

Area of Work: Equity, Diversity and Inclusion	
Sabbatical Plan Goal	Details
<b>Improve neurodivergent and disabled student representation at SUSU and UoS</b>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>Met with the SUSU Events team to ensure welfare spaces are available throughout SUSU events. Attending all planning meetings for events, including Freshers, Grad Ball, and Elections Night Live. Other areas have included removing the loud confetti cannon during Elections Night Live.</li> <li>Met with the SUSU Marketing team to ensure that Leadership Elections social media campaigns are inclusive, and students can approve content.</li> <li>Working with the Halls of Residences team to implement sensory rooms.</li> <li>Working with Hartley Library to create lower access to lockers for borrowing laptops.</li> <li>Joined the Disability Equality Steering Group to feed into wider estate and accessibility concerns.</li> <li>Met with the SUSU Activities and Digital team to create network pages on the SUSU website to ensure Disabled Students' Network is accessible.</li> </ul>
	<p>Next steps:</p> <ol style="list-style-type: none"> <li>Promote the Disabled Students Network with University and SUSU staff and students to increase student participation.</li> <li>Continue to utilise data through surveys to improve disabled students' representation at SUSU and the University.</li> </ol>
<b>Lobby for staff and clubs and societies to be trained on equity, diversity and inclusion.</b>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>Staff EDI training will begin from March and new Sabbatical Officers will complete a full EDI induction. Staff and student-facing plans will be created over the next few months with opportunities for student and staff consultation.</li> <li>Worked with the Insights Team to create an EDI section in the Spring Student Experience Survey so we're better able to support underrepresented groups.</li> <li>In September, clubs and society committees will complete a three-day induction which will include EDI training based on the student-facing consultation.</li> </ul>
	<p>Next steps:</p> <ol style="list-style-type: none"> <li>Meet with the Activities team to discuss committee training, the Welfare Officer role, and Expect Respect.</li> <li>Continue to meet with the SUSU working group to ensure delivery of the EDI training programme.</li> <li>Identify areas of EDI improvement from the Spring Student Experience Survey once it closes.</li> </ol>
<b>Improve sense of belonging and inclusion for LGBTQ+ students at SUSU and UoS</b>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>Extended the Gender Expression Fund trial to semester 2 securing an additional £250.00.</li> <li>Met with the University to discuss student feedback on better supporting transgender and non-binary students. Created a working group that brings together work from SUSU and the University, including the LGBTQ+ Officer.</li> <li>Lobbied the University to hire an intern that will develop a LGBTQ+ student support page that will include a welcome statement.</li> </ul>

	<ul style="list-style-type: none"> <li>• With the LGBTQ+ Officer, collected student feedback regarding the Inclusion and Respectful Behaviour Policy to ensure it reflects the needs of transgender and non-binary students. Plans of student-facing communications to follow.</li> <li>• Supporting the LGBTQ+ Officer and the BAME Officer with an insights project holding focus groups specifically to improve the experience of POC LGBTQ+ students.</li> <li>• Continuously working with the iSolutions team regarding deadnaming – most recently, regarding library loans.</li> <li>• Held a clothes swap in collaboration with Southampton RAG which raised £18 for Breakout Youth.</li> <li>• Led a social media campaign for LGBTQ+ History Month and Aromatic Awareness Week including a student spotlight.</li> <li>• I have met with university staff to discuss how we can better support our transgender students specifically within improving their Athena Swan Charter submission and the Inclusion and Respectful Behaviour Policy.</li> </ul> <p>Next steps:</p> <ol style="list-style-type: none"> <li>1. Continue with the above projects, including lobbying for gender-neutral facilities in university buildings.</li> <li>2. Work with the University to create a student-facing awareness campaign and supporting guides for the Inclusion and Respectful Behaviour Policy.</li> <li>3. Continue to work with iSolutions to ensure students are no longer deadnamed in emails.</li> <li>4. Continue to support the LGBTQ+ Officer in any upcoming campaigns or projects.</li> <li>5. Evaluate the Gender Expression Fund and propose it becomes a permanent feature of SUSU.</li> </ol>
<b>Area of Work: Support and Community</b>	
<b>Sabbatical Plan Goal</b>	<b>Details</b>
<b>Access to Support</b>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>• Met with the BAME Officer and the University to discuss improving and improving promotion and communications around the Report and Support Tool – specifically to ensure students feel confident and comfortable to report incidents and understand what the tool is used for.</li> <li>• Met with the Student Hub to improve the Student Support Review, get LGBTQ+ training for frontline staff, promoting SUSU initiatives, better support for PGR students, and how we can better promote the Independent Domestic Violence Advisers.</li> <li>• Met with University staff to discuss Pause in Study including ensuring students feel supported throughout the process.</li> <li>• Held a stall for alcohol awareness giving out free Drink Aware cups and bananas.</li> <li>• Planned Menstrual Hygiene Day as part of the Period Dignity Project which will sit within the May/June You Are More Than campaign and involve the Once-a-Month society.</li> </ul>

	<ul style="list-style-type: none"> <li>• The University are planning on opening wellbeing rooms at WSA.</li> <li>• Working with the University to join a working group on writing a staff line management briefing on Report and Support and working with the University on their new response to the Office for Students ‘Harassment and sexual misconduct’ condition.</li> </ul>
	<p>Next steps:</p> <ol style="list-style-type: none"> <li>1. Meet with the University’s student admin team to discuss a timetabling campaign for July including early timetable release and flagging concerns.</li> <li>2. Raise awareness of student support funds as they open.</li> <li>3. Organise and run the Menstrual Hygiene Day event.</li> <li>4. Meet with the Insights and Advice team at SUSU to identify what students define as “support” in student surveys and fill in the missing gaps.</li> </ol>
<b>University transitions</b>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>• In collaboration with the University, create a housing guide for students transitioning from halls to private rented accommodation. Utilising student feedback through surveys and the SUSU Housing Fair, the skeleton of the guide will be completed by late March, and the Residences team will create the online guide.</li> <li>• Met with the University to discuss how to better support students transitioning out of university.</li> <li>• I have met with the University’s Pause in Study team to ensure that transitions into and out of a pause in study are smooth and students can still access support.</li> </ul> <p>Next steps:</p> <ol style="list-style-type: none"> <li>1. Promote existing workshops around budgeting and careers support.</li> <li>2. Improved tailored careers support for neurodivergent, disabled, BAME, and LGBTQ+ students.</li> <li>3. Continue to meet with SUSU and the Council to work on the promised campaigns and improve student life outside of university.</li> <li>4. Promote the Housemate Finder webpage for students looking for housing.</li> <li>5. Attend the University’s student co-design panel on post-uni transitions.</li> </ol>
<b>Improve sense of community</b>	<p>Work so far:</p> <ul style="list-style-type: none"> <li>• Students in halls have access to free sports activities starting with rounders and the University team are looking into starting padel sessions.</li> <li>• Working with the Liberation Officers on SUSU Communities, as well as creating more community updates to support students.</li> <li>• Written blogs to support underrepresented student groups for the SUSU blog.</li> <li>• Invited the Halls Officer to regular meetings with the University’s Halls and Sport team to ensure feedback is being represented.</li> <li>• A concise version of key events at SUSU are now available on the Halls Life blog.</li> <li>• The International Officer and I met with the University’s VISA team to improve student communications.</li> <li>• Created a monthly friendship-making event based on student feedback.</li> </ul>

	<ul style="list-style-type: none"> <li>• Supported in the organisation of a Parent/Carer Network at SUSU.</li> <li>• Met with SUSU Digital staff to ensure networks are available on the SUSU website.</li> <li>• Regarding safety, SUSU has secured funding from the council to obtain more personal alarms and drink covers, and we're looking at drink testers for the Freshers' period based on the rise in reported spiking in the local community.</li> <li>• Met with a local Councillor regarding student community insights (safety, feeling a sense of community, etc.) and improving the reputation of students among residents.</li> </ul>
	<p>Next steps:</p> <ol style="list-style-type: none"> <li>1. Continue working on the above projects.</li> <li>2. Raise gender-neutral facilities within the community (e.g., at pubs, bars, etc.).</li> <li>3. Regularly visit satellite campuses and halls of residences.</li> <li>4. Regularly update and share content from Liberation Officers and campaigns on the SUSU Communities page.</li> <li>5. Continue to work with the Halls of Residences team on their blog and promote SUSU resources and events.</li> <li>6. Continue to lead and support on campaigns that represent underrepresented student groups or promote safety with student input.</li> </ol>

**Other**