



St Chad's College, Durham

COLLEGE ANNUAL REVIEW

1 October 2018 – 30 September 2019

St Chad's College
18 North Bailey
Durham
County Durham
DH1 3RH
Tel: 0191 334 3358

www.stchads.ac.uk

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Visitor

The Rt Hon and Most Revd John Sentamu , MA, PhD, DLitt (Hon), Archbishop of York,
Primate of England

Rector

The Very Revd Andrew Tremlett MPhil, Dean of Durham
The Rector is titular and religious head of the College foundation

The Governors of the College

The Governors are the legal members of St Chad's College Durham, the trustees of the registered charity and the directors of the company.

The Chair of Governors is the head of College Governance

Elected Governors

Fr Mark Woodruff, Chair

Mr Alan Buckle

Ms Jenny Haworth

Mr Sean Power

Ms Elizabeth Rowark

Mrs Sue Shaw, Nomination of the College Tutors (until 16 December 2018)

Ms Jenny King, Nomination of the College Tutors (from 14 March 2019)

Mr Richard Taylor

Mr Paul Chandler, Nomination of the Bishop of Durham

The Venerable Dr Richard Pratt, Nomination of the Bishop of Carlisle

Mr John Marshall, Nomination of the Bishop of Newcastle (from 19 April 2018)

Mr Alex McAllion, Nomination of the Archbishop of York

Professor Jane MacNaughton, Nomination of Durham University

Professor Martyn Evans, Nomination of Durham University (until 9 March 2019)

Professor Claire Warwick, Nomination of Durham University

Governors *ex officio*

Dr Margaret Masson – Principal & Head of House
Mr Josh Barker – JCR President (until 16 March 2019)
Ms Lucie Goddard – JCR President (from 17 March 2019)
Mr Dewi Humphries – JCR representative (until 16 March 2019)
Mr James Burton – JCR representative (from 17 March 2019)
Mr Alex Jackson – MCR President (until 31 August 2019)

Fellows of the College

Official Fellows

The Rector, The Very Revd Andrew Tremlett, MPhil
The Chair of Governors, The Revd Mark Woodruff, BA, Alumnus
The Principal, Margaret Masson, MA, PhD – Head of House
The Vice-Principal and Bursar, Alistair Jenkins
The Vice-Principal and Senior Tutor, Eleanor Spencer Regan, BA MA PhD FHEA
The Vice-Principal & Postgraduate Director, The Revd Ashley Wilson, BSc, BVM&S,
BA, PhD, MRCVS
The Chaplain, The Revd David Rushton, BA, Alumnus
The Librarian, Jenny Parker, BA, MA, PGDip, PGDip
The SCR President, Colin Ferguson, BSc, PGCert

Fellows & Emeritus Fellows

Professor Tony Chapman, BA, PhD, Director of Policy & Practice – Social Policy
Professor Fred Robinson, MA, PhD, FRSA – Social Policy
Nick Barton, BA, DipEd, MEd, Alumnus, Schoolmaster Fellow - Education
Paul Chandler, MA, MBA, ACIB, Vice-Chair of Governors & Treasurer – Business
Frank Cranmer, BA, MA, STh, LLM – Law & Theology
Mervyn Ellis, Alumnus – Health & Medicine
Canon James Lancelot, MA, MusB, FRCO (CHM), ARCM (Hons), FGCM (Hons), FRSCM
– Music
The Rt Revd David Stancliffe, MA, DLitt (Hon), DD, Retired Bishop of Salisbury – Divinity

Foundation Fellows

Bill Apedaile, MSc, PhD, CEng, MICE, FRSA - Engineering
Professor Bryan Morton CBE – Business, Health & Medicine
Mark Williams, BA, Alumnus – Music, Business & Finance

Honorary Fellows

Gillian Allnutt, Poet – English

The Very Revd John R. Arnold, OBE, MA, DD, Dean Emeritus of Durham - Divinity

Jim Barton, BSc, ACIB, MIBC, Former Governor & Treasurer – Banking

Professor Jonathan Blackie, CBE, former Chair of Governors – Social Policy

Gillian Boughton-Willmore, PhD - English & Religion

The Rt Revd Alan D Chesters CBE, BA, MA, Hon DTheol, Alumnus, retired Bishop of
Blackburn - Divinity

The Revd Canon Ronald Coppin, BA, Former Governor - Divinity

Gary Cox, Former Bursar – Accountancy

Frank Cranmer, BA, MA, STh, LLM – Law & Theology

The Hon. Very Revd Harold Crichlow, GCM, Alumnus, Emeritus Dean and Senator of
Barbados - Divinity

The Very Revd John Hall, BA, DD (Hon), DTheol (Hon), FRSA, Alumnus, Dean of
Westminster – Theology & Education

The Most Revd and Rt Hon. David Hope, KCVO, PC, BA, DPhil, Retired Archbishop of
York - Divinity

The Rt Revd John Inge, BSc, MA, PhD, PGCE, Alumnus, Bishop of Worcester - Divinity

The Revd Professor David Jasper, MA, BD, PhD, DD, former Principal - Theology

Alan Klottrup, MBE, MA, MA, ACP, PhD, DipEd, MPS – Education

Fenwick Lawson, ARCA, sculptor – Fine Art

William Maddox, BMus, FTCL, FCAM, Alumnus - Music

The Revd Canon Professor David Mawer, MA, BA, PhD, Alumnus – Theology

The Revd Canon Arthur Middleton, AKC, MPhil, Former College Tutor – Theology

The Revd Canon David Peacock, BA, MA, Hon DD – Education

The Revd Canon Professor John Polkinghorne, KBE, MA, PhD, ScD, Hon DD, FRS, FBA –
Science & Religion

James Randle, BA, Alumnus - Music

The Rt Revd Anthony Russell, BA, DPhil, Alumnus, retired Bishop of Ely - Divinity

The Very Revd Michael Sadgrove, DL, MA, FRSA, Dean Emeritus of Durham, former
Rector - Divinity

The Baroness (Maeve) Sherlock of Durham, OBE, BA, MBA, MA, Alumna – Social
Policy

Professor Bernard Silverman, FRS, MA, PhD, DSc, BTh, Chief Scientific Adviser to the
Home Office – Statistics & Genetics

Avril Sokolov, PhD, FBA – Russian Literature

The Revd Professor Bryan Spinks, BA, Dip Theol, MTh, BD, DD FRHistS, Alumnus and
former Governor – Statistics, Science & Religion

Anne Stevenson, BA, MA, DHL, poet and writer - English

Robert Swan, CBE, BA, FRGS, DLitt (Hon), DSc (Hon), Alumnus and Polar Explorer -
Geography

The Rt Revd Michael Turnbull, CBE, MA, Dip Theol, DLitt (Hon), DD (Hon), retired Bishop of
Durham - Divinity

Dame Gillian Weir, DBE, FRCM – Music

The Rt Revd Martin Wharton, CBE, BA, BTh, MA, retired Bishop of Newcastle, former
Chair of Governors - Divinity

The Revd Professor John Wortley, BA, MA, PhD, DD, Alumnus - History

Professorial & Research Fellows

The Revd Professor Jeff Astley, MA, PhD - Theology

Professor Sarah Banks, MA, PhD, MSW, CQSW – Sociology

Professor Richard Else, BA – Policy Research

Professor Gillian Foulger, MA, MSc, PhD - Geophysics

Stephen Leonard, MPhil, PhD, Visiting Fellow - Anthropology

Professor Ann Loades, CBE, BA, MA, PhD - Theology

Sara Maitland, MA, Honorary Writer in Residence – Theology

Professor John Mawson, BSc, MPhil, MRTPI – Business & Local Governance

Professor Philip Sheldrake, BA, MA, MTh, BD, FRSA, FRHistS – Theology

Gillian Skinner, MA, PhD, Senior Research Fellow – English

Professor Michael Snape, BA, PhD, Michael Ramsey Professor of Anglican Studies –
Theology

Professor J. R. Watson, MA, PhD – English

The Revd Ian Zass-Ogilvie, ARICS, FRICS, AKC, Research Associate – Quantity
Surveyor, Divinity



Gillian Allnutt & Avril Sokolov

Report of the Governors

Chair's Report

An important focus for the Governors in 2018-19 has been to clarify the picture for the governance and management spheres of the College's life and progress. A thorough review of the Statutes, Regulations and Standing Orders will be completed in 2019/20, with the aim of providing the Principal and the College Officers with a workable framework for operating our historic Articles and Memorandum of Association. We are also now able to conduct regular reviews of risk and policy, and I wish to thank Dr Ashley Wilson, Vice-Principal and Postgraduate Director, for his assistance to me in all these painstaking tasks. Within the review of Statutes there has been a completed reform to the body of Fellows, Research and Honorary Fellows, who stand at the heart of St Chad's as an intellectual and learning community. From now on, the Fellows will be represented among the governors by the President of the Senior Common Room. We have also given clear definition to who is a member of St Chad's and belongs to its community, so that each constituency has a place among the Governors of the College. Thus we have been able to ensure that all the places to which our stakeholders can nominate a Governor have been filled.

I was very glad, therefore, to be able to welcome to our board of trustees and directors Alex McCallion, Director of Works and Precinct at York Minster, nominated by the Archbishop of York, to add a valuable expert perspective on our estate and buildings. This came just at the time we needed to review our use of them and work out a strategy for their refurbishment and development. It has also been excellent to be assured once again of the spirit of partnership with Durham University Council in its nomination of Professor Jane McNaughton, Professor of Medical Humanities in the Department of Anthropology, whose expertise in health and wellbeing, as well as her focus on behalf of the University on equality, diversity, bullying and harassment, brings valuable insight to the work of the Governors. Joining her as another of our three Governors from Council is Professor Simon Hackett, Professor of Child Abuse and Neglect in the Department of Sociology and Deputy Provost of the University supporting delivery on the academic strategy. As a strong advocate of the role of the Colleges in encouraging intellectual environments that foster learning and achievement, we welcome his involvement in developing what St Chad's has to offer. The President of the Senior Common Room is now to be an Official Fellow of the College, and so we welcome Colin Ferguson as a voice for the Fellows and the senior community of St Chad's among the Governors. Jenny King has likewise joined the board as one of the vitally important network of College Tutors, who do so much to support and encourage students. We also welcomed as governors Alex Jackson, President of the Middle Common Room, Lucie

Goddard, President of the Junior Common Room, and James Burton, student governor for the Junior Common Room.

We bade farewell to three long-standing governors during the year. Professor Susan Banks is Director of Postgraduate Research in the Department of Sociology and co-director of the University's Centre for Social Justice and Community Action. A governor for ten years, her contribution to our planning of our strategy for 2017-27 challenged us on our founding principles, core values and future purpose. This helped us to be clear about our identity and the contribution we can hope to offer, not only to the University but also to the region and communities amid which we are set. This strongly supported the work of our College community and leadership in our social engagement programmes, as well as our concern for outreach and widening participation. Susan Shaw has served for an exceptional ten years as the voice of the College Tutors. Her concern for students and meeting their needs has been impassioned. She, too, has greatly assisted the Governors in keeping our foundational pastoral vision at the forefront of our work. Professor Martyn Evans, Professor of the Philosophy of Music, has been Principal of Trevelyan College and, as Head of another House, an invaluable critical friend, as well as a keen advocate for St Chad's and its contribution in company with other Durham Colleges. Sadly for us, he stepped down after only four years as a Governor upon his appointment as Acting Pro-Vice-Chancellor for Colleges and Student Experience, but we thank him for his insights and strong encouragement at every turn. The College is also grateful for the positive and stimulating membership of the board during their terms of office of Joey Nelson, MCR President, Josh Barker, JCR President, and Dewi Humphries as Governing Body Representative from the JCR. Their participation in the Governors' business of all kinds brought sharp focus not only from the students' experience of practical problems to be addressed, but also the principles that matter to the student community, in a College where the values and ethos matter deeply. I would like to record a particular note of appreciation to Dewi Humphries for his challenge on food sustainability and sourcing renewable energy supplies. It has already made a difference for our future responsibility in this sphere.

We were delighted that the Visitor, the Most Reverend Dr John Sentamu, Archbishop of York, agreed to serve a final term as our Visitor. He will make a Visit to the College in 2019/20 and then upon retirement will remain part of the College community as a distinguished Honorary Fellow.

Two large questions face the College. First, what is the place of a small independent College in a growing University of international standing and its projections that ever more numbers will come to Durham? While it will be difficult to expand on our site or elsewhere, it is our sense of being a strong community with a clear identity and purpose that the University values as a source of support, ideas and encouragement for other Colleges. It is good to

know that St Chad's as one of the independent Colleges has a place in the thinking of the University about its own development. So it was particularly gratifying in the year that our Outreach and Widening Participation programme successfully attracted new students from the regional community applying to study at Durham through St Chad's. This programme, led by Senior Tutor Dr Eleanor Spence-Regan and Chaplain Fr David Rushton, was hailed as a successful template that has now been commended to the other Colleges and departments.

Secondly, how do we sustain the College when funds for Higher Education are ever tighter and there is always pressure on other sources of income that we can earn? Paul Chandler, a Fellow of the College who is also a non-executive Director of The Co-operative Group, as the College's Vice-Chair and Treasurer, and Alistair Jenkins, Vice-Principal and Bursar, have worked thoroughly on establishing a reliable picture of our finances, and the plans we need to make for growing our income and managing our budgets over the next five years at least. This has been an essential step as the Bursar has embarked on the comprehensive assessment of our buildings and accommodation for our students and our research community. The Bursar has already been overseeing a programme of refurbishment and upgrade for our rooms and facilities (alongside the successful upgrade of the kitchen in 2017-18). But it is clear that important maintenance deferred long ago is now catching up with us. It will require more time and resources than we first thought. We also face development needs for further study space, a lecture room and better leisure and social facilities for our community, as well as the long overdue replacement to our beloved but decaying Chapel. 2019-20 will therefore see us examine our financial planning carefully, with a view to growing our funds for the upgrade and development of our College estate. We owe Paul and Alistair a great debt of gratitude for their considerable efforts to put us on a track where we can see more clearly the way ahead.

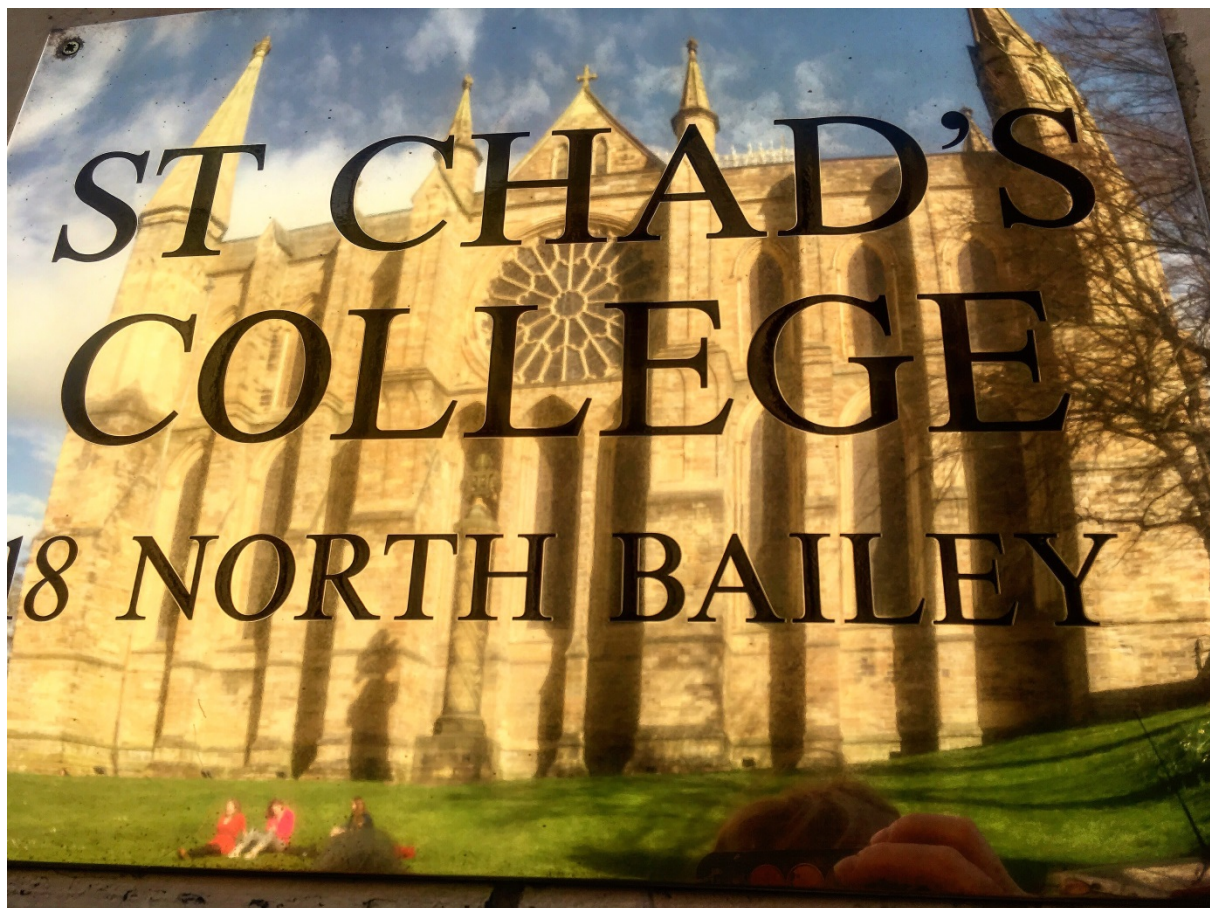
The current Development focus, led by Director of Development and Alumni Relations Mark Roberts and the Principal, has nearly met its target for an endowment fund which can ensure we have the means to provide scholarships and bursaries for those who would benefit from coming to St Chad's in particular to study at Durham, but who might otherwise be unable to do so. Mark Roberts deserves particular recognition for this achievement.

None of the work of the College, or the success and optimism of its students, would be possible without such an excellent Principal as we have in Dr Margaret Masson. Her quiet, positive and determined leadership not only creates the positive environment in which St Chad's can fulfil its high aims as a learning community. It also invites all of us involved in the College to be the best we can for the College and do the best we can at the College. Our now annual surveys of students, and our challenges from the future of Higher Education, our estates and the financial plans we need to make for the future, show that there is always more work to be done, but we know the task ahead.

On behalf of the Governors I thank Dr Margaret Masson, the College Officers and all the other officers and staff for their dedication and hard work in another exciting year in the College's life. I also thank my fellow Governors for their commitment and invaluable assistance and wisdom in our work together for St Chad's and its future.

Finally, I wish to thank our generous donors and to congratulate the students, scholars and researchers for whom the College exists on their abundant achievements which are likewise investments in the College's life and future. To all those who left in 2019 I wish every success for the future.

Mark Woodruff, Chair of Governors



Overview from the Principal

The academic year 2018/19 was a good year for St Chad's College, and one characterised by an increasingly engaged relationship amongst our student leadership teams, governors and college officers. This has been a key factor in the growing momentum of the implementation of our 2017/27 Strategy.

Central to our mission as a college is our identity as a supportive, reflective community, and in this last year, it has been clear that what students continue to appreciate above all about St Chad's is its relatively small size and its strong sense of community: in the 2018/19 student experience survey, 77% of our students cited this as what they most valued about St Chad's. Of course, as our students also remind us from time to time, there can be downsides to this too, and we need to ensure that intimacy does not collapse into insularity.

It has also been good to see high levels of student satisfaction (89.4%) with the pastoral care they have received in College along with their appreciation for the helpfulness and friendliness of the staff at all levels. There is generally a high sense of student trust in the College's commitment to its core values, and where we are not living up to our values as well as we would like there has been a healthy willingness amongst students and other stakeholders to highlight these areas.

St Chad's continued to perform very strongly in undergraduate admissions applications, with nearly 1535 applicants expressing a preference for St Chad's for admission in 2019 – the second-highest college ratio of applicants to places in the University. Durham colleges lost the right to select applicants several years ago, and since then we have focussed our efforts to attract an engaged and diverse student body on University Open Days throughout the year as well as on our website and social media channels.

We have also continued to develop our Widening Participation Programme and in 2018/19, we welcomed a total of 464 school children into St Chad's College in the course of the academic year, including 266 pupils visiting in partnership with the Brilliant Club. In addition to this, we hosted two college visits for the Sutton Trust and two for the University's Supported Progression Scheme. Our AIM Programme (in partnership with Park View School in Chester-le-Street and the History Department) saw through its first full cohort of pupils with six out of the 24 AIM scholars applying to Durham University and St Chad's. With Russell Group universities under significant pressure to improve diversity and inclusion in their student cohorts, Durham University has taken a supportive and keen interest in our WP Programme and the AIM scheme in particular, citing it as an example of what might be possible through a collegiate model of partnership and engagement.

However, as discussions nationally and within St Chad's have made clear over this past year, it is one thing to recruit first generation students to highly competitive universities and

another to ensure that they are supported and encouraged once they arrive. Conversations within St Chad's have been exploring ways to minimise barriers to inclusion and participation and ensure more effective support and encouragement, and in partnership with our students, we hope to implement some of the resulting suggestions in the new academic year.

Along with this, we have continued to offer a range of bursaries and scholarships – most notably our Shattock Family and Cassidy scholarships – to students from under-represented backgrounds and have been delighted with the contribution they have made to the life of St Chad's. We are immensely grateful to our alumni and supporters for the generosity and commitment which has made this possible.

St Chad's has continued to be an intellectually vibrant community with a series of exceptional student research seminars at both postgraduate and undergraduate levels throughout the academic year. Our offering of College-sponsored lectures and discussions has been slightly less frequent than usual – for example, our Perspectives series took more of a back seat last year – and we intend to invest new energy into this area of our College life and look forward to our SCR playing a more active role in supporting this dimension of College life. Once again, our students have achieved an outstanding set of academic results: 98% of our graduating students of 2019 achieved either a first or upper second classification in their degree.

One of the hallmarks of St Chad's (and Durham University more broadly) is the way in which students not only achieve excellent academic results, but also their exceptional degree of engagement in a whole range of extra-curricular activities. In 2018/19, we saw levels of Chad's student engagement in sport, music, drama, and volunteering as well as in holding leadership positions – both within College and at University level – increase. This is good to see: part of what we aim to promote amongst our students is an ethos of involvement, responsibility and service.

A more challenging aspect of College life – and this has been more acutely felt than usual over this last year – is managing our old heritage buildings. We are very grateful for the beauty of much of the College estate, but after a thorough buildings conditions survey in the summer of 2018, we have a much clearer understanding of the extent of the structural work and investment that these old buildings need over the next ten years. This is a daunting challenge, but we have been developing an Estates Strategy and Financial Plan to ensure that within ten years, St Chad's buildings will be in good shape and fit for the needs of future generations of Chadsians.

Present-day students, who pay a great deal for their education, are understandably much more aware of Value for Money and also have much higher aesthetic expectations of

student accommodation than students of a generation ago. As a college, we are committed to refurbishing student rooms and our public areas in ways that will be beautiful as well as functional. This is a matter of principle, but it is also important for us as a sustainable business. Private providers are driving standards and expectations up all around us and we cannot afford to lag behind.

One area of particular satisfaction over this last year has been the significant improvements – confirmed by our survey results – we have made in our catering offer. We have been aware for some time of a degree of student dissatisfaction with the food in St Chad's with an increasing expectation for variety, more and healthier options, and better provision for vegetarian and vegan diets. We are not yet where we want and expect to be in terms of consistency, but 2018/19 marks a very encouraging step change.

Our commitment to engaging constructively and creatively within the North East region has continued, sometimes in the form of consolidating or continuing existing relationships with local charities like Age UK North East and Waddington Street, but also in the maturing of our Intern:NE Programme which we are keen to continue to expand and develop. Perhaps the most distinctive and effective way in which St Chad's College makes a contribution is through our Policy and Practice Research Unit and the work of Professors Tony Chapman and Fred Robinson and their colleagues. The account of what they have been working on over the past year is, as always, as fascinating as it is impressive.

The last year has been a momentous and volatile one in British politics, and the world of Higher Education, like every sector of public life, has been affected by the pressure to adapt fast to increasing global competition within a context in which much is hard to predict. Upon these choppy seas, St Chad's has remained buoyant, aiming to be versatile and adaptable whilst being true to our core values and strengths. We are in good heart, confident in the value of what we offer, aware of areas we want to develop and grateful to everyone – students, staff, SCR members, governors, tutors, alumni, friends and supporters, as well as our colleagues across the University, the City and region – who has contributed to the success of the year of 2018/19.

Dr Margaret Masson



VISION, VALUES, AND STRATEGIC FRAMEWORK (2017 2027)

Our Vision

To be a hospitable, supportive, challenging community of learning, respected for our distinctive contribution to Durham University, the North East region, and the wider world.

Our Mission

To work as a warm, professional, reflective community which sustains an outstanding collegiate experience, promotes academic excellence and personal development, and encourages our members to make a positive social impact.

Our Values

As an independent college within Durham University, shaped by our Anglican foundation, and embedded in the North East region, we seek to live with integrity as a community serving people of all faiths and beliefs.

St Chad's is:

- **Communal and Curious**

We welcome and value people from all backgrounds and perspectives, and promote a culture of respect, friendship, inclusion, and diversity. Our ethos supports the pursuit of academic excellence, the passion for ideas, a respect for truth, and a lifelong commitment to learning.

- **Just and Responsible**

We reach out to under-represented people within local, national, and global communities, and work towards a fairer and more ethical society. We respect our planet, and minimise the harm we do to it by adopting environmentally sustainable practices.

- **Holistic and Beautiful**

We live as a community which nurtures spiritual as well as intellectual growth, and we facilitate an appreciation of the personal and political significance of faith in our world today. We value the aesthetic quality of our community environment, recognise the creativity involved in all intellectual endeavour, and integrate sport, music, art, drama and literature into our life together.

- **Professional and Sustainable**

We live in a competitive, fast-changing world. We are committed to sustaining all that we love about our College and also to ensuring that we develop and flourish in the future.

Our Strategic Aims and Objectives

1. STRATEGIC AIM: We will live out with integrity our communal values of curiosity, justice and beauty:

A. Strategic Objective: We will promote social justice, diversity and inclusion through recruitment, scholarships, volunteering, outreach, research programmes, ethical employment, and engagement with our region. ALL

- We will recruit students from a wide range of backgrounds
- We will establish a range of Scholarships to encourage a more socially and ethnically diverse student body
- We will increase our students' engagement with the North East
- We will foster a dynamic Research Culture which resources social justice work.
- We will be a Good Employer

B. Strategic Objective: We will act responsibly towards the environment, with care and concern for future generations. We will:

- Strengthen and promote the role of Environment Reps & Environment Committee
- Proactively facilitate more environmentally sustainable living in College
- We will be attentive to our environmental footprint when considering future building projects & refurbishments

C. Strategic Objective: We will engage creatively with faith and spirituality and aim to inhabit our Anglican foundation with integrity and generosity.

- Review and enhance our Chaplaincy provision
- Articulating more effectively our Anglican foundation
- Encourage all members to develop an intelligent, empathetic approach to Faith perspectives

D. Strategic Objective: We will improve the aesthetic quality of our college environment, adopting beauty, value, and functionality as criteria for all that we do.

- i. Review our Building Refurbishment Programme
- ii. review our maintenance reporting system
- iii. Learn from what others are doing
- iv. Decluttering
- v. Landscaping the Gardens
- vi. Art in College

2. STRATEGIC AIM: St Chad's will be known as an excellent academic community whose members support each other in a life time of learning:

A. Strategic Objective: We will support individual members in their academic learning and intellectual engagement through providing study resources, tutorial and peer group support, and by encouraging a rich programme of extra-curricular events.

- i. Continue to be a College with a rich extra-curricular disciplinary and interdisciplinary culture
- ii. Ensuring that Tutors are provided with the training and information necessary to support their tutees
- iii. Providing an environment and culture in which students are encouraged to take their academic studies seriously

B. Strategic Objective: We will encourage opportunities for multi-generational and inter-disciplinary engagement within our community.

- i. We will offer a range of 'general interest' and non-specialist scholarly events within College, open to members from all Common Rooms
- ii. We will ensure that our Senior Common Room is attractive to new members of all ages and backgrounds

C. Strategic Objective: We will facilitate a proactive and discerning approach to career and life choices that takes seriously both personal fulfilment and social responsibility.

- i. We will sponsor a range of Careers Fairs and events
- ii. We will develop a range of Chad's Internships
- iii. We will encourage reflection about Life Choices through education and events:

D. Strategic Objective: We will support lifelong learning within our alumni and SCR communities.

- i. We will enable communication and networking opportunities
- ii. We will develop an online Alumni "platform"

3. STRATEGIC AIM: To facilitate an excellent collegiate experience for our students:

A. Strategic Objective: We will offer outstanding student support. We will encourage healthy and responsible lifestyle choices and relationships, the development of resilience and good self-care, and respect for each individual.

- i. We will sustain a College ethos that promotes friendship and mutual inter-generational support
- ii. We will ensure effective dissemination of information to student
- iii. We will manage student expectations and establish appropriate boundaries in relation to student support
- iv. We will ensure that all our activities / publications / communications are informed by current Equality and Diversity best practice

B. Strategic Objective: We will deliver excellent service, nutritious, tasty food and a provision of accommodation and catering that is excellent value for money.

- i. We will review our food offering
- ii. We will continue to review our residential provision to ensure that we remain competitive and attractive

C. Strategic Objective: We will develop our premises and facilities to support our academic and community life.

- i. We will proactively explore New Build and other significant developments e.g. kitchen, dining hall
- i. We will review existing use of space

D. Strategic Objective: We will promote and resource engagement with music, art, drama, literature, and sport.

- i. We will provide high quality space for music practice and performance
- ii. We will ensure that St Chad's is a centre for a wide range of excellent and engaging performances and cultural and sporting events
- iii. We will encourage a culture in St Chad's that values and encourages sport and fitness

4. STRATEGIC AIM: We will work hard together so that College life runs professionally and sustainably

A. Strategic Objective: We will exercise good governance and ensure we listen to our members and other stakeholders through the Governing Body and Common Rooms.

- i. We will promote interaction between Governing Body and College (between meetings)
- ii. We will improve our Induction and training for all governors
- iii. We will review our Governors' subcommittee structure
- iv. We will review Governors' Leadership and Membership
- v. We will embed Regular Review of all Key Policies and Procedures

B. Strategic Objective: We will be an excellent employer, ensuring we have the right mix of skills and insights, and committed to developing our staff.

- i. We will facilitate Staff Engagement
- ii. We will review our HR practices
- iii. Policies and Procedures - appropriate staff training

C. Strategic Objective: We will be good stewards of our financial resources, running a sustainable organization, generating additional income through commercial activities, and raising funds from alumni and other donors.

- i. We will strengthen our Finance and Accounting functions
- ii. We will develop our Income generation
- iii. We will increase our Development and Alumni effectiveness

D. Strategic Objective: We will build and sustain strong and mutually beneficial relationships with key external stakeholders, including the University and local community.

- i. We will strengthen our relationship with the University
- ii. We will build and strengthen relationships in the North East community



Our Undergraduates

Admissions Statistics

In the 2018/19 cycle, we had 1535 applicants for a quota of 130 – 11.8 applicants per place.

Successful applicants:

8% were from the North-East of England. 25% were black, Asian or minority ethnic students.

Gender:

Male	41%
Female	59%

School Type:

State	44%
Independent	28%
Unknown	28%

Nationality (2018 figures):

Home	80%
EU	8%
Overseas	12%
inc. Peoples Republic of China	5%

Year	2013	2014	2015	2016	2017	2018
State	38%	47%	47%	49%	48%	44%
Independent	43%	36%	38%	37%	35%	28%
Unknown	19%	17%	15%	14%	17%	28%
Male	50%	42%	33%	44%	42%	41%
Female	50%	58%	67%	56%	58%	59%

Student Support

At St Chad's the student support team (Vice Principal & Senior Tutor, Assistant Senior Tutor & Academic Administrator) are the first port of call for students with concerns or experiencing difficulties.

We tailored support to each individual's needs, to:

- Signpost students to the appropriate specialist student support services (University Health Centre, Counselling Service, Disability Support, Careers and Enterprise Centre, Scholarships and Student Funding Office, etc.).
- Offer acute pastoral and practical support for our students who are experiencing sudden or unforeseen difficulties (for example, a family bereavement, or an injury or illness).
- Offer ongoing pastoral support for students with long-term pastoral or medical issues, supporting them to engage proactively with the appropriate professional help.
- Liaise with academic departments to identify students who are at risk of failing to make academic progress due to pastoral or medical issues.
- Liaise with specialist student support services and academic departments to ensure that student receive 'joined up' support from across the University (including College, academic department, and SSSSs).

- Receive disclosures and reports of sexual misconduct and violence and bullying and harassment, and investigate complaints at Informal Stage 2 in accordance with the University's policies.
- Encourage students to make healthy lifestyle choices and to practice good self-care (healthy diet, moderate alcohol consumption, an active lifestyle, sensible budgeting, good sleep hygiene, healthy personal relationships, etc.).

We have a varied caseload of students and situations which at any given time is likely to include:

- Students presenting with undiagnosed mental health issues currently not under the care of a GP / similar.
- Students with diagnosed mental health issues already under the care of a GP / similar.
- Students with long-term or short-term physical health difficulties.
- Students in acute mental health crisis, family bereavement, difficulties in personal relationships (friendships, romantic relationships, family relationships, housemate relationships).
- Students experiencing emotional and practical difficulties related to university life / living away from home (loneliness, homesickness, 'imposter syndrome', difficulty integrating or making friends, difficulty balancing socialising with academic commitments, etc.).
- Students experiencing academic difficulties or challenges with motivation / time management / personal organisation.
- Students requesting extensions on academic assignments on pastoral or medical grounds.
- Students requesting concessions to suspend their studies / take Grace Periods of absence / change modules / etc.
- Students on Academic Progress Notice for poor attendance / engagement with their academic programme.

The Senior Tutor (and Assistant Senior Tutor while covering for Parental Leave) offers bookable appointments on the majority of days each week, and also offers regular open-office sessions during the Easter Term to deal with the increased numbers of students wishing to speak to staff in the run up to their examinations.

Academic Results July 2019

108 students achieved degrees and awards during the year with the following classifications:

First-class honours	43
Upper Second-class honours	63
Lower Second-class honours	2
Third-class honours	0
Ordinary degree	0
Diploma in Higher Education	0



The Student Voice

At St Chad's, we work closely with our students and take seriously what they say. In 2018, we started our own annual St Chad's College Student Experience Survey to help us gather a wide range of student feedback. This is very helpful to us as College as we find out where students think we are doing well as a College community and areas where it is clear that we need to be doing better. The results are shared in full with the Chair and Vice-Chair of Governors, and with the college officers and chaplain; they are shared in detail with the student executive committees, and in headline form with all members of College.

In 2019, 55% of the undergraduate student body responded.

Headlines from the St Chad's Undergraduate Student Experience Survey 2019

The top things students said they liked about St Chad's in 2019

1. The sense of community (46%)
2. The small size (21%)
3. The helpfulness/friendliness of the staff (14%)
4. Location (13%)
5. Opportunities to get involved (9%)
6. Student support (7%)
7. Inclusivity (7%)
8. Integration between the years (5%)

What students liked...

- I wouldn't change my experience of Chad's for the world. I've made great friends and feel like I have and will always be part of a really special community
- Always a place, other than home, to be comfortable in college. Relationship with staff. The buzzword community (it's not wrong)
- Lovely buildings, staff, support, and peaceful atmosphere. Has made me as a person.
- The size and its consequential feeling of inclusivity and togetherness - there isn't a sense of a split between the year groups
- The people - the staff, the cleaners, the catering team, the porters and the students are all so easy to talk to; they can make stressful times so much easier to deal with
- What I love most about Chads is that our opinions are taken seriously

- The actual college in its physical sense. The facilities and location of the college are unrivalled. Building and grounds are absolutely gorgeous
- The student experience is good here, a lot of scope for responsibility with various roles which can be run for in college
- The pastoral support is fantastic and the room sharing system gives that extra support and level of socialisation in freshers
- I also appreciate that Chad's is a college that supports social justice and outreach to the community. I think the leadership team do a great job of reaching out to local schools and offering bursaries to students. The commitment to social mobility is wonderful to see
- You get to know people in different years on very different courses

The top things students said they disliked about St Chad's in 2019

1. The tendency for elements of the student body to be cliquey and non-inclusive (23%)
2. Food and catering provision (19%)
3. Standard of accommodation (11%)
4. Lack of diversity (7%)
5. Too small (5%)
6. Cost (5%)
7. "toxic masculinity"/lad culture (4%)

And not so much...

- At times, its size makes it easier to feel cliquey but I'd say it still feels far more community-based rather than stratified in this way. More of an undercurrent.
- The JCR doesn't always feel like an inclusive space and there isn't really anywhere else to just chill out. It would be nice if there was a place to just go and read a book or something.
- Inconsistency with quality of food, there are times when the food is amazing and other times where it is really lacking
- Gym could be expanded; a modern gym with some windows would be nice!
- Also, the JCR is disgusting. I wish there was a more formal common room (see: MCR) where undergraduates could hang out. The JCR is not a nice space for this.

Undergraduate Scholarships

St Chad's College owes its existence to the generosity of two people: Douglas Horsfall and Julia Warde-Aldam, who, in the early years of the 20th Century, not only paid for our original buildings but also funded scholarships and bursaries for many St Chad's students in this period.

Inspired by this spirit of generosity, St Chad's College is delighted to be able to offer a number of annual scholarships and bursaries for undergraduate and continuing postgraduates to encourage applications to Durham and St Chad's from students from less affluent economic backgrounds and under-represented communities, and to provide support, as required, to help our students who find themselves in financial need. These awards are funded through the generosity of St Chad's College alumni, fellows and friends.

Dr Joe Cassidy Memorial Bursaries:

Dr Joe Cassidy was Principal of St Chad's College from 1997 until his death in 2015. He was passionate about St Chad's being able to offer students the support they need to succeed. He believed that anyone with aptitude and promise should have the opportunity to become part of an academic community like St Chad's, whatever their background.

These Bursaries which bear his name and are funded through gifts from St Chad's alumni, fellows and friends, are intended to reflect Dr Cassidy's personality and principles, and celebrate his achievements. Applicants should ideally be able to demonstrate a commitment to social justice and a proven appetite for intellectual curiosity and academic and community engagement.

The Bursaries are intended to encourage applications to Durham and St Chad's from students from less affluent economic backgrounds and under-represented communities in the UK and EU.

Chapman Hau



My second year at Durham and St Chad's has been both challenging and rewarding. The highlight was achieving a high first-class mark in my end of year examinations. I hope to continue with hard work and determination next year.

I have been accepted as a Laidlaw Scholar, a competitive research and leadership scholarship run by Durham University. This means that I will be completing a novel research project this summer in Durham. My chosen research topic will focus on the impact of educational interventions, such as science outreach, and how we can evaluate impact. I will be working with academic staff, postgraduates and secondary schools in order to complete my research. I am really excited to carry out this research over the summer since it relates to my personal interests and future ambitions looking at how we can reduce educational inequalities and improve social mobility. I hope that with the findings from my research I can provide an original outlook and suggestions to the University about how it can improve outreach for potential students from less-privileged families and communities.

Many thanks for making this possible,

Chapman

Georgiana Cuthbertson-Beet



Thank you so much for my scholarship. This year, my first year, it has enabled me to purchase academic books, participate in sports and buy kit, join a gym, attend St Chad's College social events, and much more to help make this year at university and St Chad's studying physics an amazing experience.

I could not have felt more welcomed at St Chad's. I have made so many wonderful friends. The people I have met are so kind-hearted, interesting, and I know I have found friends for life. With my scholarship, I have been able to join the St Chad's College netball team and purchase a netball dress which has really helped me to feel part of the team. It was a slow start for us, but with practice and determination the team managed to come 4th (out of 12 teams) in this year's Festival of Sports. I really enjoyed this competition and we were so happy to be placed so high.

At the start of 2019, I became vegan and fell in love with the gym. I went almost every day right up until Easter. After Easter, when exams started, I found spin classes an excellent way to reduce stress, along with yoga classes at the Students' Union. These are activities that have helped me to keep good mental and physical health.

Wanting to be more involved in my second year with something I am passionate about, I ran for the role of President of the University Student Physics Society, and was elected. Therefore, during my second year at Durham I shall be working to increase participation in

physics. This is something I really care about. Currently, I am securing sponsorships for the Physics Society, and planning a trip to CERN.

I have found a job at a pub over the summer to help pay, together with my scholarship, for the rent and bills of the house I am living in in Durham during my second year.

I have also applied for an internship in design engineering through the University but as yet I am unsure whether I have been successful in securing this. This would be an excellent opportunity for me.

Georgiana

Maggie Lan



Thank you so much for your generous gifts this year which make my scholarship possible.

I have learnt so much during my first year studying biology at Durham and loved getting involved in College life at St Chad's. I am looking forward to living out of College next year while continuing to participate in the St Chad's climbing club and volunteering with the 'Well-being for life' scheme.

Over the summer I am working as a counsellor at a summer camp for children and adults with special learning and developmental needs in upstate New York. I have learnt so much in my time here already; it is an incredibly rewarding job.

Thank you again for my Cassidy scholarship; it has been most beneficial in making opportunities available to me this year and will do so, I am sure, next year too.

With good wishes,

Maggie

Shattock Family Scholarships:

These Scholarships have been very generously funded by St Chad's College alumnus Matthew Shattock and his family. Mr Shattock writes:

"I first re-engaged with the University in November 2012 when my wife Sue and I were asked to attend a reception hosted by the Chancellor and Vice-Chancellor in Chicago. While I hadn't heard much directly from Durham since my graduation, I had followed with interest the exceptional progress being made in global rankings, the employability of fellow Durham students, and the more concerted effort being made by the University to reach out to alumni.

Following the Chancellor's reception, the team in the development office brought the former Principal of St Chad's – the late Dr Joe Cassidy – to meet with me and we discussed the idea of our family supporting a scholarship programme enabling talented students from lower income families to enjoy the full, rounded education delivered in tandem between the departments and colleges of the University. I was convinced that this was a very worthy cause and led to the creation of a scholarship programme to supplement those without the full means, but with the unquestionable ability, to benefit from the collegiate education which has shaped my own life and career indelibly. I had the benefit of a fully funded education at Durham and this turned out to be a life changing experience for me. I hope to contribute to the same opportunity for others.

We are delighted to be supporting St Chad's and Durham in this way and hope that like-minded alumni will give similar time and thought to requests made of them – as I know many already do."

Matthew Shattock (1980 – 1983, Politics; St Chad's College)

Ermos Chrysochos



This will be my final letter as a Shattock Scholar as my time at Durham has, unfortunately, come to an end. I've enjoyed it very much, and would do it all again without hesitation. After three years, and with the natural stress and challenge of essays and exams, I've graduated with a high 2:1 in Classics & Ancient History and English Literature.

My graduation ceremony was perfect. It was quite emotional graduating in Durham Cathedral; I still hold that the Cathedral is, without a doubt, one of the most impressive pieces of architecture one might ever come across. After the ceremony, we were fortunate to enjoy a sunny day, completed with a drink (or two) on Palace Green outside the Cathedral.

My experience at Durham goes well beyond my degree. The formal higher education has developed my skills a lot, but I think what made Durham particularly special were the further opportunities I participated in. I've been able to enjoy high-quality music-making alongside many talented musicians. An important part of being a member of the Durham University Orchestral Society is not only the music but also the friends made through rehearsals, concerts and the occasional Orchestra socials.

In College, I've also had an extraordinary time. As JCR Chair I've been able to meet and really get to know a wide array of the undergraduates. Less official titles included 'Mr Competitive', especially at croquet, and 'the guy that talks to everyone.' I feel like I've flourished in St Chad's, and, although it is hard to know for sure, I think this small College was the best place for me.

There are certain University experiences, which, without this scholarship, I would not have been able to experience. First and foremost, I've used my scholarship for violin lessons, and to help cover the cost of my accommodation and to purchase resources for my degree course. In addition to this, I've been able to partake in events that I would not otherwise have been able to afford - most notably our annual College Candlemas Ball and the University ski trip. Coming from a family that has never skied before, I tried it for the first time. I absolutely loved it, so much so that I'm applying to work in the French Alps this coming season. To help fund this I'm currently working in London full-time as an Events Manager; a new challenge but an exciting one.

I very much appreciate the Shattock family's generosity; it has helped relieve the economic pressures of University immensely, and played a crucial role in my time at St Chad's.

Ermos

Leah Kadima



I have massively enjoyed my second year – living out has given me the chance to experience true independence for the first time; my culinary abilities (thanks to constant shaming and indignation from my Italian housemate) have finally reached pesto pasta! Alongside living out, second year has been fantastic in terms of how settled I feel in Durham, the friends that I have continued to make, and the experiences that I have had.

This year, in my role as St Chad's JCR Charity Committee Chair, I had the opportunity to organise many events, including a talk led by a local Durham suicide prevention charity, *If U Care Share*. In the talk they addressed one of the biggest issues facing students: mental health and the importance of communicating with those around you. The North East has the highest suicide rates in the UK, and whilst a lot of the factors causing this issue are quite estranged from the student experience at Durham, a lot of students face serious mental health issues at university and are unaware of the wealth of support available to them. The JCR has consistently chosen to support local organisations as our 'Charity of the Term'; we've raised funds for charities such as DASH (Durham Action on Singular Housing) and St Cuthbert's Hospice. Being Chairperson was one of the most difficult and yet rewarding

aspects of my second year – chairing weekly meetings helped my confidence and definitely improved my organisational skills. The highlight of my year as Charity Committee Chair was organising our annual charity ball, *Hope Ball*. This year it was ‘Winter Wonderland’ themed, and we were able to get lots of student performances, including the University Ballet Company and a St Chad’s student band.

I have also had the best year academically – I took modules in Late Imperial China, Colonial and Postcolonial Northeast Africa, and Apartheid. In my Northeast Africa module, I got the opportunity to explore ‘development’ and what it has meant and continues to mean to the various stakeholders in African politics: citizens, politicians, foreign donors and transnational institutions. This was my favourite module this year, and I have done much reading around the topic. I hope to spend my summer reading more about global political economy and international relations because this year has definitely sparked my interest.

The more social aspects of Durham have also been good: my friends and I religiously attended the weekly Jazz Jams put on by the Jazz Society, and I went to the Durham Jazz Festival held at the end of term. I also had the opportunity to have a DJ set at *Jam Jah*, which I really enjoyed.

My second year has been fantastic, and the assistance provided by the Shattock Award has enabled me to make the best of my time in Durham, both academically and socially; thank you so much!

With good wishes,

Leah

Jessica Lloyd



Thank you very much for funding my scholarship at St Chad's this year.

As well as helping me with my living expenses the award has allowed me to take full advantage of the wider opportunities available in the College and University, and to be involved in a range of societies. I have joined Durham University Aerial Arts Society, which is incredibly fun and unlike anything I've ever tried before. More recently I have also joined the St Chad's College Climbing Club. Not only have these been great experiences in themselves, but have allowed me to make friends across year groups and colleges. I hope to continue with both next year.

I have also been able to give back to College life by supporting student social events, which has included producing a St Chad's 'Green Door' Theatre Company drama. I was also elected to the role of Decorations Officer on the JCR Social Committee at the end of last term. This

now means I am in charge of decorating all the social events within College for the next year. This has resulted in me having a rather alarming amount of balloons, ribbons, bunting, paint and even a giant inflatable dinosaur stacked in the corner of my room! I do love the fact that this role gives me the opportunity to enrich other students' St Chad's College experience.

At the end of term I was making costumes for the Durham University Ballet Company's production of Sleeping Beauty, performed in Newcastle. I love sewing and have made clothes before, but I have never made costumes; it was great fun.

I am really enjoying my course in biological sciences and have been very happy with my grades this year. I have also been fortunate to have a network of supportive friends; we help each other to overcome the obstacles and issues that we occasionally meet in our studies. Through the University Biology Department, I was fortunate to gain a place at the 'Gatsby Plant Science Summer School' at the end of term. As I am considering specialising in the study of botanical science topics such as 'crops in the future', the summer school was an exciting and useful experience.

My role on the Social Committee also means I will be a Freshers' Representative during next term's Freshers' week.

Thank you once again.

Jessica

Widening Participation

In total we have welcomed over 464 school children into St Chad's College over the academic year 2018/19. (This does not include four visits we have hosted for the Sutton Trust and Supported Progressions Programmes.) These visits are hosted within three main contexts: School Visit Days, the AIM Mentoring Programme, and in partnership with The Brilliant Club.

School Visit Days

We will continue to welcome school groups to the College for a day of information and Q&A sessions about university life, College and University tours, and academic 'mini lecture' sessions covering at least one subject from each faculty.

In 2018-19 we welcomed over 153 pupils from 7 schools over 4 School Visit Days:

Prendergast Sixth Form, Lewisham (15 pupils) Years 12 & 13

St Christopher's CE High School, Accrington (32) Years 11-13

Northumberland Church of England Academy, Ashington (20) Years 11-13

St Thomas More Academy, North Shields (13) Years 11-13

Teesside High School, Stockton-on-Tees (15) Year 11

Huddersfield New College, Huddersfield (33) Year 12

Barnard Castle School, Teesdale (25) Year 12 (this is not a target school but asked if they could visit and as they are a NE school we agreed)

- There has been a smaller number of schools taking up the offer of visit days. Some schools are facing financial constraints in funding transport and staff cover.
- In 2019-20 we aim to welcome between 160 and 200 pupils from the above schools and nurture new relationships with North East schools.



In September 2017, we selected 25 Year 12 pupils from Park View School in Chester-le-Street as the first participants in our AIM project, a selective longitudinal intervention which is delivered in partnership with staff from the Department of History. This scheme aims to increase the number of successful applications to St Chad's and Durham University from applicants from NE postcodes and Low Participation Neighbourhoods (LPNs).

The pupils joined us in College, at the Department of History, at the University Library, and at scholarly events around the University on numerous occasions throughout the 2017-18 academic year, participating in Perspectives discussion; completing their self-assessment questionnaires and Personal Development Plans; receiving guidance and encouragement with their EPQs and their UCAS personal statements; and engaging in activities designed to help them develop their soft-skills (written and oral communication, critical thinking, innovative problem solving, time management, etc.)

Out of this first cohort of AIM scholars, 6 pupils applied to Durham with 5 pupils receiving conditional offers. Of this group one pupil has matriculated as a first year student of St Chad's in October 2019.

Year two (2018-19)

A second cohort of 21 pupils commenced on a new programme in Sept 2018.

Year one cohort feedback was used to review and design future programmes

Some challenges of the programme's second year have included change of school head-teacher and the Chad's Senior Tutor on Parental leave, which has had an impact on the strength of leadership for this programme.

Student mentors volunteering has been consistent across the two years with good levels of engagement from undergraduates, including a significant percentage from a LPN background.

2019-20 will offer an opportunity to strengthen our relationship with Park View as it begins a year with a new leadership team in place.



The
Brilliant
Club



St Chad's began to work in collaboration with the Brilliant Club during 2017 seeing the first cohort of pupils being hosted for full day visits at the College during 2017-18.

- 2018-19, St Chad's hosted 266 pupils (Years 5/6 & 7/8) including a high percentage of North East schools
- There has been keen interest from undergraduate students in assisting with College and University tours as well as Q&A sessions.
- Post-graduate mentors are recruited directly by The Brilliant Club who offer full training and support.
- 2019-20, we have agreed to host 432 pupils over 5 visits (Years 5/6, 7/8, 9-12)
- Brilliant Club provides support and training to the College Outreach Officer to enable further progress and development of the scheme within St Chad's.

Our Postgraduates

Admissions Statistics

The breakdown of our PG Intake this year:

- 34% male, 66% female
- 41% home students, 8% EU, 51% Overseas
- 84% Taught PGs, 16% Research PGs
- 97% Full-time, 3% Part-time

The breakdown of our total postgraduate population was as follows:

- 40% male, 60% female
- 45% home students, 13% EU, 42% Overseas
- 63% Taught PGs, 37% Research PGs
- 96% Full-time, 4% Part-time

The figures for the previous year, for comparison, were:

- 58% male, 42% female
- 54% home students, 13% EU, 33% Overseas
- 50% Taught PGs, 50% Research PGs
- 94% Full-time, 6% Part-time

Postgraduate Life

Despite being the smallest College in Durham University we have probably the highest proportion of PG students in any College (other than Ustinov). As the result of a conscious decision, taken roughly ten years ago, to expand our PG numbers we now have roughly 400 undergraduates and 150 postgraduates. This means that the MCR are a prominent part of College and postgraduate students are involved in all aspects of College life. The College is genuinely an “inter-generational community of learning”.

The primary admissions decision for postgraduate students sits with the University, but each postgraduate student must also be admitted by a College. Membership of a College encourages the contact across disciplines that is not available in the departments and is one of the strengths of a collegiate university.

The University introduced an automated system of College allocations. College accommodation for Postgraduate students continued to be in high demand with 49 applicants securing accommodation.

Our target for the size of our PG population is 150 active registered students - we had 198 registered postgraduates in October 2018, of which 162 were active – the remainder were on continuation, under examination or dormant.

The MCR organised an active and extensive programme of academic, cultural and social events throughout the year. There were regular Research Forums and other academic events jointly organised with *Sed Vos*.



Postgraduate Scholarships

The College offered financial support through a number of scholarships and bursaries. Recipients in 2018/2019 were:

- Alex Montague
- Kelly Choong
- Rachael Coulthard

The Student Voice

As noted above, we work closely with our students and take seriously what they say. In 2018, we started our own annual St Chad's College Student Experience Survey to help us gather a wide range of student feedback. This is very helpful to us as College as we find out where students think we are doing well as a College community and areas where it is clear that we need to be doing better. The results are shared in full with the Chair and Vice-Chair of Governors, and with the college officers and chaplain; they are shared in detail with the student executive committees, and in headline form with all members of College.

The response to the survey this year was disappointing despite several reminders being sent. Only 22 of 170 postgraduate students (13%) responded to the PG student survey, which makes it difficult to assess the significance of the results. One or two responses can make a big difference to the percentages and it is not possible reliably to identify trends. It would be nice to think that the low response rate suggests widespread satisfaction – students with concerns are perhaps more likely to complete the survey. However, that is purely speculation.

Headlines from the St Chad's Postgraduate Student Experience Survey 2019

The top things students said they liked about St Chad's in 2019

- Small friendly supportive community
- Social Justice
- Scholarly atmosphere
- Tutorial system
- Research Forums, Perspectives etc.
- Libraries

The top things students said they disliked about St Chad's in 2019

- Unwelcoming, cliquey, community (in contrast to above – student experiences clearly vary)
- Lack of integration of the College community
- Lack of diversity amongst students
- Some felt uncomfortable/excluded

What students said about what they liked:

- I see the supportive and close community and the benefits to those included are evident
- staff are so friendly and nice
- commitment to academic experience - through research forums and Foundation journal
- Small size, postgrad-only spaces, friendly staff, loads of opportunities to be involved in things, great location, and great value food
- Nice friends, cosy living environment and diverse activities

And not so much:

- Sometimes poor Integration/Communication between JCR and MCR, JCR seems cliquey
- I sometimes feel that social and environmental commitments are well meaning but don't always follow through in practice
- Extremely poor socio-economic diversity. Discrimination amongst students.
- The fact that it is so small makes it seem not welcoming if you are not part of the popular group
- I think the MCR fees are too expensive for what you get and this should be lowered if you want to attract more people to participate in college

Intellectual Engagement

Intellectual engagement events:

- “Engaged & Inspired” – Freshers Lecture
 - “A dozen ways to change the world” Richard Adams
- College Lecture – “The Comprehensive University”, Tim Blackman
- Cassidy Lecture - 'Russian Foreign Intelligence Operations from Stalin to Putin
Prof. Christopher Andrew
- College Lecture - “Let’s talk about value: how universities create value for students, staff and society”, Professor Carol Adams
- Subject Colloquia
- Research Forums (see below)
- Poetry Readings
 - Jacob Polley (Durham Book Festival)
 - Micheal O’Siadhail
 - Anne Stevenson

Cultural Events

- Archives exhibition
- Volunteering Trip to Galleys Gill in Sunderland
- Green Door
 - All My Sons
 - College Panto
 - Music Showcase
- Burns Night Formal
- Candlemas Ball
- Chad’s Day
- Age UK Tea Party
- Summer Ball
- Garden Party
- Fashion Show
- Bailey Gallery exhibition
- Durham for Refugees Festival
- Durham Pride Service



Careers events

- Applications workshop
- Careers Service one-to-one appointments
- Unconscious Bias workshop
- Recruitment & networking
 - TPP
 - Cap Gemini

Presentations at the Research Forums included:

- **Keturah Civelek:** Heritage Rammed Earth: Sandcastles You Can actually Live In, And How To Conserve Them
- **Jack Barker:** Algorithms & Artificial Intelligence: Origins and Future
- **Clair Cooper:** Urban resilience: the role of Nature-based Solutions?
- **Matt Shahin Richardson:** DM'ing the Jihad: My time spent following the Islamic State on Twitter
- **Indra Werthmann-Carroll:** There was a dream that was Rome - The reuse of Roman objects in early Anglo-Saxon society, 5th to 7th century AD
- **Tristan Latchford:** Ades the Traditionalist? A Discussion of I: Rings from Concentric Paths Op.24, in the light of Historical Precedent

- **Harriet Cheema-Grubb:** Subordinating reality to the pursuit of myth: unpublished materials from the Italian Social Republic 1943-45.
- **Pauline Hortolland:** The voices of the Margins in Mary Robinson's Lyrical Tales.
- **Tim Callow:** Solving the Schrödinger equation
- **Matthew Norman:** 'Nuts and bolts: A new look at costume designs for the 1785 pantomime Omai, or, A Trip round the World
- **Hannah Voss:** Gone from the Banquet: H.D.'s 'Epigram' and the Founding of Imagism
- **Gary Pankhurst:** Eliciting Information in Investigative Interviews with Sexual Offenders: A Procedural Justice Approach'

Also at the Undergraduate Research Forum:

Astrid Dyrli "The public speeches of Gaafar Mohamed Nimeiri, 1969-85"

Floris Winckel "Understanding Dutch Science in the Age of Revolution: the vision and career of Jan Hendrik van Swinden (1746-1823)."

Josh Barker "Is it morally impermissible to terraform a lifeless Mars?"

Xinci Koh "Energy Materials: Oxide Photocatalysts for Water Splitting and Hydrogen Production."

Courtney Tinnion "Supported Progression? The impact of recent bursary cuts on the experiences of working-class students at Durham University."

Gracie Sharp "Ancient alluvium at Saïs (Sa el-Hagar), Egypt: an investigation of the extent and effect of inundation on the presence of human occupation during the Middle Kingdom period."

Thomas Gibson "Legal Warfare as a Continuation of Chinese Jurisprudence."

Stephanie Higgins "Love and discord: The presentation of marriage in broadside ballads in early modern England 1500-1700."

The MCR compiled and edited another edition (Vol 11:1) of *Foundation* the College's scholarly journal. Contributions included:

Francesco Saverio Bellelli An Overview of the Main Climate Change Agreements and the Process that Led to Their Formation

Beth Cooper Exploring Perceptions of Feminism in an All-Boys' School and the Inclusion of Boys in Matters of Gender Equality

Pauline Hortolland Prophecy, Temporality and Poetic Agency in Thomas Gray's 'The Bard: A Pindaric Ode'

Tristan A L Latchford Ades the Traditionalist?: An Analysis and Discussion of I: Rings from Concentric Paths Op.24, in the light of Historical Precedent

Matthew Richardson Kittens and Kalashnikovs: An Anthropological Analysis of My Time Spent Following the Islamic State on Twitter

Hannah Voss Modern Manhood: the Carpe Diem Tradition and 'The Love Song of J. Alfred Prufrock'

Eugene T Williams Virtues of Analysis': An Aesthetic Interpretation of Thomas Pynchon's 1973 Novel, 'Gravity's Rainbow'



The poster for the DU Research CONFERENCE is set against a background of a mountain range under a blue sky. At the top left is the Durham University logo. Below it, two lines of text ask: 'Are you interested in interesting things?' and 'Curious about the research going on within other departments?'. The main title 'DU Research CONFERENCE' is in large, bold, yellow letters, with a smiley face icon in the 'O' of 'CONFERENCE'. Below the title, the location and dates are listed: 'ST. CHAD'S COLLEGE 10TH & 11TH JUNE 10AM-6PM'. A list of disciplines follows: 'Professors, Lecturers & Researchers from... Anthropology, Archaeology, Astrophysics, Biosciences, Chemistry, Classics, Engineering, Geography, Geology, History, Music, Philosophy, Physics, Psychology... & more'. To the right, a green box contains details: 'Lead Researchers from multiple disciplines', 'Both short, introductory & in-depth talks', 'All proceeds go to charity', '£3 day tickets available or 50p per talk', 'Payment on door or through fb event page', 'Cake sale & raffle', and 'All welcome: staff, students & locals!'. Below this box, it says 'In aid of COCO (Comrades of Children Overseas)'. At the bottom left, contact information is provided: 'For schedule of talks see fb page or email gracie.e.sharp@durham.ac.uk'. At the bottom right are logos for 'DUCK' and 'COCO'.

Durham University

Are you interested in interesting things?
Curious about the research going on within other departments?

**DU Research
CONFERENCE**

ST. CHAD'S COLLEGE 10TH & 11TH JUNE 10AM-6PM

Professors, Lecturers
& Researchers from...

Anthropology,
Archaeology,
Astrophysics,
Biosciences,
Chemistry,
Classics, Engineering,
Geography, Geology,
History, Music,
Philosophy, Physics,
Psychology... & more

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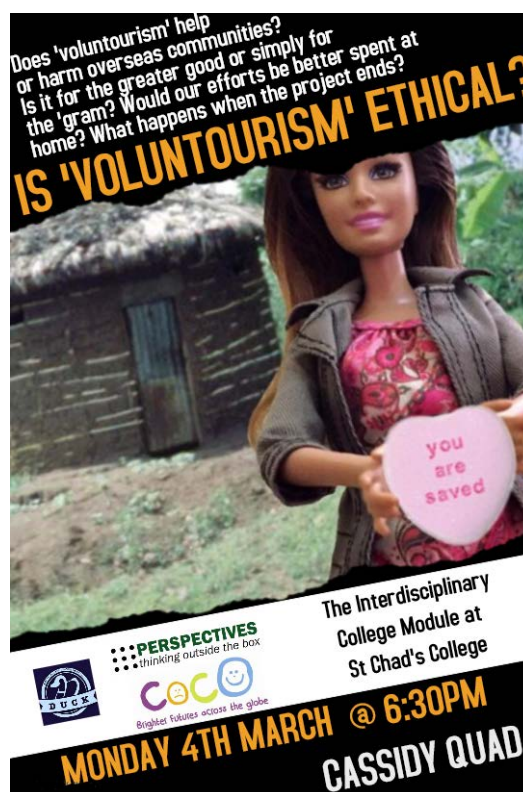
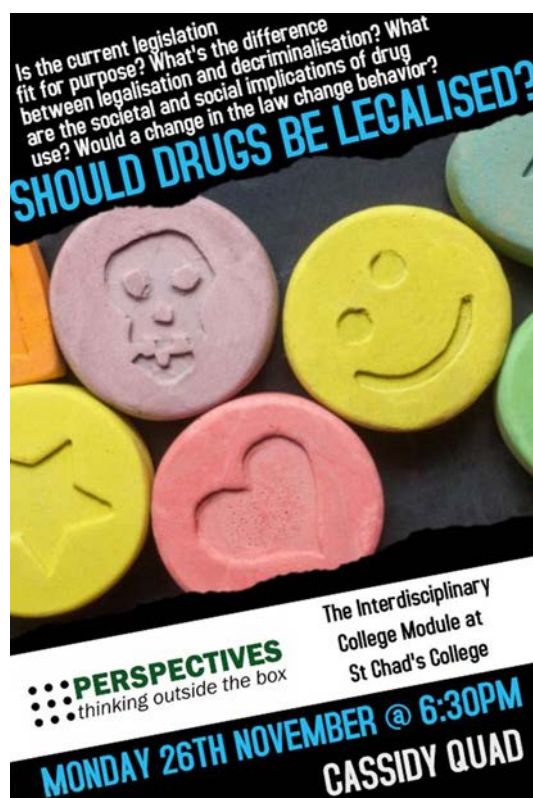
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DUCK COCO

Perspectives

Our interdisciplinary discussion series Perspectives aims to encourage members of St Chad's College – whether JCR, MCR, or SCR – to develop their multi-disciplinary intellectual curiosity; their skills of critical and innovative thinking; and their self-identity as responsible, informed, and effective global citizens. Perspectives is a twice-termly, well-publicized, and accessible forum in which members of St Chad's College, regardless of age, experience, and level of expertise, can gather to hear from speakers, to examine their own views, and to engage in rigorous, respectful discussion with others. At each event, three academics from around the University share their disciplinary take on a 'big question', allowing members to learn about an issue from multiple 'perspectives' and to make up their own minds through small group and large group discussion.



Completed and continuing research projects

How do charitable foundations support North East England?

Policy&Practice has been commissioned by the Community Foundation serving Tyne & Wear and Northumberland to look at the way charitable foundations support the voluntary sector in the North East of England. The research has involved in-depth interviews with 25 regional and national charitable foundations and is concluding with seminars in Newcastle and London to test the findings from the research.



The research is not just about where money from grants is flowing, Instead it is focusing on how charitable foundations determine what issues they want to support, how they know if their grant giving is making a real difference and how they work alongside each other to have a greater overall impact. Another key purpose of the exercise is to feed new questions in the forthcoming Third Sector Trends survey across the North beginning in June 2019.

A report will be published in the late summer of 2019 on the research findings and further reports will emerge in 2020 using quantitative data from the Third Sector Trends surveys. For more information on the project, contact tony.chapman@durham.ac.uk.

The Social Process of Supporting Small Charities



Small charities make a big contribution to wellbeing in local communities and as recent research has shown, they can be effective at supporting people who are hard to reach, hard to hear and hard to help than bigger charities or public sector organisations and agencies. The Lloyds Bank Foundation ‘Grow’ project was devised to support small charities with income below £75,000 which were ineligible for support through the Foundation’s existing programmes. This research report explains how these charities responded to support offered to them by specialist consultants.

There have been several initiatives in the past to help small charities to become stronger, bigger and more sustainable, and to encourage them work together to increase their impact. These are all ‘big asks’ and charities often resist attempts by outsiders to change them. But there is little good evidence to make sense of the ‘social processes’ involved in

providing such support and explanations for how charities respond. The summary report can be accessed here:

https://www.lloydsbankfoundation.org.uk/GROW_pilot_executive%20summary%20report_final.pdf

Tackling barriers to young people's aspirations and ambitions in County Durham

Many young people in County Durham are not achieving as much as they should as they make their journey towards adulthood. While much support is lent to young people to achieve their potential, it falls unevenly – too often being focused upon those who already have many advantages.

Policy makers and practitioners are encouraged to consider critically the differences between 'aspiration' and 'ambition'; 'attitudes' and 'behaviours'; 'attainment' and 'achievement', and most crucially, ask questions about what constitutes 'success in life' for young people from different starting points. By doing so, it is hoped that organisations in the education, public, private and voluntary sectors will be able to focus their resources individually or in complementary ways on those young people who are most in need of support.

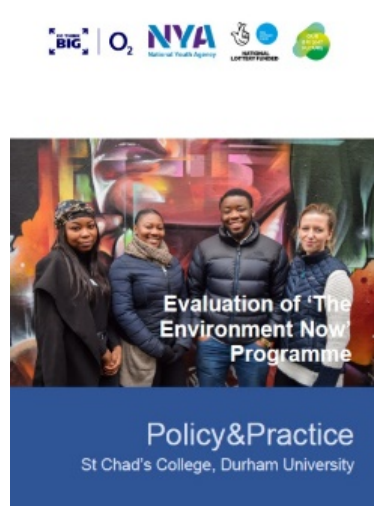
Professor Tony Chapman, Dr Tanya Gray, Dr Stephanie Rich and Paul Braidford were commissioned by the Institute for Local Governance to undertake a project on young people's ambitions and aspirations in County Durham. A summary report on the project can be downloaded here: [Tackling barriers to young people's aspirations and ambitions in County Durham SUMMARY REPORT March 2019](#)

Whatever happened to the North East?

A new academic article by Professors Keith Shaw (Northumbria University) and Fred Robinson (Policy&Practice) shows that governance in the English regions has been undermined and weakened by recent structural changes. Although well established during the New Labour era, the regional level of governance in England did not survive the post-2010 process of institutional churn shaped by economic austerity and central government's aversion to the regional level. This has subsequently led to rescaling to the sub-regional level and the introduction of devolution 'deals' involving new combined authorities with elected mayors. This article looks at the experience of North East England, where regional structures have been broken up and the region disempowered by such changes. It reviews

what has happened to governance in the North East over the past 20 years and discusses why the dismantling of regional governance matters.

Shaw, K. and Robinson F. (2019) 'Whatever happened to the North East? Reflections on the end of regionalism in England', *Local Economy* 33(8): 842-861.



National Youth Agency's 'The Environment Now' Evaluation

Policy&Practice at St Chad's College was commissioned to evaluate the National Youth Agency's 'The Environment Now' programme of work funded by the Big Lottery's 'Our Bright Future' initiative in 2016. The project was also supported by O2 Telefonica. Our Bright Future allowed the NYA to work intensively with young people over three years developing environmental projects. Funding was awarded to undertake 50 projects devised and run by young people who were, in turn, supported and trained through a comprehensive programme to develop their sustainability learning, employability skills, digital understanding and self-confidence. The evaluation of the programme was undertaken independently by Professor Tony Chapman and Stephanie Rich of Policy&Practice who were involved from the initial planning stage to design a comprehensive and rigorous methodology to blend qualitative and quantitative data. The final report was published in January 2019.

Third Sector Trends 2018-2020

Third Sector Trends is a longitudinal study which was established in 2008. As such it is the longest running research programme of its kind in the UK. The work is to continue from

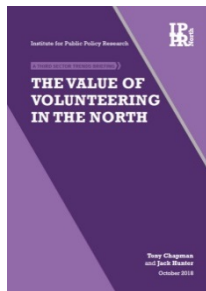


2018-2020 thanks to the support of the Community Foundation serving Tyne & Wear and Northumberland. The impact of the study is considerable as it informs voluntary and community organisations, cooperatives, community businesses and social enterprise about the wellbeing and direction of the sector. Its results are

also widely used by policy makers and funding bodies. The original aim of the Third Sector

Trends study, when commissioned by Northern Rock Foundation, was to examine objectively the structure and dynamics of the third sector in North East England. In 2015, the Community Foundation assumed responsibility for the study and its legacy and took it forward working with JRF, Garfield Weston and IPPR North.

The Value of Volunteering in the North by Professor Tony Chapman, Policy&Practice and Jack Hunter, Senior Researcher at the Institute for Public Policy Research.



Based on research findings from the Third Sector Trends study, the report recognises that the volume of voluntary activity in the north is enormous – about 930,000 people regularly volunteer and deliver over 76m hours of work. The bulk of volunteering is organised through the tiny charities and groups. Those with income below £10,000 produce about a third of all volunteering opportunities, and over two thirds of volunteering hours happen in small organisations with an annual income below £100,000.

The report shows that it's not just about the volume of time that volunteers give, it's about the 'quality' of their contribution and the 'depth' of the social impact it achieves. The bedrock of civil society is its core of small and informal groups where people have come together to make a difference to their local areas. Most of these organisations have no employees and their financial resources are often very limited. But they survive and thrive because of the hours of work put in by their unpaid volunteers.

How do community businesses compare with other voluntary and community organisations?



People are often confused by the complexity of civil society. For example there are so many ways of describing what is sometimes known as the 'third sector', 'voluntary, community and social enterprise sector' or 'civil society sector'. This problem is compounded when we try to define specific types of organisations. Community business is a case in point: how are these organisations defined, and how do they differ from others such as social enterprises or community or voluntary organisations?

This new report looks at where community businesses sit within this wide range of organisational types and draws a distinction between them and other third sector organisations (TSOs) which engage in trading or those which have no reliance on earned income. The report helps readers to recognise what is special about community businesses,

how they contribute directly to their localities and what opportunities and challenges they face compared with other types of TSO.

Events organised by Policy & Practice

Strengthening the wellbeing of market towns in the Rural North and Borderlands of England and Scotland: A seminar to debate new initiatives to create social and economic growth. A seminar organised for the Institute for Local Governance, (ILG). It will take place at the Beaumont Hotel, Hexham, Wednesday 10th July 2019.

The future of civil society in Tees Valley. A seminar to discuss the way forward for stakeholders in the voluntary sector, charitable foundations and the public sector. Friday 5th July 2019, Riverside Stadium, Middlesbrough.

New initiatives to deliver decent, affordable homes in appealing communities. A seminar organised by the Institute for Local Governance. An event organised for the Institute for Local Governance. Teikyo University, Elvet Hill, Durham on 21st June 2019.

How to capitalise on secondary markets in North East England & Cumbria: A seminar organised for the Institute for Local Governance at Council Chamber, North Tyneside Council, Quadrant, Cobalt Business Park, North Shields, Friday 15th March 2019.

Who says young people in County Durham have low aspirations? Bishop Auckland Town Hall, DL14 7NP, between 1.00pm and 4.30pm on Friday 29th March 2019. The Bishop of Durham, the Rt Revd. Paul Butler opened the event by setting the scene. This seminar debated why many young people in County Durham are not achieving as much as they should while they make their journey towards adulthood. While much support is available to young people to achieve their potential, it falls unevenly and a lack of support is often more common in less affluent communities.

Let's talk about value: how universities create value for students, staff and society, St Chad's College Lunchtime Lecture, Wednesday 30th January, 12.30 – 1.30 p.m. Carol Adams, Professor of Accounting in Durham University Business School, considered the appropriateness of measures of university performance. In her lecture, Carol asked what universities create for society and how that can be better communicated.

Tackling loneliness and isolation in Northern England: Devising visible strategies to address hidden problems: A seminar organised for the Institute for Local Governance at MEA House, Newcastle, Friday 7th December 2018.

Whose town centre is it anyway? Perspectives on the purpose of town centres in North East England: A seminar organised for the Institute for Local Governance at Teesside University, Darlington, Friday 23rd November 2018, 9.30 – 13.00.

St Chad's College Lecture, Thursday 18 October 6.00-7.00pm, Williams library. **'The Comprehensive University: why we need to rethink academic selection in higher education'**, chaired by Professor Fred Robinson of Policy&Practice. In this hard-hitting paper, Tim Blackman, a serving Vice-Chancellor, called for a much less hierarchical higher education sector. He demonstrated how this will benefit students, the quality of learning and social mobility and, most importantly, he shows how to get there.

Securing a future for community business: Interactions between businesses, public authorities and charities. A seminar organised for the Institute for Local Governance at Council Chamber, Hartlepool Civic Centre, Hartlepool Friday 26th October 2018.

Approaches to the settlement of refugees and migrants in Northern England: Interactions between communities, public authorities and charities. A seminar organised for the Institute for Local Governance, Middlesbrough Town Hall, The Old Fire Station, Albert Road, Middlesbrough TS1 2QJ, Friday 21st September 2018.



The College continues to put great energy into building and maintaining strong and hopefully mutually beneficial relationships with members of the St Chad's Society (its alumni and friends) through the annual print and on-line magazine the *Chadsian*, regular e-newsletters throughout the year and a calendar of Society and College events. The number of alumni in touch with College continues to rise.

The academic year began with the arrival of Freshers. For many years they have been welcomed on 'Freshers' Sunday' by College Fellow Mervyn Ellis (1948-51), who also comes to College for Congregation to say well done and farewell to our graduands. We are grateful to Mervyn for his dedication to St Chad's over many decades and for all that he has done and continues to do for the College.

The second weekend in November is known as 'Returners' Weekend'. This tradition is rightly very popular and indicates how strong the connection is between College and our new graduates. This is the new graduates' first College 'alumni event' and happens only four months after Congregation.

The College's London Carol Service took place in the fine surroundings of St Mary le Strand, London, by kind permission of the Priest in Charge. Over 130 attended this 'Advent to Christmas' service. I am grateful to members of our scratch Alumni Choir for their musical skill.

The College's third telephone fundraising campaign was held at the beginning of January for two weeks. Our student callers again performed excellently in their task; their enthusiasm for College when talking to alumni was obvious. Our gift total (£68,549) was slightly less than last year but this can be explained by the decision to contact more recent graduates who were encouraged to become regular donors but at a lower monthly amount.

Our 'London Chad's Formal', was given its second outing at St Chadstide, and now seems to have become a tradition. 90 guests were treated to a splendid dinner designed and cooked by head chef and Chad's alumnus Jack Lury (2008 – 2012). Thanks also must be given to our after-dinner speakers Tim FitzHigham (1993-1996) and Arthur Bostrom (1974-77).

Another moment to mark in the past year is the College's renewed relationship with the village of Hooton Pagnell near Doncaster where St Chad's began in 1902. Our thanks to Mark Warde-Norbury, owner of Hooton Pagnell Hall and Estate, for his enthusiastic welcome to the College Choir which gave a concert to a full village church to celebrate the College's link with the village and recognition of Mark Warde-Norbury's great-great-grandmother, our co-founder, Mrs Julia Warde-Aldam.



The Hostel at Hooton Pagnell

Our College Boat Club has been well-supported in recent years by alumni. Not only is SCCBC now housed in a new boathouse, but the club also enjoys a reconditioned VIII, three new IVs and, from this year, a new single scull. All these boats are gifts of members of our rowing society 'Green & Gold'. The new scull, named 'Non Vestra Sed Vos' was named, blessed and launched at the society's rowing and dinner day in College this year.



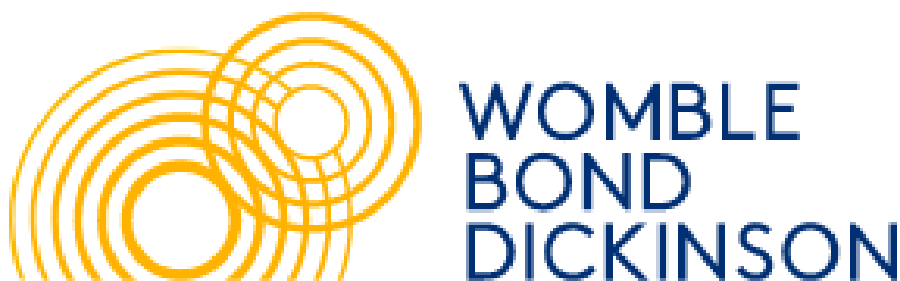
The £1m Scholarships & Bursaries Campaign, which began in 2015 is now near to its target which we hope to celebrate achieving one year earlier than planned. Thanks must be given to members of our Development Advisory Group for their much valued advice and encouragement. Next year this group will assist the College in planning and delivering our next campaign which will aim to provide new and improved facilities and support for our students, while continuing to add more to our Scholarships and Bursaries Fund.

St Chad's College Intern:NE regional graduate retention initiative



Over the summer vacation 2019, six current students have completed internships with businesses and organisations in the North East as part of our regional graduate retention initiative, Intern:NE (1 with Swinburne Maddison, 3 with COCO, 1 with Womble Bond Dickinson and 1 with The Auckland Project).

The Intern:NE will run again over the summer vacation 2020, when we hope to place up to 10 students with a more diverse range of NE businesses and organisations.



Anna Gray

As part of Intern NE, I spent a week at Womble Bond Dickinson in Newcastle. Over the course of the week I had the opportunity to experience three different departments at the firm, strengthening my understanding of how a large law firm operates. As a non-law student, it was really good to spend time in a variety of teams as it exposed me to wide range of legal work, including employment disputes and real estate. I was impressed by the

quality of the work undertaken and it showed me that you don't have to work in London to be exposed to high-calibre, engaging work.

Everyone was very welcoming and answered all my questions about working in the North East and as a lawyer in general. Thank you to Helen Marr and Jemma Lewins, from Graduate Recruitment, for organising such a great week for me. The experience has made me seriously think about working in Newcastle after graduation as it has highlighted the great opportunities available to graduates.



Beth Gray

Just before the start of term I completed a short two week internship at COCO, a small charity in Newcastle that focuses on sustainable development through education in East Africa. My role during my time there was very independent, and I spent most of my time researching and writing reports for the charity. Sometimes this was a little difficult, as you are very much left to your own devices to focus and work pretty intensely often on one single project, however I feel like the length of the internship helped make it manageable. My reports focused on assessing the charity's impact against the UN Sustainable Development Goals as well as the national development goals of the countries it works in - Tanzania, Kenya and Uganda. By the end of my two weeks there I had completed and formatted 4 main reports and some have since been published on the charity website and shared with donors and supporters online.

Although the office was often pretty quiet, it was lovely to work alongside other interns and volunteers and we supported each other through the time we were there and the staff that were in were all really friendly so it was easy to quickly feel part of the team. Having done other bits and bobs of work experience, working at COCO was quite refreshing as I felt very

trusted to take my own initiative and work at my own pace to the tasks the charity had set me. As COCO is such a small charity with very few paid employees, you feel valued in the contribution you are making to its work through volunteering rather than feeling like a spare part just there for the experience. I was pretty interested in international development before, so to be included and integrated into the office setting there really gave me a feel for what a job in the sector would be like.

Overall, I found the opportunity to work at COCO a really valuable couple of weeks despite it being a fairly intense and focused role. I'd like to thank Chads for the support in accessing the internship and would recommend the charity to anyone looking for good experience in the charity sector.

See here for one of my reports:

<http://www.coco.org.uk/wp-content/uploads/2019/09/SDG-Publication.pdf>

Alice Rich



Hi, I'm Alice and I've just entered my second year at Chad's studying physical geography. As part of the InternNE program during summer, I went to the Newcastle-based children's charity COCO (comrades of children overseas) for a short internship of two weeks in July. The charity focuses on providing resources to improve the school systems and education of students in a variety of countries in Africa. These resources include classrooms, chairs, table, administration systems (such as registers) and tracking systems for student's progress. One of COCO's main projects is their Schools for Life programme which aims to provide sustainable education across Africa. This project operates mainly in Kenya, Tanzania, and Uganda where they listen to the communities there. They then work to give the community the resources they need to set up a sustainable education system and community.

My role was as a fundraising and events assistant for mostly their UK based events but some international challenges. I did a lot of administration work, updating contact details on their records and contacting people about events that were happening. I also filed lots of documents and generally ensured that their data about events was backed up and filed appropriately. For the more creative aspect, I had the chance to design emails and resources that would be sent out to various contacts about events such as the COCO birthday for this year for which I designed the display boards and several emails. Further opportunities included the chance to design emails for the COCO ball as well as making the July newsletter. One project that I was working on involved coming up with ideas for the COCO 20th birthday for next year. These ideas involved themed sporting events, challenges, and social events that could take place over the course of next year to celebrate 20 years since the formation of the charity.

My experience at COCO showed me some of the background about how the charity works. I loved seeing how both the social and fundraising events that they ran pulled together, from the very beginning stages of planning right up to the event itself! I gained experience in their administration programmes including Donor Strategy and in their email system which used Mailchimp. COCO taught me how important the right marketing skills were to get people involved in events and I learnt a lot about making catchy designs and slogans for emails and posters.

I would recommend COCO as an internship placement because of how welcoming the staff there were. The office was very relaxed and there was a lot of communication about different ideas that they had. They were also very friendly and open to any and all questions and new ideas and they all obviously cared a lot about the work they were doing. The staff also had many interesting stories of the times they had spent in Africa which showed a different perspective on the education system out there. Two weeks almost wasn't enough time and went by very quickly!

Why are we doing this?

Graduates of the University of Durham are among the brightest and the best in the UK. However, this talent and energy is largely lost to the North East when the vast majority of these students leave the region to begin their careers, most often in the South East – this is what is referred to as ‘the brain drain’.

We aim to challenge our students’ assumptions that you can begin or progress your career only in the South East by connecting our current students with exciting opportunities in the North East business community. A promising graduate who has engaged with a North East business or organisation through an internship during their studies is more likely to consider working in the region after graduation. This will help the region retain prized talent and energy, and would give North East businesses valuable early access to some of the most accomplished graduates in the UK.

St Chad’s College is proud of its location and heritage in the North East, and is committed to contributing to the region’s economic and cultural success. Over the past year, College staff have been working alongside the North East England Chamber of Commerce to build relationships with some of the most prestigious employers in the North East to secure offers of internships or work experience placements exclusively for students at St Chad’s during the summer vacations.

We are aware that unpaid internships are often not feasible options for students of limited financial means. For this reason, the College is committed to ensuring that every student is able to participate in this initiative, regardless of socio-economic background, by offering free accommodation in College and a travel subsidy to every student who undertakes an internship as part of the Intern:NE initiative.

Why this matters for our region

‘Improving our graduate retention rate is a key challenge for the North East. As a region, we are relatively successful at retaining students from the North East who go on to work here after graduation. However, we can do more to improve our attraction and retention of students from outside the region.

We know there are many great reasons to build your career in the North East, and the Intern:NE initiative developed by St Chad’s College at the University of Durham will help to address this issue by giving students an introduction to employers in the North East and providing valuable work experience.’

Chief Executive of the North East England Chamber of Commerce, James Ramsbotham



The outreach programme has continued to draw on the foundations of hospitality and outreach which helped to shape elements of the College's new 2017-2027 strategy.

The JCR have been particularly keen to live out the value of being 'Just and Responsible' with a number of newly forged relationships being strengthened during the year.

The joint role of chaplain and outreach officer continued to see the relationship with Tyne and Wear Citizens reviewed to assess how we as a College can support particular campaigns within the region. Student members of the College have focused on local volunteering projects and have therefore not been actively engaged with campaigns. A student survey has been agreed to go to the JCR members during November 2019 to understand current volunteering patterns and audit how the College can support wider participation from all common rooms.

The JCR continue to offer hospitality with Age UK tea parties which remain popular with local residents. A special Christmas party is planned for December with musical contributions from the College choir.



The JCR volunteering reps are meeting with the manager of the Waddington Street Centre at the beginning of the new academic year to agree some new volunteering opportunities. The chaplain has recently started as a trustee of the centre and it is hoped that we can develop a strong relationship with this local mental health charity. The College choir made their first visit to the centre in December 2018 to lead members in a carol singing afternoon. (They have been re-booked for 2019!)

Members of the College individually have been involved in a range of projects during the long vacation which we hope to capture within the student survey.



Members of all common rooms once again signed up for a conservation day at Galley's Gill in Sunderland, a former industrial site reclaimed as a nature reserve.

The College proudly partnered with Lost Landscapes and Learning (LLL) and the Outdoor and Sustainability Education Specialists (OASES) on the project.

Chapel and Chaplaincy



The termly life of the chapel hosted a successful preaching series during Michaelmas term with a number of preachers from the University and wider region. This proved popular with students and visitors from other Colleges. A similar model will be used during 2019-20. The College traditions of celebrating together in Durham Cathedral continue with the ever popular Advent Procession and Chad's Day service. The musical contributions from our students at both of these services were of a very high standard.

The musical life of the chapel continues to be supported by the popular and talented choir and organists who have been led this year by the first of our new Musical Director scholars supported by the two College organ scholars. The choir plays an important ambassadorial role for the faith aspect of St Chad's as seen by its participation in several Evensongs in Durham Cathedral and local churches in Durham.

The end of Easter term saw the choir performing in Hooton Pagnell, St Chad's first home. After a wonderful sold-out concert in the parish church, the choir joined members of the parish for a generous "Yorkshire tea" in the old Chad's hostel. The current students of the College were able to speak with members of the village as well as family members of Julia Warde-Aldam, our first patron. We hope that this event will be the first of a renewed relationship with the place of our foundation.

The College was privileged to once again host a service of thanksgiving for Durham PRIDE in the chapel, followed by a reception in the gardens. Following the first service in 2018 it was a delight to see the chapel overflowing with visitors from across the University, City and County



The chaplain's preaching engagements in addition to the College services, once again included other Durham colleges and student ecumenical societies and local churches. The chaplain continues to prioritise the ministry of presence within College life with a regular number of students seeking out his counsel and support. The Easter Term day trip to Lindisfarne arranged by the chaplain saw 50 students joining the chaplain and Principal on a very wet but enjoyable day on the Holy Island.

The desire to develop a programme of religious literacy events and discussion groups has had limited success this year although two events hosting Jayne Ozanne, a LGBT Christian campaigner and author attracted a wide ranging audience from across the University and City. The 2019-20 programme will include events focused on the role of faith and public life.



Sport

St Chad's has the highest sports participation rate in the university and this was shown by our brilliant sports achievements last year. Although we finished last in the overall college points table, our points per student showed that we were far from the bottom with a score of 1.128 PPS. Some of our sports teams did incredibly well over the year. Here are a few of the highlights.

The Men's Badminton team sailed through their year by winning all of their matches and securing a promotion into Division 1 and are hoping to continue their upwards trajectory. The Pool A team were named Team of the Year for securing a 5-3 victory against St Cuth's A team to win the cup. Our Mixed Lacrosse A team had an eventful year by not only coming second in their league with only one loss, but also reaching the quarter finals of the floodlit cup, the semi-finals of the trophy and also being selected to play in the varsity match against York. Darts continued the success with the A team coming 4th in their league and the Bs coming 2nd, which means that both teams are now in the top division this coming season. Unfortunately not everything in the year went to plan. Although everyone had lots of fun playing over 30 sports on Chad's-John's Day, we were thoroughly defeated. But as true Chadsians we took the loss gracefully and will continue into the new year with the determination to return the trophy to its rightful home.

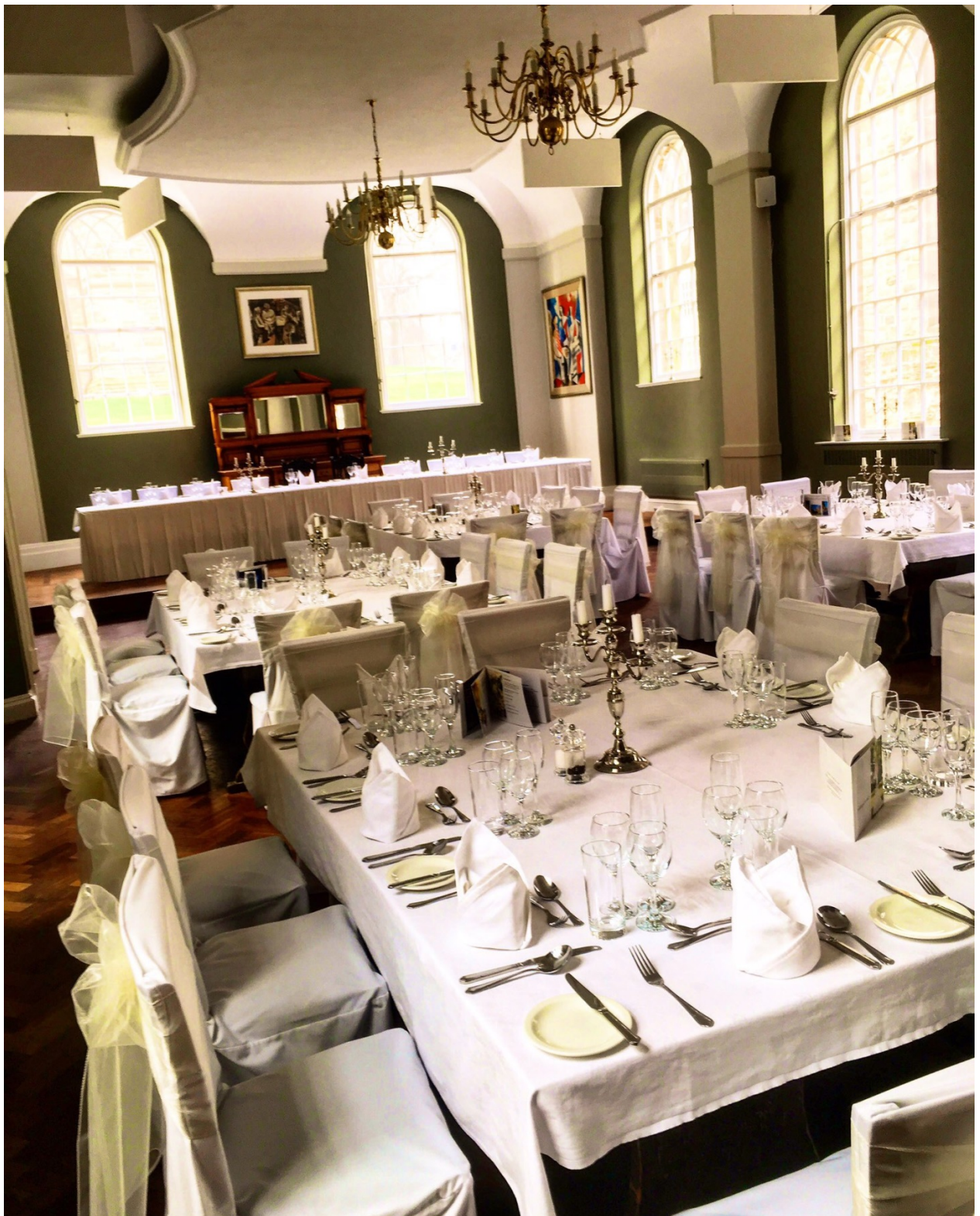


Hospitality

The student experience survey which was carried out in summer 2019 showed marked improvement in responses regarding the quality and appeal of food within College. The food now on offer to students and commercial guests is much improved on that seen two years ago and has come as a result of the recruitment of three key personnel into this area. Our chefs are now providing us with well-balanced, nutritious and exciting food, while the management of our catering and hospitality functions has continued to drive efficiency as well as improved offer and service. We will continue to push for improvements in this vital area of the student experience.

Our commercial and conference team have made great strides this year in developing a more professional approach to this side of our business. Our pricing has been reviewed to ensure that what we offer is reflected in what we charge clients and a plan is in place to improve audio-visual facilities in the areas of College used for conferencing and meetings. This should allow us to appeal to a wider client base. In addition we are increasing awareness of our commercial offer via partnership working with North East England Chamber of Commerce as well as other agencies across the region. We plan to link our bed & breakfast offer to major events being held in the region, for example the Great North Run and Kynren.

The College has applied to be licensed for Civil Wedding ceremonies. This will be a huge boost to our commercial business. We have held two wedding open days where we have been able to showcase our premises as a venue for wedding receptions, and the feedback received has been extremely positive. It is clear from the comments received that we will not be short of demand from those wishing to actually be married in College.



Estate & Buildings

The last year has seen great progress on the development of an Estates Strategy for the College. This was essential for us to understand the extent of financial and resource commitment required over the next decade, and picks up where the buildings condition surveys of 2018 left off. It is clear that there are significant issues to deal with, but we now have a structured approach which will see this vital work completed by 2025. A new Buildings Panel has been set up by the governors to work with the Vice-Principal and Bursar in implementing the strategy.

The Estates Strategy focuses on a vision for our buildings which is centred on the strategic aim of beauty. In addition, there is a wish to see our estate being able to:

- Support academic activity
- Provide a stimulating working, learning and living environment
- Be attractive and flexible
- Be developed and operated to meet national and international environmental sustainability and responsibility objectives
- Make optimal use of space

The first steps took place this summer, with the long overdue installation of new boilers to Grads (22 North Bailey). This work was carried out by external contractors following a competitive tendering process. While those living in Grads will see little noticeable difference this year, the installation is essential groundwork ahead of a much fuller refurbishment of that building in 2020 which will include installation of new pipework and distributors, rewiring, re-roofing, external wall work and the full refurbishment of rooms and common areas. This will involve re-housing students who would have been located in Grads for Michaelmas term, allowing us a full six months to complete the work.

This summer also saw the completion of four new student bedrooms for our growing postgraduate community. The rooms which are in Main College were formally occupied as offices and have been warmly welcomed by their new residents, being close to the heart of College and associated MCR activities.

Much thought has gone into ensuring we have a robust financial strategy to underpin the proposed work, and we believe that we have the ability to complete the essential work required within a seven year period.

The Estates Strategy deals with bringing our existing building stock up to a desired standard, and this sits alongside the development of an Estates Masterplan which brings ideas around further development and opportunities into focus. It is vital that we do not lose sight of the

opportunities which exist to develop our estate into an asset which will continue to attract and retain students in a market place which has changed beyond recognition in the last five years. While we occupy old buildings in the historic centre of the city, we are not immune from the attraction of purpose built student accommodation on the outskirts of Durham. We need to acknowledge this competition and respond appropriately. We will never be able to offer a 'one size fits all' standard of accommodation, but attention to aesthetics and functionality will be at the forefront of this masterplan. Consideration of legislation and its impact on our buildings is also a key part of this thinking, and we have already begun to look at how we might reconfigure our ground floor space to provide an attractive, welcoming and wheelchair friendly entrance to College.

While the strategies above are largely tilted towards buildings, there has been great progress in developing our gardens as an integral part of the College estate. Many visitors comment on the hidden gem which lies behind our buildings and I am keen to make the gardens a more attractive place for students, staff and visitors alike. This work has already begun and will gather pace over the winter months to ensure that when Spring arrives the gardens will be ready to be enjoyed. As part of the work in improving the beauty of our gardens, we plan to install a series of sculptures entitled 'Stations of the Cross' which have been gifted to the College by one of our SCR members. It is envisaged that these will be located in the garden nearest to the Chapel, providing an opportunity for contemplation and quiet reflection. Alongside all of this work is a student-led initiative to develop a small allotment with the aim of providing students with the opportunity to spend time gardening, a proven way of improving mental health. The Chaplain (a keen gardener) is working closely with students on this and we look forward to seeing the fruits of their labour in due course.

The College feels that, while it has a significant challenge in terms of the output from our Building Condition Surveys, it is vital that sight is not lost of other opportunities which may present themselves in the intervening period. Our Chapel reached the end of its expected lifespan some time ago and now requires either major investment, or a new location. We are aware that our College gym does not match the expectations of our students and we are looking at a potential location for this. Initial discussions began during the year to look at the re-configuration of our entrance space, making the College accessible to those with mobility issues as well as improving the welcome to our Main College building.



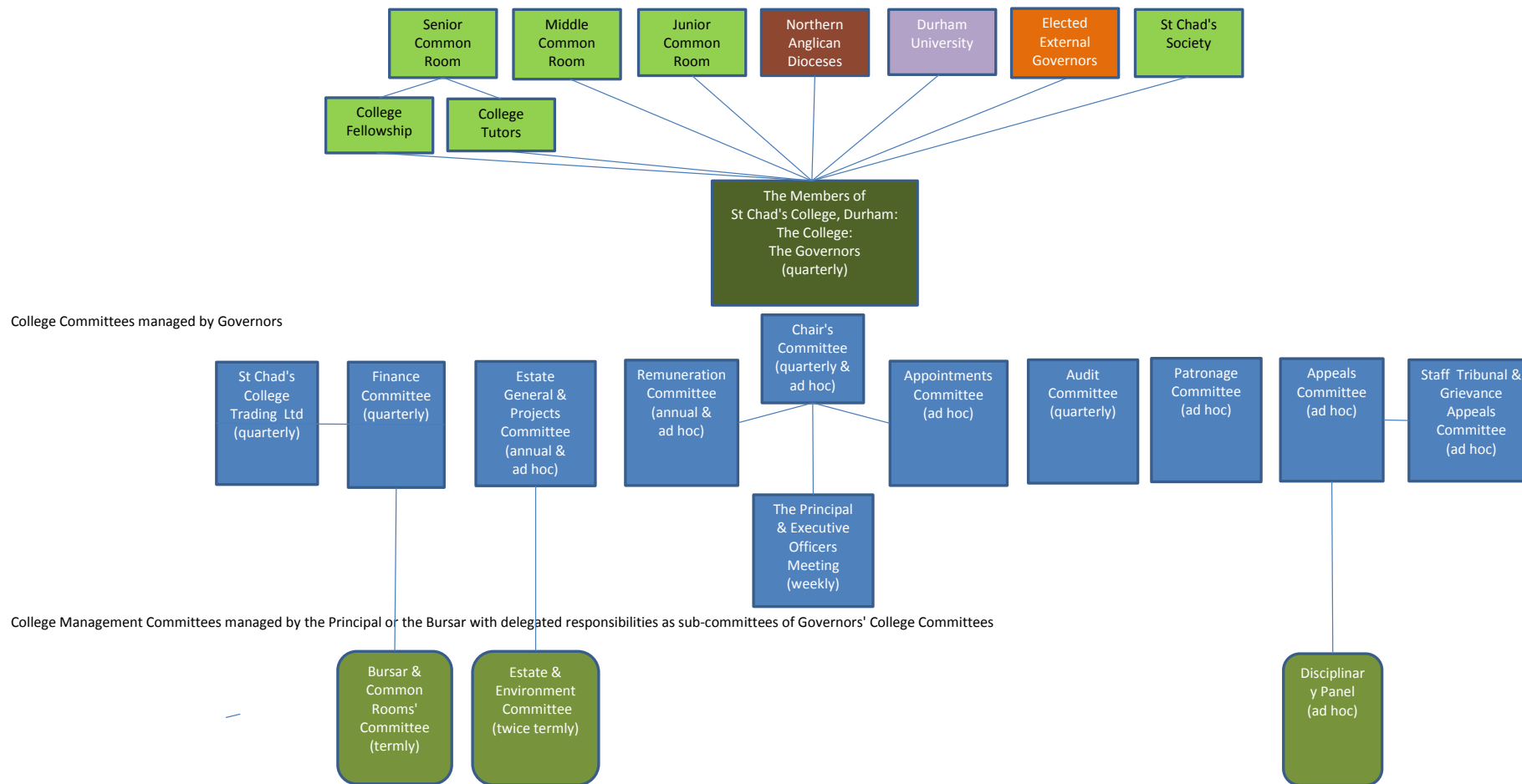
Major Policy Updates

- Data Sharing Agreement with the University
- Updated Incident Response Guidelines
 - Terrorist attack
 - Fire alarm failure
- New Student Handbook
- New Statutes
- Food allergens policy
- Policy on the recruitment of ex-offenders
- Social Media Policy
- Equality, Diversity & Inclusion Policy

See: <https://www.stchads.ac.uk/about/documents/>



APPENDIX 1
Governance Organogram - 17th August 2018



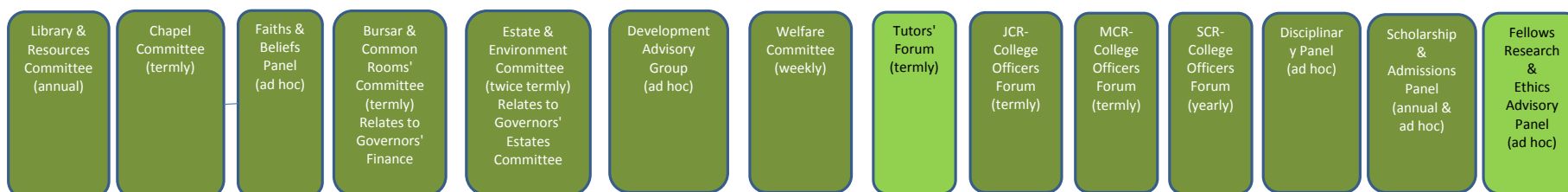
- Key
- The College proper: The Governors & Members of the College
 - Committees of the Governors (College Committees), usually chaired by a Governor
 - Committees led by College Officers, also serving as sub-committees with delegated responsibilities from Governors' College committees, or referring back to them
 - Constituencies, Panels or Forums of Institutions within the College Community: Fellows, Tutors, Scholars, Students and Alumni

APPENDIX 2
Management Organogram - 17th August 2018

College Committees managed by Governors



College Management & Advisory Committees managed by the Principal or College Officers. Mid-Green shows reporting to Governors



Principal programmes managed by College Officers or Fellows



Key	The Principal, a Governor of the College
	Committees, Panels and Advisory Groups led by the Principal or College Officers, including those with responsibilities delegated by Governors' College committees
	Constituencies, Panels or Forums of Institutions within the College Community: Fellows, Tutors, Scholars, Students and Alumni
	College Programmes