

Officer Review Panel Report

Name:	Alisha Lobo
Office:	Community Officer
Review period:	19/11/2018 to 19/02/2019

Effective Behaviours framework (Self-Evaluation)

I feel like I have come around and really found my footing in this position since the last Review Panel. I have had numerous successes in the past couple of months and has really helped in maintaining focus and energy levels on what is next and the upcoming elections week.

Local Community

Having initially wrestled with local town work due to the challenging work – I have managed to find my footing and coping mechanisms and made local connections which have been hugely beneficial in the work that I am doing e.g. homesharing, local elections and opportunities for the future. i. e FOBRA, winter reception

Underrepresented groups

I have been extremely proud of my work with Blue Table Talk, SARI training, the refugee scholarships, diverse food products wins that I have managed to achieve, but again I have been frustrated by the slow pace of responses from students and the University i.e halal meat, nursery business case. I have been particularly concerned with the work around #NeverOK campaign and the lack of direction from the University, this comes due to the restructuring in the OUS. However there are other pieces of work such as the Equality Objectives that have been promising, more so with its action plan as opposed to the top level statements.

Mental Health

It has been excellent to work with the University and make tangible change with new things such as the University mental health strategy. As well as other angles such as Be well Week , alcohol and isolation. The University is expanding its provision however more could be done to communicate its shortfalls, restrictions and the reasons for it.

International Students

For international students, the online booking system for their jobs has been a huge help, however here again there have been delays. Floating ideas through the international working group has been slow but I have hope that once it kicks off it will be an excellent place to achieve change in the future with my international student list that I would like to improve.

I would like to work to have more face to face interactions with students and creating more opportunities for that to happen and engage with students instead of over social media which is a something that we are working on with Union on Tour.

Previous Comments

From the previous review panel, aspects pointed out on work life balance have been addressed with a healthier food options, getting back into my art, working out, and just generally finding more healthier opportunities to socialise.

I have tried to work on communicating more – which I can track as higher in the amount that I am posting out on social media on all of my platforms e.g. housing week sharing huge wins. I am speaking with Antonia (NUS) this week to see how I can act in a more facilitating manner and not take myself too seriously to improve myself.

Effective Behaviours framework (Peer-Evaluation)

Positive Behaviours

Collaborating across areas, supporting & promoting others' activities

- “Recently very good in supporting RAG with plans for Refresh Week”

Invites listens and respects others' views

Active participation in meetings, ensuring student views are clearly and effectively articulated at the appropriate times.

- “we’ve found our meetings with Alisha and Louisa really supportive!”
- Remaining resilient when meeting obstacles or under pressure
- “Alisha has been very concerned whenever she meets me, and she has followed up all her promises”

Behaviours that could be improved

No feedback received.

Targets set at the Previous Review Panel Meeting (19/11/2018)

- 1) To help deliver the Home sharing scheme.
- 2) To help deliver the never okay campaign in town.

Review Panel Meeting (19/02/2019)

QUESTION: The Review Panel asked Alisha what progress they had made on the targets which had been set at the previous review panel meeting?

ANSWER: Alisha reported good progress on the work being done to deliver the home sharing scheme. They noted they had managed to get support from an ex-councillor who has expertise in licencing law. Alisha also reported they were drafting a proposal for Local Authority which would be submitted after the local councillor elections.

Alisha reported that the #NeverOK campaign is currently experiencing a general pause as there has been restructuring of the team.

QUESTION: The Review Panel asked Alisha if there was anything that the SU could do to support them more?

ANSWER: Alisha reported that they would benefit from help with rebuilding a relationship with a senior staff member within the University.

QUESTION: The Review Panel asked Alisha if there was anything that could be done to improve feedback from the international working group?

ANSWER: Alisha reported that they had met with HR to seek further advice from them. They noted that changes to timesheets had been implemented which was positive. However, they also noted that they were frustrated with how slow it took the University to make changes.

QUESTION: The Review Panel asked Alisha if during their handover with the previous Community Officer if they had been given a list of useful contacts?

ANSWER: Alisha reported that they had received a comprehensive list of contacts from their predecessor which detailed individuals views, strengths, political alignments, etc.

QUESTION: The Review Panel asked if there was anything Alisha would change for the next Community Officer handover?

ANSWER: Alisha reported that there wasn't much they would change.

Alisha reported to the Review Panel that they were frustrated with how much the local councillors election was slowing down getting things done with the Local Authority. They hoped this would improve after the elections were completed.

Targets for the next Review Panel Meeting

- 1) To address rebuild their working relationship with a Senior staff member within the University.
- 2) To raise the importance of international students mental health as an issue within the University for addressing.