

JESUS NEWS

2020



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Photos front and back covers by John Cairns.

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Jesus College Oxford



Welcome from the Principal

Back in early March we had the honour of welcoming His Royal Highness The Prince of Wales to College to mark the appointment of our new Jesus Chair of Celtic – Professor David Willis (see page 62) – and to celebrate our strong Welsh links. It was a wonderful and memorable afternoon. Despite the cold and rain, College looked resplendent, with daffodils in full bloom, flags flying, and our Welsh silver illuminating the Hall. Excited primary school children from our Welsh Access programme lined the pathways of First Quad alongside our staff, students and Fellows, to give His Royal Highness the warmest of greetings.



Photo: John Cairns

His Royal Highness, who first visited College in 1971 to open the Habakkuk Building, enjoyed a recital of the *Gweddi Coleg Iesu*, a Welsh Prayer sung beautifully by members of the student consort choir, and viewed the *Red Book of Hergest*, one of the most important books written in Welsh. It was a pleasure to watch as he chatted animatedly with our specially invited guests.

It is heart-warming to think back to that momentous day and the memories made, because so much has since changed for all of us. Just three weeks later, the emergence of COVID-19 transformed our lives and saw College close its doors, to all but a small group of core staff, for an extended period of time.

During the Second World War when, following the onset of the Blitz, the fear of aerial bombardment was real and ever-present, Jesus undergraduates took turns in nightly fire watches, keeping vigil on College roofs, watching for bombs (Reflections: Jesus College in Times of Trouble, page 82). This constant tension – a sense of apprehension and anxiety – is something we are experiencing now. This time a virus, little more than a tenth of a micron in size, is changing the world and our lives. Our response will need to draw on the knowledge and resources contained in world-class institutions like Oxford.

While COVID has inevitably meant that many aspects of normality as we know it have paused in past months, College life has continued, albeit in new and innovative ways. We have been able to adapt. I have been so

impressed by how our students quickly adjusted to online learning, especially those in their last year of study who faced their Finals with great equanimity. The Fellowship, along with University faculties and departments, has worked incredibly hard to ensure that teaching and research continues.

In this edition of *Jesus News*, we feature just some of the inspiring stories (2020 and COVID-19, page 49) of how our alumni, staff and students have responded, locally, nationally and globally, to the pandemic; from clinicians on the front line, to our staff and students who are supporting the most vulnerable in their local communities. I read these stories with both pride and reassurance.

Our 'fire-watching' will continue as we begin the new academic year, and behind the scenes a huge amount of work is being done to ensure the continued wellbeing and safety of all College members – old and new. As with past crises, we will rise to the challenges presented by the current pandemic. Ours is a community that has always been tempered and strengthened by the challenges we have faced together.

With best wishes

Nigel Stubbolly

Feeding the Nation's ... Dogs

Kat Knocker (2003, Chemistry), Customer Director, tails.com

Kat Knocker (née Emmett) read Chemistry at Jesus College, matriculating in 2003. After graduating, she went on to work in Mergers & Acquisitions before joining Innocent Drinks and then graze, both innovative health-focused foodie brands. She is now a member of the start-up team and Customer Director at tails.com, a nutritionally-tailored subscription dog food company, founded in 2014. Kat is a member of Management Today's 35 Under 35.

Your career to date seems built around nutritionally-focused brands: is that a focus for you, or just where your experience took you?

Food has always been a huge focus. As a child, I was always creating something in the kitchen and my parents were very patient and encouraging as I cooked my way from inedible early experiments to full family meals. At Oxford, food was always present alongside my degree. I was President of the Food Society, wrote restaurant reviews for *Cherwell*, and on the home front was always cooking with my flatmates in our Barts kitchen. My first venture into an online world was co-creating a food website based on local food and recipes in Oxford. Since Oxford, I've complemented my degree with food-based study too. I've got a Diploma in Food and Wine from Leiths, and studied Food and Wine Journalism at City University. It's a patchwork of skills and experience that ultimately have kept food, and the joy of food, front and centre. It gives me a real buzz working on a product that is a delicious and nutritious part of people's lives.



Kat & Pip

Why dog food? Many entrepreneurs have 10 ideas on the go simultaneously in order to find the one that flies: is that you, or did you just want to source better dog food?

It's easy to have an idea! The hard work is making it happen. As the start-up team at tails.com we had the spark of an idea, the passion and drive to push against the inevitable challenges, and the skills to do the hard bit of making it a reality. The spark was experiencing

the "one-size-fits-all" approach to dog food and nutrition and knowing there must be a different way to feed our dogs. I grew up with dogs, and they'd always been fed a generic bag of food from the farmers' merchant; portions were guessed at with a well-used mug. When they got older, rounder, and their joints a bit creaky, we didn't adjust their food and nutrition to take that into account. As I look back now I wish we'd had tails.com



– our dogs would have benefitted from tailored nutrition and perfect portions to keep them happy, healthy dogs for longer.

So, how does tails.com work?

We start with the knowledge that every dog is different. They are the most diverse species on the planet, so it's unsurprising that nutritional requirements vary widely. Then we create a unique recipe and feeding plan for every dog using the information owners provide (including breed, age, health conditions and activity levels), which, combined with our experience in nutrition and cutting-edge technology, creates exactly the right balance of nutrients for each dog. Better yet, their recipe adjusts as they age, so customers never have to switch food.

Our innovative approach to technology and manufacturing means we're able to offer this level of personalisation at a huge scale. And because we sell directly to our customers, we're able to offer their dogs a unique recipe at affordable prices.

We're now serving over 160,000 dogs in the UK and, excitingly, have recently launched in France and Germany, with more countries across Europe set to launch later this year.

With so many people sourcing food online during the COVID-19 crisis, have you seen an increase in demand for pet food too?

Feeding pets is like feeding a family member and therefore customers have been wanting to make sure their pets are well fed at all times. There was a sharp spike in traffic to tails.com, and in people signing up in the weeks after lockdown, and we appreciate that we are lucky that we are an essential food supply, ordered online and delivered direct to our customers' doors.

Over the past few weeks, we've worked really hard to adapt to the challenges of COVID-19 for our team, product and customers. We're proud that we're getting our product into the bowls of dogs up and down the UK, through France and in Germany too. Our regular delivery platform means we've

got a lot of loyal customers, some who have been with us for almost six years. It's been incredible to see their messages of thanks and appreciation.

These days, Jesus College has an Entrepreneur Network – a cohort of alumni whose collective expertise cultivates innovation and entrepreneurship within the College community. How did your time at Oxford contribute to your career or equip you for what you're doing today?

I think the Number One is love and friendship. I met my husband (David Knocker, 2003, Classics) and a wonderful group of close friends at Jesus College; they give me so much companionship, happiness and strength. Like many, I found the intensity and energy of the short terms both energising and challenging, and I'd say that's the vibe of the companies I've worked for! Oxford's demanding pace and study also encouraged me to develop tools to bat away any imposter syndrome of "I'm not good enough", and to build up grit

and resilience too – all helpful in the working world. The alumni network itself is an incredible source of help and advice, and sometimes colleagues (I work with another Jesus alumni here at tails.com, Paolo Woods-Wyatt né Wyatt). Lastly, Jesus is an incredible community with a wonderful collegiate vibe and I've certainly found that environments that are collaborative, friendly and supportive, yet with a tinge of competitiveness and high standards, are my happy place.

What's been the biggest business challenge in your career to date?

Funnily enough, some of the biggest challenges have been the ones in which it's been easiest to know what to do. We had a rocky few weeks at tails.com in our early days when one of our investors lost confidence. Ultimately, what emerged was an even stronger tails.com: it was galvanising seeing the real fork in the road speeding towards us, where one route was an end to what we'd built and the other was an even clearer vision that we could change the world of pet food for good. Needless to say, we overcame that challenge. And less than four years later, we knew we were on our way to changing the world of pet food for good when Nestlé Purina joined us as a majority investor, as they believe in our way of feeding pets.

Looking back, what advice would you give to your undergraduate self and also to those with a burning ambition to build a business for themselves?

Find your own path! It took me a long time to own up to myself



what I wanted out of life, and I'm still working bits of this out, but you don't need to follow someone else's version. For those considering that first job, it's not all about the size of that first salary. Work with great people. As we all spend so much time working, I've found it helps to align your work with yourself rather than the other way around. Know yourself, understand your values and work at being true to that. Then the hard work, tough decisions and sacrifices along the way will feel worth it and the highs, joy and celebrations so much sweeter too.

And finally, what inspires you – both professionally and personally?

I love seeing what others are doing to disrupt industries and create newness; there's a lot of that looking around the Jesus College alumni. Even under the sombre pressure of COVID-19, I've seen so much creativity and innovation in

the face of adversity. Our local café is now selling a whole new line of products, a local restaurant doing home delivery of cocktails, and outside my little community entire businesses, supply chains and apps are springing up overnight. A lot of people are working really hard to make their ideas a reality. That's very inspiring.

I always get inspiration and energy from our wonderful customers around the UK, France and Germany who have trusted us to feed their dogs. I get a stream of reviews to my Inbox every day, and hearing the real stories from real people and dogs whose lives we're impacting so positively always brings great vibes. Hearing that a dog is playing with a ball again for the first time in months after starting on our food to ease their joints, for example, can't fail to give me a spring in my step.

To find out more, visit tails.com. Alumni are offered 75% off their first box of food tailored to their dog, enter code JESUSTAILS at checkout or follow this link: www.tails.com/gb?pc=JESUSTAILS



Turning Ideas into Reality

Anthony Fletcher (2005, Chemistry), CEO, graze

I've always been prone to daydreams about business ideas. However, at Jesus I really had very little idea on how to follow through. While clueless, I was also lucky and joined an early stage Innocent Drinks recruited, it turned out, simply because "... we thought you were probably good at maths".

I was put to work in the supply chain, working out how to make the right amount of short shelf fruit smoothie as demand fluctuated. The business boomed and allowed me to experience not just the start-up phase, but also how they transitioned into a scaleup, and eventually a sale to CocaCola.

I then did it again with graze, spending ten years turning it into the UK's largest healthy snack company, selling \$200m of snacks in the US (although never making a dollar of profit) and eventually selling the business to Unilever.

Jesus College asked me to have a

think about how you turn ideas into reality. My big two pieces of initial advice are:

A lot of the successful entrepreneurs on the market are actually second time entrepreneurs, or have had experience in another startup or scaleup. Joining a company to build your own confidence or skills, or to learn about a sector you're passionate about, seems to be time well spent and tilts the odds of success in your favour.

The other piece of advice is to surround yourself with people who can give good advice, whether they be investors who can add value, your Board, or bringing in co-founders who can complement your skills or may have vital experience. Having a network of other founders can help you stay close to the market, whether it's where to go for skills, or help with approaches to fundraising.

Lots of people do ask me about



fundraising. It has changed an enormous amount, with the necessity to bet your savings far lower than it was 10 or 20 years ago. Government tax relief such as EIS, an engaged business angel community, crowdfunding, and venture capital firms all mean it is easier than ever to raise funds. Again, use your network – especially others who are in the market – to understand what the right approach for you is.

There are certain issues which are almost inevitable in early stage startups. The first is that starting a business requires resilience and drive. The sheer amount of work you – or your small



founding team – have to put in often surprises people who are used to more stable and mature business. Also, you are going to have to be persistent and have a certain amount of self-belief. Many people will discourage you. Plenty of investors will turn you down. People who are energised by their vision and believe they can win through and find a way are well placed to thrive during this stage. As well as personal belief, having a compelling vision will help and motivate your founding team. It also helps with investors: money really does follow vision!

Which leads to a common conundrum: passionate founders, imbued with belief, can also be blind to issues with their initial idea. In fact, most of the time you won't have got it right straight away. Innocent Drinks was going to be called "Fast Tractor"; graze started as a cut fresh fruit delivery business.

It is key that, while you have belief, you are not deluded. There are so many things to be aware of. Consumers may not be interested in your product, you may have underestimated your competition, the economics of your financial model collide with reality. This is when it is important to be able to adapt and pivot. Can you accept that thousands of hours of work have led you in the wrong direction, and that a different approach needs to be taken, often quickly? Having good advisors and mentors at this stage helps pull you out of the day-to-day and ask the big questions.

Maybe one in ten businesses achieve a solid Series A fundraising round. Of these, only one in ten achieve an exit. Even with the

easier availability of capital, and with that an ability to increase growth, periods of 5-10 years to build a business are still common. The odds really are very poor. I know many people who have devoted 10 grinding years to businesses without ever making it.

However, some people are able to pull it off repeatedly. Some people are naturally suited to the chaos, challenge and uncertainty of early stage business. At the same time – like all things – it is a skill to be learned and mastered. If you can

learn and adapt quickly, remain open and surround yourselves with those who can complement your skills, I think being an entrepreneur or working in smaller earlier stage businesses is now a perfectly valid career choice.

Whatever and however you decide to approach turning your ideas into reality, I do passionately believe that the brands, products and business models that will change our world have yet to be invented, and that entrepreneurs are uniquely placed to do it.



From MoD to the Movies

Andy Barnes (1998, Engineering Science), Moral Victory Productions

Andy Barnes read Engineering Science at Jesus (1998), where he gained his boxing Blue before going on to found film & TV company Moral Victory Productions in 2015. In between, he worked for nine years in the UK's Ministry of Defence, winning a sponsorship bursary while at Jesus. He started in project management roles before progressing into WMD, then counter-terrorism where he was, among other things, formally commended for his work in Iraq. He has since acted in several prime-time TV programmes, and is also an established screenwriter.

Let's start with your MoD career. You joined via the student bursary scheme before graduating onto the Cabinet Office Fast Stream, then senior management. Tell us a bit more about your nine years at the MoD.

I was like the frog in slowly boiling water. I started out with an admin job in Bristol, then after a few years I found myself driving around Iraq, outside the green zone, with two Delta Force blokes who had so much kit hanging off them they appeared experts in both urban warfare and *Buckaroo*.

I was inspired by everyone at Jesus; I wanted a bit of that, wanted to do something more in the summers and, frankly, I couldn't afford to stay at university if I didn't find sponsorship. Luckily, I won an engineering bursary with the MoD.

At the MoD, the projects were responsible, big and varied. Some days you're mouth-agog at military-hero colleagues, other times learning from genius civil servants, and other days it felt

like the Jeremy Kyle team took a run at *The Thick Of It*. The MoD is sometimes serious and patriotic, sometimes it's like Brexit negotiators arguing which trifle would make the best armour. I got involved in a joint US project and, once I was cleared, I was soon in the WMD team.

It was working with the worthy and the military that gave me a lust for something more purposeful. Ridding Iraq of Saddam was a good thing; the justification for going wasn't. If you attend a house-party, wreck the place and wake up there, you should help clean up. The lack of thought for how Iraq would work after the invasion is now well documented, but I found myself there, in the heart of it, and realising we were facilitating a state for a non-state terrorist group. I was lucky enough to be at the centre of the right team, in Iraq at the right time, and was commended for changing the Coalition Campaign Plan. I returned and I was never going to do anything like that again.

It's not an obvious step from counter-terrorism to screen writing and film production. How did that happen and is that where your inspiration comes from?

I didn't know what I wanted to do next so I took an acting class for fun. I really enjoyed it; I was awful but kept at it. Then, with the confidence of a previous career, I John Wayne'd my way around Soho and got an agent. I was in, then learned crippling nerves would accompany me to my auditions. Still, as a northerner I got a few small roles in the likes of *Corrie* and *Emmerdale*.



I was good at times but I couldn't do that often enough. There's only so far vanity, delusion and charisma can get you, unless you're Boris Johnson.

I did have a voice though, a naïve romance, and I had life experience. So I started writing. Then I realised how competitive the industry was and how much energy it took to get something made. After writing multiple scripts, I was winning some commissions, but I realised my best fit was to lead again. A producer project manages the film; I was back where I started, what I was qualified to do, and I was confident again.

I've since had my projects in front of Keanu Reeves and Jason Statham, dealing with Fox Searchlight, Universal and the like.



It's a tough industry to crack and there's a lot of door knocking. What advice have you got for would-be film and TV producers?

A lot of this is talent but also human factors. I remember someone explaining my Jesus interview from the point of view of the tutors: they'll want someone they'll enjoy working with for the next four years. That's it. Don't get angry when you're rejected, it's a norm in this industry. Take feedback, learn from it, go again. With energy.

I'd tell aspiring producers not to listen to "no". They'll all say that the first time. Keep improving your product, take advice and feedback well, and keep going. Keep smiling, keep your energy up. And keep believing in yourself.

Did your time at Oxford help, whether in the development of your business, or in the development of core transferable skills?

Without doubt. I met people at Jesus and the wider university who I'm still great friends with and still debate with on WhatsApp groups: these people still inspire me. I met

a world of people who were elite, clever, sporty, musical, ultra-hard workers and still had lots of fun. And some could drink an incredible amount. Jesus students were especially friendly, I love that about Jesus. It showed me you could achieve and be a decent person without compromise. I was forged in Oxford.

I learned what successful people looked like, I understood the graft and dedication it took to win. Training in the boxing squad put me through the hardest training I'd done at that point, but it also gave me a physical maturity to endure anything. Oxford, and particularly Jesus, gave me the confidence and capability to go on and do what I wanted. It gave me the confidence to leave the MoD and try a new career.

Then most of all, Jesus gave me friends and a network; everyone knows you can't be successful on your own. My friends have supported me, advised me, and – in some cases – invested in me. You need the right people around you and I met some of them at Jesus.

In film and TV production, the ongoing challenge must be development funding. How do you respond to that challenge and where does your work come from?

Yes! Money is always the biggest issue. If you have money, you can be in film, meet the stars and be an exec producer. You'd be surprised at how easy it is to get a top star for the right project and £400k. But the stars need projects they can trust. The producer is the trusted gatekeeper who gets wealthy financiers access to the stars via

their agents, and brings trusted projects to the top directors and talent. The directors are the gods of the world though, and your project rests on her/his shoulders. I've finally got into that position where developing the projects means getting your face in there. Resourcefulness, grit and charm are your main assets, but you need money.

Most people don't realise how long an independent project takes to get off the ground. It can be three to seven years to develop and two years to make (including post production). For instance, the *Killing Eve* script was knocking about for nine years before anyone bit; that's how competitive the industry is.

Development funding is tough and I was privileged and grateful to receive some seed investment from generous friends/associates to start the business in 2015. The government EIS and SEIS schemes are brilliant – you can, for instance, invest £10k and get £6.4k back in tax relief, so it was utilising the generous government tax relief to enable wins for the wonderful people who invested.

As for where the work comes from, I look out for projects in competitions, some in writer's groups, but I get a lot of submissions from writers to my website and some of those are magic.

The entertainment industry is accused of being slow to respond to the allegations of the #MeToo movement. Also with the current Black Lives Matter movement, are you noticing any progress towards equality?



Addressing both these issues should be at maximum acceleration across all industries. In London and the UK, I've noticed a strong movement towards diversity and equality for the last few years anyway, both in terms of ethnicity and gender. Equality and diversity has to be a part of your business plan and policy for any project to receive any public funding. I think the BFI and UK do well in this capacity.

I think the media coverage was pretty big to highlight the deserved disgust of Weinstein's actions

for #metoo. Hollywood also quickly used its creative power to highlight these stories in films like *Bombshell*. Netflix is now showing Spike Lee's *DA 5 Bloods* to help push the #BLM. I hope we see more of this along with a change in representation in front of and behind the camera. Channel 4 is making this a particular focus of their work now.

What's next for you?

I think this is a pertinent question for everyone. I'm repositioning to capitalise on the new landscape;

COVID-19 has stalled the industry. I'm developing a small fictional feature film about having a baby in lockdown as that's what we've been living: we had our first baby in March.

I also have a remarkable true-life military story about a targeteer rescuing a UK national, a horror about the Pied Piper of Hamelin, and a really fun thriller about three teenagers committing their first robbery only to discover the President's daughter is at the party they're robbing. I'll be rewriting my pitches and projects, their budgets and production viability to suit the unknown landscape ahead. As a producer, it's my job to respond to that from a business point of view, and as a writer to also imagine it from a creative point of view.

Finally, forgive me, it's an obvious one: what's your all-time favourite film and TV programme?

TV is easier, I think the first seasons of both *Ozark* and *Succession* are really special: masterpieces in craft, humour, drama, tension and encompassing the full human persona. In the UK, the *Thick Of It* wins for me and I loved *Happy Valley*; again faultless productions, with the latter providing real humans outside the stringent genres and archetypes.

Film is impossible. Notable perfections that spring to mind are *Shawshank*, *Rocky*, *Inside Out*, *The Dark Knight* and French film, *The Intouchables*. And *Predator*... plenty more are now coming, I'll stop there.

Andy delivered a Jesus Entrepreneur Network (JEN) screenwriting workshop to students and alumni in July. For more information on JEN, see page 20.



Oxford Cancer Analytics

Peter Jianrui Liu (2017, Clinical Medicine), Co-founder, Oxford Cancer Analytics

I'm currently in the third year of a DPhil in Clinical Medicine and a postgraduate student at Jesus College. When I first started the DPhil programme, I vividly remember my DPhil co-supervisor Professor Sir Peter Ratcliffe (Senior Research Fellow at Jesus College from 1992-2004 and recently-elected Honorary Fellow) speaking fondly of his time in this vibrant community. This narrative sets the tone for my interactions with mentors and colleagues at Jesus for the past three years.

I have benefitted immensely from the support of colleagues, alumni, benefactors, and the wider community of Jesus College, from my DPhil studies supported by the Oxford-Hoffmann Scholarship and Graduate Scholarship at Jesus, to being mentored as a physician-scientist in training by Jesus colleagues and alumni, as well as being empowered by the Jesus Entrepreneurs Network to help enable scientific innovation to benefit patients who need it most.

Starting my medical training at the University of Toronto in Canada prior to this DPhil programme, I developed a strong interest in medical oncology. Seeing the devastating impact of cancer on patients and their families first-hand, I believe scientific research is key to enhancing cancer detection and treatment paradigms. In fact, the lack of an effective early cancer screening test for some of the deadliest cancers is a main contributing factor to their high mortality. Early cancer detection can save millions of lives annually, significantly reduce associated healthcare costs, and enable people to continue healthy and productive lives.



During my time at Jesus College and the Oxford University Scientific Society, I had the opportunity to meet like-minded colleagues with expertise ranging from machine learning to clinical data science. Together, we established a machine learning-based platform that can accurately detect eight types of cancers with 86% sensitivity through an affordable and minimally invasive blood test.

We entered the inaugural Oxford-wide All-Innovate Idea Competition with our entrepreneurial project in 2019. Our team was selected as Overall Winner from over 100 teams after four rounds of competition. The generous mentorship provided by Jesus



alumnus, Brad Wilson (1967, Geography), who established the Jesus Entrepreneur Network, was instrumental to our success in the competition. The grant provided by the competition has enabled us to further develop our product and found the company, Oxford Cancer Analytics.

Oxford Cancer Analytics has continued to grow over the past year, building collaborations with professors and physician-scientists at Oxford to implement our product through a clinical trial. We are tailoring state-of-the-art machine learning algorithms to maximise detection accuracy with multidimensional cancer data from a blood test. Our team

maintains strong ties with the Jesus community. Matthew Katzman, Lecturer in Computer Science at Jesus College, leads our machine learning development. We are also grateful for the ongoing support and mentorship from Brad Wilson and the Principal, Professor Sir Nigel Shadbolt.

Oxford Cancer Analytics is currently based at the Oxford Foundry where we are growing through the OXFO L.E.V8 accelerator programme. We look forward to beginning a clinical trial to benefit lung cancer patients, starting in Oxford, further scaling our product for deployment across the NHS, other healthcare systems, and other cancer types in the future.

On a personal level, I look forward to a career in medical oncology and academic medicine in the future, working at the intersection of science, medicine, and innovation to benefit cancer patients and their families through novel research discoveries. My time at Jesus College has been instrumental in my preparation for fulfilling this role. The holistic mentorship that the diverse community at Jesus has provided goes beyond academic support. I have grown as a scientist and acquired critical skills to bridge scientific innovation with clinical implementation because of generous support from the Jesus community.

The group from the current accelerator programme, OXFO L.E.V8.



Which Wine When: What to drink with the food you love

Claire Strickett (2010, MSt Women's Studies)



Have you ever found yourself buying a bottle of wine based on the look of the label, purely because it was on special offer, or because it's the same thing you always drink?

You're not alone – and I should know. After completing my Master's at Jesus, I spent eight years working in and around the restaurant

industry where I picked up a fair bit of knowledge on the subject of wine. As a result, I became used to receiving a steady drip-drip of messages from friends asking for last-minute advice about what bottle to take to their in-laws for dinner, what to pour for guests at their weekend barbecue, or – furtively texted from under the

Claire and co-author Bert Blaize.

restaurant table – what to order on a date.

After a few years of operating as a sort of one-woman wine directory, it felt as though it would be a lot simpler for all concerned to write it all down in one place. In a book, perhaps.



And so, working with my co-author, the brilliant sommelier Bert Blaize, that's what we did. Our book, *Which Wine When: What to drink with the food you love*, is published this August.

Despite the nation drinking on average 108 bottles of wine a year each, the subject of wine continues to be one that confuses and intimidates many of us. Certainly it's a vast subject, but the occasionally stuffy or haughty attitudes of some corners of the wine world don't help.

As students at College, we've all been incredibly lucky to be able to tap into the College cellars and the care and knowledge of the Wine Steward. On special occasions, to sit down to dinner in Hall knowing you would be poured wine specially chosen to enhance and complement everything you ate was such a privilege, and helped to foster my own interest in wine. But sadly, now that we've left College, most of us don't have the benefit of a Steward there every day to help us make our choices.

All the same, if you're going to drink 108 bottles a year, you might as well spend your money (and it doesn't need to be a lot if you know what to look for) on something you really like, and on a bottle that's perfectly chosen for the time and place you find yourself. That's why Bert and I decided to start somewhere that we felt almost everyone would feel comfortable: with the everyday food that we and our friends love to eat.

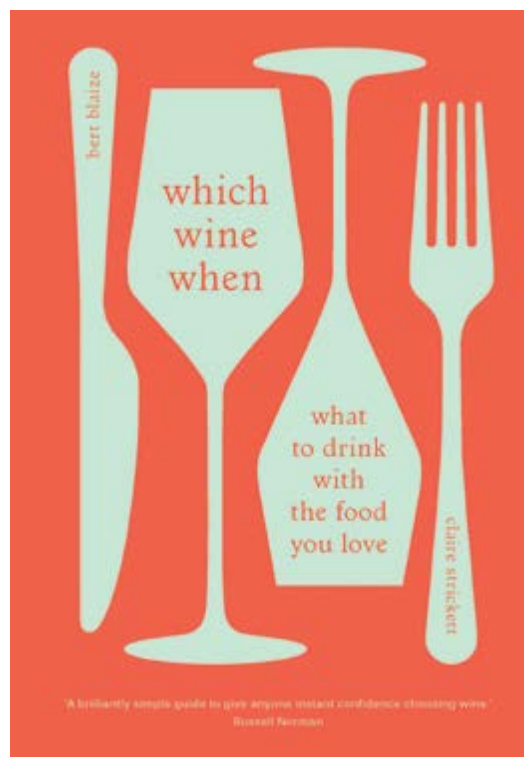
Nothing is easier or less intimidating than to think about your favourite food (it's certainly easier than sitting down to learn about appellations and vintages). And the fact is that if you know what you like to eat, you're a good part of the way to knowing what you like to drink, because so many of the same principles of taste and flavour apply.

From home-cooked classics like roast dinners, pasta and pies, to takeaways from fish and chips to Thai, all the way through to cheese and puddings, we diligently and painstakingly researched the perfect wine pairings for our favourite foods – and over 100 in total made it into the book. A terrible job – but we felt that if someone had to do it, it should be us. Some of the best pairings we landed on have a delicious synchronicity: fish and chips, for instance – that most quintessentially British of dishes – goes perfectly with an English sparkling wine. Some are a little iconoclastic, but it really is true that a rich red from the august and historic

region of Bordeaux goes perfectly with that fast-food classic, the hamburger. And some are a chance to cheerlead for our favourite wines, ones that we hope more and more people will start enjoying – an off-dry Riesling, for instance, is one of my absolute favourite styles and goes brilliantly with anything spicy: I love to pair it with Thai or Vietnamese takeaways.

Little were we to know that shortly before the book was due to be published, the nation would find itself confined to the house for months – leading to an explosion in ordering wine (online alcohol sales jumped 50% in the first week), Zoom wine tastings as a great way to socialise remotely, and a new-found appreciation of life's simple pleasures – which, after all, is what wine should always be.

Which Wine When is available via Amazon and all good bookshops from 13 August priced at £9.99, and to pre-order before that.



From College to Career

Landing my dream job

Adam Robinson (2014, Engineering)



Adam Robinson.

The origin of my route from College to career rests in a little notebook of ideas into which I jotted down “investigate Knight Dragon, Greenwich Peninsula and Dr Henry Cheng”, after a chance reading of an article in *The Economist* on holiday. Three years, some experience, and Dr Cheng’s transformational donation to the new Northgate redevelopment on Cornmarket later, luck or coincidence gave me the shot I had been looking for. None of it would have been possible without the help of some notable figures along the way.

Finding a career that is not a direct follow-on from your degree, but in which you can use the skills and abilities you have developed in your studies at Oxford, can be a daunting task. Although the University has a

global reach, it is still a small world, and one which our tutors help us navigate over the years we are in College. Luckily, I had the pleasure of being tutored by Dr Stephen Morris, who always has the time to sit and debate important matters, and offer calm and pragmatic advice despite his dizzying timetable. Jesus College is an even smaller world, and Stephen’s valuable introduction took me, of all places, across the quad.

A short walk around the grass was David Stevenson, Property Director, whose knowledge of the world of real estate and College’s history is only surpassed by his kindness to help and converse with those interested in this topic. His imparted knowledge, combined with notes from Dr Mike Moss during a quick pit-stop

by the careers service, and I had the framework I needed to start building a network. The ‘dream big’ plan was set in motion.

Back home in Northern Ireland, armed with pots of tea and scones, I settled into the arduous and sometimes demeaning task of searching for internships, work experience, or simply some advice. For anyone who knows what cold calling is like, there is no greater hurdle than HR; my requests were all ‘passed on’, and eventually the Inbox pings petered out. “Unfortunately, we have nothing available at this time.”

Finally, one Friday afternoon, and on my 17th call of the day, a mention of College led to a rummaging on the other end of the phone and then... “I’ll just check if Emma is in”. I’d saved the best to last.

Emma Huepfl, Jesus alumna, business woman and entrepreneur, went above and beyond, helping set in motion a series of events that spanned Dublin, London and Manchester, where I met some of the biggest names in the real estate industry. Not only did Emma help bolster my experience and CV, but also my confidence and conviction in my own abilities. To have someone take a chance and vouch for you, to speak with one of their colleagues or business acquaintances, is a big risk and one I am truly thankful for.

The next port of call was with Andrew Baum, an academic and business authority whose experience in and teaching of the world of real estate is unparalleled. He is rapid with email responses and before long we were on a

call. Real estate is a tangible, social business and when Andrew said we needed to meet face to face I packed a bag and headed back to Oxford. A close friend and advisor with years of experience in head hunting and amazing contacts kindly gave me a place to stay, and a list of names to meet, in return for digging some French drains around her beautiful Victorian Gothic home. I am indebted to Maggie for her distinguished career guidance and continued support.

The juxtaposition from relaxed renovation work to direct quick-fire questions from Professor Baum was enough to make the meeting feel like a roasting. Before I knew it, I had a phone interview on the spot for an internship in a property start-up. Andrew also bestowed possibly the single most important nugget of advice for any career building plan: "For every contact you make, get three names from them. That way you build a knowledge base and network with the most powerful asset there is; people."



Emma Huepfl.

Later that afternoon (thanks to Maggie's sporting connections) and in a sparse but, as you would expect, exquisitely furnished St John's College office, I met William Donger, Director at Savills and Thomas White Oxford. Named after the famous Thomas White, the St John's company is leading a masterplan to create a new innovation district in North Oxford. William has a wealth of experience in negotiation and for the second time that day I was peppered with questions, this time in a Cincinnati Kid-esque game of

mental poker in which William had me read like a book. Pep talk over, insights noted, my aims adjusted, and a new approach planned out, we finished on a line straight out of *Pulp Fiction*, "So, we're cool?" and it was time for me to head to London.

A few weeks later and I was in my fourth spare bedroom in as many months, courtesy of the Greens (my College housemate's family home), only this one had the added bonus of two loving black labradors. By day I flickered between meetings in offices, cafés, and clubs that try to blend the two. Mostly though, I waited faint-heartedly in lobbies designed and built in the intimidating style that only corporates know how. By night I was doing research for the start-up Professor Baum orchestrated my interview with, the black labs at this stage snoozing on my feet. A year after my search began, I was back at home over the Christmas vacation

3D model of the Northgate project. Lead benefactor Dr Henry Cheng, Chairman of Knight Dragon.







Left: Works at Northgate. Photo: BAM Construction.

when I received the fateful Inbox ping; an interview with Richard Margree, CEO of Knight Dragon.

Knight Dragon, and by extension Richard, share a unique vision and the distinct capability to follow it through. A short internship, many interviews, and a signed contract later, the rest I hope, is history. Many hands have helped me open this last door, namely Brittany Wellner James and the Jesus Development Office staff, who went out of their way to make an introduction to Richard Margree. It is the culmination of generosity of time and information provided by individuals I have met through Oxford for which I am eternally grateful.

Questions surrounding your future can be immeasurably tough, but they are greatly alleviated by chatting with a mentor. It is helpful to have support networks among family, friends and throughout education, but it is also essential to grow a network with a close group of professional mentors.

Their impartial counsel and wisdom is invaluable. Plus, when it comes to looking at a CV or application, they might just give you the most honest criticism you'll ever receive.

Throughout your own journey, try to keep a record of events and your thoughts, the pattern that builds up over time is a mosaic that can be incredibly detailed even with simple entries. Your intellectual and emotional patterns are just as practical for later reference and in many ways help temper the triumphs and comfort the inevitable anguishes.

One last essential lesson, as provided by Richard Paice (1961, BA Chemistry), Jesus alumnus and exquisite story teller: mentorship is symbiotic, so remember to give back whenever you can.

With that, a final thank you to all those who assisted me and are too numerous to mention. My journey's outcome is a reflection of your time, generosity and willingness to help.

Emma Huepfl and Adam held a JEN mentoring session, Network like a Boss, for students in July 2020.



The Jesus Entrepreneur Network (JEN) is a fast-growing professional network committed to sharing expertise, advice, and skills with Jesus students, fellow alumni and friends of the College.

Founded in 2015, JEN began with its flagship student mentoring scheme for the annual All-Innovate competition in partnership with the Oxford Foundry. Members of the Network coached the 2019 All-Innovate competition winners (see page 14), beating 21 other Oxford colleges in the process. This summer, JEN members shared advice on interviewing, CV preparation and mentoring over three online courses for current Jesus students and young alumni. Recently, the Network has grown to include Jesus associate alumni from Saïd Business School and we look forward to expanding its reach to include a more diverse and global alumni community. The Jesus Entrepreneur Network welcomes anyone who has an interest in entrepreneurship and student mentoring to consider joining this valuable group.

For more information please contact eve.bodniece@jesus.ox.ac.uk.

Closing the Gender Pay Gap

Flex and share

Kat Klocker (2003, Chemistry) & Lindsay Patience (2003, Economics & Management)



The Klocker family – David, Amelie, Kat and Pip the dog.

Kat Klocker and Lindsay Patience met in Freshers' Week in 2003.

Those first conversations were the start of a great friendship and little did they know that years later they would both be campaigning to right the gender pay gap.

After reading Economics and Management, Lindsay trained to teach through Teach First. She progressed through various leadership roles to Assistant Headteacher and wanted to work more flexibly once her first child was born. However, she was in for a shock when she realised how rare school leadership roles with flexibility were. This catalysed her to form Flexible Teacher Talent, an organisation that campaigns for improved flexible working in the education sector and supports

schools and individuals to make it happen.

Kat read Chemistry and is now Customer Director at tails.com (see Kat's feature on tails.com, pages 4-6). Kat and husband David Klocker (2003) wanted to parent equally from the start and took Shared Parental Leave. Although this allowed them to each enjoy time as primary parent, they found challenges, from the admin involved, to difficult attitudes and lack of support. Kat speaks up for Shared Parental Leave as a mentor, in media pieces, and on her site sharedparentalleave.com.

So, what is the gender pay gap? First, make two lines of all employees in the UK; one for men and one for women. Then, order each line by hourly pay and pick

the middle man and the middle woman: for each £1 he earns, she earns 83p. That's the gender pay gap – the median difference between hourly pay for men and women (usually quoted as a percentage). In the UK in 2019 it was 8.9% for full time employees and 17.3% for all employees. (Jesus College last reported a gap of 15.6% for all employees in its last formally published report). Almost four in five UK companies paid male employees more per hour than female employees on average. Adding some depth with ethnicity segmentation, the pay gap between Black, Black British, African and Caribbean women vs. White British men was 20.4%, and 21.5% for Pakistani women vs. White British men (2018 UK data).

Companies with over 250 employees have had to publish their gender pay gap information publicly in the UK since 2017 and it has now been 50 years since The Equal Pay Act was introduced, making it illegal to pay men and women differently for the same role. The gap persists and, according to the World Economic Forum in 2018, it will take 202 years to close the Global Pay Gap. Years of gradual progress also look to be reversed by the immediate and medium term impacts of COVID-19.

The gap reflects the inequalities, bias and discrimination that contribute to women earning significantly less than men over their entire careers. Starting a family currently disproportionately affects women's career progression. Making senior roles more flexible working-friendly, and rebalancing the number of women in senior or high-earning roles, will reduce the gap. And it's not just about families: other factors such as men being more likely to negotiate pay rises and the discrimination that still takes place, despite laws against it, contribute to the gap. FairHire reported that when a woman's name was replaced by a man's name on a CV, companies were 60% more likely to say they'd hire the candidate. This is exacerbated for BAME candidates; when names were changed to sound "more western" almost all candidates reported higher response rates.

There are ways forward, and many successful strategies are proven to reduce the gap – Kat and Lindsay highlight two: Shared Parental Leave and flexible working.

Introduced by the government five



years ago, Shared Parental Leave (SPL) allows parents flexibility in how to take leave in the first year of their child's life. It's shown to create a more equal domestic workload between genders in that first year and beyond, with positive effects for women's earnings too. However, uptake and awareness is low (2-4% of eligible couples took SPL in 2018/19). Employers can be unhelpfully ignorant – parents can find themselves writing the policies as they go – and some mums and dads* are reluctant to share (mums have to give up their maternity leave for SPL to work). Easy access to simple documents and processes are big helpers.

Financial concern can also discourage couples as there's – ironically – a Shared Parental Leave pay gap. Kat estimates that makes the pay gap -64% for a representative couple, meaning for every £1 a mum on SPL is paid, a dad is paid only 36p. The simple solution is to pay mums and dads the same for taking time out of work. Some employers already do this, for example Diageo offers six months' paid leave to all employees in the first year of their child's life, and O2 gives 14 weeks. At tails.com, Kat championed changes

to leave policies to get dads paid more, and now all new parents get the same extra paid parental leave on top of their statutory parental pay, regardless of gender.

The education sector has one of the worst median gender pay gaps in the UK at 19.7% (2018). Only the construction and finance industries have poorer stats. Why? In state-funded schools men are disproportionately represented at the top. In primary and nursery schools only 14% of all teachers are men, but look to the headteacher level and men make up 27% of headteachers. In secondary schools 36% of teachers are men but 62% of heads are male. There is clearly a deep issue here and we must do better to set the scene in terms of career aspirations and parenting for future generations.

Whether through choice or societal pressure and expectation, women still take the majority of caring responsibilities and are more likely to request flexible working. Teaching is a sector that has a high female ratio, perhaps due to the perception that teaching and school leadership is a great career for women and mothers with long holidays and finishing early. Anyone who is or lives with a teacher will know this is not true! However, the reality is that securing a flexible role as a classroom teacher is challenging, and flexibility is nearly impossible if you are a senior leader. Female teachers are therefore leaving the profession, or stepping down from leadership roles, because they can't get the flexibility they need.

If men and women can work flexibly at all levels then flexible



Lindsay and her daughter.

working won't be seen as such a barrier to progression. Women will be more represented in senior roles and it won't be the case that those who want or need to work flexibly get stuck at less senior levels. Men working flexibly allows them to take on more caring responsibilities, which in turn plays a role in shifting attitudes as more role models of all genders become visible.

Flexible Teacher Talent helps school leaders to realise the benefits of flexible working and supports them in introducing it. Much of the advice provided seems like common sense, but cultures and attitudes can be ingrained and difficult to change. The more that schools see successful flexible working, the more widespread the practice will become. COVID-19 has forced many schools to operate remotely, showing that school leaders can work effectively from home. We are also seeing more job shares and co-headships. Fellow alumna Lucy Helan (2002) has co-founded an organisation called the Shared Headship Network that pairs up and supports job-sharers looking for top jobs in schools.

WHAT CAN YOU DO?

Even if you don't need to use them, check your workplace's policies for flexible working and all types of parental leave. Make sure they are easy to come by, clear and fair.

Find out your workplace's policies on paying enhanced leave to all parents. If you find a gap between pay for male and female parents, are there ways you can use your influence for more parity?

If you work flexibly, do it loudly and proudly – making it accessible, successful and normal is the aim. Share your experiences with others: how did you secure the flexibility, how do you manage it, what are the benefits for you and your organisation?

If you are a manager or leader, be proactive in your approach to flexible working for your team, don't just wait for requests to come in. There will be benefits for staff wellbeing, productivity, retention, recruitment and diversity.

Consider how to create long-term meaningful changes to you and your colleagues' unconscious bias. One-off bias training can be a helpful introduction, but it's through continual action that we impact change.

For the education sector, consider becoming a school governor and support your headteacher and senior leadership team in championing flexible working practices.

Reach out to Kat and Lindsay – we're both passionate about making change, and believe that can happen at all levels – we'd love to hear from you.

The calculations for the 'shared parental leave pay gap' assume both parents are paid £50k annual salary, and that they're only paid statutory maternity and paternity then statutory shared parental pay – i.e. no extras from their employers, and take 5 months leave each. That gap gets beyond -80% if the mum is paid 3 months maternity pay, for example.

*Shared Parental Leave is available to all parents that meet some eligibility criteria. It's worth noting that, as this an article about the gender pay gap, we've focused on 'mums and dads' but SPL is not only available to heterosexual birth parents. Parents of all sexualities and genders can apply, as well as couples who're adopting children or who have children through surrogacy.

Oklahoma! A Surrogacy Journey

Michael Cavers-Davies (1997, Jurisprudence)



Michael Cavers-Davies (1997) read Jurisprudence at Jesus College and stayed in Oxford for his Legal Practice Course. From there, he joined global law firm CMS, where he is now a Board member and a partner in the Capital Markets & Derivatives team. He and his husband Bryn live in Hertfordshire with their two daughters, Annabel and Georgia.

I met Bryn shortly after leaving Oxford and we married in 2008. We have two wonderful daughters through surrogacy, aged two and three. Although our path to parenthood hasn't been straightforward, it hasn't ultimately proved as difficult as we feared.

As we settled down and became more financially secure, we started exploring the possibility of having children. We considered adoption but were quickly put off by our local council. Progress has been made in the last ten years, but we were essentially given the impression that we were unlikely to be successful. Even if we were accepted, we were told it would probably be for older sibling groups from difficult backgrounds. I have the greatest admiration for couples who adopt, and particularly those who help children in challenging circumstances, but we quickly considered alternatives when we faced significant barriers.

We decided to pursue surrogacy in the US. A surrogacy agency helped manage the process. They arranged social workers and lawyers to protect everybody's interests and ensure that the law recognised us as the parents from the outset. They also helped us match with an egg donor and a surrogate, who tend to be different women because it is easier when determining parental rights.

Choosing an egg donor was like choosing a date online. You select a match based on profiles with photographs, biographies, interests and medical histories. We were looking for somebody with rounded interests, ideally tertiary educated

and without obvious medical red flags. Keen to be able to stay in touch and say that we had met our children's genetic 'mother', we weren't looking for an anonymous donor.

The agency proposed a surrogate based on factors like insurance (medical expenses being an important consideration in the US), whether she already had her own family, medical history, why she volunteered (and particularly that she did not need the money), whether she lived in a surrogacy-friendly state, and trickier issues like shared views on abortion. They suggested a wonderful surrogate who lives in small-town Oklahoma. We chatted several times, "clicked" and were formally matched. She carried both of our daughters, born nearly 18 months apart, and we have spent a great deal of time with her some of it in hospital, including the delivery room. It is about as

important a relationship as you could have with somebody. Our gratitude and friendship will last a lifetime.

Thankfully, the births were free of complications. Our agency helped complete the legal formalities, including the passport application process. Everything was remarkably smooth, thanks partly to the pre-birth parental orders we had obtained. Each time, we flew home about a fortnight after the birth.

Most of the apprehension we had about how our family might be regarded was quickly dispelled. A few days after Annabel's birth, we were in the family area of a fast-food restaurant. A young mother struck up conversation and we were overheard by a burly man wearing a Stetson and spurs (which really is a thing in that part of the world). Having finished his food, he got up and walked towards us. We braced for an awkward encounter.

In fact, he said that he wanted to congratulate us and to say that he was pleased we were able to create our family in Oklahoma. "God bless y'all." It was unexpected and extremely touching.

We similarly braced for confrontation at the UK border on our return home. We were called to the front of the queue and the official took our passports. He asked calmly if it was a surrogacy arrangement and briefly examined some of the paperwork we had brought with us. He congratulated us, welcomed us home, stamped the passport and gave us some advice on how to obtain a UK passport to accompany the US one. Not everybody is so lucky, but it was clear that border officials have been trained to deal with these situations correctly and professionally. That is the way it should be, but I don't take it for granted and was proud that this



country seeks to treat people in that situation this way.

Since the girls were born, life has been like it is for most new families. Some days we get more sleep than others – and rarely as much as we did before. We have juggled careers and childcare, taken parental leave, employed a nanny, chosen nurseries, potty-trained, stressed about schools, argued, laughed, packed the car full of junk for a single night away, and got on with life. We have not generally faced discrimination or prejudice. We have the support of our close-knit families and, like any other family, we have a mixture of friends who are neighbours, from College, through nursery and through work. If anything, people seem keen for their children to experience a range of backgrounds. Fears we had about how people would explain our family to their children were largely unfounded. Children “get it”; they look at us and see a family. Problems only really arise when adults try to, or feel the need to, explain things.

We try to be sanguine about how easy it is for some couples to have children. We appreciate that we are lucky; many people aren't able to have children in the traditional way and aren't able to throw money at the problem as we did. We were lucky to be able to afford surrogacy and to afford it in the US. It was the best option for us and, with a bit of scrimping and saving – there's no point denying that it was very expensive – it was available to us.

Surrogacy is increasingly common in the UK, but the legal position here means that there isn't as much certainty and protection as



surrogates or parents should have. Although it rarely happens, there is a theoretical risk that the surrogate or the parents could change their mind, even after the birth. Attitudes to surrogacy are changing and so is the law. It is now possible to obtain parental orders, similar to adoption orders, confirming parental rights in the UK in surrogacy cases. Otherwise the surrogate would remain a parent, regardless of what US law said. The Government and the Law Commission are looking at further reform and this should be welcomed. But the conversation in the UK is hampered by the oversimplistic notion that surrogacy works on an ‘altruistic’ basis here but on a ‘commercial’ basis in the US. Money changes hands in the UK but it needs to be classed as ‘expenses’ and couples and surrogates effectively need to rely on the help of charities because agencies and lawyers are not allowed to deal with surrogacy on a commercial basis. Conversely, although our surrogate was paid,

she is one of the kindest, most altruistic people you could meet.

I look back to my time at College and remember telling people for the first time that I was gay. I was grateful but perhaps a little surprised when the response was more “OK, and...?” than “wow, that's incredible”. That tacit acceptance and support, characteristic of the College community that we all form part of, probably helped pave the way for my journey to parenthood. I appreciate that the path isn't as smooth for everybody, whether gay or straight, but I hope that telling my story shows people, who might otherwise have thought it impossible to become a parent, that it may be possible and easier than feared.

And perhaps, when people you wouldn't expect to be parents mention that they have children, it will help the response to be more along the lines of “OK, and...?”.



Private Passions: Ice Skating

Helen Gee, the Principal's Personal Assistant

Helen Gee is the Principal's PA at Jesus College. Since joining the College in 2001, Helen has worked for three Principals, including Sir Peter North and Lord Krebs. She is currently PA to Sir Nigel Shadbolt.

Why Ice Skating?

I had always wanted to ice skate but where I grew up there was no local rink. When I moved to Oxford for my job, I actually had no idea that there was an ice rink here. After a short while I discovered it and a friend and I decided to go along to a disco skate one evening: an experience not to be repeated (sardines on ice, in the dark with flashing lights and loud music!). However, we saw an advert for adult classes and immediately signed up. We duly went once a week for a half hour group lesson and started to learn the basics of skate control and turns. I was hooked immediately and, within 2 months of starting the lessons, had bought my own skates – thanks to some financial help from my Grandma. I didn't know what I was buying so they were just inexpensive (by skating standards) white boots with figure blades. They served me well for a number of years until I moved onto dance boots with dance blades. After the lessons we stayed on for the evening public session, in which there were two dance intervals. The public had to clear the ice and the dance skaters went out and danced tangos, foxtrots and waltzes to music. The first time we watched them I was determined that I would join them! I found a dance coach to give me private lessons and started to learn the dances. These dances consist of set steps and turns skated in

an anticlockwise direction round the rink to set patterns. They can be skated solo or with a partner 'in hold'. You start with the basic forward dances – the Dutch Waltz, the Preliminary Foxtrot, the Golden Skaters Waltz, the Rhythm Blues – and then progress to the higher level dances – the Tango, the Blues, the Starlight Waltz, to name a few – which require backward skating and turns of varying degrees of difficulty. There are also different holds to be mastered, from the basic side-by-side 'Kilian Hold' to the more 'dancey' waltz and tango holds.

I also had the good fortune (!) to find a skating partner and husband at the same time! I met Steve at Oxford Ice Rink, where we were both having group lessons, and we soon started to skate together and have joint dance lessons.

Tell us more about your competition days?

Gradually we started to take our skating more seriously and our coach persuaded us to enter some local and regional competitions. Our first foray into this was quite a memorable one. We took part in a RIDL (Recreational Ice Dance League) competition at Oxford. I had to purchase my first skating dress for this and I remember we were both pretty nervous. Partway through the competition the rink fire alarm sounded! So, we and our fellow competitors, had to put our skate guards on and walk out into the car park and stand outside in all our skating finery. I am sure we were an amusing sight to passers-by.

We competed in RIDL competitions in Oxford, Solihull and Bristol and some RIDL finals in Guildford. We also competed in an inter-rink



competition in Bracknell, where we won our 'Riverside Rhumba' skate for Oxford rink. The write-up in the local newspaper recorded us as having won the 'senior couples' skate'; not really how you want to be labelled in your twenties! We also competed in a number of Adult Oxford Open competitions and in one of our last competitions we entered two separate levels – each level requiring two dances to be skated – and won them both. That might have been our crowning glory and we retired from competitive skating soon after that.

Do you still skate today?

Once you have discovered a love for skating it is impossible to lose it. I am still skating twice a week – I would love it to be more but it is hard to find available ice time around work. We are members of OXIST, a fantastic family skate session every Sunday, and also members of the Oxford Ice Dance Club, which meets weekly for an hour every Tuesday. We skate at a

couple of public sessions too, where we try to encourage others. We still have private coaching. There is always so much technique to learn and you can always progress and improve.

Skate heroes?

I have always loved watching Torvill and Dean and clearly remember watching their Bolero live on TV and not being able to breathe until the skate was over! They make ice dance look so effortless and you can almost believe it is easy, until you step out onto the ice! I watched them skate live for the first time at the first 'Dancing on Ice' live show I went to, and I can still remember feeling a tingle as they came out onto the ice. Skating of course comes in a number of forms, with solo figure skating and pairs skating, which involve jumps (as well as synchronised and thrown jumps in the pairs), but for me there is nothing to beat the fluidity and elegance of dancers, which is a separate discipline with no jumps and no high lifts. It may not be as breathtaking but it is much more beautiful to watch.

Do you ever fall over?

Of course when you tell people you skate, they always want to know if you fall over! Like everyone else, I fell over a good number of times when I was first learning: it is the nature of the beast, as you learn more and more technique and push yourself out of your comfort zone. However, no skater is immune to falling and it is very easy to catch an edge, dig in a toe-pick or skate over something on the ice! You just have to get up and dust yourself down! The advice of our coach was: 'never remember

a fall'. Having said that, probably our most memorable fall was in one of our early competitions. We were skating a Willow Waltz and as we came round the corner of the rink I caught my blade on the barrier and instantly went down on to the ice, swiftly followed by Steve, who fell on top of me (it must have looked quite comical). Our coach had drummed it into us that whatever happens you get up and carry on, so we duly leapt up and set off on the next step of the dance. More by luck than skill, we had carried on exactly in time with the music and so were only docked the requisite mark for falling. We were back on the ice for our second skate immediately afterwards, having had emergency plasters administered by a fellow competitor.

What advice would you give to someone who wants to take up skating?

I would encourage anyone to give skating a try. It is a wonderful sport on so many different levels. Yes, it is difficult and very technical and yes it can be scary – psychology plays a big part in being able to skate and progress – but it is a sport that can be enjoyed at any level and at any age. I would advise taking some group lessons to start with and then, when the addiction gets you, move on to private lessons where you can have one-to-one attention and really learn and progress. For anyone in Oxford, I would of course recommend our OXIST club session, which is a great place to practise on good clear ice and with lots of friendly fellow skaters to offer advice and encouragement. Skating has many benefits as a sport: it is a fantastic way to



stay fit, providing a workout and strengthening for many different muscles. It is also a weight-bearing exercise, which is incredibly useful as one gets older! Another great, and possibly less known, benefit of skating is the mental health aspect. It is all-consuming and you cannot think of anything else whilst working on the turns and moves, so it has a wonderful side benefit of allowing you to clear your mind and forget all your cares for as long as you are on the ice.

We are, sadly, in lockdown as I write this and so rinks are closed and it has not been possible to skate for a number of months. We don't know when we will be able to get back out on the ice but I can't wait for that day – there is nothing that beats the free-flying feeling of gliding round the ice in a dance.



Ask the Expert

Gez Porter, Jesus College Gardener

Gez has worked as the College's gardener for two years, responsible for all aspects of gardening at the main College site, which includes First, Second and Third Quads, as well as the Principal's garden. The new Northgate development will include four further gardens. Before joining the College, Gez worked as gardening team leader for local charity, Aspire.

For many of us, gardening tends to be a hobby that creeps up on us by necessity. What sparked your interest, and how long have you been gardening?

I've always loved the outdoors, spending many happy hours as a child at Shotover Park climbing trees and collecting leaves into piles to jump into. I was first shown how to present a border and prune roses at the age of 11 and I still do this today. I was taught that a gardener leaves no footprint.

Perhaps one of the most iconic images for Jesus alumni is the wisteria that laces around Second Quad every spring and early summer. But it doesn't happen by accident: when and how do you prune wisteria?

The wisteria in Second Quad is an amazing plant. Pruning this to encourage flower display is not easy. Understanding how the plant grows and where the plant flowers are is key to pruning. But the best time to prune is when the plant is dormant (during winter between December and February).

The quad lawns are a thing of beauty: tell us about the work that goes into maintaining them, and what are your top tips for maintaining healthy garden lawns?

I love working on the quad lawns. A beautiful lawn needs three things: food, water and regular mowing. I mow the grass three times a week



during the growing season, feeding them every six weeks. Once every year, I scarify the lawns to remove the thatch and dead grass, and then over-seed and add a top dressing.

Although the College is in the middle of Oxford city centre, the lawns and beds must still fall prey to the usual garden pests – slugs, snails, squirrels, mice. Do you have any handy tips for their control?

Garden pests can blight any garden. I don't have a magic wand! I spray roses to control greenfly and blackfly, and I'm on top of the weeding so I am always disturbing pests such as mice and squirrels and this discourages them from usual behaviours.



I physically remove slugs and snails when I find them.

By late summer many gardens are past their best. What are your tips for successful succession planting, and the best plants for filling the gaps through to autumn and beyond.

The end of summer is an exciting time for me. Spending time planning and planting bulbs for spring always makes me chuckle. Many of the plants I choose will give an amazing display in the summer and continue through the winter. Evergreen, variegated or different coloured foliage, or winter flowers and strong scent are good tips. There are so many plants to recommend for winter interest, but a few of my favourites include: photinia 'Red Robin', heuchera, hellebores ('Christmas Rose' is one of my favourites), and sarcococca 'Christmas Box' will fill the garden with a strong scent during the coldest days. Any garden, in my opinion, will benefit from a few of these in winter and will give interest from autumn right through until spring.



When should we put our gardens 'to bed' each year, and what are the key/essential jobs to complete at that time?

A garden never sleeps! As perennial flowers fade, cut those back to ground level, add mulch and plant bulbs into the spaces. Prune back roses and fruit during the colder months, after the leaves have dropped. I always like to shape and trim shrubs and always clear leaves (this should be done very regularly). There is always something to do – the more tidying that can be done in winter, the better your garden will look in spring and summer.

Even the smallest garden can accommodate a few fruit and vegetables. Which would you choose for growing in pots or in a small space?

You can have so much fun with a smaller space. Window boxes and pots are a fantastic way to brighten these spaces. With window boxes I always choose plants in this way: hair, moustache and beard. So, tall, bushy and trailing. I love pots because they can be moved around and I use the same principles as window boxes. Growing strawberries in window boxes



is easy and fun, but tomatoes are trickier so I would say go for a tumbler variety: they are easy to grow and provide plenty of tasty tomatoes. French or runner beans too are easy to grow in pots – add canes for them to climb and always water them well.

What's your garden like at home?

My garden is small and my wife tends it – she keeps it very colourful. We have an allotment with sheds and greenhouses where we grow tomatoes, peppers, cucumbers, aubergines and chillis. We also have a fruit cage and grow many vegetable varieties too.

What's your favourite garden plant?

I'm asked this a lot, but I don't really have one – I love so many for different reasons. I do love a good lawn though.

And what's the plant that drives you mad?

Grape hyacinth. They are evil!

A Leap of Faith

From engineer to ceramicist

Carys Davies (1976, Engineering)

Carys Davies read Engineering at Jesus College, matriculating in 1976. After graduating, she worked at Rolls Royce, Philips Electronics and IBM (where she spent 20 years), before embarking on a three-year ceramics degree course at the University of Westminster in Harrow.

Available in galleries and at exhibitions throughout the UK, Carys' porcelain work also illustrates *The Blessed Round*, a cantata by Helen Roe (1974, Music), setting the words of Rebecca Bilkau (1974, English) to music, which was first performed in February 2020 at Jesus College.

I was the first woman to study Engineering at Jesus. I loved engineering, the maths, the flumes, but found some College traditions hard to understand. I think I went to the Engineers' Dinner in a tweed skirt suit. I also went to pottery evening classes at Oxpen's College of Further Education. I had liked pottery at school and always preferred making things to, for example, drawing. Materials attracted me, just as in engineering: the two are not so different.

On graduating, I joined Rolls Royce in Bristol on an old-fashioned aero engineering apprenticeship, working in every department and getting to see how all 12,000 employees fitted together. The manual workers were all highly skilled and the engines were an amalgam of science and craft – hand welding checked by x-ray, for example. I really enjoyed my apprenticeship and wanted to go into production engineering, but HR didn't agree and instead placed me in computer logistics.



In time, I moved on to Philips Electronics and then to IBM, which really suited me. IBM understood that you need a huge mix of people and skills to be a commercial success and I spent 20 years there, doing lots of different jobs and some of my most creative work. I ended up as a management consultant, working in areas like change and knowledge management. Trying to persuade people to make changes is like working with difficult materials – you have to see how far you can bend them without breaking – like

in engineering, and with porcelain.

At IBM I had the reputation of being good for difficult projects, and I liked the challenge. I didn't enjoy the social rewards of the job – the entertaining and perks like a hospitality box at the rugby – and got to be a bit of a workaholic. After 20 years I was ready for a change.

On 10 February 2004, I went to an Open Day at the University of Westminster (previously the Harrow School of Art) and decided to sign up for their three-year

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9 Small field

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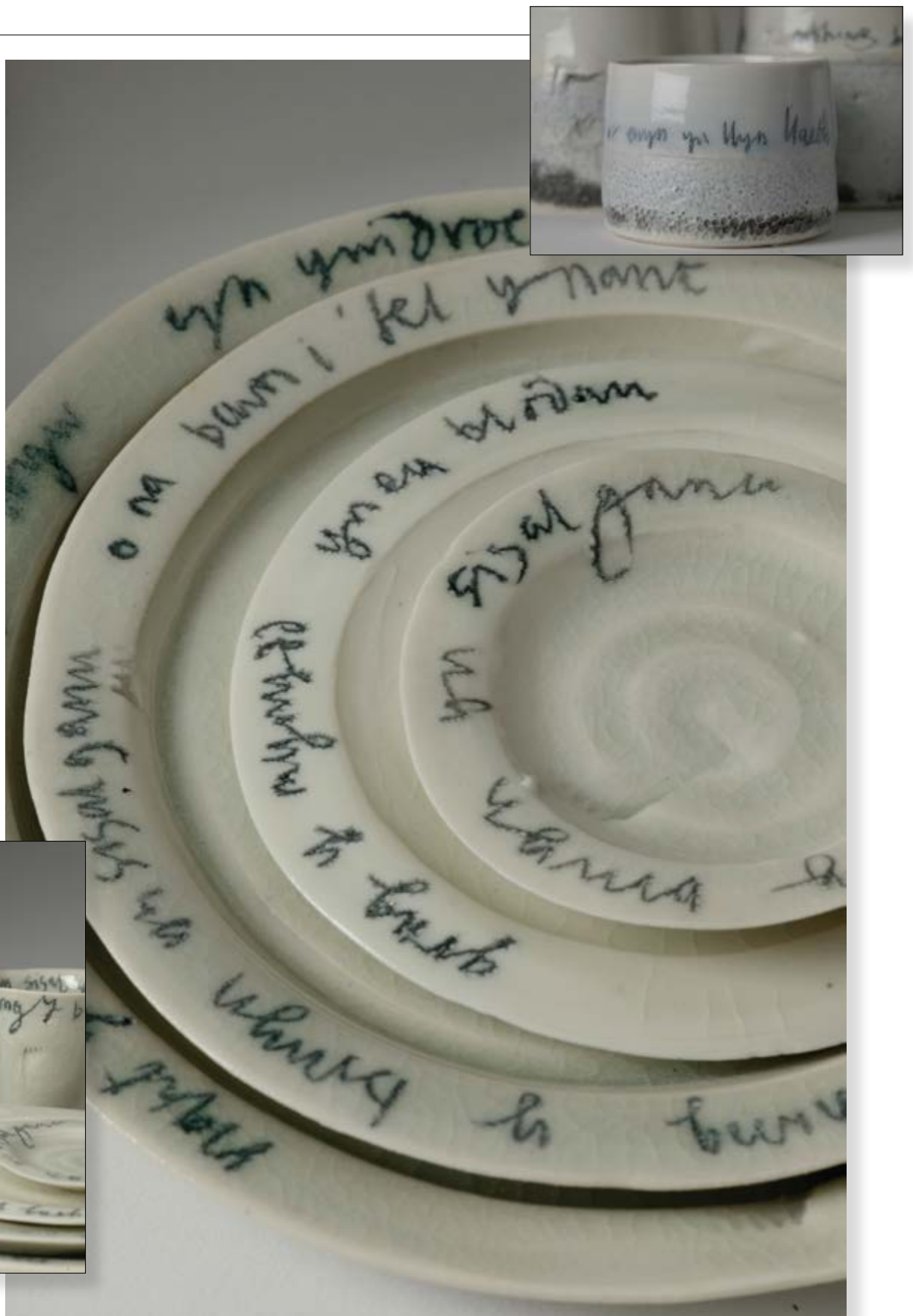
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ceramics degree course. As far back as the '60s it had a reputation as the best course in the country and their motto was *Reflection through Action*, which felt somehow appropriate to me. I felt burned out by my career at IBM and, starting the course, I immediately felt relieved by the structure of each day. We worked from 9am to 5pm and everyone on the course was really committed to it – the average age of students was 42 and it challenged us all, intellectuals and non-intellectuals alike.

Edmund de Waal was a visiting professor there at the time: he taught MA students mostly, but a friend and I would sit in on MA classes and ask questions because the MA students didn't! When I graduated I went to work for him, running his studio, doing everything from cleaning the stairs and filing VAT returns to inventing new glazes and firing the gas kiln. It gave me a great introduction into the world of art and craft: a highlight was installing 475 pots high in the dome at the V&A.

I call myself a maker in the art world, but I'm a potter too. When I started, you worked with one material only and were considered a dilettante if you used more. Throwing pots on a wheel was also considered very backward-looking, but I loved it. The art world is interesting, but its attitude to people and employment is very old-fashioned, a throwback to the '70s. It's easy to become disillusioned because you can't challenge that world in the same way you can in business. It's a world made up of very small businesses, not one big machine, and it's difficult to make collective change. Everyone is in

competition with each other, not pulling in the same direction, and you are always on your own.

What advice would I give to those who seek to switch careers midway through life? Think through the financials. You need to be financially secure – I didn't start until I had paid off my mortgage – and make sure you've got a pension. No-one talks honestly about money or sales in the art world (or craft, or music for that matter). The public prefers the rose-tinted version, and they are the customer, so no-one rocks the boat. I only know two potters who make enough money to live on – one is Grayson Perry. There are lots of myths about the new world you're moving into and you won't know which are true until it's too late.

Currently I'm writing on porcelain. I use non-traditional calligraphy and I enjoy mixing it up. I'm particularly inspired by artists like Rosalind Wyatt, who writes in thread. I find that good making comes out of collaboration with interesting materials.

I sell my work through galleries and at exhibitions mostly, but COVID-19 has stopped everything this year. The ceramics world is in long retreat at the moment; the collectors don't seem to exist anymore, so I'm making less, but I am lucky enough to sell what I make.

I have only recently re-engaged with Jesus College and I'm so pleased I have. My older sister, Ruth Saunders (1974, English), went to the First 100 Women's 40th reunion dinner in 2014 and met up with Rebecca Bilkau (1974, English) and Helen Roe (1974,

Music). Although I overlapped with Rebecca at Jesus we didn't know each other but, after looking at my website, Rebecca asked if I might be interested in coming up with some illustrations for the book of *The Blessèd Round*, a cantata composed by Helen based on a poem cycle by Rebecca. She sent me her fantastic set of poems and I knew at once what I could do. For me, inspiration is a tingling, a feeling of being intrigued – you work without knowing the end point – and my first motivation was one phrase from Rebecca's poem: 'is ever new dust'. *The Blessèd Round's* first performance took place at Jesus College in February 2020.

My rekindled relationship with College continued over lunch with Ruth in Oxford in September 2019 when Ruth introduced me to the Principal's wife, Bev Shadbolt. I had brought along a folder of my materials for *The Blessèd Round* and Bev liked the same pieces of mine that I do. It's always reaffirming when you have another artist's view and I really valued her perspective.

I was anxious coming back to Oxford, with my younger self like Banquo's ghost at my shoulder reproaching me. But as I sat by the Lodge, seeing Rebecca's red suede boots as she hurried into Chapel, I was reminded of all the reasons I chose Jesus in the first place. Full of curious, energetic, iconoclastic people; Welsh, or happy to be with the Welsh. In this place of polished wood, worn stone, and mown grass that's sheltered people like us since the 1570s, I thought, yes, those are still my choices. It felt like a coming home.

Tonnau/Waves excerpt shown in inset picture (top right, page 36) by permission of Llyr Gwyn Lewis (2009, MSt Celtic Studies).

You can see more of Carys' work at www.carysdavies.com

Tribute to Monet | Boatscapes Series
Bev Shadbolt.



Always Looking

Bev Shadbolt, Designer

After graduating with an interdisciplinary MA from the Royal College of Art in London, Bev worked as a freelance designer and writer for a range of museums, galleries and publishers. In the 1990s, Bev and two RCA colleagues set up an educational design consultancy specialising in exhibition design and, alongside, taught at Nottingham Trent University. A move to the south coast marked a significant change of direction, including a renewed love of photography and a gallery by the sea. In 2016, Bev joined Nigel in the Principal's Lodgings and a new chapter began.

As an only child, I spent hours drawing and creating imaginary worlds. I loved Arthur Rackham's intricate illustrations, and covered my bedroom walls with postcards bought on trips with my grandma to London galleries. My father was a medical and botanical illustrator and through him came the wonderful realisation that you could earn your living drawing. That was what I set out to do.

After three years' postgraduate study at the Royal College of Art,



Photo of Bev Shadbolt by Ros Green, Jesus College Director of HR.

I embarked on a freelance career as a designer and writer devising materials for museums and galleries. Hours were spent looking, drawing and researching in the British Museum, the National Maritime Museum, and the V&A.

My love of museums and galleries led to co-founding, with two ex-RCA colleagues, an educational

design consultancy specialising in exhibition design. Memorable projects included New Blood, showcasing work by new design graduates; The Art of Lego, a touring exhibition featuring innovative artworks created from Lego by leading artists and designers; and The Art Machine, a ground-breaking interactive exhibition created especially for Glasgow's City of Culture. In each case, we set out to show what artists and designers do and how they think; their role in creating a better world socially, economically, culturally, and environmentally, and the value of art and design education in nurturing the artists and designers of the future.

This interest in the value of art and design education led to a teaching post at Nottingham Trent University. As Final Year Tutor on the BA(Hons) Graphic Design course, I loved working with students on a wide variety of design projects, developing new design curricula, overseeing degree shows and taking part in the annual New Designers exhibition in London. I had found my perfect job.

Luckily, life as a designer teaches flexibility. It was soon 'all change'. Nigel had now found his next perfect job at the University of Southampton, and it was off to the south coast with two young children and a lot of stuff. Arriving at the seaside in rainy November, dressed in city clothes and proper shoes, we watched in total confusion as people splashed past us, still in their shorts and flip flops. This was a different world, but one that would soon offer a new direction.







Wood and Marble | College Chapel, Lockdown. Oxford, Bev Shadbolt.

Armed with my camera and always looking, I set about exploring the local area, including the boatyards and coastline. Fascinated by the colours, patterns and textures found on boat hulls and boatyard detritus, I began a series of photographic work entitled Boatscapes. A local gallery owner invited me to exhibit the photographs, and a chance conversation eventually led to me taking over the gallery with a fellow Lymington-based designer.

Taking a deep breath, we decided to change the rather traditional gallery to one specialising in contemporary art and design. Over the last few years, we have gradually built up a list of over thirty artists and designers. In 2016 and 2017, we designed and curated summer exhibitions of their work at ArtSway in the New Forest, a stunning regional gallery space originally established by the Arts Council of Great Britain.



Red Flowers | Examination Halls, Lockdown Oxford, Bev Shadbolt.





*A Tangle of Bikes | Merton Street, Lockdown
Oxford, Bev Shadbolt.*

Our current gallery collection includes abstract art, modern photography, sculpture, ceramics and jewellery. It features work by leading locally-based artists and designers, including sculptor Michael Turner; emerging artists, including ceramicist Arek Nowicki; and established artists of renown, including abstract painters and printmakers Martyn Brewster and Neil Canning, and iconic London-based digital artist and film-maker Duggie Fields.

Settled happily on the south coast, camera in hand and children moving on to sixth form, university and beyond, the phone rang one day. Unusually, Nigel was working at home. A mysterious person asked if he was interested in being Head of

an Oxford College. "Don't worry," he said, "I'm probably not what they are looking for."

Fast forward to summer 2020, and here I am in the Principal's Lodgings looking out onto the garden, a view which has become all too familiar during the last ten or so weeks of COVID-19 lockdown – the weekly routine of splitting my time between home, the gallery, and Oxford temporarily brought to an abrupt halt. But, as in past periods of change and adjustment, my camera, and the solace of walking and always looking, became my salvation.

Here was Oxford as we will never see it again – devoid of people and traffic, the air fresh and clear, and the birdsong audible as never before. My daily walks presented

a wonderful opportunity quietly to explore and observe the city streets and parks. Hidden gems, including Holywell Cemetery, were discovered; and my eye was drawn to the intricate architectural details of the buildings, and the subtle seasonal changes in the parks.

As we gradually come out of lockdown and the streets and parks get busier, that unique time of uncanny quiet and calm has probably passed forever. I have turned my attention inwards to the understated beauty of Jesus College, relishing the time to look closely at its own hidden visual gems, camera in hand, of course.

www.coastal-gallery.co.uk
[Instagram.com/coastalgallerylymington](https://www.instagram.com/coastalgallerylymington)

Race and Education

Clare Williams (2005, English)

“Education is the most powerful weapon which you can use to change the world.” It was Nelson Mandela who shared this inspiring thought as he addressed Boston high school students in 1990. Many of us would agree with Mandela’s sentiment. The Forum on Race and Education, held by Jesus College on 12 June 2020, demonstrates our sincere belief that education can transform people’s lives for good.

However, recent Black Lives Matter protests have seen figures like Mandela embroiled in heated debates. On 10 June 2020, GMTV presenter Piers Morgan discussed whether Nelson Mandela’s statue in Parliament Square should be removed in light of the boarding up of Churchill’s statue in the same location in order to protect it from vandalism. Morgan highlighted that Mandela himself admitted that he was not a saint and advocated violence in his fight for freedom. Morgan’s point was that both Mandela and Churchill are admired but problematic figures in world history.

And yet, statues and the complex lives or histories they represent are not the primary reason for the global Black Lives Matter protests. The death of George Floyd on 25 May 2020 sparked anger across the world as viral videos showed his life being snuffed out by a police officer who had his knee upon Floyd’s neck for nearly 9 minutes. Other events preceding this added to the moral outrage of protestors. For example, on 23 February 2020 Ahmaud Arbery was hunted down by white



Photo credit: Tom Anderson-Hall, Anouk Video Productions

vigilantes and fatally shot. Arbery’s killers, one of whom was a former police officer and investigator for the District Attorney, were arrested over two months after their fatal attack and largely because of public outcry and petitioning.

“Education is the most powerful weapon which you can use to change the world.”

Nelson Mandela

In a separate incident on 25 May 2020, video footage emerged on Twitter showing a white woman, Amy Cooper, calling police because an African-American man was supposedly “threatening” her life. The altercation began when a black man, Christian Cooper, (no relation) requested that Amy put her dog on a leash.

Injustices like this point us further back still to the reason for Black Lives Matter’s inception. On 26 February 2012, 17-year-old

unarmed Trayvon Martin was shot dead by George Zimmerman, who was acquitted because he claimed self-defence. Whilst incidents like these are complex, and some are still in process, a recurring theme seems to emerge. It seems that the very systems which are designed to bring about justice, harbour overt or implicit racial biases which affect the lives of black people negatively.

Over the last few weeks, I have

seen statistics and read stories concerning police brutality in the USA which suggest that black men are not killed disproportionately by police officers, and others which suggest the opposite is true. If we leave police conduct during

arrests to one side, the delayed arrest of Arbery’s killers and Amy Cooper’s readiness to essentially use Christian Cooper’s race against

him when contacting the police do not seem fair. Maybe scenarios like this, which cannot be quantified, point to attitudinal injustices which compound what we do or do not see in hard statistics. But each individual will have to decide for themselves and be honest (myself included) about examining our internal political leanings as we make conclusions about the data.

Perhaps in the UK, we may be tempted to assert that racial

BLACK LIVES MATTER

inequality of this kind is unique to the USA. However, I think we'd be wrong. Part of the reason we have witnessed such a strong show of solidarity all over the world, and especially among black people, is that Arbery and Floyd's deaths and Cooper's treatment resonate with the lived experience of black people. Sports journalist Darren Lewis wrote a piece for the *Mirror* where he listed over 15 different examples of what it is like to be a black person in Britain. He writes, "Being black is wearing a suit to the airport because you are fed up of being stopped at customs in jeans and trainers... Being black is having to google a country before you go there on holiday, just to check that it isn't racist." As a black woman, I empathise with Lewis's statement.

I can remember a return flight home from a city break in Europe with my sister, where we were asked to stand aside. Apparently, our luggage did not fit the cabin specifications. This was not true. Whilst we stood there, an Indian family was also asked to stand to the side and so we formed an ethnic minority group prevented from boarding. We were made to wait as white passengers boarded the plane; not a single white passenger was stopped. The unwarranted shame I felt in that moment has stayed with me

and ever since then I dread airport security. And this is not paranoia. I have been questioned and frisked on several occasions at the airport even though I present no threat to anyone. The compounding, dehumanising effect of being viewed as a suspect is disheartening.

In his article Lewis also writes, "Being black is having to tell your children, as my father warned me, that they will need to work twice as hard and shout twice as loudly to be as valued as much as their white counterparts." Again, my own experiences as a black woman reflect what Lewis shares. I have been underestimated or snubbed during my career where implicit

"...we can all leave a legacy by working together to change the world through education."

racial biases seem to have been at work. I have been interviewed for a lower position than the one for which I applied. I was asked by a former line manager to be a Head of Faculty at their school even though I had been an Assistant Headteacher for two years. I have been told that my success with students in the classroom was because I was black. And I have engaged with angry parents who could not believe that I was in a leadership position.

These anecdotes from my adult career are also symptomatic of racial disparities in the British education system. A 2009 study found that, "On average, Black Caribbean and Black African pupils are under-assessed relative to white pupils, and Indian, Chinese, and Mixed White and Asian pupils are over-assessed." And, whilst white socio-economically disadvantaged white boys have the lowest attainment, black boys also face being under-assessed due to implicit teacher bias regardless of their class, suggesting that race compounds other disadvantages. Professor David Gillborn at the University of Birmingham explains this reality: "I

was involved in a large study... where we interviewed 62 middle class Black Caribbean parents about their experiences

at school when they were kids, and then their experiences now as parents... They're [now] teachers, they're lawyers, solicitors, doctors, and yet they're coming up against a set of ingrained low academic expectations, and heightened expectations of disciplinary trouble."

In the 2017 – 2018 academic year, "Mixed White and Black Caribbean, and Black Caribbean pupils... had high exclusion rates, and were both nearly 3 times as





likely to be permanently excluded as White British pupils.” Finally, a 2019 *BBC News* report showed that black Caribbean students are twice as likely to be identified as having Social, Emotional, Mental Health (SEMH) special needs.

These disparities in the classroom are also played out in wider society whereby black youths are disproportionately stopped and searched by police. Violence in London amongst black youth is definitely a cause for concern but we should note that, when Glasgow was dubbed the “knife crime capital of Britain”, the whiteness of the young people involved was not used to explain their involvement in crime. In fact, during a GMTV interview with Piers Morgan on 18 March 2019, the UK rapper Akala provided a compelling response to the so-called ‘black on black crime’ narratives we often hear in the media. Among other salient points, Akala noted that Piers would never be asked to explain why certain crimes are disproportionately committed by white middle-aged men. However, the so-called ‘black on black crime’ phenomenon is portrayed as a black problem, with blackness being associated with inherent criminality.

As a former teacher, I am fully aware of the pressures that teachers face. Nearly all the teachers I met over my 10-year career were passionate and extremely committed to improving the life chances of, particularly disadvantaged, students. I am not, even for a second, accusing teachers of being racist. Not at all. However, research suggests that there are implicit biases which affect the outcomes and futures of black

students negatively.

Moving forward, encouraging staff to take implicit bias tests, not as a witch hunt but for their own reflection, could help to begin to turn the tide. Empowering Faculty and middle leaders with the time and finances to take ownership of embedding racial diversity into schemes of work could create long term change, rather than tokenistic Black History Month gestures. Introducing blind marking strategies of in-school summative assessments and mock examinations could provide fairer, more accurate grading. Working closely with top universities like Oxford to raise aspirations could help to reverse a culture of low expectations.

In fact, I remember my ambitions changing significantly when I visited Oxford University in my first year of sixth form study. At the time I knew nothing about Oxbridge, but after I went on that trip I was inspired to aim higher than before. Despite attending a state school with 37% 5 A* - C GCSE results (including English and Maths) against a national average of 52.9%, in my final compulsory year I was accepted to study BA English Language and Literature in 2005. Since then, I have personally taken or overseen students on university visits during nearly every year of my teaching career. I know and treasure the impact such opportunities had upon me.

We may not all have statues built in our honour, but we can all leave a legacy by working together to change the world through education.

The Forum on Race and Education is available to watch on YouTube at www.youtube.com/watch?v=Vi1lrwSB70k



2020 and COVID-19

An interview with Dr Sarah Jarvis (1983, Clinical Medicine)

Alumna Sarah Jarvis MBE (1983, Clinical Medicine) is a London-based GP and the Clinical Director for patient.info. She is also an expert commentator for the media on a range of health topics. A regular guest on national television and radio programmes like BBC One's *The One Show* and Radio Two's *Jeremy Vine Show*, she has been providing advice on issues surrounding the coronavirus pandemic.



You're a well-known face these days. Tell us a little about being a GP.

I wanted to be a GP since I was eight years old. The only career advice I was ever given was by a tutor at school who, advising me on my university admission interview, said: "Be yourself but don't tell them you want to be a GP." There was a stigma to being a GP in those days, it was looked down on, but that's changed significantly, and it was all I ever wanted to do. But I also wanted to be involved in the academic side of the work. I gave a talk for the Royal College of GPs on Women and Alcohol

and was contacted by ITN to give an interview. Soon after, I became ITN's lunchtime news doctor and it went from there.

I was a partner at the same GP practice for 27 years, and a GP trainer there for 24 years, but stopped three years ago to focus on my work as Clinical Director of Patient, online web resources for patients and medics. There are two sides to the service: patient.info provides online leaflets and related information on a huge range of health conditions, and the site currently supports up to 10m visitors a month. Patient.access connects patients with GPs and

their online services and is run in partnership with the NHS. I remain committed to clinical governance and practice – I'm still a locum at my old surgery – and the media commentary is a sideline.

As a public health champion, do you think communication has improved or been open enough during the pandemic?

Interestingly, in terms of allowing people like me to communicate, the government has been very good. Medical broadcasters and media medics have had twice weekly calls with the Deputy Chief Medical Officer and Medical Director of Public Health England to ensure that we put out information accurately. It's non-political and they are aware that we might criticise: my biggest personal criticisms are testing and PPE. As an aside, I believe that there should never be any political involvement in SAGE, and I am horrified that Dominic Cummings has been allowed to sit in on SAGE meetings; it's entirely inappropriate.

As a nation we need to consider lockdown nuances and the issues that different populations face. For example, in China and South Korea mask wearing is traditional, and the way that we as societies respond to government edict differs greatly, as well as our attitudes towards free will. This is a new pandemic and every country is learning, but my feeling is that now is not the time to look back; that time will come, but it's not now.

Behavioural science experts have been prominent on the stage too, which has been significant. Mental health has never been more relevant and there's a sign that it

could impact the rates at which we loosen restrictions, and on which restrictions they are.

There are several reasons people die in the current pandemic. They die directly as a result of COVID-19: they die because hospitals are overwhelmed and care which would have saved them is not available; they die from conditions that are non COVID-related; and we know that economic decline has a direct impact on mortality too. There is a balance to be made in terms of timing and the extent of the restrictions, and I don't envy the government's task of weighing up all the factors. Having said that, I believe they have made mistakes.

In this era of fake news, clarity for a nervous public has become more important than ever. What sources provide clearest guidance for us, and do you feel a greater responsibility to direct the right messages (for example, in light of recent comments from President Trump)?

For guidance, I'm bound to recommend patient.info, but the BBC recommend us too! And gov.uk is also a valuable source of information.

As for Trump, we should take comments from any politician with a pinch of salt, whatever they are talking about, but he's one who takes it to extremes. Trump is amoral and will say anything that he believes improves his chances of re-election. It's a cheap political trick to say that doctors are in the pay of pharmaceutical companies, because of course it makes people suspicious. In any other world, if a government decided on the basis of cost that it was going to license a drug for widespread use without

testing it in that disease, then it would be rightfully panned. Yet that's what he's recommending. He's desperate to get the economy up and working again because his political survival depends on it, so he's happy to risk lives. He actually said that having the most cases of coronavirus is a badge of honour because it means they're testing more than anyone else!

Trump's dangerous, but we laugh at him at our peril because not everyone is informed: the day after he recommended injecting disinfectant, the states of Maryland and New York had to issue emergency announcements because of the levels of calls to hospital emergency units from people ingesting disinfectants.

During this crisis, many trials of untested drugs are taking place. When a drug trial is undertaken, it should ideally be a double blind, randomised control tested against placebo if there is no alternative, or against the current usual care or current gold standard care. [At the time of writing] there is no treatment for COVID-19, so all trials that have happened have been against placebo, but not all have been double blind, randomised or controlled: they have largely been tried on patients as a last resort. Hydroxychloroquine has been given to sicker patients with less to lose, and the original studies were conflicting, very poor quality and would never have been accepted for licensing a drug. Now there are several higher quality trials ongoing but with no evidence of benefits yet – but at no point ever has anyone suggested that hydroxychloroquine is an appropriate prophylactic (to prevent COVID-19 infection) as Trump recommended.

One of the major complications of COVID-19 is myocarditis – inflammation of the heart muscle – and the drug can cause dangerous cardiac arrhythmia. This virus doesn't just affect the lungs, but the blood, heart, skin, and possibly the brain. Many aspects of the body are affected and this may well mean that sufferers are of higher risk of complications like heart issues. An uncommon but important side effect of hydroxychloroquine is a heart conduction problem called QT prolongation.

Giving a drug with known cardiac side effects, with no conclusive evidence of benefits, to a group of patients at high risk of heart problems, means they are more likely to be harmed – and to promote a drug until the results of studies are known is just extraordinary.

The UK government has bought supplies of several drugs currently being trialled to ensure that we are not caught out, as they were with PPE and COVID-19 diagnostic testing, but the issue with stockpiling is that patients who need those drugs for other conditions may not be able to get them.

In the handling of the pandemic here in the UK, what have we done well and what have we done badly/could be improved?

The restrictions and the order we introduced them were largely sound and based on science. The government's response to behavioural science observations were good too, where people were first asked to socially distance and then instructed to – that was a sensible reaction by the government as the population was better on

board with instruction after clear evidence that simply suggesting hadn't worked. That said, I believe the restrictions were brought in too late.

What the government has said about the order of easing lockdown is sensible too, although my concern is that, having made it clear that restrictions will only be eased if cases remain low, they may be tempted to push ahead regardless of the target dates they've set. The measures they have pushed – social distancing and hand washing – are all sound. Not listing extra symptoms too quickly, causing people to self-isolate unnecessarily when, for example, their loss of smell could be down to hay fever and not the virus, made sense too. Again, I would like to have seen the evidence examined more quickly.

In terms of what we haven't done well: obviously, testing and PPE were grossly mismanaged – we were far too late buying in both – and the government should be more transparent in owning up to glitches like problems with app development.

What has been your single biggest medical frustration during the crisis?

The attitude of some younger, healthier people as restrictions ease. I have watched with horror as people have started, within days, to behave as if the whole crisis is behind them and they can go back to living as normal. We do know the risks are far greater for older people, but young adults have a huge role in transmitting the virus and there is a real prospect that we could be overwhelmed by a second peak. I've even been asked by a

journalist, live on TV, "Why should we all have to miss out on the pleasures of life just to save a few old people who would have died anyway?" This virus is not going to disappear until we have a vaccine or reach infection rates high enough for herd immunity: we all need to think of others more vulnerable than ourselves.

As a society, what do you think has changed forever and how do we prepare for those societal shifts?

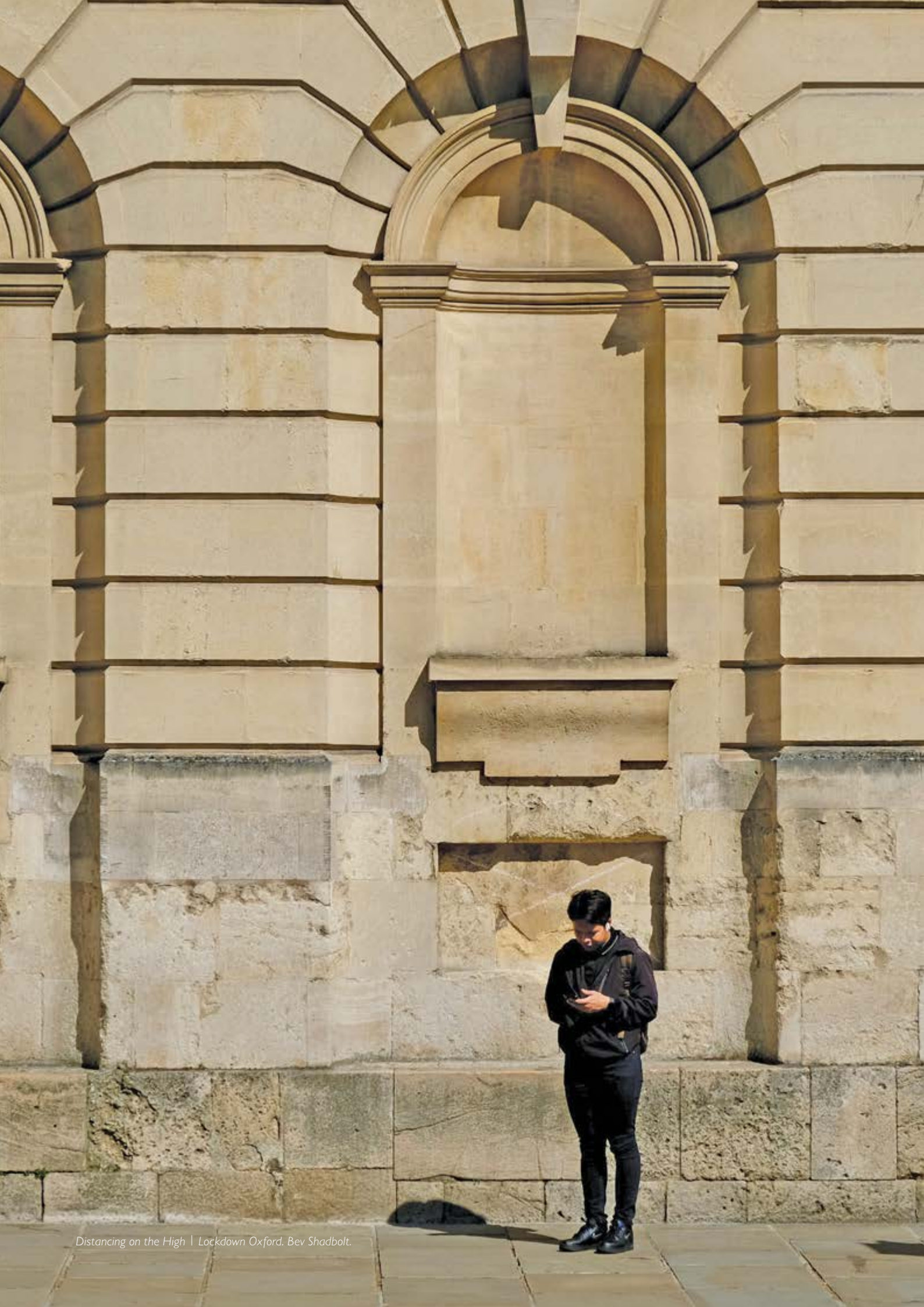
We can't know if there's going to be a new normal forever, but I think things like hugging and the great British handshake may reduce. I worry for people who don't have physical contact, especially those who live alone. I think we will see a rise in mental ill health, and we may well, as a nation, see a rise in ME – a condition which causes profound and debilitating tiredness – which is known in many cases to be precipitated by viral infection.

The inevitable economic downturn will affect us all, but there will perhaps be a disproportionate effect on young people who frequent public spaces, like bars, clubs and restaurants more often, and whose future is already less financially secure than their parents.

What single piece of advice would you give us all as we begin the long road to recovery?

Be kind to yourself and others. It doesn't matter that there are people worse off than you; give yourself permission to feel sorry for yourself or to grieve for the loss of the life and freedoms you had.

This interview was conducted with Sarah Jarvis in May 2020.



My COVID-19 Experience

Written in May and June 2020 when most were still in lockdown, members of the College community both past and present – and including frontline workers – describe their personal experiences of living and working through the coronavirus pandemic.



Stephen Kelly
(1986, Physiological Sciences)

I write this in the first week of June and it's clear we have coped with the first wave of COVID-19.

I clearly recall at the start of the year people asking if the new viral infection in Wuhan was likely to spread to us, and in mid-January my WeChat account – think, Chinese WhatsApp – suddenly locked me out and I have been unable to recover the account since. I had used this to keep in touch with a Chinese consultant colleague from Hebei province who had spent three months working with us the year before.

My job was suddenly transformed: we set up a COVID-19 isolation ward with suspected and confirmed areas. We were lucky as we were a couple of weeks behind London and this gave us time to plan, learn safe PPE 'donning and doffing' from colleagues who had worked with Ebola, and fit test for FFP3 masks. At the peak we ran five wards.

What was fantastic was how we met several times a day with local managers who were now empowered, in a way I have never seen in the Welsh health service, to make changes. We could invest in estate work that happened within

days, and do things like totally change the function of wards as numbers expanded. In the past that would have taken months and endless meeting hours to achieve.

We had frightening predictions of numbers that, had they occurred, would have swamped us, and we had to look at issues such as how many patients we would be able to treat with ventilators and CPAP before our oxygen supply would fail. We heard accounts of this happening in other hospitals: it was a grim prospect, and rapid work to add oxygen lines to wards happened in just days. A bit like medical Lego, we had to make up different non-invasive ventilation circuits from parts we had that would not aerosolise COVID virus into the air, as our usual kit would have done.

Such speed of planning, decision-making and truly clinically-led change is something I have never seen before in the NHS. Seeing the cheque book open for COVID for a while makes it so frustrating to see what a great service we could provide if this was the norm. But at least COVID has given us a glimpse of how the NHS could be if this continued.

We became good at spotting patients with COVID: it was not the same as other viral illnesses familiar to us, like influenza. We could see those at risk of being ventilated on the day they came in, but I was caught out by several patients who had been very ill, seeming to get better for a couple of days to then suddenly crash in the now recognised 'cytokine storm' and need ITU. I learned not to be reassured until seeing 3-4

days of improvement. The profound lethargy, need for very high oxygen flow rates, and odd things like loss of taste before it was widely known stood out to me as different in this disease.

The other strange thing was that there were no visitors or relatives, which meant making multiple calls a day to discuss serious issues, like sick patients deteriorating and their resuscitation status, all on the 'phone. What made it worse was not the breaking of bad news in such an impersonal way, but that people were so nice and understanding. Two calls stand out. I can't forget telling a soldier just leaving his house to help build a Rainbow Hospital that his father was not likely to make it to the end of the day, and an elderly lady that her husband was deteriorating, knowing her son was also ventilated on ITU and at serious risk. I feared calling her about her husband just after ITU might have called about her son.

We learned as patients came in, and some things we could have done better in hindsight. We initially did not know how sensitive or specific the swab tests were. Now if we think it's COVID, we swab and swab again if we are clinically suspicious. Currently, we still have no totally proven treatments but we did choose to join the Oxford led RECOVERY trial and I actively recruit to this to date.

On a darker side, like the majority of those I work with, I got COVID myself. It is the feeling of many medical staff that the national PPE guidance we received matched what stocks we had, and not what was needed and safe. The false belief about safe patient areas led

to inadequate protection in the early weeks, and close working conditions likely led to the spread among staff. Having seen what can happen, it is not nice to know that if your symptoms are not settling quickly then in a week or so you may develop respiratory failure, risk admission and death. All for just doing my job. Thankfully, my wife and I recovered after a few quite unpleasant days and our two children had no symptoms despite high exposure. I also experienced the personal side of COVID: my father passed away in May and, despite being able to see the hospital building where he was a patient from my office window, for the last eight weeks of his life I was unable to see him.

I'm sorry to say I did not like the clapping and the signs thanking staff on the roads outside the hospital. It's kind, but I have a union role with the BMA and the reality has been fewer places to get food, the doctors' Mess partially closing down, staff sleeping on sofas, and as yet I have received no extra pay for working every other weekend and bank holidays in the last three months.

Before COVID we lacked staff, beds, were swamped with patient numbers, and my actual take home pay was less per day than 16 years ago when I was still at the bottom of the salary scale. How we will be able to function with COVID still here, while needing so much more working space to allow safe practice – let alone catch up with months of inaction – will be the real hard work.

And please no second wave, I don't like COVID-19.



Helen Roberts
(2008, Medicine)

I work in the geriatric ward of the Manchester Royal Infirmary. At the time that COVID was becoming serious, it felt like things were moving much faster in hospitals than was being reported. We were busy trying to free up beds, but we weren't sure why because no new patients were arriving. On the Monday after lockdown, we were told that our ward was to become the "COVID-19 positive" ward.

As a junior doctor you adapt to learning new skills, but this was different and it was a steep learning curve. We had the challenge of learning a new disease while having to cope with more practical challenges, like learning how to correctly 'don and doff' the PPE. In those weeks, emotions and stresses ran high. We were the ward that accepted new patients as they came in to the hospital. COVID-19 tests took 24 hours to develop, so there was the immediate challenge of figuring out where to place patients so they didn't infect others. Over time, clearer pathways were

established and there was more capacity to treat people or move them to intensive care. Still, in those first few weeks we saw a lot of deaths.

One thing that was very clear to my ward from the start was the number of BAME patients we were treating. Manchester is a diverse city, but the patients we were seeing were either from elderly white communities, or the mid-aged BAME communities. That was unsettling. I witnessed very healthy looking people from the community, police officers, people otherwise in their prime, get very sick. I'm interested to read the research in this area, as it was clear that these minority populations were being hit the hardest.

So far, I have not been ill, and my recent antibody test was negative, which was a surprise. We're starting to see fewer cases, and now one of the issues is preventing staff to staff transmission. We're slowly getting back to normal, but it's clear that a true "normal" will take a long time. People talk of a second wave. I hope there isn't, but I'm an optimist!



Tom Barge
(2005, Clinical Medicine)

I spent the first six years of my postgraduate training working in

multiple specialties, including acute medicine, anaesthetics, intensive care, and emergency medicine in the UK and New Zealand. I am now a specialty trainee (registrar) in radiology, based at Oxford University Hospitals NHS Foundation Trust. Radiology is the practice of clinical imaging, fundamental to both diagnostics and to facilitate image guided, minimally invasive procedures. The majority of patients presenting to hospital will now have some form of imaging (X-rays, ultrasounds, CT, MRI, or nuclear medicine scans) as part of their diagnostic workup. This places radiology in a rather unique position in the hospital as we get a good indication of the activity levels across most clinical services and what patients are presenting with.

At the start of the pandemic there was major concern that demand on acute services, in particular intensive care, would be greatly outstripped by capacity. As a result almost all non-urgent work was postponed, wards were repurposed, and many staff were redeployed. This degree of organisational and workforce restructuring is unprecedented, and it was amazing to have been involved with it. What has been particularly humbling is to see how everyone within the hospital has adapted to these changes, come together, and moved forward uniformly and without resistance. Thankfully, these changes, along with a lower than predicted influx of severely ill patients meant capacity was sufficient and our services were not overrun.

We now face what is arguably a greater, more complex challenge: how to return to providing the

non-COVID services, whilst the virus remains in circulation. Prior to COVID, clinical services were already at capacity. Working out how these services can get back up and running, whilst maintaining appropriate social distancing, as well as catching up with all the work postponed during the peak of the pandemic, is difficult. These changes have also had an enormous impact on postgraduate training. After graduating from medical school doctors spend, at a minimum, a further five years in training, but most spend significantly longer. The postponement of 'non-COVID' work, along with redeployment and social distancing, has had a previously unimaginable impact on training and will continue to do so for the foreseeable future.

Despite all of this, the pandemic has shown how the NHS has the ability to adapt and provide the care needed, when needed, to all that need it. Whilst it is clear our work won't be going back to pre-pandemic ways any time soon, the NHS will, as it always has, continue to evolve and adapt to the challenges it faces and it too will find its 'new normal'. For those of us working in the Oxford hospitals we have a lot left to do, but also a lot to be proud of. Some difficult decisions have been made, and more are ahead but, with the combination of the team in Oxford, the ongoing world-class research (including being at the forefront of the search for a COVID vaccine), and the support of the local community, maybe the post-COVID world will be better than the one we left behind.



Manon Antoniazzi
(1987, Celtic Studies)

I started lockdown as Chief Executive and Clerk of the Welsh Assembly. I am now Chief Executive and Clerk of the Senedd. The legislature's new name of Senedd Cymru/Welsh Parliament came into force by law on 6 May, reflecting the institution's full status as a national parliament with law-making powers and the ability to vary taxes. It was due to be accompanied by a campaign of public information explaining the respective roles of the Welsh Parliament, Welsh Government and Westminster. However, all that had to be abandoned to concentrate on responding to the coronavirus crisis. We had to balance a number of considerations: the Senedd's duty to hold Ministers to account at a time when they were given extensive executive powers; to legislate without setting dangerous precedents; to show an example by following government guidelines; and to ensure welfare of colleagues who found themselves in a variety of challenging personal circumstances.

Our Llywydd (Speaker) and First Minister were determined that

the Senedd should continue to meet, so preparations were laid. There were no constitutional or procedural barriers to meeting remotely, provided that proceedings could be bilingual (Welsh-English). Emergency standing orders for continuity of parliament were agreed and tested at a physical meeting on 24 March, which is the last time most of us were in the Senedd building. From our homes, we were among the first legislatures in the world to support entirely virtual sittings on 1 and 8 April, with committees resuming after Easter.

Maintaining order remotely has been intense for our entire team. ICT colleagues swiftly assessed the suitability of various online platforms then supported us through steep learning curves. Translators coined new terms. WhatsApp messages flew. Endless patience was required to get everyone's equipment operational and introduce new meeting protocols. Heart-stopping hitches such as inadvertently un-muted mics attracted media attention, but parliaments around the world also sought our advice as our Members adapted working methods to make the most of the new virtual environment.

So, lockdown hasn't been a time for me to write a book or learn a language – or, indeed, prepare for my daughter's wedding, long planned for May. Instead, I am closeted in my spare bedroom in Cardiff, my nose in the Standing Orders, a bit like the old days in the Celtic Studies library. My husband laughs at the sight of me with my headset on for endless Zoom and Teams meetings, recording staff messages, finalising the annual

accounts and planning for new operating models.

We didn't deliver our public information campaign, but, as governments in the UK plot their respective strategies for dealing with the pandemic, there is greater understanding now of the reality of devolution. That understanding is good for democracy. While it's been an anxious and difficult time in many ways, it is an extraordinary opportunity to be creative and re-set our working patterns for the better.



G.M. Malliet
(1987, Sociology)

I live in the US, a stone's throw from Washington DC. I wish I could sum up the nation's response to the coronavirus pandemic, but each state has launched itself at the problem according to its own cobbled-together rules, with shifting dates and deadlines. "Out of many, one" – just not yet.

From this state of disarray I have watched Captain Sir Tom Moore on his heroic journey across his back garden to raise money for the NHS, and have come away teary-eyed but assured that come what may, there will always be an England. And perhaps, since we have many

selfless Captain Moores on the front lines here, there will always be a US too.

For many US workers, the pandemic boils down to work/ not work, with considerations of personal safety a luxury. But I am one of the lucky ones: I work from home as a crime writer. The book industry is in more turmoil than usual, but readers want to be distracted, so John Grisham and Stephen King have nothing to worry about. Still, publishing conferences worldwide have been cancelled, causing untold loss of revenue for hotels, airlines, bars (perhaps especially bars.) Publishers wonder, as always, what the public will want to read or listen to next year. Crime, fantasy, sci-fi, romance, cooking, travel? Surely not dystopian literature? They simply don't know.

My husband and I walk daily by the Potomac River, wearing masks (we were early adopters) and being silently judge-y about people not wearing them. We have learned to score bottles of hand sanitiser from friendly clerks, and to barter for yeast. Contraband from resourceful friends and neighbours has fallen like manna through our mail slot. We're in better touch with family and friends (Zoom again).

My prayer is that all of you emerge unscathed from the pandemic and changed only in good ways. And that Oxford succeeds like Captain Sir Tom Moore in its own quest to produce a safe vaccine. (Anyone will do, but I'm betting on Oxford).



Bruno Mollier,
Head of Food and Beverage
Services

I have been very occupied during lockdown, which is a real blessing. I am grateful that my family, friends and work colleagues are well and have been mostly free from any suffering from the virus. Although we had one colleague who was unwell for a week, thankfully they made a full recovery.

My weeks are organised around chauffeuring for someone I care about the most, who works for the NHS. While not a medic, they help to provide support services to make sure the doctors and nurses can best care for their patients. It makes me very proud both of them and everyone in the health sector.

I am fortunate to have a small garden where I spent many hours during lockdown. One of the main advantages of the garden has been that I have been able to keep an eye on my neighbours. Being able to make sure they are staying well, have all they need, and to chat about their children and grandchildren makes me feel more comfortable in my own home,

knowing that my neighbours are okay too. One neighbour also gives me gardening tips which are most welcome. Of course, we all stepped outside every Thursday to clap for the health workers. We have quite a lively bunch on our road with people banging on pots and pans, whistling, cheering and some letting off firecrackers as well.

I enjoy being able to keep in touch with my family, friends and colleagues, and I have heard from one or two Fellows and students at our wonderful College too which always brightens my days.



Richard Dean,
Lodge Porter

Here in the Lodge it has been business as usual. We have been doing our jobs with just one member of staff covering a shift.

I have been predominantly working nights and it has been somewhat surreal to see the streets of Oxford completely devoid of people. I have been fortunate that we have had a few students still in College accommodation who I can chat to and I realised that on one night in just one hour I had spoken to students from France, Italy, China, Bolivia, Germany, Mexico and the

UK. How wonderful to have such a diverse population, but of course with some being so far from home and unable to travel it has been very unsettling for them.

As for me, renowned for my very chatty disposition with always something to say about anything, I have become mysteriously quiet! Like everyone I'm looking forward to being able to give my daughters and grandchildren a very big hug soon. In the meantime, I am very glad of the companionship of my faithful Border terrier, Hamish. To everyone – staff, students and my ever-smiling colleagues in the Lodge, I hope to see you all in good health soon.



Sailesh Vyas,
Academic Services Manager

My COVID-19 experience has been a busy one so far. Community is important to me and I've been supporting my local pharmacy by delivering medical supplies to elderly and vulnerable neighbours during the pandemic – a service I call Saileroo (as opposed to Deliveroo.) For many of the people I deliver to I'm the only person they see all week. They are completely

isolated, so if I see them I stop for a chat – at a safe distance of course.

I have just launched the “Food Cupboard Challenge”, where residents of two or three streets in my neighbourhood are encouraged to donate at least one food cupboard item to a drop-off box. We then deliver all the donations to a struggling local food bank.

I’m also taking part in the ChAdOx1 nCoV-19 vaccine trial. As soon as I heard about the trial I knew I wanted to do it: I felt that this was my chance to give back to the UK for what it has given me since I first came here eighteen years ago. I went for a screening appointment at the Oxford Vaccine Centre and was given my injection on 27 April, but I won’t find out whether I have received the COVID-19 vaccine or the control (a licensed vaccine called MenACWY) until the trial is completed next year. I’ll be having regular blood tests for the next few months to monitor symptoms or side effects, and I have to keep a daily e-diary which is so far very dull as I’ve had no symptoms. The clinicians tell me that dull is good!

Although like many, I have embraced the challenges of working differently, I have missed seeing the smiling faces of colleagues and students. The pandemic has also reinforced the message of being kind to ourselves and others around us, as well as looking after our mental wellbeing.



(Lucy) Mingfang Zhang
(2018, Experimental Psychology)

When everyone left Stevens after the last week of Hilary, it didn’t feel like it was time for vacation. The speed of change caught us by surprise. By mid-March most people still thought COVID-19 was like a bad cold, but one month later a nationwide lockdown was imposed and we were only allowed one outdoor exercise each day.

Now, we’ve adapted to a new mode of living, trying to move whatever we can of our pre-COVID ‘normal’ lives online. Tutorials are held on Microsoft Teams and typing ‘hand’ in the chat has substituted the physical hand-raising in meeting rooms. We had the first ever online JCR meeting and are getting better at using Zoom for virtual meetings. Scheduled video calls have taken the place of meetups with friends. The initial frustration of losing Trinity Term has been replaced by the reluctant acceptance of the reality that this will last much longer than we expected.

Staying in Oxford during this time has been an interesting experience. Being an international student and facing exams that were scheduled

in 0th week of Trinity, I decided to stay in Oxford when everyone else was leaving. At the time of writing, due to international travel restrictions, I now have to stay until the beginning of July if my flight is not cancelled. These two months have not been easy, especially with the emptiness in town and the isolation. Luckily, I have my friends who I call regularly for chats and support. I’ve been trying new things (making sourdough of course) and have finally started on my reading and movie lists which have been piling up for ever. We are all looking forward to seeing each other again when we come back to College for Michaelmas Term.



Gordon Jones
(1970, Modern History)

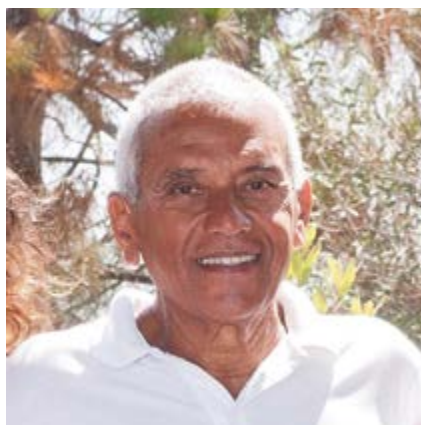
Hong Kong continues to be one of the safest places to be in the world during the pandemic. At 15 July, we’ve had 1,569 infection cases and eight deaths, mostly imported cases from the UK, USA and Pakistan. Although China is trumpeting the success of its authoritarian governance structure in combating the pandemic, many democratic and quasi-democratic governments have had equal if not greater success. Apart from Hong

Kong, these include Taiwan, South Korea, Japan, Singapore, Australia and New Zealand. Much of this is due to a world-class public health service, including the Centre for Health Control, stringent testing and tracing, social distancing, good personal hygiene, the almost universal wearing of masks, effective quarantine arrangements and strict border controls. Thanks to the experience of living through SARS in 2003, when Hong Kong was the global epicentre, these have been in place since January, when Hong Kong's strong civil society went into 'pandemic mode' almost overnight, although we had our share of initial government missteps. Asian societies, which emphasise community and social cohesion, are also better positioned than individualistic western societies to deal with the social disruption caused by pandemics.

We've avoided the UK lockdown, although social distancing rules restricted public gatherings to not more than 8 people until June. The requirement that restaurants should only operate at 50% of their capacity was lifted on 23 April, and in May civil service and courts resumed operation, most cultural and sporting facilities reopened, the private sector returned to the office and eight categories of leisure business, including pubs, cinemas, gyms and beauty salons, reopened. The university entrance exams were held as scheduled in April, while school students returned to school in phases, starting with senior secondary school students in late May.

We're currently experiencing a third wave of infections, many of which are local rather than imported.

On 15 July, the Government reimposed restrictions including the closure of schools and most public facilities, and limiting public gatherings to not more than four people. Hopefully, this is temporary and the Asia-Pacific Region will be among the first to emerge from the crisis, with plans to establish 'travel corridors' between countries and cities which have largely brought the coronavirus under control like Hong Kong, Macau, Shenzhen and Guangdong Province.



Derek de Sa
(1963, DPhil Pathology)

As I write this, I am waiting to hear the sirens, bells and whistles start as our neighbours in Coquitlam offer their appreciation of the numerous "front-line workers" we all rely on. I am reminded of the great ironies hiding behind those very heart-warming activities. We have always acknowledged and recognised our nurses and doctors, and rightly so, but now at last we are starting to recognise the important role of Public Health workers and their support staff, laboratory staff, personal care workers and people who occupy all the unglamorous but essential roles in our care centres, shops and streets, and all those working to deliver goods and

supplies. It is about time! It is vital that this recognition goes beyond the fleeting lip-service of the past, and that the essential changes that are required for the future are not pushed into a dark corner of the archives.

It is important that the people who are now being lionised as "essential workers" recognise that they ARE essential. We cannot have a situation where an "essential" worker who serves several people in a care centre HAS to work in several places to make ends meet. Working in several places greatly increases the chance of spreading any infectious disease. We did know about this situation before, but as a society we did nothing! We need to ensure that "essential service workers" are paid a realistic and liveable wage.

We must not have a situation where emergency rooms develop a "pandemic action plan" but cannot find enough PPE to enable them to react when a pandemic occurs. We must not tolerate a situation where essential reagents for lab testing are unavailable in an emergency because their production is not considered to be commercially viable. The major pharmaceutical companies have made and continue to make vast fortunes. Often their profits are made from products generated by research, originally financed from the pockets of taxpayers. They have to be made to make items that are affordable and accessible to the taxpayer. The monopolies must end!

The opinions expressed in Jesus News are those of the authors and do not necessarily reflect the policy or views of Jesus College or its members.

Teaching and Learning during a Pandemic

Patricia Daley, Vice-Principal, Helen Morag Fellow and Tutor in Geography,
Professor of the Human Geography of Africa

It's been a momentous term. The COVID-19 pandemic has transformed how we teach, and the Black Lives Matter protests have reinvigorated the conversation on racism.

As Director of Undergraduate Studies in Geography, I provided the departmental leadership to the team of professors who transitioned our teaching and examinations online within a matter of three weeks.

In addition, as one of the few black professors in the University and in an administrative role, I have had to work with colleagues to respond to students' concerns about the whiteness of the curriculum, College and departmental commitment to anti-racism, and how we address these issues going forward, whilst holding back the tears when I reflect on how George Floyd and Breonna Taylor were killed.

Prior to Trinity Term 2020, no Oxford degree course used computers in their examinations, not even the Computer Science department. Only students with disabilities were expected to type their exam essays in a separate small room in the Examination Schools. This term, the University has had to move swiftly to ensure all examinations could be taken online, although that led to difficulties for some subjects (Modern Languages and Music, for example). To ease the burden, prelims/moderations were cancelled



Photo courtesy of Bill Knight, www.knightstight.uk

in almost all subjects. Surprisingly, the examinations seem to have gone smoothly. There were no reported difficulties in Geography, although students have been given the opportunity to submit mitigating factors, requesting the proctors and examiners to take into account any difficult home conditions.

Lectures and tutorials this term have been online. Many of my colleagues found it challenging recording and uploading lectures using the software Panopto. Speaking to a PowerPoint presentation, without being able to see students' faces and check whether they are following

and understanding, is quite disconcerting. Students, on the other hand, report that they have been able to rewind and playback parts of lectures that they did not comprehend on first listening. I cannot see us returning purely to face-to-face lectures. Livestreaming and recording are likely to persist, even after social distancing rules are relaxed. Tutorials, on the other hand, seem to have worked well online with two or three students in a group. Tech savvy tutors have negotiated how to make full use of interactive facilities in Microsoft Teams or Zoom.

To support students' well-being and maintain their enthusiasm and a sense of community virtually, tutors have scheduled more contact time with students, such as regular drop-in sessions and follow-ups after lectures. We have even had online parties to celebrate the end of finals and the end of term.

Overall, I have been really impressed with my colleagues, especially their ability to adapt quickly and effectively to provide high quality online learning and assessments for students. Most tutors did not take their usual holiday time over the Easter vacation, even within the confines of their home. They have found online homeworking quite intense. There seem to be more meetings, since colleagues know that they are likely to be physically at home. It has been particularly hard on tutors with young families, who have had to combine home schooling of their children with their regular tutorial and examining load.

Fieldwork, both for students and research, has been postponed for

this year and projects shifted to using desk-based methods. Students who were already planning to use large digital datasets were the least disrupted. Most of us have had to change our travel plans and move our interviews online. Reading through the dissertation proposals that our second years have submitted, I noticed several COVID-19 related projects.

I am also one of those who has developed a pandemic project. Working with digital and social epidemiologists and anthropologists, I am interested in the information about the pandemic circulating in the virtual communities amongst the UK's Black population. Very early on in the pandemic I was receiving messages speculating about its causes, about black people's resilience, and cures, and was alarmed by the vulnerability of black people to the severe effects of COVID-19 due to a combination of intersecting structural inequalities and underlying conditions. Having spent most of my time researching in sub-Saharan Africa, I wanted to do something of relevance to the UK's black population and to recognise the importance of the alternative (non-mainstream) spheres of communication within minority communities. Digital citizenship amongst UK ethnic minority communities is underexplored and the study seeks to understand what information is circulated, what sources are trusted, and whether these virtual communities constitute an alternative public realm to that of the mainstream. Most of the research will be done online and findings disseminated through webinars, blogs, and policy briefs.

We hope to provide policy makers with advice on how social media can be used to get correct public health information to Black and Asian communities.

With respect to Black Lives Matter, I am grateful for the support that I have received from the Fellowship of Jesus College. For the College's statement, we worked with our student community to make sure their concerns were paramount; that we were not paying lip-service or embarking on knee-jerk reactions. Our Equality and Diversity Committee, which was approved by the Governing Body in Hilary Term, had its first meeting this term and will seek to continue to embed equality and diversity in all aspects of our work. Our enthusiastic Equality and Diversity Events group, that has been running for almost two years, has had to cancel its events planned for this term but will be planning online activities for next term. Personally, I went on the Rhodes Must Fall protest in Oxford, face-masked with a bottle of hand sanitiser, and keeping as much distance as possible from others. Surprisingly, negotiating the crowd was no different from what you might experience in University Park during lockdown.

It looks like we will be working virtually until September, and after with social distancing enforced. Some of us cannot wait to get back to our labs and offices. Sometimes, you long for a quick chat with another fellow, a walk across the quad, and the conviviality of the SCR.

Jesus Chair of Celtic

David Willis, Jesus Chair of Celtic

I begin my tenure as the sixth Jesus Professor of Celtic at the start of July with a mixture of excitement and trepidation in equal measure: excitement at the possibilities for new ventures and directions, and trepidation from knowledge of the long history of the chair and the remarkable achievements of the scholars who have occupied it.

The Jesus Chair of Celtic was established in 1876 and was first held by the distinguished Welsh scholar Sir John Rhŷs, who went on to become Principal of Jesus in 1895. It was the first Chair of Celtic in the world, founded at a time when Celtic studies was emerging as a distinct academic field, and remains the only dedicated Chair of Celtic in England. It was soon to be followed by the creation of similar chairs in Paris (1882), Edinburgh (1882) and Berlin (1901). The chair has retained its association with Jesus ever since, having since been held by John Fraser (1921–45), Sir Idris Foster (1947–78), D. Ellis Evans (1978–96) and Thomas Charles-Edwards (1997–2011). These scholars have spanned vast areas of Celtic studies in their contributions to the field, from the place names of Gaelic Scotland to the Celtic inscriptions of Gaul and the medieval Celtic legal tradition.

My own academic journey in Celtic began when, as a second-year undergraduate in Modern Languages, I wrote to Ellis Evans asking if it might be possible to do an optional paper in medieval Welsh language. I had tried my hand at the medieval versions of the languages I was supposed to be studying – German and Russian – and had been learning modern Welsh for a year and a half, so it



David Willis. Photo by Roger Mosey

seemed like a good idea although, looking back, the idea was naive bordering on foolhardy. He must have thought I was crazy with my slightly rosey Welsh, asking to do a paper that it turned out had not been sat in decades, perhaps ever, and whose very existence had largely been forgotten. I was rather disappointed when he told me this but, to my surprise, he decided to replace the paper, more or less on the spot, with a brand new one on the history and structure of the Welsh language, which he thought was obviously much more suited to what I really wanted to do. He was of course right, and so began my journey in Celtic studies.

I continued with Ellis to do a DPhil on the history of Welsh word order from Old Welsh down to the present day, completing my dissertation just in time for his retirement in 1996. Having been a geeky computer-obsessed teenager, I was interested from

the outset in how digital methods could be used to find patterns in language, and Oxford was at the forefront of developing tools to search texts by computer, techniques that are now mainstream in historical linguistics. These methods have continued to be central to the way I work. These days, we can trace changes in language by comparing dozens – even hundreds – of written texts over time and space, and this has transformed the way historical linguists work. Welsh is fortunate to have an extensive historical record, from the rich manuscript collections

of the Middle Ages to the vigorous periodical press of the nineteenth century. I am particularly interested in materials that allow us some kind of access, however indirect, to the spoken word – whether these are sixteenth-century court proceedings, or twenty-first-century football discussions on Twitter. Often it turns out that a change in a sentence pattern can be traced back to its roots centuries earlier, and the puzzle of how and why a change in language happened can be solved once we have a bird's-eye view of centuries of textual records.

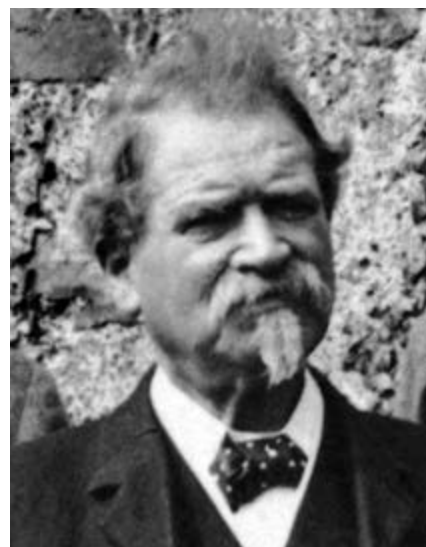
Intrinsically tied to the question of how and why language changes is the issue of dialect divergence. New dialect divisions arise when language changes in one place, but that change does not spread, perhaps because social or physical barriers make communication between communities difficult. The emergence of dialects in Welsh (and, indeed, Irish, Breton, and the

other Celtic languages) has been difficult to trace. Medieval texts are massively variable, but it is only very recently that we are starting to be able to tie this variation down and see it as reflecting the dialect divisions that we expect in a language that had been established in its territory for several thousand years. The possibility of making new discoveries that could transform the field brings enormous excitement to this endeavour.

The chair has been vacant since the retirement of Thomas Charles-Edwards in 2011. Its future was made secure in 2019, when it was endowed in perpetuity through the generosity of alumni of the College and other fundraising efforts. The endowment brings with it a special

link between the Jesus chair and The Centre for Advanced Welsh and Celtic Studies at the University of Wales Trinity St David, and I am looking forward to developing joint events and research projects with researchers there and elsewhere in Wales and beyond.

While Celtic studies at Oxford have been ably kept on the road in the intervening years, most recently by former Fellow of Jesus Mark Williams, the start of a new tenure in the chair inevitably invites a review of where we are and where we want to go. In some sense we are rebuilding the subject in Oxford. In recent years, Celtic has been taught as an option within other degrees, most notably English. This is an attractive model,



John Rhys.

allowing students to combine the study of Celtic-specific themes in a comparative context with the literature, linguistics, and history of other areas of the world, and it will be important to maintain and extend these options. Nevertheless, it is also crucial to prepare the next generations of specialists in Celtic languages and literatures. Oxford's two-year Masters' degrees offer precisely the kind of in-depth training that they need, and the revival of the chair brings with it the opportunity to reintroduce a taught graduate programme in Celtic Studies in the coming years. Oxford's position outside of today's Celtic world has always presented opportunities and challenges, and Celtic studies at Oxford has always been outward-looking by necessity. This will also be a chance to extend the subject in Oxford somewhat, to incorporate elements of the study of the languages, cultures, and histories of the modern Celtic countries and, in doing so, to further our links with Wales and the other Celtic nations.



David Willis and Thomas Charles-Edwards.

How Writers Write

Dirk Van Hulle, Professor of Bibliography and Modern Book History

While Vladimir and Estragon are 'waiting for Godot' in Samuel Beckett's play of that name, they consider hanging themselves. Estragon explains who should go first, but Vladimir does not understand, to which Estragon says: "Use your intelligence, can't you?"

In the text, this is followed by the hilarious stage direction 'Vladimir uses his intelligence', which must be very hard for any director or actor to stage and perform.

Many people have seen the play, or read it. But how was it written? Or to put it in Estragon's terms: how did Beckett use his creative intelligence to give shape to this play? That is the type of question that is at the heart of my research field; the study of literary writing processes. In art history, researchers use infrared cameras or X-ray powder diffraction scanners to examine the underlying layers of paintings to examine 'pentimenti'. In film studies, 'the making of' has become almost an inherent part of any movie. In literary studies, this is the remit of 'genetic criticism'. Like any other cultural product, books somehow need to be made. Before they can be read, writers need to write them. So, how do they do that?

To understand how something works, it often helps to know a bit about how it was made. This also applies to literature. Genetic criticism examines a writer's struggle to develop their poetics, by means of looking at the details of the day-to-day writing. Rather than revering the author as a solitary genius, it shows how writing is also a skill. It applies the same down-to-earth



approach to so-called high literature as some writers do to genre fiction. A good example is Stephen King. In *On Writing*, he advises any aspiring writer to construct a toolbox. This box contains such obvious tools as vocabulary and grammar, but King is not afraid of also using fancier tools such as 'interior monologue', even in his thrillers. Anything he finds, even in works by so-called difficult

writers, can be of use as long as it is functional.

But knowing how a book was made is not only useful to aspiring writers, it is also beneficial to literary critics for the analysis and interpretation of literary works. That is why it is part of my courses on 'Material Texts' and 'Primary source research skills' in the MSt in English Literature, in which I teach postgraduate

students how to examine modern manuscripts. The Bodleian Library holds wonderful documents, such as the moleskine notebooks that Bruce Chatwin took to Patagonia, the typescripts of Alan Bennett's play *The Madness of George III*, the drafts of John le Carré's novel *Tinker Tailor Soldier Spy*, and many other materials, also by less known but equally interesting artists. Thus, for instance, one of this year's students made a digital edition of all the manuscripts of poems by Winifred Gill, who is much less famous than Virginia Woolf, but was also associated with the Bloomsbury Group. This type of digital genetic edition can be a major tool in rediscovering unknown writers and thus adjusting the literary canon.

My research focuses on digital genetic editions of modernist and late modernist writers. For instance, we are reconstructing the 'virtual' library of James Joyce, based on the books we know he must have read thanks to his reading notes. We are also making an online edition of Joyce's unpublished letters. Another

author whose work is central in my research is Samuel Beckett. In the Beckett Digital Manuscript Project (www.beckettarchive.org), we reunite all the publicly-available manuscripts of Beckett's works that are physically dispersed in archives on both sides of the Atlantic.

The edition also contains a digital reconstruction of Beckett's personal library, enabling readers to consult many of the books that served as sources of inspiration for his own works. Take, for instance, Beckett's many Bibles in several languages. They contain the maps of the Holy Land, with the Dead Sea in pale blue, about which Estragon says: 'The very look of it made me thirsty'. The Godot manuscripts feature some substantive cuts and also some remarkable variants. For example, initially, Estragon had a Jewish name, Lévy, which sheds a different light on this play written shortly after the Second World War.

Within the English Faculty and the Oxford Centre for Textual

Editing and Theory (OCTET), this type of digital editing introduces the possibility of a Digital Editing Team Oxford (DETOx), expanding OCTET's digital activities or establishing itself as a distinctive identity co-operating closely with the Centre. Digital scholarly editing is only one of many subdisciplines within the field of Digital Humanities. With the Bodleian's Centre for Digital Scholarship, we are setting up collaborations for the planned MA in Digital Humanities, and teaming up with the Taylorian's initiatives in digital scholarly editing, as well as the Bodleian Student Editions. We also just set up an arrangement with the Bodleian for Jesus College to offer short-term Visiting Fellowships to two Digital Humanities Oxford Fellowships, funded by Gale, from 2020 to 2023. The Fellows will visit for one to three months and will be based at the Weston Library.

The Digital Hub in the new Northgate building will benefit from these Fellowships. As the Digital Hub will facilitate engagement with the latest developments in computational techniques and promote interdisciplinary research and knowledge exchange, I hope to be able to contribute to the cultural dimension of this work, adding Humanities content to technological capacity and exploring its social implications by organising a lecture series on Digital Humanities and entering into dialogue with all the disciplines that Jesus College supports. It would be great if the Digital Hub could thus become a place where we can listen to Estragon and 'use our intelligence' together.

SAMUEL BECKETT
DIGITAL MANUSCRIPT PROJECT

Centre for Manuscript Genetics
University of Antwerp

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WELCOME

The Beckett Digital Manuscript Project is a collaboration between the Centre for Manuscript Genetics (University of Antwerp), the Beckett International Foundation (University of Reading) and the Harry Ransom Humanities Research Center (University of Texas at Austin), with the kind permission of the Estate of Samuel Beckett.

The purpose of the Beckett Digital Manuscript Project is to reunite the manuscripts of Samuel Beckett's works in a digital way, and to facilitate genetic research: the project brings together digital facsimiles of documents that are now preserved in different holding libraries, and adds transcriptions of Beckett's manuscripts, tools for bilingual and genetic version comparison, a search engine, and an analysis of the textual genesis of his works.

MLA PRIZE FOR A BIBLIOGRAPHY, ARCHIVE, OR DIGITAL PROJECT

On 5 December 2018, the Modern Language Association of America announced the BDMP as the winner of the eleventh Modern Language Association Prize for a Bibliography, Archive, or Digital Project.

Read more on our [News & Updates](#) page.

SAMUEL BECKETT: A BIBLIOGRAPHY

We are honoured to announce the publication of the first part of Breon Mitchell's *Samuel Beckett: A Bibliography*, Part I: The Early Years: 1929-1955.

BECKETT DIGITAL LIBRARY (BDL)

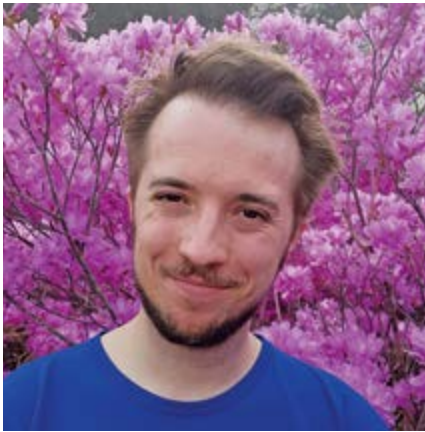
We are delighted to announce the publication of the *Beckett Digital Library*. The accompanying monograph *Samuel Beckett's Library*, written by Dirk Van Hulle and Mark Nixon is available through [Cambridge University Press](#).

The Making of Samuel Beckett's *Fin de partie*



Stochastic Climate Modelling

Kristian Strommen, Thomas Phillips and Jocelyn Keene Junior Research Fellow in Climate Science



Depending on your inclination, the concurrency of COVID-19 lockdown with a most remarkably sunny spring in the UK may have been experienced either as a welcome blessing or a frustrating reminder of our inability to enjoy the outdoors in the usual way. Either way, from a meteorological perspective, it was record-breaking, with both April and May exhibiting their highest levels of sunshine on record so far. What makes this even more striking is the contrasting winter it followed, which broke records for rainfall thanks to several large storms battering the country in quick succession.

The mild temperatures seen globally that winter cemented 2019 as the second warmest year on record (beaten only by 2016), concluding the warmest decade on record, as we approach a full 1 degree of global warming. As if to make sure the message is understood, intense wildfires devastated much of Australia at the same time. Understanding where our climate is heading has never been more important. This fundamental challenge is at the heart of the research I am carrying out at Jesus College.

The tool used to generate climate predictions is called a climate model. The idea underlying a climate model is easy to understand. We know the laws of physics governing the main components of the atmosphere (temperature, winds, humidity etc.), and we simply try to solve these equations forward in time. Because there is no simple mathematical solution to the equations, this has to be done using numerical algorithms on gigantic supercomputers. This works by covering the globe in a grid of little boxes (*Figure 1*). We then solve the laws of physics precisely for processes the size of these boxes, with this size set as the smallest possible which still allows the simulation to finish in a reasonable time-frame: the finer the grid, the more accurate the simulation, but also the more time-consuming it becomes to run. Today's climate models, have grid-boxes on the order of 100 by 100km in size and take several weeks to run, producing many terabytes of data.

Anyone living in the UK can testify to the fact that weather also happens on scales smaller than 100 by 100 km. Because our computers aren't big enough to resolve this weather precisely, we need to represent it in some simplified manner. This is done



Figure 1: Climate models work by covering the world in a grid and solving the laws of physics precisely at the level of the grid-scale; contributions from below this scale (i.e. from within the boxes) are created with simplified 'parameterisations'.

using so-called 'parameterisations'. Essentially, these are simplified versions of the laws of physics built to capture the most important aspects of small-scale weather. An illuminating example is clouds. Over the skies of Oxford, there will at any given time be a number of clouds of greatly varying sizes and shapes. A basic parameterisation of clouds in a climate model will, however, assume that the clouds over Oxford are 'generic' in shape and distributed fairly evenly throughout (*Figure 2*). The combined effect of this generic configuration of clouds is then computed, thereby providing a contribution to the overall climate coming from the clouds over Oxford, and similarly for every grid-box. To get a projection of climate change 100 years from now, we feed into the model

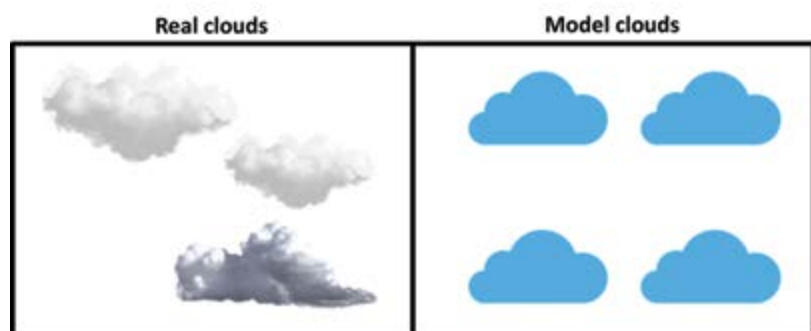


Figure 2: Realistic clouds (left) can be infinitely varied in their shape and configuration; climate model clouds (right) are forced to look more 'generic' due to computational limitations.

a scenario of future carbon emissions (the severity of which can be set according to one's level of optimism), run it forward in time and examine what its future climate looks like. *Figure 3* shows an example from one such simulation.

In practice this is a massive undertaking to get working, and it is through the combined efforts of several generations of scientists around the world that today's models can generate realistic looking climates which accurately reproduce what we observed throughout the 20th century. Nevertheless, there is still a huge amount of uncertainty around even something as fundamental as how much global warming we can expect. Depending on which model you ask, you will get answers ranging between 2 and 6 degrees Celsius, which may aptly be described as the difference between manageable and apocalyptic. When trying to understand regional changes, for example to climate over the UK, these uncertainties are further magnified.

The reason for these uncertainties is linked to chaos and the 'butterfly effect'. Despite the huge success of parameterisations, they are injecting errors into the models, because they are not solving the exact laws of physics. The nature of chaos in the atmosphere implies that no matter how small these errors are, they inevitably infect the entire model. The different nature of these errors across models, related to differences in the parameterisations, is the reason some models say 2 degrees warming and others 6. It's as if a parameterisation assumes that a butterfly can only flap its

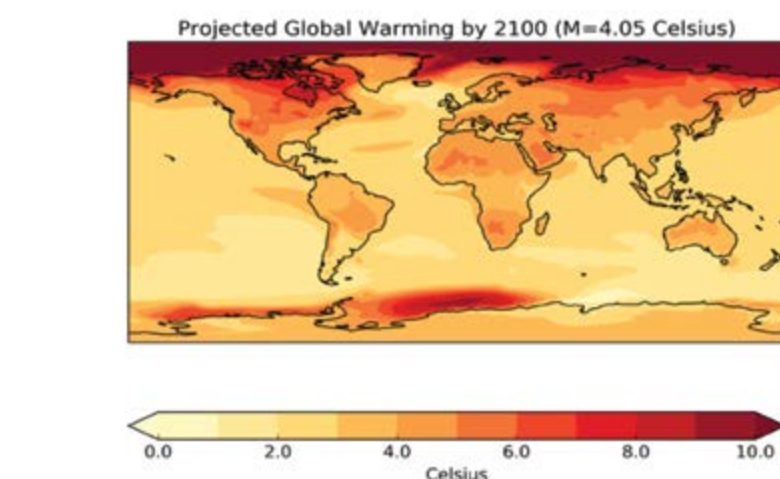


Figure 3: Example of how much global warming one climate model (EC-Earth) predicts for year 2100 given no change in current emissions (relative to pre-industrial temperatures). The mean global warming in this model is around 4C. The concentration of warming in the Arctic is a well-known phenomenon referred to as Arctic amplification.

wings in precisely one way. The lack of variability in wing-flapping slowly accumulates to the point where not only do hurricanes form differently on the other side of the world, but the entire evolution of the climate itself diverges. How do we deal with this?

The obvious solution is to use a bigger computer. Unfortunately, waiting for a sufficiently big computer would take so long that we'd already be in the future we're trying to predict: an alternative approach is needed. One such approach is the idea of a 'stochastic scheme', the central object of my research. In a nutshell, a stochastic scheme is a computationally cheap way to force the butterflies in climate models to flap their wings in more than one way, by inserting carefully controlled randomness (stochasticity). While the idea that we can improve a prediction by deliberately adding noise might seem counter-intuitive, adding more variability on small scales means the underlying physics is represented better. After all, in the real world a butterfly can flap its wings in any

number of ways, and the clouds over the skies of Oxford can look anything but generic. As always, the proof is in the pudding: since the early 21st century, weather forecasts have been using such stochastic schemes to get much better weather forecasts, thanks in large part to the pioneering work of Jesus' College's very own Professor Tim Palmer, along with many others. Much of my work is focused on understanding how they might also improve long-term climate projections.

On longer time-scales, processes that aren't relevant for tomorrow's weather forecast become hugely influential, such as the distribution of Arctic sea-ice, dynamical ocean processes such as the El Nino Southern Oscillation, or, more relevantly for Europe, the shifting behaviour of the North Atlantic Jetstream. Many of these processes notably improve when adding stochasticity. Work by myself and colleagues also showed that more fundamental aspects, like the global distribution of cloud cover, can also be improved. More strikingly,

we showed that the extent of global warming predicted by a model can change significantly when adding these schemes, due to a change in how the stochastic clouds respond to warming (Figure 4).

While stochastic schemes have to date primarily been added to the bit of the climate model representing the atmosphere, the same reasoning supports the inclusion of stochasticity to other parts of the model. In work carried out since joining Jesus College, I have shown in collaboration with scientists in Germany that the inclusion of a stochastic scheme to the sea-ice component of a climate model can reduce errors in its representation of Arctic sea-ice. More excitingly, the stochastic version of the climate model was also able to manifest a link between sea-ice and the Jetstream which has been long observed in real-world data, but was not reproduced in the non-stochastic model. Because this link marries the fate of European climate change to the fate of Arctic sea-ice, our work suggests that the inclusion of a stochastic sea-ice component may be crucial to obtain reliable European climate projection.

Besides the atmosphere and sea-ice, climate models also have components dealing with the ocean and land-surface processes, such as soil moisture and rivers. Here too, there are broad improvements that can be found from the addition of stochastic schemes. This naturally suggests what has

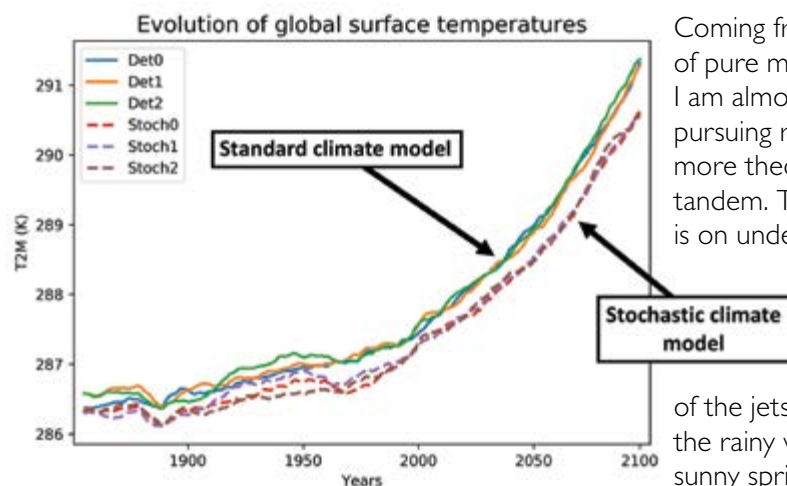


Figure 4: The timeseries evolution (1850-2100) of global surface temperatures predicted by a climate model with and without stochasticity. Because the small-scale processes crucially influence the large-scale processes, stochastic physics can alter the amount of global warming predicted in a climate model. Adapted from Strommen et al. (2019).

been dubbed the ‘probabilistic earth-system model’, i.e. a climate model with stochasticity in all major components. However, because the schemes involved are typically developed independently of each other, unexpected things can happen when turning them all on at once, not always for the best. A major goal of my JRF is to harmonise these schemes in order to produce the first ever example of such a stochastic climate model. With its improved small-scale variability, the hope is that such a model will produce better predictions of future climate change. There is also scope to improve existing schemes, and in collaboration with scientists at the National Centre for Atmospheric Research in the US I am exploring new schemes aimed at explicitly targeting uncertain cloud microphysics not currently targeted by existing schemes. Exciting new tools from machine-learning may play a role here in sifting through the huge volumes of available data.

Coming from a background of pure mathematics, I am almost inevitably pursuing research of a more theoretical kind in tandem. The focus here is on understanding the predictability of, and future changes to, the undulations

of the jetstream. Both the rainy winter and the sunny spring of 2020 were linked to the jet getting ‘stuck’ in a certain pattern; in winter this served to direct storms towards the UK, while in spring it deflected them elsewhere. It turns out that there are a relatively small number of specific shapes and positions the jet prefers to get stuck in, often referred to as regime behaviour. Pleasingly, describing such behaviour turns out to involve a lot of interesting mathematics. I am actively developing new methodologies to analyse this, with a view towards reducing uncertainty in the projected future changes of the jetstream. For the mathematicians reading, it turns out that persistent homology can also be a useful tool here, due to the fact that regimes are associated with non-trivial topological structure in phase space.

As suggested, much of my work is collaborative and international in nature. The restrictions to travelling due to COVID-19 are therefore unfortunate, but the irony of a climate scientist complaining about flying less does not escape me, so I will be actively pursuing these collaborations in the virtual realm instead. I look forward to continuing this work for the next two years at Jesus College.

Researching the Sound of Bells

An example of lifelong learning

Bill Hibbert (1975, Physics)

For me, lifelong learning means accepting that change is always possible. Constructivist theory in education suggests that “knowledge is not passively received from the world or from authoritative sources but constructed by individuals or groups making sense of their experiential worlds”. Here is my personal experience of this in practice.

I came up to Jesus in 1975 to read Physics. After graduation I worked in IT, eventually holding senior systems and operations roles in technology companies and newspaper and magazine publishers. I have always been a keen choral singer, and during my time in Oxford I sang in several choirs including the Chapel choir. The friendships my wife Margaret (1975, Geography) and I made while making music in Oxford have lasted all our lives. I am also a church bell ringer, starting as a youngster encouraged by my family. I didn't ring much in Oxford, due to all the singing, but since coming down bellringing has been an absorbing interest. I have rung or visited bells in five continents.

I have been fascinated by the sound of bells since I was a teenager. Bell ringers love to travel to other churches to ring, and the differences in bell sounds – tuneful or unpleasant, shrill or gruff – experienced on these outings caught my attention from an early age. Bells are one of the most complex of musical instruments. They have hundreds of frequencies of vibration in their sound, but unlike instruments such as pianos, flutes, violins or the human voice, these frequencies are not



The author with some of the new bells for Great St Mary, Cambridge at Taylor's Bell Foundry, April 2009.

harmonically related – they don't form a musical chord.

However, unlike other instruments with frequencies not harmonically related such as cymbals or drums, bells have a clearly defined musical note on which listeners will agree. The notes of a set of bells can be tuned to a musical scale by putting each bell on a vertical lathe and cutting metal out of the inside. This is a one-way process – when metal has been removed it is gone. Because of the many frequencies of vibration involved, tuning bells is as much art as science and depends on the hearing and skill of the tuner as well as measurement of frequencies.

Paradoxically, the note which we hear when a bell rings is in general not present as a frequency in the sound, but is generated in the ear or brain of the listener. This effect, called virtual pitch, is very powerful and dominates the effect of any of the individual frequencies in the

sound. Some researchers suggest that virtual pitch is the mechanism by which we hear the note of all musical instruments, though in most instruments, the virtual pitch – the note we hear – coincides with the lowest frequency in the sound.

My first detailed investigations into bell tuning in the early 1990s coincided with the advent of personal computers with sound cards. Prior to this, investigation of frequencies in sounds required an expensive spectrum analyser, but now with the right software, a home computer with sound is all that is required for a detailed investigation of the acoustics of a bell. The software I wrote for bell frequency analysis on a PC in the late 1990s is still in extensive use in the bell ringing and bell founding community.

Traditionally, bell tuners have tuned bells on the assumption that the note we perceive is an octave below one of the strong frequencies

in the bell. This assumption is based on experience, not a theoretical basis. But in my visits to bell towers I observed that bells that were tuned to exact frequencies could sound out of tune. The first tower where I noticed this was Southwold in Suffolk, among many other towers. The effect is also evident in the bells at St Mary Magdalen in Oxford, tuned to the latest standards in 2001.

I collected more and more recordings of bells and had extensive discussions with bell founders and bell tuners. I began to conduct experiments on members of the family and anyone else I could persuade to participate, to try to understand what we were hearing. Margaret suggested in 2002 that as I was doing ground-breaking research I should try to get appropriate recognition for it. I discovered that The Open University had a department of Musical Acoustics, and I was accepted by them to work for a PhD. I was working full time in an unrelated field and was impressed by the OU's ability to support part-time research (including taking a year out because of other commitments).

A literature search revealed that the qualitative discrepancy between the physical frequencies in a sound and the note which is perceived had been established by academic research, including experiments on bells, as early as the 1920s. However, the effect had not been quantified, and the practical consequences for bell founding and tuning had never been established. I also realised that the investigation would require extensive experiments on human hearing. I

had to learn how to design psychoacoustics experiments, and also teach myself statistics, a subject which I had never studied, despite enjoying mathematics.

A series of experiments on the hearing of dozens of participants (some conducted across the internet) proved and quantified the effect that I had been hearing. The practical consequences are considerable. The note of a bell can differ from the tuned frequency by a quarter or a third of a semitone which is a very significant discrepancy. Other experiments on people's hearing and investigations into my collection of bell recordings identified the circumstances under which these pitch shifts occur. My PhD thesis *The Quantification of Strike Pitch and Pitch Shifts in Church Bells* was accepted in April 2008 after six years' work.

As anyone who has completed a PhD will know, there is an immediate satisfaction in knowing that for a brief period you may know more about the details of a subject than anyone else in the world. But I wanted to see the discoveries put to practical application. Since the completion of the research, I have acted as a consultant on a number of projects, including designing the tuning of



Magdalen Tower. Photo courtesy of Magdalen College, Oxford.

the new peal of 12 bells at Great St Mary, Cambridge (the University church) and the retuning of the 10 bells at Magdalen College, Oxford. The principles I established have been generally accepted by bell founders.

As well as these projects, since completing the PhD I have carried on with the research, investigating the acoustics of very large bells (tons in weight), of steel bells, and most recently the acoustics of carillons – sets of many dozens of bells played from a baton keyboard. The learning process continues!

Escape to ... Bermuda

Andrew McKinna (1977, Politics, History & Law)



Andrew McKinna grew up in London and built a successful career in insurance there for a decade after graduation, before relocating to Luxembourg, where he met his wife, Judith. Five years later they seized an opportunity to make the move to Bermuda, where they have lived since.

Where do you live?

We live in an apartment at Whale Bay, on the South Shore, with a panoramic view of the Atlantic

Ocean, and Port Royal Golf Course, which has hosted the PGA Grand Slam and is a haven for the blue birds and red birds (Cardinals) as well as Bermuda's trademark longtails that nest in the cliffs along the coast.

What makes Bermuda so special?

As a popular local song explains, *Bermuda Is Another World* – a sub-tropical landscape approx. 650 miles east of the Carolinas, surrounded by coral reef with pink sand beaches and crystal clear, turquoise waters. It's a magical combination of wildlife on land and in the sea, friendly people, and a rich cultural heritage overlaying a real sense of history. At first glance, you might focus on the pastel-coloured buildings with distinctive white roofs that catch the rainwater on which the Island depends. The changing landscape of the capital, Hamilton, hints at the importance of international business – with the traditional blazer, tie and Bermuda shorts mixing with

the open-necked blue shirts and chinos of the 21st century. Perched on the tip of an extinct sea volcano, on the edge of the Sargasso Sea, Bermuda is over a thousand miles north northeast of the Caribbean and 3,500 miles south west of the UK. Accidentally discovered by shipwrecked adventurers, it might seem an improbable location for one of the key centres of the global insurance and reinsurance industry.

“The still-vex'd Bermoothes”

Ariel's remark to Prospero in Shakespeare's *The Tempest* is the only direct reference to Bermuda in the play, but scholars have linked other key passages to a contemporary account of the shipwreck, in 1609, of the *Sea Venture*, en route to the English Colony of Jamestown. Although both Portuguese and Spanish ships had previously discovered the Island, Admiral Sir George Somers was the first to lay formal



claim, and it remains a British Overseas Territory to this day. Evidence of that heritage can be seen everywhere. Parishes bear the names of the noblemen who supported subsequent expeditions – Warwick, Southampton, Pembroke, Paget, for example – and the laws, as well as the training and uniform of Bermuda's policemen, are modelled on British lines. Their Majesties Chappell, St Peter's Church in St George's, is the oldest surviving Anglican church in continuous use outside the British Isles. The Bermuda National Trust – counterpart to its British inspiration – maintains a wonderful range of historic buildings and increasingly rare green spaces. Periodically, hurricanes sweep through Bermuda, but both the traditional stone-built cottages and the cedars and oleanders have mercifully proved very resilient.

A crossroads in the mid-Atlantic Bermuda has the Gulf Stream to thank for its wonderful

climate and marine life. Migrating humpback whales – once hunted and landed a few hundred yards from our apartment – now regularly pass close to the reef in increasing numbers. The Bermuda Underwater Exploration Institute showcases the bravery involved in learning more about the water's treasures, including Beebe's pioneering dives in his terrifyingly small bathysphere – as well as the latest advances in combatting the invasive lionfish. Bermuda Institute of Ocean Sciences is a world-class academic research centre. The Bermuda Aquarium and Zoo includes a large tank recreating a section of the coral reef, complete with dozens of different species for visitors to see without getting wet!

A charming small museum in St George's explains how Bermuda's buccaneering privateers and merchants successfully traded with both sides in the American Civil War. The National Museum, at the former Royal Naval Dockyard, includes exhibits on the slave trade

and the advent of steamships, which kick-started tourism, especially from East Coast cities such as Boston and New York. Those visitors included Mark Twain and a number of world-famous artists, such as Winslow Homer and Georgia O'Keefe, and one of our favourite spots to revisit is the revolving collection of their paintings at Masterworks in the Botanical Gardens.

Bermuda's current population of 62,000 is a complex blend of all those various influences. If you are privileged to have a rare chance to visit Nonsuch Island, where David Wingate – Bermuda's equivalent of Sir David Attenborough – devoted his professional life to the restoration of a habitat untroubled by Man, and rescued the cahow from extinction, then please take it.

Best time to visit?

Bermuda has four seasons – each with their own charm. January and February would ordinarily be cooler, the closest to Winter that



it gets, with temperatures typically falling to 60°F (15°C) in the day and mid-50s (10°C) overnight. It's great weather for tennis and triathlons, or exploring the Island's many golf courses, as well as the range of theatre, opera, ballet, classical music and jazz that makes up the Bermuda Festival of Performing Arts. In spring, the weather is glorious and humidity relatively low. The ocean begins to warm up and the pink sand beaches become even more alluring. Traditionally, Bermuda Day on 24 May marks the moment when Bermudians first take a dip and get their boats back on the water. Bermuda's Great Sound has a myriad of small islands and an annual competition, the King Edward VII Gold Cup, attracts the world's best sailors.

June and July see cricket played across the Island, with the climax at Cup Match, a two-day Test between the East End and the West End. August is a month to relax, if possible, as humidity is high and the ocean is like bath water. Those rising sea and air temperatures can be a double-edged sword as they provide the perfect conditions for hurricanes – but they make September and October a real delight. November's highlights include the World Rugby Classic, hosting veteran players representing their countries again,



including British Lions, All Blacks, Wallabies, Pumas, Springboks, the French and Italians, and both the USA and Canada. It's quite a party!

A taste of Bermuda

Bermuda's soil is very rich and fertile and, while the Island is not self-sufficient, its vegetables, including the legendary Bermuda onion, have a distinctive sweetness. Local fish specialities include yellowfin tuna, swordfish, rockfish and our personal favourite, wahoo. The season for Bermuda spiny lobster runs from 1 September to the end of March. Whether you are dining in Hamilton or along the shoreline, there are some excellent restaurants showcasing the best the Island has to offer, including Harry's, Marcus, 1609, Bolero, the Harbourfront and Mickey's. Before you visit, please do contact me via the Development Office for more

specific advice and up-to-date recommendations.

A hidden gem

There is a path that runs the length of Bermuda, 24 miles, following the old railway. The Island – or, rather, a cluster of islands linked by bridges and ferries – is only 21 square miles, and at its narrowest is half a mile wide. The Railway Trail offers a different perspective. There is something for everyone – geologists, engineers, artists and poets – but, above all, a sense of tranquillity. The salt air may have made the trains too expensive to maintain, but the runners, cyclists, hikers, and wildlife are thriving. The physical geography means we never feel claustrophobic, and you can go from one year to the next without bumping into friends from the other end of the Island. From the vantage point of Gibb's Hill Lighthouse (*above*) – prefabricated and shipped from London like an iron jigsaw puzzle – you can see all the way to the Commissioner's House at Dockyard – designed to underline that 'Britannia rules the waves'. Not a bad spot for a Dark 'n Stormy as the sun goes down.

As Mark Twain observed "You can go to Heaven if you want – I'd rather stay here in Bermuda."



Escape to ... Bermuda

Keith Robinson (1990, Jurisprudence)

Keith Robinson practised as a barrister in his native Northern Ireland before leaving behind the Irish weather for the beautiful Island of Bermuda in the North Atlantic in 2008. He is a partner in the offshore law firm, Carey Olsen, where his specialism is offshore trusts. He attributes his love of the law of trusts to Mr Peter Clarke, Emeritus Fellow and formerly Fellow and Tutor in Law at Jesus College. Keith is now an Academician of the International Academy of Estate and Trust Law and a Fellow of the American College of Trust and Estate Counsel.

Where do you live?

I live in Smith's Parish, Bermuda, particularly known for its lush farmlands. Bermuda is about 21 square miles and is made up of 181 islands about 650 miles off



Cape Hatteras, North Carolina. Smith's Parish reminds me of growing up on a farm in Northern Ireland. My journey to the office in the capital Hamilton takes about ten minutes with views of the turquoise ocean all the way (except when raining – we get about 60 inches of rain per year and are frequently hit with hurricanes).

History

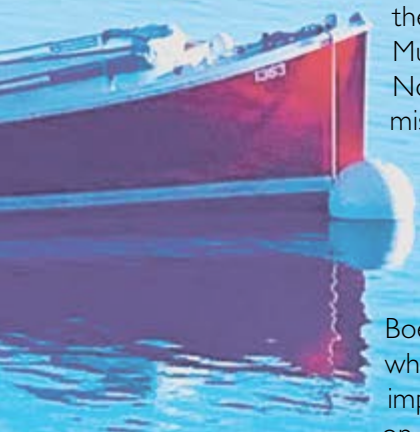
Bermuda was discovered in 1505 by the Spanish explorer, Juan de Bermudez, but not settled until the English ship the Sea Venture en route to the Jamestown colony, was wrecked on the reef. Bermuda was formally settled by the English in July 1612 and even today, the law of Bermuda is the law of England as it existed on 11 July 1612, amended from time to time thereafter.





Things to do

The UNESCO World Heritage site of the Town of St George's (Bermuda's first capital) should be explored, and in particular St Peter's Church which is both the oldest Anglican church outside the British Isles and the oldest Protestant Church in continuous use in the New World. At the other end of the Island, the former Royal Naval Dockyard tells the story of Bermuda as a British maritime base and is the home of the National Museum. Not to be missed is the exhibit devoted to the prisoners from the Boer War who were imprisoned on several islands in the Great Sound.



Best beaches

Bermuda is rightly well known for its beautiful pink sand beaches. When not at the office (standard business dress for men in the summer is brightly coloured Bermuda shorts with knee length socks), I can often be found at the Tucker's Point Beach Club and there are many beautiful beaches particularly on the south shore. The Island has many excellent hotels, three recommendations are Rosewood Tucker's Point, Elbow Beach Bermuda, and Pompano Beach Club.

What and where to eat

Bermuda has a very strong association with the Portuguese and in particular with the Azores. Last year we marked the 170th anniversary of the first arrival of Portuguese settlers. So we are blessed with a steady supply of Portuguese baking including my favourite, Pasteis de Nata. Being surrounded by crystal clear oceans we have a regular supply of local fish most particularly tuna, wahoo and rockfish. Fish chowder is a local speciality, to which is added sherry peppers and rum. The Rum Swizzle and a Dark n' Stormy (rum and ginger beer) are the staple cocktails

and are frequently enjoyed by Bermudians and expats alike.

Highlights

For visitors to Bermuda, the highlights are definitely its exceptionally friendly and welcoming people, the turquoise ocean and pink sandy beaches and its restaurants with abundant local seafood. Beneath the surface there is a fascinating history to explore which spans more than 400 years of settlement.

Do you live abroad and would like to introduce Jesus alumni to your city? Please contact the Development Office to be featured in the next edition of Escape to... E: alumni@jesus.ox.ac.uk



Sport at Jesus

Despite inevitable disruption caused by the pandemic, Jesus College sport continues to go from strength to strength.

Men's Football First XI

The men's first XI had another season to remember. The first big result came in the Varsity match, with a comprehensive 3-0 victory over Jesus College Cambridge, to end a poor run of League form. The next memorable match was a narrow win (4-3) against League leaders St Anne's, shortly after the winter vac, which signalled the start of a much better half of the season. Buoyed by some better results in the League we started to put together a promising cup run, beating Anne's again in the quarters (5-1), and snatching victory with a last-minute winner against Magdalen in the semis (2-1). The stage was set for Jesus to bring home the Men's Plate for the second year running and, after 90 minutes which ended in a 1-1 draw, it would come down to penalties to decide our fate. After a nerve inducing shootout (with sudden death) Jesus emerged victorious capping off an excellent season with a bit of well-deserved silverware.



Men's Football Second XI

The Jesus 2s had a season packed with highs and dotted with lows. The League, while not a doddle, was manageable and we of course stayed up. However then came a

bigger beast: Cuppers. We eased through the first few rounds with comfortable wins until we came across a challenge: Worcester in the Quarters and Hertford in the Semis. Both teams had been unbeaten up to these matches. Beating Worcester in the last minute and Hertford on penalties we found ourselves in the final, under the lights at Oxford City stadium. A momentous occasion only slightly marred by not actually winning it, the team had a blast and our season won't be forgotten soon.



Rugby

With a promotion to Division Two at the end of 2019, the Jesus College rugby team looked in fine shape for an exciting prospect at the start of Hilary Term. We commenced our Cuppers season against St Hilda's and came out with a promising victory of 14-7. In our second match we came up against the Division One team, St Peter's. The first half was a gruelling 40 minutes, but we managed to come out on top and with a runaway victory we finished the match 46-28. Suddenly we were in the quarter-finals and up against St Catherine's. This match proved to be our toughest yet. Full of very capable rugby players, our opposition exploited every mistake made. Fortunately, with

the return of Mikey Gorry from his year abroad and Tom Humberstone and Rob Quinlan agreeing to put aside University rugby for an afternoon and represent us, Jesus College finished with an astonishing win of 46 points to 23. The rest of the Cuppers season has been suspended due to COVID-19 but hopefully we continue into the semi-finals this October.



Netball

Although the number of victories for this netball season have been sparse, the standard of netball (when actually played) has been great. The Freshers brought a new lease of life into the netball team, providing us with amazing defenders and real shooters, making for a nice change. It has also been wonderful to see some of the male members of College getting stuck into netball, helping out on days where numbers were thin on the ground. Having said this, the days where not enough players could make it have proved to be too many and we have unfortunately been demoted. We do however remain optimistic that we can claw our way back into Division Three next season.



Mixed Lacrosse

Mixed Lacrosse is one of the most popular sports at Jesus and is one in which we always try to excel. As last year's Cuppers champions, we brought the same enthusiasm into our season this year in an attempt to continue our legacy. We lost our co-team, Magdalen, due to being promoted in the League. However, our ranks were bolstered by the enthusiastic Freshers and we were able to push as far as the quarter-finals before being defeated by our previous teammates. Jesus-Jesus Varsity was a calendar highlight as always, with one of our largest turnouts yet of keen players – an enjoyable match as ever.



Volleyball

With players from many year groups, the volleyball team at Jesus this year had a successful season. In spite of having limited time to train with each other, we travelled to Jesus-Jesus Varsity in Michaelmas to compete against our arch-rivals

at Cambridge. After losing the first set, we managed to stage a hard-fought comeback that turned out to be one of the few important wins for Jesus Oxford. Unfortunately, we were unable to build on this success at volleyball Cuppers due to coronavirus. However, I am sure we'll come back stronger next year.



Cue Club

As a brand-new club, JQ (Jesus College Cue Club) is looking to harness the talent of all our cue players and make an impact. This year, we put in strong performances in the University Pool League and Pool Cuppers. Because of this effort, we ended up second in the Pool League, securing a promotion for next year. This is in no doubt in large part thanks to the enthusiasm of this year's Freshers, who have complemented the established team of capable players already at Jesus. With this momentum behind us, we are already looking forward to achieving even more next season.

Women's Football

This year was a very successful season for women's football at Jesus. The team placed first in the women's second division with 14 points from 6 matches, scoring 16 goals while only allowing 2.



We finished with twice as many points as even the second-place team, ensuring promotion to the first division for the 2021-2022 season. In addition to this strong performance in the League, we qualified for the Plate Cup final, narrowly losing to Keble/Hertford. Thank you to everyone who came out to support along the way! We look forward to continued success next year.

Squash

Jesus Squash had a very strong end to 2019, with the first team going unbeaten in the men's top division (and a first place finish, later stolen from us on a technicality). Unfortunately, Hilary was not quite the same success story, with numerous injuries sustained in rugby games plaguing us. However, we managed to battle our way out of the relegation zone, setting up next year nicely for another run at the title.

What the second team lacked in technical skill they made up for with outstanding availability. Unfortunately, availability alone is not enough to secure promotion. It is, however, enough to pick up solid results against Merton and Mansfield, leaving the 2s in a very respectable position in Division Four. Their inevitable journey to the top division in 2021 will be a thrilling spectacle, however the loss of Alex Grodner is sure to hit the team hard.

Badminton

It has been another successful season for Jesus Badminton with results improving throughout the year. After a well-played but exhausting defeat in the Jesus-Jesus Varsity, the men's, women's and mixed teams went on to play well in their respective League matches. With some really exciting games the Jesus teams won a good number of matches throughout the term. The League matches from Michaelmas remained unresolved (with not all matches being played), but we were hopeful with a strong men's team entering Cuppers this year. In their typical form they won both matches played (against New College and Lady Margaret Hall), both with a 4-2 victory. This success once again earned them a place in the semi-finals where they were set to play St Anne's in Trinity term. Maybe this year would have seen the Jesus Badminton Cuppers victory?

Women's Rowing

Despite less than ideal river conditions this year, the women's rowing team made the best of the situation! We were lucky enough to travel to Eton's Dorney Lake for a session with both our experienced and new rowers, and also to attend a training camp on the Thames in January. The commitment and enthusiasm of the crew – even with the majority of training taking place on the ergs and in the gym – is a real testament to the Jesus College community, and to the ethos of the boat club. We can't wait to get rowing again next year!

Blues

The following were awarded Blues, Half Blues and Second Colours, or have represented the University in their sport during the academic year 2019-20.

Arthur Arnould – Lightweight Rowing (2017, Engineering Science)

Jackson Baida – Hockey (2019, Economics & Management)

Zak Ball – Rugby (2019, PPE)

Laurel Boxall – Cheerleading (2018, English)

Cameron Bowie – Tennis (2017, Maths & Stats)

Milly Cohen – Rugby (2018, Mathematics)

Alessandra David – Football (2019, Geography)

Elinor Davies – Hockey (2019, Modern Languages)

Susie Dunn – Hockey (2019, Modern Languages)

Katherine Greatwood – Football (2017, Engineering Science)

Amy Hosking – Lightweight Rowing (2017, Classics)

Joe Hughes – Football (2017, History)

Tom Humberstone – Rugby (2018, DPhil Pharmacology)

Seren Irwin – Polo (2018, Geography)

Max Jankiewicz – Rugby (2019, Engineering Science)

Viola King Forbes – Rugby 5s (2018, Geography)

Charalampos Kokkalis – Basketball (2018, Computer Science)

Hannah Li – Golf (2018, Biological Sciences)

Ollie Lowe – Golf (2017, Physics)

Emily Manock – Swimming (2019, Modern Languages)

Abi Owen – Ice Hockey (2018, Music)

Charlie Papworth – Rugby (2019, Law)

Helena Peacock – Lacrosse (2018, English)

Toby Pettman – Cricket (2016, Classics)

Marley Robinson – Cheerleading (2018, PPE)

William Searle – American Football (2019, Classics)

Ben Spencer – Boxing (2017, History & Economics)

Will Thompson – Hockey (2017, Mathematics)

Matt Williams – Hockey and swimming (2018, Chemistry)

Owen Yang – Cheerleading (2018, PPE)

Reflections: Jesus College in Times of Trouble

Robin Darwall-Smith, College Archivist



Here in Oxford, as everywhere else, we have endured strange times during the COVID-19 pandemic. It is therefore worth reflecting that, during the history of an institution four and half centuries old, many previous members of Jesus College have also faced moments of crisis, whether through pandemic or war, and so we should consider how these crises affected the College, and how our predecessors coped.

Plague and Pestilence

By the time that Jesus College was founded in 1571, the British Isles were used to frequent visitations of bubonic plague and other epidemics. So we must remember that the College's early members had to be ever on the alert for outbreaks of plague within the city. Even if the causes of plague were still unknown, there were by 1571 well-known procedures for keeping outbreaks localised. Among Oxford colleges, the best policy was evacuation. Wealthy colleges like Magdalen owned properties nearby which were set aside for their members during such times. Poorer colleges hired accommodation as required. We don't know what



Charles II.

people at Jesus College did, but they probably likewise fled Oxford at the earliest opportunity.

The last major outbreak of plague in Britain was the Great Plague of London of 1665. The historian Antony Wood recorded in his diary that in July 1665, watches were set on entrances to Oxford "to keepe out infected persons". This policy worked: Wood later noted that "we had not the least shew of the infection of plauge among us."

Admittedly, Oxford could not adopt the same hard line when in September Charles II, his court and Parliament all arrived to escape plague. Charles II settled in Christ Church, and his courtiers settled where they could, including, presumably, Jesus. The court remained until January 1666, and Wood was glad to see them go: he called them "rude, rough whoremongers." But at least they had not brought any plague.

The English Civil War

By 1640, Jesus College was flourishing. Some great fund-raising Principals, culminating in Francis Mansell, had found money to complete the First Quadrangle, begin a Second, and endow Fellowships and Scholarships.

By summer 1642, though, war was looming, as hopes of an agreement between Charles I and Parliament disappeared. In September and October, Oxford was occupied, first by Royalists and then by Parliamentarians, and then Charles I himself came to Oxford. Charles lived in Christ Church and his courtiers lodged in the colleges. According to a biography of Francis Mansell, attributed to Sir Leoline Jenkins, Jesus's visitors comprised "the Lord Herbert, since Marquis of Worcester, and other persons of Quality that were come out of Wales upon the King's service."

Jenkins says that Mansell was in Wales when war broke out. Travel was highly dangerous, but in winter 1642 he successfully returned to Oxford. He found the College in a bad way. Most members of the university had fled, and next to no students came up. In 1642, just six students matriculated from Jesus. In 1643, it was one, in 1644 two, in 1645 three, and in 1646 none. The College's finances suffered. It was unsafe to visit most of our estates, and from 1644-8 the College apparently gave up keeping accounts altogether.

Mansell and his College were Royalists, but that support came at a price: like other colleges, we gave all our plate to be melted down for coin. There was another danger. Oxford was overcrowded, and



Principal Mansell.

ripe for disease. In summer 1643 there was an epidemic of so-called "camp fever" (*morbus campestris*), and Jesus's occupants suffered with the rest.

One such was Sir Edward Stradling, a Royalist officer released through a prisoner exchange in May 1644. He travelled to Oxford, where he fell ill and died on 20 June. Although not a member of Jesus himself, two of his younger brothers had been attached to the College, and perhaps because of this he was buried in our Chapel.

Meanwhile, Francis Mansell had his own problems. In September 1643 his brother, Sir Anthony Mansell, was killed in battle. Mansell returned to Glamorgan to settle his brother's affairs. Once there, he decided that he was of more

use in Glamorgan than in Oxford, and remained there until 1647, strengthening royalist opinion, and helping royalist refugees.

After war came a reckoning. In May 1647 Parliament instituted some Visitors to inspect Oxford, and remove recalcitrant royalists. In spring 1648 Mansell and all but two of our Fellows refused to swear allegiance to Parliament, and were expelled. A former Fellow, Michael Roberts, was appointed Principal, and the vacant Fellowships were filled by the Visitors.

The Civil War left Jesus College in a wretched condition. Michael Roberts proved an unpopular Principal, with dark hints of financial improprieties, and in 1657 resigned his post under pressure. Perhaps it did not help that Mansell himself

was permitted to live in College, supposedly staying aloof from any intrigue. In 1660, however, on the restoration of Charles II, Mansell was reinstated as Principal.

By now in his seventies, Mansell's main aim seems to have been to find a successor. Fortunately Leoline Jenkins accepted the post, and in March 1661 Mansell resigned as Principal, living in College until his death in 1665. The College had chosen well: Jenkins was a great Principal, and an even greater benefactor. But we should never forget Mansell's devoted service to the College.

The First World War

It is often observed how unexpectedly Britain found itself at war in 1914. In the Encaenia of June 1914, a doctorate was conferred on the great German composer Richard Strauss, and our then Principal, Sir John Rhys, had studied in Germany. Yet by early August Britain and Germany were at war.

War broke out during the Long Vacation, when the Colleges were empty. Oxford students quickly joined up to fight, and in 1915 emergency regulations were created to permit undergraduates to take time out to fight, and men coming up to Oxford to defer entry. Similar arrangements were also made for Fellows and College servants.

This is not the place to write of those men who joined up. Here at Jesus, 67 men never returned, and many others were badly wounded. Instead we should consider those left behind in College, anxious for news of former pupils, colleagues and friends. We have in the archives

some letters sent to the College by the families of students killed in the war. They show people devastated at the loss of a loved one, but yearning that all will be well. In reading these letters, we should think of their effect on their recipients, who would have known these men well.

Another great loss was the death in December 1915 of Sir John Rhys. Because of the emergency, the Fellows did not elect a successor, but were led by the Vice-Principal, Ernest Hardy. Surprisingly, a new Principal was not elected until 1921 – and Hardy was chosen. Hardy managed College affairs well, which is all the more remarkable because by 1915 he had been blind for over a decade. It is a sobering question whether any Oxbridge college has elected a blind Head since Ernest Hardy.

Rhys and Hardy presided over an ever-shrinking College. In Hilary Term 1914 there were 135 members resident in College, but in Hilary Term 1915 there were just 63, and by 1918 15 undergraduates were left. The only students in College were those from neutral countries or those exempted from active service on medical grounds. Unsurprisingly, sporting fixtures ceased, and the Junior Common Room held no meetings between November 1915 and January 1919.

The College was not completely empty, however, for it was partly requisitioned for military purposes. So from 1916 we were used as a training base for officers of the Royal Flying Corps

We have yet to investigate the financial effects of the war on the

College. Tenants on its estates would have continued to pay rent, but the income received from students would have vanished. In some colleges this made a great difference, but we don't yet know how badly Jesus was affected. There are hints, though, that Jesus emerged in a decent financial state. After the war, many other colleges, such as Balliol or Univ, sold off much of their land to put into stocks and shares, to increase their income, but Jesus seems to have been content to keep its assets in land.

Certainly, the College swiftly recovered, in terms of personnel, as it filled up with undergraduates during 1919. Some had been up in 1914, but most were taking up places offered during the war. But the memorials in the Chapel and the old JCR (now the Memorial Room) will have reminded people of what they had endured, and who they had lost.

The Flu Pandemic of 1918-19

Just as the First World War was nearing its end, the world was affected by the last great pandemic before COVID-19, the so-called "Spanish Flu" of 1918/19, which killed about 250,000 in Britain. Yet here at Jesus, as throughout the men's Colleges, no member died from it, and no College records discuss the problem. Some of the RFC officers in College might have caught the flu, but we have no records for them.

The picture was similar for Old Members. The admissions registers for students who came up in 1910-18 explicitly give influenza as a cause of death for just three



Jesus-St Catherine-Campion Hall Cricket Team 1942.

create joint teams. Thus Jesus combined with St. Catherine's Society, as seen in this photograph of a 1942 cricket team with members of both institutions.

Our Chemistry laboratory (now the Meyricke Library), however, was requisitioned for the innocuously-named "Tube Alloys" project – actually a British project to create nuclear weapons.

Thus far, the Second World War may seem less frightening than the First. However, the College did suffer the deaths of 39 of its members. Also, this war brought a new danger to Oxford. There had been some air raids during the First World War, but by 1939, bomber aircraft had become much more dangerous.

With the Morris works in Cowley, Oxford therefore faced a serious threat of bombardment, especially after the onset of the Blitz. At Jesus, as with all other Colleges, undergraduates took turns in nightly firewatching, sitting on College roofs, watching for bombs. Oxford was fortunate, and was never bombed. But no one at the time knew this, and these nightly vigils remind us of a perpetual ever-present tension.

This has been a reflection on the darker moments of the history of Jesus College, and one day the COVID-19 pandemic of 2020 will join them. However, dark as these episodes have been, the College always emerged the other side, and perhaps we need that reminder now more than usual.

of them, but one died in Ceylon, another as a prisoner of war in Germany, and all died outside College. However, in 1918, as we have seen, there were very few people in College to catch flu. By 1919, when the College filled up again, the virus had become less lethal.

This, however, was the situation among the men's colleges. The women's colleges remained fully functioning during the war. They were therefore more vulnerable, and, tragically, some students at Lady Margaret Hall fell victim to the flu.

The Second World War

Unlike the First World War, the Second World War did not come as a surprise: some people have observed that its outbreak was almost a relief after all the previous tension. Therefore the University had time to arrange with the

Government how its buildings and the colleges could be used. Some colleges were requisitioned, such as Keble and St. Hugh's, but Jesus remained on its site. Indeed, the then Estates Bursar, John Baker, observed that College life "went on with surprisingly little difference".

For one thing, more students were in residence. Undergraduates reading certain subjects like Medicine, Chemistry or Theology were exempted from military service, and from 1942 other students could come up to Oxford on six-month cadet courses, which combined military training with academic study.

Jesus therefore preserved some continuity. The JCR met throughout the war, and the Music Society arranged "gramophone concerts", when people sat in someone's rooms to listen to music. Among sports clubs, colleges regularly combined in twos or threes to

Reflections: Head of the River 40 Years On

Reflections of the 1980s Torpids Head of the River winners

In the 1980 Torpids, the Jesus College women's eight – or ladies eight as they were then known – was crowned Head of the River, winning the annual bumps races in a heavyweight boat borrowed from the men's club. The Head of the River title remained with the Jesus women's crew for three years. Here, each member of that winning eight reflects on their Jesus rowing experience.

Stroke: Sue Roberts (1976, Biochemistry)



I was one of the third intake of female undergraduates at Jesus. During my first year Val Wickens and I received some rowing training in a tub pair and Sue Budd learned how to cox, but we had little experience on the river. By the autumn of 1977, the former ladies eight members had either left or decided not to row as they were

Finalists, so we literally scraped together an eight for what was the first ever Ladies Torpids competition in February 1978. By the time Torpids came around in 1980, we had built our strongest crew yet and were determined to make it to the Head, as it was the third and final chance for several of us.

The boats were far too heavy for us as they were designed for 13 stone men and built from wood. The boat I remember best was called TE Lawrence and I still feel an affection for that name now. During my four years at College, we never had access to a boat designed for a lightweight crew. We were very keen to have some sort of unifying green uniform, but nothing was provided by College, so we bought white t-shirts and green dye and had a fun session boiling them up one afternoon.



On the first day [of Torpids] we bumped Wadham to go Head. I can't remember how far down the course we rowed before achieving the bump, but I can remember the pain of having to row as Head of the River for the next three days. Our male cox, Huw Hallybone, had skilfully stepped into the crew with little previous experience and was delighted to earn his rudder as we earned our blades. The 'fall from grace' for him, however, was when our photos appeared in the *Oxford Mail* the next week proclaiming us as 'the Queens of the River'! He has never quite lived this down.

Jesus remained Head of the River for the next three years. The friendships we created have endured to this day. Most of us meet up at least once a year to celebrate at Henley Regatta – a very fitting place.

Seven: Laura Alexander (1978, Medicine)



Shortly after first arriving at Jesus, I got sucked in [to rowing] and a few short weeks later I found myself in the first eight at the start of Torpids 1979. That first year we bumped two or three times to reach second place in Division One, but couldn't quite catch Wadham, who remained Head of the River. Unfortunately, our promise in

Summer Eights wasn't fulfilled, but we still enjoyed the attempt and we had some success at various regional summer regattas.

The following year we had a few crew changes and developed a fairly regular pattern of training on the river. We were very fortunate to have Peter Bowley as our boatman. He couldn't have been more helpful, doing what he could to make boats designed for twelve and thirteen stone men with huge feet, suitable for a crew of lightweight women. We did very little land training: a run from College to the boathouse and some enthusiastic dancing at the JCR disco was about our limit.

Torpids 1980 came around and we were hopeful that we could bump Wadham before we were bumped ourselves. I'm not sure how long it took to catch them, but it felt



like an age. It was such a relief and we were full of excitement until it dawned on us that we were going to have to row the full course for the next three days if we were going to finish Head of the River. The rest of the week is a bit of a blur, but the sense of achievement and camaraderie has remained. I count myself very lucky to have been part of a crew that managed to combine enjoyment with a degree of success and would like to thank everyone who helped us along the way.

Six: Caroline Ord (1977, Modern History)



I joined the inaugural Jesus Ladies VIII in my first year and, despite being 5' 4", rowed at six seat in every Torpids and Eights for the next three years. Lifelong friendships were forged in that boat. 40 years ago, rowing was something you could take seriously but not at the exclusion of other sports and extra-curricular activities – several of us in the boat played university hockey or squash too. I remember going straight from the river during Eights week to play Miranda in an open air production of *The Tempest* at Worcester!

I remember running down in the dark past Merton and through Christ Church Meadow in January, to be on the water by the time it was light to fit in an outing and be back in time for 9am lectures or practicals – and a bowl of porridge in Hall if we were lucky. Looking back at the photos now, we seem hopelessly amateurish in that massive wooden clinker with the huge wooden blades, but we rowed over at Head for three consecutive days that blowy February in 1980, so we must have been pretty good for the time.

I've never experienced an adrenalin rush to match that moment just before the starting gun – then 'half, half, three quarters...' We thought we'd managed a good start if we got the rating up to thirty seven. And I have always thought that having experienced the pain of 'giving it ten' at the end of a close race was what got me through the birth of my children. Sue and I still joke about the facefuls of water I regularly received sitting at six as she squared her blade at stroke!

We had a great run 1977-80, and climbed slowly but steadily up the Divisions through both Torpids and Eights. It all came to a juddering halt, literally, on the Saturday of Eights week in 1980 when an unlucky crew member caught a crab somewhere near the Gut. But even that doesn't obscure the memories of so many happy times together, on and off the river, golden afternoons and occasionally raucous evenings.

Five: Valerie Wickens (1976, Metallurgy & Science of Materials)



I rowed right through my time at Oxford, in between playing squash and various other sports for the College and University. I'm not sure I ever really mastered rowing without spending much of the time looking at my oar or at the surroundings, as I liked to keep an eye out for ducks and other wildlife on the river.

I remember always being terrified at the start of Torpids and Summer Eights when the College Boatman, Peter Bowley, calmly held us steady until the last moment. Quite often we got away with an early bump so didn't have to row right to the end of the course, which was a very long way, but there were always celebrations and Pimms afterwards. As someone who I never met from another college used to take pictures and leave them in my pigeonhole at College, I have lots of photos of our rowing days. It would seem strange now, but I didn't give it a second thought then – and they are now a great reminder of the many hours we spent on the river.

However, the best thing about rowing at Jesus is the fact that

most of us still all meet up at Henley every year. Although many of us don't see each other in between, within five minutes the years fall away and it's as if it was all yesterday.

Four: Frances Davies (1978, PPE, MPhil Management Studies)



I didn't row at school, in common with many students at Jesus. Even back then, it was a college that prided itself on its intake from state schools and the 'non-rowing' types of private school.

As my second year started and my friendships increasingly consolidated within Jesus, I was drawn to having a go at rowing. I was naturally quite strong and balanced, and I also had a strong sense of rhythm as I came from a musical family (this really helps in rowing, where timing of the strokes is crucial). So, to my great surprise, I loved it immediately and this keenness grew with my fitness. Our crew had representatives from different years and subjects; rowing was a great way to bond with people you wouldn't otherwise come across. To this day, I am still close friends with half of the crew.

The actual competition was a heady mixture of agonising nerves, extreme physical exertion, and ridiculous heights of exhilaration.

The nerves, and the subsequent elation, intensified with each day of racing as the title of Head of the River came within reach. I will never forget the horrible nausea brought on by the terror of messing it up. If one member of the crew "catches a crab" at any point in the race, that pretty much stops the boat, and with it any hope of victory. But we did it, and seized the crown. What a day!

It was an interesting moment for Jesus too, culturally. My year was the fifth since women were admitted under the "Jesus plan" to make a group of colleges co-educational, and the first year where women were represented throughout the College. Previously, while male-only, Jesus had been respectably good at rugby and very proud of that. The advent of female students was helping the academic status of Jesus, but not its rugby. This great rowing success by a women's crew definitely aroused bittersweet feelings in and around rugby-loving Jesus!

Three: Marilyn Beese (1978, English)



From the first moments of my clumsy efforts in a banktub after Freshers' Week in 1978, I was completely seduced by rowing. Luckily, most of the other girls

banktubbing with me were equally unfamiliar with rowing technique, so we clanked and swatted away with similar ineptitude like a swarm of keen but uncoordinated crane flies.

My recollections of the physical event are sharp: it was excruciatingly painful and completely exhilarating; screams and hoots rising from Jesus supporters on the boathouse roof and the banks as we neared the finish. To my knowledge, this was and still is the only occasion in JCBC history that any crew, let alone a "Ladies" eight, ever attained the Head of the River title.

The weeks of hard work and celebration carry bittersweet connotations, however, as my father had been diagnosed with terminal lung cancer and died in early June 1980, shortly after our rowing success. He was well enough at the time to be inordinately proud of the achievement, and delighted for me. I do remember that rowing, the river, the crew and the boathouse became the greatest and most welcome distraction from the catastrophe going on elsewhere in my life: it represented a vibrant other world where I could confine myself, yet be in the company of a lovely group of like-minded people and focus exclusively on something physically taxing and mentally both uplifting and rigorous; just what was needed.

The Bump Supper given by College in our honour was truly memorable. The framed photograph of it sits in my office and acts as a daily reminder of the best of times, the best of sports and the best of people. My only regret is that there weren't enough old blades to go round after the surprise of our success. I never received mine!

Two: Sue North (1978, Zoology)



On arrival at Jesus I was determined to take every opportunity to play as much sport as I could manage alongside my studies. Accordingly I soon found myself running to the boathouse alongside Laura for the first trials on the river.

As it turned out there were some vacant seats in the first eight, which we were lucky enough to join. My memories are of days spent running from lectures to university hockey training, to College hockey, to the river, and back to the labs. An endless whirl of study and sport which could not have suited me better. The best thing of all were the close friendships we forged; our crew was a happy and supportive team. In particular, I remember sharing chocolate brownies in the bow with Nicky (we still share brownies, but no longer afloat). Over the years we have had numerous adventures with crew members and their families; such a pleasure.

Sadly, my rowing days ended all too soon when Varsity hockey was moved to clash with Torpids, and I haven't picked up a blade since. My hockey stick has however remained in use until lockdown stopped play in March.

Bow: Nicky Meadows (1979, Chemistry)



I learned to scull with my school friend Alison Walsh (1979, Somerville) and we raced in a double scull before coming up to Oxford. We did quite well despite me steering us into the bank on our first race.

My first success at Jesus was winning the 1979 Christ Church Novice regatta in a four. Then I was lucky enough to be selected in my first year as bow for the ladies first eight. Training then consisted of maybe running down to the boathouse and rowing a few times a week – that was it. Formal rowing kit didn't exist then, so for training on the river I recall sharing brownies and such treats with Sue North – we were bow pair and the cox couldn't see what we were up to. No idea what our coach Nick Gillman (Balliol) thought. Formal rowing kit didn't exist then, so for Torpids we borrowed the Jesus hockey shirts and wore our track suit bottoms. I also recall the shoes in the boat being far too large for us as we were rowing in a men's boat.

Flush with success from Head of the River, both Frances Davies and I trialled for the Blue boat, and we both rowed for Osiris in 1981 and won. My old sculling partner Alison Walsh was also in this successful crew. Whilst at Jesus we also rowed at external regattas and we won at Evesham.

A huge bonus of reading Chemistry was 4 years at Oxford, and so I was able to row in the first eight in my first, second and fourth years – and we remained Head of the River for Torpids throughout. I didn't row in my third year as I planned to work hard for Finals, but took up squash instead.

After leaving Oxford and moving to Putney, I continued to row from Lensbury Club on the Putney embankment – as did several Jesus ladies, including Frances Davies, Polly Amos (1979, Geography) and Lizzie Grassley (1978, Geology). We raced very successfully for a couple of years, sometimes winning 2 pots in a single weekend.

Cox: Huw Hallybone (1976, Chemistry)



What recollections do I have? I was the poor guy dragged up the river by the "Queens of the River", just slightly lighter than I am now. My father was another Jesus alumnus

(George Hallybone, 1939, Chemistry) and he had a green double-breasted thick felt Torpids blazer which had seen better days. My parents had it remade using the buttons and badge for me, and I still wear it to Henley Regatta occasionally, although it was designed for winter wear and not

entirely suitable for a summer occasion where men cannot remove their jackets!

I recall designing and making an amplifier system to make sure the bows could hear the cox's encouragements. The speakers were under the bow and number four seats and ensured that the

crew enjoyed the deep breathing exercises I led during the countdown to starts!

We had lots of fun and almost the best part of the whole experience is the friendships we made and that we almost all still see each other at least once a year at Henley Regatta.



Access at Jesus

Matthew Williams, Access Fellow

Shelley Knowles, Access and Admissions Assistant



Matt Williams.



Shelley Knowles.

From 1 September 2020 I will have been the Access Fellow at Jesus College for four years. It has been the privilege of my life to serve the College for these past 48 months. So, what has happened, and what is next? Let's start with a few vital statistics:

THE YEAR IN NUMBERS

£1,050,000 > raised specifically for access projects, including a single donation of £1,000,000 to secure the Jesus College-Seren Summer School in perpetuity.

9,145 prospective students seen in 2019, an increase of 25% on the previous year.

173 in-bound and out-bound access events, a new record for the College and a 32% increase on the previous year.

68% of those prospective students seen in 2019 came from the most disadvantaged backgrounds. Up from 47% in 2018.

84 young people from Wales and South London came to stay with us for summer schools in August 2019, and over 200 will take part in virtual summer schools in 2020.

91% of participants in the Seren Summer School in 2019 reported feeling quite confident or very confident that they could cope with an Oxford degree, up from 55% before the summer school.

10% of all Oxford applications from Wales in 2019 were accounted for by 2018 summer school participants. 56% of 2018 summer school participants applied to Oxford.

21% success rate of applicants from a widening participation background for 2019 admissions, against a 15% success rate for non-WP applicants.

80 > student ambassadors from JCR and MCR helped deliver more content than ever.

The substantial growth in our access work is absolutely not the result of me working alone. Human resources have always been the College's primary strength, and access is no exception. I have received magnificent support from Fellows, lecturers, students, and staff. But in particular we have all benefitted from the seemingly limitless energy of Shelley Knowles, Access and Admissions Assistant since July 2018. She has been essential to our rapidly expanding output. Not only has she contributed enormously herself, she has whipped together a fearsome bunch of student ambassadors with her peerless facility for spreadsheets!

'...the lectures on climate change were absolutely amazing, I thought I knew lots about it but Matt really showed me how to think outside the box and really change everyone's ways of life'

Summer School participant

Together, we are especially proud of the impact of our annual summer schools. These are our flagship intervention. The Seren Network Summer School – in collaboration with the Welsh government – was recently honoured with a £1 million endowment from an enormously generous alumnus, Oliver Thomas (2000, Economics & Management). This will make an immense difference to the schools and communities across Wales that we work with. Wales is chronically under-represented at the University and in higher education more broadly. This is not only bad for us missing out on talent, it is bad for Wales.

We have therefore put together this unique interdisciplinary summer school, covering themes such as climate change, intelligence, and humanity's future. An engaging series of lectures, seminars and the quintessential Oxford tutorial have been put on offer for several hundred Welsh comprehensively-educated students. The results have been better than we could have hoped for in the pilot run back in my first summer of 2017.

'I also really appreciated the freedom we had; it really reflected a level of trust and autonomy that I had never really experienced without my parents around'

Summer School participant



And beyond the big picture are the individual stories. Through the summer school we have met hundreds of wonderful young people. Many, like Joe, are now amongst us as Jesus College undergraduates. And several more are at other universities, but with a transformed view of Oxford that

they can share with their friends and communities.

So, what's next? Well, in the immediate term we are having to adapt to access in the age of a pandemic. This has not seen a substantial dip in our interactions, indeed by utilising remote learning technology we are reaching

those rural and coastal communities that usually only put the "access" in "inaccessible". We are, as a result, on course to see over 10,000 young people in 2020, making our contribution to Oxford's outreach work amongst the top rank.

Our ambition is to keep pushing on. There is so much to do to address the structural inequalities in British education. We must and we will

'I changed where I was applying to as a consequence of this summer school – the system works!'

Summer School participant

There is no complacency, no satisfaction, only more to be done. Again, I should like to thank the wonderful members of Jesus, past and present, for their support. Together we are keeping alive a 450-year tradition that Jesus is a College seeking to bring out the best in people, regardless of their background.





*Photo: Christ Church Meadow
by Brittany Wellner James.*

Development Update

Brittany Wellner James, Director of Development



In early March, I was in Iceland for the annual alumni donor trip. I distinctly remember relishing the stillness of the snow-covered landscape as I stood on a glacier, and thinking how wonderful it would be if things back home in Oxford could slow down for a moment; if we could somehow magically stop all the traffic, the constant stream of tourists, and the hustle and bustle of term. The silence and the stillness of the Icelandic countryside and the lack of people to encounter felt distinctively unfamiliar and unusual.

Our group of 24 spent three days together in a traditional Icelandic farm hotel. We travelled and ate as a group and greeted each other with warm embraces. We were guided by Junior Research Fellow Dr Sarah Rugheimer, who gave an enthralling talk about whether we were alone in the universe, and drew connections between the wild topography of Iceland and that of other planets. With the assistance of an Icelandic

tour guide, we learned about the country's geological composition, its population, and its cultural history. There was only one confirmed case of COVID-19 in the country when we arrived, and we mentioned the new virus only in passing. We ended the trip in high spirits and announced plans for our next trip to Sicily in May 2021.

We now live in a different world. The date for the Sicily trip is uncertain, as is the precise picture of future alumni events in the medium term. Our annual trip to visit alumni in Hong Kong and Singapore has been postponed until next spring. At the time of going to press, we are still hopeful that we will be able to host our first in-person alumni event of Michaelmas at St George's Hanover Square in December, with an evening of Christmas carols sung by the College Choir. We are hopeful that the venue is large enough to cope with social distancing, but



we are painfully conscious that all our future plans depend upon our avoiding a second wave of infection and ultimately on the development of an effective vaccine.

During this uncertain time, our energies have accordingly shifted to delivering an alumni engagement



programme online – as we hope many of you may have noticed! Shortly before lockdown I had a conversation with the College archivist Dr Robin Darwall-Smith and our Emeritus Professor of History Dr Felicity Heal about creating a set of quiz questions about the College's 450-year history. It has been wonderful to watch alumni from across different decades participate in this weekly game. We also worked with members of the College Fellowship to produce a series of Saturday podcasts on special topics from across the Humanities, Science, and the Arts. At a time when we are obliged to keep physically distant, it's been very encouraging to observe our online alumni community grow.

The support this community has shown the College in recent months is exemplified in the donations made to the Development Fund, despite the absence of our March telethon. Additional support for the Book Fund has also meant that we have been able to offer increased financial assistance towards the purchase of books for our students during lockdown. Thanks to your generosity, the Development Fund will be sufficient to ensure that academic endeavours can continue as planned in Michaelmas. Thank you so much for thinking of the College during this difficult time.

We regret that the virus interrupted celebrations of our 45th Anniversary events for Jesus Women. The Jesus Plan led the way for mixed colleges in the University and 2019/20 began in October with a fabulous celebration in College which brought together alumnae



Rebecca Bilkau and Helen Roe following the performance of *The Blessèd Round*, February 2020.

from all subjects and generations. It was a special evening marking the history of the College's co-education since the pioneering first cohort in 1974. In February we held *The Blessèd Round* concert – a musical première composed by alumnae Rebecca Bilkau (1974, English) and Helen Roe (1974, Music). The two had reconnected many years after graduation over tea at a Jesus event. This chance meeting prompted a dialogue of poetic and musical exchanges spanning Germany and the UK, which culminated in an astonishing concert in Chapel featuring Jesus students.

A trip to the Oxford Playhouse to watch an all-female performance of *Pride and Prejudice* in mid-March was next in a further series of celebratory events for Jesus women. But the reduced number of guests was our first real indication that things were about to change. About a week later, we set up

the Development team with the technology to work remotely. I also collected my office houseplants, fearing I would be unable to return to water them for a while.

Just three weeks earlier, the College had hosted HRH the Prince of Wales to celebrate the Jesus Chair of Celtic and Welsh Access initiatives. We gathered as a community of over 100 alumni, students and College staff to welcome HRH, and despite the rain it was a joyful event. Since then, a year of event planning and preparation has evaporated. Before I switched off the office lights on 20 March to head home for an indeterminate amount of time, I found myself wondering what to do with 130 liquorice pipes. We had ordered them as a fun dessert for our All Alumni Dinner with the actor Jason Watkins, who played Jesus alumnus Harold Wilson in Netflix's *The Crown*. The pipes couldn't be returned to the



Photo by John Cairns

sweet shop, but I also didn't have the heart to throw them away. To me, they symbolised the creativity and dedication my team puts in to making these events memorable,

and the fun that we always have when the College's alumni gather together. When we can meet again, I know we'll come back stronger with bigger and better plans for our

450th Anniversary year - and there might even be one or two liquorice pipes left.

*For further information,
see www.jesuscollegeoxford450.co.uk*

2020/2021 450th Anniversary Events

450th
Anniversary

We are delighted to announce some of our plans for flagship events to mark College's 450th Anniversary in 2020-2021.

Further details and dates will be announced in the New Year.

Save the date

On **Sunday 27 June 2021** – exactly 450 years to the day since College received its first royal charter – we shall celebrate this important milestone in our history with a special service of thanksgiving in the University Church.

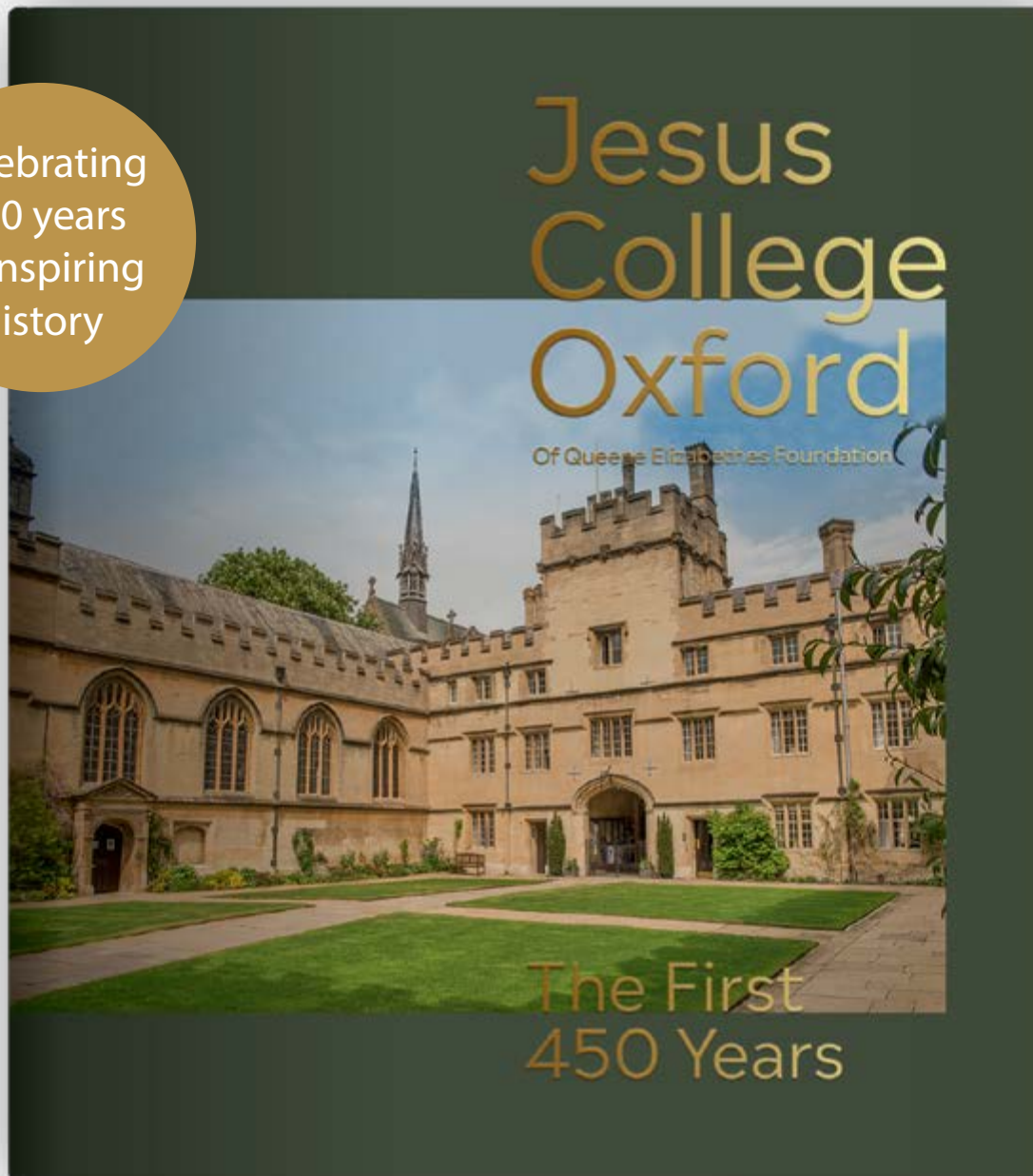
Other highlights include:

- A special **family day**, full of exciting activities for all ages, to be held in College in July 2021.
- A **winter gala night**, to be held in College at the end of 2021.
- A full programme of exciting **online talks**, which will include events to mark the centenary of PPE in the autumn of 2020.

For more information, please see our events page at: www.alumniweb.ox.ac.uk/jesus or contact us at events@jesus.ox.ac.uk

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