

EQUALITY, DIVERSITY & INCLUSION

REPORT

WINCHESTER STUDENTS' UNION



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22-24 & President Of Winchester Students' Union 24-25
Charlotte Baker, Alexandra Wilson



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23/24 KEY ACHIEVEMENTS



Over 19 equality,
diversity, &
inclusion dates
celebrated



35 Activity Group
inclusion
representatives
elected & trained

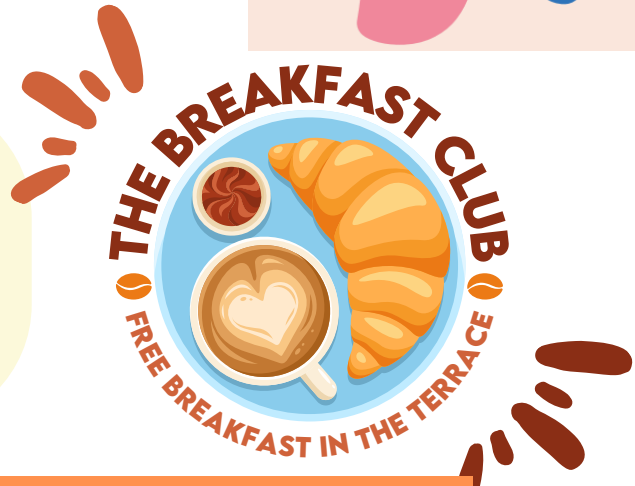
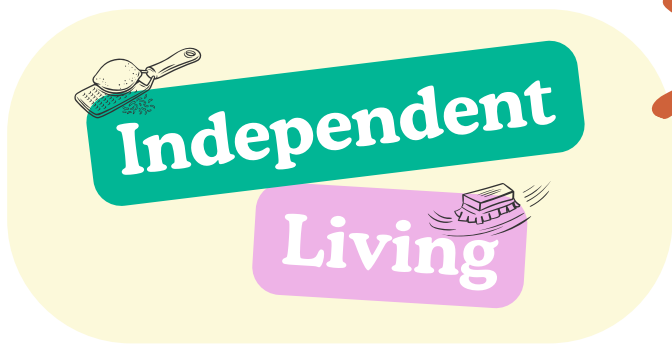


25 One Winchester
Representatives
recruited and
trained



72 pieces of student
feedback at our
2024 EDI forum

A YEAR IN EDI



LGBT+ MEDICINE – #UNDERTHESCOPE
HISTORY
Month



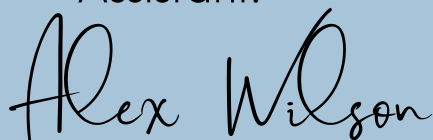
THE BOOKCASE
C(£)ST OF LIVING



EXECUTIVE SUMMARY

This is Winchester Students' Union's Equality, Diversity and Inclusion report, detailing the activity of the Students' Union for the 23/24 Academic Year. This report also highlights the position and EDI work of Students' Union so far for the 24/25 Academic Year. This report has been contributed to by the President of Winchester Student Union 2022-24, Charlotte Baker and the President of Winchester Students' Union 2024-25, Alex Wilson, as well as co-authored by Holly Tate, Membership & Projects

Assistant.



President

Winchester Students' Union, 2024 - 2025



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SECTION 1: KEY EDI ACTIVITIES & INITIATIVES 23/24

One Winchester

In the 2022/23 AY the Union launched it's One Winchester platform - a way for the students of Winchester to come together as a community. All of the Union's EDI work falls under One Winchester, as well as various other initiatives such as our Cost-of-Living Work, EDI Forums, and more.

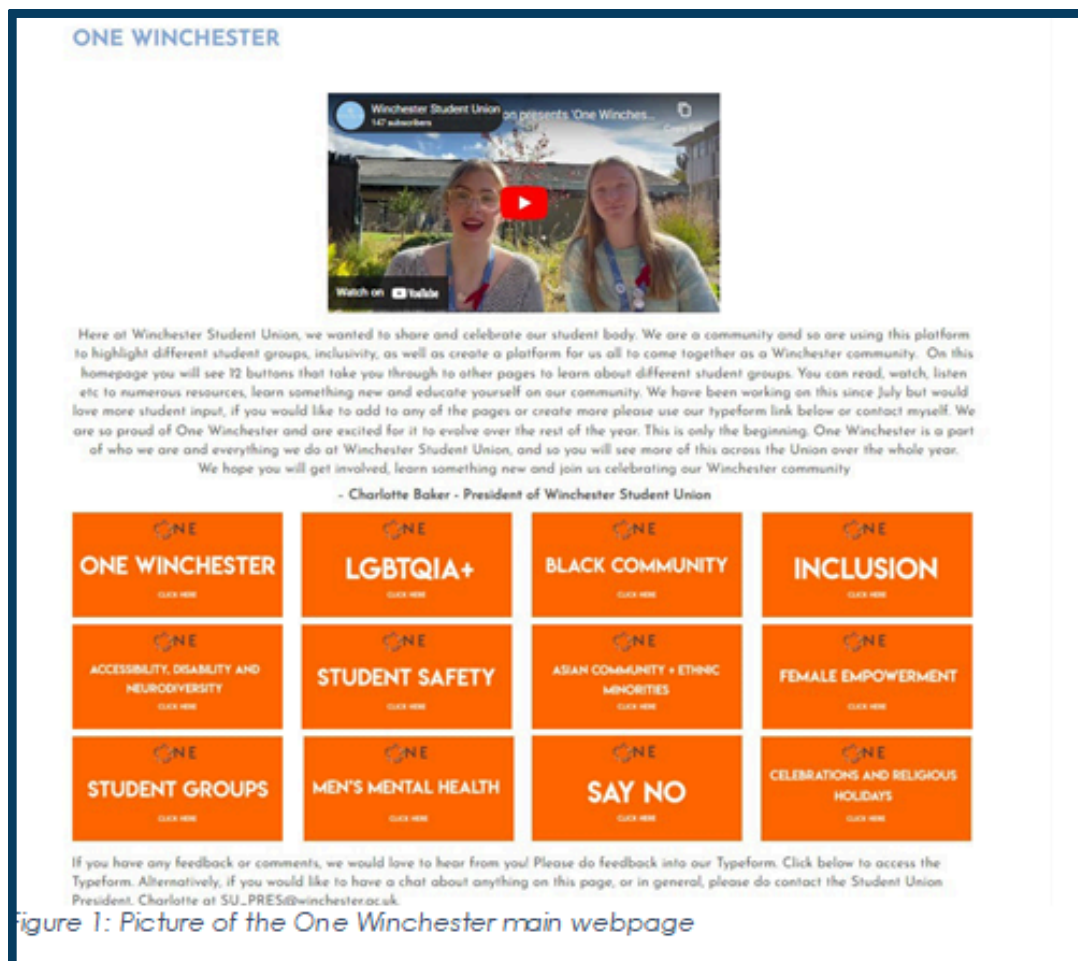


Figure 1: Picture of the One Winchester main webpage

In the 23/24 AY this has grown into a much more interactive platform, and we have worked to make this a more student-led initiative.

One of the recommendations from the 22/23 EDI Forum Report was 'a wider focus on Equity and Diversity within the Union... specifically through introducing new EDI student roles or an adaption of existing roles to incorporate EDI'.

We are pleased to report that in the 23/24 academic year, we introduced 'One Winchester Representatives' - students who lead the direction and work of One Winchester.

In the 23/24 AY we recruited 25 reps from 27 applications and these students have worked throughout the year on a range of initiatives.

Representatives worked in 5 key areas, identified as important areas for students in the 23/24 academic year. These included: Accessibility, Cost of Living, Disabilities, Mental Health and 'Our Spaces'.



We can also confirm that One Winchester Reps have continued into the 24/25 AY, with 21 total representatives recruited, with 7 returning from 23/24. More will be referred to in our 24/25 section of this report!

One Winchester: Equality, Diversity, Inclusion Dates

A large component of One Winchester is our work to celebrate Equity, Diversity and Inclusion. One of the ways we do this is through the celebration of EDI dates, and our EDI Forum.

We celebrated over 19 EDI dates this last academic year, ranging from religious celebrations, neurodiversity, eating disorders, and many more.



Our main platform of promotion for this is our social media, but in 23/24 we have introduced our One Winchester Noticeboard - a way to celebrate EDI dates on-campus. This is located outside of our offices and is updated on a daily basis by our part-time members of staff.

One Winchester: Highlights

Black History Month

For Black History Month in October 2023 we hosted a pop-up outside our offices, signposting to resources on our One Winchester Black Community page, and calling for pledges. We also posted an article on our website, hosted a BHM quiz in our venue, and screened various movies on-campus throughout the month.



Figure 3:: BHM Activities

LGBTQ+ History Month

To celebrate LGBTQ+ History month in February 2024 we undertook a range of activities. We signposted to our One Winchester page for resources, gave away rainbow laces, pride flags, and skittles as part of our Pride Freebie Bins, and introduced a Book and Brew scheme down in our Bar, where students can buy a coffee and read a LGBTQ+-friendly books for free.



Figure 4: LGBTQ+ History Month Activities

One Winchester: Activity Groups

Activity Groups are often a key outreach for involvement with Equality Diversity and Inclusion work and play a large part in celebrating and engaging in our EDI initiatives. For instance, we promote a wide variety of EDI dates and campaigns to our Activity Groups, but particularly those with relation to sport such as Rainbow Laces, Wear it Red Day, and more.

Wear it Red Day

In October 2023 our Activity Groups were encouraged to 'Wear Red' in support of Show Racism the Red Card. This campaign aims to support diversity and acceptance within sport, it was nice to see not only sports but our societies and representational networks all came through for the occasion, with over 17 Activity Groups taking part.

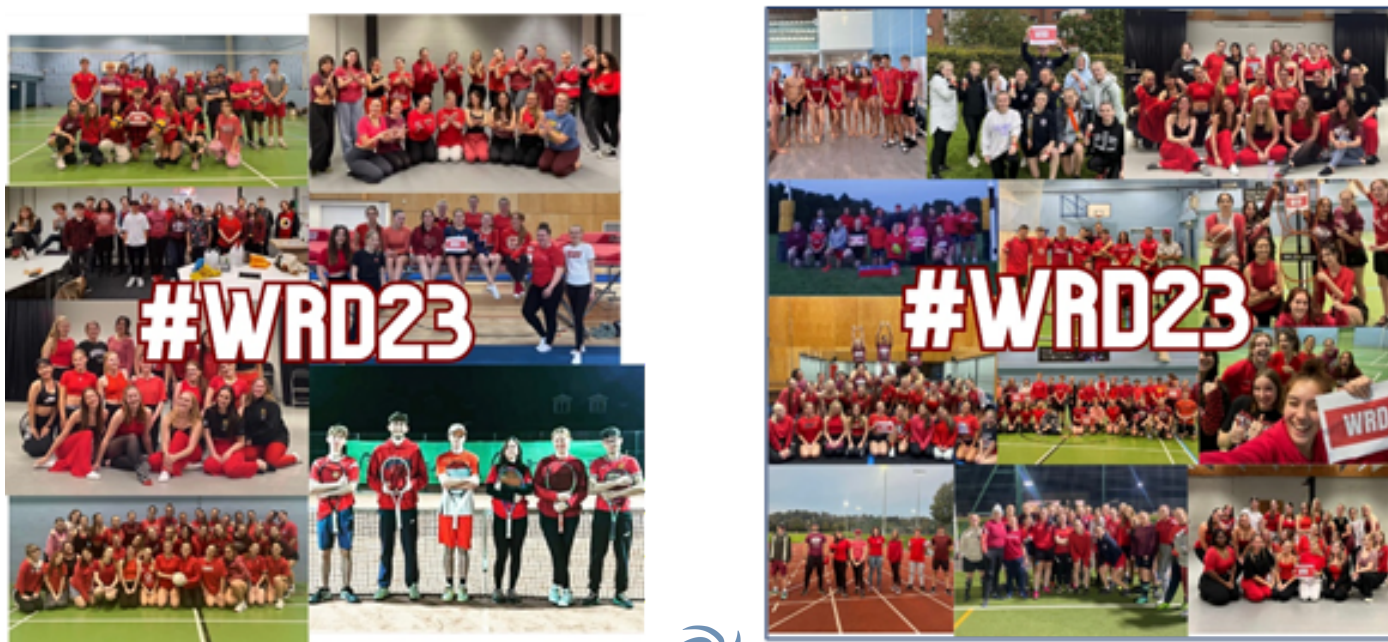


Figure 1: Wear it Red Day

Bring a Bag

As part of our Cost-of-Living work (which falls under One Winchester), one of our 23/24 Part-Time Officers campaigned and encouraged Activity Groups to give back to the wider student body through 'Bring a Bag'. This campaign sought Activity Group members to donate to our Cost-of-Living Initiatives including the 'Bookcase' [renamed to the Help Yourself Shelf for 24-25] and our Clothes Drives. The campaign was incentivised through rewards such as an £100 Activity Group grant. We were very pleased to see the impact this campaign provided and the engagement with a total of 134 donations from our Activity Groups.

One Winchester: Cost of Living Work

Following the national Cost of Living crisis, we expanded our CoL initiatives in the 23/24 AY to tackle poverty within our student body and beyond. Throughout the year we canvassed student feedback to ensure that these initiatives remained helpful to students, and to direct our work where possible.



WINCHESTER STUDENTS' UNION COST OF LIVING HUB

Here at Winchester Students' Union, our Officers have been acutely aware since they came into role of the effects the Cost of Living crisis would have on our student body. Since then, we have been researching, monitoring and liaising with other Unions as to how best to support our students. This is such a broad issue which needs to be tackled in numerous different ways.

On a wider scale, we have been discussing with local government on how to support students in Winchester, as well as monitoring how our Prime Minister's Government are dealing with the crisis nationally. At a local level, we have reviewed what the University and Union already do, and what more could be done for our students. Having lobbied and worked with the University over the past year for tangible actions, our hope is that you should see a range of provisions from the University to support you, and we also have been working as a Union to come up with steps we can take to support you.

We want you to be able to access all the relevant information and support available to you during this crisis, so we have created this comprehensive Cost of Living Hub, which we will continue to develop. Below, you will find all the resources, financial support, tips, discounts and initiatives that we are putting in place, together with the support being provided by the University. Although we have been worked closely with the University, we know there is still more to be done and this, we hope, will be shaped by your voice and your priorities. We want to hear from you directly so you can let us know how best to support you as things evolve and change - keep in contact with us!

The rising cost of living is a national problem that requires national action, and one that cannot be solved overnight, but please use our webpage as a platform to find all the latest ways that we at the University and Union can support you. Please get in contact if you need any advice or support.

We stand with you whilst you navigate this crisis and will endeavour to get the best possible outcomes for students.

How we're currently helping you:

- ▶ Spaces on Campus
- ▶ Community Food Hub
- ▶ Food on Campus Discounts
- ▶ Microwaves on Campus
- ▶ 'Help Yourself Shelf'
- ▶ The Breakfast Club
- ▶ Travel and Transport
- ▶ Students' Union's Guide To Winchester
- ▶ Advice Centre Freebie Bin
- ▶ Support & Advice Services
- ▶ Additional Funding
- ▶ Digital Access Scheme
- ▶ Disabled Students' Allowance (DSA) Support
- ▶ Maintenance Loan Report
- ▶ Joining the National Campaign
- ▶ Blogs

The Union ran several CoL initiatives, including Food Drives, Meal Tote bags, Cost of Living Tuesdays and Clothes Drives. We also updated our website to feature a 'Cost of Living Hub', where students could find relevant and up-to-date information regarding Cost-of-Living assistance.

Breakfast Club

One Cost-of-Living provision we introduced in the 23/24 AY was our Breakfast Clubs. Whilst this was provided weekly in Semester One, it then became part of our 'Cost of Living Tuesdays' and was held biweekly alongside our Aldi Shuttle Bus

Our Breakfast Clubs are free of charge, providing hot and cold drinks (i.e., Orange Juice, Tea, Coffee) with a variety of dietary options (i.e., Vegan). Students can also pick up cereal, breakfast bars, pastries, and various other breakfast foods.

Listening to student feedback, we also provided cutlery including paper cups and bamboo bowls, although we do also provide plastic utensils.

In the 23/24 AY we hosted over 14 breakfast clubs, all promoted through our social media, newsletter, website, and our in-person noticeboard. Students are also encouraged to leave feedback via a QR code advertised at each Breakfast Club.

This was a new initiative for the 23/24 academic year, and we were pleased to see how well-received it was by students.

Student Feedback surrounding the Breakfast Club was gathered via an online survey used to hear from students about our Cost-of-Living work.

Student feedback highlighted its usefulness in combatting food poverty (15%), the variety of stock (25%) and its use as a way to socialise with other students.

Out of all responses on Cost of Living (73) we were pleased to see that almost half (47%) gave feedback directly on the Breakfast Clubs, with 100% of this feedback being positive. Of these responses that chose to provide context of their personal circumstances, 32% lived on-campus, whilst 26% lived off-campus.

Commenting on the Breakfast Club's primary goal of combatting food poverty, students thought the Clubs were useful in combatting food poverty (15%) and had a good variety of stock (26%). Moreover, some students noted the Club as a chance to socialise with other students (6%) – something which is corroborated by our Student Union Advisor and Wellbeing Coordinator, who runs the Breakfast Clubs.

Specifically, commuting students highlighted the value of Breakfast Club, especially in 'making sure I have something to eat' when students 'don't get a chance to eat at home' due to commuting.

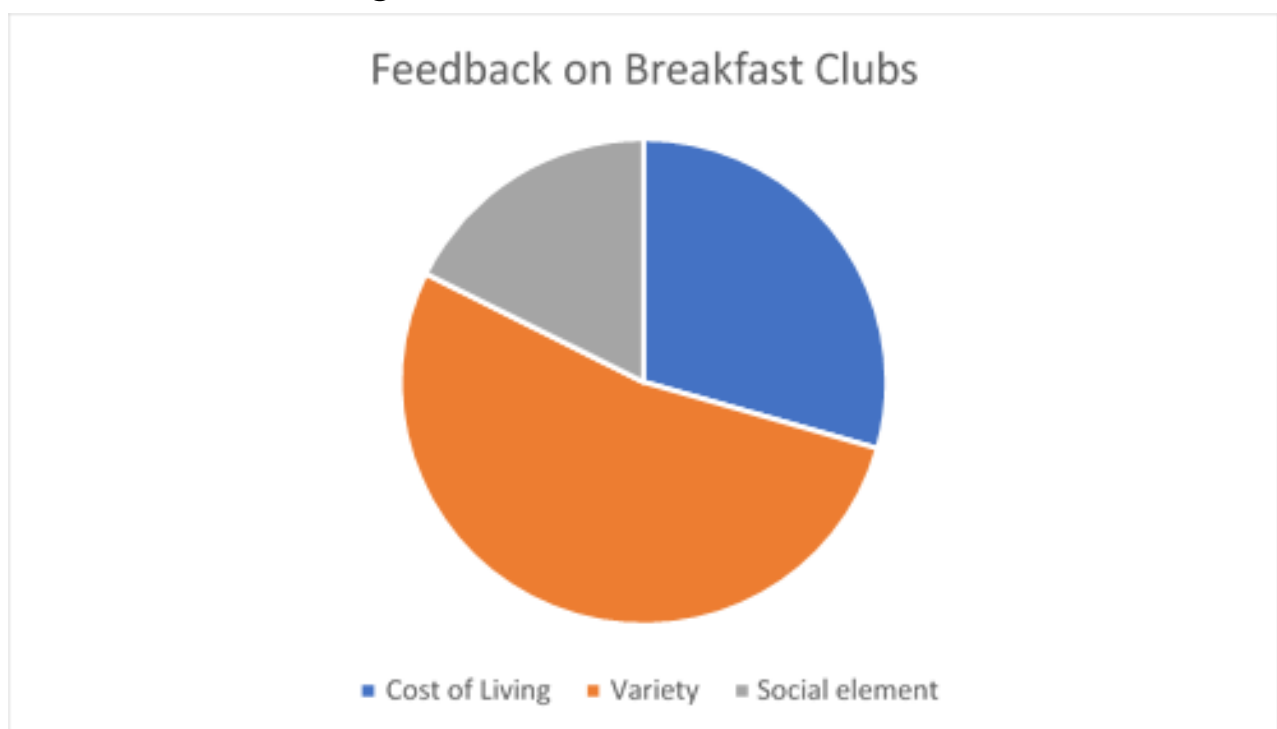


Figure 1: Types of positive feedback on Breakfast Clubs

Aldi Shuttle Bus

As part of our 'Cost of Living Tuesdays' the Union ran a shuttle bus to Aldi for students. We are pleased to report that all student feedback enjoyed the use of the Aldi shuttle bus, with 78% of feedback reporting on how helpful they found it.

In the 2022/23 academic year we began trialling running a shuttle bus to Aldi for our students. This aimed to help students with the cost-of-living crisis, as the closest shops to our students are Sainsburys, Marks and Spencer, and a Tesco Extra.

In the 2023/24 academic year, we have run the shuttle bus biweekly. Since the start of the 23/24 shuttle on the 7th November, we have had 188 uses of the service from students across 9 shuttles throughout the academic year. Following the launch of the shuttle for 23/24, an Instagram grid post was posted on the Student Union's social media to announce the launch. Following this, the shuttle bus was also advertised on our website (as a permanent feature on our Cost of Living Hub), through our newsletters, through social media, and on our noticeboard outside our offices.

Students were able to sign up to the shuttle bus via our website or our social media for free, are then collected on-campus by the bus, taken to and from Aldi, and are then dropped either at their campus accommodation, back to campus, or off-campus.



Figure 1: Promotion of the Aldi Shuttle Bus

WINCHESTER STUDENT UNION

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Self Storage across the south. **sentry** for your business or home.

Accessibility Tools

Student Led. Student Delivered. Students Empowered. [Contact Us](#) [About](#) [Shop](#) [Report](#)

YOUR VOICE TAKE PART ADVICE CENTRE WHAT'S ON [Sign in](#)

Aldi Shuttle Bus - Main Campus & Stanmore (Drop Off) - 5:45 Pick Up

Aldi Shuttle Bus

COST OF LIVING

Aldi Shuttle Bus - Main Campus & Stanmore (drop off) - 5:45 pick up
 Aldi Shuttle Bus - Main Campus & Stanmore (drop off) - 5:45 pick up from Student Union Shop
 Tuesday 30-04-2024 - 17:45 until Tuesday 30-04-2024 - 19:00

[Articles](#)

This event has expired or is no longer available.

Aldi Shuttle Bus - Main Campus & Stanmore (drop off) - 5:45 pick up

[Add to Calendar](#)

The Aldi Shuttle bus is a free service designed to support students to access big shops, out of hours, at low cost. The walk to Aldi in Winchester can be a long one depending on where you live, so why not grab a lift with us?

Pick up is at 17:45 (17:30 for West Downs bookings) outside the Student Union Shop (level 1 of the King Alfred Centre). It will go directly to Aldi and drop you back either in West Downs Student Village, Stanmore, Cramwell Road, or Main Campus.

You can sign up to book your seat here, and you will receive email confirmation of your booking an hour and a half before pick up.

Please note - If you book and don't show up or cancel less than 4 hours before, you will be charged £3.50.

Venue/Timing

Venue: Aldi Shuttle Bus - Main Campus & Stanmore (drop off) - 5:45 pick up from Student Union Shop

Type: Travel or Trips

Start Date: Tuesday 30-04-2024 - 17:45

End date: Tuesday 30-04-2024 - 19:00

Capacity: 16

Location

51°07'36.17"N 1°19'39.67"W
 Main Building Winchester SO22 4NR

[View larger map](#)

Figure 1: Booking onto the Aldi Shuttle Bus

Students had the opportunity to feedback on the Aldi Shuttle Bus provision through our Cost of Living Feedback Form, which was advertised through all our Cost of Living initiatives – specifically for the shuttle, posters advertising the survey were taped to the back of the seats within the shuttle. Of the 73 responses received, 9 commented directly on the shuttle bus. We were pleased to see that all of these responses enjoyed the Aldi Shuttle bus, with the majority (78%) commenting on how helpful they found it.

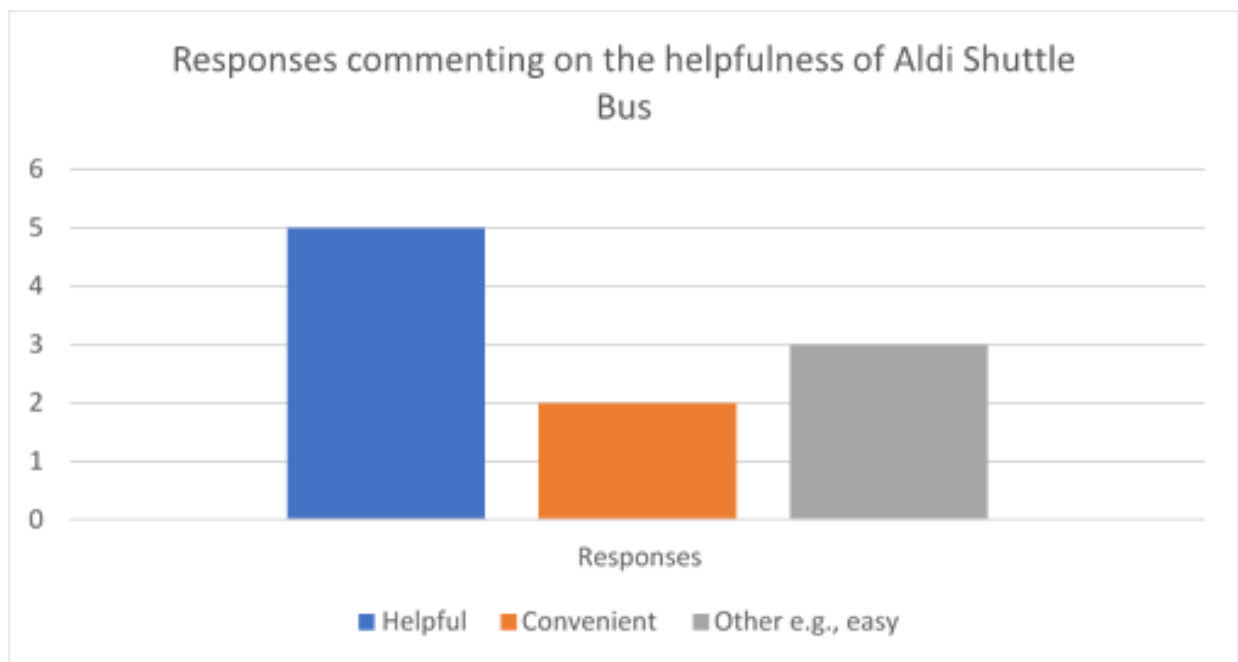


Figure 1: Responses commenting on the Aldi Shuttle Bus

Students also provided feedback on the more technical aspects of this initiative, such as the time students are allowed in Aldi before they must return to the bus (30mins). This informed us that students found the 30 minutes to be enough time, did not feel rushed, and could get all the items they needed.



Figure 1: Positive feedback on the Aldi Shuttle Bus

Whilst we received few responses commenting on how the bus could be improved, one response requested we reduce our one-bag-limit (students are encouraged to only bring one bag-for-life to ensure the bus is not too cramped).

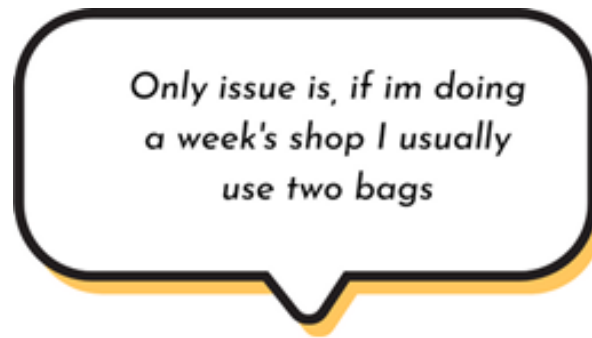


Figure 1: Constructive feedback on the Aldi Shuttle Bus

Whilst Cost of Living work was a key initiative for 24/25 as part of the incoming President's manifesto, we made the challenging decision to discontinue this in July 2024 for 24/25. We analysed the future's of our vehicles over the summer, and it is unfortunate that we will no longer have a minibus.

The President and Membership & Projects Assistant analysed provisions in which we could combat this issue, particularly with the removal of the Cost of Living Guide and creating a wider Campaign: Independent Living. As part of this campaign students' were provided with a variety of support and advice on settling into Winchester life, including how to navigate bus routes, and the variety of shops in Winchester.

KEY PROGRESS MADE IN 2023/24

Accessibility on campus

One of the strongest feedback points from the 22/23 AY's EDI Forum was in regard to accessibility on campus.

Students felt that accessibility on campus could be improved, including the process of notifying students of when breakages occur.

Lift notification system

Over 23/24 the Students' Union were included in a variety of concerns from students with the challenges that broken down lifts posed to accessibility on campus. We continued to contact and lobby the Executive Leadership Team and Estates on bettering the notification. Charlotte Baker, continued to lobby this during Equality Diversity and Inclusion Forums and Committees.

It was agreed that a lift notification system would be investigated and implemented. Some challenges were identified particularly in relation to GDPR, but concluded in Students and Staff being able to opt-in to the service.

We are pleased to report that this academic year (24/25) has seen the implementation of a lift notification system for both staff and students.

Student Experience Collaborators

In 23/24 Student Experience Collaborators was introduced as a replacement for the Student Advisory Council, providing students with an opportunity for feedback to the Executive Leadership Team and Students' Union. Over 23/24 a variety of topics has provided some wider insight into some EDI areas we could be supporting students with.

This project has continued to the 24/25 academic year, with the first session being hosted in October on 'Enhancing Belonging'. This has highlighted some key focuses on Commuting Students on campus including the following suggestions:

- Students are requesting more day-time events as well as a wide range of days and times available. This was equally extended on highlighting Activity Group sessions and events being late at night, which presents limited transport from 6pm onwards.

-
- Commuting students also are requesting the exploration of being able to join sessions online if there are extenuation circumstances. This is particularly in relation to the implementation of the attendance policy and impact to the access to education when there is a delay to transportation. This comment was further supported by the heightening in student anxieties when they miss sessions.

This has highlighted some future work for us at the Students' Union with request on collaboration and support from the University. The National Union of Students (NUS) are currently analysing transportation as a key issue, campaigning on the Cost of Living basis of a raise to bus fares and the costs burdening commuting students. We equally recognise that commuting in the UK continues to be challenging due to unreliable timetables and cancellations, posing the question as to how the Government can be increasing fees when the system continues to be unreliable. While we recognise some of the transportation issues, it's important to highlight ways the University could be supporting students with the anxieties of transportation and University attendance.

2023/24 EDI Forum

For the past two years we have hosted an annual EDI Forum on-campus, which provides students a chance to share their feedback on EDI at Winchester, this is the primary way in which we gather feedback on EDI at Winchester from students.

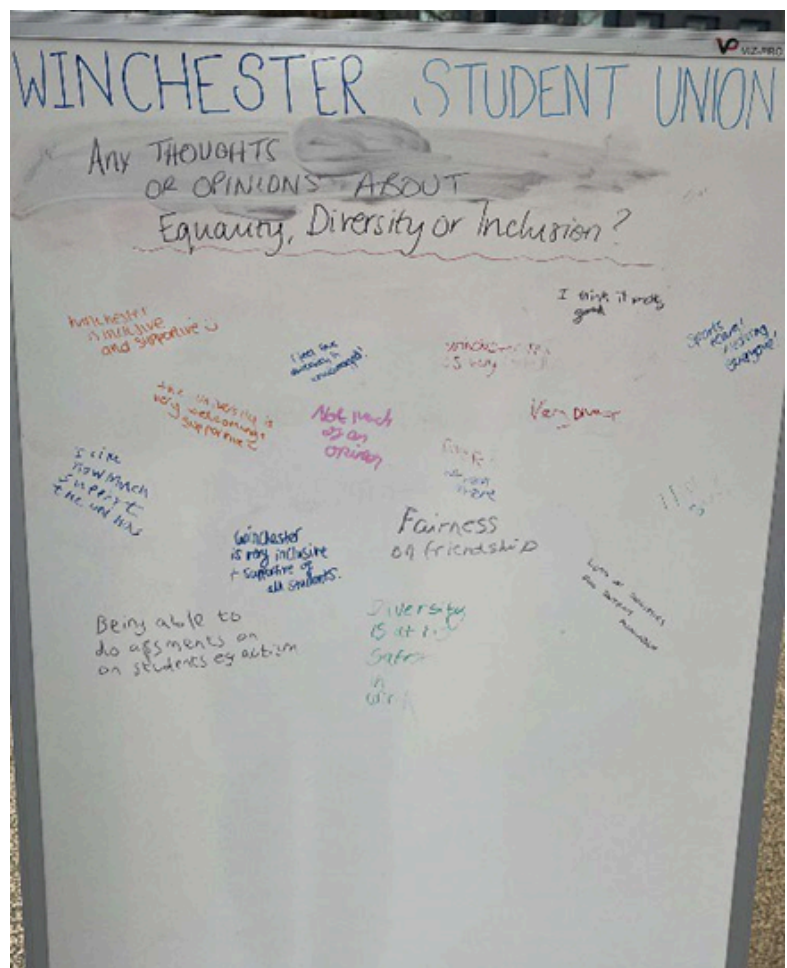
On the 19th March 2024, from 12-3pm, Charlotte Baker, President of Winchester Student Union 2022 - 2024 hosted an Equity and Diversity Forum to hear feedback from students regarding EDI at the University of Winchester. This marked the second ever EDI Forum hosted by the Union.

This was a departure from the 22/23 EDI Forum, which was held in a classroom and had more fixed discussion points. The 23/24 Forum was incorporated as part of our Speak Week campaign (a weekly campaign designed to obtain student feedback) and was hosted outside on the Stripe Plaza.

A pop-up stall allowed passing-by students to feedback on Equity and Diversity at Winchester. As such, feedback received from students differs slightly from last year's report. This year, whilst more pieces of feedback was received, the opportunity for follow-up discussion was limited and this is reflected in the findings below.

Overall, we received 72 pieces of student feedback - 50 positive and 22 constructive, which broadly fell into the following categories:

- Inclusivity/Diversity
- Activity Groups
- Mental Health
- Disability/Accessibility
- General points



Headline Comments

Below we have surmised student feedback, providing some headline points for the categories identified above. This feedback is directly from students, so please note there may be conflicting opinions or statements, which we did not want to omit to bias the data.

Inclusivity/Diversity

- Students felt supported and are happy with the range of services provided by the University.
- Students feel that diversity is recognised, celebrated, and encouraged.
- However, a small selection of responses felt that the diversity of the university (both in staff and students) has more avenues to be explored.

Activity Groups

- The range of people within Activity Groups contributes to making them more inclusive, everyone is very welcoming.
- The diverse range of Activity Groups means that there is something for everyone.
- However, some feedback reported that there is not always equal opportunity in societies.

Mental Health

- The support available for mental health is good, inclusive, and well represented.

Disability/Accessibility

- Improvement in broken lifts around the university.
- Disability support is good, and the university is relatively good at being inclusive.
- The university lacks disability access in lectures and in general university spaces.
- The St Alphege and King Alfred Centre lifts are more often broken than fixed.
- Automatic doors are sometimes broken.
- More should be done to accommodate students with disabilities, especially due to campus terrain e.g., hills.

General points

- The university is friendly, helpful, and accommodating for students from a range of backgrounds.
- Some areas of inclusivity are not promoted as well as others, i.e., Commuters need a bit more equality in terms of accessing lectures from home.
- Students felt that diversity and inclusion is not good in regard to Housing.

-
- Feedback emphasised that Winchester is not very financially inclusive.

Inclusivity/Diversity

This is an emergent theme in this year's EDI Forum, and was the strongest theme commented on by students. Nearly all responses in this theme felt well supported by the university, highlighting that Winchester was very supportive and inclusive.

Students felt that they had been well-supported by the University, citing the range of groups to support different people, support options, bursaries, and student support. Students also noted the atmosphere of the Students' Union and praised their efforts for diversity and inclusion.

Several students also noted how inclusive they found Winchester to be, that it was a welcoming environment and contributing to the happiness of students and their student experience.

However, a small number of students noted that events could be more inclusive, something also noted in last year's forum. Some responses also noted that the university does not feel very diverse, both in the students and teachers on campus.

Activity Groups

Discussion surrounding activity groups is a new theme emerging in 23-24 and was not present last year.

There was a strong response from students regarding how inclusive activity groups were, and how they contributed to feeling welcomed at the university. Students noted that the range of societies meant there was 'always something for someone'. More broadly, students also noted that the wide range of people within activity groups contributed to feeling welcomed and included.

This had helped students in joining activity groups - 'I've never felt as though I can't join any sports teams as everyone's very inclusive'. This was particularly applicable to sports teams, as they were highlighted as involving everyone.

Mental Health

Several responses praised the mental health support at Winchester. Students noted that the support for mental health is good at Winchester, and good representation and inclusivity is provided to students.

Services in regard to mental health and neurodivergence were praised, although a small portion of responses noted there could be better collaboration with autistic students. Students felt that 'the university care a lot about mental wellbeing of their students' and felt that they received great help from both lecturers and student support.

Disability/Accessibility

Disability/Accessibility is a recurring theme from the 22-23 EDI Forum. Last year, students felt strongly that the accessibility of campus needed to be improved, particularly for wheelchair users. This year, a small number of students noted that they felt the broken lifts had improved, and that they felt supported with their disability.

However, one of the strongest themes from the 23-24 EDI feedback was the need for improvement regarding disability/accessibility.

Many students highlighted that the broken lifts have improved but still require improvement. In particular, the slowness of lifts, how often they are broken, the size of lifts making access hard.

More widely, students also felt that student with mobility issues were struggling, as the university is not wheelchair friendly, with more options being needed for students needing to get from West Downs to King Alfred Campus due to the hills.

Students also noted that the university was still lacking and that it was not as accessible as advertised. A small number of students also noted the lack of disability access to lecturers and general university spaces.

General Points

More general points raised concerned several individual responses praising bursaries and LGBTQIA+ support. However, several students noted that Winchester was not financially inclusive, and more support could be provided to lower income students – particularly with buying groceries such as a student bus to Aldi.

Generally, student responses on diversity ranged greatly. Some students thought that Winchester was ‘very diverse’, some students did not have an opinion, and some thought more could be done.

General responses noted that the University could have more meetings on EDI, to increase awareness.

Similarly, whilst students noted that the university feels inclusive, some areas were not promoted as well as others – noting that Commuters need more equality in terms of accessing teaching resources. A small number of responses also noted that diversity and inclusion within housing was ‘not good’, that there lacked a sense of community for ‘different’ people, reflecting that EDI at Winchester ‘can depend on the specific type of inclusivity needed’.

Improvement from previous years

Due to the existence of a 22/23 EDI Forum Report, it is possible to reflect on the progress made since the 22/23 AY.

As a reminder, the recommendations from the 22/23 AY Report are as follows:

The University of Winchester
• Work to improve the framework surrounding hardship funding, including how it is advertised to students, the wording used, and the financial information it investigates (e.g., debts). • Students & Money to conduct a review on who can access this funding, to run some drop-in sessions and to produce advertisement about who and what circumstances are eligible for funding. • A reassessment of hardship funding to meet the needs of students, particularly regarding student engagement in 'campus life' and quality of life spending. • Implementation of further support or provision for students from high income families who may not receive support from their parents, yet do not qualify for estrangement. This may be facilitated through the previous recommendations. • Conduct a review of accessibility on campus and how this can be improved. This is to include lifts breakages, notification of breakages, and alternative routes available. Also, to ensure that any relevant information is being passed on to Room Bookings to ensure that accessibility is considered for teaching sessions. • Student Support & Success to support with signposting and assisting students through documentation (such as the HC1 form) and ensuring vital information is shared proactively (such as the disability campus map). • Improved knowledge surrounding learning agreements, particularly on how they are used, who can access them, and ensuring that throughout the period of study they are updated and regularly checked. • Increased support for Commuting Students and for their experience with the University.
The Students' Union
• Union events need to adapt to accommodate different student groups and their schedules. In particular, daytime events need to consider student timetables that are not 'typical' in terms of date, time, and location. • A wider focus on Equity and Diversity within the Union is needed, specifically through introducing new EDI student roles or an adaption of existing roles to incorporate EDI.

The University:

Hardship Funding

Whilst we have provided suggestions on hardship funding in our previous report, we recognise the difficulties to the funding of the HE Sector currently. However, we recognise that adaptation to funding over 24/25 It's nice to see on the Intranet pages, signposting to a variety of External funds, and equally further project work on advertising to students, smart management on Student Loans.

The Students' Union:

EDI Representatives

From the 22/23 report we saw a highlighted discussion on EDI Representatives. Though we flagged in this there might be some restrictions by having specifically labelled EDI Reps, it has led to the development of our One Winchester Representatives in 23/24 and continuing into 24/25. The representatives during 23/24 had key areas of focus: Cost of Living, Our Space, Accessibility, Mental Health and Disability, leading to student led activism and lobbying about EDI on campus.

Conclusions and Recommendations

Several themes persisted from the previous forum, including Disability/Accessibility, support for Commuting Students, Events, and financial equity - although the former of these was the most frequently mentioned.

Similar to last year, the Forum has resulted in some tangible next steps for the new academic year 24/25 and helps to steer the direction of EDI work at Winchester.

From collating student feedback, the President of Winchester Students' Union has collated the following recommendations for year ahead that both the Union and University can contribute to:

University of Winchester

- Conduct a review of accessibility on campus and how this can be improved. This is to include lifts breakages, notification of breakages, and alternative routes available. Also, to ensure that any relevant information is being passed on to Room Bookings to ensure that accessibility is considered for teaching sessions.
- Ongoing discussion from our students regarding movement between campuses and as part of accessibility exploring a shuttle bus. We recognise the financial implications of Higher Education at this time but continues to be an ongoing request from our student body.
- Continued support for Commuting students when accessing campus, particularly with current challenges on transport. Consideration of an online option for times when students physically can't make it to campus
- Collaboration with the University on EDI dates and awareness, but equally providing/funding schemes together in partnership - with reduced funding for both institutions it seems more effective to collaborate rather than duplicate work.

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- Continued support for Commuting students when accessing campus, particularly with current challenges on transport. Consideration of an online option for times when students physically can't make it to campus
 - Collaboration with the University on EDI dates and awareness, but equally providing/funding schemes together in partnership - with reduced funding for both institutions it seems more effective to collaborate rather than duplicate work.
 - Review on University's 'Harvard Approach' to statements on EDI. Whilst we are not requesting University to show particular stances, it feels important to remind students that during challenging times e.g. rioting, that campus continues to be a safe place for students!
 - Staff involvement in donations to Help Yourself Shelf [Bookcase] and Clothes Drive for 24/25.

Students' Union

- Being a student led organisation we recognise the need for more student led input within our Equality Diversity and Inclusion Initiatives. For instance, we have seen previous contributions to social media posts on Disability History Month from and tried to get Representational Networks/student contributions on things such as Black History Month. With our One Winchester Representatives and working with wider groups, it would be nice to see some in person campaign events.
- At the end of the One Winchester for 23/24 we reviewed feedback from our representatives to implement future improvements to the scheme. Feedback so far has included the restriction of grouping students into different areas of focus, and more students feeling like they have more workload than others due to time constrictions. We suggest that One Winchester is reviewed for 24/25 to support students with being able to get more involved with the system and support students with delegation of workload

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- Try to develop engagement on nationwide campaigns initiated by the National Union of Students, particularly on Student Finance, International Students and marginalised students. At current concerns continue to arise, it would be great to get students engaged with national campaigns which are within the Governments eye level.
 - Secure external funding to support with current and further Cost of Living work. Important to have a secure pot of money, whilst also reviewing communication on donations.

SECTION 2: WORK FOR THE 2024/25 ACADEMIC YEAR

On the 1st of July 2024 Winchester Students' Union saw the handover of President Charlotte Baker (22-24) to Alex Wilson (24-25). The work on EDI promptly started from the 1st July of taking office,

Some of the aforementioned suggestions are now in progress, with plans for our EDI work this academic year.

For instance:

- Student Support and Success and Students' Union collaboration on settling students into University Life. In Summer 24/25, the Student Journey Team and President of Winchester Students' Union collaborated on an Independent Living campaign, located on the Union website. With specificity to comments above on Cost of Living and financial restrictions, it's been nice to see the promotion of our portal on Student Support and Success, but equally collaboration and sharing information to students on financial literacy, whilst funding continues to be a challenge.

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- We have seen eagerness from university networks on the implementation of student co-chairs. This has happened in DIEG over 23/24 and the Pride Network and will review the effectiveness on student input and the merging of committees over the 20245/25 academic year. Through EDI Forum we have also explored the possibility of students joining staff networks but highlighting this being on the discretion of comfort by staff.
 - Where we have commented on the 'need to feel seen' by the University regarding Equality Diversity and Inclusion, it's been great to see progress on collaboration on a variety of Equality, Diversity and Inclusion events. For instance, when looking at International Day of Elimination of Violence Against Women on the 25th of November, we shared a stand to raise awareness on the now 'critical emergency on violence against women', this has also led to further conversations including thoughts into a night-time safety and a 'Walk Home from Bop Scheme'.

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- We are incredibly proud to see the implementation of the Lift notification system in 2045/25 and are grateful to the EDI Committee discussions and the previous President, Charlotte Baker, for the ongoing lobbying to make this system happen. We have received a variety of verbal feedback from students and asked some of our Part-time Officer's their views on the implementation of this:
 - 'Lift system is really good, there's been some mistakes (email's being sent twice and typo's 'but aside from that it's really useful. We're told when it breaks down and when it's repaired. I definitely believe it's a beneficial system to have, as it keeps me informed as a commuting student, on whether I can get to my lectures'.

CURRENT AND FUTURE WORK:

One Winchester

The One Winchester portal and representative scheme has continued for 24/25 academic year with 21 Representatives recruited. The scheme has adapted this year to allow our part-time elected officers to have a student lead involvement in the assigned groups, to align with EDI all sitting within their areas of interest. With consideration to feedback regarding the restrictions of grouped areas, we have left representatives open to as many areas of interest, with consciousness of their other commitments. Whilst this is early days for our new representatives, it is exciting to see the passion on physical resources and events related to this campaign. This year we have identified 4 key areas: Mental Health, Disabilities, Improving Spaces/Facilities and Celebrating Diversity

We are in early days of the re-launch of the 24/25 representatives, but we are hoping for the scheme this year will move EDI Initiatives and campaigns to have a physical presence on campus over Semester 2.

Development to the Winchester Student Guides

Sal Fox, Vice President, Education and Welfare is in the process of developing two new student guides.

Our Disabled Students' Guide has been advocated for several years by our student body, and with the support of one of our Part Time Officers, who also Chairs our Disabled Students' Network, we have been able to fast-track our first draft into feedback phase of other students'. We hope to have this out to our student body by Semester 2 and ready for our September 2025 intake.

Unfortunately, the Postgraduate Fund was unable to run this year, due to limited funding. With the collaboration with the Doctoral School, we have fast-tracked a Postgraduate Students Guide, to sustainably use this pot of money towards the Postgraduate Student Experience. At this point we are also at the feedback from our Postgraduate Students.



Figure 1: Disabled Students Guide front cover

EDI Media

Over the academic year so far, particularly in focus to Black History Month's theme of 'Impact Matters', Alex Wilson and Holly Tate (Membership & Projects Assistant), have worked on a mix of media, both were to support students using critical thinking about media and the views of the people of around them present. The first one supported students with Media Bias, presented as both a blog post on our One Winchester portal and an Instagram post as one of our main platforms for student engagement.

The blog post highlights to students some of the type of media biases platforms would present, particularly targeted towards specific groups of people.

Our second main media post was our Active Bystander Guide. We recognise this to be a challenging time within the world, particularly over the Summer as we witnessed the anti-immigration riots and protests over the UK. It felt we were lacking in a resource to support students in cases where they may witness others presenting questionable values or views.

The Guide is accessible on our Students' Union website, providing students with guidance on:

- When to be an Active Bystander
- The signs
- Assessing the situation
- Reasons for not intervening
- Intervention Techniques
- Supporting the Victim
- Self-care for Bystanders
- Quick Guide to intervention Techniques
- Reporting Procedures and Further Support



We are hoping this could be a resource that we provide alongside providing interested students with Bystander Training - a conversation that is currently in the works for Semester 2.



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STUDENTS' UNION



<https://www.winchesterstudents.co.uk/index.html>



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