

Women and Non Binary Welfare Officer

Thalia Witherford -

Past Experience: None. But, I did a year at an extremely pressurised uni last year so I feel I've gone through all this before (incl. covid) which is of use to freshers. As for other years, I am empathetic but practical and very people-smart. I have experienced a variety of welfare situations through myself, colleagues, friends and family so will be able to confidentially and kindly direct you to the best support.

Tutorial reform:

- clearer on the requirements of the initial meeting: tutors responsibility to identify the support their student may need in the first few weeks (perhaps a set of introductory questions which are not obligatory to answer but give tutors a better sense of areas they can support in and make students more aware of what they can get) (questions could include some subject and year specific, aiming to bring some tutors up to the standard of one who could ask the right things instinctively)
- review of the training required for the role (empathy, similar to medics interview, should be considered)

Review of the formal disciplinary procedure for reporting harassment and sexual misconduct:

- reforming the language used so it is not weighted on encouraging alternative resolution
- increased clarity in the document to make the procedure more transparent

Review of Covid Support System:

- a way for supporters to get alerts
- opt out like organ donor sent round at beginning of terms
- isolator questionnaire at the beginning of iso, so supporters knows roughly what they will be expected to deal with (e.g someone wanting daily buttery meals)
- volunteer changeover after 1 week (if enough volunteers)

Equality and Diversity Working Group:

- active engagement in the necessary change to get the college representing and supporting marginalised groups in both education and student experience

Morale:

- care packages continuation (some new formats - care photo - freeprints)
- welfare wizard (a gnome) hidden round college monthly whoever finds it gets hamper for corridor (incl. welfare question game) incentivise need to look out for each other
- fitz skills directory; list of skills people have that they may offer to help you with e.g sewing, mixing music, ramen recipe, workout (digitally built community)
- Poetry to Breathe, weekly post for fb page (make the language of welfare more varied with the aim of relating to more people)
- 'Friender' for freshers (descriptions of people to help you meet like minded, yearbook style, now as this is when we need it)