

Area of Work: Equity, Diversity and Inclusion	
Sabbatical Plan Goal	Details
Improve neurodivergent and disabled student representation at SUSU and UoS	<p>Work so far:</p> <ul style="list-style-type: none"> - We have established the Disabled Students Network as a monthly meeting led by the student Disabilities Officer. - The Disabled Students' Network has been promoted on the SUSU social media and through the Halls Life blog run by the University's Residences Lifecycle team. - We have been collaborating with Neurodiversity and Disability Society while planning for the Disability History Month campaign. - During Freshers, welfare and medical spaces were made available for students to use. - I have met with the Representation team to discuss inclusion at the Elections Night Live, specifically around the loud confetti cannon and providing a welfare space for runner ups. We also discussed marketing materials and having a choice of what materials (e.g., photos, videos, voiceovers) to use instead of a one-size-fits-all approach. - I have met with the University's Neurodiversity team to confirm that students do not require evidence to receive support. Students who are from low-income backgrounds (now under £42k) can receive funding support towards a diagnosis. Students with a working diagnosis can receive support for autism and ADHD.
	<p>Next steps:</p> <ol style="list-style-type: none"> 1. Promote the Disabled Students Network with University and SUSU staff and students to increase student participation. 2. Meet with the SUSU Events team to ensure that welfare spaces are available throughout all SUSU events. 3. Meet with the UoS Libraries team to discuss low-sensory spaces on all Southampton/Winchester campuses. 4. Meet with SUSU Marketing to discuss promotional materials for candidates throughout the Election campaigns. 5. Meet with SUSU Facilities to identify quieter alternatives to confetti cannons without losing the impact. 6. Attend Leadership Election planning meetings with Representation to ensure that inclusivity and accessibility is prioritised for the event.
Lobby for staff and clubs and societies to be trained on equity, diversity and inclusion.	<p>Work so far:</p> <ul style="list-style-type: none"> • I have met with the University's EDI team to discuss their EDI training programme. • I have met with SUSU's People Team to discuss their upcoming training programme. This led to a structure of various training they'd like to do, and we will be meeting again in November to discuss reaching out to companies and getting recommendations from other SUs and the University. • I have met with the Activities team and the Advice Centre to discuss updating the committee training, specifically for the Welfare Officer remit. I have also discussed with the Director of Student Support Services at the University regarding existing training that the University offer and promoting to students, e.g., Active Bystander and Sexual Consent training.

	<ul style="list-style-type: none"> • I have met with the SUSU Insights Team to understand what training students feel is missing at SUSU and where SUSU can improve on EDI. This is something that will be considered ongoing throughout the project. • Created a job role specification for the Welfare Officer role within committee to ensure the role is understood and the role is held accountable. Created a document of inclusive practice that committees should consider when planning events or making committee-wide decisions. <p>Next steps:</p> <ol style="list-style-type: none"> 1. Feed into the selection of trainers for SUSU. 2. Meet with the Activities team to discuss committee training, the Welfare Officer role, and Expect Respect.
<p>Improve sense of belonging and inclusion for LGBTQ+ students at SUSU and UoS</p>	<p>Work so far:</p> <ul style="list-style-type: none"> • Established a pot of £750 that will go towards providing financial support for Trans, Non-Binary or otherwise gender diverse students (£50 per student). • Celebrated Asexual Awareness Week in collaboration with the LGBTQ+ Officer and Society. This included a Mixer and a social media/physical awareness campaign. • Planned Aromantic Awareness Week with the LGBTQ+ Officer and the Activities Team. • Organised a clothes swap and clothes tailoring session to enable students who are transitioning to have access to clothes of their preferred style or adjust their existing clothing. • Advocated for gender-neutral facilities in three consultant meetings for the University's Estates masterplan. • Raised awareness of the Inclusion and Respectful Behaviour Policy and gained student feedback on wording. Worked with the UoS iSolutions team to find a resolution to students being deadnamed in emails. • Organised Transgender Awareness Week with the LGBTQ+ Officer, Society and the Activities team. <p>Next steps:</p> <ol style="list-style-type: none"> 1. Evaluate the success of the Gender Expression Fund and identify if it can continue for semester 2 and become a permanent SUSU offering. 2. Organise Aromantic Awareness Week with the LGBTQ+ Officer and Society. 3. Attend the clothes swap and clothes tailoring session. 4. Continue to advocate for gender neutral facilities in university estates meetings. 5. Meet with University EDI staff to discuss the wording of the Inclusion and Respectful Behaviour Policy. 6. Create an awareness campaign of the Inclusion and Respectful Behaviour Policy to ensure students feel confident and comfortable to report incidents. 7. Continue to work with iSolutions to ensure students are no longer deadnamed in emails.
<p>Area of Work: Support and Community</p>	
<p>Sabbatical Plan Goal</p>	<p>Details</p>
<p>Access to Support</p>	<p>Work so far:</p>

	<ul style="list-style-type: none"> • I have met with the University’s Student Admin team to discuss the timetabling issues that students have faced. However, the team are taking the issues into consideration and released the draft timetable early. I have made the decision to change the focus and raise awareness that students can raise issues as they arise. • I have created a men’s mental health working group and discussed event and social media ideas. • I have organised domestic abuse training for the advisors in the Advice Centre. • I have spoken to the University about what services and support we currently have available at the University. • I have met with the International Student Officer to discuss how we can best support international students. • The Advice Centre will be offering a £5 food bag filled with essentials and a £5 food voucher and signposting to the Student Hub for any student who requires food. If the student is on another campus, they will be offered a £10 food voucher. The aim of this is that they will be able to request access to the student support funds. A bank statement will need to be provided to prove the student is in need. • I have met with the University to discuss improvements to the Report and Support tool. • Confirmed with the University and with SUSU that support can be offered on all campuses, including meeting students at their preferred campus and sending food vouchers via email. • Met with the Peer-Assisted Learning Manager at the University to discuss how SUSU can support the peer mentors. • I have worked with the SUSU Sustainability team and the SUSU Advice Centre to install period product dispensers in the SUSU building toilets.
	<p>Next steps:</p> <ol style="list-style-type: none"> 1. Work with the Advice Centre and the SUSU Marketing team to create an awareness campaign around asking for help with student admin. 2. Continue to work with the University to promote the Independent Domestic Violence Advisors at the University. 3. I will work with the SUSU Marketing team, the University’s Finance team and the Advice Centre to raise awareness of the existing student support funds. 4. Meet with the BAME Officer and the University to further improve the Report and Support tool.
<p>University transitions</p>	<p>Work so far:</p> <ul style="list-style-type: none"> • Met with the SUSU Advice Centre and the Halls of Residences team for an initial meeting to discuss next steps for the materials. • Met with SUSU to discuss how we can get students more involved in the local community to ensure a smooth transition if they choose to stay in Southampton. • Met with the Southampton City Council to discuss how we can promote local community events to students.

	<ul style="list-style-type: none"> • I have met with Sonia (Chief Executive at SUSU) about how we can get students more involved with the community. • I have also met with Cllr Christie Lambert who is keen to collaborate and create an awareness campaign that includes informational guides for students on how the councils can help, improving the reputation of students in the city, and getting students involved in the local community. • I have been working with the Residences Lifecycle team on 'independent living' and supporting students with transitioning into university life. The Residences Lifecycle team have put on cooking classes and are providing support to help students learn these key skills.
	<p>Next steps:</p> <ol style="list-style-type: none"> 1. Work with the SUSU Advice Centre and the Halls of Residences to create transition materials for students starting and leaving university. 2. Promote existing workshops around budgeting and careers support. 3. Improved tailored careers support for neurodivergent, disabled, BAME, and LGBTQ+ students. 4. Continue to meet with SUSU and the Council to work on the promised campaigns and improve student life outside of university. 5. Work with the Graduation and Transitions teams at the University to ensure students feel supported during transitions into and out of University.
<p>Improve sense of community</p>	<p>Work so far:</p> <ul style="list-style-type: none"> • Met with the Southampton City Council and the Winchester Violence Against Women and Girls board. • Met with St John's Ambulance regarding nighttime safety. • Currently liaising with the Southampton City Council regarding gender-neutral facilities being available across the city. • Visited Halls of Residences and satellite campuses for events and to improve Sabbatical Officer visibility. • Created the SUSU Communities Instagram page to improve visibility and create more methods of communication. • Worked with the Liberation Officers on their campaigns to improve the student experience for underrepresented groups. • Met regularly with the Halls of Residences team to improve EDI and share student feedback, including cooking classes, tailored trans support, halls blog for transitions, and promoting SUSU events. • Met with the Halls of Residences team and Southampton Sport to discuss activities related to access to sport and mindfulness activities. This includes free sports activities at halls of residences and monthly walks. • Led and organised various LGBTQ+ awareness weeks and mental health campaigns. <p>Next steps:</p> <ol style="list-style-type: none"> 1. I will continue to attend city safety meetings, and work with SUSU and the councils. I will feedback relevant insights on city and night-time safety raised by students in surveys. 2. I will continue to work with the Southampton City Council on relevant city safety campaigns and ensuring gender-neutral facilities across Southampton.

	<ol style="list-style-type: none"> 3. Regularly visit satellite campuses and halls of residences. 4. Regularly update and share content from Liberation Officers and campaigns on the SUSU Communities page. 5. Continue to work with the Liberation Officers on their plans. 6. Invite the Halls Officer to further meetings with the Halls of Residences. 7. Continue to work with the Halls of Residences team on their blog and promote SUSU resources and events. 8. Continue to lead and support on campaigns that represent underrepresented student groups or promote safety with student input.
--	--

Other

I have handed over the following projects on my manifesto as they are not part of my remit. I will be feeding into any relevant meetings and projects, but I will not be leading on them.

- **Men’s mental health** – I will be continuing to attend project meetings and working with the relevant teams. However, as I am not a man, SUSU feels that this project is better led by a man. As part of this project, I had created a men’s mental health project group and worked with the Residences Lifecycle and University Sports team to organise monthly walks, like Andy’s Man Club.
- **Gender neutral facilities** – I have attended 3 Estates Masterplan meetings where I have fed back regarding having gender neutral facilities across all campuses. As estates and facilities falls under Lawrence’s remit, it makes sense for him to lead on the project.
- **Improving educational support** – While I am being consulted about SSRS, special considerations, extensions and AERs, as these do not fall under my remit, I cannot lead on them. I can, however, respond giving the views of the students that have been identified by insights.

Throughout my first term, I had a month off as medical leave.

Other projects I will no longer continue with for various reasons will be listed below:

- **Sexual health** – this is an ongoing priority for SUSU as part of SUSU Safe and does not need a Sabb lead. To allow me to have more time to support students with their key priorities, this is one I can support with but will not lead on.