

AMOSSHE Executive meeting: minutes

9 June 2023 | AMOSSHE National Office, London



Attendees

- Jill Stevenson (JS), Chair
- Simon Lee (SL), Vice Chair
- Helen McNeely (HM), Vice Chair (Operations)
- Chris Warrington (CW), Vice Chair (Professional Development)
- Sammy Li (SLi), Executive Member
- Sarah Sweeney (SS), Executive Member
- Aleata Alstad-Calkins (AAC), Executive Member
- Ravteg Singh Dhesi (RSD), Executive Member
- John Bloomfield (JB), Executive Director
- Sam Boyle (SB), Senior Policy & Research Officer
- Hiba tul Habib (HH), Admin & Comms Officer
- Benjamin Parsons (BP), Head of Engagement
- Anya Barbazza (AB), Operations Manager

Apologies

Craig Best (CB), Executive Member

Claire Slater (CS), Executive Member

Agenda

Welcome, minutes and matters arising: 10:30 – 12:30

Item	Title	Status	Presented by	Paper
1	Welcome and conversation time (until 11:00 at the latest)			
2	Standing item: Reserved business, Conflicts of Interest & AOB check	Discussion	Jill Stevenson	
3	Standing item: Minutes and matters arising - Executive only representation page	Approval	Jill Stevenson	22-23-39
4	Standing item: Policy update - Live policy issues (duty of care, consultation) - Policy leads process / review - Media responses proposal	Discussion Approval	Sam Boyle John Bloomfield	22-23-40

Break: 12:30 – 12:45

Discussion and Approval items: 12:45 – 15:00 (including 30min lunch)

These agenda items are to be discussed and approved as per the directives within each paper.

Item	Title		Presented by	Paper
5	Resources: Website proposal	Approval	Leads	22-23-41
6	2019-2024 strategy review and amendments	Approval	Simon Lee	22-23-42
7	External development - Kazakhstan proposal	Approval	Leads	22-23-43
8	Standing item: AMOSSHE EDI - Policy	Approval	Sammy Li	22-23-44
9	CPD full year structure	Approval	Chris Warrington	22-23-45

Points for noting and AOB: 15:00 – 15:30

These agenda items are only to be discussed if members have particular questions .

Item	Title		Presented by	Paper
10	Policy overview horizon scanning paper	Noting	Sam Boyle	22-23-46
11	Strategy workstream updates - Resources - External Development	Noting	Simon Lee / Leads	22-23-47 22-23-48
12	Professionalisation project	Noting	Working group	22-23-49
13	AMOSSHE survey update	Noting	Benjamin Parsons	
14	CPD and NC progress update	Noting	Benjamin Parsons	
15	Associations round table event	Noting	Chris Warrington	
16	Communications strategy update	Noting	Working group	
17	Operations update	Noting	John Bloomfield	
18	Any Other Business	Discussion	Jill Stevenson	
19	Reflection time	Discussion	Jill Stevenson	

Item 1: Welcome and conversation time

Item 2: Reserved business, conflicts of interest & AOB check

None.

Item 3: Minutes and matters arising

See paper 22-23-39

JS thanked SL, CB for their time serving on the AMOSSHE Executive, the team have been so grateful for their time and expertise given to AMOSSHE over the years.

HH is also stepping down from her role after five years at AMOSSHE, JS thanked Hiba for all her hard work and making such a difference to AMOSSHE, things just won't be the same without her!

Executive Board agreed the previous minutes were a true and accurate record.

Action progress:

- JB to write up a process / guidelines for the External Relations group to refer to when taking action. – **Ongoing** JB suggests WhatsApp group is put together for ER group to work from moving forward – Executive agreed
- HM and JB to put a colour-coded column on the risk register front page for a snapshot of risk priorities. – **Ongoing**
- JB to share a process for activating notifications for the External Relations MS Teams group, for all to test. – **Ongoing**, on this agenda.
- JB to retire the Executive mini-site and use links from Sharepoint going forward. JB and BP to review the Executive Only webpage and what resources are available on there. – **Complete**
- ALL to consider what Executive resources are needed online and feed back to JB. – **Complete**
- Resources workstream to ensure to be aware of inclusive language on the new platform – **Ongoing**, move to Resources workstream group
- CPD planning group to pick up on the sustainability of events, and also the representation of the membership when choosing speakers, considering the predomination of Russell Group affiliated speakers in the past. – **Ongoing**: move to CPD planning group
- BP to link the EDI policy to the member etiquette and sponsor engagement policies – **Ongoing**
- SB and JB to progress a discussion with Universities UK and other sector stakeholders (possibly including ARC) about duty of care, without committing to developing resources at this stage, but to ask how AMOSSHE can support the sector to come to a position on this topic – **Complete**
- SB to progress a discussion group about fitness to study / fitness to practise / fitness to reside / naming these processes / punitive use / underuse as part of a regular monthly member discussion. – **Complete**
- CPD leads (CW and HM) to include fitness to study / fitness to practise / fitness to reside / naming these processes / punitive use / underuse as part of the CPD programme for 2023/24. – **Complete**, will be included in the 2023/24 programme
- JB, HM and JS to devise a narrative to explain to members at the annual general meeting (AGM) how the reserves will be used. – **Complete**
- HH to set up planning meetings for CPD1, 2 and 3 for the 2023/24 programme. – **Complete**

- JB to sign contracts for the 2024 National Conference venue. – **Ongoing**, awaiting final contract
- JB to finalise membership fees for 2023/24, with rounding as agreed. – **Complete**
- JB and BP to recruit Executive members to take part in the AGM presentations from each workstream – **Complete**
- BP and JB to rename the ‘Professionalisation project’ as ‘Professional recognition and career development project’ instead. – **Complete**
- JB to share the communications strategy workshop opportunity with the Executive team to find one more participant. – **Complete**

ACTION: JB to put together a process for reacting to emerging media issues through WhatsApp.

Matters arising:

HM explained to the Board that Kirsteen Coupar has chosen not to take on the role of Vice Chair for the new term because she has moved to a new position, which moves her away from day-to-day Student Services work. Consequently the role of Vice Chair is now vacant for 2023-2025.

The Chairs would like to take the opportunity to change the years on which the Chair and Vice Chair are elected. This is usually the same year, but this creates risks for leadership continuity.

New proposal from the chairs is to recruit one of the current elected Executive Members as interim Vice Chair for the remainder 2024, with the idea to elect again in 2024 for the full two-year term. This is with a view to stagger elected chair positions, meaning Chair and Vice Chair roles aren’t up for election in the same year.

SL gave an overview of his time as Vice Chair for Executive Members consider being put forward to the membership to vote. The Executive were given time to reflect on the interim role and let HM know during this meeting if they would like to be considered.

The Executive decided that the membership will nominate and vote for the role.

ACTION: BP and JB to arrange new member election for Vice Chair next week

JB gave a summary of the revised Executive Only webpage on the AMOSSHE website.

Item 4: Policy update

See paper 22-23-40. SB gave an overview.

The Executive Committee approved that AMOSSHE should seek to participate in the Student Support Champion’s taskforce group, and agreed this as a priority for the coming year in relation to resource requirements.

The Executive Committee also discussed actions in relation to the duty of care requests from the Minister, and agree lead members from the Executive to work with SB on this moving forward.

ACTION: SB ask Executive for lead members to help him work with duty of care requests

ACTION: SB to speak to UUK and ARC about coordinating our work with theirs in relation to duty of care.

ACTION: SB to engage with the Student Support Champion to ensure AMOSSHE representation on the taskforce group.

BP mentioned we need to be aware of resistance to SS champion as this may not reflect our full body of membership in Wales, Scotland, Northern Ireland, Republic of Ireland, etc

ACTION: EB to circulate OfS strategic business plan to Executive team.

CW added that we need to reflect upon and remember our statement, our position and aim, we have a strong voice and influence.

JS mentioned we should be mindful of our full academic year programme and the work of the National Office team, not being too heavy on Mental health.

Executive still happy with Duty of Care statement published online.

ACTION: CW and NO to consider trusted contacts as a CPD topic for next year (case studies, EDI, etc)

ACTION: Benchmarking group to consider a pulse survey about trusted contacts and the percentage of these that are next of kin. And whether institutions collect next of kin and trusted contact separately, and when they collect the data.

The development of our policy processes and procedures:

- The Executive Committee discussed a preferred option for AMOSSHE's policy development process. SB suggested a standing group of two lead members to meet regularly and coordinate, who can then call on other expertise to join the group for responses to specific topics. One of the leads for this group should be a Chair (preferably Vice Chair)
- The leads for policy will be agreed at the residential.

Executive agreed on a combination of the two proposed processes from SB: Policy leads are identified based on subject interest and possible expertise e.g. an Exec member who was interested in disability issues could volunteer to be a lead on an AMOSSHE response on proposals around reasonable adjustments.

ACTION: BP to update the Executive sign up sheet to include the policy leads.

ACTION: ALL to review our statement on student-staff relationships and provide feedback to BP by Wednesday 14 June.

ACTION: SB to amend the paper before publication to make the language more neutral regarding the GBV charter before publication.

ACTION: SB and JB to work on a combination of the two proposed processes, to present at the July residential meeting.

The media responses proposal is for responding to emerging media issues, an MS Teams site has previously been set up for the team to respond but this approach has not been effective. JB suggests using the Executive WhatsApp group instead. The Committee agreed.

[Item 5: Resources: website proposal](#)

See paper 22-23-41.

EB led the discussion and presented a summary of the paper, outlining the two different platforms presented and the step change of opportunities that Ready Membership would represent for the

membership. There's more future-proofing and opportunities in this platform for meeting the needs of our current strategy, as well as flexibility for future needs.

Ready Membership is the more expensive option, including ongoing costs which more than double our current spend each year. JB explained that the cost for setup can be drawn from reserves, while ongoing costs could be covered by more sponsorship and professional development events. JB will undertake a detailed financial risk assessment and appraisal if the Executive is willing to go ahead with Ready Membership.

Executive agreed to invest in a greater system that will help support National Office with internal works and better support members.

ACTION: JB to undertake a detailed financial risk assessment and appraisal of the Ready Membership platform, and opportunities to negotiate discounts for multi-year deals for Executive to review at July residential 2023

[Item 6: 2019-2024 strategy review and amendments](#)

See paper 22-23-42.

SL opened up the discussion, CW started with External Development stream of strategy.

ACTION: JB to summarise strategy timeline in July residential 2023, meeting with strategy leads

SL gave an overview of the paper. Leads for each workstream suggested priorities for 2023/24. The Executive Committee discussed the work of the strategy over the last 12 months and the impact of work completed.

The Executive Committee agreed and prioritised the following work for the final year of the strategy.

External Development:

- Review stakeholder mapping.
- Identify new opportunities for members, or Executive members to represent AMOSSHE throughout the sector.
- Identify key relationships in line with AMOSSHE's strategy and member needs.
- Ensuring that the work of this strategic stream are embedded in everyday work.

Member Engagement:

- Identifying member roles

Resources:

- Develop and launch a new membership platform.

ACTION: Each workstream to define the tasks they will undertake in 2023/24, to present at residential 2023.

The Executive Committee agreed that the current strategy will end at the Annual General Meeting in May 2024, and the new strategy will launch at National Conference 2024.

The team discussed ideas for the future strategy:

- For the next strategy there should be more granular milestones, to ensure that we keep track of progress over five years.
- We should ensure that measures of impact / effectiveness are more embedded.

Item 7: External development: Kazakhstan proposal

See paper 22-23-43.

Executive discussed in depth the pros and cons this proposal, possible communications, ethics, etc. SS asked the Executive to consider how this could impact AMOSSHE, including inclusivity, vision, views, etc we need to be aware of differences in government policy. SL mentioned this could be a great opportunity to influence, the Executive agreed.

ACTION: BP and External Development team to continue discussions to gather more information and report back in Autumn Executive meetings.

ACTION: BP/JP to look into the implications of this in terms of the resource it would take, speak to members who work with Kazakhstan and Asia Universities Alliance, British Council and UUKi, and consider the media optics of this work.

Item 8: EDI policy

SLi has revised a draft of AMOSSHE's EDI policy, responding to Executive feedback, and gave a summary of the changes, including where this will need to be implemented across AMOSSHE's work.

The Executive Committee approved the changes to the EDI policy, and agreed with the following changes to be made to other areas of AMOSSHE to effectively implement the policy. One note RE: complaints – to include 'you can raise concerns with wider chairs team if you feel unable to approach the Executive Director or Vice Chair (ops)'.

ACTION: HH, JB, BP and EDI team to amend the policy's reference to the complaints procedure should say "Executive Director or one of the Chairs of AMOSSHE" and "complaints" rather than "grievance".

ACTION: HM and JB to put together complaints policy.

Item 9: CPD full year structure

The Executive Committee agreed the structure and topics for the remainder of the CPD programme for 2023/24, as follows:

- CPD5 webinar - free, sponsored (March)
- CPD6 virtual half day (April) – on the topic of supporting international students, cultural competency, supporting students with families. Involve UKCISA.
- CPD7 webinar - free, sponsored (April)
- CPD8 virtual full day (May) – member case studies and projects, with a high level theme of belonging (which could include animals on campus). Open as a call for proposals separate to National Conference, as an opportunity to share your work with colleagues.

- CPD9 in-person National Conference (June / July) – this would be in-person only, with no hybrid element.

BP suggested that there should also be an online event to showcase the new professional recognition and career development portal.

ACTION: NO and CW to expand CPD2 to a full day, including trusted contacts, online in October / November 2023.

ACTION: NO and CW to include member discussion on OfS

[Item 10: Policy overview horizon scanning paper](#)

See paper 22-23-46.

EB noted that the Office for Students is looking to respond to the Disabled Students Commitment, which may imply future regulation.

CW noted that Universities UK has put their drugs task force work has been put on hold.

[Item 11: Strategy workstream updates](#)

See papers 22-23-47 and 22-23-48.

[Item 12: Professionalisation project](#)

See paper 22-23-49.

[Item 13: AMOSSHE survey update](#)

See paper 22-23-49.

[Item 14: CPD and NC updates](#)

See paper 22-23-49.

[Item 15: Associations round table event](#)

See paper 22-23-49.

[Item 16: Communications strategy update](#)

See paper 22-23-49.

[Item 17: Operations update](#)

See paper 22-23-49.

[Item 18: AOB](#)

None.

[Item 19: Reflection time](#)

Executive 2022-23 Action Log

Key: Closed- here action is time limited and now expired Complete – where action has been taken

Exec Board	Action No.	Agenda No.	Action	Actioned to	Status
Oct-22	23	4	JB to write up a process / guidelines for the External Relations group to refer to when taking action.	JB	Ongoing
Oct-22	28	5	HM and JB to put a colour-coded column on the risk register front page for a snapshot of risk priorities.	JB, HM	Ongoing
Jan-23	39	3	JB to share a process for activating notifications for the External Relations MS Teams group, for all to test.	JB	Ongoing
Jan-23	47	5	JB to retire the Executive mini-site and use links from Sharepoint going forward. JB and BP to review the Executive Only webpage and what resources are available on there.	JB	Complete - to be presented in June 23 meeting
Jan-23	48	5	ALL to consider what Executive resources are needed online and feed back to JB.	ALL	Ongoing
Jan-23	51	6	Resources workstream to ensure to be aware of inclusive language on the new platform	Resources leads	Ongoing
Jan-23	53	8	CPD planning group to pick up on the sustainability of events, and also the representation of the membership when choosing speakers, considering the predomination of Russell Group affiliated speakers in the past.	CPD planning group	Ongoing
Jan-23	56	10	BP to link the EDI policy to the member etiquette and sponsor engagement policies	BP	Ongoing
Mar-23	60	4	SB and JB to progress a discussion with Universities UK and other sector stakeholders (possibly including ARC) about duty of care, without committing to developing resources at this stage, but to ask how AMOSSHE can support the sector to come to a position on this topic	SB, JB	Ongoing

Exec Board	Action No.	Agenda No.	Action	Actioned to	Status
Mar-23	61	4	SB to progress a discussion group about fitness to study / fitness to practise / fitness to reside / naming these processes / punitive use / underuse as part of a regular monthly member discussion.	SB	Ongoing
Mar-23	62	4	CPD leads (CW and HM) to include fitness to study / fitness to practise / fitness to reside / naming these processes / punitive use / underuse as part of the CPD programme for 2023/24.	CW, HM	Ongoing
Mar-23	63	5	JB, HM and JS to devise a narrative to explain to members at the annual general meeting (AGM) how the reserves will be used.	JB, HM	Complete
Mar-23	64	6	HH to set up planning meetings for CPD1, 2 and 3 for the 2023/24 programme.	HH	Complete
Mar-23	65	6	JB to sign contracts for the 2024 National Conference venue.	JB	Ongoing
Mar-23	66	7	JB to finalise membership fees for 2023/24, with rounding as agreed.	JB	Complete
Mar-23	67	7	JB and BP to recruit Executive members to take part in the AGM presentations from each workstream	JB, BP	Complete
Mar-23	68	10	BP and JB to rename the 'Professionalisation project' as 'Professional recognition and career development project' instead.	JB, BP	Complete
Mar-23	69	13	JB to share the communications strategy workshop opportunity with the Executive team to find one more participant.	JB	Complete

Policy report for Executive meeting: June 2023

Table on Contents

[Introduction](#)

[1. Areas of policy work for discussion and feedback](#)

[1.1 Duty of care debates- possible actions for AMOSSHE](#)

[1.2 The development of our policy processes and procedures](#)

[2.AMOSSHE updates for noting since the last meeting](#)

[2.1 AMOSSHE position on regulating student-staff relationships](#)

[2.2 Office for Students \(OfS\) consultation on new proposals for regulating harassment and sexual misconduct](#)

[2.3 Higher Education \(Freedom of Speech Act-\) Banning the use of Non-disclosure agreements \(NDA's\) in sexual harassment cases](#)

[2.4 Second meeting with Sandra Binns- Student Services redesign project](#)

[2.5 Possible expansion of the Emily Test into England](#)

[2.6 AMOSSHE submission- Students APPG inquiry on the impact of the cost of living crisis](#)

[2.7 Cost of Living support- support for students and policy development](#)

[2.8 Disabled Student's Commission -Disabled Student's Commitment](#)

[2.9 Ban on foreign postgraduate students studying on non-research courses from bringing family members to the UK](#)

Introduction:

This policy paper covers key policy areas for discussion and updates for noting. Part 1 covers topics for executive discussion. Part 2 covers updates from AMOSSHE since the last Executive meeting. This paper is separate from the wider horizon scanning document which provides a more general overview of the policy landscape, including AMOSSHE actions.

The Executive are asked to provide feedback on two discussion topics concerning AMOSSHE priorities.

1. Areas of policy work for discussion and feedback:

1.1 Duty of care debates- possible actions for AMOSSHE

Jill Stevenson spoke at the Petitions Committee debate on 16 May where she outlined AMOSSHE's opposition to the introduction of a new additional statutory duty of care. UUK, Payprus and representatives from the LEARN Network also participated in the discussion.

Following the Committee session and ahead of the Parliamentary debate on 5 June, AMOSSHE published a [revised statement setting out our position on an additional duty of care](#).

AMOSSHE will need to work with sector partners to establish what interventions the sector can put in place to convince policymakers, the media and other key stakeholders that an additional duty of care is unnecessary.

We were made aware that the Higher Education Minister, Robert Halfon, has published a letter which sets out a series of key commitments that HEPs will be expected to comply with. This includes:

- An expectation that universities will have signed up to the Student Mental Health Charter by September 2024.
- HEPs will be expected to embed key UUK guidance including their guidance on trusted contacts, postvention approaches and their [suicide safer recommendations](#).
- A national review into student suicides (HEPs will be encouraged to participate in the review).
- That a new Higher Education Mental Health taskforce led by the Student Support Champion, Edward Peck, will be asked to deliver new commitments on compassionate academic processes and establish a better system for identifying students who need support, using data analytics.

Some of these commitments broadly overlap with AMOSSHE's position statement.

At the same time, the MMHE group is coming to an end, following UUK's decision to deprioritise mental health in its new strategy. Whilst the group did not have focused objectives on specific projects, it has been viewed as an invaluable resource by many of its members.

The group includes Edward Peck, the Student Support Champion, the DfE, OfS and other influential voices in the sector.

This is a good opportunity for AMOSSHE to reflect on the type of role it wants to take going forward. AMOSSHE is planning to set up an associations meeting which enable institutions to share their key priorities and identify areas for joint working.

However, SB believes that it is imperative that AMOSSHE should also seek to join Edward Peck's taskforce.

AMOSSHE should be involved in this taskforce to shape these conversations and enable the voices of our membership to be heard.

The Executive are asked for their views on AMOSSHE's next steps and to agree a general strategy for further engagement.

For Executive discussion / approval

- To approve AMOSSHE to seek to participate in the taskforce group and agree this as a priority for the coming year in relation to resource requirements.
- To discuss and approve a series of actions in relation to the Duty of Care requests from the Minister and agree lead members from the executive to work with SB on moving this forward.

1.2 The development of our policy processes and procedures.

For AMOSSHE's recent consultation response to new OfS proposals for regulating sexual misconduct and harassment, the draft document was sent to the Executive for final feedback and approval.

In the past, there was a decision for several policy leads to be tasked with the responsibility for signing off consultation responses.

We want to replicate this process to ensure that we have focused feedback on drafted responses and to clarify Executive roles well in advance of future submissions.

The Executive are asked to agree a process for future policy projects and establish which members are responsible for working with SB to finalise AMOSSHE positions and sign off major pieces of work.

SB proposed two different ways of putting a process in place:

1. Policy leads are identified who have a special interest in consultation feedback and are tasked with providing feedback and sign off on major pieces of work. This would be an established role covering a clear timeframe. During this period, the policy leads would be responsible for working with SB to sign off every major piece of policy work.
2. Policy leads are identified based on subject interest and possible expertise e.g. an Exec member who was interested in disability issues could volunteer to be a lead on an AMOSSHE response on proposals around reasonable adjustments.

For Executive discussion / approval

- To discuss and agree a preferred option for the policy process mentioned above
- To agree and approve a length of term if the decision is to have policy lead positions as above.

2.AMOSSHE updates for noting since the last meeting

2.1 AMOSSHE position on regulating student-staff relationships.

SB has drafted a statement to our members clarifying AMOSSHE's position on regulating student-staff relationships, following criticism from a couple of Wonkhe staff writers.

The statement outlines why we believe that an outright ban on student-staff relationships is unlikely to be an effective mechanism for regulation, how we arrived at our position and why we think that strengthening professional conduct frameworks would be a better approach for the OfS to take.

After discussion with the Chairs, we have decided that we will not publish the statement on Wonkhe's website but we will be sending out to members internally.

2.2 Office for Students (OfS) consultation on new proposals for regulating harassment and sexual misconduct.

AMOSSHE submitted a consultation response to OfS proposals for regulating harassment and sexual misconduct.

The consultation closed on 4 May 2023. Our key positions are:

- We, in principle, support a new condition of registration, subject to the main proposals being revised.
- We believe that the current timeframe for introducing a new condition is unrealistic and unworkable. We have suggested a staggered approach to implementation with at least 12 months before the overall condition comes into effect.
- We disagree with the current training requirements being proposed and have called on OfS to produce further research and guidance to get a better understanding of what could work in practice.
- AMOSSHE does not agree with the current format of the requirement for a single document outlining all of a HEP's policies and procedures.
- AMOSSHE does not oppose OfS plans to introduce requirements for HEPs to publish a register of student-staff relationships. However, AMOSSHE has recommended that OfS looks at strengthening professional conduct frameworks as an alternative to their existing proposals.

Update for the Executive

- AMOSSHE responded to the consultation.
- AMOSSHE has further clarified its position on student-staff relationships following criticism from WonkHE staff writers (see draft statement).

2.3 Higher Education (Freedom of Speech Act-) Banning the use of Non-disclosure agreements (NDA's) in sexual harassment cases.

In December 2022, the House of Lords adopted an amendment to the Freedom of Speech Bill which would ban [HEP's from adopting NDA's relating to misconduct or alleged misconduct by any individual](#).

The Bill has now been [passed and has become an Act of Parliament](#).

In the recent OfS consultation on sexual misconduct and harassment, there was a proposal to ban the use of NDAs in relation to any cases involving students. This would include retrospective bans affecting NDAs signed before the regulation is introduced.

AMOSSHE set out its position on NDAs in English Higher Education in our consultation response.

In Wales and Scotland, universities have already committed to not using NDAs.

Update for the AMOSSHE Executive:

- AMOSSHE has spoken with several members about their use of NDA's and potential issues that may arise as a result of the way that the Act is worded.
- AMOSSHE spoke to DfE about the wording of the bill, outlining members concerns. We will be picking up this conversation with DfE to influence the explanatory guidance which will accompany the new Act.

2.4 Second meeting with Sandra Binns- Student Services redesign project.

SB and JB met with Sandra to discuss the project which is being partnered with Advance HE and UUK Student Policy Network.

They have developed a student needs framework based around 11 themes.

Updates for the Executive:

- The guidance being produced and held on Advance HE's website will essentially be a top-level toolkit with good practice examples rather than a resource with clear objectives for progression and measurement.
- Sandra wants to work with AMOSSHE to disseminate the resources more widely.

Sandra will be sharing the work they have produced, and the key timeframes planned in the coming weeks which we will circulate to the Executive.

2.5 Possible expansion of the Emily Test into England

UUK have told us that EmilyTest plans to expand their GBV charter into England. Fiona and her team are reaching out English Higher Education Providers (HEPs) to try to get volunteers for a pilot.

Update for the Executive:

- SB, JB and JS to meet with Sarah Bevan (UUK) to discuss approaches.
- UUK are in contact with their counterparts at Universities Scotland.

2.6 AMOSSHE submission- Students APPG inquiry on the impact of the cost of living crisis.

AMOSSHE responded to the Westminster APPG Students inquiry into the impact of the cost of living crisis on students. The inquiry called upon sector groups, universities and accommodation providers to provide evidence of the impact on students, the efficacy and the extent of support from government and HEPs and to outline what further action is needed.

AMOSSHE response can be found [here](#). It was informed by AMOSSHE's preliminary cost of living pulse survey findings.

Update for the Executive:

- AMOSSHE to keep up to date with the next steps in the inquiry.
- The Minister was asked about the APPG submission in a parliamentary session. There have not been many significant developments since the initial publication of the report.
- AMOSSHE to work with UUK, Universities Scotland and Universities Wales on developing common policy positions.

2.7 Cost of Living support- support for students and policy development.

SB has started to build stronger connections with relevant policy teams at UUK, Universities Scotland and Universities Wales so that we can address cost of living issues in a more joined up way.

Update for the Executive:

- Following the first policy development group meeting, it was advised that AMOSSHE focuses on influencing funding conversations affecting students instead of producing new resources/guidance.
- AMOSSHE is in contact with UUK (Daniel Hurley) about how our organisations could work together going forwards.
- SB has had preliminary conversations about shared approaches with sector bodies in the Home Nations.

2.8 Disabled Student's Commission -Disabled Student's Commitment

The Disabled Student's Commission has [published the Disabled Students Commitment](#).

Whilst the Commitment does not include any statutory requirements, it calls upon a range of organisations including the Government, HEP's, regulators, funders and agencies, to commit to creating more inclusive policies and practices for the benefit of disabled students.

This includes:

- A commitment for HEPs to ensure that inclusive practice is embedded in curriculum design.
- Eventually, students are asked only once to share information about their disability during their time studying at university.
- A commitment by senior leadership teams to work in co-production with disabled students and staff to ensure that decision making is transparent.

Update for the Executive:

- The DSC launched on 27 March.
- AMOSSHE shared an embargoed copy of the report with the Executive ahead of the launch.

2.9 Ban on foreign postgraduate students studying on non-research courses from bringing family members to the UK.

The UK government announced [the ban](#) days before official statistics highlighted that legal migration reached a record 700,000 this year.

There are concerns that the ban will have a disproportionate impact on women and students from some countries.

It is hoped that the ban may reduce the pressures on family accommodation in certain local contexts.

Update for Executive:

- SB to speak to Sarah Bevan about UUK's position on this. UUK hosts accommodation roundtables and there may be opportunities to work together and engage our members in their work.

AMOSSHE website proposal

The resources workstream has embarked on a procurement process to determine the best fit for a new website and resources area based on the feedback and analysis of our current provision. The group reached out to a number of suppliers with a requirements list. On evaluation, four suppliers were chosen for interview, and two potential, but very different, suppliers were shortlisted.

Website providers

Ready Membership

This is a complete connected system, which incorporates a number of features that enables personalisation of the system for each individual member. It also includes a fully embedded events platform and powerful member functions for CPD, member networking and resources.

Very Connect

This system is more aligned to our current website and resources areas but with more powerful features and ability to provide some further details for search engines, connecting members and developing mentoring and more integrated services. The cost is more aligned to our current costs once this is up and running.

Ongoing costs and future proofing

Both websites have development teams. Ready Membership is a much larger organisation and linked to a wider development agency.

For both providers there are implementation (one-off) costs and ongoing costs. The implementation costs vary significantly between both organisations. Ready Membership costs would include full support and transition from our site to a new site. Very Connect will support us with transitioning to a new site, however further support may be needed to help us transition and structure the new site appropriately. This is still likely to cost less than the Ready Membership model.

Our current ongoing annual costs for our Wild Apricot website and RD Mobile (events platform) is £8,500. We will still need to pay for our Zoom and Vimeo accounts, whichever provider we go for.

Very Connect one-off setup cost: £4,000 (plus additional support). Very Connect and RD Mobile annual costs: £9,500 (RD Mobile would still be required).

Ready Membership one-off set cost: £50,000 to £60,000. Ready Membership annual costs: £15,000 to £20,000 (dependant on functions and support needed, RD Mobile not required).

The differences in costs are significant. The Executive should consider the longer-term priorities of the website and features that are available. The Ready Membership platform provides great benefits to the National Office team in developing and managing the work that we do; it will save money and time for the team, but we would need to consider how best to finance this work.

The below is a comparison chart of some of the key aspects of each of the provider platforms, linked to the key requirements that we were looking for in a new platform.

	Ready Membership	Very Connect
Pricing	Implementation: £50,000 to £60,000, dependant on development work, but includes all development costs. Ongoing annually £15,000 to £20,000+ if we want any additional support costs.	Implementation: £4,000 but would need us to look at the transition and structure of all the pages etc. Ongoing annually £3,500 to £5,000.
Member engagement	Profiles, ability for members to create member discussions, forums, ability to upload own content, personalisation preferences for how the website looks, along with personalised content for the newsletter. Can have mentoring / linking of members	Some profile information, matchmaking between members, ability to have forums, ability to upload own content, can run newsletters but no personalisation. Can have mentoring / linking of members.
Resources	All content can be tagged and categorised for a clean way to navigate the content through the website. Members can upload content to be approved and can download where we let them.	Content can be searchable, there is tagging but search function not as powerful. Members can upload content. Resources can also be in different formats and all available on the site including videos.
Finance	Two-way seamless integration with Xero and Stripe, manage and send invoices and renewals through website, looks easy to do.	Can do Xero and Stripe integration, not quite as advanced but would work effectively for our needs.
Communications	Personalised newsletter content and include content from the website within the newsletter.	As we have currently we can send content to different audiences but have to build each separately.
Events and CPD	Very advanced, essentially a complete event platform; we would not need RD Mobile with this solution.	Can manage website booking and signing people up but we would continue to need RD Mobile to run the events and schedules etc.
Reporting	In depth site-wide reporting measures based on a number of factors but tailored around member engagement.	Can do a majority of reporting but did not look as clear, would need further investigation.
Membership	Can manage our style of membership and renewals process and can include an administrator who can manage all bookings on behalf of the organisation; you can also set up and manage your profile and have a lead member who manages the organisation's members.	Can manage our membership structure with administrators and leads as with Ready Membership, in some respects Very Connect provides a more limited functionality of managing the organisation. Much better than we currently have still.

	Ready Membership	Very Connect
Look and feel	Lots of different templates, would look slightly different for different members based on their preferences.	Static template once signed in so not much control over structure apart from public facing page. Look and feel (colours, images) can be changed, but not the design.

Timescale for implementation

The funding would ideally be agreed and signed off at the June 2023 Executive meeting, however we are aware that further investigation and proposals may be needed before finance is agreed. Once agreed, the work would start immediately to develop the new site. The site would be completed and tested by December / January with a launch at the Winter Conference in February 2024.

If finance is not approved at this stage the resources workstream would require sign off no later than the Executive residential meeting in July 2023.

For Executive approval/discussion

- To discuss the merits of the platforms and the choices and challenges of each platform.
- To agree the priority of the website and resources area in the wider structure of work and therefore to provide an indication of the allocation of finance for the website and resources work.
- To approve the timescale for implementation of the site.

AMOSSHE Strategy review

The AMOSSHE 5 year strategy is entering its final year, there are a number of outstanding actions within the original plan which the executive are required to evaluate and review against expected progress and decide on the priority areas we should focus on within the final year. The below is a list of activities that each workstream had on their list before the prioritisation exercise at the beginning of last year. The shaded sections are those which we marked as a priority for the 22-23 academic year.

The Executive should also consider and agree a timeline for the implementation of a new strategy that will be developed across the coming year to be launched alongside the final review of the current strategy.

Workstream activities and prioritised work

The shaded sections are the prioritised areas of work that were focussed on in 2022-2023.

External Development

1. Create outcomes to identify impact of the process and opportunities AND Agree what success looks like for these relationships and base conversations and activities to achieve these.
2. Develop a formal process for members to follow when representing AMOSSHE at meetings and events.
3. Create a database of people who can represent / speak on behalf of AMOSSHE at events and meetings.
4. Develop a process for review and amendment of the stakeholder mapping spreadsheet
5. Identify new opportunities for members, or Executive members to represent AMOSSHE throughout the sector.
6. Identify key relationships in line with AMOSSHE's strategy and member needs.
7. Agree what success looks like for these relationships and base conversations and activities to achieve these
8. Identify a priority group of global partners to build reciprocal partnerships with that enables us to understand groups of students that have the greatest impact on the culture of our member universities
9. Identify a priority group of global events/activities for AMOSSHE to engage with to provide new initiatives and learning for our members and therefore the connected student communities.

Member Engagement

1. Identifying member roles
 - a. Define the different roles that members might have as participating members (for example controlling the budget of the institution, deciding who gets AMOSSHE membership, representing AMOSSHE at sector meetings).
 - b. Look at some case studies of when an active lead member has changed and how the institution and its members get involved with AMOSSHE.
2. Diversity survey
 - a. Undertake a survey to capture the diversity of our membership, in order to understand how to best support and engage under-represented groups.
 - b. Identify what we should be asking in a diversity survey, and what aspects of diversity we want to know about.
 - c. Devise a narrative for members to outline why we are asking diversity questions, in order to promote engagement with the survey.
3. Look at measurable targets of increasing member opportunities and what these look like.
4. Ongoing work: Faces of AMOSSHE, Member discussions, Webinars and benchmarking.

Resources

1. Complete the specification of requirements for the new platform, including how the platform should be structured and administered [AND sub-tasks]
2. Identify a series of KPIs to determine the impact of the agreed changes to the resources platform for members
3. Utilise requirements to identify a new resources structure or platform to enable improved resources availability and accessibility, which considers the future needs of the membership, and includes analysis and feedback tools for gathering data on usage and impact [AND sub-tasks]
4. Agree funding, timescales and implementation plan for deployment of the platform with the executive committee
5. Design an approach to gathering and analysing research and data (our own or others') and disseminating that through an AMOSSHE lens for the benefit of our members.
6. Identify areas of priority based on member need
7. Identify a series of work tasks on research and data that respond to members' needs, to be delivered through the Executive Committee and National Office team.
8. Identify a series of outcomes on tasks agreed and completed on research and data to determine if these are providing a positive impact for members.

Other activities that are related to Strategy that have been kept as part of the prioritisation work:

1. Professionalisation project
2. Benchmarking surveys
3. TASO project (short term April – June)
4. Communications strategy
5. EDI strategy

Future strategy timelines and direction

Our current strategy is due to be completed in 2024 and agree that the defined finish coincides with the AGM meeting which is usually in May. This would enable AMOSSHE to present the impact of the

completed strategy and launch the new one. This gives AMOSSHE just less than 12 months to complete a strategic review and implementation process.

For executive discussion / approval

- Discuss and reflect on the work of the strategy over the last 12 months including the impact of work completed
- Agree and prioritise work for the final year of the strategy
- Agree the timelines and strategic thinking for the next strategy

AMOSSHE External development

Kazakhstan proposal

Benjamin Parsons met with a member of AMOSSHE from Nazarbayev University in Kazakhstan in April 2023 to discuss AMOSSHE structures and setup. At the present time there are no representative or networking organisations like AMOSSHE for student support services in Kazakhstan, and a number of institutions are looking at ways they can engage with each other. The member likes the structure and style of AMOSSHE and asked if we would consider assisting them in setting up their own representative organisation. They felt they may be able to get central government funding to aid them in doing this.

There are a number of questions that would need to be answered before we go ahead with any scoping work, such as: does Kazakhstan align with the values of AMOSSHE? What additional information would we need to about the scale of resource that would be needed to implement and the scale of implementation they are looking for?

The External Development workstream group looked at this idea, and concluded that this kind of engagement aligns with the international aspects of our strategic aims, especially considering the EDI perspective of looking at non-Western higher education. Our commitment (based on our resources) might be to provide some sort of consultation / advice (perhaps a workshop) to share our learning about how networks such as AMOSSHE operate and how to engage people. We don't have the resources to build / create anything ourselves. We should consider a consultation fee for the work.

We do not have further information at this time so this is an initial exploratory discussion to understand the appetite for providing assistance and what priority this would take over other work.

For Executive approval/discussion

- For the Executive to discuss the proposal and decide whether to explore this further

Equality, Diversity, and Inclusion Policy

The success of AMOSSHE depends on people. Capitalising on what is unique about individuals and drawing on their different perspectives and experiences will add value to the way we do business.

We are committed to championing equality, diversity, and inclusion (EDI) among our members, their institutions, and the wider sector. We seek to reflect all sections of the communities that we serve thorough our membership, workforce, and activities. We ensure that AMOSSHE will comply with and, where appropriate, exceed statutory requirements of relevant UK legislation, as appropriate and in accordance with current good EDI practice.

As a membership organisation and employer, we take accountability for EDI in our governance, practices, and provision. We proactively support the professional development of our members and employees on EDI issues in Student Services. By accessing, recruiting, and developing talent from the widest possible talent pool, we can gain an insight into different communities and generate greater creativity in anticipating the needs of members, employees, sponsors, and associates (e.g. contractors or event attendees). We will constantly strive to create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance to participate and succeed.

Our members, employees, sponsors, and associates all have a responsibility to embrace and support this vision and must continue to challenge behaviour and attitudes that prevent us from ensuring that:

- everyone we have contact with in their dealings with AMOSSHE is treated fairly with dignity and respect
- all members, employees, sponsors, and associates have an equal chance to participate and contribute to their full potential
- all members, employees, sponsors, and associates have the right to be free from harassment, bullying, discrimination, or victimisation of any description, or any other form of unwanted behaviour, based on personal characteristics such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation

Complaints

If you feel this policy has been breached, you should raise your concerns with the Executive Director in the first instance who will ensure all issues are investigated and dealt with appropriately. If you cannot raise this with the Executive Director this should be raised with the Vice Chair Operations as a secondary contact. Formal complaints about breaches of this policy can be made using the AMOSSHE grievance procedure.

For Executive approval / discussion

- To approve the changes to the EDI policy
- To agree with the follow on changes that need to be made to other areas of AMOSSHE to effectively implement the policy.

AMOSSHE CPD programme 2023 – 2024

The Executive Committee signed off the following for the beginning of the 2023/24 CPD programme:

- CPD1 webinar - free, sponsored (August / September)
- CPD2 virtual half day (October / November) – fitness to study / practise / reside – leads HM and CS
- CPD3 in-person (November / December) – harassment and misconduct (legal perspectives, online harassment, emerging trends, harassment related to cultural differences / geo-political situations, England – OfS regulation, Scotland - EmilyTest charter, staff-student relationships), harassment as well as sexual violence, including tackling racism – leads EB and AAC
- CPD4 in-person Winter Conference - Harrogate? Bath? Hilton Wembley? (February) – SS will be a co-lead. The theme could be roles and boundaries (appropriate / mandatory training, reasonable adjustments, duty of care, managing risk). Data use and analytics might also be useful to explore, and perhaps personal tutoring models. A focus on service design for this conference will be too similar to the 2023 Winter Conference theme.

The Executive agreed to promote the initial part of the programme (above) at the start of the academic year, and also open National Conference call for proposals. The Crowne Plaza Glasgow was agreed for National Conference 2024 venue.

The Executive also discussed these potential topics:

- Supporting international students, cultural competency, supporting students with families.
- Unstable personalities / personality disorders / psychosis.
- B3 conditions.
- Animals on campus.
- Gender identity support (online).

The second lead for the Winter Conference 2024 and for all remaining CPD will be decided at the residential in July 2023.

The team proposed the following for the remainder of schedule:

- CPD5 webinar - free, sponsored (March)
- CPD6 virtual half day (April) – on the topic of supporting international students, cultural competency, supporting students with families. Involve UKCISA.
- CPD7 webinar - free, sponsored (April)

- CPD8 virtual full day (May) – member case studies and projects, with a high level theme of belonging (which could include animals on campus). Open as a call for proposals separate to National Conference, as an opportunity to share your work with colleagues.
- CPD9 in-person National Conference (June / July) – this would be in-person only, with no hybrid element.

For Executive approval / discussion

- To agree the structure for the full CPD programme for 2023-2024
- To agree the topics of the full CPD programme for 2023-2024

Policy developments: overview of the sector.

Table of contents

[Introduction](#)

[England or UK wide updates](#)

[1.1. Office for Students \(OfS\) consultations- New proposals for regulating sexual misconduct and harassment in English higher education](#)

[1.2 Cost of living – AMOSSHE response to the APPG Students cost of living inquiry](#)

[1.3 Duty of Care debate and future actions required by the sector](#)

[1.4- Cost of living – working with sector partners](#)

[1.5 Safeguarding and wellbeing- fitness to study/ fitness to practice](#)

[1.6 Safeguarding and wellbeing- apprenticeships and Ofsted regulation](#)

[1.7 OfS– Consultation on regulating equality of opportunity – follow up](#)

[1.8 Higher Education \(Freedom of Speech Act-\) Banning the use of Non-disclosure agreements \(NDA's\) in sexual harassment cases](#)

[1.9 Renters Reform Bill](#)

[1.10 Disabled Student's Commission -Disabled Student's Commitment](#)

[1.11 Partnerships with NHS services](#)

[1.12 UUK Drugs Taskforce](#)

[1.13 Student safety- Information sharing](#)

[1.14 Accommodation pressures – Ban on foreign postgraduate students studying on non-research courses from bringing family members to the UK](#)

[1.15 Student safety-Harry's Law proposals](#)

[1.16 Possible expansion of the Emily Test into England](#)

[1.17 Student Services Redesign Project](#)

[2.Scotland](#)

[2.1 Scotland- mental health- funding for mental health support](#)

[2.2 Scotland- cost of living support](#)

[2.3 Scotland- Policy announcement: private rent increases are being capped](#)

[2.4 Scotland- Emily Test and tackling gender based violence \(gbv\)](#)

[3.Wales](#)

[3.1 Wales – The establishment of the Commission for Tertiary Education \(CETR\)](#)

[3.2 Wales - mental health funding](#)

[3.3 Wales – cost of living](#)

Introduction

This paper covers some of the key policy areas affecting AMOSSHE members and provide context as to why the organisation should engage with each of them in turn. It is intended to be a living documents which can be updated when new policy and consultations are announced, new areas of concern arise, or if AMOSSHE's strategic priorities change.

The paper is split into three sections. It is broken down by nations with three sub headings: Westminster/England updates, Scotland updates and Wales updates.

England or UK wide updates

[1.1. Office for Students \(OfS\) consultations- New proposals for regulating sexual misconduct and harassment in English higher education.](#)

AMOSSHE submitted a consultation response to OfS proposals for regulating harassment and sexual misconduct.

The consultation closed on 4 May 2023. Our key positions are:

- We, in principle, support a new condition of registration, subject to the main proposals being revised.
- We believe that the current timeframe for introducing a new condition is unrealistic and unworkable. We have suggested a staggered approach to implementation with at least 12 months before the overall condition comes into effect.
- We disagree with the current training requirements being proposed and have called on OfS to produce further research and guidance to get a better understanding of what could work in practice.
- AMOSSHE does not agree with the current format of the requirement for a single document outlining all of a HEP's policies and procedures.
- AMOSSHE does not oppose OfS plans to introduce requirements for HEPs to publish a register of student-staff relationships. However, AMOSSHE has recommended that OfS looks at strengthening professional conduct frameworks as an alternative to their existing proposals.

Update for the Executive

- AMOSSHE responded to the consultation.
- AMOSSHE has further clarified its position on student-staff relationships following criticism from WonkHE staff writers.

1.2 Cost of living – AMOSSHE response to the APPG Students cost of living inquiry.

AMOSSHE responded to the APPG Students inquiry into the impact of cost of living crisis on students. The response provided evidence of support offered by AMOSSHE members as well as ongoing funding challenges for HEPs. The response was promoted through AMOSSHE's newsletter and can be found [here](#).

1.3 Duty of Care debate and future actions required by the sector.

Jill Stevenson spoke at the recent petitions committee debate. Following her testimony, AMOSSHE has published a revised duty of care position statement which has been shared with our members, partner organisations and the media.

Update for Executive:

- AMOSSHE to discuss approaches with UUK and other sector partners.
- AMOSSHE to work with members to embed UUK guidance.

1.4- Cost of living – working with sector partners.

Rising prices are having a financial and emotional impact on students. According to recent research, [91% of students are worried about the rising cost of living](#). This is a major concern, especially when there is a correlation between mental health and financial insecurity.

Several sector organisations are working in this area. UUK are carrying out a campaign to engage with policymakers and government officials in reviewing long-term funding approaches for the HE sector. UUK has made a series of recommendations to the [UK government to improve its support for students](#).

Update for AMOSSHE Executive:

- [Following the first policy development group meeting, it was advised that AMOSSHE focuses on influencing funding conversations affecting students.](#)
- [AMOSSHE is speaking to UUK about how our organisations could work together going forwards.](#)
- [SB has had preliminary conversations about shared approaches with sector bodies in the Home Nations.](#)
- AMOSSHE submitted a response to the APPG Students cost of living inquiry.

1.5 Safeguarding and wellbeing- fitness to study/ fitness to practice

AMOSSHE is aware of member conversations about an increased usage of fitness to practice/study procedures. Several institutions have indicated that they are having to undergo repeat assessments with students.

Whilst OIAHE provide guidance on fitness to practice procedures, AMOSSHE has heard from members that Student Services have difficulty getting buy in from academic staff.

AMOSSHE spoke to members about their challenges at a recent members discussion.

1.6 Safeguarding and wellbeing- apprenticeships and Ofsted regulation

There have been concerns about Ofsted's approach to inspecting apprenticeships provided by HEP's. Several members believe that Ofsted are conflating wellbeing and safeguarding, essentially bringing an FE lens to HEP provision.

We have heard from some members that Ofsted has asked for additional contextual information which goes beyond what they would expect for an inspection.

1.7 OfS– Consultation on regulating equality of opportunity – follow up

The OfS is putting improving equality of opportunity as one of its key areas for focus in 2023. [OfS has now published its Equality of Opportunity Risk Register](#). Universities and colleges will be expected to consider the OfS' new risk register when setting objectives for access and participation plans.

- The [OfS plans to ask a first group of 30 to 50 providers to submit new access and participation plans this summer](#). The new plans would take effect from the 2024-25 academic year onwards. The vast majority of the rest of HEPs would be expected to submit their news plans in Spring/Summer 2024, with the plans taking affect in the following academic year (2025/2026).

1.8 Higher Education (Freedom of Speech Act-) Banning the use of Non-disclosure agreements (NDA's) in sexual harassment cases.

In December 2022, the House of Lords adopted an amendment to the Freedom of Speech Bill which would ban [HEP's from adopting NDA's relating to misconduct or alleged misconduct by any individual](#).

The Bill has now been [passed and has become an Act of Parliament](#).

In the recent OfS consultation on sexual misconduct and harassment, there was a proposal to ban the use of NDAs in relation to any cases involving students. This would include retrospective bans affecting NDAs signed before the regulation is introduced.

AMOSSHE set out its position on NDAs in English Higher Education in our consultation response.

In Wales and Scotland, universities have already committed to not using NDAs.

Update for the AMOSSHE Executive:

- AMOSSHE is working with UUK to understand the implications of the Act.
- AMOSSHE has spoken with several members about their use of NDA's and potential issues that may arise as a result of the Act's wording.
- AMOSSHE spoke to DfE about the wording of the bill, outlining members concerns. We will be picking up this conversation with DfE to influence the explanatory guidance which will accompany the Act.
- AMOSSHE set out its position on NDAs relating to English higher education via the OfS sexual misconduct and harassment consultation.

Why it matters:

- There is clear evidence that the Government does not think that voluntary action on NDA's is sufficient.
- Whilst the definition of misconduct in the Bill seems appropriate, there is not an exemption in the Bill for providers to use an NDA if a victim requests it.

What AMOSSHE is doing:

- AMOSSHE has spoken to members about practical examples of using NDAs to understand if there are any cases where they could be still needed.
- AMOSSHE has spoken to UUK about best approaches to DfE.
- AMOSSHE has contacted DfE with anonymised member concerns.

1.9 Renters Reform Bill

The Renters Reform Bill has been [published at long last](#) . The Bill proposes to abolish Section 21 evictions (better known as no-fault evictions) and seeks to abolish fixed-term tenancies.

Why it matters:

- There are concerns that abolishing fixed term tenancies will lead to private sector landlords withdrawing from providing student accommodation.
- Whilst purpose-built student accommodation is given an exemption in the bill, this does not apply to other types of accommodation such as private sector rentals.

What AMOSSHE is doing:

- Working with sector friends such as UUK to understand the implications of the Bill and ascertain opportunities for influence.

1.10 Disabled Student's Commission -Disabled Student's Commitment

The Disabled Student's Commission has published the Disabled Students Commitment.

Whilst the Commitment does not include any statutory requirements, it calls upon a range of organisations including the Government, HEP's , regulators, funders and agencies, to commit to creating more inclusive policies and practices for the benefit of disabled students.

Update for the Executive:

- The DSC has now been launched.
- Simon Morris represented AMOSSHE at the launch event (he was involved in the development of the Commitment).

1.11 Partnerships with NHS services

The Student Support Champion is continuing to look at the benefits of the Manchester model as an example of good practice across the sector.

Edward Peck is working with AMOSSHE to understand the gaps in service provision and what conversations need to be had with specific NHS services.

Update for the Executive:

- AMOSSHE is working with Edward Peck to put out a survey.

1.12 UUK Drugs Taskforce

Chris is representing AMOSSHE at [UUK's Drugs Taskforce](#). The working group is aiming to establish a common approach to reducing harms from drug use. The group is also seeking to highlight national and international best practice and is looking at producing sector guidance which includes evidence-based recommendations focused on harm reduction.

1.13 Student safety- Information sharing

Edward Peck will be publishing two pieces of guidance to inform HEP decisions around when to share information in the event of risks to students. The first piece covers accommodation and the second covers work with student unions. This will support their other areas of guidance on data sharing, including their trusted contacts guide.

Update for the Executive:

- AMOSSHE to keep up to date with developments and provide relevant updates.

1.14 Accommodation pressures – Ban on foreign postgraduate students studying on non-research courses from bringing family members to the UK.

The UK government announced [the ban](#) days before official statistics highlighted that legal migration reached a record 700,000 this year.

There are concerns that the ban will have a disproportionate impact on women and students from some countries.

It is hoped that the ban may reduce the pressures on family accommodation in certain local contexts.

Issues include:

- A lack of supply of purpose-built student accommodation.
- Planning restrictions within towns and cities.
- Private landlords sometimes withdrawing from providing accommodation to students.
- Student accommodation and private sector rented accommodation becoming increasingly expensive. This has been exacerbated by the cost-of-living crisis.

- A strong growth in student numbers, including for international students.

Update for the Executive:

- AMOSSHE to discuss with UUK's policy contacts.

1.15 Student safety-Harry's Law proposals

A group of parents have launched a petition calling for new regulations around the suicide of students, following the death of Harry Armstrong Evans, an undergraduate student at the University of Exeter.

'Harry's Law' makes three key proposals which would lead to changes in the sector. The petition demands:

1. 'Coroners to inform universities when the suicide of an enrolled student is registered
2. Universities to publish annually the suicide rate of enrolled students
3. New powers to place universities into 'special measures' where suicide rates exceed that of the national average.'

Update for the Executive:

- AMOSSHE to work with sector partners and the membership to develop a clear position and approach in response to this.
- AMOSSHE will also seek to understand the devolved contexts and feed this back to UUK. For instance, the Procurator Fiscal in Scotland does not publish causes of death unlike coroners in England.
- AMOSSHE will be feeding back information about the devolved contexts to UUK.

1.16 Possible expansion of the Emily Test into England .

UUK have told us that they have been contacted by Fiona Drouet about their plans to expand their GBV charter (The Emily Test) into England. Fiona and her team are reaching out English Higher Education Providers (HEPs) to try to get volunteers for a pilot.

Jill Stevenson and the National Office (SB and JB) have arranged to speak to UUK's harassment policy lead about our concerns around the Charter. This will be an early opportunity to influence UUK's thinking.

JS has also encouraged UUK to liaise with Universities Scotland to get a better understanding of issues with the Test.

Update for the Executive:

- SB, JB and JS to meet with Sarah Bevan (UUK) to discuss approaches and concerns.

- UUK are not endorsing the Test and have indicated privately that they do think there are some issues with it at present.

1.17 Student Services Redesign Project

SB and JB met with Sandra to discuss the project which is in partnership with Advance HE and UUK Student Policy Network.

They have developed a student needs framework based around 11 themes.

Updates for the Executive:

- The guidance being produced and held on Advance HE's website will essentially be a top-level toolkit with good practice examples rather than a resource with clear objectives for progression and measurement.
- Sandra wants to work with AMOSSHE to disseminate the resources more widely.
- Sandra will be sharing the work they have produced and key timeframes with AMOSSHE in the coming weeks which we will circulate to the Executive.

2.Scotland

-

2.1 Scotland- mental health- funding for mental health support

The Scottish Government is publishing a New Student Mental Health Plan which is expected to arrive in Spring. It is currently unclear if there will be any new funding commitments attached to the Plan.

In 2018, the Scottish Government established a four year funding commitment to support over 80 FTE mental health counsellor posts in Higher Education and Further Education. The funding for these positions is due to end at the end of this year.

During conversations with sector colleagues, it became evident that there is a lack of clarity around whether the Scottish Government will provide future funding for these roles. The Scottish Government is looking to find efficiencies and there is concern that HEPs may be expected to make up the shortfall in funding to support these positions.

Update for the executive:

- Universities Scotland expect that Scottish Govt will not provide further funding at the end of the four years. They anticipate that HEPs will be expected to fund support from the teaching grant.
- We are still awaiting publication of the Scottish Mental Health Action Plan . We are speaking to Universities Scotland, who believe it is unlikely the plan will have significant funding behind it.
- AMOSSHE is in the process of collating Scottish member responses to pull together a series of key asks to the new Minister.

2.2 Scotland- cost of living support

The Scottish Government has announced that their [financial support available for undergraduate students will increase by £900 for the 2023/2024 financial year](#).

Students with the lowest household incomes will be eligible for up to £9000 per year.

Update for the Executive:

- AMOSSHE is speaking with Universities Scotland about how we can influence policy asks going forwards.

2.3 Scotland- Policy announcement: private rent increases are being capped.

Scottish Government has [approved a new cap on private rent increases](#). From **1 April 2023**, private landlords will only be able increase a tenants rent **by up to 3%** mid tenancy.

Alternatively, private landlords will be able to for rent increases of up to 6% to cover rising costs , but this will only be permissible in limited and defined circumstances.

The measures will remain in place until 30 September 2023, with the Scottish Government having the option to extend them for another six months if they believe it is necessary.

Why it matters:

- Living Rent have criticised Scottish Government, saying that any increase in rent will be unaffordable for students.

Update for the Executive:

- AMOSSHE published a short briefing on the key changes in the members newsletter.

2.4 Scotland- Emily Test and tackling gender based violence (gbv).

Conversations have been developing in Scotland about the implementation of the Emily Test. The Scottish Government has endorsed the Test and members are coming under pressure to adopt its recommendations.

3.Wales

3.1 Wales – The establishment of the Commission for Tertiary Education (CETR).

HEFCW is being replaced by CETR. CETR will have a broader remit covering higher education, further education, adult education and apprenticeships. The Bill establishing the Commission become law in September 2022.

Why it matters:

- AMOSSHE members in Wales have strong relationships with HEFCW. There is an opportunity to build strong relationships with CETR at an early stage of its development.
- Several AMOSSHE members have expressed concerns that universities could get drawn into a safeguarding model designed for the FE sector.
- There has been anxiety about ongoing funding from HEFCW potentially being reviewed by CETR e.g., the annual wellbeing fund.

3.2 Wales - mental health funding

In January 2023, The Welsh Education Minister [announced £2.3 million of funding for university mental health and wellbeing services.](#)

3.3 Wales – cost of living

Welsh students have received increased financial support from the Welsh Government. The Welsh Government are increasing their maintenance grants and loans by 9.4% from September 2023. This is significantly higher than the increase in England (2.8%).

Full time students will, on average, receive £11720, an increase of £1010.

Update for the Executive:

- AMOSSHE speaking to Universities Wales about funding asks and how we can work more closer together going forward.

AMOSSHE strategy resources platform timeline

Status:

RED: None or little progress made

AMBER: Starting to make progress but behind on original timelines

GREEN: Going well and making expected progress

BLUE: Not scheduled to begin yet

Status	Resource / input	Task	Category	Outcome	Impact / success measure	Deadlines
	SS EB RD JB BP	Complete the specification of requirements for the new platform, including how the platform should be structured and administered.	Planning	1		January 2023
	SS EB RD JB BP	<ul style="list-style-type: none"> Revise and add more detail to current specifications document 	Planning	1		January 2023
	SS EB RD JB BP	<ul style="list-style-type: none"> Include reporting tools for site usage 	Planning			January 2023
	SS EB RD JB BP	<ul style="list-style-type: none"> Check specifications main components with advisory group 	Planning	1		January 2023
		Identify a series of KPIs to determine the impact of the agreed changes to the resources platform for members.		1		January 2023
	JB	Implement an advisory group to help support the workstream leads in identifying and testing the new structure or resources platform.	Testing	1		Complete
	JB	<ul style="list-style-type: none"> Ask previous resources workstream members if they would be interested 	Testing	1		Complete
	N/A	<ul style="list-style-type: none"> If no, promote opportunity to membership 	Testing	1		Complete
	SS EB RD JB BP	<ul style="list-style-type: none"> Get sign off from Executive Committee on specifications 	Planning	1		January 2023

Status	Resource / input	Task	Category	Outcome	Impact / success measure	Deadlines
	SS EB RD JB BP	<ul style="list-style-type: none"> Consider EDI in the specification (accessibility and language) – ask for advice from AbilityNet 	Planning			17 February 2023 (meeting)
	SS EB RD JB BP	<ul style="list-style-type: none"> Review and agree timescales for project 	Planning			17 February 2023 (meeting)
	JB BP	<ul style="list-style-type: none"> Review specification for procurement 	Planning			27 February 2023
	JB BP	<ul style="list-style-type: none"> Begin procurement 	Planning			3 March 2023
	BP	<ul style="list-style-type: none"> Identify all the kinds of resources we have and their locations 	Planning			17 March 2023 (meeting)
	SS EB RD JB BP	<ul style="list-style-type: none"> Decide what information is public and what information is restricted to members only, what content external to WA needs to be included / archived 	Planning	1		17 March 2023 (meeting)
	SS EB RD JB BP	<ul style="list-style-type: none"> Include a mechanism for reviewing and updating existing content (when to archive / refresh) 	Planning			17 March 2023 (meeting)
	JB BP	Utilise requirements to identify a new resources structure or platform to enable improved resources availability and accessibility, which considers the future needs of the membership, and includes analysis and feedback tools for gathering data on usage and impact (find potential suppliers)	Procurement	1		6 April 2023
	JB BP	<ul style="list-style-type: none"> Identify a shortlist of potential platforms/options 	Procurement	1		14 April 2023 (meeting)
	JB BP	<ul style="list-style-type: none"> Evaluate each one against requirements, rate them and decide on preferred provider 	Procurement	1		28 April 2023
	JB BP	<ul style="list-style-type: none"> Review of suppliers by advisory group 	Procurement			5 May 2023
	SS EB RD JB BP	<ul style="list-style-type: none"> Agree the preferred supplier 	Procurement			12 May 2023 (meeting)

Status	Resource / input	Task	Category	Outcome	Impact / success measure	Deadlines
	JB BP	<ul style="list-style-type: none"> Create a presentation of recommendations for the Executive Committee 	Procurement	1		2 June 2023
	SS EB RD JB BP	Agree funding, timescales and implementation plan for deployment of the platform with the Executive committee	Procurement	1		9 June 2023 (Exec meeting)
		Hire support to build out and test new resources structure or platform	Project delivery	1		August 2023
		<ul style="list-style-type: none"> Identify the support needed in line with the implementation plan 		1		August 2023
		<ul style="list-style-type: none"> Hire in support needed and build out new platform within a timescale that is achievable with National Office oversight 		1		August 2023
		Work with the advisory group to test the new resources structure or platform		1		Autumn 2023
		<ul style="list-style-type: none"> Decide timescales and activities with advisory group 	Testing	1		2022/23
		<ul style="list-style-type: none"> Provide an online private link to enable advisory group members to browse the site 		1		Autumn 2023
		<ul style="list-style-type: none"> Devise a list of questions, test activities to see if the site achieves it's goals. If not, implement necessary changes and re-run the process. 		1		Autumn 2023
		Agree a plan to launch the new platform and decommission the old platform/resources structure		1		Autumn 2023
		<ul style="list-style-type: none"> Test site to ensure it is online and working correctly 		1		Autumn 2023

Status	Resource / input	Task	Category	Outcome	Impact / success measure	Deadlines
		<ul style="list-style-type: none"> Link into the comms strategy plan to manage and plan implementation/promotion to members 				Winter 2023
		Launch the new resources structure or platform.		1		January 2024
		<ul style="list-style-type: none"> Switch over to the active platform 		1		January 2024
		Promote the platform using the agreed launch strategy and create/identify resources to monitor to enable the membership to maximise use of its resources.		1		February 2024 (Winter Conference)
		<p>Evaluate the effectiveness of the new platform by analysing usage data and collecting member feedback to answer the following questions:</p> <ul style="list-style-type: none"> Are the resources on the new platform making a difference to members' work within their institutions? Are the resources that we have the right resources now they are more easily accessible to members? Are there any needs from the membership that we are not meeting or gaps where we lack resources that would better support the work of our members? Does the new platform effectively support the aims of AMOSSHE? 		1		National Conference 2024
		Revise the platform based on the evaluation results and create a process of monitoring and evaluation process for annual evaluation and improvement.		1		September 2024

The Resources workstream platform is making good progress against the timeline detailed above.

AMOSSHE strategy external development workstream

2022/23 plan

Outcomes

Here are the strategy outcomes that this workstream is working towards:

3b) AMOSSHE members have increased **opportunities to be represented throughout the sector and beyond**.

4) We have developed and nurtured strong, mutually beneficial collaborations with key influencers [including academics, sector bodies, policy makers, funders and government], based on our understanding of the key challenges and opportunities facing students and student services, to deliver impact on behalf of our members.

8) AMOSSHE mutually influences and learns from a **global network of student services leaders**, for the benefit of our students.

Status:

RED: None or little progress made

AMBER: Starting to make progress but behind on original timelines

GREEN: Going well and making expected progress

BLUE: Not started yet

Status	Resource / input	Task	Deliverable	Outcome	Impact / success measure	Priority (academic year)
GREEN	HH / JB / SL / CW / RA	Identify new opportunities for members, or Executive members to represent AMOSSHE throughout the sector.	Networking opportunities	3b		2022/23
GREEN		<ul style="list-style-type: none"> Develop a formal process for members to follow when representing AMOSSHE at meetings and events. 	Networking opportunities	3b		February 2023

Status	Resource / input	Task	Deliverable	Outcome	Impact / success measure	Priority (academic year)
		<ul style="list-style-type: none"> Decide how we want to promote the opportunity (evaluate people's ability?) and promote 	Promotion and Communication	3b		March-August 2023
		<ul style="list-style-type: none"> Create a database of people who can represent / speak on behalf of AMOSSHE at events and meetings 	Promotion and Communication	3b		February 2023
		<ul style="list-style-type: none"> Decide on a review process to see how effective and beneficial it is for members and AMOSSHE 	Evaluation, Monitoring and Success Framework			July 2023
		Create outcomes to identify impact of the process and opportunities	Evaluation, Monitoring and Success Framework	3b		November 2022
		<ul style="list-style-type: none"> Decide on future of the project based on the review. 	Evaluation, Monitoring and Success Framework	3b		2023/24
		Identify key relationships in line with AMOSSHE's strategy and member needs.	Implementation	4		March-August 2023
		<ul style="list-style-type: none"> Agree priority areas with the Executive Committee 	Implementation	4		March-August 2023
		<ul style="list-style-type: none"> Agree organisations/individuals to work with based on agreed priority areas 	Implementation	4		March-August 2023
		Agree what success looks like for these relationships and base conversations and activities to achieve these	Evaluation, Monitoring and Success Framework	4		November 2022

Status	Resource / input	Task	Deliverable	Outcome	Impact / success measure	Priority (academic year)
		<ul style="list-style-type: none"> Contact and meet with agreed organisations/individuals 	Promotion and Communication	4		2023/24
		<ul style="list-style-type: none"> Evaluate outcome of conversations in line with success measures 	Evaluation, Monitoring and Success Framework	4		2023/24
		Develop a process for review and amendment of the stakeholder mapping spreadsheet	Evaluation, Monitoring and Success Framework	4		February 2023
		Agree to streamline the stakeholder mapping spreadsheet	Evaluation, Monitoring and Success Framework	4		February 2023
		<ul style="list-style-type: none"> Decide on a renewed structure for the spreadsheet against agreed priorities moving forward 	Evaluation, Monitoring and Success Framework	4		February 2023
		<ul style="list-style-type: none"> Make changes to the spreadsheet 	Implementation	4		February 2023
		<ul style="list-style-type: none"> Review structure of the spreadsheet with the executive committee 	Evaluation, Monitoring and Success Framework	4		March 2023
		Identify a priority group of global partners to build reciprocal partnerships with that enables us to understand groups of students that have the greatest impact on the culture of our member universities	Implementation	8		March-August 2023

Status	Resource / input	Task	Deliverable	Outcome	Impact / success measure	Priority (academic year)
		<ul style="list-style-type: none"> Ask members to identify international student groups that provide the biggest challenge to an institution. This might be due to their culture and adapting to university life, the transition programme that they follow or those who find it harder to feel belonging to an institution 	Implementation			2023/24
		<ul style="list-style-type: none"> Identify organisations that represent the top 3 student groups and make contact 	Implementation			2023/24
		<ul style="list-style-type: none"> Agree what we are asking for from these organisations and what can provide in return 	Implementation			2023/24
		<ul style="list-style-type: none"> Review the agreed outcomes of conversations and present them to the executive for consideration / approval (if financial aid is involved or something that might carry a strategic risk to the organisation) 	Evaluation, Monitoring and Success Framework			2023/24
		Identify a priority group of global events/activities for AMOSSHE to engage with to provide new initiatives and learning for our members and therefore the connected student communities.	Evaluation, Monitoring and Success Framework			March-August 2023

Status	Resource / input	Task	Deliverable	Outcome	Impact / success measure	Priority (academic year)
		<ul style="list-style-type: none"> Agree 2/3 top events or conferences that we want to engage with 	Evaluation, Monitoring and Success Framework			March-August 2023
		<ul style="list-style-type: none"> Ask the international exchange team to discuss and agree a process for selecting members to attend these events and feed back to the wider membership 	Implementation			March-August 2023

AMOSSHE Executive papers for noting

Professional recognition and development project update

AMOSSHE Survey update

CPD and NC update

Associations round table event

Communications strategy update

Operations update

Professional recognition and development project update

This project has not moved much further at this point in time. We are still awaiting an update from AUA and Advance HE on their programmes and will seek to continue to develop the pathways map for developing additional resources for members. This is still aligned to the launch of the new AMOSSHE website in February 2024.

AMOSSHE Survey update

The benchmarking working group has published the following reports:

- Welcome and induction in 2022 pulse survey - <https://www.amoshe.org.uk/welcome-and-induction-2022>
- Disability support 2022 benchmarking - <https://www.amoshe.org.uk/student-services-benchmarking-2021-22-disability-support>

The following reports are in progress:

- Mental health, counselling and wellbeing 2022 benchmarking
- Cost of living pulse survey
- Careers / employability 2023 benchmarking

These surveys are complete but the reports are yet to be started:

- Tackling sexual misconduct pulse survey
- Student money benchmarking
- International student support benchmarking

These surveys are scheduled for the remainder of the 2022/23 academic year:

- Disability support 2023 benchmarking
- Mental health, counselling and wellbeing 2023 benchmarking

CPD and National Conference update

Here are the updates on our CPD events since the last meeting:

- **CPD4 – ‘AMOSSHE Winter Conference 2023: thriving under pressure’** on 24 February 2023. In-person one day event, Bath. 149 total attendees, 120 paying registrants (95 budgeted), 29 free places. 26 corporate attendees. 10 sponsors (6 budgeted).
- **CPD5 – ‘Your Student Services professional development journey’** on 16 March 2023. Webinar. 59 total attendees, 50 paying registrants (20 budgeted), 9 free places. 0 sponsors (1 budgeted).

- **CPD5A – ‘Building bridges internationally: US student mental health support practices and their relevance to the UK’** on 20 April 2023. Free sponsored webinar. 232 total attendees, 0 paying registrants (0 budgeted), 232 free places. 1 sponsor (0 budgeted).
- **CPD6 – ‘Joined-up university approaches to inclusivity for disabled students’** on 26 April 2023. Half day online event. 97 total attendees, 87 paying registrants (50 budgeted), 10 free places. 1 sponsor (2 budgeted).
- **CPD7 – ‘Suicide postvention’** on 17 May 2023. Half day online event. 90 total attendees, 82 paying registrants (50 budgeted), 8 free places. 0 sponsors (2 budgeted).

National conference is developing well and JB is currently negotiating contracts for 2024 and 2025 respectively.

Associations round table event (External development workstream)

The external development workstream is devising an agenda to invite a number of other associations to a discussion that will provide a platform to share strategies, overlaps of work, developments in the sector and a general opportunity to staff and executive from those organisations to meet each other (either virtually or in person). This will be developed by the team over the following 2 months to put together an invitation and meeting. Those invited will likely include: ARC, AUA, UMHAN, NADP, NASMA, UKAT, CUBO.

Communications Strategy update

In April 2023 executive members JS, CS, SS and CW got together with members of the National Office team and our communication strategy consultants in London to develop work on our messages, topics and an audit of our current communication methods.

The day was extremely useful, the audit process highlighted areas that AMOSSHE can seek to improve upon in terms of style and use of message and the look and feel of the things we do.

The consultants have been writing up the information from the day and BP and JB are continuing to liaise with them on the next steps of delivery.

Operations update

National Office update

Chloe Kitts has now left AMOSSHE for a permanent role, we wish her every success. Anu Igbanoi is covering her role for the remainder of Anya’s maternity leave. The remainder of the team are working hard in preparation for the National Conference and Residential meetings alongside

supporting with the conversations around Duty of Care and other high level sector conversations at the present time.

Membership update

Membership level	March 2023	May 2023
Small and specialist	39	40
Tier 1 organisation	36	36
Tier 2 organisation	58	58
Tier 3 organisation	38	38
Additional member	399	416
International organisation	8	9
International additional member	17	19
Less than 50% HE organisation	0	0
Corporate organisation	3	3
Corporate additional member	10	10
Individual member	5	5
Non-profit organisation	3	3
Non-profit additional member	1	1
Student member	1	1
Total organisations	185	187
Total members	871	889

These organisations have joined the membership:

- The Sotheby's Institute of Art London (Small and Specialist)
- Trinity College Dublin (International)

GDPR update

Wild Apricot has four settings for members to control email contact. Here are the named members who have unsubscribed, using one of more of the settings:

- 33 members have ticked not to receive AMOSSHE updates about news and events (including the AMOSSHE newsletter).
- 7 members have disabled receiving any emails through Wild Apricot.
- 16 members have unsubscribed from Wild Apricot mailings (newsletters, event announcements).
- 11 members have unsubscribed from Wild Apricot event announcements.

Wild Apricot has two settings for members to control whether they share their details with other members for networking purposes. Here are the named members who have unsubscribed, using one of more of the settings:

- 77 members have ticked not to share their details with other members for networking purposes (including Jiscmail and the online lists).
- 1 member has ticked not to share their profile details in online lists.

100 members in total have used one or more of these settings to unsubscribe.

Financial management report

The AMOSSHE finances are looking very positive. Key points to raise:

- Income for Membership has increased due to a reduced VAT bill (subject to change)
- Income for sponsorship is almost at expected levels, we have regained ground lost on CPD3 income)
- CPD events at the end of the year had more delegates attending than expected
- We have at present saved money on venue hire for CPD events and staffing however the final costs for conference have not come out of the account as yet

**Directors
Finance
Summary
April 2023**

	Year to date			Budget Full Year	% of full year budget achieved TD*	Notes
	Actual	Budget	Variance			
Income						
Conference	£132,996.00	£130,563.00	£2,433.00	£130,563.00	102	
CPD	£73,896.50	£67,186.50	£6,710.00	£67,186.50	110	Better than anticipated performace of some online events at the end of the year
Sponsorship	£90,806.66	£94,400.66	(£3,594.00)	£94,400.66	96	Most sponsorship accounted for now, we have managed to catch up in lost revenue from CPD3
Membership	£136,063.02	£129,605.64	£6,457.38	£129,605.64	105	Membership VAT bill has been reduced down for now
Other income	£6,300.00	£13,500.00	(£7,200.00)	£16,500.00	100	Full year budget is money for Belfast grant and TASO project (£9k TASO and £7k Belfast subvention)
TOTAL income	£440,062.18	£435,255.80	£4,806.38	£438,255.80	100	
Expenditure						

Central	£138,411.77	£142,777.00	£4,365.23	£174,516.70	79	Differences around pension and monthly salary for Chloe Kitts
Conference	£86,047.46	£169,762.00	£83,714.54	£180,784.52	48	final payment for the venue has not been paid yet along with sundries
CPD	£57,549.16	£62,362.00	£4,812.84	£71,178.95	81	mainly savings in venue hire and equipment costs
Executive	£5,699.19	£4,650.00	(£1,049.19)	£6,135.00	93	Additional costs for representing AMOSSHE at events such as Duty of Care and the Communications planning workshop
Futures	£0.00	£0.00	£0.00	£0.00	0	
Insight	£0.00	£0.00	£0.00	£0.00	0	
Membership	£0.00	£0.00	£0.00	£0.00	0	
TOTAL expenditure	£287,707.58	£379,551.00	£91,843.42	£432,615.17	67	

TOTAL Surplus / Deficit

£152,354.60	£55,704.80	£96,649.80	£5,640.63	
--------------------	-------------------	-------------------	------------------	--

TOTAL Cash position	Main account	£136,497.77
18/05/2023	Savings account	£272,187.01
	TOTAL	£408,684.78

* The full year budget percentage relates to how much income / expenditure has been raised and spent against our budgeted expectations for the year to date

The year to date figure only is shown as the monthly figures can vary against budget

Area specific expenditure is shown against those areas that are of interest to the executive

Figures in red are negative figures

Any additional information is supplied on the corresponding executive paper