

What will success look like in ten years?

EDUCATION AND RESEARCH

- A student body achieving at least 40% first class degree results, with all student outcomes at II.2 or higher
- The first choice college for at least two thirds of the prospective undergraduate students that are considered for admission
- At least one Early Career Teaching and Research Fellowship (ECTRF) in each key subject area
- A strong research culture, with a defined annual programme of activities for each subject cohort
- Annual conference/symposium of interdisciplinary research on sustainability and environmentalism

ACCESS AND DIVERSITY

- A student body of BAME (Black, Asian and Minority Ethnic) undergraduates that at least mirrors the University average, with a target of reaching national average by 2030
- A proportion of students admitted from the two most socio-economically disadvantaged groups (ACORN categories 4 and 5) that at least mirrors the University average
- A proportion of on-course students with a declared disability in line with the University admissions target
- Annual equality and diversity training provided for Fellows, staff and students
- External accreditation (e.g. Athena Swan, Stonewall) gained as a marker of success

FINANCE

- Cost to student of studying and living at St Edmund Hall is in the mid-point of other colleges
- All tutorial fellowships endowed
- Median endowment per student achieved by 2030
- Dedicated funds to remove any financial and/or other barriers to application and continued study at St Edmund Hall
- At least 40% of annual operating budget spent on teaching and research

CULTURE

- A collaborative and creative approach to culture, involving students, academics, staff and alumni in all elements of college life
- A strong sense of shared space ownership across the college:
 - staff common room provided
 - increased use of the Wolfson Hall for concerts and other cultural events
- Annual college dinners to be held for events such as Thanksgiving, Chinese New Year, Diwali
- A dedicated Culture Fund for students covering arts, music, sciences and performances, encouraging diverse cultural activities
- Regular events with a focus on sustainability and environmentalism hosted at the college

ESTATES

- St Edmund Hall recognised as the greenest and most environmentally sustainable college in Oxford including:
 - a zero-energy establishment
 - self-generated energy from a combination of rooftop solar panels, geothermal heat, air and/or water-sourced heat pumps and biodigesters
 - greatly reduced energy use through improved heating systems and insulation
 - eliminated use of single-use plastics
 - increased visible greenness in all college sites, e.g. green walls, rooftop gardens etc.
- New accommodation on existing college-owned land, providing a range of high-quality, affordable college-owned accommodation for all undergraduate and visiting students and all first-year graduate students
- All existing student rooms and accommodation of a good to excellent standard with 70% of rooms en-suite
- Under-utilised space opened up and repurposed for use in teaching, cultural activities and administration