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Goal 1

**Sabbatical Plan
Goals**

Building on Sexual Violence work

The biggest achievement this semester on the sexual violence work is successfully negotiating and lobbying the University to recruit and fully fund someone from Yellow Door Rape Crisis to sit in the SUSU Advice Centre part time. This will likely be an ISVA (Independent sexual violence advisor), who will have a working knowledge of the law, the University regulations and disciplinary processes, and SUSU's regulations and disciplinary process. This person will sit in the Advice Centre and be a direct person for students to go to, to report something or get advice. They will be part time for now with the potential to go full time if there is demand, and they will be independent from both SUSU and the University to ensure more security and trust. They will also act as a signposting person, and will be trained in trauma informed care so that they can advise both the student and relevant staff members about appropriate timelines and procedures to ensure the impact on the student is minimised as much as possible. If we can secure a dedicated meeting space, the University have expressed a potential to fund the refurbishing of that space too, to act as an appropriate environment for students to talk to the advisor about.

Outside of that, we invited Gina Martin to come down for Consent Week, where she delivered a talk about her experience of being upskirted and how she changed the law. This saw very good engagement and students expressed they would like to see more of these events. We raised £30 for Yellow Door.

The University are currently reviewing their disciplinary rules and regulations, which Emily Harrison is leading on with the Advice Centre input. I will be inputting into this with a proposal on how cases of sexual violence should be handled and advocating for changes to that process. However, work is still being done with the sexual violence working group to continue training investigators and student facing staff.

We have identified that our comms in this area is lacking. Mostly because I have been concentrated on changing systems and the background work, and so the

	<p>front facing campaigns have not been as focused on. The University and SUSU are planning a 'A Year On' video from the SCA Survey to highlight all the changes that have been made since.</p> <p>I have been trying to promote #expectrespect in our bars, including messaging around what to do in incidents or cases of sexual harassment, assault or rape, but there is some tension around image of our venues and priority of space.</p>
	<p>Progress stage: <i>Not yet started - Consultation - Planning/Next steps - On track - Completed</i></p>
	<p>Period Poverty</p> <p>In January we released the wellbeing cupboard, which includes tampons. I am still in the process of planning an organised donation for tampons and sanitary products. The Wellbeing cupboard has been a trial at Highfield to see its demand and usage, and then the University are interested in replicating it for other sites, but only under the topic of period poverty. This will be planned in more detail at the end of March to hopefully put in place at Avenue, NOC and Winchester.</p>
	<p>Progress stage: <i>Not yet started - Consultation - Planning/Next steps - On track - Completed</i></p>
	<p>Eating Disorders</p> <p>Eating Disorder awareness week is 2-8th of March, and for it I have planned social media messages for most of the days, with a discussion group next week to discuss this topic in person. It won't be a support group but a political discussion around the issues we see generally, and student life will be invited there.</p> <p>Balancing the conversation by including disordered eating and body image in a University world dominated by perceived fitness and 'health' was never going to work in one year- instead, I have tried to talk about fitness and health in a way that includes as many bodies as possible, drawing attention to mental health, chronic illnesses and body neutrality. I have done this by raising awareness through social media, which you can find on my Facebook.</p> <p>I helped the university do an audit of their online materials for support, 2 of which included disordered eating and body image. I have offered to assist in rewriting them and I am waiting on a response.</p>
	<p>Progress stage: <i>Not yet started - Consultation - Planning/Next steps - On track - Completed</i></p>
<p>Additional work</p>	<p>Special Cons Work</p> <p>An advisor and I from the Advice Centre sit on the Special Considerations Forum, which is reviewing the current Spec Cons process and regulations. My main</p>

focus for this is to review and change the 'evidence' section, to be more inclusive of different issues and experiences, as well as feed into how to communicate outcomes with students.

Mental Health Steering Group

The Mental Health Steering Group Action Plan is based off the UUK Framework which advises what institutions and higher education needs to do to better support students in good mental health practice. I feed into this and run a parallel student mental health steering group to get consistent student feedback.

Content Warnings in Lectures

Over the first exam period, I had lots of complaints about the lack of content warnings in lectures and exams which had distressing information or content around death, suicide, and sexual assault. In response to this, I am collaborating with CHEP (Centre For Higher Education Practice). I am drafting a template powerpoint slide to be sent to lecturers for them to put on blackboard or before their lecture slides, which will hopefully be implemented by the end of the year. This will probably be optional at this point but with student pressure for their lecturers to do this.

LGBT+ History Month

LGBT+ History Month was during February 2020. Unfortunately because of weather (hail from the storm), we had to cancel the Pride March. And, because of some other staffing and organisational issues, we had to cancel the Pride party too. We are instead collaborating with the Society and other students to put on a 'Pride Festival' around May time in the summer where students will be around and pre-empting Pride Month in June.

Black Students Forum

The Black Students Forums have continued to happen every month (apart from February, where the LGBT+ officer held a QPOC discussion group in its place due to lack of timing to organise a forum). However the forums have not had very much engagement. I have tried to make them more themed, and we are hosting one with the Black Students Network on the 4th of March, around the Black Student Pipeline in the workplace and academia. Unfortunately there is not much interest on Facebook at the moment, and due to lack of staffing resource in marketing its been difficult to really promote everything happening in the Union. Hopefully these will continue monthly and will continue with the next VPWAC.

The next ones are being consulted for at the moment, with some talk around doing some around Black Student Attainment Gaps, Racism in Higher Education and being Queer and Black.

	<p>Mental Health Podcast & Careers</p> <p>A student graduate had some success with a mental health podcast about graduating and social media, and we have invited them in to lead on a session with the careers team about graduate mental health over the you are more than period in the summer.</p>
<p>Comments/AOB</p>	

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

<p>Goal 2</p>	
<p>Sabbatical Plan Goals</p>	<p>Accessibility</p> <p>The Wellbeing Cupboard falls under this section also.</p> <p>Santander have reached out and offered SUSU £1,500 to go towards a project or initiative of our choice. We have chosen to work around accessibility and disability issues, and have just started some consultation with our officers and relevant clubs and societies who actively participate in widening participation and making their club or society accessible/disability friendly.</p> <hr/> <p>Progress stage: <i>Not yet started - Consultation - Planning/Next steps - On track - Completed</i></p> <p>Diversifying SUSU outlets</p> <p>We are still stocking Avila's cards in the SUSU Shop (Instagram @Avila.Diana), and we have asked her to design and stock some tote bags for a limited edition sale in the Shop during Culture Festival.</p> <p>Avila has also being working with the Director of Union Services to continue stocking other food items, with plantain crisps being the most popular and quickly sold out. We are looking at extending this to the Zero Waste Shop in the Plant Pot.</p> <p>There is more work to do, especially in our overall catering offer and involving more societies. But, as this is a long term work in progress, there is some foundation there for the next VPWAC to build on.</p> <hr/> <p>Progress stage: <i>Not yet started - Consultation - Planning/Next steps - On track - Completed</i></p> <p>Integration of communities in BAU work</p>

	<p>Progress stage: <i>Not yet started - Consultation - Planning/Next steps - On track - Completed</i></p>
Additional work	<p>Liberation Officer Updates</p> <p>Lily organised and led extensively on the invisible disabilities campaign back in January and has continued to feed into work in the Union and the University around accessibility and disability issues.</p> <p>Kenny has helped with LGBT+ month and led on 2 discussion groups, the QPOC discussion group and the LGBT+ month one.</p> <p>Imy has organised and is currently leading on the international womens week, with the theme of women in creative industries.</p>
Comments/AOB	

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

Goal 3	
Sabbatical Plan Goals	<p>Expect Respect</p> <p>Policy Work: Code of Conduct, Ethical Guidance, WIDE</p> <p>Continuing from the previous senate update, the expect respect policy has been approved and we have been using that to underpin our other work across the university. For example, we are developing a code of conduct for all our members and volunteers, which is not prescriptive but a clear indication of what we expect from our members and what they can refer to. It will also contain guidance derived from the WIDE training on how to practically adhere to this conduct. It also means there is clearer guidance for disciplinaries or what SUSU won't tolerate, as well as clarifying the freedoms our members have that is not dictated by SUSU.</p> <p>We are also drafting some ethical guidance for SUSU, which covers protecting free speech but ensuring that our students are protected and is in line with our values.</p> <p>Further to this, we are reviewing SUSU's ethical consumption as an organisation and as a commercial entity, including who we buy from and who we take donations from.</p> <p>The WIDE training has received feedback which is being used to review the content and how it is phased now, and a report is going to the University to look at how it will extend to more students in the future.</p>

	<p>Progress stage: <i>Not yet started - Consultation - Planning/Next steps - On track - Completed</i></p> <p>Brexit & International/EU Experience</p> <p>Brexit (for once) has been on the backburner because of lots of other issues, such as Coronavirus. There hasn't been much national movement in terms of Brexit and though there is still insecurity with things around Erasmus and Horizon 2020, no decisions have yet been made.</p> <p>With Brexit, I am now more focusing on ensuring the University have on their radar that the international student experience should not suffer just because they need to fill a monetary gap from Brexit. We have already seen a more relaxed intake of international students from the pre-session programme, without enough support, which has caused an increase in visits to the SUSU Advice Centre because of breaches of academic integrity. It is likely we will continue to see this pattern given the insecurity of future student numbers.</p> <p>The previous VP International (Winnie Eley) has been off most of the year, so I have been unable to directly address these issues without going through other middle means. They have now been replaced with someone I am picking this up with later this month.</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

You Make Change Update (submissions since the last meeting of Union Senate)						
Stats	Number received		Number Open		Number Completed	
Timeline	No reply: 10 days		No update: 15 days		Past 25 days open	
Summary of submission/Link			Key actions taken		Relation to role/remit	

Provide a free tour of Old Town Southampton for new students during Freshers	Emailed and Ash taking lead	
Expand non-halal offer in SUSU Shop	Emailed/Closed	
Make it easier and more accessible for international students to apply for UK bank accounts	Ongoing	
Has the WIDE training been reviewed by people within the sports zone?	Closed & Replied	
Do more to support committee members	Closed & Replied	