



# IMPACT REPORT

WORCESTER STUDENTS' UNION - 2021/2022



Worcester Students' Union

# **Impact Report**

## **2021-2022**





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## Message from Liam Lees, SU President, 2021-22

We are delighted to share with you our Impact Report for the academic year 2021-22. Following on from the Covid-19 pandemic and successive lockdowns, this year held unique challenges for us. These challenges have also created special opportunities for us to develop and reflect on how we can best support our members, and this has allowed the Students' Union to provide an excellent year for the students we represent.

From the beginning of our term as Officers, and with the return of students to campus, the SU team worked tirelessly to provide students with incredible new opportunities. We wanted to ensure the 2021-2022 academic year was the best it could be for those entering the year nervous about beginning face-to-face education, but also for those returning to Worcester following 18 months of a disrupted university experience.

The year started with a bang as we held our very first early arrivals Welcome Day. We enjoyed music, food, and even a circus act to help students feel excited for their year to come. Welcome Week was our biggest yet, and with the help of our incredible Clubs, Societies, and Networks, we showcased all of the incredible activities available at the SU! Welcome Week 2021 really showed how well the University and the Students' Union work together and gave our students the best possible start to the year.

Rag, our Vice President Education, led on a wide range of academic campaigns, including increasing accessibility of education through better lecture recording. He worked closely with School Reps, Course Reps, and the University to champion the student voice and close the feedback loop.

He worked especially closely with students and staff from the School of Allied Health and Community to ensure that the student experience was fully taken into consideration and this created a great line of communication for Reps to express themselves. He also implemented Rep Socials, which allowed Reps to socialise, work together to solve problems, and network.

Throughout the year, our Vice President Student Activities, Neve, worked relentlessly to ensure that Sports Clubs and Societies had an incredible amount of support. She attended every game and event that she could, and always made herself available to advise students who needed help. Not to mention her support for the return of BUCS! Neve also worked to create an SU that celebrated the hard work that students put in for their peers with the creation of WorcStar. This initiative shone a spotlight on those that deserved it and showed just how strong the TeamWorc spirit is.

The Union would be nothing without the relentless efforts of the staff team, who all worked hard in the background to create activities and offer support. I would like to give a special shoutout and thanks to Sophie W, Rob, Tim, Matt, Clement, Alannah, Casey, Samina, Bev, Jenko, Kate, Jack, Sophie S, Helen, Dan, Jack, Tom, the Union Trustees, and all our super student staff. Without them our year would not have been the same.

I would also like to say a special thank you to my comrades in office, Rag and Neve. You have worked really hard this year to represent, encourage, and engage the student body. Without you, this year would not have been the success that it was, for me, the SU team, or the students. You are the lights of my life, I am so proud of your achievements this year, and I will sorely miss working with you every day. Al, Gemma, and Meg, I wish you the best year in office. I already know that you will be a tour-de-force and become a close-knit team to support the students at Worcester. You will achieve so much for TeamWorc.

I hope you enjoy reading this report and our reflections on 2021-22 as much as I have recalling this magical year.

All the best,  
**Liam**

# OUR YEAR AT A GLANCE

**£31,629**

raised through RAG

**6,032**

volunteering hours recorded

**5,169**

votes cast in the SU Elections

**TOP  TWENTY**

Ranked in the top twenty of Students' Unions in National Student Survey



**689**

nominations in the SCAs

**3,000**

students attended Varsity



**26**  
clubs and societies  
achieved TeamWorc Points  
bronze, silver, and gold



**5,400**



**7,200**



**13,100**

**38**

sports clubs  
supported

**10,800**

students attended events  
in The Hangar

**39**

societies supported

**5,000**

students attended  
Welcome Weekend

**68%**

satisfaction in the Big  
Worc Survey

**69%**

satisfaction in Course Experience Survey



# How we lived our values in 2021-22

## Professional

- Achieved 69% satisfaction in the University's Course Experience Survey
- Ranked in the top twenty Students' Unions in the National Student Survey
- Achieved 68% satisfaction in the Big Worc Survey
- Achieved 'Excellent' Green Impact accreditation
- Achieved 'Gold' Best Bar None accreditation

## Accountable

- Had 26 students attend our annual All Student Meeting
- Recruited over 350 students to the Academic Representation system
- Had 314 students fill in the Big Worc Survey
- Continued to support our 10 student-led Networks to connect under-represented areas of the student body

## Positive

- Had 3,000 students attend Varsity fixtures
- Received 689 nominations from students in the Students' Choice Awards
- Hosted in-person awards ceremonies for the Students' Choice Awards and TeamWorc Awards
- Organised a range of events, activities, and campaigns around mental health
- Gave reward and recognition to core and student staff for their excellent work



Students volunteering with the Canal and River Trust completing a canal clean



Students at the NUS Student Strike

## Inspirational

- Raised over £31,000 for charity through RAG
- Helped 85 of our students volunteer 6,032 hours of their time to good causes
- Continued the TeamWorc Points scheme and had 26 clubs and societies achieve Gold, Silver, and Bronze status
- Encouraged our students to engage in local and national democracy and campaigns





RAG Race 2022



LGBTQ+ in STEM Day hosted by the LGBTQ+ Network and the Biology Society

## Student-Centred

- Dealt with 425 cases from 380 students in our Advice Centre
- Had our most successful ever Leadership Elections, with 5,169 votes cast by 1,863 voters
- Trained hundreds of students in their roles as reps, committee members, student staff, and volunteers
- Supported 39 societies and 38 sports clubs over the year
- Continued to promote student safety through campaigns like How Are You Getting Home, Safe Sex Express, and Drink Spiking Awareness

## Entertaining

- Had almost 11,000 students attend events in The Hangar
- Held our biggest Welcome Week yet at City Campus and in The Hangar
- Increased student engagement across all our social media channels
- Hosted 52 student-led events in The Hangar



Winter Ball 2021





# Student Engagement and Satisfaction







# WELCOME WEEK<sup>21</sup>

**In September we welcomed all our new and returning students to the University with a variety of events and activities. Due to the Covid-19 pandemic, this was our first full programme for two years and it was a great way for us to start the year.**

## **Early Starter Events**

We kicked things off a little early in September with a new event in Union Square for all our international and commuter students who registered before the main intake of first year students. SU Officers and staff were on hand to welcome everyone to the University, and there were activities throughout the day including circle skills and a treasure hunt. Our thanks go to Chartwells for providing a barbeque and, possibly the best

part of the day, free ice cream for everyone. As many of our returning students had spent a large part of their university lives in lockdown, we wanted to make sure they were welcomed back to campus in style, and so we held our first ever Sunset Session in The Hangar Marquee at City Campus. This was a chance for returning students to get together, enjoy some free food, a few drinks, and some chilled-out vibes before the excitement of Welcome Week truly began.

## **Welcome Fair at City Campus**

Following the success of our Welcome Weekend event in 2020, the Welcome Fair returned even bigger and better than before. Once again, we worked alongside the fantastic Boffy Arts and Events, along with the University, to transform City Campus with market stalls, marquees, an impressive stage, bar, and food stalls. Over the weekend, more than 2,500 students attended

the Fair, meeting our club, society, and Network committees, getting their hands on some freebies, enjoying some live music, and grabbing a drink in The Hangar Marquee.

The weekend was the perfect way for us to start the year and it was fantastic to see so many students enjoying themselves in the sunshine.



**Circus Skills workshop as part of our Early Starter Events**





Colour Run 2021

## TeamWorc Showcase

Our VPSA, Neve, built on the showcase concept introduced in 2020, in an attempt to increase engagement with the TeamWorc community from student groups and individual students. Throughout the day, sessions were put on at City Campus by Dance, Men's Rugby, Yoga, Women's Football, Zumba, Cheerleading, Rowing, Loco Show Co, Fencing, and the UniBoob Team, showcasing everything they have to offer. A total of 70 students attended the Showcase throughout the day.



Students at the 2021 Welcome Fair

## The Hangar

Once again, The Hangar opened at two locations throughout Welcome Week – The Hangar bar in the Students' Union and The Hangar Marquee at City Campus. This was the biggest Welcome Week yet for The Hangar, with just over 2,400 students visiting us during the week.

The Hangar hosted nine great events throughout the week, including a VK Welcome Party, Karaoke, Silent Disco, and the return of the ever-popular Disco Bungalow. The Hangar Marquee hosted a further six events during the week, including live music nights, an outdoor cinema, and live comedy. After 18 months of lockdowns and restrictions, it was great to have students back in The Hangar socialising and having a great time.

## Colour Run

On the Wednesday of Welcome Week, we were delighted to be able to bring back the Colour Run after a two-year absence. Once again, the event raised money for RAG and our RAG Charity of the Year, Student Minds. A total of 180 students took part in the run around St. John's Campus, getting covered in a kaleidoscope of colours, and helping us to raise over £1,400.



Winter Ball 2021



## Reaching Out To Students

With the help of our amazing student Graphic Design Assistants, Callum, Filip, and Florentina, we continued to produce creative, compelling, and relevant content to keep students up to date with everything going on at the SU and get as many of them as possible involved in our events and campaigns.



## Social Media

Whilst the majority of our social media platforms continued to grow and gain more members throughout the year, it was, at times, difficult to engage students across our digital channels. Throughout semester one there was a noticeable decrease in student engagement, both on social media platforms and with SU events and campaigns. We altered our approach in semester two, listening to feedback from our students and the Officer team, and adapting the frequency and volume of social media content, leading to a small but noticeable increase in our online engagement.



**2,800**

TeamWorc Facebook followers



**8,900**

SU Facebook followers



**1,400**

The Hangar Facebook followers



**7,200**

SU Twitter followers



**3,800**

SU Instagram followers



**1,600**

The Hangar Instagram followers

## CES and NSS

The results for this year's Course Experience Survey (CES) were generally positive. Overall satisfaction with the Students' Union was 69%, which was a 1% decrease when compared to the previous year. In terms of academic representation, 80% of respondents were aware of who their Course Rep was and 66% felt their Course Reps effectively represented their interests.

Our academic scores in this year's National Student Survey (NSS) were down slightly from the previous year, but still well above average for all Students' Unions, with 62% of respondents stating that the SU effectively represents their academic interests. Our overall ranking for 2021-22 was 18th out of 149 SU's, an increase of one place on the previous year and a 43 place rise in rankings since 2018.

## Worc Hard Play Hard

In the second semester, we relaunched our Worc Hard Play Hard student magazine as an online blog. Worc Hard Play Hard gives students the opportunity to share their activities and achievements, and helps us celebrate the success of all our TeamWorc members.

Fifteen of our clubs and societies shared their news with us, with content ranging from national sporting success, to theatre and musical performances,

to coverage of our #NeverOK Open Mic Night. We also used the blog to promote the successes of our student groups throughout the year, including TeamWorc Points, TeamWorc United, and our RAG fundraising total.

We plan on building on the success of this relaunch in the next academic year, with the introduction of more visual and video content, including the return of TeamWorc TV.



Neve at Committee Training 2021

## Big Worc Survey

The Big Worc Survey returned for its fifth year and was scaled back significantly compared to previous years to combat survey fatigue, with only key questions remaining to ensure effective benchmarking. A total of 393 students completed the survey, far fewer than in previous years and a reflection of the overall trend of lower student engagement seen throughout the year.

Some of the key findings of this year's survey were:

- 64% of respondents have used at least one SU service during their time at the University
- 60% of all respondents had voted in the 2022 SU Elections
- 81% of respondents were aware of the Academic Representation system
- 71% of respondents were aware of the SU Help & Advice service
- 74% of respondents believed that the SU had a positive impact on their overall University experience
- 68% of respondents were either satisfied or very satisfied with their overall experience of the SU
- Advice and wellbeing was seen as the highest priority for the SU, with national democracy and NUS the lowest

**3 in 5**

respondents have used an SU service



**3 in 5**

respondents voted in the SU Elections



**4 in 5**

respondents were aware of the Academic Representation system



**4 in 5**

respondents had attended an SU-led event



**1 in 2**

respondents had attended an event in The Hangar





TeamWorc Awards 2022

# Celebration Week

For the first time since 2019, we were able to host a full Celebration Week, with staff and students invited to attend both the Students' Choice Awards and the TeamWorc Awards. It was wonderful to, once again, be able to celebrate the fantastic achievements of everyone at Worcester.

## Students' Choice Awards

The Students' Choice Awards are a chance for Worcester students to highlight the positive impact that University teaching and support staff have had on them during their time here. We received almost 700 nominations from students across the University and it was great to see so many staff recognised for all of the fantastic work they do. Congratulations to every member of University staff nominated for the awards.

## 2022 Winners

- **Excellence in Doctoral Supervision**  
**Karen Blackmore** – School of Education
- **Exceptional Personal Academic Tutor**  
**Amy Johnsen** – School of Psychology
- **Extra Mile Award (non-teaching and support staff)** **Lewis Arnold** – Head of Rugby
- **Module Excellence Award** Group Dynamics in Sport – **Andrea Faull-Brown & Michelle Morgan** – School of Sport & Exercise Science
- **Outstanding Lecturer Award**  
**Mark Odam** – School of Allied Health & Community
- **SERCC of the Year**  
**Andy Taylor** – School of Education
- **Sustainability Award** **Penny Kitchener** – Executive Assistant to the Director of Sustainability
- **Acting Provost Award for Excellence in Teaching** **Ruth Stacey** – School of Humanities



## TeamWorc Awards

Following a successful but small invite only event in 2021, the TeamWorc Awards made a big return, with all Worcester students welcomed to attend a celebratory event at Sixways Stadium. After the past two years of Covid restrictions, it was a real pleasure to be able to see so many students enjoying themselves and celebrating the successes of the **#TeamWorc** community.

### 2022 Winners

- **Athlete of the Year** **Renee Powell** – Netball
- **Charity Fundraiser of the Year Award**  
**Uni Boob Team**
- **Course Rep of the Year Award**  
**Martha Heasman** – MA Touring Theatre
- **Event of the Year**  
**Strictly Come Dancing** – Saints Dance Society
- **Network Campaign of the Year**  
**WeForShe** – Women's Network
- **Network Committee Member of the Year** **Emma Banks** – Mature, Parents, and Carers Network
- **Network of the Year** **LGBTQ+ Network**
- **School Rep of the Year**  
**Tereza Vidrova** – School of Psychology
- **Society Committee Member of the Year**  
**Victoria Tanimowo** – Nigerian Society
- **Society of the Year** **Biology Society**
- **New Society of the Year** **Knit 'n' Knatter**
- **Sports Club Committee Member of the Year** **Hope Bourton** – Netball
- **Sports Club of the Year** **Women's Football**
- **Sports Team of the Year** **Men's Cricket 1st**
- **Volunteer of the Year** **Jack Lambert**
- **WSU Student Staff Member of the Year**  
**Mia Radinovic**
- **WSU Special Recognition Award**  
**Gemma Allcott**



Rag at the Students' Choice Awards 2022



The 2021/22 Officer Team



TeamWorc Awards 2022





# Representation and Networks





**We successfully recruited a total of 342 Academic Reps for the year, with 74% of those fully trained in their roles, an increase of 34% compared to the previous year. Throughout the year, we worked with the University and our Academic Reps to raise the profile of the rep system and demonstrate the positive impact it has for all of our students.**



Continuing our use of Course Rep Journals meant our Reps could keep us updated on the important work they were doing, as well as raise queries and report on successes. Some of these successes included increased rep engagement from partner institutions, the improvement of study facilities at Charles Hastings, and the introduction of skills workshops with the School of Arts. We continued to celebrate the achievements of our Reps through our Course Rep and School Rep of the Month.

We also saw the return of in-person Course and School Rep Forums, facilitating discussions between our Reps and senior members of University staff. Discussions ranged from evaluating the effectiveness of the PAT system, to how to improve engagement with the Rep system.

# Academic Representation

## REPS tival

In November and December we hosted Repstival, giving students the opportunity to develop their skills and increase their understanding of various aspects of the academic world.

Sessions and workshops were delivered by staff members from the University of Worcester, SU staff, and our VP Education, Rag. A wide variety of subjects were covered, including sustainability, effective time management, developing digital communications skills, and the importance of student voice.

Whilst overall engagement with Repstival wasn't as high as we would have liked, those that attended gave very positive feedback for the sessions and workshops they took part in.



## Lecture Capture

Following informal discussions and feedback from students, our VPE, Rag, sought to gain more formal and strategic feedback from students on the subject of lecture capture. In total, 180 students completed a survey on whether they felt lecture capture had a positive impact on their academic experience and if they wanted wider implementation across the University.

The overwhelming consensus from students was for more regular recording of lectures, and a more structured and standardised process for doing so. Following on from this, Rag worked with staff at the University to develop a new policy encouraging academic staff to record lectures where possible and appropriate. This policy remains 'opt-in' at present, with a view to become an 'opt-out' policy in the future.

## Networks ✨

Following a successful launch in 2020, our student-led Networks continued to support and speak out for under-represented groups at the University. This year saw a total of 243 Network memberships from 149 students, a small increase on the previous year.

Our Networks worked hard throughout the year on various campaigns and events to help bring about positive change for students at Worcester, including:

- Regular coffee mornings with the Mature, Parent's and Carers Network
- An LGBTQ+ Network Pride Party to raise money for the National AIDS Trust
- A programme of events for Black History Month organised by the BAME Network
- The launch of the WeForShe magazine from the Women's Network
- The Sustainability Network's Fast Fashion campaign as part of Go Green Week



Rag presenting Tereza Vidrová with the award for School Rep of the Year at the 2022 TeamWorc Awards



# Governance and Democracy



experience of Worcester  
students.

ers you elect have a huge  
ct at the University and  
e sure you have the best  
dent experience.

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ions





# SU ELECTIONS<sup>22</sup>

**Nominations for the SU Elections were open throughout February, with the elections taking place in the second week of March. With the end of Covid restrictions, we were able to return to face-to-face campaigning and polling stations.**

This year, we moved away from the 'Don't Duck Out' theme of previous elections, with revamped messaging for both the candidate nominations and voting periods, with a focus on the positive impact Officers have on the overall student experience, highlighting Officer successes from previous years. In-person promotion during elections week was also boosted by our Vote in a Boat fun day on the Wednesday and free doughnuts for voters on the Thursday.

There was a total of 14 candidates for the three Officer roles; four candidates for SU President, four candidates for VP Education, and six candidates for VP Student Activities. In total, 5169 votes were cast by 1863 voters, a 26% increase from the previous year and the highest ever number of voters on record, accounting for 19.9% of the student body.

The students voted into office:

- Students' Union President** – Al Linforth
- Vice President Education** – Gemma Allcott
- Vice President Student Activities** – Meg Lee



Our newly elected Officers on Election Results Night 2022



# STUDENT

# REPRESENTATION

**The Students' Union is run by students for the benefit of students. We want as many of our students as possible involved in our decision making processes and for the student voice to be heard across everything we do.**

## **Student Council**

Student Council members are representatives from all of the key cohorts of students including Schools/Colleges and student groups (clubs, societies, networks, RAG). All 26 positions were filled this year and 3 out of 4 meetings reached quoracy (there were enough people present to vote on items).

Over the year, Student Council passed 9 new policies, which committed the SU to (for the next 3 years):

- Waste reduction and sustainable giveaways and freebies at events
- Restructuring the core committee roles of our clubs and societies to make them more understandable
- Supporting and participating in the NUS Student Strike
- Following the closure of UWIC, to remove its students from our governance structures
- Working with the University for them to:
  - ~ Include culture and faith-based student groups in the development of their EDI training
  - ~ Offer accommodation solutions to international students arriving in the UK with dependants
  - ~ Ensure their accommodation website clearly states accessibility provisions
  - ~ Ensure students aren't sitting multiple exams in one day
  - ~ Ensure percentage grading is available to assist students in postgraduate applications (as our grading system differs)

## TeamWorc Council

TeamWorc Council consists of our committee members from RAG, clubs, and societies, and provides a platform for feedback and discussion on the social and recreational experience of students at Worcester.

TeamWorc Council contributed to a review of TeamWorc Honours, helping us to create new criteria, which recognises the achievements of students in the #TeamWorc community. They were also responsible for one of the nine policies passed by Student Council.



## Welfare and Inclusion Council

Our Welfare and Inclusion Council is made up of the SU President and the Chairs of our ten student-led Networks. The Council has a key role at the SU, creating a space for collaboration on issues of representation, inclusion, equity, and sustainable development and linking in with the SU's internal EDI working group.

Welfare and Inclusion Council discussed a wide-range of issues throughout the year, including effective lecture capture and ensuring inclusivity in sport was on the University agenda. The Council was also responsible for three of the nine policies passed by Student Council.

## Education Council

Education Council provides a forum for our School Reps and academic society Chairs to discuss and respond to the issues affecting the students they represent, as well as to raise awareness of the academic representation system.

The Education Council worked hard supporting our VPE, Rag, on his timetabling campaign, provided in-depth feedback to the University on learning spaces, and supported the project to revamp study spaces within Peirson. They were also responsible for two of the nine policies passed by Student Council.







# All Student Meeting

This year's All Student Meeting (ASM), which is our AGM, was held online and took place in mid-February. Despite high engagement with previous online ASMs, this year saw just 26 students attend, meaning the meeting was not quorate. Attendees were given an update of our key achievements from the 2020-21 academic year as well as our plans going forward. They also had the opportunity to ask their Full Time Officers questions on the SU and overall university experience.

Attendees were also asked what they thought the priorities of the SU should be going in to the next academic year and to rank these priorities in order of preference. The three highest ranked priorities were Advice and Wellbeing, Equality, Diversity, and Inclusion, and Academic Representation.







# The Hangar









## The Hangar

Following a year affected by the Covid-19 pandemic, The Hangar was back open with a full programme of events, and it was great for us to have so many students back and enjoying themselves.

We kicked-off the year with Welcome Week and some great parties and events in the bar, along with our pop-up bar at City Campus. This year, we also expanded our cocktail menu, provided an even wider range of products, and introduced live music nights to our regular weekly line-up.

Throughout the year we had 10,800 students attend events in The Hangar, from Disco Binglew to the Varsity After Party and the popular Friday Night Karaoke.

We also, once again, achieved Gold status in Best Bar None with a score of 90%. This was the fifth year in a row that The Hangar was awarded Gold accreditation.



## Student Led Events

Our students are key to creating a welcoming and vibrant atmosphere in The Hangar. Throughout the year 52 of our events were hosted by students, and it was great to see lots of different groups coming together to create so many amazing events.

Some of our highlights included our first ever formal Winter Ball, a Strictly Come Dancing competition hosted by the Saints Dance Society, and an end of year showcase from Sinners Cheerleading.



## Student Safety

In September and October, concerns were raised nationally about drink spiking and safety on nights out, leading to the Girls Night In campaign and boycott of some Worcester venues on 27th October.

As the safety of our students is a top priority of ours, we worked to reassure students of the safety measures in place in The Hangar and on campus. Staff in The Hangar also received additional training and support to ensure they could help students in the event of drink spiking, or if students found themselves in uncomfortable situations on a night out.

We also hosted the University PCSO team in The Hangar on a Worcester Wednesday, where they introduced themselves as a friendly and supportive face on campus and provided students with important safety information.

In addition to this, we worked closely with our key partners, Tramps, to inform students what safety measures were in place in their venues, facilitating meetings between students and the Tramps management.

THE  
HANGAR

TRAMPS  
NIGHTCLUB WORCESTER

# DRINK SPIKING

## Drink spiking is a serious crime.

Spiking a drink - whether with an extra shot of alcohol or another substance - is a serious crime.

Anyone that does it could face serious criminal charges and up to 10 years in prison. If a robbery or sexual assault has taken place the sentence will be even higher. Drink spiking can have very dangerous consequences for the health of the person whose drink is spiked.

Visit [drinkaware.co.uk](http://drinkaware.co.uk) for more information on drink spiking.



WJ WORCESTER  
STUDENTS UNION

BEST DRINK NOTE  
88

THE  
HANGAR

For more information:  
[www.worcsu.com/spiking](http://www.worcsu.com/spiking)







# Equality, Diversity, and Inclusion



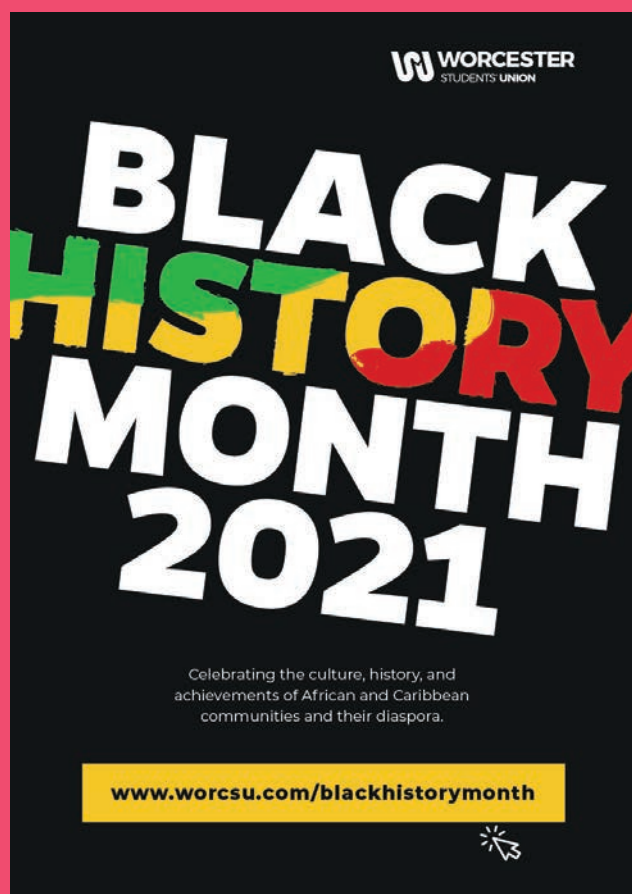


## Black History Month

For Black History Month in October we worked with various student groups to celebrate the history, culture, and achievements of African and Caribbean communities and their diaspora.

Events were hosted throughout the month by the Nigerian Society and African and Caribbean Society, including a quiz night, movie night, and a Nigerian Independence Day party. The Hangar also hosted a Walk Through Black History, with clubs and societies showcasing black pioneers within their chosen areas.

Dr Gill Harrop, Senior Lecturer in Forensic Psychology, also kindly joined us to run two bystander sessions and educate students on how to challenge prejudiced and unacceptable language and behaviours.



## SU EDI working group

We are fully committed to equality of opportunity and to promoting a positive and inclusive culture, in which everyone is treated with dignity and respect and where diversity is celebrated. Our internal Equality, Diversity, and Inclusion (EDI) Working Group exists to promote equality and equity within the SU and at the University. The Group developed an EDI policy, with the aim of:

- Ensuring that the SU carries out its activities within a framework that respects and promotes equal opportunities
- Ensuring the SU is proactive in promoting equality of opportunity
- Making explicit the rights and responsibilities of our members
- Committing to monitoring the implementation of the policy and the ongoing evaluation of its effectiveness

Throughout the year, the group also worked on a number of initiatives. These included, amongst others:

- Ensuring race equity is a standard item on Senior Management Team meeting agendas
- Reviewing the names and roles of student committee positions to remove terminology that may be a barrier to students
- Ensuring greater accessibility of our Help & Advice service
- Improving the accessibility of our marketing and communications
- Removing financial barriers to student engagement in sport
- Ensuring our staff were trained in Equity at Work and our senior management undertook Leadership in Race Equity training. Our Chief Exec is now part of a group of Union CEOs nationally who are championing change in Unions across the country



## Pushing for change

As the representative body of Worcester students, it is important for us to work with the University to push for positive change to ensure an inclusive and welcoming environment for our members.

Throughout the year, our Officers lobbied on some of the key issues that matter to our student body including:

- Working to create an inclusive curriculum, accessible to all students on all courses at the University
- Ensuring there is an effective and transparent means for students to report discrimination at the University
- Installing gender neutral toilets across all University campuses, as well as ensure gender neutral toilets are included in all new University buildings

## TeamWorc United

Now in it's second year, TeamWorc United recognises the clubs and societies that go above and beyond to develop their inclusive practices and ensure as many students as possible can get involved in their activities.

The Uni Boob Team were one of our first groups to successfully achieve TeamWorc United status last year and they did so this year again by addressing the gap to improve their inclusive practice. They achieved Team Worc United status last year and they did so this year again by addressing the gap in health promotion, introducing a Pec Rep onto their committee, collaborating with male dominated clubs, and working with the LGBTQ+ Network to create inclusive social media promotion.

Women's Football were also successful in achieving TeamWorc United status this year. Throughout the year they ran a range of adaptive training sessions, supported the Rainbow laces campaign, and raised awareness of the various types of discrimination players face within their sport.





# Student Advice and Wellbeing





# # Never OK

In November our VPSA, Neve, launched our #NeverOK campaign, which encouraged positive conversations around the subject of consent. Despite the fantastic community we have at Worcester, we are aware that violence, coercion, and discrimination can occur anywhere in society. Through #NeverOK, we wanted to raise awareness of what constitutes unacceptable behaviour, and how we can take a stand and speak out against it.

Throughout November, Neve visited various clubs, societies, and Networks, and asked them to sign the #NeverOK pledge to speak out against harmful behaviours.

“As #TeamWorc we sign this pledge to display courage, and to stand up against sexism, and all forms of sexual and interpersonal violence. We will not stay silent. If we see something, we will say something. We understand that our silence encourages others to believe that we condone their harmful words, beliefs, and behaviours. We will challenge others, and hold them accountable for their words and actions that are #NeverOK.”

Throughout Varsity, we teamed up with the University of Gloucestershire to take a stand against discriminatory behaviour in sport. Club captains from all competing teams reaffirmed their commitment to the message of #NeverOK, and all players and supporters were encouraged to take a stand against discrimination and **Call It Out, Stomp It Out, and Keep It Out.**



Clubs and Societies signing our Consent Campaign pledge, #NeverOK



## Help & Advice

Following last year's record case numbers, the Help & Advice service again saw an increase in cases. For most of the year the Help & Advice service continued to offer face-to-face appointments, whilst retaining best practice learnt during the Covid-19 pandemic. Students continued to appreciate the option to attend meetings virtually and we were keen to operate flexibly.

Due to continuing increase in the number of cases, we appointed a Help & Advice Assistant. Due to increased demands for the service, this post will be expanded next year to a full Advisor position.

Throughout the year the service:

- Supported 380 students and 425 cases – a 7% increase on the previous year
- 34% of all cases come from referrals from the University
- 76% were related to academic issues
- 16% were related to accommodation issues
- 19% came from postgraduate students
- 12 cases came from students at Partner Institutions

The service received positive feedback from students throughout the year:

“**Kate was extremely helpful and supportive in taking the time to listen to my concerns, and I feel she went out of her way to help us where she could**”

“**Tom was extremely thorough and understanding of my concerns. I would recommend Tom to any student struggling with finding the answers to their problems, he is an asset to the Students' Union**”

## Life Skills

In Semester One, we launched a Life Skills Survey, asking students about what challenges they expect to face after graduation and the life skills they want to learn before they leave University. Concerns around finances, money management, and entering the world of work were those stated by most of our students completing the survey.

With finances and budget management a big concern for students, our VP, Neve, worked with the University's Money Advice Team in the second semester to put together an 'Adulting 101' personal finances booklet. The booklet provides advice and information on budgeting, money saving ideas, online resources, and avoiding debt.

**HOUSEMATE FINDER**

Are you looking for a housemate?  
Do you have a spare room in your house next year?  
Connect with other students using our housemate finder facebook page.

[www.facebook.com/groups/1839023023005006](https://www.facebook.com/groups/1839023023005006)

The poster features a magnifying glass over a house icon, a QR code, and logos for Worcester Students' Union and the University of Worcester.

**SU Help & Advice**

Free, independent and confidential advice from your Students' Union.

Speak to **Kate and Tom**  
Our Academic & Welfare Advisors

**BOOK NOW**

Appointments available face to face, by Microsoft Teams or telephone  
Visit [www.wsu.ac.uk/helpandadvice](https://www.wsu.ac.uk/helpandadvice) for more info.

Services listed: Academic Advice, Welfare, Accommodation, Signposting.

The poster features the Worcester Students' Union logo.

# Wellbeing and Mental Health

The wellbeing and mental health of our students remains a key priority for us, and we have continued with some of our core campaigns that have been so successful over the past few years.

## World Mental Health Day

World Mental Health Day takes place on 10th October every year, to raise awareness of mental health issues and encouraging positive conversations around mental health.

Alongside Student Services and the University Counselling and Mental Health team, we organised an event to provide students with information on the support available to them during their time at university. There was also a chance for students to come along for a chat, free cuppa and biscuits, get their hands on a few freebies, and spend some time with the Therapy Dogs.

We were also joined on the day by Samaritans and NHS Healthy Minds, and lots of positive conversations were had with students throughout the day.



Therapy dogs at the 2022 Wellbeing Fair

## How Are You Getting Home

Our How Are You Getting Home campaign encourages our students to look out for one another on a night out, and gives them key advice on how to get home safely and what they should do if they find themselves in an uncomfortable situation. Once again, this was supported by our partners at Tramps, and was one of our more successful social media campaigns throughout the year.



## Safe Sex Express

This year, we continued with our very popular Safe Sex Express service, with a new online booking form to help us keep track of requests and give students a more user-friendly experience. We had positive engagement with the service and 2690 condoms were posted to students during the year. This is over 16x as many in 2020/21.





# Don't Rent Yet and Housing Fair

Our Don't Rent Yet campaign once again ran throughout November and December encouraging students not to rush into any housing commitments for the following year, and giving them information on their rights as tenants. We also, continued to promote the Student Homes Charter, which we introduced last year. The Charter outlines the responsibilities of landlords, and any landlord signing up to StudentPad or attending the Housing Fair is required to agree to the Charter.

Our Housing Fair returned for the first time since 2020. Run in partnership with the University accommodation team, the Fair gives students the opportunity to view what houses and rooms are available from fully accredited and licensed landlords, and make an informed choice on where to live in the next academic year. We had 60 landlords and 200 students attend the Fair, where we also gave out SU branded toilet roll to everyone who came along.

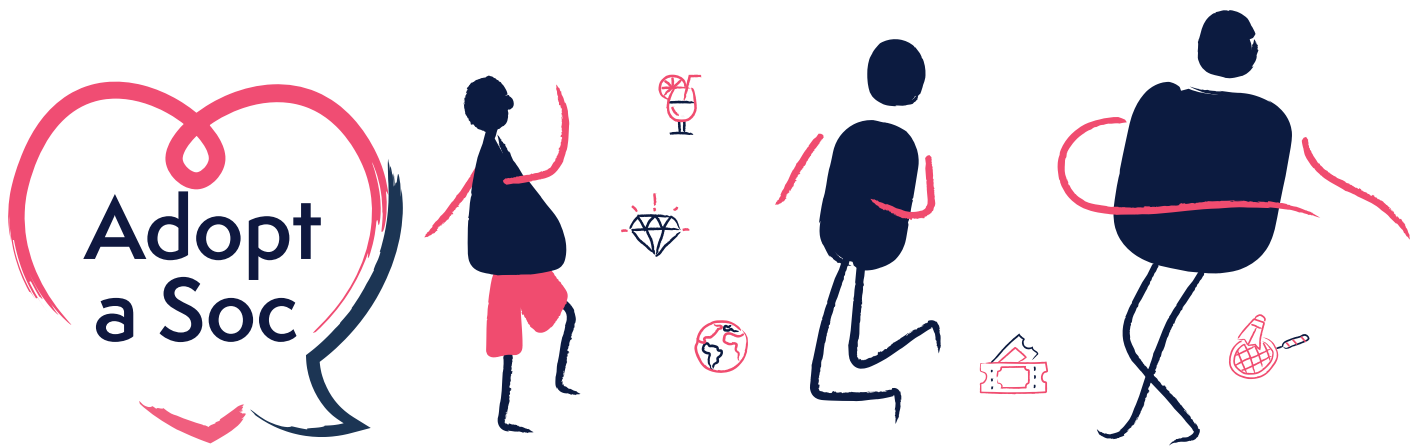




# **Sports, Societies, and Student-Led Services**







# Societies Overview

This year we supported a total of 39 societies, though this number reduced to 29 by the end of the year, with the student body still recovering from the effects of the pandemic. In total, Societies saw 927 memberships from 818 students, an increase in memberships of 30% when compared to 2020-21. Many of our societies experienced a difficult two years due to Covid-19 restrictions and now are slowly but surely recovering and, once again, becoming an integral part of #TeamWorc.

## Adopt a Soc and Soc From Scratch

At the beginning of the academic year, we ran an Adopt a Soc campaign, encouraging students to take on committee roles in societies in danger of folding. Both our Nature Society and Geography Society were revived through Adopt a Soc, and will go forward into 2022-23, with full committees where we hope to see them grow even further.

Building on this campaign, towards the end of the second semester we began our 'Soc From Scratch' campaign, to help students set-up brand new societies ahead of the new academic year. We ended the year with four new societies - Asian Society, Business, Knit 'n' Knatter, and K-Pop - and we hope to see more join them for the upcoming year.

## Society Events

Despite some of the difficulties in engaging with our Societies, we had some fantastic events and activities throughout the year:

- The Biology Society, alongside the LGBTQ+ Network, hosted an LGBTQ+ in STEM Day. They demonstrated fun and colourful experiments, alongside raising awareness about the difficulties LGBTQ+ individuals can experience in STEM fields
- Education Enhancement were extremely pro-active in the delivery of extra-curricular courses for their members, as well running a programme for mental health first aid training for both members and non-members
- Our growing Nigerian Society collaborated with the BAME Network to host a Careers workshop, inviting guest speakers along to advise and inspire students on their career paths





# Sports Overview

Throughout the year we facilitated a total of 38 sports clubs, 33 of which were affiliated, with a total of 1,275 memberships from 1,139 students. This was an increase in memberships of 18% when compared to the previous year and it was amazing to see so many students returning to sport.

## BUCS

The year saw a return to the full BUCS schedule, with 33 teams from Worcester entered into league, trophy, and cup competitions across 15 sports. We had some notable successes in league competitions, with Netball 3's, Men's Football 3's, and Women's Cricket 1's winning their respective leagues, and Women's Football 2's finishing second in theirs. We also saw success in cup and trophy competitions. Women's Futsal 1's won the Midlands Conference Cup, Women's Basketball 1's finished second in the National Trophy, and Men's Cricket 1's came third in the country in the National Indoor Finals.

We ended the BUCS season in 61st place nationally, with a total of 475.5 points. Our Men's teams were ranked in 71st place, our Women's teams were ranked in 59th place, and our Mixed and Open teams were in 55th place.

## Adopt a Club

Following a difficult year in 2020-21, we introduced Adopt a Club, which aimed to revive struggling clubs and find new committee members ahead of the new academic year. Four of our clubs this year – eSports, Table Tennis, Volleyball, and Yoga – were part of the Adopt a Club initiative. All four clubs successfully established themselves as part of the **#TeamWorc** community and will go into the next academic year with full committees and, in the case of Volleyball, teams competing in BUCS.

## BUCS Awards

We were very proud to have three shortlisted nominations for this year's national BUCS Awards.

- **Dan Cox Unsung Hero** – celebrating a member of staff at a BUCS member institution who has worked tirelessly to support student sport over the past year
- **Alice Hopkins and Women's Football Dan Porter Award** – celebrating an individual or group who have faced and overcome diversity to positively impact others within university sport
- **Jack Lambert Student Volunteer of the Year** – celebrating a student volunteer who has contributed to university or community work

**Jack went on to be the overall winner of Student Volunteer of the Year for all of his hard work during Varsity, and his fundraising for the British Heart Foundation throughout the year. We were so proud of him!**

## New clubs

Of our 38 clubs, three were brand new for 2021-22.

With the support of the Sport Development Fund and Club Development Grant, Archery were one of our most successful new clubs, successfully recruiting a new coach, affiliating with Archery England, and planning to enter into more competitions next year.

Wheelchair Basketball had an enjoyable year competing in BUCS, despite coming up against some tough competition. The club has a new coach for the upcoming year and will benefit from the University being a founding member of the British Wheelchair Basketball Women's Premier League.

Our final new club this year was Dodgeball, created by some enthusiastic first year students. Their sessions proved very popular and gave an opportunity for students to get together and enjoy themselves. Unfortunately, due to academic commitments of the committee, the club will not be continuing into the next academic year.

# TeamWorc Points

**TeamWorc Points recognises our clubs and societies that truly stand out and go the extra mile to make the student experience the best it can be. All clubs and societies are eligible to receive TeamWorc Points through various criteria, including volunteering, fundraising, and engaging the wider TeamWorc community.**

The clubs and societies with enough points were awarded Bronze, Silver, and Gold level at the end of the year. In total, fifteen received Bronze, eight received Silver, and three received Gold.



**Biology Society, Uni Boob Team, Women's Football**



**Dance, Education Enhancement, Equestrian, Loco Show Co, Netball, Poetry Society, Social Sports, Women's Hockey**



**Athletics, Boxing, Cheerleading, Christian Union, Men's Cricket, Finnish Society, Nature Society, Nigerian Society, Paramedics Society, Pole Fitness, Rowing, SnowSports, Swimming, Ultimate Frisbee, Women's Rugby**





# WorcStar

This year, our VPSA, Neve, launched WorcStar to help us celebrate the students at Worcester who go the extra mile to enhance the student experience. WorcStars were nominated by their peers and could be any student at the University who went above and beyond for their fellow students.

Throughout the year we had a number of WorcStars from a range of different clubs, societies, Networks, and the rep system:

**Faye Bingham**

**Callum Summerfield**

**Hope Bourton**

**Natalia Taneska**

**Harvey Bowron**

**Gemma Allcott**

**Hannah Wildman**

**Michael Curtis**

**Erin Boddice**

**Bartek Kusmierz**

**Jack Lambert**

**Molly Geehan**

**Harry South**

**Elin Beaver**

**David Ali**

**Drew Humphry**

**Rose Watson**

**Jazz Rampton**

**Thomas Pyle**

**Jordi Evans**

★ **They are winners!** ★



Meg Ince - One of the students who received a WorcStar



# VARSITY 2022

This year was our first full Varsity in front of spectators since 2019, and it didn't disappoint. It was absolutely brilliant to see so many players and fans involved, showcasing the best of the #TeamWorc community.

Over the course of ten days, seventeen teams competed in a hard-fought contest against our friendly rivals at the University of Gloucestershire, with some amazing performances from teams and athletes throughout the competition.

There were some great moments and our highlights included a fantastic Athletics fixture played out in the snow, a first double-win in five years for Men's and Women's Rugby, and some very suspect dancing from the crowd at Arena Day.

The biggest joy of Varsity was seeing spectators back at the fixtures. Over 3,000 fans from Worcester and Gloucester cheered on their teams and helped create an amazing atmosphere for everyone taking part.

In the end, it all came down to the wire, with both sides in with a chance of winning going into the final day of competition. Despite Worcester being incredibly close, it was Gloucester that ultimately claimed the crucial victories to see them claim the Varsity trophy.

Despite not gaining the overall win, we were incredibly proud of all the members of #TeamWorc who represented us so well, and of all the hard work put in by staff and volunteers who made this year's Varsity such a great success.





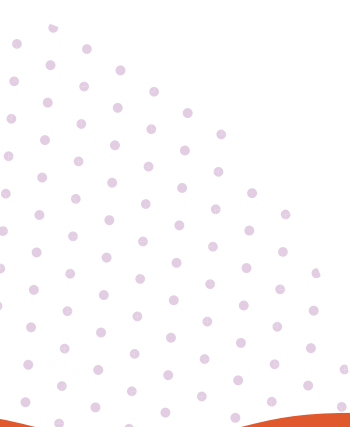






# TeamWork Action and Raise and Give





# RAG Overview

Our focused RAG charity for the year, as voted for by our students, was Student Minds, a charity close to our hearts due to their work to empower students in higher education to develop the knowledge, confidence and skills to look after their own and others mental health.

Over the year, our students helped us to raise £31,629.24, a slightly lower figure than the year before, but still a formidable achievement for all those involved.

Some of our RAG fundraising highlights included:

- Over £1,200 raised by the Uni Boob Team through their Glitterball and 24-hour bike-a-thon
- Our Movember team holding various charity football matches to help raise over £2,700
- More than £2,600 raised by Equestrian through their incredibly successful clothes drive
- The whole of #TeamWorc coming together for the Rainbow Laces campaign, raising £450 for Stonewall

## Student Led Events and Fundraising

Many of our student groups put on events to help support our fundraising and volunteering initiatives. The Students' Union and Hangar played host to a variety of inspiring and exciting events, all raising funds towards our RAG total including:

**Saints Strictly Come Dancing** – the Saints Dance Society hosted Strictly Come Dancing competition, pairing up amateur, first-time dancers with professionals from the Society, all with the hope of winning the prestigious Glitter Ball trophy. We saw amazing performances from all of the couples (and our guest judges from the SU staff team) in what was an unforgettable night for all involved.



Colour Run September 2021



Warm up from the 2022 RAG Race

**CPR-a-thon** – A real highlight of the year was the individual fundraising of one of our students, Jack Lambert. Jack organised a 24-hour CPR-a-thon, which not only raised £800, but also taught students vital life-saving skills. He also took on the daunting challenge of a sky-dive, through which he raised over £4,000 for the British Heart Foundation.

**RAG Race** – in the second semester, our Boxing Club hosted our first ever RAG Race, a Tough Mudder inspired obstacle race at Lakeside Campus. Students took part in a fancy dress Fun Run, as well as the more challenging Super Run and Fury Run. The club worked extremely hard to organise, promote, and run the event, with all the profits going to our RAG Charity of the Year, Student Minds.



# TeamWorc Action

Following two Covid-19 affected years, we began to rebuild our volunteering offering, TeamWorc Action.

Throughout the year, our students dedicated their time to a wide range of good causes, both in the local community and further afield. A total of 85 students completed 6,032 hours of training across the year, a 25% increase in the number of students and a 92% increase in the number of hours, when compared to the previous year.



## TeamWorc Action Days

This year, we introduced TeamWorc Action Days to encourage more students to take part in micro-volunteering opportunities and give something back to the community with no need for commitment to a long-term project.

Alongside the Worcestershire Canal and River Trust we organised regular canal and river cleans in the local area. This was a great way for our students to get together, explore some of the more unseen areas of Worcester, and give something back.

**6,032**  
hours

**92%**  
increase in  
number of hours

**25%**  
increase in number  
of students

**85**  
students  
involved



# People and Culture







# Employee Engagement Survey

**This year, we worked with external company, Agenda Consulting, to conduct a survey with our staff team, and fully understand what motivates staff and where we need to improve to make sure the SU is a great place for them to work. Results from the survey enabled us to identify areas for the SU to improve on. The SU also came 8th out of all Universities completing the survey for the key question of “I would recommend this organisation as a good place to work”.**

## **Positive areas included:**

- Ideas are given serious consideration
- Staff are treated with fairness, dignity, and respect at work
- Staff are willing to put in extra effort to help the organisation
- The SU values diversity
- Managers encourage staff input and involve staff where appropriate
- Staff feel their work contributes to the organisation’s performance

## **Areas for us to address included:**

- Pay is not seen as competitive when compared with similar organisations
- Workloads are excessive and prevent staff from doing a good job
- Staff feel they are not rewarded fairly for their contribution
- Knowledge and good practice are not always shared across the organisation

The senior management created an action plan to address these areas and to continue developing a wholly positive atmosphere within the SU.



# Student Staff

**Our student staff continue to be an integral part of the SU team, working within marketing, in The Hangar, and behind Welcome Desk, and contributing to much of our success. Throughout the year we employed 30 members of student staff, who earned £75,635, and worked 8,452 hours.**

A number of student staff were nominated by core staff for the Work Star award, a form of reward and recognition for the staff who go above and beyond in their roles. 14 nominations were received during the year, with some staff receiving more than one nomination, resulting in nine members of staff receiving vouchers and a thank you from the wider SU team.

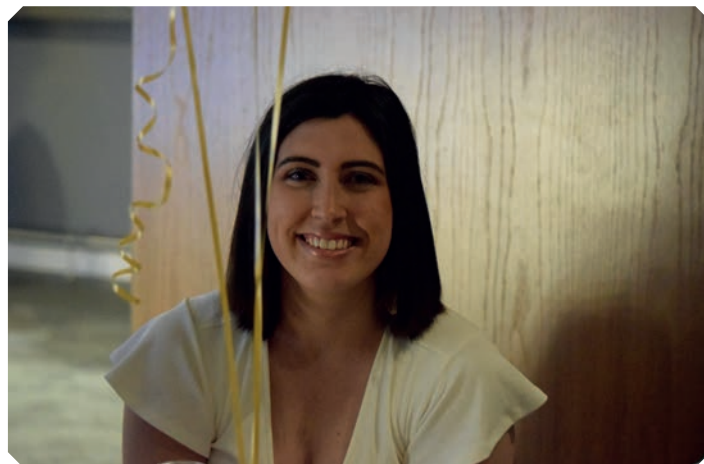
As part of the Employee Engagement Survey, student staff were asked what it's like to work for the SU. Whilst only 38% of student staff completed the survey, the results were very positive.

## Areas scoring the highest were:

- Colleagues trust and respect each other
- The SU gives high priority to employee welfare
- Student staff felt like they belong in the organisation
- The SU works to attract, develop, and retain people with diverse backgrounds

## Areas identified for us to work on were:

- Being kept informed of what is happening elsewhere in the organisation
- Competitive pay compared to similar organisations
- Getting a feeling of personal achievement from their work
- The SU practices open, honest communication and shares information



**30**  
members of  
student staff

**8,452**  
hours worked





# Finance









# Funding and Income

After a successful year, despite difficult trading conditions, the University increased the block grant to £600k for the year 2021-22. With the level of commercial opportunities available to us, the block grant is a vital part of the funding which allows the SU to continually improve upon the experience it offers to students and increase our engagement with the ever-diversifying student body. With students requiring more support whilst at University, the block grant increase allowed the SU to invest more into its Advice and Welfare support function.

The 2021-22 academic year was one of two halves. Trading during semester 1 was very good as students enjoyed the freedom to frequent the bar. The much talked about cost of living crisis had a real impact on student spending post the Christmas break, however. As a result, commercial revenues were down on budget by £38k although sponsorships were up by £12k (but still somewhat short of prepandemic levels).

Whilst bar takings were higher than in the previous two years they were short of both 2018/19 and 2017/18. Costs were controlled as much as possible but, despite this, the bar still showed a loss of £6k compared to an expected profit of £27k. Celebration week was moved to Sixways Stadium to provide a new experience for students, they told us they enjoyed the night. It was a fitting end to the year, celebrating the successes of the students as individuals and groups.

## TOTUM

Sales relating to TOTUM cards continue to fall, with revenue of only £1k achieved in 2021-22 (compared to revenue of around £20k per annum for the NUS Extra card in 2017).







## Affiliations

**NUS**  
£13.3k

**BUCS**  
£6.5k

**Advice UK**  
£0.3k



**advice** UK

**nus**  
national union of students





# Sustainability



# Carbon Tour.com

Go #NetZero for COP26



## Sustainability Committee

As part of our commitment to incorporating sustainability into our core activities, our internal Sustainability Committee works to review and develop our internal practices relating to sustainability. This includes supporting student activity and representation, as well embedding a culture of sustainability within the SU staff team.

To this end, the Sustainability Committee agreed a number of actions to take forward:

- Further embed the Sustainable Development Goals into the SU’s marketing and communications
- Develop a strategy to reduce unnecessary cloud and network storage
- To eliminate the use of single use plastic in the SU and question the University on their usage of single use plastic
- Commit to sustainable travel and push for sustainable travel for commuter students and students playing sports fixtures at the University

## Sustainable Development Goals

We are committed to working towards the United Nation’s Sustainable Development Goals (SDGs), a universal call to action to end poverty, protect the planet, and ensure all people enjoy peace and prosperity by the year 2030. The SU is a proud signatory of the SDG Accord, the University sector’s response to the SDGs, and we continue to embed these goals into all of our events, campaigns, and core services.

**NOW INSTALLED!**  
SUBMITTED BY  
MEG COLEY



City Campus Recycling Bins

**SUBMITTED BY**  
JERUSHA PELIHANA



Campus Community Garden



Book Swap





# GO GREEN WEEK 2022

## Go Green Week

Each year, Go Green Week brings students, staff, and the local community together to share ways to live a sustainable life. Once again, we worked alongside the University's Sustainability Team to put together a range of activities, workshops, and giveaways to help celebrate the week.

Students had the opportunity to try plant-based food, meet the Pets as Therapy Dogs, and visit a vintage clothing sale. There were also workshops on topics including carbon literacy, green careers, sustainability skills, and decarbonisation.

## Green Impact

We continuously work to maintain our efforts towards the Students Organising for Sustainability (SOS) Green Impact Award. We work to embed as many sustainable practices as possible into everything we do, and recognise the environmental impacts of what we do.

As a result of our green initiatives throughout the year, we achieved an 'Excellent' Green Impact rating for the second year in a row.



Liam and Rag attending Go Green Week events



Free plants on offer throughout Go Green Week

NUS Green Impact

**EXCELLENT AWARD**

Delivered by Students Organising for Sustainability - UK



# The Year Ahead









## Al, Gemma, Meg

President, Vice President Education, Vice President Student Activities

# Our New Officer Team

We have had a challenging, but ultimately successful, year. We recognise there are still challenges ahead, but are excited for the year and ensuring our students have the best possible experience.

### During the 2022-23 academic year, we aim to:

- Continue to highlight the support available to students, as well as introduce Wellbeing Wednesdays to support students in their mental health
- Lobby the University for gender neutral toilet blocks on St John's and City Campuses
- Support students through the cost-of-living crisis, including the creation of a community cupboard for students within the SU
- Lobby the University on decolonising the curriculum to reflect alternative knowledge systems, philosophies, and perspectives
- Host a Course Rep Conference, with sessions for both Academic Reps and the wider student body
- Review the rep accreditation system and implement Rep Rewards
- Host two Open Panel sessions per semester, giving students the opportunity to question senior leaders at the University
- Revitalise TeamWorc promotion and reintroduce TeamWorc TV
- Push the University to create more rec sport opportunities for students
- Work to improve employability for students post-graduation and create an employability guide for committees and reps
- Run a shoe-box campaign during December as part of RAG
- Encourage the sustainability and longevity of our societies, including running a Society Social in Semester One





# Message from Al Linforth, SU President, 2022-23

Things are slowly getting back to normal here at the Students' Union following an unprecedented couple of years. Despite the challenges thrown our way, the Students' Union continues to support, represent, and provide opportunities for students, and this is all down to the hard work of our staff and Officer team.

Liam, Rag, and Neve have truly left their mark on Worcester Students' Union. During their year in office, they brought joy and positivity to their roles, creating a fun environment for those working, studying, or simply passing through the building. As an Officer team they have achieved so much in such a short period of time, that I simply must reflect on their big Officer wins from this year.

Liam's passion for welfare and inclusion shone through this year. He was responsible for organising several wellbeing events such as the Wellbeing Day in January and the Feel-Good Fair in March. These events were very successful, with hundreds of students attending and enjoying the free samples and activities, as well as accessing information on how to look after different areas of their wellbeing. Liam was also involved in organising a week of free recreational sports for International Men's Day.

Rag was heavily involved in the Pierson Study Centre renovations, working to help design the Worcester mural and extensively testing all the new furniture, ensuring it was up to student standards. He also hosted Repstival, which celebrated the academic representation system, developed the skills of students, and created positive change at the university.

Neve was a force to be reckoned with this year. She led the #NeverOK Campaign, with members of Team Worc community signing the pledge to display courage and to stand up against sexism

and all forms of sexual and interpersonal violence. #NeverOk also become this year's theme for Varsity with sports teams from Worcester and Gloucester pledging to become active bystanders in sport. Neve also introduced our new WorcStar initiative to highlight and celebrate student's achievements.

This year I am excited to see my manifesto come to life. My big focus for the coming year is to improve student wellbeing. I also want to improve our campus facilities and continue working with the Students' Union to ensure that we are as accessible and inclusive as possible. I'm looking forward to working with our student-led Networks to continue building these communities and give our students a voice.

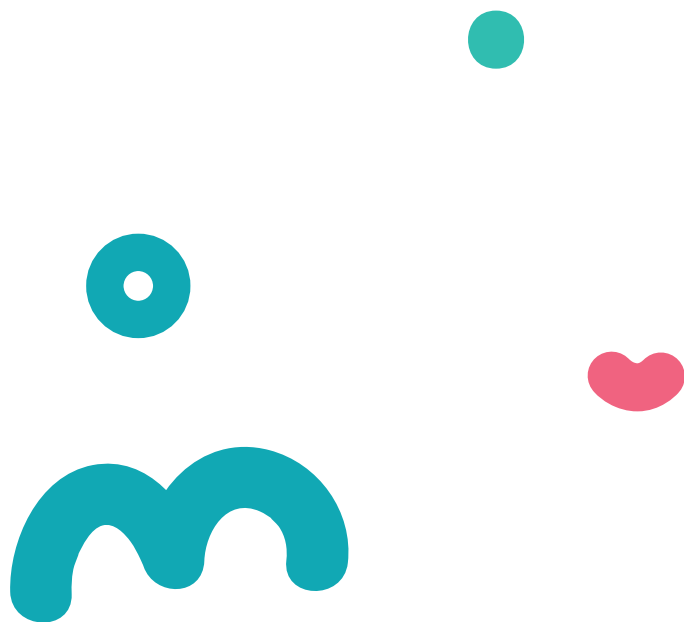
Gemma is planning to revamp our Academic Representation system to ensure our Course and School Reps are engaged, supported, and feel part of a community. She is also excited to work on scholarships, support around exams and assignments, and quality assignment feedback.

Meg wants to improve health, safety, and wellbeing for students by running workshops and campaigns throughout the year. She also wants to ensure there are opportunities for all students to get involved in the Students' Union. We cannot wait for her to make a Meg-a impact on the Students' Union this year.

We're really excited for our year as an Officer team and cannot wait to create positive changes within the Students' Union and the University to help our students create life-long memories and ensure they have the best experience at Worcester!

## Al Linforth

Worcester Student's Union President



## Full-Time Officer Trustees

**President** – Liam Lees

**Vice President Education** – Rag Mularczyk

**Vice President Student Activities** – Neve Ricketts

## External and Student Trustees

We would like to extend our sincere thanks to our Student and External Trustees this year.

We truly value their support, guidance, and scrutiny, which continues to motivate, challenge, and drive us.

**Student Trustees** – Drew Humphry, Mattie Osborne

**External Trustees** – Margaret Jolley, Melanie Brittain, Rebekah Williams

Impact Report designed by Florentina Manole.

Photos courtesy of Alannah Williams and Casey Rann.







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**Instagram** – [@worcsu](https://www.instagram.com/worcsu)

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