate some progressive movements in Southamptons history with student movements.</p> <p>LGBT+ Rainbow Nights</p> <p>This was an idea from the LGBT+ officer, Kenny Field-Pellow, who wanted to see more LGBT+ celebration outside of the dedicated months and celebration weeks. We decided to do Rainbow Nights every Monday of a month, which sometimes has a theme. The first one we did was the Black History Month one. Although this was not super well attended, those who did attend gave extremely positive feedback and was glad that SUSU are giving more platforms to Queer People of Colour. This has now developed in to Kenny hosting monthly Queer POC discussion groups.</p> <p>The second Rainbow Night was during Trans Awareness Week and was hosted by the LGBT+ Society.</p> <p>The third Rainbow Night will be an end of term celebration in half of the bridge, hosted by myself and Kenny Field.</p>
	<p>Progress stage: <i>Not yet started</i> - Consultation - Planning/Next steps - On track - <i>Completed</i></p>
<p>Additional work</p>	<p>Mature Students and Student Parents</p> <p>This year I have decided not to run specific campaigns and events around mature students and student parents. We are going to be looking in the Union Review about our remit changes as an evaluation but because my remit is so huge this year, I have felt unable to keep building on projects for specific groups. Further, in the past, it has not always been successful to tailor specific projects to different groups but to integrate them in main activities and shape those activities to be more inclusive. We do actually have a large number of mature students who are engaged with the Union but do not identify themselves in that</p>

	<p>specific category, and many student parents fall into postgraduate education which is covered by the VP Education and Democracy's work anyway.</p> <p>Faith and Reflection</p> <p>For this I have tried to encourage a stronger relationship with SUSU and the faith and reflection centre but hotdesking in there once a month on a Friday, and talking to the students that hang out there. I have also been trying to raise their profile by putting their activities on social media.</p> <p>SUSU International Strategy</p> <p>This has began within SUSU to consider how we can better engage international students</p> <p>WP & APP (Refugee)</p> <p>This is continuing the last VP Welfare's work, who previously presented a case for why the University should provide scholarships for refugees and asylum seekers. I will be presenting a business case for it to the WP Subcommittee on the 20th of December as part of their Access to Participation plan.</p>
Comments/AOB	

Pictures/links to blog posts relating to the work in this section:

Area of work: Student Communities	
<p>Sabbatical Plan Goals</p>	<p style="text-align: center;">Structure SUSU's role in supporting and advocating for international and EU students in planning for and the aftermath of Brexit</p> <p>I began this piece of work at the beginning of my term with the wish to understand how Brexit is going to affect international and EU students, and what the University is doing to plan for this. I contacted the University and SUSU are now a member of the Brexit Taskforce group, which was originally the 'No Deal Brexit Taskforce', but has since become all encompassing.</p> <p>I also created a survey for anyone who is going to be affected by Brexit to take and share their concerns.</p> <p>I have a good working relationship with the International Office and the Study Abroad Exchange lead, and we share their updates and information to EU and Erasmus students the best we can.</p> <p>The biggest part we've had in this is hosting Brexit Forums. The first one was at the beginning of November and it saw around 30 people attend. We were able to clarify information around pre settled status and settled status, what to do if they are worried about travelling home, the stances and processes we have around discrimination and xenophobia, and what it means for our Erasmus Programme for home students.</p>

	<p>Progress stage: <i>Not yet started - Consultation - Planning/Next steps - On track - Completed</i></p> <p>Diversifying Commercial Outlets</p> <p>Avila Chidume won the SUSU enterprise fund last year for her business around diverse greeting cards. Since then, she has developed it massively and we have showcased her as a permanent feature in the SUSU shop. I am currently working with her on some market research in order for her to design more products that students will want to buy and beginning to aim it at allies as well, for them to buy for their friends and increase awareness. To date, we have sold 29 of Avila's cards, and many people have come in to see them and take pictures of them.</p> <p>We have also explored more products being sold in the shop that are international and represent other communities. We ran consultation during BHM on what Black friendly products could be stocked, and now we have a small variety of hair and skin care for the community, and more food based options such as plantain chips that have had a lot of positive feedback.</p> <p>You can see the promotional video we made for Avila here: https://www.youtube.com/watch?v=Cu7kHhkQR1A</p>
	<p>Progress stage: <i>Not yet started - Consultation - Planning/Next steps - On track - Completed</i></p>
Additional work	
Comments/AOB	

Pictures/links to blog posts relating to the work in this section:

Conclusion/AOB
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You Make Change Update (<i>submissions since the start of term</i>)						
Stats	Number received	16	Number Open	9	Number Completed	7
Timeline	No reply: past 10 days		No update: past 15 days		Past 25 days open	
Summary of submission/Link		Key actions taken		Relation to role/remit		
Bereavement Fund:		<ul style="list-style-type: none"> - Contacted the University for a clarification - Replied to the student with the options already available, (student hardship, includes bereavement) 				
Introduce Friendship tables:		<ul style="list-style-type: none"> - Contacted and met with the library - Drafted up marketing materials and clarified the intended use - Dropped off at the Hartley Library - Currently waiting for them to be put up for a trial 				
Ban smoking x2		<ul style="list-style-type: none"> - Replied to both saying we are not here to police what students choose to do, and they have autonomy over the bodies. We can only encourage differently and properly enforce the non smoking areas. 				
Consider the workload impact of the new initiatives		<ul style="list-style-type: none"> - Replied to the YMC with a detailed reasoning to the WIDE training's current release 				
Stop selling cigarettes/tobacco in the shop		<ul style="list-style-type: none"> - Same as 'ban smoking' 				
SUSU's Brexit Concerns		<ul style="list-style-type: none"> - Replied with a response around the impact of Brexit on all of our students, and that work is being done 				

(Live) Gambling	<ul style="list-style-type: none"> - Replied saying will keep updated 	
(Live) Poshpads Poor Practice	<ul style="list-style-type: none"> - Called for people to come forward about their issues and complaints, collected data - Met with Posh Pads to detail these concerns - Will be acting on the requests made - Probably an ongoing project 	
(Live) Remove Fruit Machines	<ul style="list-style-type: none"> - Contacted Union Services Director about the gambling machines - Discussed ways forward <p>Decided on removing 2 machines and keeping one</p>	
(Live) Moderate RedBus Ads	<ul style="list-style-type: none"> - Replied and agreed to contact Union Services Director when there is a problematic ad. 	
(Live) Install more cctv camera's in and outside Union buildings and around campus	No Update Yet	
(Live) Limit noise on the Highfield Campus:	No Update Yet	
(Live) Expand Non-Halal Offer in the SUSU shop	No Update Yet	
(Live) Do more to support committee members:	No Update Yet	
Make Public the University and the Unions Brexit Plans:	<ul style="list-style-type: none"> - Replied and completed with explanation of current work 	
(LIVE) Make it easier and more accessible for international students to apply for UK Bank Accounts	No Update Yet	

learning course. This is typically undertaken by those with full time jobs or part time jobs to be able to study at the same time, exactly like the Open University.

I have chosen to continue studying this master because of career and academic development, and I cannot afford to take a year out of employment to study full time again for something higher level.

I am currently in my second module and I feel I have been able to manage my work/life/study balance very well, achieving within the top bracket grade wise for my first module, and I was able to keep on top of studying even during Freshers period.

I need senate to approve this as there is a chance- even if small- it could impact upon my work, because of the time demands. However, I have had lengthy discussions with both my line manager and my mentor around time management and the emotional demands it will put on me and how to manage them.

There are no conflict of interest with my working for the Students Union and studying for a competitor, and I do not engage with the students union beyond giving feedback as a part time student.

Student Hubs Trustee:

I would like approval from senate to potentially be a trustee for the charity Student Hubs, who design and deliver social action programmes for students in partnership with Universities across the UK. They are looking for trustees who are recent or current university students to help them strategize and implement. I used to be the president of Southampton Hub and I thoroughly enjoyed the experience, and I am very passionate about social action and student volunteering. I would like to be a trustee for them. The application deadline is the 4th of December so I have already applied, and I would like approval from Senate to accept the offer if it is given to me.

The time commitments are only 4 times per year, and overall 4 hours per month which includes preparing for meetings, or overseeing papers. I can do this in my spare time. This role would be for 3 years, so I need to begin thinking about my work experience beyond this current role.

I understand there will be concerns around doing this AND my masters AND the Students Union role. However, I trust in my ability to be able to manage this effectively and I am fully prepared to step down from the trustee position should it impact my VP role in ANY capacity, which Emily Harrison will hold me to as my line manager. I also feel this will be a very valuable experience for me and it is directly in the career I would like to go into, so I would really appreciate this opportunity to get involved. The career and networking opportunities I would gain from this would be incredible.

I have checked with charity law and there is no conflicts of interest, and trustees can be trustees of multiple companies. The only potential one would be if the student society, Southampton Hub, needed anything from the SUSU trustee board.

Expect Respect Policy:

See Attached