

Trinity 2016 Report from the OUSU Scrutiny Committee

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Introduction

What is the Scrutiny Committee?

The Scrutiny Committee is an advisory committee of OUSU Council which was established in Hilary 2010 as a means for the work of the elected OUSU Executive Officers and Divisional Board Representatives to reflect on their work each term, as well as to ensure that OUSU is held accountable to the students of the university. At any given time, there are up to four people on the Scrutiny Committee who are responsible for creating a termly report which is published and presented to OUSU Council in 7th Week. Scrutiny is intended to be a constructive process where the successes and achievements of the OUSU Executive are recognised, but also used as a forum for potential future improvement to be raised, whether on an individual or collective basis. As part of the Scrutiny process, manifesto pledges made in full elections, by-elections or elections in Council are discussed, and by doing this the Scrutiny Committee aims to help officers think about how they might divide their work over their term(s) in office and maintain a clear direction. The Scrutiny Committee should be understanding of personal circumstances and work within OUSU’s *Mission Values and Core Objectives* which was passed by OUSU Council in 2013.

Overview from the Chair

Trinity term is an important term for Scrutiny Committee. This is the last Scrutiny process for the outgoing sabbatical officers, so this report will be able to survey their entire performance. In this term we also check the progress of Part Time Executives (PTEs) as they are no longer at the beginning of their term, so they should have made serious progress on the goals they set out to achieve. The report will be split into two sections. One section on the Sabbatical officers and another on the PTEs, and will include a report about each officers performance as well as a short summary at the start drawing key themes which we have found while also offering an insight into what we were looking for from the officers of OUSU.

As Chair, I would like to thank several people who made writing this report possible. Firstly, my thanks and that of the committee go to Ami Gell, OUSU’s democratic support officer. We are incredibly grateful for the help and support which she has continued to give the Scrutiny Committee. I would like to thank my Scrutiny colleagues: Dan Mead, Joe Small and Izzy White, for producing reports of great quality, and especially Dan Mead as the previous chair of Scrutiny for an excellent handover. They have been incredibly accommodating and flexible, especially when faced with tight deadlines and interviews arranged at short notice.

We hope that this report is constructive for OUSU itself and also the wider student body. A Scrutiny Report necessitates length to include relevant details and evaluation, although this report has been kept shorter than its predecessors; it is also an important means of holding elected representatives to account. The cooperation of all members of OUSU was much appreciated in producing this report.

It has been a pleasure to serve as chair this term, and I look forward to working with this team next term.

Brendon Casey, *St Edmund Hall*

Chair of Scrutiny Committee

Scrutiny Committee Members

- Brendon Casey, *St Edmund Hall*
- Izzy Whyte, *St Catherine's College*
- Dan Mead, *St John's College*
- Joe Small, *Jesus College*

Suggestions for OUSU

Across this Committees two terms work, and taking into account the previous committees concerns there have been several recurring themes. We have made several recommendations that we hope OUSU can implement in the near future:

- The first concern is for the welfare of sabbatical officers especially concerning their working hours. This has been emphasised in Scrutiny reports going back to at least 2012 (which was the earliest one we could get our hands on). Sabbatical officers are expected to do too much in their working week, which is the time that they are paid for. Aiding campaigns, supporting PTEs, completing manifesto pledges, ensuring big projects get off the ground and conducting the day to day business of OUSU simply takes up too much time. This has led to a culture of long working hours at OUSU. This problem is exacerbated by the fact that most student OUSU events (like council) must be held in the evenings so that students can attend them. In Hilary term there was at least one sab who worked over 9 hours every day, seven days a week for a period. Scrutiny Committee sees this is a danger to Sabbatical Officers' health and mental wellbeing. We also find reports of students contacting OUSU officers on personal means of communication not during office hours, demanding a resolution to a problem, disconcerting. Sabbatical officers, like the rest of us, deserve a separation between their personal and professional lives. Scrutiny Committee believes that students should respect our Sabbatical Officers who do a large amount for us and have a high workload. Scrutiny also notes that some roles within OUSU are much larger than other roles and that more support could be given to support those in the larger roles.
- Scrutiny Committee would also like to highlight improvements which need to be made in communication. Scrutiny Committee is disappointed to note that it has had to table several motions for censure this term for failing to attend exec meetings or send apologies to OUSU council and we would like to remind members of the exec that they are mandated to attend council. Also some members of the Executive find it difficult to regularly check their OUSU email. Scrutiny Committee would like to remind these officers that it is an essential part of their duty to check their inbox regularly. If an officer is facing IT issues, we urge them to mention it as soon as possible, so that it is fixed promptly and the minimum possible disruption is faced.

The Sabbatical Officer Reports

General Comments

It is heartening to see that the sabbatical officers have all made substantial progress from the end of last term and that most pledges have been completed. The scrutiny process has been made easier by the fact that this is a strong sabbatical team, which is organised and effective, and that has worked seamlessly for long stretches of their time on office. The Scrutiny Committee would like to commend them for their teamwork, especially through the NUS referendum where two sabs also took leading roles in campaigning, adding to their already stressful workload.

The sabbatical officers received two interviews, one thirty minutes long and the other fifteen minutes long. Due to the large amount of work they do not all of the work completed is mentioned here. This report has focussed on the pledges that they were elected on, which have mostly been completed to a good standard, as well as mentioning some other pieces of exemplary work that were not in their manifestos.

Becky Howe (President)

Becky believes that this term has on the whole been successful, despite the fact that it has been very different from the previous term. She believes that this term she has led a good team which has worked together well for the majority of the time, and that only occasional political issues have ever hindered that relationship.

This term Becky completed the welfare survey analysis. The survey had an impressive 6000 respondents, and the results were analysed by two postgrads in statistics at the university. This helped OUSU use the data most effectively, and increase its validity. The survey has informed the welfare vision which will be taken to council in seventh week, which is a comprehensive guide on what OUSU wants to do with regard to welfare. Becky would also like this to be a repeatable process so that surveys in the future can continue to inform OUSU policy. Becky has also updated the rent negotiation pack and distributed it to all JCR presidents. She also ran a rent strategy workshop to train MCR and JCR presidents. JCRs this year have had a very successful year in negotiating rents so this shows that the approach has worked. Furthermore she met with all JCR presidents to discuss what work they want to do and advise them about it. She has also visited JCR welfare teas to interact with different JCRs. Scrutiny is pleased that Becky is interacting well with JCR leadership and also notes that she had a good working relationship with the previous Common Room Support Officer, which contributed to her excellent communication.

Becky has also collaborated with Lucy Delaney VP Women on Lad Culture. OUSU was chosen to be one of nine pilot universities for the NUS Lad Culture audit. This included a symposium on lad culture with panels on intersectionality and lad culture. Becky also spoke at an All-Party Parliamentary Group at the Houses of Parliament making specific contributions on her opinion of the Zellick guidelines. She was also successful in getting the Oxford MPs on board. This collaborative process has been exemplary and has allowed OUSU to lead the country in an important issue.

Becky also ran the Oxford students' festival. The number of societies which engaged with the festival was impressive. However there was low student turnout for the festival, this can be partly blamed on the fact that Torpids moved, an event outside of Becky's control, but this cannot account for the entire

low turnout. Becky is optimistic that going into the future the festival can be more successful. Becky's efforts into the project were excellent, so it is disappointing that the event was not more successful.

Becky and the whole sabbatical team have been excellent at trying to create more institutional memory so that the one year tenure of sabbatical officers doesn't hold OUSU back. One excellent effort that Becky has made is to create a database of student training. This includes a document for all JCR and MCR committee members detailing what OUSU offers and what people can get involved in. Overall this project has been outstanding and the resources that Becky and her team will be passing over to the next team of Sabs will ensure that they will be able to use their time effectively.

Becky has also helped coordinate a number of response to government policy. She helped present a survey on maintenance grants to the Oxford MP Andrew Smith and Nicola Blackwood and they supported their findings. She also produced a response to the Green and White Papers with Nick and Cat. Becky believes that the strength of opposition from around the country helped to mitigate the damage of the Green paper and make the White paper more moderate. She has done well in contacting other student unions that are likely to be rated excellent in the Teaching Excellence Framework such as Cambridge, LSE and Warwick to try and coordinate a response.

Overall it is clear that Becky is an incredibly hard working and dedicated sabbatical officer. She has done incredible work, most notably the welfare survey and Becky should certainly feel proud of the work she has achieved in office.

Ali Lennon (VP Welfare and Equal Opportunities)

Ali Lennon is a sabbatical officer who cares deeply about the issues that he deals with. Scrutiny is pleased to note that his performance has much improved since last term, as he has been able to complete many more manifesto pledges as well as complete a number of other more important tasks which were unforeseen when he wrote his manifesto.

Ali's relationship with the other sabbatical officers has on the whole been good, and he has been able to collaborate with Becky on some occasions. Recent differences of opinion within the team have meant that relationships have strained somewhat, but overall the Sabbatical Officers have done well. His roles with the PTEs has been difficult from the start mostly due to the fact that he is responsible for 4 campaigns and 6 PTEs. This means that it is difficult for him to support them as much as other sabbatical officers can support their sabs. On top of this the positions of some PTEs and campaigns can make their relationship with Ali difficult and Ali has often had to spend considerable time and effort getting around this. Nevertheless we believe that Ali has managed to improve his communication and relationships with these people greatly since last term.

Scrutiny would like to emphasise the good work that Ali has done on Prevent. This was unforeseen when Ali took the role, yet it is the task he has spent by far the most time combatting. Ali's ability to engage with the university and lobby for different policy has drastically changed and he is now in a much more constructive dialogue which has managed to reduce some of the more damaging aspects of Prevent. Ali has managed to secure an OUSU led part of Prevent training which focuses on the potential harm Prevent can cause to students. Also changes to the Universities Code of Practice, specifically the free speech sections were won by Ali. He also briefed more than 200 students on Prevent and how they can engage with the university and the college. This has been excellent in ensuring there can be a coordinated student response.

Ali also broke the Oxfordshire's Sexual Health Outreach record for the number of STI screenings in a day. He has also pushed for specific student services whilst sitting on the NHS external group. He has also done excellently running a training course on drink and drugs which was run in conjunction with the counselling service. Another important reform Ali has pushed for is to change the way the current system of proctor's works. He has drawn attention to their lack of training and has also pushed for them to be trained in due process and evidence collection.

Ali has also been able to produce a body of materials concerning students' rights with regard to housing, so that students can deal with any problems which may negatively affect their health or wellbeing. Ali also helped to produce OUSU's Anti-Semitism policy, which it previously did not have, which now means that OUSU has a vision for how it wants to tackle Anti-Semitism going into the future. One other big achievement which Ali made was to produce a document which details what responsibilities JCRs have surrounding alcohol. This means that JCRs can now implement a legally researched policy.

Overall Ali's work hasn't consisted of many big projects, but instead of small changes which together mean that he has done a substantial amount. There were many other achievements that didn't make it into this report. Overall Scrutiny is extremely pleased with his progress and is happy that he followed the advice given in the last report to carefully consider how he could maximise his time spent in office after an unproductive start.

Cat Jones (VP Access and Academic Affairs)

Cat is an excellent and competent sabbatical officer who has completed the majority of her manifesto pledges to a high standard. Cat's relationship with the other sabbatical officers has been consistently good. She feels as though OUSU is a mostly constructive place and her relationship with other sabs has been continuously good.

Cat has managed to complete her work on the alternative prospectus. With the help of numerous students, she has moved it online, thereby increasing the number of features and has also had it printed. It has been distributed to over 6,000 state schools and a further 15,000 will be distributed on university open days. She has also looked in to having it promoted on The Student Room. Scrutiny Committee is pleased with her completion of this project and believes the work to be of a very high standard.

Cat has collaborated with Target Schools to complete a number of her pledges. They have worked to expand the number of road trips which are going on around the country. Target Schools are now directly running two road trips and are assisting with three more. Cat is working to make this become embedded, as resources and experience are more easily passed on through the Target School's framework rather than through each individual college. The resources used to make this year happen have also been stored online so Cat's successor will be able to pick up the work exactly where Cat left off. Cat also supported a joint project between Target Schools and the African and Caribbean Society, on a day which promoted access to students of African and Caribbean descent. Scrutiny believes that Cat has fulfilled her pledge to a good standard.

Cat has also been highly involved with Suscam the suspended students' campaign. She has taken full responsibility for the campaign out of the Sabbatical team, she has attended Suscam meetings and also aided all of its information and policy working groups. Cat did excellent work running a survey in which three hundred students who had been suspended so that she could build up information on every stage

of the process at every college. SusCam also sent a Freedom of Information request to all colleges on their suspension procedure. Working with Suscam Cat has managed to achieve many things, including creating a booklet describing how suspension affects your legal status and visas, campaigning to abolish re-entry collections, the introduction of suspended students reps, and had the rules changed so that if you suspend you are now entitled to be examined under the syllabus that you were taught if there have been course changes. Scrutiny noted that Cat has gone above and beyond her pledge with Suspended Students and noted that her work in this area has been exemplary.

This term Cat has also achieved her pledge to expand the OUSU teaching awards. The event this year received more nominations than ever before, had more people attending the ceremony ever before and two extra categories so that Tutors can be awarded for both teaching and pastoral roles instead of a focus on just teaching. Scrutiny believes that this pledge has been completed to a high standard.

Cat has also fulfilled her pledge to run termly access forums. She ran two per term to support common room Access Reps. She also looked into vacation residence and audited the provision in each college. This information is now publicised in the alternative prospectus, previously it was not advertised at all. Due to the college system it has been impossible to make an organised effort, but the situation has improved a lot from before.

Overall Cat is an excellent Sabbatical Officer and her work this term has built strongly on her previous work. Her work within Suscam has been exemplary, and getting lecture recording offered as a key IT service is an excellent achievement. Scrutiny also believes that Cat has been very good at prioritising some of her pledges over others, so that all the achievable pledges can be completed to a high standard.

Emily Silcock (VP Charities and Community)

Scrutiny Committee is impressed by the work Emily is taking to complete her manifesto pledges. In spite of the fact that Emily has often found the work this term to be less exciting she has managed a good performance in her role, and she has been aware of her limitations and what pledges could be achieved and which ones had to be dropped to be practical.

Scrutiny is pleased with Emily's success in voter registration. Voter registration is up across the board and Emily has been able to target colleges with low levels of voter registration, and has closed the disparity between the best and worst colleges. Emily has also made substantially more progress towards her pledge to get the university to offer more employment to people who have been homeless. She has been working with a social employment agency called Aspire. Aspire will be able to bid for a university policy next year, but haven't been able to so far. Emily has had more success on the college front, where some colleges have adopted a policies which encourage the employment of previously homeless people. Scrutiny notes that Emily believes that this pledge could not have gone better, given the amount of time she has been working at the job. We are pleased with her overall progress at this long term goal, and hope that she can pass over this work successfully to the incoming officer.

Emily has also worked on creating a 70 page handbook which has been distributed to through RAG. This shows the approach that a number of RAG officers have made in various colleges and how much they managed to raise. Emily has also worked out in which areas the community wardens can improve. Currently she has doubled the number of hours which they work, they also help run more campaigns and events than previously. Emily also produced a guide about how to get students involved with a

community projects. Soon 400 copies will be distributed by community wardens. Scrutiny believes that Emily's work in this area has been some of her best.

Emily has also successfully restructured the campaigns which are under her. Now the campaigns have four times the area to campaign on. The restructuring means that more students can get involved in more campaigns and there will be more collaboration and pooling of resources. Emily also believes the newly structured campaigns promote more students into leadership roles, which should help improve leadership going into the future. Scrutiny believes that Emily has done a good job to improve the day to day running of these campaigns.

Emily has also looked at OUSU selling bikes to students. This has on the whole been successful, however because Oxford University Security Services don't sell helmets these can't be bundled with the bikes, they will still come with a bike light and a lock. If Emily can make this plan go ahead then Scrutiny believes it will be an excellent contribution to OUSU. One area where Emily was unable to complete her pledges was in collaborating with the Careers Service to deliver a charity sector jobs and internship fair. The careers service were not interested in this sort of collaboration. Emily has still tried to push third sector careers through RAG. Scrutiny is impressed with Emily's determination to make this work.

Overall Scrutiny is impressed with Emily's progress and recommends she works to ensure a smooth handover and that her project to sell bikes is successful.

Lucy Delaney (VP Women)

Lucy is a committed and dedicated sabbatical officer who clearly cares very deeply for the issues that she deals with. Lucy believes that she has had her most productive term this trinity. Lucy also has a different idea of what her role involves than when she started the job, believing that a more intersectional approach will be the most effective. Lucy believes that she is part of a good team of sabbatical officers and that on the whole they have a good working relationship, differences of opinion have led to a huge strain in relations at times, but overall they have still managed to work effectively.

Lucy has done excellent work on Lad Culture this term in conjunction with Becky. The NUS chose OUSU to be one of nine unions for its Lad Culture Pilot. It meant that OUSU, the University and the Welfare services got specific and tailored advice from the NUS on how they could perform better in relation to lad culture, which is of great benefit to this university. They have managed to get the university to agree to a joint strategy on lad culture which is an achievement as it normally takes much more time to get agreement out of the university. Scrutiny is extremely pleased with Lucy's progress in this area.

Scrutiny is also impressed with the training programs that Lucy has provided. Lucy has trained the majority of Women's and Welfare Officers in the university. Furthermore Lucy set-up an event of corporate leadership with Morgan Stanley, as well as a further program where undergraduates have been mentored by postgraduates, specifically on their leadership skills. Lucy believes that this sort of program is better than a large session run by her as this can be more tailored to individuals so everyone can get the most out of the training.

Lucy has also worked towards establishing updated Women's harassment policies in colleges. Scrutiny notes that Lucy had made slower progress than anticipated previously, but she has now well under way in setting up a working group to find colleges whose policies need updating. Lucy wants to create a database so that her successor will be able to continue the task. Lucy has also continued her work on consent workshops this term. She is working to get colleges to take over the administration side of

workshops, as often this can be a barrier to their implementation. Scrutiny believes that Lucy's work in consent workshops over the entire year has been excellent.

Unfortunately Lucy has not been able to attempt all of her manifesto pledges, she has been unable to lobby university departments to diversify their reading lists, as this is a very decentralised process and the departments are not very responsive. Students have pushed for changes but this has occurred independently of OUSU. Furthermore Lucy hasn't been able to make any progress herself on STEM Access Days for women, due her prioritisation of other pledges. However the situation is much improved on last term as Lucy has left provisions for her successor so that this project can be continued into the future. Scrutiny is pleased that she has taken on board advice to make this pledge more likely to happen.

Overall Lucy is a very good sabbatical officer. She has achieved the majority of her pledges to a high standard, as well as helping OUSU do pioneering work with regard to lad culture.

Nick Cooper (VP Graduates)

Nick is a dedicated VP for graduates, and has achieved practically all of his manifesto pledges to a high standard. Nick has a good relationship with the other sabs which has remained strong for the duration of the year. Nick also has a good working relationship with his PTEs, however a number of them have had to drop out of their roles, which has made Nick's job more difficult.

Nick has collected a large amount of data on graduate students. The deadline for responding to the welfare survey for graduate students was extended to encourage more responses. This has led to a number of graduate only welfare issues being raised which have previously been neglected. On top of this there was a specific survey on Masters Courses which was run over Easter. There was a 10% response rate which is very high for its target demographic. The survey is particularly useful as normally masters students are surveyed in Michaelmas which means that they don't have enough experience of the university to respond properly. On the basis of this survey Nick is submitting a paper to the university about how to improve courses. There was also a DPhil survey done which had a 15% response rate. This has informed graduate division reps, Nick will be bringing his recommendations before OUSU council and hopes to use the information to improve the experience of DPhil students too. Scrutiny is impressed by Nick's work collecting data on grad students.

Due to Nick's work the University has also agreed to increase the funding going towards the matched graduate fund. This helps to reduce the financial burden on some students. Nick also helped to reduce the increase in the price of university owned graduate accommodation. He has also got agreement from the university for a formula going forward to prevent high increases. The way that graduate accommodation is allocated has changed, so that colleges without much graduate accommodation are allocated more rooms. Nick has also met up with colleges to push for more college owned accommodation and there are signs of a shift in attitude with more colleges offering guaranteed accommodation for every year. The committee is pleased with the progress Nick has made in these areas and hopes that it can be continued into the future after a successful handover.

Nick has also pushed for more training for tutors. Nick is trying to promote a training program run by the department of continuing education.. Nick has also tried to encourage some subjects to provide funding but it looks unlikely. Nick's approach has also included trying to shift the burden of teaching from colleges to the university. This takes stress off of the colleges and often means that students have more choice over what they want to study. Scrutiny believes that Nick has made good progress towards completing his pledges in these areas.

Overall Nick is a good sabbatical officer who has completed nearly all of the work he set out to do. He has worked well as part of the team, often taking a leading role in the review of the structure of OUSU. Scrutiny Committee is impressed with Nick's performance.

Part Time Executive Officers

General Comments

This was the second term for the majority of the Part Time Executives (PTEs) so the Scrutiny Committee could evaluate them based upon whether they had made serious headway on their manifesto pledges. As this is the halfway point we expected them to have completed half of their pledges, or planning to complete large pledges in the summer vacation before the start of Michaelmas term.

The Scrutiny Committee's job was made easier by the fact that the majority of PTEs have had excellent support from the sabbatical officers, which means that they have been able to get the most out of their time in office.

One area which was raised to Scrutiny is that responses to emails are not always as swift from Sabbatical Officers, but with their sheer volume of work this is perhaps unavoidable to an extent. We do hope, though, that clearer guidance can be given from Sabbatical Officers to their PTEs as to what is feasible and what requires their permission to begin so as to avoid miscommunications. The case that everyone should seek to avoid is a PTE waiting for a long period without any communication or direction, which fortunately has only happened rarely.

The Part Time Executives were invited to an interview of up to 30 minutes with a Scrutiny Committee member. The report below shows several exemplary PTEs as well as other PTEs with good intentions which need to work harder to ensure they get the improvements that they campaigned on.

Tom Wadsworth (Academic Affairs Campaign Officer)

This term Tom has continued with his focus on SusCam, building on his work from last term in setting up the campaign alongside Cat Jones (VP Access and Academic Affairs). Having focussed on this setup of the campaign last term, Tom has now been able to move onto the setup of the documents that will form the campaign, acknowledging in the process that there will be various obstacles to overcome. For example, Tom noted that care must be taken with the wording of the documents, being careful to present it in a way that senior tutors would accept, helping edit a guide to tutors himself on how to deal with suspended students. This process will involve fully drafting a longer document that the university will take as a baseline for their approach to suspended students before. Tom notes that this process will likely be slow, as the university will normally take their time in deciding on decisions such as the ones regarding SusCam, however it is clear that Tom is doing work to speed up this process.

In both SusCam and other areas of his work, Tom has a good working relationship with Cat, with a lot of his work revolving around assisting her, a quality that is also evident in his interaction with various other part time executives and liberation campaigns. Tom is also complimentary of Becky Howe (President) and Lucy Delaney (VP Women), saying that they are always effective in providing assistance.

Tom has maintained good lines of communication with the college representatives as well, sorting out a list of resources that is useful for representatives in terms of the projects they can be working on and

ways that he can help them. By his own admission however, he has not been successful in extending the good work that he performs with JCRs to any MCRs, something that Tom was enthusiastic about last term. Scrutiny acknowledges however that the structures of the MCRs are quite different to that of the JCRs, and any new points of contact within them will undoubtedly be a slow process.

Scrutiny is pleased with both Tom's continued involvement in SusCam and his role in providing effective support for JCR reps, and encourages him to keep up the good work in both his role as campaign officer and in his involvement in the various other campaigns that he is involved in.

Bo Zhang (Graduate Academic Affairs Officer)

Bo has now fully settle into his role as Graduate Academic Affairs Officer having now completed the full handover with Marina Lambrakis the previous Officer. He has a productive working relationship with Nick (his sabbatical officer) who he has regular meetings with, as well as frequent email correspondence, so Nick can consult Bo and check on Bo's progress.

Bo has been working with Nick on a few projects this term, in particular Bo has been helping Nick process the data from the DPhil survey and has been helping with the analysis of the raw data, in particular with the written responses. Bo has also been working with Nick on Student Barometer data, where he has studied the data from 2009 to 2015 so that a different source of data can be considered and specific division and colleges can be examined to see if attention needs to be draw to a particular issue. Bo also felt he learned a lot from attending the University Research Committee with Nick and Scrutiny would encourage him to take full advantage of opportunities such as this.

Bo's main ambition in the role is to try to address the differences between the Doctoral Training centre (DTC) and non-DTC DPhil students. He feels that there is a noticeable gap between the two different types as DTC students have access to a wider range of information than non-DTC students. The Scrutiny Committee looks forward to Michaelmas to see if Bo can produce tangible results on this issue. In order to achieve this Bo needs to produce a coherent plan that will allow him to reach enough students in order to fully consult on this issue. This approach could be part of a wider effort by Bo to engage with graduate students through methods such as focus groups in order to provide him the data needed to tackle this issue. Scrutiny Committee would like to see evidence of communication between Bo and the graduate community on this issue.

Overall Bo is a competent member of the part-time executive who communicates well with his sabbatical officer and he has a coherent plan of what he would like to achieve in the rest of his time in office. Scrutiny Committee would like him to have a strategy for how to engage with students in order to achieve these goals and the adoption of such a strategy will increase the likelihood of him resolving the issues he wishes to campaign on.

Hilal Yazan (Black and Minority Ethnic Students' Officer)

Hilal is an enthusiastic and hardworking PTE, however this term she has had to take a step back from her role due to academic commitments. This is disappointing as this is the last term in her two term stint so she will be unable to complete her work in Michaelmas. On top of this the NUS referendum has preoccupied many members of CRAE, of which Hilal is a committee member, which has slowed down progress further. Nevertheless Hilal has still been able to carry out good work in her role.

Hilal has helped to improve race workshops as well as pushing Race Workshops to be implemented in Michaelmas. Hilal has been careful in her approach, as she doesn't want colleges to roll out Race

Workshops to the detriment of Consent Workshops, so she is being diligent in her approach. Unfortunately Hilal has been unable to advocate for Tutor's for Race effectively as colleges are closed off to the idea. She had talks with her own college but they went nowhere, she is starting talks with St Hilda's but she believes that these are unlikely to progress far.

Hilal has been less able to fulfil pledges this term as Prevent has taken priority. Her entire workload over Easter was focussed on Prevent. Hilal has cooperated closely with CRAE on this matter. She has advised BME reps so they are aware of how to lobby their college. She has also spoken to the head of student support and welfare about her concerns surrounding Prevent, and these have been taken on board.

Hilal has at times been unable to get support off of her Sabbatical officer Ali due to his workload. Hilal has been supported by CRAE however, which means this has not seriously impeded her progress. Hilal has collaborated with Lucy, advising Lucy on motions so that JCRs get BME reps, which has been very successful. Hilal noted that her most effective efforts were cooperative ones, and in this she serves as a good example to other PTEs of the benefits for good communication and cooperation.

Overall Hilal is clearly a hard working PTE who chose ambitious pledges in a difficult role. Because of this she has not met with much success, however her efforts have been excellent and overall Scrutiny Committee concludes she is a very good PTE.

Adam Kellett (Access and Admissions Officer)

Adam has consciously taken a step back on the volume of his work this term due to academic work commitments however he has continued to work towards his manifesto promises and has plans to work towards all of them. Cat has very much devolved the role to Adam and meets with him occasionally to catch up. Adam's other work as Target Schools co-chair helps him with his role in OUSU.

One of Adam's pledges was to test admissions tutors to help remove unconscious bias from the admissions process however he has realised that conversations on this issue have occurred at a higher level than him hence he has been able to be personally involved in these conversations. However he has sensibly refocused his efforts on the interview process to elements he can control such as providing training to interview helpers so they can be more confident and effective in their roles.

Unfortunately Adam has been unable to work towards developing intersectional access resources due to constraints on his time this term. However he hopes to work on this over the summer, he feels that exchange of information through access forums is helpful to understanding the wider access situation.

Most of Adam's work on integrated access resources has happened informally and he has set out a position with the University on student run access resources in that they will remain largely autonomous with a few nudges and some guidance. He also wants to work on integrated student driven resources with the alternative prospectus and the University website.

Overall Adam has had a fairly productive given his conscious rebalancing of his workload. He also has plans for how to complete his pledges going into the future and Scrutiny Committee encourages him to put the work in over the summer so that he can complete his feasible pledges in Michaelmas.

Eric LeGresley (Clubs and Societies Officer)

Eric has clearly been active this term, providing help and support in various ways to those who need it,

clearly having a proactive role in the creation of various societies. This term, Eric was active in assisting the creation of the newly formed Electronic Music Club and the Pakistan Club amongst others, tasks which clearly show Eric's engagement with students who need his help. Beyond this, Eric says that he has assisted various clubs in other functions, such as helping clubs to register, get senior members, and has provided assistance on the various processes that go into running a club.

Following many queries regarding the history of clubs, he has assembled a database of all previous registered clubs to early 2009. This should prove to be a very useful resource for any students wishing to start up a club. In addition to this, Eric has created a roadmap for creating a club that will be uploaded on the new OUSU website. All in all, it is clear that Eric has made permanent improvements that will prove to be useful for any students looking to get involved in clubs and societies.

Eric abandoned plans to create drop-in sessions at the recommendation from others, noting that email for the most part will be just as effective. He has however still shown willingness to provide one-on-one personal support to those students who requested it, noting that face to face meetings are very important when it comes to matters of welfare. Eric has shown good levels of communication with both Becky Howe (President) and other part time executives. He has had meetings with both Becky and as executive meetings, all of which seem to have been very conducive to the good work he has been doing this term. Finally, Eric has put thought into plans of participating in the Fresher's fair to advertise to new students how to create new clubs. This would be incorporated into the existing fresher's fair for OUSU. Ultimately, it seems to Scrutiny that Eric is performing extremely well in his role. His work has created long term improvements to Clubs and Societies, and he continues to show engagement with students and executives, providing the support that they need.

Position Vacant (Common Room Support Officer)

Yoni Stone (Community Outreach and Charities Officer)

Yoni has made some good progress with his pledges this term, despite encountering some difficulties with communication. A major success has been creating a bank account for Oxford Donors and submitting a motion to the University for it to be an official society, the completion of which Yoni is hoping to achieve before his handover. The creation of a bank account is useful for funding purposes and continuity. Yoni's plans to hold an event with NHS Blood and Transplant has been delayed by some issues with communication, but may still take place in MT16. He has also experienced issues with communicating with JCR members about Pint for Pint, which may be improved by using a more formal rep system. For example, the lack of a formal framework means that colleges are not responsive about the numbers of who has donated, but this is also down to the fact that they are organising Pint for Pint events independently of OUSU, which still produces positive results. Yoni is positive about this decentralisation however, and is thinking of using a Pledge2Reg style incentive system to involve more students. Yoni is also planning to reconnect with Oxford Deaf and Hard of Hearing Centre after making initial contact in Michaelmas. Again, he has had difficulties with communication but wants to gauge their interest before organising student specific sessions. He has begun planning this term through a friend and is hopeful for student sessions next term. Finally, Yoni has reviewed his pledge fight the ban on men who have had sex with men (MSM) from giving blood, deciding that this is too large and unrealistic of a task for his time as Community Outreach & Charities Officer.

Overall, Yoni is working well on a number of projects and is well on the way to completing his manifesto pledges, but it would be advisable for him to pursue more formal methods of organisation in order to run projects more smoothly.

Fairlie Kirkpatrick Baird (Environment and Ethics Officer)

This term, Fairlie has clearly followed up and delivered on many of the pledges and plans she has set herself from the previous terms. To start with, Fairlie has been working closely with her own college's MCR to implement 'meat free Mondays' amongst other endeavours to create a more sustainable environment in her college. Another example is the building of a 'sustainable working group' along with her college's principle, in an attempt to bring common rooms and staff together to find sustainable action that everyone will be happy with.

Fairlie's ability to organise people seems to be extremely proficient, as can be seen not only in the work done in her college, but also with regards to her communication with E and E reps from various colleges, organising dinners and promoting an active Facebook page. Fairlie's ability to work with others is also seen in her engagement with Emily Silcock (VP Charities and Community) whom Fairlie meets with once a week to discuss plans. Fairlie is playing an active role alongside Emily in the transformation of E and E into just the environment campaign, a transition that Fairlie says is going well so far.

The majority of Fairlie's work this term has been on the guide for being a sustainable student. So far she has been successful in creating the guide itself alongside the committee responsible for the guide, and the final steps of editing and designing the guide to be finished off before the end of this term. Fairlie hopes to roll out the guide in fresher's week of Michaelmas, putting thought into the best ways that the guide can be distributed. Fairlie this term has also been working on getting money for bikes in her college, however this has been met with some scepticism from her JCR, so Scrutiny is sceptical that it will be possible for this policy to be implemented more widely. Finally, a report has been made for the implementation of the veggie pledge, however plans on this have been slowed down as the pledge itself will not be happening until Michaelmas. Scrutiny wishes to emphasize its satisfaction with the work Fairlie has done this term, and believes that her work is one of an exemplary officer.

Katy Haigh (Health and Welfare Officer)

Katy has worked effectively this term and has almost completed her manifesto pledges. She is planning to tie up loose ends in 9th and 10th week and do admin work over the summer to prepare for next year and help Sandy with her manifesto pledges.

Katy has now been able to make contact with the Parents and Carers rep and they will be working to create a support network for people who are not technically classed as carers. Katy has been compiling a database of responses from colleges regarding her pledges to better define JCR roles. By the end of this term, she will have met with those who have responded to create a draft of definition and then share this with the remaining colleges, who can decide the extent to which they will take up on it.

Regarding her pledge concerning substance abuse leaflets, there have been some problems with red tape, but Katy will hopefully be given the go-ahead by the end of this term. Katy feels that the requirement for her welfare buddy system has been fulfilled by the Rainbow Peers programme which has created a strong network, so she will no longer be focussing on this pledge. Katy's plans for WelfCom will hopefully be implemented in 8th week, and she has everything ready aside from the venue so is currently trying to find a college that will be happy to host.

As a substitute for the voluntary training plans in her manifesto, Katy is offering officer training as a substitute, with trials being run for this last term, and it is being strongly encouraged for welfare and women's reps.

Overall, Katy has made very good progress with her manifesto pledge this term and has clear plans for how she will spend her time this term and next term. She has also shown a pragmatic response in the face of issues regarding her aims and has found a way round them to continue to work well as Health and Welfare officer.

Rebecca Kuperberg (Graduate Welfare Officer)

Rebecca has delivered on her promise to perform the bulk of her work this term, getting off to a good start with carrying out the pledges that she made and utilizing the time she put into planning this term very effectively. The welfare workshop and graduate WelfareComm from the end of last term both went well, with participation in both from across the board, including senior tutors, students and sabbatical officers. The events seemed to serve very well as a chance for communication and gave many students the opportunity to voice their concerns with whatever problems they may have.

Rebecca's ultimate goal on this front is to incorporate a welfare component into the various graduate departments, hoping to get counselling services involved. Rebecca acknowledges however that this may not be particularly easy, as the interest from counselling services seems to be small, however Rebecca notes that the student advice service has been particularly useful in attempting to incorporate some system of welfare.

Rebecca also notes that some of the concerns that she raised last term in terms of schedules not being published far enough in advance has not seen much improvement this term, and still finds this problematic for her planning.

Scrutiny has seen how Rebecca has effectively implemented many of the plans that she made in Hilary term, acknowledging the success that she has had in her endeavours so far. It is clear to scrutiny that Rebecca is competent in her role and we look forward to seeing how Rebecca will continue to keep up the good work.

Meera Sachdeva (International Students Officer)

Meera so far seems to have had a very productive term, carrying on with much of the good work that she started on in Hilary. Scrutiny notes that while Meera's communication was somewhat improved from last term, there were still problems and that Meera needs to take steps to ensure that her communication improves further. One of Meera's key aims this term was to put forward a plan for international students to be able to come back to Oxford two days early at the start of term. This plan has seen positive results on the OUSU level, and Meera as quickly transitioned into direct contact with college representatives, pressuring them to pass the motion through their own JCRs. Meera has provided constant guidance and communication to these representatives, and success is already being seen on a college level throughout a number of different colleges. While she has faced some resistance or unwillingness to communicate from a few colleges, Scrutiny is confident that Meera's plan will soon see success throughout most college JCRs.

Meera's plan from last term to get international peer support in every college has been less successful, primarily on two fronts. Meera says that there is some resistance from the counselling services, as they find it hard to justify more international student peers over other kinds of peers. Furthermore, there

seems to be a shortage of people applying to the position of international student peer from the university, making it even harder for this plan to go ahead. Scrutiny believes that going into the future Meera should prioritise her other commitments over this one due to the difficulties encountered, and to work on her pledges to implement a mentoring system and increase funding and scholarships for international students.

Meera's plans for an international student night in Oxhub's togetherness week was replaced with plans for an international student's week in 4th week of Michaelmas. The week would involve different events on different nights in various colleges, potentially ranging from pub crawls to picnics. Meera has also laid out plans for expanding the international student parent system that is only active in a few colleges at the moment. Meera continues to have a good working relationship with Nick Cooper (VP Graduates), whom she is complementary of, saying that he is a very useful source of guidance with any problems she comes across. Scrutiny encourages Meera to keep up her good efforts, and wishes her luck with the plans she is looking to implement come Michaelmas.

Position Vacant (Graduate International Students Officer)

Catherine Kelly (LGBTQ Officer)

This term Catherine was quick to jump back into the work she set herself up for from last term and, despite some of her time being taken up with a concern for the result of the NUS referendum, she has made great strides in implementing many of her plans for this term.

Catherine's work on the LGBTQIA+ 101 workshop that she had laid plans out for last term seems to have been extremely well implemented. Four training sessions took place with various colleges being covered, and while Catherine acknowledges that some colleges have a finalised fresher's timetable, she remains optimistic that the workshop can still be implemented into fresher's week.

With regards to the transition fund that was planned from last term, Catherine acknowledges that the process has been somewhat slower than she initially hoped for. Scrutiny notes that the resignation of the Trans officer who was mostly in charge of this plan is the main factor for the slower implementation than was expected. Catherine however has clearly taken the initiative, and approached college reps on whether or not a trans representative could be put in place to help facilitate a college based funding system rather than a university wide one.

Catherine's efforts with lobbying for gender neutral toilets in colleges is another plan that has been somewhat hampered by the resignation of the previous trans officer, however Catherine notes that developments are being made in St. Hughes college which will hopefully act as a template for other colleges to follow. The proactive approach from Catherine on both of these matters is a great example of her willingness to put in the extra effort required to see through the plans that she is passionate about, and Scrutiny commends her for her dedication to her role.

Position Vacant (Mature Students Officer)

Position Vacant (Rent and Accommodation Officer)

Ronak Patel (Disabled Students Officer)

Ronak has so far continued with the good work and high standards he set himself from trinity term. Ronak has spent time this term on gathering opinions from focus groups around the university to

provide feedback on the needs of disabled students. To do this, he has maintained clear and productive communication with the disability representatives from various colleges, and is in the process of helping with training the reps to be able to effectively get this feedback. Ronak is meeting with several of the disability reps to brief them on these focus groups, and expects to be able to implement some of the products of these feedback groups in Michaelmas.

Ronak is also continuing with his work in making sure that all JCRs and MCRs have a disability rep. Ronak is in the process of contacting the various common room members whose remit is disabilities, ensuring that their role covers the needs of disabled students. Ronak also continues to work with the disabilities campaign to ensure that JCRs have the resources they need to provide effective welfare for disabled students.

This term, Ronak's focus has been on building relationships with college representatives to aid both of the above aims and also provide an effective line of communication between the college reps and OUSU. Further to this, Ronak has been lobbying colleges to take up access disability audits which would entail an independent source to come into the college and ensure that the disability facilities are up to scratch. While some colleges have been responsive, Ronak is finding that, on this task and in terms of his role in general, his progress is hindered by both slow communication by colleges and slowness of the university to get things done. Finally, Ronak is active in spreading information on the NUS referendum and how the decision could affect disabled students, noting that this can be at times very time consuming and distracting from the functions that he would prefer to be performing.

Ultimately, it is clear to scrutiny that Ronak is both a productive and effective officer, showing both dedication to the functions required of him, and an interest in those areas that require extra effort.

Tuesday Doherty – Women's Campaign Officer

Tuesday has had a very successful term so far, and notes that as a result many more people are engaging with WomCam. The Lemonade screening and discussion panel, for example, proved particularly successful, both as an event and in terms of attracting a wider audience to WomCam. Tuesday's main aims for this term have been to focus on self-care and spread the reach of events, and she has been working towards these through organising many events with WomCam and working with other campaigns to reach as many people as possible and address different issues, and this has contributed greatly to Tuesday's manifesto pledges on intersectionality. Working with other campaigns and colleges also means budgets and organisation can be shared, leaving more money and time for other WomCam projects. Tuesday has been working with the BME working chair rep and WOC rep to create a discussion group for which the budget will be combined with Queens, and she is planning other socials including a round up of the term to evaluate what has worked well and use this to plan projects and events for next term. Tuesday is planning events for next term, including contacting Lambeth prisons for speakers, which will fulfil her remaining pledges concerning, the intersection of the prison industrial complex, disability activism, diversifying the sexual consent workshops and contraception education.

Tuesday's handover is still incomplete due to issues with contacting previous heads of WomCam who are very busy at the moment. Although she would benefit from this information, particularly regarding formalities such as rules on giving reports and censures, she has managed well so far with the contact she has had and with her own ideas. Overall, Tuesday has made strong progress with her manifesto pledges and is working very effectively in the role of Women's Campaign Officer.

Kirthi Bellamkonda- Graduate Women's Officer

Kirthi has found it somewhat difficult to make progress in her role this term, which she feels is largely down to the fact that the responsibilities entailed need to be redefined. She notes that a lot of the activism side of Graduate Women's Officer is covered by WomCam, so is happy to fulfil a more administrative role. She feels that she has made more progress with working with other members of OUSU this term, but that getting follow-up on queries can sometimes be difficult. She is positive about handing over the role, as she feels that although she will not be in Oxford next year, her plans will be easier to implement at the beginning of the year, such as creating a strong network for Grad Women's Officers in colleges so that it becomes less insular and they have more contact with OUSU. Kirthi has found communication with these officers to be quite sporadic and has not received great response to plans for informal meetings and socials.

Kirthi had originally planned to put out a survey to find out what would help Grad women, but after discussions with Becky has decided it would be better to use results from the Welfare Survey instead. She hopes to have a closer look at these results in order to make plans based on them.

We understand that Kirthi has felt that her role is somewhat redundant with the motion to remove Exec positions, and we appreciate what she has been able to do in her short term as Graduate Women's Officer before leaving at the end of this term. We would, however, urge her to keep trying to engage with other Women's Officers in the final weeks of her position, perhaps by trying to organise more formal events which puts more of an onus on them to attend.

Holly Roy (Student Parents and Carers Officer)

Holly has seen success with a number of her plans this term. The BBQ at Green Templeton College for student parents and families was held earlier this term, and saw great success with a large turnout and plenty of food to go around. Holly has also made progress with her inquiries into maternity funding for DPhil students, and she is working closely with Nick Cooper (VP Graduates) to coordinate their approach to the various heads of department on this matter.

Holly has shown interest in plans for a summer task that will ensure that all colleges have adequate information on parents and pregnancy on their college website. Holly has already done work on compiling a list of different colleges and their effectiveness with dealing with parental issues, and will use this to aid colleges in implementing these changes to their website. All of this is done as a general inquiry into whether or not the level of parental welfare support in colleges is adequate. Finally, Holly is trying to improve access to hall facilities for families in different colleges and has made plans to email MCR presidents to find out more information on facilities and see how they can be improved. Holly has already made progress in Queen's college, but is yet to extend her work to any of the others.

Holly seems to have a good working relationship with Nick, and despite the time constraints that is put on her by having a small child to look after, Scrutiny is very impressed with the levels of dedication to her role that she has continued to exhibit this term.

Position Vacant (Graduate LGBTQ Officer)

Position Vacant (Trans Officer)

Conclusion

The Scrutiny Report has been overwhelmingly positive about the OUSU executive this term. Where shortcomings have been found, these have been identified as is our duty as a Scrutiny Committee and we look forward to seeing successful handovers to our incoming sabbatical officers.