

Aycha Ates-Di Adamo, VP Welfare and Community

Area of work: improve student safety and ensure sexual harassment is appropriately tackled	
Sabbatical Plan Goal	Details
Goal 1 Create Southampton Say's Enough Campaign Launch Event	<p>Work so far:</p> <ul style="list-style-type: none"> - I ran a training session with Yellow Door for Clubs and Societies about sexual violence and abuse and how to handle disclosures. 153 students attended this session from a mixture of clubs and societies. - 5000 anti-spiking devices were given out during Freshers between the University and SUSU for students to keep and use at SUSU venues and other venues within the night-time economy. Discussions have taken place about keeping these initiatives for next year. - Welfare Stand operated at our late-night venues during Freshers to inform students of night-time safety and distribute materials such as drinks covers and spike testing strips. - Launch date happened on the 24th November 2022 with various key stakeholders in attendance such as the local council, Violence Reduction Unit, University of Southampton, Solent University, licensing officer and the press. - Press briefing was sent out and ITV meridian and Daily Echo reported on the campaign. - Power banks have been implemented in the stags to support students to charge their phones to get home safe. - A webpage has been created for the Southampton Says Enough Campaign. - Through working with various clubs and societies a video campaign on tackling sexual harassment has also been launched on social media. - A group has been formed for aim 9 of the campaign to review all data that students report to universities and student unions and collect comprehensive data on the type of incidences and crimes etc., their locations, the actions that were taken and the outcomes. - A group has also been established for aim 4 Introduce a Night-time Economy Forum to act as a working group between the universities, student unions and external stakeholders and I will now support this group to achieve their outcomes. - The Southampton Says Enough campaign was also utilised during sexual abuse and violence awareness week where we ran successful activities and information sessions to support students this includes a poster making session, a session where students wrote to local councillors and MP's about student safety, a light up the night vigil, a chatty café and a various wellbeing sessions with the university wellbeing services. The video campaign was also established during this week. - I liaised with the council to fund approximately £700 worth of student safety alarms and these were distributed at the light up the night vigil and have been placed in the welfare room and given to various societies. - The light-up the night vigil was ran on Thursday 9th February and involved support from Amnesty, CASHES, our Wellbeing Officer, and various other students. <p>Next steps:</p>

	<ol style="list-style-type: none"> 1. Working with key stakeholders involved to implement the sections of the campaign. 2. Aims 4 and 9 have already been established and I am currently working with these groups to support them implement measures. 3. Aims 1,2,5,6,7,8 are well underway and aims 5, 6 and 8 are close to completion. To view aims see webpage here 4. For aim 8, I am currently working with first aid society to implement first aid resources within the Southampton app for students to view. I am also working with the university and solent university to improve and restructure our consent module. 5. The Head of Advice and Lettings and myself have set up a working group to improve the SUSU safe campaign and introduce a more structured process and better advertisement of the safety initiatives we offer.
Goal 2 Create Lit Routes Map	<p>Work so far:</p> <ul style="list-style-type: none"> • Worked with the violence reduction unit to identify safe routes home from the town centre to highly student-populated area including halls of residences. • Mapped late night venues, CCTV, Safe spaces, and lighting on a map to identify possible routes and compared this with the councils potential route for turning off streetlights. • Identified possible areas of danger for students and am working to identify what could be improved. • Have mapped all the safety provisions along this route. • Have successfully lobbied the local council to keep the majority of student areas safe from light switch off period and I can confirm that the lit routes scheme will be going ahead in April. • Worked with the violence reduction unit to liaise with Hampshire constabulary about introducing a police patrol unit along the route.
	<p>Next steps:</p> <ul style="list-style-type: none"> • To walk the route and make any final edits to the route and the proposals of the streets. • To work with a graphic designer to create an easy to understand map of the route and utilise this.
Goal 3 Set up night-time economy taskforce	<p>Work so far:</p> <ul style="list-style-type: none"> • Established the terms of reference for the group • Established an application procedure • This part of Aim 4 of the campaign and the group has been established and students have been successfully recruited.
	<p>Next steps:</p> <ul style="list-style-type: none"> • Work with students from both Solent and the University of Southampton to discuss and review safety within the night-time economy on a regular basis. • Use the night-time economy forum to lobby nightclubs and venues in the area to sign the student safety charter and ensure (through listening to students) they are keeping to these regulations.
Area of work: Safe Spaces, welfare rooms and welfare teams	
Sabbatical Plan Goal	Details
Goal 1 Implement welfare rooms within SUSU	<p>Work so far:</p> <ul style="list-style-type: none"> - Day-time wellbeing room has been established and is currently in use. - Day-time welfare room is being used for regular events and activities such as wellbeing Wednesdays and as a space for students to relax and recuperate

	<ul style="list-style-type: none"> - Cost of living food cupboard providing free food for students has been established in this room - Free resources for students have also been added to this room as well as free tea and coffee and other hot drinks. - Wellbeing Wednesdays has been established in the welfare room – every Wednesday this room provides a warm space with free soup and support for those impacted by the cost of living crisis. - Various events have been planned to run in the welfare room on a continuous basis, this includes chatty cafe and drop-ins from the disability and inclusion team and the wellbeing team.
	<p>Next steps:</p> <ul style="list-style-type: none"> • Continue to measure the impact of the room and source students feedback. • Create a sensory wall in the welfare room.
Goal 2 Implement a welfare team to work alongside other support staff	<p>Work so far:</p> <ul style="list-style-type: none"> • Interviewed 6 students for welfare assistant roles • Recruited 2 welfare assistances to work at Stags Karaoke and other events such as freshers, varsity and sporting games. • Ran a training day with welfare assistants • Re-open recruitment for the remains 4 welfare assistant positions
	<p>Next steps:</p> <ul style="list-style-type: none"> • Recruitment is currently open and I am due to interview students for the position at the end of February.
Goal 3 Implement welfare space at karaoke	<p>Work so far:</p> <ul style="list-style-type: none"> • Recruited the welfare assistants to run this space • Sourced rooms for these spaces to run as welfare rooms • Resources such as a first aid kit, tablet to access internet resources and printable resources have been distributed.
	<p>Next steps:</p> <ul style="list-style-type: none"> • Open the welfare rooms at late night events and measure their impact
Area of work: Improve the quality of mental health services	
Sabbatical Plan Goal	Details
Goal 1 Mental Health Charter	<p>Work so far:</p> <ul style="list-style-type: none"> - Completed the student submission of the mental health charter - Ran various focus groups to gather student feedback for the submission as well as received emails with student feedback which has been included in the submission also.
	<p>Next steps:</p> <ul style="list-style-type: none"> - Waiting for information from Student Minds on next steps
Goal 2 Lobby the university to introduce more counsellors and cut the waitlist for support.	<p>Work so far:</p> <ul style="list-style-type: none"> • To review the data on the counselling services offered at the university and their wait time. • To gather student feedback on wait times of counselling services at the university and make improvements based on this feedback. • Working with the wellbeing team to see if Yellow Door would be able to provide trauma informed counselling for our students to access without a waitlist.
	<p>Next steps:</p> <ul style="list-style-type: none"> • Waiting for the university to review these recommendations

Goal 3 Improving mental health for male identifying students	Work so far: <ul style="list-style-type: none"> - Although happening in June I am keen to launch a campaign for Men's mental health in the weeks leading up to Men's Health Week. I am keen to work with those who identify as male to plan and put together an impactful campaign. I will be reaching out to students in the upcoming weeks and also reaching out to male sports teams. - Have begun discussions with male identifying students on what could be done to improve their experiences at university and how we can better amplify campaigns to support their mental health.
	Next steps: <ul style="list-style-type: none"> - Launch Men Health Week with a focus on men's mental health
Goal 4: Introduce Body Power Week	Work so far: <ul style="list-style-type: none"> - Have spoken to students about ideas and what they would like to see during this week. - Have reached out to various services for resources
	Next steps: <ul style="list-style-type: none"> - Contact societies to get them involved with preparing this week and establish a designated week to run this campaign and support students to get involved.
Goal 5: Improve processes that support mental health	Work so far: <ul style="list-style-type: none"> - I have worked with VP Education and Democracy to improve the Special Consideration processes - I have also highlighted that improved processes will benefit student mental health and support students to seek support when required - The new process will make it smoother for students to apply for any of the special consideration processes
	Next steps: <ul style="list-style-type: none"> - Working on communications to share this with students.
Area of work: Accessibility	
Sabbatical Plan Goal	Details
Goal 1 create a more inclusive and welcoming space on campus for disabled students	Work so far: <ul style="list-style-type: none"> • Been incontact with the Disability Officer and have been supporting them to create plans and gather student feedback on changes that would support disabled students • Have raised issues regarding disabled toilets and accessibility in certain buildings. • I work closely with the disability officer to lobby on improving certain measured based on their manifesto and student feedback. • I work closely with the student disability team to make improvements to facilities such as disabled toilets. • Implemented a ramp at stags karaoke to enabled wheelchair users to access the stage and have the same experience as other students • Implemented a mask wearing area in the library for students to support those with disabilities from covid-19. • Implemented a quiet area in the SUSU shop from 8am-9am to support neurodivergent students • Currently working on a project to improve building accessibility and the signage within the SUSU building to ensure that this is accessible for students. • Working with SUSU marketing team to improve the accessibility of the website.

	<p>Next steps:</p> <ul style="list-style-type: none"> ▪ To continue working with the disability officer to respond quickly and act proactively to student demands ▪ Create a sensory wall for the welfare room
<p>Goal 2 Work with the digital accessibility team to ensure lecturers are appropriately using all available accessibility services</p>	<p>Work so far:</p> <ul style="list-style-type: none"> • Met with the digital accessibility team to discuss services available to lecturers and students to improve accessibility. • I have shared some of these resources with SUSU marketing and we are working to ensure there is greater accessibility across our content.
	<p>Next steps:</p> <ul style="list-style-type: none"> • Work with the digital accessibility team to ensure lecturers are trained and are aware of these services.
<p>Area of work: Student Communities</p>	
Sabbatical Plan Goal	Details
<p>Goal 1 say my name campaign</p>	<p>Work so far:</p> <ul style="list-style-type: none"> - Launched the 'Say My Name' which encourages students to pronounce names respectfully and appropriately.
	<p>Next steps:</p> <ul style="list-style-type: none"> - Encourage students and staff to introduce the phonetic spelling of their name in their email signatures. - Introduce more video content about the importance and respect that names carry and use this campaign to also explore names in different cultures and educate other students. - Incorporate this as part of the Expect Respect Campaign.
<p>Goal 2 Celebrate cultures</p>	<p>Work so far:</p> <ul style="list-style-type: none"> • Supported with planning and implementing events for Black History Month • Supported with work on Disability History Month and Transgender Awareness Week • Have ran events for Luna New Year by reaching out to students and societies for ideas regarding events and celebrations they would like to see. • Have supported international and cultural societies to link up with the activities and events team and run events on campus.
	<p>Next steps:</p> <ul style="list-style-type: none"> • Continue to support with planning upcoming awareness months and weeks and continue to recruit more students to get involved with them.
<p>Goal 3: increase connections with minority communities</p>	<p>Work so far:</p> <ul style="list-style-type: none"> • Supporting the liberation officers to get involved in awareness weeks, with reaching out to students and with fulfilling their manifesto. • Met with the liberation officers that wanted to meet with me and helped them establish a plan to fulfil their manifesto. • Have started conversations about introducing a better feature on the SUSU website and email system to better support students who are transitioning and have changed their name to better reflect their gender identity. • Have spoken to the COO about using more inclusive language for our toilet facilities and adding signage that encourages students to use the toilets they most identify with. The main aim is to completely make SUSU toilets gender neutral at some point – this will involve negotiations with the university as they own the building and facilities. • Currently working with the BAME officer to plan an online careers event for BAME students

	<p>Next steps:</p> <ul style="list-style-type: none"> • Currently making plans to reach out to LGBTQ+ society to develop a gender expression fund to provide financial assistance for students whose welfare would be benefited by the purchase of gender-affirming items, but would otherwise be unable to afford them. • Will be reaching out to the university and our COO regarding making toilets gender neutral in SUSU buildings.
Area of work: Hardship and funding	
Sabbatical Plan Goal	Details
Cost of living	<p>Work so far:</p> <ul style="list-style-type: none"> - Wellbeing Wednesdays are up and running in The Advice Centre, B.40. On Wednesdays from 1pm, where students can enjoy free soup and staff will be on hand to support with any questions they may have about cost of living, housing or academic work or students can simply relax in the welfare room. - On the concourse on Monday we will be offering free porridge between 9am and 11am. This will be accompanied with your choice of fruit, syrup or jam. - Created a SUSU Food for all cupboard for students to access free tinned and dried goods. - I am sitting on the Cost of Living task force organised by the University alongside our Head of Advice and Lettings. I have highlighted keeping university and SUSU facilities open longer to lower the expense of heating costs for students, launching a series of videos about budgeting and money guidance, and increasing the hardship fund and bursary for students as key improvements that should be made. - Identified rooms and areas that will be able to stay open for longer hours to provide warm spaces for students. - the cost of living taskforce has increased the hardship fund for students and implemented a medical fund where students can get support with paying for prescriptions and glasses etc.. - SUSU has introduced affordable refillable coffee in the stags for students who wish to work and have access to unlimited refills of coffee/tea. - Worked with placement students to establish a scheme that allows them to collect food from reception at weekends. This scheme is also utilised to support students to feed their flat whereby any student can access the items required to bulk cook and feed their flat and themselves for free. - Launched a cost-of-living survey to understand student needs and promote the services we are offering <p>Next steps:</p> <ul style="list-style-type: none"> • Continue to sit on the cost-of-living taskforce and support with implementing next steps and adapting to the current climate. • Act on the data from the cost-of-living survey and introduce more initiatives to support students • Raise issues regarding the cost of access to activities with the activities team and the cost-of-living taskforce.
Goal 2 Medical Evidence	<p>Work so far:</p> <ul style="list-style-type: none"> • I have raised the issue of students being required to pay £20+ for medical reports for Special considerations and extensions with the University's Vice-President Education and the Associate Director for Student & Education Services. They have met with the university health service and are currently reviewing the different types of evidence that can be accessed and how this

	<p>might be used in different circumstances, such as extensions or special considerations. This is likely to include the recommendation that a 'Med 3' letter (which is free after the first five days of any illness and can usually be requested remotely) is more commonly accepted as evidence rather than a medical report. They are also clarifying what evidence should be required for which circumstances and are streamlining the process so it's easier for students.</p> <ul style="list-style-type: none"> Review policy across different departments with Vice-President Education and the Associate Director for Student & Education Services to identify for which areas a med 3 could be used instead of a medical report and have introduced this as a evidence recommendation in the review of the special considerations process.
	<p>Next steps:</p> <ul style="list-style-type: none"> No next steps required.
Goal 3 Bursaries	<p>Work so far:</p> <ul style="list-style-type: none"> I have contacted Head of Student Success to create summer bursaries for PGT students to bridge the gap between undergraduate and postgrad degrees. The Head of Student Success is currently review the hardship and finances we have available to see what funds we can have available for students. The Head of Student Success has confirmed that this will be available to students this summer. Currently working with medical students to introduce a medical bursary for NHS funded years as students have repeatedly identified these years as struggles.
	<p>Next steps:</p> <ul style="list-style-type: none"> To advertise the fund.
Area of work: COVID-19	
Sabbatical Plan Goal	Details
Goal 1 Support students with covid anxieties.	<p>Work so far:</p> <ul style="list-style-type: none"> Gathered student feedback on measures that should be implemented to ease covid anxieties Discussed with the disability officer what SUSU could do to support students. Advocate that specific 'covid-safe' areas are created within the library and university buildings to support students with disabilities and those with covid-anxieties and introduced a mask wearing area in the library to support these students. Advocated for online exams and safer exams for students with long-term health conditions that could be negatively impacted by covid. The university worked with students individually who needed special requirements and ensured they were protected. Worked with the marketing team to launch advice and information about covid vaccinations and covid and how others can support those most vulnerable.
	<ul style="list-style-type: none"> Discuss with the university the possibility of providing reduced cost lateral flow tests for students.

Other

- Sexual Abuse and Violence Awareness Week – I. created videos for this campaign with various clubs and soc. On Thursday 9th February I ran a Light Up the Night event on Jubilee Plaza from 4pm-5pm with various individuals and societies.
- On Friday 10th I ran an Instagram takeover advertising the initiatives on SUSU safe.
- I am currently supporting Turkish students to run events and raise funds for those impacted by the earthquake in Turkey.