



IMPACT REPORT

WORCESTER STUDENTS' UNION 2023/2024

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Message From

Al Linforth

SU President, 2023-24



It was an honour for me to serve another year as President for Worcester Students' Union, and I will be forever grateful for the impact the organisation made on myself as a student and in my officer years. As we reflect on another year, we're thrilled to share the progress we've made, the challenges we've tackled, and the lasting impact we've created together. This year really highlights the dedication, teamwork, and commitment of our students and SU staff team.

We kicked off the year with our annual Welcome Festival, working closely with the University to deliver a series of events to welcome our new and returning students. Students were never bored, as we had a series of events including The Big Worcester Welcome, Disco Bungalow, Afrobeats night, Sports Day, Crafternoon, Banghra and Salsa pop ups, the Colour Mile, Welcome Fair, and so much more.

This year, I continued my work to support students through the cost-of-living crisis by securing a partnership with 'Hey Girls' to provide students with free period products and ensuring our Community Cupboard continues to receive donations to feed students. We continued to host free Breakfast Clubs for all students, expanding further to ensure we were meeting students on all of our campuses. One of my big wins for this year was the International Hardship Fund and I am so proud that the University is now finally able to financially support our international student community. Another of my highlights was the Student Voice Conference, which saw students, reps, and staff coming together for sessions and workshops based on the themes of leadership, employability, AI, EDI and sustainability. I have thoroughly enjoyed supporting our student-led Networks this year. I watched them thrive with increased engagement and campaigns which spread across the university and beyond, including Race Equality Network's 'Race Equality Week' and the Disabled Students' Network's 'A Little Less Conversation, More Action Please' campaign. Finally, I was thrilled to co-release the Student Futures Manifesto alongside the University, this is a key document which ensures joint work from the SU and University, to support students before, during and after their time at university.

Our VPSA, Issy, had a great year. She worked hard on many campaigns throughout the year, all whilst radiating positivity and joy to all students and staff. Issy kicked off the year by launching her consent campaign, which gave students an opportunity to get involved in pop ups, workshops and talks, all discussing different areas of consent. She was then invited to discuss the campaign on BBC Radio Hereford & Worcester. In January, Issy launched 'Give It A Go Week', with the aim of encouraging all students to give societies, sports or Networks a go. The Give It A Go Week helped a number of students to find new hobbies and make new friends. Issy also used the week to say hello to our societies and clubs, asking them to write down why they chose to give their club or society a go. The Sport Kit Recycling Scheme was another campaign pioneered by our VPSA, which allowed students to donate their old sports kit to other students in need of spare kit to take part in recreational sports.

Our students have had an incredible year. Our academic representation system continued to grow in strength with a significant increase in students receiving a gold rep reward. Our Societies, Clubs & Networks hosted a wide range of events and campaigns and help to raise over £15,000 for RAG. Our students also made us proud by making sure that Varsity trophy stayed where it belonged by thrashing Gloucester in an epic 13-4 victory. We'd rather be a sauce any day! We were delighted to celebrate all of the achievements of our students at the Team Worc Awards which was a lovely way to reflect, celebrate, and close another fabulous year.

As an SU Officer, it's very easy to sit back and take all of the credit (and trust me, I did!), however nothing the SU achieved this year would be possible without the hard work and dedication of our incredible staff team and Board of Trustees, all of whom are incredibly committed to ensuring our students get the best possible experience at University. Thank you everyone and here's to another incredible year of Worcester Students' Union!



OUR YEAR AT A GLANCE

87%

satisfaction in
Course Experience Survey

70

hours of outreach recorded

76.5%

satisfaction in the
National Student Survey



520

contacts from students

391

students supported with
427 cases

37th

Ranked
out of 147 Students' Unions in the
National Student Survey

6,924.5

volunteering hours recorded

£15,631

raised through RAG

£2,986

raised for our RAG Charity of the Year

429

Course Reps recruited

22

School Reps recruited



1,000



7,250



11,500

21

Academic Reps awarded Gold, Silver, and Bronze Rep Rewards



11,000

students attended events in The Hangar

4,000

students attended Welcome Festival events

1,090

students part of 38 sports clubs

1,500

students attended Varsity



7

student-led Networks supported

698

students part of 35 societies

Our strategic framework

Following comprehensive student consultation during the 2022-23 academic year, we developed our new strategic framework to better reflect the changing needs and priorities of our students, and we began working towards the framework in September of 2023.

Our Vision

Delivering **excellence**, uniting **diversity**, and **enriching** student lives.

Our Mission

To **support**, **represent**, and **empower** our students.



Strategic Theme One

Encouraging and supporting students to prioritise their wellbeing

- We will be proactive in finding out what is worrying or concerning our students, without overburdening them.
- We will support students to access help and advice.
- We will facilitate extra-curricular opportunities that enhance students wellbeing.

Strategic Theme Two

Understanding students' financial realities and reflecting that in what we do

- We will keep the cost to students of getting involved with our activities and services to a minimum wherever and however we can.
- We will support students in their efforts towards employability and make it clear how getting involved with the SU develops them as people and as leaders.
- We will work with the University to ensure value for money across their services and facilities.

Strategic Theme Three

Empowering students to have their say

- We will support students to engage in things that affect them and wider society.
- We will go out to where students are and not wait for them to come to us, being present and listening to their experiences.
- We will emphasise our independence from the University, ensuring we challenge them based on our students' feedback and experiences, whilst continually demonstrating to our students how and where we will represent them.

Strategic Theme Four

Making sure our diverse student body is represented

- We will understand and learn about the diversity of our students so we can support and represent them.
- We will ensure Equity, Diversity, and Inclusion (EDI) is central to all we do, working to an informed action plan each year and keeping our members updated.
- We will deliver activities and events that are accessible and that appeal to different students.

Strategic Theme Five

Building connected student communities where students feel they belong

- We will be highly visible to our student body and be a 'home from home' through physical and online spaces.
- We will help and enable students to build communities that benefit them and their University experience.
- We will provide environments for students to have positive interactions with each other and learn new things.





Encouraging and supporting students to prioritise their wellbeing





Help and Advice

Our Help & Advice service offers independent, confidential, and impartial advice and support to all of our students. Following record case numbers in the previous two academic years, the service continued to see a high volume of cases.

Our advisors received 520 student contacts, resulting in 427 cases, attending a total of 473 appointments, including both one-on-one confidential meetings and advisor representation in meetings.

Help & Advice Outreach

One of the main priorities for the service during the year was outreach, with the aim of meeting and supporting students across all campuses. The service completed 70 hours of outreach across all University sites, including campaign pop-ups, Help & Advice specific pop-ups, Campus Chats, and introductory presentations to different cohorts of students.

The service also forged relationships with 18 external organisations, building links and referral pathways that will ensure students have quick and easy access to relevant support.

Help and Advice key facts and figures:

391

students supported with **427** cases – a small decrease of **1%** from the previous year.

56

cases were opened in September, the highest number ever recorded in a single month.

43

cases per month on average for the period from January to July.

64%

of cases were related to academic issues.

24%

of cases were related to housing issues.

12%

of cases were related to finance, employment, consumer, students, and welfare issues.



The Year Ahead



To ensure the continued success of the service, and ensure we provide high quality and accessible support, we will:

- Ensure students at partner institutions can access the service in the ways most convenient to them and ensure that they receive the same levels of support received by students studying at Worcester.
- Increase visibility and engagement and ensure open communication with students and University staff.
- Prioritise the visibility and accessibility of the service, and make sure it is responsive to the needs of students.
- Implement campaigns that focus on key areas of the student experience, empowering students to make informed decisions.



Societies Overview

Our Societies offer a unique platform for students to build lasting friendships, learn new skills, and have new experiences and opportunities.

Throughout the year we saw a total of 847 society memberships bought by 698 students, an increase in both memberships and total students from the preceding year.

The year ended with 35 societies in operation, including 10 new societies formed during the year; Gaming, MedSoc, Oriental Society, PENSA Worcester, Physicians Associates, Physiotherapy, Professional Policing, Rock Soc, Surgical Society, and Worcester SSAGO.

Society Events

Our societies hosted some great events and fundraisers for their members and all students at the University, including:

Aerial Fitness hosted a **Halloween Prom** in October and Take Me Out night in February all to raise money towards our RAG total.

Boobie Bingo Night run by the Uni Boob Team, which raised over £350 for Breast Cancer Awareness.

The Poetry Society held a **24-hour read-a-thon** to raise money for the Colchester and Ipswich Hospital Charity.

The African Caribbean Society, Nigerian Society, and Uni Boob Team, worked together to host a **Sip and Paint evening** in The Hangar

The Christian Union and Music Society had a fantastic **evening of Christmas Carols** in The Hangar.

Gaming, Dungeons and Dragons, and Anime and Manga collaborated on a **gaming night** to raise funds for RAG.



Sports Overview

Sport plays a big role in the student experience at Worcester and our clubs are always eager to take part in every aspect of life at the SU and University.

We ended the year with a total of 38 sports clubs, with 30 of these affiliated, meaning they had 12 or more members. In total, there were 1,143 memberships from 1,090 students, a small decrease in the number of memberships and small increase in the number of students compared to the previous year.

BUCS Leagues and Competition

Our BUCS (British Universities and Colleges Sport) teams and competitors showcased the TeamWorc spirit throughout the year. We ended the year in 60th position in the BUCS rankings with a total of 653.5 points, an increase of almost 100 points compared to the 22/23 season.

Highlights from the year included:

Wheelchair Basketball winning a second consecutive BUCS National Championship following a 74-34 win over Nottingham at BUCS Big Wednesday.

Undefeated league campaigns in the outdoor cricket season for Men's Cricket 1s and Women's Cricket 1s.

A National Championship gold medal for Hollie Biggerstaff in the Weightlifting and Powerlifting Championships.

Though not competing in BUCS, Dance had a record-breaking competition season, winning a total of 24 trophies.

21 students from across 8 sports selected for English Universities' Sport trials, with 7 selected for final squads.

A league title for Women's Rugby 1s, who narrowly missed out on promotion to the Premier Division following a narrow loss in the play-offs to Liverpool.

Individual success in Equestrian, with Evie Hall qualifying for the National Championship Finals.

League titles, and subsequent promotions, for Men's Football 1s, Women's Hockey 1s, Men's Tennis 1s.

Both Indoor Men's Cricket 1s and Indoor Women's Cricket 1s achieving a clean sweep of league victories in the Midlands A divisions.

TeamWorc Points

The TeamWorc Points accreditation scheme recognises the clubs and societies that go above and beyond to bring their members, and those within the wider TeamWorc community, the best possible experience. TeamWorc Points are available for student groups across a range of criteria, including fundraising, volunteering, events, and online engagement.

A total of **17** groups achieved Bronze, **4** achieved Silver, and **1** achieved Gold.



Anime and Manga
Archery
Book Club
Christian Union
Gaming
MedSoc
Men's Cricket
Men's Football
Men's Rugby
Netball
Nigerian Society
Poetry
Social Sports
Women's Cricket
Women's Football
Women's Hockey
Women's Rugby

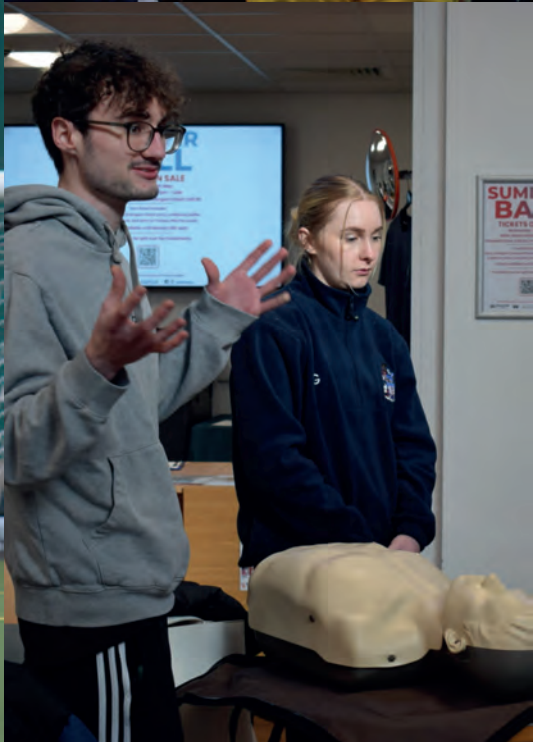


Aerial Fitness
Cheerleading
Dance
Uni Boob Team



Paramedic Society










VARSITY

This year's Varsity was, once again, one of the highlights of the year. Due to financial constraints, we introduced a new format for the competition, with a condensed schedule and fixtures only taking place at University-owned facilities. Despite these changes, our teams and students fully embraced the TeamWorc spirit and were fantastic ambassadors for sport at Worcester.

TeamWorc went head-to-head against TeamGlos in an intense and action-packed three days, with fantastic performances and sportsmanship displayed on both sides, and over 1,500 fans from both sides cheering on their teams.

The final score ended in a huge 13-4 victory for Worcester, our highest ever margin of victory.

Whilst there were far too many memorable performances and stand-out moments to mention, some of our Varsity highlights included:

-  A dominant day one for Worcester, with TeamWorc ending the day 6-0 up on TeamGlos.
-  Comprehensive victories for Men's Hockey and Women's Hockey, securing wins of 6-1 and 4-0 respectively.
-  Tense and nail-biting wins for Men's Rugby and Women's Rugby, taking home 25-22 and 53-38 victories.
-  Men's Football and Women's Football both scoring 5 goals apiece in front a boisterous crowd.
-  An incredible Arena evening session, ending with our VPSA, Issy, lifting the trophy in front of a roaring capacity crowd.

Varsity 2024 was truly memorable and we're so grateful to everyone in the #TeamWorc community who helped to make it such a fantastic experience. We're already looking forward to 2025 and the chance to bring the trophy back to Worcester for a third year in a row.



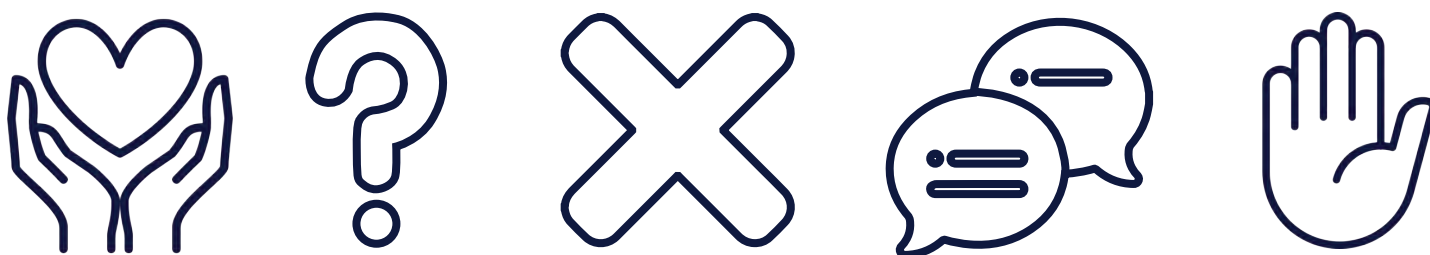


VARSITY
V
UNIVERSITY OF WORCESTER UNIVERSITY OF GLOUCESTERSHIRE
2024



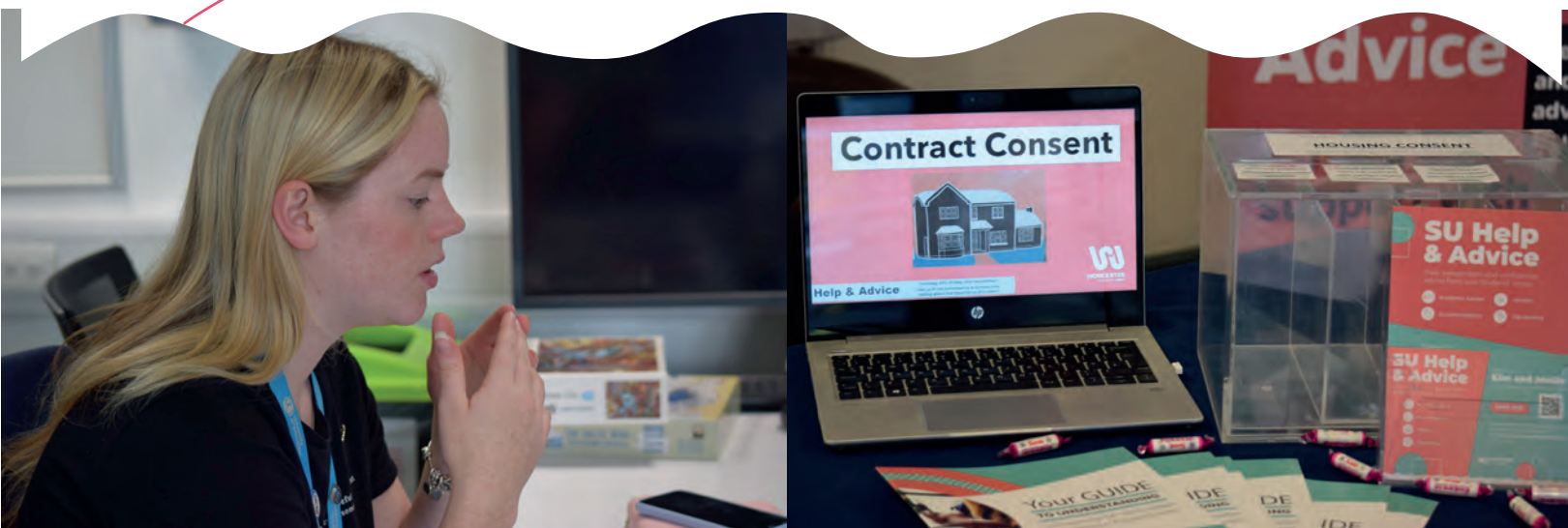
Consent Campaign

During the first semester, our VPSA, Issy, launched a new campaign to encourage positive conversations around consent within the University community. The aim was to educate both students and staff on all aspects of consent and the situations where it may occur, as well as empowering everyone to speak out against unacceptable actions and behaviour.



The campaign launched with a week of activities taking place across the University, including workshops led by expert guest speakers and University academics, pop-up information stalls across all our campuses, and an extensive social media campaign.

Issy also appeared on BBC Radio Hereford and Worcester alongside Dr Gill Harrop, Senior Lecturer in Forensic Psychology at the University. They spoke about the campaign and its aims, and raised awareness of consent, how to recognise problematic behaviours, and how to speak out and intervene when witnessing this behaviour.



Safety and Wellbeing at The Hangar

We're very proud of the work done by our Hangar team, both core and student staff, to make The Hangar a safe and welcoming space for students, staff, and the local community. Through various campaigns and initiatives, such as **Ask For Angela**, the **How Are You Getting Home Campaign**, and raising awareness of **drink spiking**, The Hangar team ensure customer wellbeing is at the heart of everything they do.

Best Bar None



The Hangar was, once again, recognised as one of the top student venues in the country by Best Bar None (BBN). BBN is a national accreditation scheme that recognises and rewards responsible premises, as well as those that make a positive contribution to the night-time economy. The Hangar was awarded **Gold** status by BBN for the seventh consecutive year and also achieved **second place** in the national BBN award.

An Award-Winning Venue



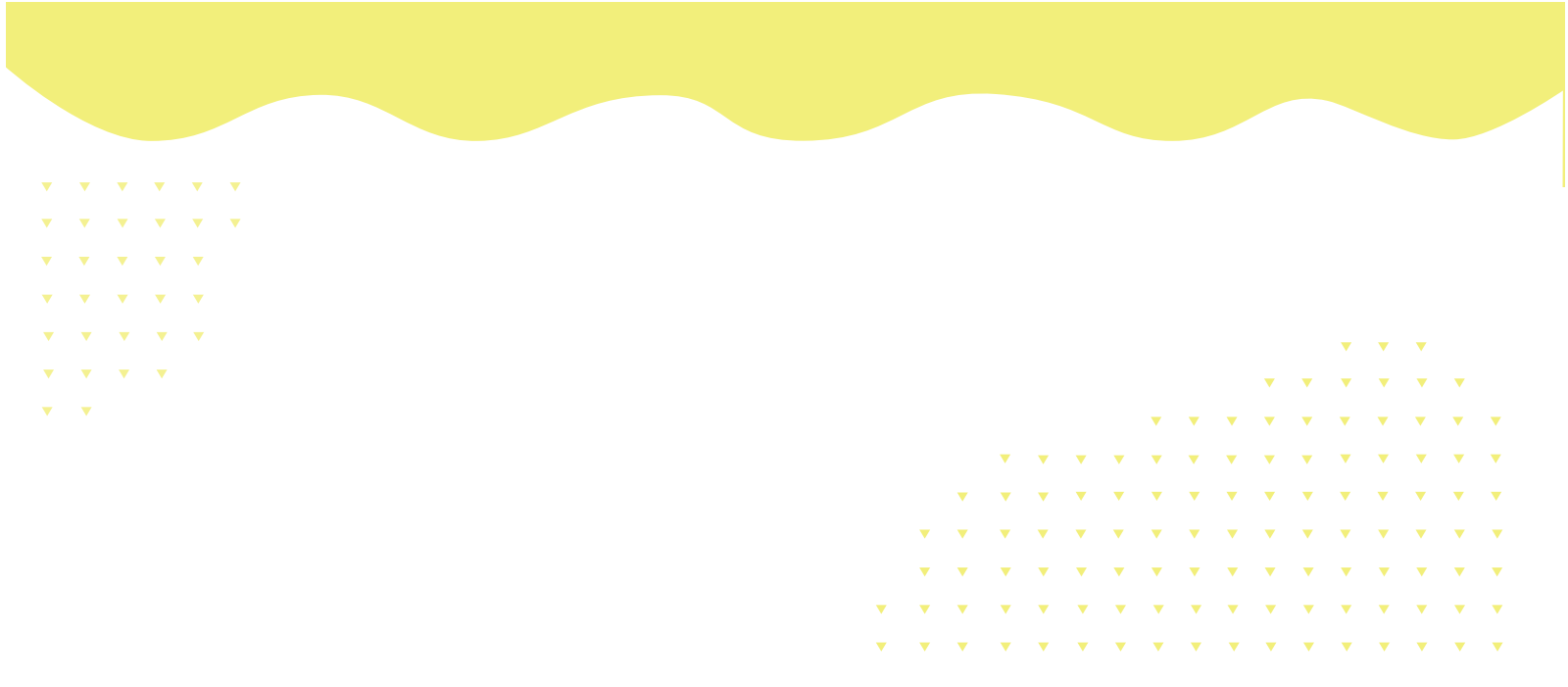
The Hangar was also recognised at the **NUS Trade Awards**, walking away as **winner** in three categories.

Impactful Collaboration was awarded for the teams work alongside the University of Worcester International team, hosting a diverse range of cultural events for university students. The **Student Input and Feedback** award recognised student-staff member, **Ella Page** for her work in creating the venues cocktail menu and developing its social media. **Customer Safety and Comfort** was awarded for The Hangar's commitment to creating a welcoming environment for students, and ensuring their safety on nights out.



Understanding students' financial realities and reflecting that in what we do





Cost of Living

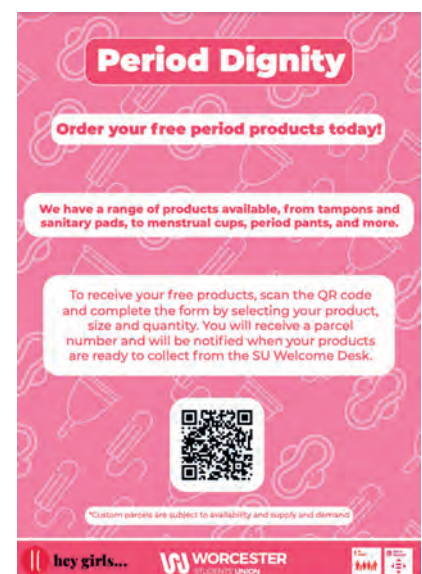
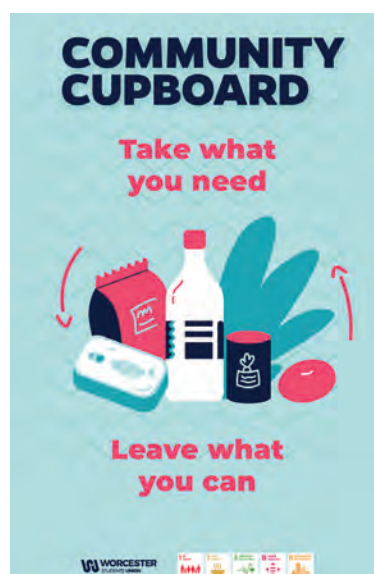
The cost-of-living crisis continued to be a major concern for many of our students, and one of the key aims for our Officer team throughout the year was to provide as much support and assistance as possible for students in need.

Community Cupboard

Following its success in the previous academic year, our President, Al, was keen to continue the Community Cupboard scheme, offering free food and toiletries to any student who needed them. Demand for items was high throughout the year, with the cupboard restocked regularly, often more than once a day. Overall, we received a total 1,308 donations, which was the equivalent of £1,223.44. Towards the end of the year, we submitted an application to the National Lottery Community Fund to help support the initiative and we are awaiting news on our application.

Breakfast Club

Alongside the Community Cupboard, we also relaunched Breakfast Clubs, offering free breakfast items to any students attending. Three Breakfast Clubs took place in Semester One, in the Students' Union, City Campus, and the Medical School. Unfortunately, due to other commitments and resource challenges, we were unable to continue the scheme in Semester Two, though we are very keen to revitalise the initiative going into the next academic year.



Period Dignity

Following a successful launch in the previous academic year, our Period Dignity campaign continued to provide free period products to both students and the wider community. Working in partnership with award-winning social enterprise Hey Girls, we distributed 230 packs of pads/liners and 190 packets of tampons across all our campuses and, in our role as a community partner, to organisations such as Worcester Cathedral and The Hive.

International Hardship Fund

One of AI's main manifesto aims for the year was to work with the University to implement an International Hardship Fund, due to the increasing numbers of international students facing financial difficulties during their course of study. Working alongside the Director of International Recruitment and the Pro Vice Chancellor for Communications and External Affairs, AI presented a paper to the University Executive Board, resulting in a new scheme to be implemented in the 2024-25 academic year.

Sport Kit Recycling

Following an increase in students taking part in recreational sport, our VPSA, Issy, wanted to make sure that no student would be unable to take part in physical activity and sport due to a lack of clothing or equipment. Alongside the Sport team at the University, she introduced a recycling programme for sports kit, with donations made by students, staff, and the local community, and kit distributed to any student who needed it.



Student Employability and Development

Student Staff

We want to ensure that our students are prepared for life after university, providing them with work experience and training within a variety of roles, to give them practical skills when they enter the world of work.

We are incredibly proud of the incredible job done by our student staff, and the crucial role they play in everything we do. Over the year, we employed 21 students supporting The Hangar, Welcome Desk, and marketing, working a combined total of 5,730 hours and earning just under £70,000.

A total of 15 members of our student staff team received recognition for their excellent work during the year. Every one of them made a significant contribution to the SU and Hangar, going above and beyond what was expected of them, and making a real difference to the student experience.



Affordable Social Events

The Hangar hosted a variety of events throughout the year to ensure students could come together and socialise. Our Welcome Festival line-up, along with student-led events such as the Halloween Ball, Strictly Dancing, Winter Ball, Valentines Ball, and more, gave students the opportunity to enjoy a night out at affordable prices.

We benchmarked our prices and what we offer to students with other venues in the local area, and came out ahead in almost every respect in terms of cost, a fact we shared with students via our social media platforms.

Beyond our evening events and regular weekly line-up, we also encouraged our students to use The Hangar as a daytime social space in-between and after lectures. Our pool tables proved incredibly popular and students also came along to make use of the free table tennis, darts, and Xbox.





Empowering students to have their say





SU Elections



2024



Our SU Elections took place during the first half of semester two, with the return of our Don't Duck Out of Democracy campaign.

Our Recommend a Friend scheme launched in early January and saw a record breaking 120 recommendations. Nominations opened in early February, with an initial 8 candidates standing, with 3 dropping out due to time and personal pressures. In total, we had two candidates for SU President, one candidate for Vice President Education, and two candidates for Vice President Student Activities.

To help improve candidate well-being, as well as make the Elections process more accommodating to students on professional courses, the nominations, campaigning, and voting periods were all reduced. Despite this, we still saw great engagement from students throughout the Elections and enjoyed an incredibly positive atmosphere throughout.

In total, we received 3,210 total votes from 1,162 individual voters, representing 14% of the student population and a small increase from the previous year.

The students voted into office, and the Full-Time Officer team for the 2024-25 academic year were:



Ruttuja Mane

Students' Union President



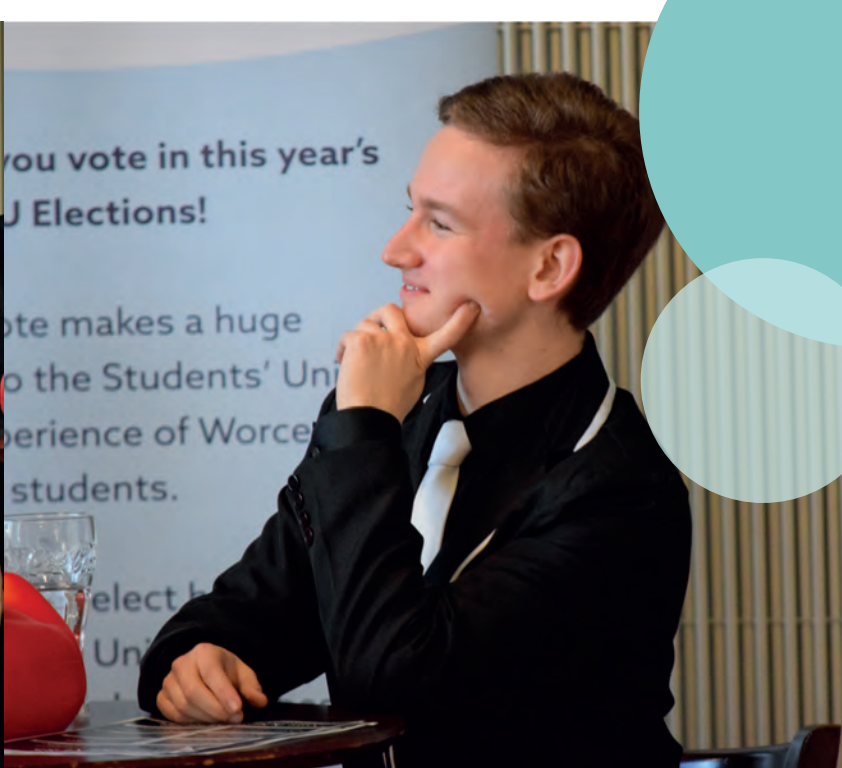
Elliot Atkinson

Vice President Education



Jack Lambert

Vice President
Student Activities



National and local politics

We have a strong tradition of active involvement in both local and national democracy, and we are incredibly proud of the impact we continue to have. Over the course of the year, the Officer team and SU staff:

Wrote to Worcester MP, Robin Walker, and Universities Minister, Robert Halfon, to challenge the rhetoric surrounding ‘rip-off degrees’.

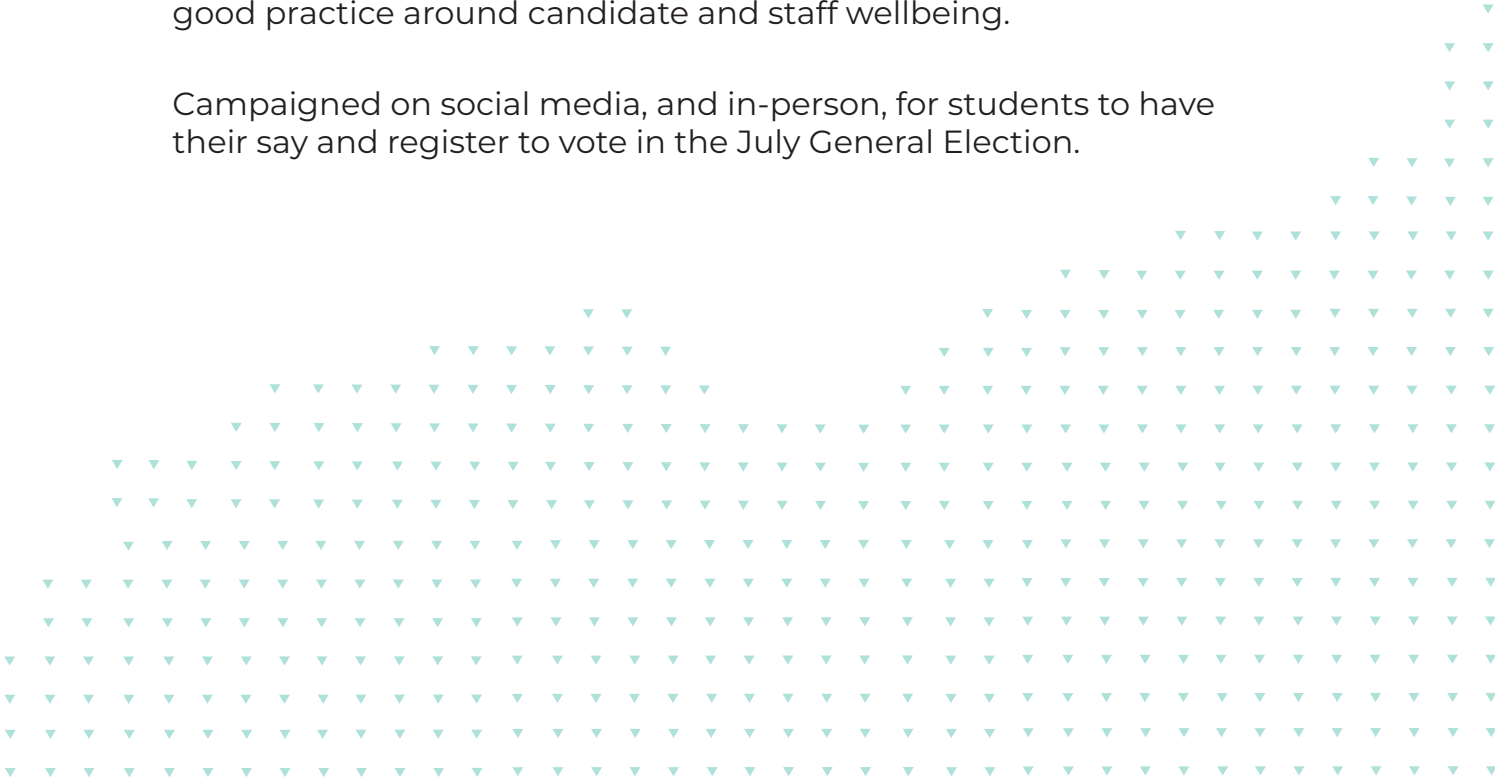
Took part in OfS consultations on their new strategic priorities, as well as OfS and NUS consultations on Freedom of Speech legislation.

Authored two articles in WonkHE – ‘Students Need Support To Have Conversations About Consent’ and ‘Students Need To Be Co-Pilots On The AI Adventure’.

Joined a national BUCS task and finish group to create a new model for calculating member affiliations and subscriptions.

Featured in the NUS’s SU Elections 2024 report as a case study for good practice around candidate and staff wellbeing.

Campaigned on social media, and in-person, for students to have their say and register to vote in the July General Election.



Academic Representation

Throughout the year, our Student Voice team continued to work closely with the University to help deliver an effective and responsive Academic Representation system.

Our Course Reps showed incredible engagement throughout the year, with a total of 105 Course Rep Journals submitted, almost double the amount from the previous year. Some of the concerns brought to us by Course Reps included car parking concerns at City Campus, alignment of learning materials across joint honours disciplines, and the social spaces available to students on City Campus.

We also saw great engagement and input from our Department Reps, with a total of 22 out of 25 Department Rep positions filled, with eight of these being placement students. Throughout the year we saw fantastic engagement from our Department Reps at various councils and forums, and they all demonstrated impressive dedication to the role.

The hard work of our Reps was celebrated and rewarded through the Rep of the Month scheme, with Rep of the Month awarded to 21 Course and Department Reps from across the University. We also saw 21 Reps recognised through the Rep Accreditation Scheme, with students achieving Bronze, Silver, and Gold Accreditation, which were awarded at our Rep Celebration event at the end of the year.

Student Voice Conference

At the end of April, our SU President, Al, alongside the Student Voice team, hosted a Student Voice Conference. The Conference built on the successes of previous Rep Conferences, but was expanded to include all students at the University who wanted to attend.

The Conference consisted of workshops and bite-sized learning opportunities, hosted by SU and University staff, as well as an external speaker. Topics included effective leadership, generative AI, networking and employability, and equality, diversity, and inclusion.

We saw a total of 45 students, Reps and non-Reps, attending the Conference, with fantastic engagement throughout the day.



Student Council

Student Council is our highest representative student body and plays a crucial role in ensuring the student voice is heard and that the SU is held to account. The Council is made up of the Full Time Officers, along with representatives from Networks, Schools, clubs, societies, and the RAG Team.

Over the course of the year, discussions took place at Council meetings on issues such as student mental health, multi-faith prayer rooms across the University, channels for reporting racism and discrimination, support for students at City Campus and Jenny Lind, and support for the Gypsies, Travellers, Roma, Showman & Boaters (GTRSB) Pledge.

A total of eight motions were passed by Student Council:

- Work with the University to provide separate all-gender and disabled toilets.
- Work with the University to create a guide for staff on appropriate EDI terminology.
- Work with University IT and Registry to ensure students can easily change their email address if they change names.
- Change the name of TeamWorc Council to Student Activities Council.
- Increase the number of academic representatives on Student Council, from two to ten.
- Work with the University to ensure that lectures continue to be recorded.
- Mandate the Union to recognise Race Equality Week and ensure involvement from the University.
- Work with the University to seek appropriate guarantor arrangements for private rentals.

Welfare and Inclusion Council

Welfare and Inclusion Council plays a key role in driving debate and positive conversations around welfare, inclusion, equity, and sustainable development. The Council is chaired by the SU President and includes representatives from our student-led Networks and cultural societies.

Topics discussed at Council meetings included improving the accessibility of the SU Leadership Elections, sustainability, and SU and Hangar spaces. The Council was also involved in our EDI Forum with senior police local hate crime officers, as well as an Artificial Intelligence Workshop delivered by Helen Hope, Deputy Head of the School of Sport and Exercise Science.

Education Council

Education Council focuses on the academic experience of all University of Worcester students and is a space for our Department Reps and academic society Chairs to discuss the issues affecting the students they represent, as well as to raise awareness of the academic representation system.

Some of the subjects discussed at the Education Council meetings over the course of the year included Reasonable Adjustment Plans, timetabling, and Personal Academic Tutors.

Student Activities Council

Student Activities Council, previously known as TeamWorc Council, gives our student groups the opportunity to give input on how we can improve the student experience at Worcester. The Council gives voice to all of our affiliated societies, sports, clubs, and RAG.

Constructive conversations were had throughout the year, with feedback gathered from members on the process of recruiting committee members, Celebration Week, Varsity, and SU and Hangar spaces.



All Student Meeting

This year's All Student Meeting took place on Tuesday 23rd January, during Refreshers Week. The meeting was, unfortunately, not quorate, with 19 students in attendance. Those who did attend were given an overview of the SU finances and affiliations, a summary of our new strategic framework, and given an update on the current Officers achievements and their future plans.

Despite not achieving quoracy, those in attendance were given the opportunity to ask questions to the Officers and staff team, with some constructive and informative conversations taking place. Topics for discussion included the Union's finances and bar operation, student group affiliations, multi-faith prayer spaces, TeamWorc Awards and TeamWorc Points, and the potential for a Society Varsity.



CES and NSS

The Course Experience Survey (CES) is completed by non-final year students and provides us with a key measure of their satisfaction with the Academic Representation system. Overall satisfaction with the Academic Representation system was 85%, an increase of 5% compared to the previous year. In addition, 82% of respondents knew who their Course Rep was, 84% felt their Course Rep represented their interests effectively, and 84% felt that the SU do a good job of representing academic interests. Students were also asked how satisfied they are with the Students' Union in general, with satisfaction levels at 87%.

The National Student Survey (NSS) is completed by all final year students and, like the CES, provides us with key data on student satisfaction. In total, 76.5% of respondents felt the Students' Union does a good job in representing students' academic interests, compared to a sector average of 73%. Overall, we were positioned 37th out of 147 Unions nationally in the Universities' compiled NSS rankings.



Making sure our diverse student body is represented





Student-Led Networks

Following mixed engagement in the previous academic year, we restructured our Networks and reduced the number to seven, to include:

- Commuter Students' Network
- Disabled Students' Network
- International Students' Network
- LGBTQ+ Students' Network
- Mature, Parents, and Carers Network
- Race Equality Network
- Women's Network

All of our Networks saw a Chair appointed, with four also appointing a Vice Chair.

Some of our Network highlights throughout the year included:

The **'A Little Less Conversation, More Action Please'** campaign led by our Disabled Students' Network, with staff and students encouraged to use text-to-speech software throughout the day.

Race Equality Week hosted by the Race Equality Network, encompassing a wide range of events including **microaggression training**, a **Culture and Race Workshop**, and **Community Dialogue** attended by external organisations and University management.

A **'Flamboyant Fancy' themed Valentines Ball** in The Hangar hosted by the LGBTQ+ Network, with students coming together to celebrate an evening of love and friendship, and dance the night away.

A range of events hosted by the Women's Society throughout the year, including a **craft-a-thon**, **bake sale**, **night-time safety stall**, and a talk from a **guest speaker from the West Mercia Rape and Sexual Abuse Centre**.



Equality, Diversity, and Inclusion

Equality, diversity, and inclusion (EDI) are fundamental to everything we do as an organisation, making continued efforts to ensure a culture where everyone is treated with dignity and respect, and working towards a comprehensive action plan throughout the year.

Training, Development, and Raising Awareness



We took part in, and led on, a number of initiatives in regard to training, development, and raising awareness of EDI and its importance at the University and within the wider community.

At the beginning of the year, we delivered EDI training to our Club, Society, and Network Committees.

We hosted an EDI forum with the local West Mercia Police Chief Inspector, asking questions about the Police's approach to EDI.

We supported the Race Equality Network to run some fantastic events for Race Equality Week in February.

Our core staff team and Officers participated in Race Awareness training, delivered by the incredible team at Mission Diverse.

The staff team also took part in Neurodiversity training, delivered by the charity I Am Paying Attention.

Our Commitments as an Organisation



We work hard to ensure that we are keeping to our commitments to EDI as an organisation.

We implemented EDI objectives around our Leadership Elections, helping to remove barriers to participation and increase the diversity of our candidates.

We continued to run our recruitment processes in a transparent and inclusive way, encouraging applications from people based on skills, not just prior experience.

We upheld our zero-tolerance approach to all forms of discrimination in TeamWorc, supporting our students to be active bystanders.

We reviewed our Bye-Laws and processes to remove barriers to engagement and participation.



Supporting our students

Throughout the year, we worked alongside student groups, as well as University colleagues, to host events, run campaigns, and improve our services to make them more inclusive and accessible.

Our Help & Advice service improved accessibility, offered more flexible appointment times, developed more accessible enquiry forms, and ensured text-to-speech and language translation was available to students.

We supported International students with issues that they had experienced on placements, with this followed up by the Chief Nursing Officer and Freedom to Speak up Guardian in the NHS Acute Hospital Trust

We worked to lobby the University to provide a Hardship Fund available to international students.

We raised the need for more accessible toilets across all campuses, with the University now adding a map to MyDay to show students where there are accessible toilets, baby changing facilities, and gender-neutral toilets.

We worked alongside the University's Disability Service to support students with neurodivergence during their University induction, facilitating welcome activities and events.

The Year Ahead

We believe there is always more we can do to improve and develop, and further deliver on our EDI action plan, and we have a number of aims for the upcoming academic year:

- Facilitate further bystander and micro-aggressions training for our student body.
- Continue to work towards increasing the diversity of students engaging with our Leadership Elections.
- Work in partnership with the University and community stakeholders to deliver Race Equality Week 2025.
- Work towards ensuring more diversity in our sports clubs, societies, Networks, rep cohorts, and volunteers.
- Update our calendar of cultural events, and continue our great relationship with the University's International Team to bring students more cultural events.
- Develop a Neurodiversity Policy for the organisation.

Cultural Events in The Hangar

Our Venue and Events team worked hard throughout the year to host a diverse range of daytime and evening events in The Hangar. We held celebrations for Diwali, Nigerian Independence Day, Onam, Black History Month, Chinese New Year, and more. We also hosted events such as the Christmas Winter Ball, LGBTQ+ Valentine's Ball, Afrobeats Night, Bollywood Night, and much more.

The Hangar team were rewarded for their hard work, and for their collaboration with the University's International Team, in winning the Impactful Collaboration Award in the national NUS Trade Awards.





Chinese New Year



Chinese New Year



Bollywood Night



Winter Ball



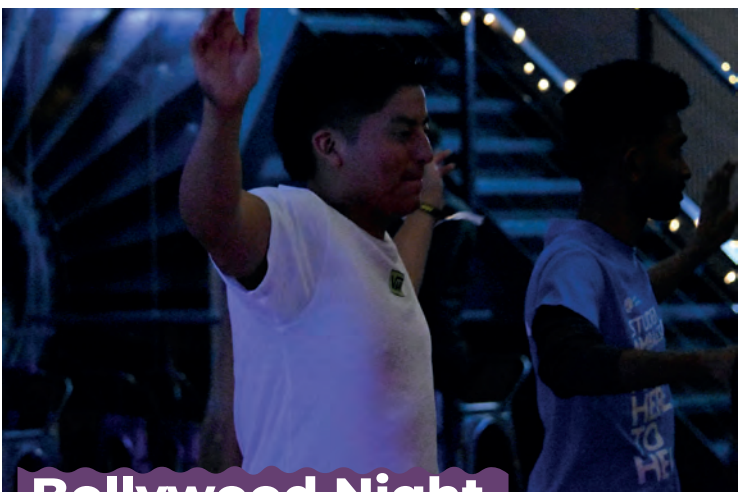
Race Equality Week



Valentines Ball



Bhangra

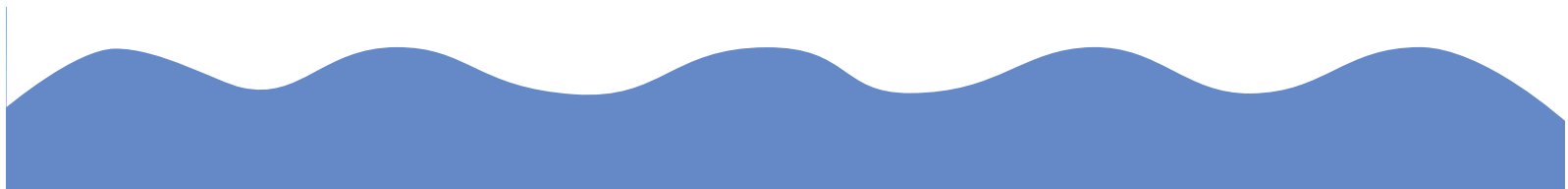


Bollywood Night



Building connected student communities where students feel they belong







WELCOME FESTIVAL 23

Working alongside the University, we delivered a full programme of Welcome Festival events to welcome all of our new and returning students to Worcester. From big marquee events like the Welcome Fair, to great parties in The Hangar, to daytime performances and activities, there really was something for everyone to get involved with.

We started things off with the return of our Big Worcester Welcome on arrivals Saturday, with information stalls and activities, and a fantastic buzz around the campus. The following day saw the return of our Welcome Picnic at City Campus, with students getting to know one another and taking part in various games and circus skills workshops.

Wednesday saw the main Welcome Fair, which was a great day for everyone involved, despite a last-minute change of venue due to the weather. We hosted a range of external organisations and commercial partners, key University services, along with our fantastic clubs, societies, and Networks, who all helped to make this one of our most successful Fairs yet, with over 2,800 students attending.

The week was rounded off with a Rec Sports Day and the Colour Mile, with over 100 students taking part to help us raise money for our RAG Charity of the Year. We continued our Welcome Festival events into the following week, with our Society Pick n Mix on the Monday and our chilled out Crafternoon rounding things off on the Friday afternoon.





WELCOME FESTIVAL 23

in The Hangar

The Hangar kicked-off the year in style with a full week of events to showcase everything the venue has to offer. The week started with a bang, with our Welcome Party seeing an absolutely packed bar full of lots of new faces. The following night saw the return of the always chaotic Disco Bungalow, with a sold-out crowd enjoying a night of mayhem.

The fun continued into the week, with our Afrobeats Night, Big Quiz, Worcester Wednesday, Urban Thursday, Karaoke, and a Movie Night to round things off with a more relaxed vibe.



Communication and Outreach

Throughout the year, we continued to reach out to our students across a range of platforms, including social media, physical and digital displays, direct emails, and face-to-face promotion.

Social media

Following a review of our social media platforms in the summer of 2023, we discontinued our Twitter and TeamWorc Facebook channels, with a subsequent increase in content posted to both the SU and Hangar Instagram profiles.

Over the year we saw a steady increase in engagement across all of our social media platforms, with our Instagram and TikTok channels in particular seeing positive leaves of reach and engagement from students. Both SU and Hangar Instagram saw far more content posted than in previous years, with growth in new followers, impressions, and engagement, surpassing the SU and Hangar Facebook pages for the first time.



SU Socials



1,000



5,250



9,000



The Hangar Socials



1,500



2,000

Graphic Design



Our student Graphic Design Assistants, Will and Josh, were an integral part of the SU team, producing vibrant, creative, and eye-catching designs to help us promote all of our services, campaigns, events, and opportunities to students. Both Will and Josh were a pleasure to work with, and we are very grateful for their hard work and creative ideas.

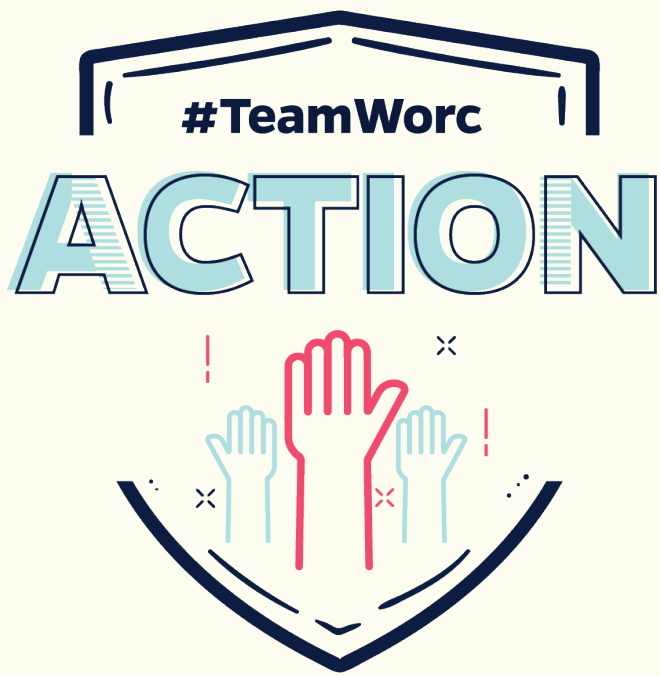


Campus Chat



One of our key aims for the academic year was to increase our in-person outreach, and speak to students about what matters most to them, at the times and places most convenient for them.

From September, we introduced a revamped Campus Chat, with the intention of going out across all University campuses to meet with students and gain their feedback on the issues that they most cared about. Throughout the year, we visited St. John's Campus, City Campus, Jenny Lind, and the new Medical School, talking about a range of topics including clubs, societies, and Networks, academic representation, the Help and Advice service, and Raise and Give (RAG).



TeamWorc Action

We have continued to offer volunteering opportunities to students through TeamWorc Action, with opportunities available in the SU, at the University, and with external providers such as St Richard's Hospice, Hereford and Worcester Scouts, Age UK, and more.

Despite the growing pressures on students in terms of time commitments and prioritising paid work over volunteering, we saw an increase in volunteering hours being logged by students, with a total of 6,924.5 logged. More than 5,000 of these hours were logged by Club and Society members, with further hours logged for community projects, academic representation, Raise and Give, and SU Crew.





RAISE AND GIVE

One of the most successful events of the year, our students, was Behind the Smile, a charity for those with poor mental health and the first of its kind in the region.

Despite the ongoing pressures of the cost-of-living crisis, our students dedicated their time and efforts to help make RAG a success. In total, they helped us to raise £15,631.77 for good causes throughout the year, with £2,986.21 of this going to our RAG Charity of the Year, Behind the Smile.

Student Led Events and Fundraising

Our students continue to go to incredible efforts raise both awareness and funds for the charities that they care most about. Our clubs, societies, Networks, and individual students hosted some fantastic events throughout the year, with some of our highlights including:

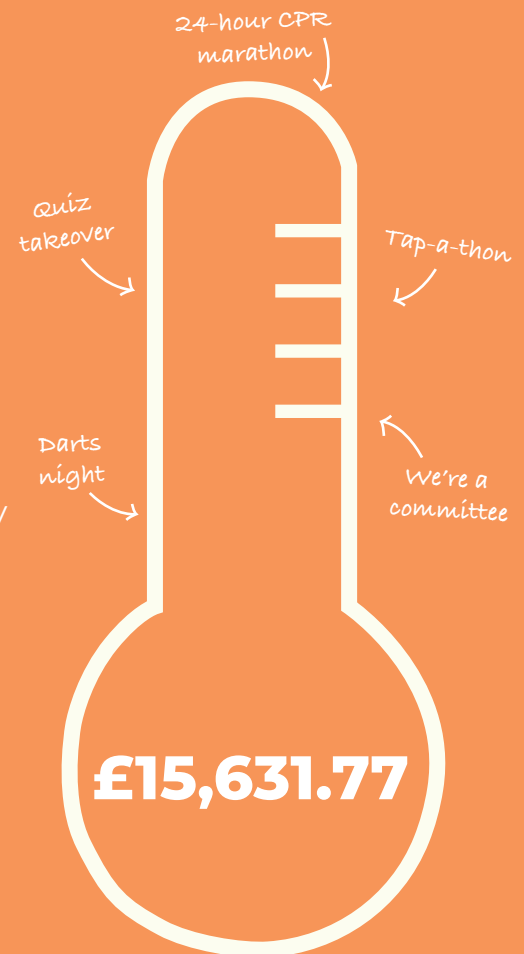
A range of collaborative events throughout Movember, hosted by Men's Cricket, Men's Football, Cheerleading, and others, raising a total of £2,055.87.

Men's Cricket hosting a 'Red for Ruth' charity match, which raised £1,235.38.

Women's Cricket raising £738 for the Teenage Cancer Trust through a 2900 squat challenge, Malvern Hills hike, and quiz takeover in The Hangar.

A raffle hosted by the Midwifery Society during Midwifery course inductions, which raised £474 for Becoming Families and Born Sleeping.

The Women's Network 'Empowerment Week', which helped to raise £212 for the West Mercia Rape and Sexual Abuse Support Clinic.





Sustainability

We recognise the importance that sustainability plays in fostering a healthier and more equitable future for our planet and its inhabitants. We are committed to minimising our environmental footprint as an organisation, promoting sustainable practice, and fostering a culture of environmental stewardship among our students.

Sustainability Committee

Our internal Sustainability Committee meets regularly throughout the year and works to evaluate and develop our internal processes, as well as support the areas of student activity and representation that have an impact on sustainability.

The Committee is led by the SU President and made up of representatives from all departments in the SU. This year we worked towards a number of initiatives, including:

Working with the University to deliver activities such as **Go Green Week** and **Repair Cafes**.

Creating an internal sustainability strategy in line with our commitment to the **SDG Accord**.

Raising awareness of sustainability with the wider staff team through a **'Make it Green'** event.

Supporting the University's Director of Sustainability with the launch of a **new Sustainability Hub** on St. John's Campus.

Promoting the **SOS-UK Sustainability Survey** to students, with a **response rate in the top 25** of institutions nationally.

Collaborating with **Hey Girls** to **provide sustainable period products** to students.



Go Green Week

Go Green Week took place in Semester Two and we supported the University's Sustainability team in promoting and delivering another fantastic week for students, staff, and members of the local community.

There were some lovely events and activities throughout the week, including plant giveaways, litter picking, sustainable food samples, terrarium-making workshops, carbon literacy training, a sustainability in future careers workshop, and decolonise-decarbonise workshop.



Staff Wellbeing and Development

The wellbeing and development of our staff is incredibly important to us as an organisation. We continued to aid collaboration, teamwork, and communication through formal fortnightly meetings as well as half-day strategic meetings, along with informal activities such as a Sip and Paint afternoon in The Hangar.

Our core staff team and Officers, also, undertook learning and development throughout the year. Some of the learning and training undertaken included race awareness training, Anti-Semitism training, neurodiversity training, and disability awareness. Staff and Officers also attended conferences and events throughout the year, including NUS Strategic Exchange, Membership Services Conference, SOS-UK Sustainability Summit, BUCS Conference, Lead and Change, and NUS Conference.







Celebration Week

Celebration Week returned at the end of the academic year with the Students' Choice Awards and TeamWorc Awards. This was our chance to celebrate all of the fantastic achievements of everyone at the University over the course of the year.

Students' Choice Awards

The annual Students' Choice Awards celebrate all of the hard work and achievements of teaching and support staff at the University. We received hundreds of nominations from students, celebrating staff from across every area of the University, showing their appreciation for everything that University of Worcester staff do to support them.

Students' Choice Awards Winners

ARC of the Year – Amy Johnson – School of Psychology

Exceptional Personal Academic Tutor – Elizabeth Russell – Institute of Education

Extra Mile Award – Mark Harwood-Browne – Disability Advisor

Outstanding Lecturer Award – Michael Wheatley – School of Humanities

Sustainability Award – Mike Wheeler – School of Science and the Environment

Provost Award – Kaytie Holdstock – Institute of Education





TeamWorc Awards

Following a successful event in 2023, The Hangar once again hosted the TeamWorc Awards, an invite-only event for the students and student groups that had the biggest impact on the TeamWorc community. It was a fantastic night of celebration and a truly incredible way for us to end the year and say a huge thank you and congratulations to all of our amazing students.

TeamWorc Awards Winners

Athlete of the Year – Alice Hopkins – Blind Football

Changemaker for Equality, Diversity, and Inclusion – Christian Wilson

Changemaker for Student Experience – Progress Week Collective

Charity Fundraising Student Group of the Year – Aerial Fitness

Course Rep of the Year – Luke Marshall-Watkin

Department Rep of the Year – Oliver Nightingale

Event of the Year – 24-hour CPR Training Marathon – Paramedic Society and RAG Team

Outstanding Contribution to the Community – Amy Shadbolt

Network Campaign of the Year – Race Equality Week – Race Equality Network

Network Committee Member of the Year – Harriet Lawrence

Network of the Year – Race Equality Network

New Society of the Year - MedSoc

Society Committee Member of the Year – Benji Robison – Paramedic Society

Society of the Year – UniBoob Team

Sports Team of the Year – Men's Cricket

Sports Club Committee Member of the Year – Meg Ince - Dance

Sports Club of the Year – Aerial Fitness

WSU Special Recognition Award – Ronke Akintan

The Year Ahead

We are excited for the year ahead and all of the opportunities it will bring. We look forward to working with our members to provide them with the best possible experience throughout the year.

During the 2024-25 academic year, we will:

- ▲ Continue to support students throughout the cost-of-living crisis and work alongside the University to address the impact it has on our students.
- ▲ Work with the University to ensure all students have access to responsive and effective mental health support.
- ▲ Promote sustainable practices among our students and develop initiatives to enable sustainable living.
- ▲ Enhance student housing support and ensure students have access to tailored housing advice and assistance.
- ▲ Support students with life after graduation and equip them the skills and knowledge to transition into their careers.
- ▲ Continue to develop our Rep system and help foster a stronger sense of community among our student reps.
- ▲ Increase awareness among our students of neurodiversity and celebrate neurodiversity in all its forms.
- ▲ Work with the University to develop a programme of diverse cultural events that cater to the needs of our student body.
- ▲ Deliver a campaign to educate students on the importance of positive sexual health and wellbeing.

Message from Ruttuja Mane

SU President 2024-25

What an amazing year it has been at Worcester Students' Union! Congratulations to our fantastic staff and officer team who strive to make sure that you all get the best possible opportunities and support.

Al and Issy have proved to be a wonderful officer team. They have significantly contributed to such a successful year and have left behind a legacy to be proud of. Hats off to the two of them for all the determination and hard work in everything they've done.

Al not only smashed their first year in office but got reelected and proved their passion for the role once again. They prioritised EDI in everything they did, constantly tackled the cost-of-living crisis, helped improved on-campus facilities, and so much more. One of my personal highlights of Al their successful lobbying of the University to introduce an International Student Hardship Scheme. Their perseverance and effort will have a lasting impression at Worcester.

Issy lit up every room she walked into with her positivity and joy. She went above and beyond to deliver her Consent Campaign, which helped spread an enormous amount of awareness. She, also, worked closely with our student activities staff to make sure all our student groups not only got all the support that they needed, but also had the most enjoyable year. One of the highlights of Issy during her time in the office has to be her interview with the BBC as part of her Consent Campaign.

Al and Issy have also given Elliot, Jack, and I all of the knowledge of the SU and our roles to succeed over the coming year.

I am excited to implement all the ideas that I had before getting elected. My objectives for the year revolve around sustainability, cost-of-living, and housing. I, also, want to work closely with the University Careers team to support students with life after graduation. Along with launching a few of my own projects and campaign weeks, I will also be continuing the initiatives that Al started during their time in office, including the Community Cupboard and Period Dignity.

Elliot will work with Course Reps and Department Reps to enhance the Academic Representation System, along with building a sense of community amongst our Reps. He also plans to spread awareness about neurodiversity and ensure it is an important consideration in academic settings. He also plans to focus on timetabling, and making sure there is transparency between the timetabling staff and the wider student population.

Jack plans on ensuring that all the events at the SU are made as accessible and inclusive as possible. He will look to review Varsity and make sure the planning and delivery are as transparent and accessible as possible for all our students. He will also be working with the University towards having a 'What's On' page on the University's MyDay page, so that all the events happening across the University can be navigated on one platform itself.

As an officer team, we will also lead on a mental health campaign, reinstate Breakfast with the SU, and work towards ensuring all students are aware of all the student that is available to them at Worcester.

Most of all, we want to give all students the opportunities to make memories that will last for a lifetime!

Ruttuja Mane, *SU President 2024-25*



Full-Time Officer Trustees

President – Al Linforth

Vice President Education – Seb James

Vice President Student Activities – Issy Price

Student and Lay Trustees

We would like to extend our thanks to our Student and Lay Trustees this year. We truly value their support, guidance, and scrutiny, which continues to motivate, challenge, and drive us.

Student Trustees

Erin Boddice
Mattie Osbourne
Eryn Orme
Timothy Young

Lay Trustees

Rebekah Williams
Melanie Brittain
Erica Burke

Impact Report designed by Caitlin Gibbs.

Photos courtesy of Aimee Robinson-Clayton.

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