

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"> - See previous report from 16/02/23 - Working with key stakeholders involved to implement the sections of the campaign. - Aims 4 and 9 have already been established and I am currently working with these groups to support them implement measures. - Aims 1,2,5,6,7,8 are well underway and aims 5, 6 and 8 are close to completion. - 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. - I am also working with the university and solent university to improve and restructure our consent module. - I have identified new safe spaces that could be used throughout university buildings and will be working with the Violence Reduction Unit to get these accredited with the safe-spaces scheme. <p>Next steps:</p> <ol style="list-style-type: none"> 1. For aim 8, I hope to continue working with first aid society to implement first aid resources within the Southampton app for students to view. 2. To create a co-ordinated communications plan between SUSU and the university about what has been achieved.
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. • Walked the route and make any final edits to the route and the proposals of the streets. <p>Next steps:</p> <ul style="list-style-type: none"> • Working with a graphic designer to create an easy to understand map of the route. • To advertise the map and route.
Goal 3	<p>Work so far:</p>

Set up night-time economy taskforce	<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. Working with students from both Solent and the University of Southampton to discuss and review safety within the night-time economy on a regular basis. In the process of combining the night-time economy forum and the SUSU safe working group 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
	Next steps:

Area of work: Safe Spaces, welfare rooms and welfare teams

Sabbatical Plan Goal	Details
Goal 1 Implement welfare rooms within SUSU	Work so far: <ul style="list-style-type: none"> See report from 16/02/23 Measuring the impact of the room and source student's feedback. Next steps: <ul style="list-style-type: none"> Create a sensory wall in the welfare room.
Goal 2 Implement a welfare team to work alongside other support staff	Work so far: <ul style="list-style-type: none"> See report from 16/02/23 Have required a full team of welfare assistants now.
Goal 3 Implement welfare space at karaoke	Work so far: <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. Opened 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	Work so far: <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. Next steps: <ul style="list-style-type: none"> Attend the in-person meeting day/visit with Student Minds
Goal 2 Lobby the university to introduce more	Work so far: <ul style="list-style-type: none"> See report from 16/02/23 Data analysed and have spoken to wellbeing services. Waitlists are not significantly shorter and counselling is available in multiple languages.

counsellors and cut the waitlist for support.	
Goal 3 Improving mental health for male identifying students	<p>Work so far:</p> <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. <p>Next steps:</p> <ul style="list-style-type: none"> - Launch Men Health Week with a focus on men's mental health
Goal 4: Introduce Body Power Week	<p>Work so far:</p> <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 - Implement Body Power Week by working with various clubs and Societies – This included various introductory sports events, a conference/speaker event led by students who wanted to share their experiences and a sexual health sign-up fayre.
Goal 5: Improve processes that support mental health	<p>Work so far:</p> <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 - Communications went out to students. - I have also been working on campaigns/events for You Are More Than Your Studies which supports students' mental health during exams. <p>Next steps:</p> <ul style="list-style-type: none"> - Working on creating a video to communicate the new special cons procedure
Area of work: Accessibility	
Sabbatical Plan Goal	Details
Goal 1 create a more inclusive and welcoming space on campus for disabled students	<p>Work so far:</p> <ul style="list-style-type: none"> • See report from 16/02/23 <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
Goal 2	<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.

<p>Work with the digital accessibility team to ensure lecturers are appropriately using all available accessibility services</p>	<ul style="list-style-type: none"> • I have shared some of these resources with SUSU marketing and we are working to ensure there is greater accessibility across our content. • Working with the digital accessibility team to ensure lecturers are trained and are aware of these services. <p>Next steps:</p>
<p>Area of work: Student Communities</p>	
<p>Sabbatical Plan Goal</p>	<p>Details</p>
<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. - Encouraged students and staff to introduce the phonetic spelling of their name in their email signatures. - <p>Next steps:</p> <ul style="list-style-type: none"> - 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. • Continued to support with planning upcoming awareness months and weeks and continue to recruit more students to get involved with them. <p>Next steps:</p>
<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 • Currently working with our COO and LGBTQ+ Society on improving gender neutral toilets and the signage of the toilets in the SUSU building.

	<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.
Area of work: Hardship and funding	
Sabbatical Plan Goal	Details
Cost of living	<p>Work so far:</p> <ul style="list-style-type: none"> - See report from 16/02/23 - Acted on the data from the cost-of-living survey and introduced more initiatives to support students - Raised issues regarding the cost of access to activities with the activities team and the cost-of-living taskforce and have requested we plan for something to be implemented to reduce the burden on students. <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.
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 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. • 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.
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 for summer PGT students • To discuss with the WPSM team and the school of medicine the medical bursary issues.
Area of work: COVID-19	
Sabbatical Plan Goal	Details
<p>Goal 1 Support students with covid anxieties.</p>	<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. - Raised at the cost-of-living taskforce group with the university the possibility of providing reduced cost lateral flow tests for students.

Other
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