



Area of work: Student Experience, Community, & Safety	
Sabbatical Plan Goal	Details
<p><b>Goal 1:</b> I will actively represent students, at all levels in the University's organisational structure, in the push for greater financial investment, both short- and long-term, proactive and retroactive, in the student experience.</p>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>I have expanded the scope of my Student &amp; Alumni Investment Paper (asking for £1.5 million) to firm up long-term impact for those from low-income and disadvantaged backgrounds. The paper is scheduled to be reviewed by the University's Planning &amp; Resources Group (PRG) later this month.</li> </ul>
	<p>Next steps:</p> <ul style="list-style-type: none"> <li>I have secured backing for the paper from a number of key University stakeholders, including the Widening Participation &amp; Social Mobility, and Student Experience teams. I am negotiating with the Office for Development and Alumni Relations to secure their support before presenting the paper to colleagues at PRG.</li> </ul>
<p><b>Goal 2:</b> I will ensure that our campuses are safe for all students, with particular consideration of protected characteristics, and promote a zero-tolerance approach on sexual harassment and violence, as well as bullying and hate crime.</p>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>Whilst much of the student safety work has been delegated to my colleagues, my membership of SUSU's Senior Leadership Team means that I have played a role in ensuring that the SUSU Safe message is known by all students, and that the Safety Bus has clear branding, which has now been implemented. I also sit on the University's Tackling Harassment Board, which is looking at implementing sexual consent training as a prerequisite to enrolling at University, a move that I vocally support.</li> </ul>
	<p>Next steps:</p> <ul style="list-style-type: none"> <li>I will work alongside Matt, VP Sports, and Savanna, VP Welfare &amp; Community, to ensure that the aforementioned safety initiatives are successful and understood widely by students to make our community safer.</li> </ul>
<p><b>Goal 3:</b> I will engage with students typically considered 'hard to reach' by our Students' Union, by advocating for events exclusively for postgraduate students, creating safe spaces for minority ethnic and international</p>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>I have met with a number of PG students to ensure that their voices are being heard. I have been advocating for greater investment in postgraduate social and study spaces at NOC, and have met with the relevant faculty Dean to lobby for this. I have also delegated work on reducing the cost of childcare at the Early Years Centre for PG students to the VP Welfare &amp; Community.</li> </ul>
	<p>Next steps:</p>

students, as well as spotlighting students training to become health professionals.	<p>Next steps:</p> <ul style="list-style-type: none"> <li>I will continue to play an active role in building refurbishment discussions to ensure that Liberation spaces are on the agenda when considering the future of our Students' Union.</li> </ul>
---	--

**Area of work: Leading the Students' Union**

Sabbatical Plan Goal	Details
----------------------	---------

<p><b>Goal 1:</b> I will play an active role as Chair of the Board of Trustees, working to influence any potential changes in the organisational structure and strategic direction of the Students' Union, while providing prudent and ambitious leadership that delivers for all of our members.</p>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>I have led early preparation for the recruitment for a new Chief Executive in light of Jim Gardner's announcement that he is leaving SUSU in coming months. I continue to contribute to discussions on the future direction of our organisation's leadership.</li> </ul> <p>Next steps:</p> <ul style="list-style-type: none"> <li>I continue to engage all key stakeholders in the recruitment of a new Chief Executive, making sure that students have a voice in this decision. I will also attempt to make the transition period between Chief Executive's as smooth as possible by providing leadership.</li> </ul>
---	---

<p><b>Goal 2:</b> I will competently and compassionately build strong working relationships with our four Sabbatical Officers and Chief Executive Officer in line with the Students' Union's values of standing strong, joining together, and taking responsibility.</p>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>The officers have met to discuss inclusivity, neurodiversity, and disability, and we have recognised these characteristics by working to adapt the officer training for future years.</li> </ul> <p>Next steps:</p> <ul style="list-style-type: none"> <li>I will continue to line manage the officer team compassionately, taking into account all individual needs and preferences. I will continue to play a role in planning this summer's officer induction, ensuring inclusivity.</li> </ul>
--	---

<p><b>Goal 3:</b> I will prioritise transparency, accountability, and professionalism in all that I do, while maintaining and strengthening the Students' Union's working relationship with the University's Executive Leadership Team.</p>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>I continue to post my term-time Weekly Highlights, and engage with students both on social media and in person. I am enhancing these relationships, and my relationship with the University's Executive, by holding them to account on in-person exams, a decision which was rejected by an All-Student Vote.</li> </ul> <p>Next steps:</p> <ul style="list-style-type: none"> <li>I will continue to scrutinise the University's Leadership in decisions over assessments and other areas, and will be transparent in reporting progress on these fronts to students, as I was during the exams dispute.</li> </ul>
---	---

<p><b>Goal 4:</b> I will promote proactive collaboration with all external stakeholders of the Students' Union, including local politicians, voluntary organisations, and regional students' unions, to facilitate openness and to share best practice.</p>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>Due to the business of the New Year period, work in this area has stalled, though I did enjoy proactively speaking with a range of colleagues in the media to promote student voice during the exams dispute. Much delegated work is going on amongst members of the officer team in terms of collaboration with external stakeholders.</li> </ul> <p>Next steps:</p> <ul style="list-style-type: none"> <li>I will continue to work with Portsmouth and Solent SUs to agree a joint path forward on the student housing market and student safety in our areas. I plan on visiting Winchester Students' Union soon to discuss Southampton's growing presence in the city.</li> </ul>
---	--

**Area of work: Campus Sites, Halls of Residence, & Sustainability**

Sabbatical Plan Goal	Details
<p><b>Goal 1:</b> I will build a sense of community across our diverse campuses and residences by prioritising the 'One Southampton' message of inclusivity, personal responsibility, and collective care, as detailed in the University Strategy.</p>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>I have undertaken further site visits to our diverse campuses as a part of University Council priorities. I have also worked closely with our PG community at NOC to ensure their spaces are fit for purpose, and I have been liaising with MedSoc to try to improve their social and study spaces at UHS.</li> </ul>
	<p>Next steps:</p> <ul style="list-style-type: none"> <li>I will create regular meetings with faculty deans to ensure that students from all disciplines are represented effectively. I will also look into regular, well promoted site visits for all officers.</li> </ul>
<p><b>Goal 2:</b> I will place social justice at the forefront of our approach to sustainability, with student-led networks guiding our decision-making on priorities adapted from the United Nations' Sustainable Development Goals, with a core focus on backing responsible consumption and production, reducing inequalities, and developing sustainable communities.</p>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>I have been working closely with the University's Sustainability Strategy and Implementation Groups, and we are looking to collaborate closely on our upcoming celebrations for Sustainability Week and Earth Day.</li> </ul>
	<p>Next steps:</p> <ul style="list-style-type: none"> <li>Later this week, I will be touring our retail and food &amp; beverage outlets with our Sustainability Officer, Fatima, to informally audit the sustainability credentials of our organisation's trading. I will be looking closely at our use of palm oil, our plastic packaging, and our supply chains.</li> </ul>
<p><b>Area of work: Covid-19 Response</b></p>	
Sabbatical Plan Goal	Details
<p><b>Goal 1:</b> I will take an evidence-based approach when leading the Union in its response to the volatile global situation regarding Covid-19. I will also prioritise incoming international students when engaging with the University and other external stakeholders on Covid-19 policy and communications.</p>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>To protect students' safety, I vocally lobbied the University to move January exams online. I have also, in my capacity as a member of the University Executive Board, played a role in ensuring that University rules and guidance remains clearer and stricter than government requirements. Face covering are still expected, and weekly testing is recommended for all.</li> </ul>
	<p>Next steps:</p> <ul style="list-style-type: none"> <li>I will make sure that students feel safe on campus, and I will liaise with colleagues to reduce the levels of risk from Covid-19. I will also work with our marketing team to promote vaccinations for all relevant illnesses, to reduce the risk of campus disruption. It is also important that, as part of planning discussions for Freshers' 2022, we encourage all students to register for the local GP as soon as possible; this should focus particularly on international students who may not be familiar with the NHS.</li> </ul>