AMOSSHE Executive meeting

20 October 2023 | AMOSSHE National Office
Formal meeting time: 11:00 – 15:30

Agenda

Welcome, minutes and matters arising: 10:30 – 12:45

Item	Title	Status	Presented by	Paper
1	Welcome and catch up / conversation time (until 11:00 at the latest)			
2	Standing item: reserved business, conflicts of Interest and check for any other business	Discussion	Jill Stevenson	
3	Standing item: minutes and matters arising	Approval	Jill Stevenson	23-24-11
4	Standing item: policy update - Live policy issues (duty of care, consultation)	Discussion	Sam Boyle	23-24-12

Lunch: 12:45 – 13:15

Discussion and approval items: 13:15 – 14:45

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

Item	Title		Presented by	Paper
5	Strategy workshops - Review of residential outcomes and actions	Discussion	Strategy group	23-24-13
6	Rules and Articles of Association	Approval	Helen McNeely Benjamin Parson John Bloomfield	23-24-14
7	Strategy workstreams discussion points	Discussion	Leads	

Break: 14:45 – 14:50

Points for noting and AOB: 14:50 – 15:30

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

Item	Title		Presented by	Paper
8	Policy overview horizon scanning paper	Noting	Sam Boyle	23-24-15
9	Strategy workstream updates - Resources - External Development - Member Engagement	Noting	Emma Bales / Leads	23-24-16 23-24-17 23-24-18
10	CPD and National Conference progress update	Verbal	Chris Warrington NC leads	23-24-19
11	Operations update	Noting	John Bloomfield	
12	Communications strategy update	Noting	Benjamin Parsons John Bloomfield	
13	Any other business	Discussion	Jill Stevenson	

Attendees

Attendees: Jill Stevenson (JS), Emma Bales (EB), Helen McNeely (HM), Chris Warrington (CW), Claire Slater (CS), Sarah Sweeney (SS), Paul Rossi (PR), Aleata Alstad Calkins (AAC), Sammy Li (SL), John Bloomfield (JB), Anya Barbazza (AB), Sam Boyle (SB), Benjamin Parsons (BP), Mariana Borges (MB)

Apologies: Ravteg Singh Dhesi (RSD)

Item 1: Welcome and conversation time

JS thanked the outgoing Executive members, congratulated EB on her election as Vice Chair, and thanked everyone who nominated.

The Executive agreed that Executive meetings will not be hybrid, so either in-person or online. All this year's Executive meetings will be in person in London, but a meeting will move to fully online if required by circumstances.

Item 2: Reserved business, conflicts of interest and check for any other business

None.

Item 3: Standing item: minutes and matters arising

See paper 23-24-11. The Executive agreed that the minutes from the last meeting were a true and accurate record.

Actions progress:

- 2 (JB to record process for future proposals for helping other countries start Student Services associations: Business ethics committee to consider proposals and bring to the Executive Committee for review) – **closed** (allocated to the External Development workstream group).
- 6 (Membership engagement workstream to look at reconfiguring the England regional groups to improve engagement) – **closed** (allocated to the Member Engagement workstream group).
- 51 (Resources workstream to ensure to be aware of inclusive language on the new platform) – **closed** (allocated to the Resources workstream).
- 53 (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) – **closed** (allocated to the CPD planning group).
- 60 (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) – **closed** (on agenda, item 4).
- 61 (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) – **closed** (on agenda, item 4).
- 66 (JB to put together a process for reacting to emerging media issues through WhatsApp – **complete** (JB will put a message in the WhatsApp group, to say please check your emails. The email will explain what has happened and the process for response).
- 68 (SB ask Executive for lead members to help him work with duty of care requests) – **complete**.
- 69 (SB to speak to UUK and ARC about coordinating our work with theirs in relation to duty of care) – **complete**.
- 70 (SB to engage with the Student Support Champion to ensure AMOSSHE representation on the taskforce group) – **complete**.
- 71 (EB to circulate OfS strategic business plan to Executive team) – **complete**.
- 72 (CW and NO to consider trusted contacts as a CPD topic for next year – case studies, EDI, etc) – **complete**.

- 73 (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) – **closed** (assigned to the benchmarking working group. The benchmarking group hasn't met yet because we've been waiting for assigned Executive leads).
- 74 (BP to update the Executive sign up sheet to include the policy leads) – **complete**.
- 75 (ALL to review our statement on student-staff relationships and provide feedback to BP by Wednesday 14 June) – **complete**.
- 76 (SB to amend the paper before publication to make the language more neutral regarding the GBV charter before publication) – **ongoing**.
- 77 (SB and JB to work on a combination of the two proposed processes, to present at the July residential meeting) – **closed** (on agenda, item 4).
- 78 (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) – **closed** (on agenda, item 9. JB negotiated prices and secured a five year deal with a mid-way break clause).
- 79 (JB to summarise strategy timeline in July residential 2023, meeting with strategy leads) – **closed** (on agenda, item 7).
- 80 (Each workstream to define the tasks they will undertake in 2023/24, to present at residential 2023) – **closed** (on agenda, item 9).
- 81 (BP and External Development team to continue discussions to gather more information and report back in Autumn Executive meetings) – **complete**.
- 82 (BP/JB 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) – **closed**.
- 85 (NO and CW to expand CPD2 to a full day, including trusted contacts, online in October / November 2023) – **complete**.
- 86 (NO and CW to include member discussion on OfS) – **complete**.

ACTION: JB and HM to undertake a six month light touch for the risk register and another look later in the year.

ACTION: JB to confirm the Executive leads for all working groups.

EDI related actions:

- 56, 83, 84, EDI complete
- 56 (BP to link the EDI policy to the member etiquette and sponsor engagement policies) – **ongoing**.
- 83 (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") – **ongoing**.
- 84 (HM and JB to put together complaints policy) – **ongoing**.

SLi updated that SLi, BP and AB met to discuss access and inclusion moving forward for AMOSSHE across the organisation and at events. This group will create a live internal guidance document, a playbook for events that includes protocols for inclusion, diversity, accessibility, sustainability and more. This will also have action and check lists for events planning going forward. This will be a live and living document, which will be completed as a substantial draft by the National Conference 2024.

EB to continue conversations at each strategy leads meeting hosted before each Executive meeting to discuss EDI.

Item 4: Standing item: policy update
SB gave an overview of paper 23-24-12.

Higher Education Mental Health Implementation Taskforce (HEMHIT) updates
Question for the Executive in the paper: What should AMOSSHE's position on the Student Minds Mental Health Charter be? Should we be supporting the programme sign up requirement publicly if asked by members?

Executive response: Devolved nations have no requirement to sign up for the charter. So an AMOSSHE position would need to reflect the whole UK, not England only. We don't agree with the mandating of the charter, because we need to support institutional autonomy, to deliver the best mental health support for each institution, rather than advocate for particular frameworks or charters. AMOSSHE will not make a public statement, but we will continue to listen to members to gather what support they need, encouraging them to develop mental health strategies that work for their institution. AMOSSHE recognises we have logo affiliation with the charter as we contributed expertise to the charter. Many members have used this framework and acknowledge this as a good framework (of many) to use. AMOSSHE supports the institution's choice.

Question for the Executive in the paper: Should AMOSSHE focus on alternative ways of measuring accountability instead of the Mental Health Charter? For example, a potential endorsement of the proposal that every English higher education provider has a mental health strategy that they publish.

Executive response: Universities must focus on the best possible mental health support for their students. We'll support our members to do this. AMOSSHE encourages members to develop and publish their own institutional mental health strategies and report on their progress. AMOSSHE recognises the need for progress and accountability with all mental health strategies, taking into account diversity.

Question for the Executive in the paper: Given the resource implications of the Mental Health Charter Award, should AMOSSHE pre-emptively share with Student Minds that this would be an unrealistic expectation for the sector without significant funding support and changes to the process?

Executive response: AMOSSHE is discussing this feedback with Student Minds, and there will be a member discussion at the end of October that Gareth Hughes will attend to answer member questions about the charter and enable discussion.

ACTION: SB and JB to report membership feedback to Student Minds next week when they meet.

Engagement with the Student Support Champion's (SSC) team
Question for the Executive in the paper: What are the Executive's views on formally writing to the Department for Education to express concerns about the Student Support Champion's engagement with the sector?

Executive response: There has been little consultation or collaboration with AMOSSHE or other sector organisations about the aims of the Student Support Champion, but our involvement with HEMHIT implies that we are collaborating / endorsing the outcomes of the group. This feedback

needs to be given to the Student Support Champion in collaboration with other organisations involved. We should be constructive and demonstrate what we can contribute.

ACTION: BP, SB and Chairs to put together letter to Student Support Champion team outlining AMOSSHE's position and what expertise we'd be able to contribute.

Fitness / support to study

SB updated on his member research project, which includes a consideration of compassionate communications. SB will present at AMOSSHE's upcoming event in November 2023 and produce a report for members.

Item 5: Standing item: strategy workgroups

See paper 23-24-13.

EB updated that the new strategy working group has met and suggested proposals for the Executive to agree. The Executive Committee agreed:

- The remit of the group.
- The timeline detailed for the strategy development.
- The strategy length of five years.

SLi mentioned that it would be good to align the 2024 National Conference theme to the values for the new strategic period.

PR suggested that there should be clear deliverable milestones within the five years, and that we should consult with sponsors to bring them on board.

The Executive agreed that if we need extra resource to get this project completed, they are happy to release this, subject to approval by the Chairs.

The Executive discussed the priority areas from the two working group summaries and our values as an organisation, and suggested ideas for defining AMOSSHE's values.

SWOT analysis reflections:

- (Strength) Networking.
- (Opportunity) Income generation is an opportunity in order to develop (alternative income streams).
- (Threat) Not being able to deliver what we want to if member organisations choose not to renew.
- (Threat) We need to stay relevant to members when there are other organisations in the sector who might draw our members away. What's our value proposition to members?
- (Threat) The prominence / visibility of AMOSSHE in the sector is under threat, so needs to be addressed.
- (Opportunity) The breadth of our work needs to be recognised, and our reputation. Stakeholder management, influence in the sector.
- (Weakness) Working with students as stakeholders. What constitutes a student voice? Who represents students and how can we work with them?
- (Strength) Members feel comfortable to be open with peers in our community.
- (Weakness) Diversity of representation, Executive Committee represents senior leadership.
- (Weakness) We're not very supportive of colleagues who are earlier in their careers.

- (Opportunity) Engage with peer associations who represent specific areas within Student Services.
- (Strength) Numbers of members, breadth of expertise.

ACTION: Executive to reflect on the desirable characteristics of AMOSSHE and suggest ideas.

Item 6: Rules and Articles of Association

HM gave an overview of paper 23-24-14. The Executive agreed the following.

Recommendation A – that the Rules of Association are updated to state that to stand for a Chair role individuals must have served on Executive in at least the last two years.

Recommendation B – that where a member of the Executive, incoming or current, changes role and/or higher education provider this is declared to the Executive Director for consideration by the Chairs using a set of agreed parameters – the most important being business continuity and transparency. Where the decision might be seen as contentious or against precedent, it will be brought to the wider Executive for agreement.

ACTION: HM, BP and JB to add 'and wishes to continue as an Executive member' after 'higher education provider' in recommendation B. Also to define the parameters for decision making. Also the 'declaration' needs to include a statement from the person changing role to explain why they are still right to be on Executive in their new role. Also add that if the change of role isn't deemed to be appropriate, the role should re-open for election.

Recommendation C – that those standing for election confirm the following:

1. A tick box that you have checked with your institution that you are able to represent on the Executive Committee and fulfil the requirements of the role.
2. A tick box that confirms that they will adhere to the rules and values of AMOSSHE.

Recommendation D – that all uncontested posts are put out for election with 're-open nominations' being the alternative.

Recommendation E – that national representatives are co-opted as non-Executive members of the Executive based on the above criteria.

ACTION: HM, JB and BP to consider a national Executive representative for England, and for other minority groups. Specify that these representatives will attend Executive meetings but not reserved business.

Item 7: Strategy workstreams discussion points

None.

Item 8: Policy overview horizon scanning paper

See paper 23-24-15.

Item 9: Strategy workstream updates

Resources: see paper 23-24-16.

External Development: see paper 23-24-17.

Member Engagement: see paper 23-24-18.

Item 10: CPD and NC progress update

See paper 23-24-19.

Item 11: Operations update

See paper 23-24-19.

Item 12: Communications strategy update

See paper 23-24-19.

Item 13: Any other business

None.

Policy report for AMOSSHE Executive meeting: Oct 2023

Table of Contents

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 and direction on two discussion topics presented in this paper.

1. Areas of policy work for discussion and feedback:

1.1 Higher Education Mental Health Implementation Taskforce (HEMHIT) updates.

JS attended the second meeting of Edward Peck's Taskforce. Since the first meeting, there have been a number of key developments with regards to the project areas of the Taskforce.

In the second meeting, HEMHIT outlined progress in the following areas:

The Student Minds MH Charter

- It was confirmed that members will only be expected to sign up to the Programme by 2024, not to have started undergoing the Awards process. 96 institutions have now signed up to the Programme.
- HEMHIT are looking at alternative approaches for small and specialist providers given the difficulties for them complying with parts of the Charter. One idea raised is a' peer assessment framework' for these institutions.
- Student Minds are still trying to get funding from DfE to support the expansion of the Charter Programme.
- Student Minds are conducting a light touch review of their Charter to ensure that it is appropriate for the needs of all HEPs. The review will be completed by July 2024.
- HEMHIT discussed a proposal for every English HEP develop a mental health strategy which would be made publicly available and signed off by their Governing Body. The Taskforce project team are planning to develop a template proposal for the next meeting.

To support JS preparation for the meeting, AMOSSHE spoke to members about their views on the Student Minds MH Charter. AMOSSHE separately surveyed members on the Programme and members who either had gone for the Award or were in the process of doing so.

Key findings from the internal (not published) research include:

- Most Student Services teams **on the Charter Programme (who are not planning to go for the Award at present)** have not allocated additional funds to support their work. **Just 19% of institutions had spent additional money on the Charter Programme** last year (average approx **£27000**).
- Members responding to the Awards survey, on average, estimated that it had or would cost **£61000** to go through the accreditation process.
- Most members going through the Awards process found that the accreditation process was a significant and time-consuming piece of work with serious resource implications for staff.
- Many members needed to recruit project workers or rely on seconded staff from other teams to deliver their institutions self-assessment.

Other work strands

- **National review of student suicides**. The Department for Education is seeking to appoint a reviewer by the end of this month (October). The reviewer is expected to engage with the Taskforce in November. A new subgroup from the taskforce will be established to support the reviewer's work.
- **Additional areas for HEMHIT to consider**. HEMHIT have confirmed that they have had '35 in-depth conversations' with stakeholders about additional areas the Taskforce should be addressing. A report on this will be published and shared with the Taskforce in November.
- **Wellbeing analytics.** A roundtable on this subject is being held on 25 October with HEMHIT promising that a clearer plan for this work strand will be in place for the November meeting.
- **University Student Commitment.** HEMHIT held a roundtable discussion on 3 October. EB represented AMOSSHE at this meeting. The SSC will share findings from the roundtable at the next HEMHIT meeting.

Questions for the Executive:

- What should AMOSSHE's position on the Student Minds MH Charter be? Should we be supporting the Programme sign up requirement publicly if asked by members?
- Should AMOSSHE focus on alternative ways of measuring accountability instead of the MH Charter? E.g. a potential endorsement of the proposal that every English HEP has a mental health strategy that they publish.
- Given the resource implications of the MH Charter Award, should AMOSSHE pre-emptively share with Student Minds that this would be an unrealistic expectation for the sector without significant funding support and changes to the process?

1.2 Engagement with the Student Support Champion's (SSC) team.

A number of professional associations have privately expressed disappointment to AMOSSHE staff and JS about how the SSC has engaged with the sector. The SSC did not include AMOSSHE in its work in developing the new Student Needs Framework and other associations have expressed private concerns about the way the consults HE associations and students.

Several associations are planning to write to the DfE to express their concerns. JS met with a group of associations to discuss possible approaches.

Questions for the Executive:

- What are the Executives views on formally writing to DfE to express concerns about SSC engagement with the sector?

2.AMOSSHE updates for noting since the last meeting

2.1 A judge has reported that a university failed to uphold a duty of care to students reporting sexual misconduct.

A student successfully argued that the Welsh College for Music and Drama (RWCMD) failed in its duty of care because of its failure to adequately investigate their claims of sexual misconduct.

The Recorder ruled that the college had been negligent in its response to the allegations made about a fellow RWCMD student.

Recorder Halford deemed that the legal duty of care owed by higher education providers to their students can go beyond the primary objective of providing educational services to include services that support a student's education.

In this case, Halford deemed that the college had assumed a duty of care through its safeguarding and investigatory actions and guidelines, which it had subsequently failed to meet.

Halford and the jury established that RWCMD had a legal duty of care primarily because of two reasons.

1. The claimants could succeed in establishing that RWCMD had a duty of care if it could be proved that the actions they were taking were leading to harm. The Recorder accepted that RWCMD's actions had led to harm.
2. The college had assumed responsibility through their policies and procedures for 'operational matters'. RWCMD were judged to have failed to follow the processes that they had set out.

Update for Executive:

- The case does not form a legal precedent on its own merit. The college may appeal to the High Court.
- The judgement could lead to more cases being established which do not directly revolve around teaching and assessment (e.g pastoral support).
- The forthcoming OfS Sexual Misconduct and Harassment condition of registration could be held up by students at English HEPs as an example of reasonable expectations. HEPs could feasibly be judged against the new condition of registration in court cases.
- AMOSSHE to discuss further with sector partners to understand the possible implications of the verdict.

2.2 Fitness/Support to study project update

SB has carried out some initial research with members since the last Executive meeting. SB hosted a members roundtable looking at key themes and challenges at member institutions.

SB has also conducted member one-to-one interviews which will be used to generate case studies which will be included in both the insights report and on AMOSSHE's website.

Key themes that have emerged from the research so far include:

- AMOSSHE members who have reviewed their policies often found that students saw fitness to study as a punitive process rather than a means of supporting their wellbeing and capacity to study.
- Academic staff attitudes to student wellbeing vary with some staff using fitness to study referrals to try to remove students from their course and others avoid using the procedure because they want to protect students.
- Most members SB has spoken to have not explained how they would communicate panel decisions to students within their policies.

Actions taken by members have included:

- Rewriting policies with student lead involvement and teams from across the institution such as disability support. Focusing on plain English and accessible language.
- Providing training on their policy to staff who are more likely to make referrals to fitness/ support to study.
- Mandatory training for staff appointed to final stage/ stage 3 panels.
- Introducing outcomes data to measure how many students are able to continue studying after going through their fitness to study/support to study process.

Update for Executive:

- SB to write up interview notes and case studies as part of the insights report.
- SB to speak at CP2 "Fitness to study: what's in a name?" about emerging themes from member research and next steps.

2.3 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. OfS and an externally commissioned organisation are currently reviewing the consultation responses.

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:

- The Women and Equalities Committee has [published a report](#) recommending that OfS proceeds with introducing a new condition of registration and that they include a requirement that all higher education providers introduce mandatory bystander training for all first-year students.
- The OfS are running internal engagement sessions about key proposed requirements in the consultation.

2.4 OfS has launched its pilot prevalence survey measuring sexual misconduct and harassment across English HEPs.

[Office for Students have commissioned IFF research to deliver the pilot survey](#). 13 institutions have signed up to the pilot.

Update for the Executive:

- AMOSSHE to consider inviting OfS staff to speak with members about the prevalence survey, their engagement with HEP providers and their next steps.
- OfS have expressed a willingness to speak to AMOSSHE members at our events.

2.5 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 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.

2.6 New Student Needs Framework.

The Student Support Champion and Advance HE have produced a [new Student Needs Framework for the HE sector](#). The Framework was developed with input from UUK's Student Policy Network and students. However, they did not formally consult AMOSSHE or other associations.

Since our last meeting, the Student Support Champion and Advance HE have set out a series of practical objectives they intend to deliver on this year. This includes:

- Publishing case studies highlighting how higher education providers are meeting the needs set out in the framework.
- They have run a series of explanation sessions on key topics relating to key themes such as compassionate communications, student analytics, developing models of pastoral support for students and developing student-to-student support mechanisms. These topics are linked to the aims of the HEMHIT Taskforce.

Updates for the Executive:

- The guidance developed on Advance HE's website is 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.

2.7 Renters Reform Bill
The [Renters Reform Bill has finally been introduced](#) in Westminster. AMOSSHE is speaking with sector colleagues to ascertain opportunities for influencing the Bill.

The Bill [seeks to ban fixed term tenancy agreements (FTTAs)](#) for private rents and end the practice of 'no fault' evictions (Section 21). Purpose Built Student Accommodation (PBSA) is out of scope of the proposed legislation and FTTAs will still be available for students accessing this type of accommodation.

AMOSSHE (and the sector more widely) have concerns about the Bill because of the proposal to outlaw FTTAs as it will affect student lettings.

If the Bill remains unchanged before becoming an Act of Parliament, it is likely to reduce the availability of student rental properties and push up rental costs.

AMOSSHE has signed a joint letter with partners from the sector, which calls for an exemption in the Bill for private sector student accommodation.

Update for the Executive:

- AMOSSHE has signed a sector letter which outlines concerns about the Bill and calls for the student private rental market to be exempt from the scope of the legislation.
- AMOSSHE has heard from sector partners that it is unlikely that the student private rental sector will be exempt from the scope of the legislation at present.
- AMOSSHE (SB and JB) are meeting with CUBO and other partners to discuss strategic joint approaches to engagement with the Bill.
- The Secretary of State for Levelling Up, Housing and Communities, Michael Gove, expects a second reading of the Bill to happen later this Autumn. His comment on the Bill came after speculation that the second reading could be postponed.

2.8 The establishment of the Disability in Higher Education Panel

OfS will be establishing a new panel to ensure that disabled students can directly influence their regulatory work on supporting equality of opportunity. The panel is due to be launched in Autumn 2023.

Update for the Executive:

- SB is speaking to Emily Darwen at the OfS about AMOSSHE participation on the panel.
- OfS are agreeing an appointment process to the panel in September.
- OfS said they will also be consulting with AMOSSHE and other stakeholders throughout the process.

2.9 Scotland-Meeting with the Minister for Higher and Further Education

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 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.

Since the last meeting, the Scottish Government has committed an additional, one off, injection of funding for universities and colleges to provide mental health and wellbeing support for students.

More information about Student Mental Health and Wellbeing Transition Fund 2023-24 can be found here.

However, the Minister has been clear that this is a one-off funding announcement which amounts to £3.21 million to be distributed between universities and colleges. This is significantly less than the funding from last year's award (25% less).

Update for the Executive:

- 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 collated Scottish member responses to pull together a series of key asks to the new Minister. This will be reviewed and updated if further announcements occur before the rescheduled meeting.

- AMOSSHE and Universities Scotland (US) will be meeting with the Minister to discuss our shared priorities and the key interventions that are needed from Government. This has been postponed and will be held at a later date this Autumn.

2.10 Alternatives to the Student Minds MH Charter- MH accountability in Scotland

SB has supported Ulrike's work at Universities Scotland to develop a list of alternative means for Scottish HEPs to demonstrate that they are supporting the mental health and wellbeing of their students.

Key alternative reporting measures considered include:

- Looking at Enhancement led institutional reviews- an evidence-based method of peer review by staff and students from other HEPs.
- Institutional led reviews. HEPs are responsible for reviewing their own professional services and submitting an annual statement of assurance to the Scottish Funding Council.
- Including mental and wellbeing outcomes as an additional priority area within Outcome Agreements.

Update for Executive

- UUK and AMOSSHE have created an accountability and reporting routes document and shared it with the Student Mental Health and Wellbeing group.
- AMOSSHE to work with Universities Scotland to scope out the best way of demonstrating accountability to the Minister.

AMOSSHE Strategy working group update

The strategy working group met in October and discussed and agreed the following remit and timescales to develop the new strategic plan for AMOSSHE. The group asks that the following recommendations are approved by the executive committee.

Remit

The group will be taking the lead in writing the new strategic plan in full for AMOSSHE. The group will seek to ensure that both members and executive committee members are able to participate in the process at appropriate stages and will shape the work that the group will complete.

Recommendation: That the executive committee agree to the remit of the group.

Timeline for implementation

The group aims to utilisie the remaining meetings in January and March to update the group and check on particular aspects of the strategy. It will continue to develop the strategy within their monthly meetings around these dates.

October executive meeting

- Discussion on residential work groups
  - SWOT analysis
  - Future strategy group
- Discussion and feedback on values of AMOSSHE as 'living values'

January executive meeting

- Discussion and feedback on wider structure and content of the strategy

March executive meeting

- Draft strategy for executive consideration

June executive meeting

- Strategic plan signed off by executive committee in preparation for presenting at National Conference 2024 in Glasgow.

Recommendation: That the executive agree with the timeline detailed above.

Strategy length

The group propses that the strategy is for an additional five years. The actual strategy delivery wou;d be completed in 4 years with the final year being the transition year to finalise the existing strategy and agree and devise the new strategy for implementation.

Recommendation: That the strategy length is agreed by the executive committee.

October executive committee discussion

Please read the corresponding papers on the outcomes of the working groups at the residential meeting, these are part of these executive papers. We will be discussing and agreeing priorities from

these summary papers and also discussing and agreeing values that we wish to have as an organisation.

Discussion and Approval: To discuss and approve the priority areas from the two working group summaries and to agree our values as an organisation.

AMOSSHE SWOT analysis summary

July 2023

Strengths

Member-led organisation
- Representing all four UK nations
- Broad membership community
- Feeling of connection through Jiscmail, engagement and collegiate approach
- Members welcome the opportunity to shape AMOSSHEs work
- Institutional membership mandates to represent sector

Networking
- Members have the opportunity to network with each other through our events, conferences, Jiscmail and more
- Expertise and experience across a broad range of Student Services
- Members' influence and position
- Members' understanding of an institution's strategy and reputation alongside the operational understanding of issues and challenges

CPD programme
- Focused on specific topics that members need
- Our connections with expertise across the sector and beyond helps us find CPD speakers
- Competitive pricing / value for money

Values-led
- Strong values led approach

Resources
- Committed Executive members
- Good National Office team
- Good relationship between National Office and Executive team, which positions us well to collaborate / reshape strategy
- Financially sound and sustainable

Weaknesses

Diversity and inclusion
- Lack of representation of diverse demographic attendees and institutions at conferences
- Supporting minority groups within the membership to network
- Diversity of the membership / Executive in terms of personal characteristics, and we don't know enough
- English issues and policies swamp / outweigh home nations
- Representation from the home nations is ad hoc

Communications
- Lack of communications plan impacting members' understanding and perceptions of AMOSSHE's positioning and policy
- It's not clear that we can support members' professional development
- Lower "brand awareness" – not all HEI people have heard of AMOSSHE, or its pronunciation, within the membership but also in the wider sector

Understanding our members
- What do we mean by member?
- We don't understand our members enough through data
- We're not using CPD feedback data enough / effectively

Resources
- Limited resources compared to some other organisations

Student voice and engagement
- No relationship with NUS
- Students' understanding of Student Services

Opportunities

Income

- Income generation through internationalisation and consultancy, including training sessions for teams at HEIs rather than conferences
- Income generation via sponsorship at events
- Grow our income for re-investment
- Grow income from sponsors

Communication

- Communicate more effectively what we ARE doing and set the expectation of what we CAN do
- Get professional advice on how to get our voice heard
- Develop a high-impact internal and external communications strategy to promote our 'brand' and improve understanding of what AMOSSHE represents

Support for member groups

- Early career CPD
- Encourage aspiring managers to engage
- Provide introductions to HE Student Services
- Bring forward the voice of the practitioner more
- Look into potential membership groups not aligned to region, for example specialist provider networks
- Strengthen regional groups
- Develop ways for minority groups within the membership to network

External networking

- Student reference group / panel
- Engagement with students' unions
- Opportunity to influence the world, working with international universities that have been interested in events, learning and influence, leading institutions to be better / professionalise
- Learn from other countries as well for best practise
- Do more to support members with internationalisation, (for example, joint CPD with sector partners like UKCISA, other international organisations)
- Engagement with peer associations, including shared services for members (for example, joint events)
- Work with Student Minds to have real impact on national agendas
- Carefully and strategically position AMOSSHE given Universities UK's de-prioritisation of mental health
- Replace Universities UK as a major policy developer / influencer in relation to student support

Threats

Resources

- Inflation costs (venue hire, conferences leading to less representation at events and impact on budget)
- Cuts to institutional budgets impacting members' ability to engage with events (particularly small institutions)
- Capacity of Executive and succession planning (not creating an Executive that we can't replicate in terms of demands on Executive and/or replicate the skills currently used by Executive (Chair in particular)

Sector policy

- Student Support Champion
- Universities UK de-prioritising mental health agenda and delegating tasks to AMOSSHE
- "Shadow groups"
- Becoming a lightning rod for issues around 'duty of care' and seen as the resistors
- University Mental Health Charter programme risks duplication of some of our networking/sharing good practice activities

Broader focus

- Address issues other than mental health in order to support our wider membership
- Use online CPD to help address niche issues
- Align with Sustainable Development Goals, to be part of an international movement
- Growth and expansion and involvement in important issues

Member engagement / development

- Involve our members more in our work
- Help members to develop their professional recognition and progression

Future strategy workshop summary

July 2023

Current strategy review

The Executive Committee undertook a series of exercises to begin developing the next organisational strategy period to follow completion of the current five year strategy.

The team discussed key elements from our current strategy, and picked out areas to maintain for the new strategy, as well as identifying gaps.

Ideas about what the new strategy should include:

- Student success.
- A globally regarded world class student experience.
- The strategic goals of the UK student experience.
- Learning from international practices.
- Internationally recognised and leading.
- Supporting our members to be the very best they can be.
- Globally recognised as AMOSSHE but through collaboration and partnerships.

Our mission and vision statements need to be more succinct, one line that people can remember. We need more succinct values, stripping out behaviours we're striving towards. We need to propose new vision / values / mission statements to the wider membership – frame something first and then go out to the membership to sense check.

Values suggestions:

- Member led (could we use community instead? People focussed?)
- Impact (influence)
- Inclusivity

Suggestions for our strategic priorities:

- Enable members (alignment with the Resources workstream)
- Collaboration (alignment with the Member Engagement and External Development workstreams)
- Influence (alignment with the External Development workstream)

Characteristics of AMOSSHE

Based on the question 'If AMOSSHE were a person, what would they be like, what would they know and what would they be able to do?'

Reputation	Attitude
- Friendly - Approachable - Well turned out - Handsome - Confident - Modern - Credible - Integrity - Respected - Sought after - Inspiring	- Positive - Honest and transparent - Values driven - Fair - Open-minded - Kind - Compassionate - Respectful - Courageous - Feisty
Skills	**Approach**
- Calm in a crisis - Critical friend - Well connected - Influential - Diplomatic - Knowledgeable - Change driver	- Professional - Supportive - Inclusive - Collaborative - Adaptable - Agile - Stands their ground

Desirable characteristics of AMOSSHE

Based on the question 'If someone set up a rival AMOSSHE for Student Services in the UK, what things would they be doing that would entice you to join them?'

Reputation

As a sector association:

- It's really clear what they're about
- Recognised as 'the place to go'
- Authoritative - their position on an issue is very influential
- Influential and well connected
- Trusted source of information
- Good media presence

Appeal to members / potential members:

- Welcoming – open to all
- They make me feel a part of things
- Engaging, exciting
- FOMO if not part of it
- Reliable

Approach

- Driving real change
- Dynamic and making change happen
- Sets the agenda

- Does the work for the membership on big issues (particularly small and specialist members who don't have the bandwidth)
- Inclusive
- Mental health focussed

Member network

- Clever, well-informed, stimulating people
- I can recognise my peers and engage with them
- Every member can see their place in the organisation
- Not hierarchical
- Accessible to different levels
- Opportunities to network on different aspects
- Specialist groups to join
- Communities of practice so that one area does not dominate (for example mental health)
- Mentoring scheme
- Internationally connected

Member benefits

- Supporting career development
- Proactive approach to career development
- Offering professional qualifications for Student Services staff
- Accreditation
- They can give me recognition and status
- Membership sees value for money and repeatedly say that the organisation helps them do their jobs better
- There is something for everyone via CPD or updates or member groups etc.
- Great resources (a lot of them are free)
- Membership reads their weekly email updates and/or never says that they don't know what the organisation is doing in certain areas
- A big staff to support its activity

Cost

- Free membership
- Flexible payment plan
- Tiered levels of membership based on what you want to engage with (might privilege richer HEPs?)

External / sector relationships

- Endorsed by the sector
- Respected by students
- Influencing government policy
- Government endorsed
- Government funded

Rules and Articles of Association

Following the Executive meeting at the Residential in August 2023 it was agreed that a small group was convened to consider potential changes to the Rules of Association to address a number of issues which had occurred following the most recent elections. Please refer to the paper previously discussed at residential for background as well as links to both the Rules and Articles of Association.

The group met in September 2023 and discussed a range of issues which needed further consideration including;

- The business risk of individuals with no experience standing for Chair roles
- Individuals who change roles following election, whether or not they had started on the Executive
- The suitability of individuals to stand for election – based both on their institutional role as well as their ability to commit time to the role
- The lack of visibility of an individuals role and background when a post is uncontested
- The need for there to be representation from all Nations, something not currently guaranteed in the election process

What follows is a range of recommendations for further consideration by the Executive none of which require a change to the current Articles of Association. While there are wider discussions about membership categories this review was limited to changes that could be made to address issues in the current system and which could be accommodated within our Rules. A review of the Articles was outside of the scope of this review.

Experience required for the Chair and Vice Chair role

This year, for the first time in some time, AMOSSHE was presented with the possibility that both the Chair and the Vice Chair roles could have gone to members who had not previously or recently been on the executive. In order to ensure that Chair roles are undertaken by individuals with a current working knowledge of the business of AMOSSHE, and given the risk to business continuity it is recommended that to stand for any of the Chair posts individuals are required to have served on the executive within the previous two years.

> **Recommendation A** – that the Rules of Association are updated to state that to stand for a Chair role individuals must have served on executive in at least the last two years.

Changes in Executive members institutional role either prior to or during the election period or during an executive members term in office.

AMOSSHE is a membership organisation. The HEI is the member and has a designated lead member as well as ordinary and additional members. AMOSSHE does not and would never vet those who are put forward for named, ordinary or additional membership – this is up to each HEI.

Those standing for Executive should normally be the named lead in a member HEI, but this is not a requirement. Bearing in mind that AMOSSHE does not vet the relevance of the roles in which members work, it is currently the case that anyone named by their HEI can stand for election regardless of role.

Over the last couple of years individuals have joined the executive and subsequently changed institutions, in some cases to roles which did not appear to be directly relevant to Student Services. Assuming their new HEI was happy for them to be a named member, or indeed if the individual were to self-nominate as an additional member, there is no process for the Executive to scrutinise whether or not the change in role was a) transparent given that they were elected on the basis of their previous role and b) they may not be in an related role and over time may not have the relevant current knowledge of student services to undertake the role for which they were elected.

It is recognised that it was not always in the interests of AMOSSHE for individuals to step off Executive – for example if they were to be heavily involved in National Conference. It was also agreed that while the views of the HEI lead may be useful, they should not be the deciding factor in an individual staying on or coming off the Executive. NB if the lead does not agree that someone should be on Executive and goes as far as not having them as one of the named HEI members, the individual can still technically join as an additional member and will be eligible to be on Executive on that basis.

Recommendation B - That where a member of the executive, incoming or current, changes role and/or HEI this is declared to the Executive Director for consideration by the Chairs using a set of agreed parameters – the most important being business continuity and transparency. Where the decision might be seen as contentious or against precedent, it will be brought to the wider executive for agreement.

Executive election governance

In being mindful of some of the challenges that have arisen as part of the election process this year we propose to add some additional tick boxes to the application forms for standing in an election to ensure all members consider their current position when putting themselves forward for the organisation. This is not enforceable but provides a point to consider anything that might come up later on and for them to check that there will be no issues or concerns during their term in office.

Recommendation C – that those standing for election confirm the following;

1) A tick box that you have checked with your institution that you are able to represent on the executive committee and fulfil the requirements of the role.
2) A tick box that confirms that they will adhere to the rules and values of AMOSSHE.

Reopen Nominations

It was noted in discussions that where a post is uncontested the membership do not currently get to see who has self nominated for a role – and therefore do not get the chance to object to individuals joining the Executive. It is therefore recommended that all posts are subject to voting.

Recommendation D – that all uncontested posts are put out for election with 'Re Open Nominations' being the alternative.

Representation on the Executive committee from all Nations

It is challenging to ensure that we have representation on the Executive from all nations, this has been discussed on a number of occasions. To ensure consistent engagement from all nations we propose the following:

- A national representative should be elected by Northern Ireland, Wales and Scotland who will be able to engage in Executive meetings to ensure that we are taking account of National challenges in our decision making.
- The nation may decide, if someone from that nation is already elected to the executive committee that no other representation is needed at that time, this will be reviewed each year.
- If there are already 2 people from that nation on the executive committee no national representative will be sought.
- Each nation can decide how to elect their representative, this will need to be formally confirmed every 2 years but we will ask the elected representative each year if they are happy to continue in the role.
- They are not involved in voting decisions and are not able to participate in other AMOSSHE executive activity such as CPD events.
- This person will be tasked with liaising with national members on areas of concern or challenge including reporting back on the relationship with nation specific organisations and government.
- This person will report back to the nation on the work of the executive at the next national meeting after the executive committee meeting.

Recommendation E – that national representatives are co-opted as non executive members of the executive based on the above criteria.

Policy developments: overview of the sector.

Table of Contents

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 and is awaiting the publication of OfS's decision.

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- 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.

1.4 Fitness to study/support to study research

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.

SB hosted a roundtable with AMOSSHE members and has been hosting one-to-one interviews to support the development of an insights report and case studies.

Update for Executive:

- SB to write up interview notes and case studies as part of the insights report. SB to speak at
- CP2 "Fitness to study: what's in a name?" about emerging themes from member research and next steps

1.5 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.

1.6 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 asked a first group of 30 to 50 providers to submit new access and participation plans earlier 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).

Update for Executive:

- Sammy Li represented AMOSSHE in an interview with Shift Insight on the impact of the APP reforms.

1.7 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.

1.8 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.

1.9 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).

1.10 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.

1.11 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.

The Taskforce has suspended its activity at present.

1.12 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.

1.13 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.

1.14 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.

1.15 Possible expansion of the Emily Test into England and Wales .

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.

1.16 Student Services Redesign Project – Student Needs Framework

The Student Support Champion and Advance HE have produced a new Student Needs Framework for the HE sector. The Framework was developed with input from UUK's Student Policy Network and students. However, they did not formally consult AMOSSHE or other associations.

Updates for the Executive:

- The guidance produced on Advance HE's website is 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.

1.17 OfS- An independent high-level evaluation of the Disabled Students' Commission

Office for Students commissioned a report which provides an external evaluation of the first three years of the Disabled Student's Commission. Key findings include:

- The DSC commissioners are recognised as being credible, experienced and highly knowledgeable.
- The DSC is seen as independent from the Government the HE sector. However, some feedback has indicated that the DSC is perceived to be closely associated with sector regulators such as OfS.
- The DSC has produced work which is highly regarded by sector organisations. However, there is limited knowledge of the DSC's work amongst students.

1.18 OfS - Improving access and participation for black, Asian and minority ethnic groups in postgraduate research: Evaluation

The OfS has commissioned an independent evaluation of the first year of its programme to improve access and participation for black, Asian and minority ethnic students in postgraduate research.

1.19 Action learning sets for student mental health

OfS commissioned the Nous Group to work with English HEPs to create better ways of working with NHS services. The initial project ran from February to September 2023 and covered all seven NHS regions. Potential outputs from the subgroups include:

- A new resource on HEP/ NHS boundaries and defining institutional roles.
- A new MH survey in the Midlands to be launched in October 2023.
- A journey map being created by the South East Group for students planning to go to university.

Update for Executive:

- SB attended the last regional forum.
- Professor Edward Peck spoke about HEMHIT and his belief that the Manchester model would work in most parts of England (with possible exceptions in very rural areas and London).
- The OfS and the Nous Group intend to publish a report by the end of the year which reflects on the challenges and solutions identified by the regional action learning sets.

1.20 OfS Disability in HE Advisory Panel

OfS is convening a panel will review and [consider how universities and colleges are supporting disabled people](). The panel will draw on the work delivered by the Disabled Student's Commission in the past three years.

The panel is due to convene in the Autumn.

Update for the Executive:

- AMOSSHE is speaking to OfS about representation on the panel.

1.21 Disabled Student Commitment - Partner Group

AMOSSHE has been approached to join the DSC Partner Group. The group will be tasked with providing support, feedback and expertise to the main Advisory Group. The Advisory Group seeks to progress the Disabled Student's Commitment.

Update for the Executive:

- AMOSSHE will join the Partner Group and discuss representation with the Executive.

1.22 TASO mental health project

JB and BP have been working with TASO on their mental health toolkit. The intended launch event for the new resource is expected to be on 19th October with Professor Peck in attendance.

Update for Executive:

- JB and BP to share further information if requested.

2.Scotland

2.1 Scotland- mental health- funding for mental health support
2.2

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.

Since the last meeting, the Scottish Government has committed an additional, one off, injection of funding for universities and colleges to provide mental health and wellbeing support for students.

More information about Student Mental Health and Wellbeing Transition Fund 2023-24 can be found [here]().

However, the Minister has been clear that this is a one-off funding announcement which amounts to £3.21 million to be distributed between universities and colleges. This is significantly less than the funding from last year's award (25% less).

AMOSSHE is seeking a new meeting date with the Minister after his office postponed our original date .

Update for the executive:

- 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 have put together a briefing note of key asks for the Minister ahead of our meeting with him.

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 31 March 2024](#) at the latest.

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 being encouraged to adopt its recommendations.

2.5 Reversal of uplift to university and colleges budgets.

The Cabinet Secretary for Education and Skills wrote to the Scottish Funding Council to tell them that the additional £46 million (£26 million for colleges, £20 million for universities) identified by the previous Deputy First minister in 2023/2024 Scottish Budget would not longer be available due to a change in fiscal circumstances. The Scottish Government is intending to use the funds to fulfil other priorities.

2.6 Further funding allocations for Higher Education Providers.

The Scottish Government has confirmed to Universities Scotland that the HE Discretionary Funding and Childcare Allowance **will be going to HEPs.**

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. The accompanying guidance for the funding can be found here.

In September, HEFCW published guidance on how universities should spend the £2 million to support the implementation of their mental health and wellbeing strategies in 2023/24. The guidance can be found here.

3.3 Wales- Welsh Parliament: Children, Young People and Education Committee – Mental Health support in Higher Education report

The Welsh Government held a plenary debate on the Children, Young People and Education Committee's report on Mental Health Support in Higher Education. The Committee published the report earlier this year with a comprehensive set of recommendations (33 in total). The report follows last years inquiry into mental health support funding in Wales.

The Welsh Government published its response to the inquiry recommendations at the end of May. It has accepted thirteen recommendations outright, accepted three in part, eleven in principle, with three rejections.

Key recommendations from the report include:

- A commitment to establishing a new common framework across the higher education sector which will set up a series of common expectations for student support across the diversity of HEPs in Wales.
- The Welsh Government and HEFCW (then CETR) should commit to an independent evaluation into the impacts of the pandemic on transitions into higher education.
- The Welsh Government and HEFCW/CETR should work together to develop the evidence base around the effectiveness of blended learning across the HE sector in Wales.

3.4 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 closely together going forward.

AMOSSHE strategy resources workstream

2023/24 plan

The agreed tasks to be completed by May 2024 are:

- Hire in support needed and build out the new platform within a timescale that is achievable with National Office oversight.
- Work with the advisory group to test the new resources structure or platform
- Agree a plan to launch the new platform and decommission the old platform/resources structure.
- Promote the platform using the agreed launch strategy and create/identify resources to monitor to enable the membership to maximise use of its resources.
- Evaluate the effectiveness of the new platform by analysing usage data and collecting member feedback.
- 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.
- 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.

The below maps out current task based process for completing associated work on this so far. Key points to highlight:

- The contract for the new website provider (ReadyMembership) has been signed as per the agreed 3 years with the option for extending for another 2 years on the same costs. We were able to reduce some of the ongoing costs for the site as a result.
- The build costs remain the same at approximately £50,000.
- We have started the functional workshops with the web providers to spec out the new site
- The Resources team are continuing to map out the resources and agree what is relevant to transition to the new site and what to archive.

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	• Revise and add more detail to current specifications document	Planning	1		January 2023
■	SS EB RD JB BP	• Include reporting tools for site usage	Planning			January 2023
■	SS EB RD JB BP	• 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	• Ask previous resources workstream members if they would be interested	Testing	1		Complete
■	N/A	• If no, promote opportunity to membership	Testing	1		Complete
■	SS EB RD JB BP	• Get sign off from Executive Committee on specifications	Planning	1		January 2023
■	SS EB RD JB BP	• Consider EDI in the specification (accessibility and language) – ask for advice from AbilityNet	Planning			October 2023 (meeting)
■	SS EB RD JB BP	• Review and agree timescales for project	Planning			17 February 2023 (meeting)
■	JB BP	• Review specification for procurement	Planning			27 February 2023
■	JB BP	• Begin procurement	Planning			3 March 2023
■	BP	• Identify all the kinds of resources we have and their locations	Planning			17 March 2023 (meeting)
■	SS EB RD JB BP	• 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		October 2023 (meeting)
■	SS EB RD JB BP	• Include a mechanism for reviewing and updating existing content (when to archive / refresh)	Planning			November 2023 (meeting)

Status	Resource / input	Task	Category	Outcome	Impact / success measure	Deadlines
	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	• Identify a shortlist of potential platforms/options	Procurement	1		14 April 2023 (meeting)
	JB BP	• Evaluate each one against requirements, rate them and decide on preferred provider	Procurement	1		28 April 2023
	JB BP	• Review of suppliers by advisory group	Procurement			5 May 2023
	SS EB RD JB BP	• Agree the preferred supplier	Procurement			12 May 2023 (meeting)
	JB BP	• Create a presentation of recommendations for the Executive Committee	Procurement	1		2 June 2023
	SS EB 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		Winter 2023
		• Identify the support needed in line with the implementation plan	Build	1		Autumn 2023
		• Hire in support needed and build out new platform within a timescale that is achievable with National Office oversight	Build	1		Winter 2023
		Work with the advisory group to test the new resources structure or platform	Testing	1		Winter 2023-24
		• Decide timescales and activities with advisory group	Testing	1		Winter 2023-24
		• Provide an online private link to enable advisory group members to browse the site	Testing	1		Winter 2023-24

Status	Resource / input	Task	Category	Outcome	Impact / success measure	Deadlines
		• 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.	Testing	1		Winter 2023-24
		Agree a plan to launch the new platform and decommission the old platform/resources structure	Project delivery	1		Winter 2023
		• Test site to ensure it is online and working correctly		1		Winter 2023-24
		• Link into the comms strategy plan to manage and plan implementation/promotion to members	Comms			Winter 2023
		Launch the new resources structure or platform.	Project delivery	1		May 2024
		• Switch over to the active platform	Project delivery	1		May 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.	Comms	1		February 2024 (Winter Conference)
		Evaluate the effectiveness of the new platform by analysing usage data and collecting member feedback to answer the following questions: • 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?	Review	1		June 2024 (National Conference)
		Revise the platform based on the evaluation results and create a process of monitoring and evaluation process for annual evaluation and improvement.	Review	1		September 2024

AMOSSHE strategy external development workstream

2022/23 plan

The agreed work tasks to be completed by May 2024 are:

- Developing a process for updating the stakeholder mapping spreadsheet and ensuring this is kept relevant.
- In order to help prioritise our engagement with international sector groups, ask members to identify countries from which students provide the biggest challenge to an institution in terms of transition and support. This might be due to for example their culture and adapting to university life, or those who find it harder to feel a sense of belonging to an institution.
- 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.

The below maps out current task based processes for completed the associated work on this so far. Key points to highlight are:

- The stakeholder map is in the process of being updated, this will be based on current initiatives, discussions and strategy points that link to external partners.
- The external engagement guidelines are being completed which help us initiate or sense check on engagement with all organisations and individuals.
- It has been agreed that Paul Rossi will represent AMOSSHE at the upcoming ECSAS conference (European conference led by EUCA and NASPA). This is due to time constraints in making a decision as well as Pauls current links with both organisations and he was asked to speak on the final keynote panel of the conference.
- Further work is being done to identify relevant conferences to attend and understand impact for AMOSSHE and/or members in attending.
- We are investigating the most appropriate international organisations to be working with based on challenges that members are facing.
- The first associations round table event took place on 18 October 2023. Further follow up meetings are being discussed.

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)
		Agree what success looks like for these relationships and base conversations and activities to achieve these	Evaluation, Monitoring and Success Framework	4		November 2022
		Contact and meet with agreed organisations/individuals at the associations round table.	Promotion and Communication	4		October 2023
		Evaluate outcome of conversations at the association round table in line with success measures	Evaluation, Monitoring and Success Framework	4		October 2023
		Develop a process for review and amendment of the stakeholder mapping spreadsheet	Evaluation, Monitoring and Success Framework	4		October 2023

Status	Resource / input	Task	Deliverable	Outcome	Impact / success measure	Priority (academic year)
		Agree to streamline the stakeholder mapping spreadsheet	Evaluation, Monitoring and Success Framework	4		October 2023
		Decide on a renewed structure for the spreadsheet against agreed priorities moving forward	Evaluation, Monitoring and Success Framework	4		October 2023
		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			October 2023
		Agree 2/3 top international events or conferences that we want to engage with	Evaluation, Monitoring and Success Framework			October 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		November 2023
		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			November 2023
		Identify international organisations that represent the top 3 student groups and make contact	Implementation			November 2023
		Agree what we are asking for from these organisations and what we can provide in return	Implementation			December 2023

Status	Resource / input	Task	Deliverable	Outcome	Impact / success measure	Priority (academic year)
		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			December 2023
		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			January 2024
		Review structure of the stakeholder mapping spreadsheet with the executive committee	Evaluation, Monitoring and Success Framework			January 2024

AMOSSHE strategy member engagement workstream

2023/24 plan

The agreed tasks to be completed by May 2024 are:

- 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). This will form part of the new website initiative.
- Identify new opportunities for members to network with other members within AMOSSHE, to support the networking of each identified member role and each under-represented group. This forms part of the new website and the ability for members to interact with each other in a variety of ways.
- Establish a process for the Executive to update the membership about the direction and impact of AMOSSHE work.
- Devise member 'personas' based on roles to enable testing of the new platform.

The below maps out current task based process for completing associated work on this so far. Key points to highlight:

- The group has separated out the elements of roles that members take within their institutions and will look at how to re-define these in future meetings.
- The group has started to create member personas to help us understand how best to structure the website and provide opportunities to all members through the new site and other initiatives.
- Further discussions are to take place to look at group based discussion areas for the new site and will be reported back accordingly.

Status:

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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 AAC BP JB	Agree details behind each of the roles of lead member and non lead member of institutions	Planning			October 2023
	SS AAC BP JB	Agree a redefined role structure for member roles	Planning			November 2023
	SS AAC BP JB	Present redefined roles to the executive	Testing			January 2024
	JB BP	Devise member personas for AMOSSHE members	Planning			November 2023
	SS AAC BP JB	Use agreed personas to structure work on the website including networking activity and discussion groups	Testing			December 2023
	SS AAC BP JB	Use personas to agree additional activity for members	Testing			January 2024
	BP JB	Evaluate current channels of communication with members and what we currently update members on	Planning			November 2023
	SS AAC BP JB	Understand what we want the executive to update members on and then agree revised or new channels of communication	Planning			December 2023
	JB BP	Roll out and test agreed communication channels with members	Testing			January 2024

AMOSSHE Executive papers for noting

Associations round table event

Communications strategy update

Operations update

Associations round table event (External development workstream)

The associations round table event happened on the 18 October. This was an initial discussion for 1 hour with members of policy and event staff within the HE sector where we can discuss event clashes, current work and concerns and any other operational aspects of work. There was also a discussion about future meetings of this group and the possibility of setting one up for chairs and Executive Directors to discuss more strategic alignment.

Communications Strategy update

The communications strategy is ongoing but will be finalised before the next executive meeting. The consultants unfortunately came down with COVID recently which has put timelines back a little further. They will be producing structures and templates that we can utilise alongside instilling further knowledge on tone of voice and overall strategy insights (such as living values and the alignment to overall strategy).

Operations update

National Office update

The team has been conducting interviews for the vacant positions of Communications Officer and Office and Operations Officer. We currently have an offer accepted for the Communications Officer role but awaiting furthe discussions and unfortunately we have to go back out for recruitment for the Office and Operations Officer role.

As a result we are also making some changes in the office, we will be replacing some of the desks to make more room initially in the office for 6 staff members before taking any decisions on reducing the meeting space.

The building are replacing the current heating and cooling system in the office and as a result the AMOSSHE National Office team will be working form home from 13 November – 6 December inclusive whilst they complete this work.

Membership update

Membership level	May 2023	October 2023
Small and specialist	40	45
Tier 1 organisation	36	32
Tier 2 organisation	58	58
Tier 3 organisation	38	43
Additional member	416	439
International organisation	9	12
International additional member	19	21
Less than 50% HE organisation	0	0
Corporate organisation	3	3
Corporate additional member	10	9
Individual member	5	4
Non-profit organisation	3	2
Non-profit additional member	1	0
Student member	1	2
Total organisations	187	195
Total members	889	927

These organisations have joined the membership:

- Royal Northern College of Music (Small and specialist)
- Saïd Business School, University of Oxford (Small and specialist)
- The London School of Architecture (Small and specialist)
- The Tavistock and Portman NHS Foundation Trust (Small and specialist)
- University College Birmingham (Tier 1)
- BPP University Ltd (Tier 3)
- Bader College (International)
- Swinburne University of Technology (International)
- University of South Australia (International)

These organisations have left the membership:

- AbilityNet (Non-profit)

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:

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

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:

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

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

Financial management report

The management accounts will follow over email but there are no significant concerns reported by the Executive Director at this time. We are chasing renewal payments from members and the first CPD events of the year have only just opened so there are no major pressure points on income.