

Fair Access Agreement: 17 December 2004

(A) Context

1. Northumbria University welcomes the invitation from the Office of Fair Access to submit an Access Agreement for approval.
2. We support OFFA's view that "fair access to higher education is about ensuring equality of opportunities for all those that have potential to benefit from it, irrespective of their background, schooling, or income", and welcome the opportunity through our Access Agreement to demonstrate our long-standing published commitment to these aims, and to make public our long track record of success.
3. This document contains three sections:

Section A – The context within which we have developed our Access Agreement.

Section B – A summary of the core points of our Access Agreement based on the checklist produced by OFFA in its Guidance to us (OFFA Guidance p.16)

Section C – Our University Widening Participation and Fair Access Strategy. We agree strongly with OFFA's suggestion (Guidance para 30) for reasons we set out in Para 6 (below) that "institutions will want to continue to produce strategies that cover the broader widening participation activities they undertake (and) would prefer to embed their access agreement in this their overall strategy for widening participation" and have done so accordingly. Our Widening Participation and Fair Access Strategy demonstrates the full range of our access measures and has been amended in December 2004 to take account of the Schwartz Report on Fair Admissions.

4. At Northumbria we are proud of our "triple A" ranking for:

(i) Access:

We meet, and in 10 cases exceed, all of our HEFCE Widening Participation benchmarks. 50% of our full-time students are classified in one of three "groups under-represented in higher education": those from low income families (when judged by means-tested fee remission), students who have registered a disability, and those from Black Minority Ethnic groups (BME).

(ii) Academic Quality:

QAA judges we provide a first class learning experience for our students. In TQA we average 22/24, one of the top 15 average scores from English universities.

(iii) Attainment:

92% of our full-time entrants progress successfully beyond the first year of their programme. This is 3% above our HEFCE benchmark. 94% of our students are in work or further training within 6 months of graduating.

5. In short, we present our Access Agreement as an “access-rich” University with excellent academic standards and first class care and support for our students.
6. Nevertheless, we recognise, like all Universities, that we can, and must, do more. In our Access Agreement we have therefore set stretching targets for improving the proportion of our students who are under-represented in higher education, mindful, of course, that the distance we have travelled in meeting and exceeding our current benchmarks, means that further significant growth will be a very considerable challenge. We propose to meet these targets by increasing our support to students from groups under-represented in higher education. This additional support will take the following forms :
 - (i) A 10% increase in our widening participation and outreach activity.
 - (ii) The introduction of a mandatory targeted bursary scheme for all full-time undergraduates on HEFCE funded programmes who are in receipt of the full government grant of £2700 at a cost of £0.33m in 2006/07 rising to £1.17m in 2009/10
 - (iii) A “needs-blind” financial support scheme available to all students but from which students in the three groups under-represented in Higher Education (low income families, students with disabilities, and students from BMEs) will receive an additional £0.94m in 2006/07 rising to £3.1m in 2009/10
7. We believe it is important that OFFA, and other readers of this Access Agreement understand three important contextual issues which underpin our approach to providing financial support for our students.
 - (i) Because 50% of our students fall into categories “under-represented in higher education”, widening participation is a core activity for us, not a bolt on. In practice we cannot draw a meaningful distinction between our work to widen participation and our mainstream recruitment activity, because the former makes a vital and positive contribution to the latter. (A team organisation chart showing the integrated nature of our Recruitment/WP support is enclosed in the Notes to Part C of this document)
 - (ii) We believe the fee-regime will (as it is designed to do) intensify competition for student recruitment at all levels in a market in which applications to HE are no longer rising. Because raising aspirations among under-represented groups requires profound and deep seated cultural change (by definition a long term process) in the short term, at least, the requirements of the Office of Fair Access to establish stretching targets will intensify competition between HEIs for students under-represented in higher education. This represents a significant challenge to all Universities for whom recruitment of students from these groups is a core activity.
 - (iii) Our Board of Governors has therefore determined that Northumbria must take steps to protect both its recruitment and its widening participation intakes by offering financial support to all entrants who can demonstrate the prior attainment or potential that will enable them to succeed on our programmes. It is our view that these awards, when combined with mandatory targeted bursaries of £300, our Access to Learning Fund (£1.1m) and the steps we have taken to provide regular part-time employment for our students, will ensure that those who fall into the groups under-represented in higher education will enjoy significantly enhanced financial support which will not only encourage their entry to higher education but also to aid retention. We will monitor enrolment actively to ensure our record of fair access is maintained.

(B) Summary of Access Agreement

8. Level of fee income:

On 11 October 2004 our Board of Governors agreed Northumbria University should charge all FT entrants to HEFCE funded 3 and 4 year UG programmes a fee of £3K in 2006/7. Sandwich years and years abroad will be charged at a standard 25% of the full fee, that is £750 in 2006/7. Following the agreement of the commissioning bodies in Social Work and Education we will also charge £3K for full time UG programmes in Social Work and for the one year PGCE programme. We will charge £1500 per year for the two year Foundation degree in Built Environment we deliver on campus, and £3K for the two year Engineering/Informatics Foundation Degrees we deliver on campus. Charges for Foundation Degrees we validate, but which are delivered by our partner colleges are a matter for them to determine through their own Access Agreements with OFFA. We will not charge an additional fee to any “end-on” applicants as described by DFES. All additional fees described above will only be increased annually by the agreed RPI during the lifetime of this agreement.

9. Commitment to Mandatory Bursary Support:

The University Board of Governors agreed the University should provide the minimum mandatory £300 bursary support to all eligible full-time entrants to HEFCE funded programmes. This bursary will be increased annually by the agreed RPI during the lifetime of this agreement. This Bursary would be paid direct by the Student Loan Company. While it is difficult for us to be precise about the numbers of students who will qualify under means testing we expect this support will be to the value of £0.33m in 2006/07, £0.79m in 2007/08 and £1.17m in 2009/10

10. Targeted Bursary Support:

The University Board of Governors has agreed the University should commit 33% of the residual additional fee income (average £500 per capita) to the provision of scholarships, allocated to students according to academic achievement, and/or potential. Because on average 50% of the University’s students come from “groups under-represented in Higher Education” the Board believes this approach is the fairest way to ensure (a) students from groups under-represented in higher education receive additional financial support, (b) students from families with middling incomes avoid a potentially significant poverty trap, (c) the University escapes the need to set up a costly, bureaucratic, and potentially divisive means testing system (d) the University is better able to maintain its market position and meet its formal obligations to recruit agreed numbers under its HEFCE contract. Financial support to the three targeted groups under-represented in higher education (students from low-income families, students with disabilities, and students from Black/ Minority Ethnic groups) will equal £1m in 2006/07; £2.15m in 2007/08 £3.0m in 2008/09 and £3.1m in 2009/10. Students on full support who receive the Mandatory Bursary will qualify for a needs blind scholarship.

11. Type and level of scholarship/bursary and target groups

Scholarships will be awarded to UK Home students in three bands of £250, £500, and £1000. The degree programme a student reads will be allocated to one of these bands according to market demand. Overall the average Scholarship award will be £500 per capita. All bursaries will be paid by the Student Loan Company. Students on Full Support will therefore receive an average £800 in financial support from the University comprising: a University Scholarship (average £500) and a Mandatory Bursary (£300). Target groups will be those 50% of our enrolment who come from low income families (i.e. all those below £38,330K receiving some form of government grant to study), BMEs, and students with a disability.

12. Information on outreach activities

Information on the University’s substantial outreach activities (total expenditure £1.1m) is provided in our Widening Participation and Fair Access Strategy (Part C of this document).

Additional activities will be conducted by 10 new “access and retention co-ordinators”(one in they need to help them succeed at university. Additional activity to extend financial advice and guidance, and to develop the “Passport Scheme” for local schools, colleges and access programmes is contained within existing budgets.

13. Estimated numbers, and target groups of outreach activity

- (i) Total activity 2004/05: 36k+ individual contacts across 600+ events & activities.
Total activity 2005/06: 40k+ individual contacts across 670+ events & activities.
- (ii) Summary of activity by target group and focus

Target Group	WP 04/05	Rec 04/05	Total 05/06	WP 05/06	Rec 05/06	Total 05/06	% Annual Growth
Pre-16 (LPNs)	13540	-	13540	15040	-	15040	11.1%
Yr 12/13	470	18700	19170	470	20800	21270	11.0%
Teachers/Careers Advisers	70	100	170	70	100	170	-
Parents (LPNs)	360	550	910	400	600	1000	9.9%
Mature students	1450	1100	2550	1500	1100	2600	2.0%
Disabled students	50	-	50	50	-	50	-
Total	15940	20450	36390	17530	22600	40130	10.3%

NB. LPN – Low Participating Neighbourhoods; WP –Widening Participation Activity; Rec – Recruitment Activity

- (iii) Summary of activity by activity type – please refer to Section C, note E – Summary of Widening Participation & Recruitment Activity.

14. Information about financial support

We will provide all students with the aggregate cost of tuition before they begin their programme of study. This information will be set out in :
University Prospectus and website – March 2005
Seminars to local schools/colleges – ongoing
Specialist brochure for applicants – March 2005

15. Milestones/objectives (percentages)

	2004	2006	2009	2011
Social Class III/IV/V	31	31	33	34
LPNs	21	21	23	24
In receipt of state grant support	42	42	43	44
Mature (no previous HE from LPN)	20	20	21	21
BME	4.3	4.5	4.7	5
Disabilities	4.5	4.5	4.5	4.5
Retention year one	92	92	93	93

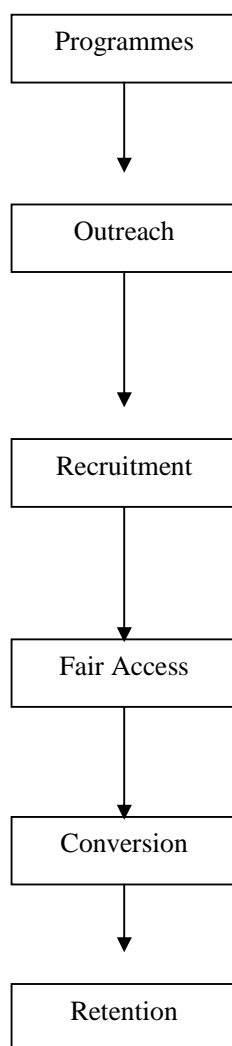
16. Monitoring and Evaluation

The University reviews its performance against HEFCE WP/Access benchmarks, at Institutional, School and Division level. It holds Schools accountable at Annual Development Planning meetings. The University’s Widening Participation and Well-Being Strategies are reviewed annually at its Student Affairs Committee, and Academic Board. The allocation of Bursaries and Scholarships will be monitored by the University Executive and at Employment and Finance Committee. Strategy, process and outcomes will be reviewed annually by the University Board of Governors.

Section C – Widening Participation and Fair Access Strategy

- 1. Mission Aim Supported:** To promote opportunities and access to students with a variety of ambitions and from different circumstances.
- 2. Principal Responsibility:** Pro-Vice-Chancellor, Student and Staff Affairs.

3. Objectives:



- (1) Programmes**
To ensure our programme portfolio, curriculum, progression rates, and entry points are of high quality, attractive, open and accessible to people of all ages and from all social groups.
- (2) Outreach**
To support schools, colleges, and relevant agencies/community groups in raising the aspirations and educational achievements of both young people aged 18-30 and mature people.
- (3) Recruitment to targets and benchmarks**
To achieve our University and school recruitment targets, and our HEFCE widening participation benchmarks, by achieving a “balanced intake” of individuals of all ages and from all social groups. We will develop a University Scholarship Scheme to support both elements of this objective.
- (4) Fair Access**
To ensure that our selection and bursary policies and activities are transparent and open, and enable fair access for people of all ages and from all social groups.
- (5) Conversion**
To support applicants’ decision making by providing appropriate, easily accessible information and advice including financial information and advice at appropriate points in the enquiry/enrolment cycle.
- (6) Retention**
To improve retention rates by disseminating and embedding best practice across our University.

- 4. Values:** We aim to uphold the following values in conducting this strategy

- (1) Respect for individual potential**
There is an enormous wealth of individual potential waiting to be tapped. Our task is to search it out and help realise it.

(2) Respect for individual dignity

Every person has worth, and must be treated with dignity and respect

(3) Diversity and fairness

We respect and value the diversity of the UK population whose members come from many countries, cultures and backgrounds, and have a wide range of interests and beliefs. We believe every individual should be treated fairly, and with equity, regardless of ethnic origin, colour, gender, disability, marital status, sexuality, religion, age or other irrelevant distinction.

(4) Accessibility and welcoming approachability

We will see to ensure our staff and our services are open, accessible, and welcoming to all.

5. Context

(i) Benchmark Trends

- (a) Between 1999 and 2004 Northumbria University has delivered, as a percentage of our entry cohort; (Note (b))
- i) 4% increase in recruitment of young full-time undergraduate entrants from state schools (from 85% to 89% of the total cohort)
 - ii) 4% increase in recruitment of young full-time undergraduate entrants from social classes III_m, IV and V (from 27% to 31% of the total cohort)
 - iii) 4% increase in recruitment of young full-time undergraduate entrants from low-participation neighbourhoods (from 17% to the 21% of the total cohort)
 - iv) 4% increase in mature full-time undergraduate entrants from LPNs (from 16% to 20% of the mature student cohort)
 - v) 4% increase in all undergraduate entrants with no previous HE experience, and from LPNs (from 17% to 21% of the part-time undergraduate cohort)
 - vi) 6% increase in young part-time undergraduate entrants from LPNs (from 20% to 26% of the PT UG cohort)
 - vii) A steady annual increase in the percentage of BME entrants from 3.1% to 4.3%
- (b) Over the period since 1999 our non-continuation rates have remained steadily better than benchmark, and our “efficiency” when judged by progression of new entrants has risen by 1%, from 91% to 92% of the cohort.
- (c) In 2003 we met or exceeded all of our HEFCE benchmarks. (See Note C below)

ii) Fair Access

(a) The University's Fair Admission Policy has 6 underpinning elements:

(i) applicants will be treated as individuals, and we will not treat any one applicant automatically more or less favourably than another by virtue of his/her background, or school/college. Our selection criteria will seek solely to judge ability to complete the programme of study successfully.

(ii) The University will seek, wherever appropriate, to make judgements about admissions based on a candidate's prior academic performance to agreed standards on the express understanding that it believes this is a reliable indication of ability to complete the programme of study successfully (academic merit). Where a candidate has not previously engaged in study which would lead to the agreed level of prior academic achievement, or where prior academic achievement is not itself a sufficient condition of demonstrating ability to succeed on the specified programme, then the University will make a further set of assessments to gauge the candidate's potential to complete the programme of study successfully. Candidates selected on academic potential will be given an equal opportunity with candidates selected on merit to gain admission to the programme.

(iii) Where the number of candidates who are judged by the University to have achieved the agreed standards of prior academic achievement and/or academic potential to succeed on the programme, is greater than the number of offers the University can make to them all, then University will use a range of clearly defined, relevant, reliable and valid criteria in order to reach a judgement about which students to admit or to turn down.

(iv) The University will not make offers, or require higher or lower grades from applicants from particular groups, backgrounds or schools, although it may choose to vary its offers to individuals who demonstrate they have met particular agreed published criteria for admissions (i.e. special admissions arrangements through compacts)

(v) All Schools will publish clear criteria attached to the policy for:

- assessment of merit
- assessment of potential (where appropriate)
- selection from a cohort who have achieved base criteria
- any special admissions arrangements

(vi) The University will establish a mechanism to enable candidates who are not made an offer to receive clear feedback on the University's decision, should they wish it, and has established an Admissions Committee Chaired by the Pro-Vice-Chancellor (Student and Staff Affairs) with School and Service representation to review and monitor delivery of the Policy.

(b) In 2003 we conducted the first annual detailed analysis of "access and admissions" data for a range of defined student cohorts. This work aims to help us identify:

- any bias in our selection procedure which would reduce opportunities to under-represented groups
- if our "offer" is less attractive to any under-represented groups

This analysis suggests:

- the ratio of applicants/offers/intake is balanced (see Note (d))

white	:	other ethnic groups
able bodied	:	students with a disability
young	:	mature
social class I/II/IIIIn	:	IIIIn/IV/V

More detailed analysis shows this balance is achieved consistently by all University Schools. This analysis leads us to believe our selection/recruitment procedures are fair and equitable to these groups.

- We have investigated the possibility of some bias operating in the selection of male/female applicants. Further detailed analysis suggests the higher proportion of offers made to men and the lower proportion made to women is due to a combination of our subject mix, regional culture, and supply/demand ratios. This analysis (Note (d)) leads us to believe there is no negative discrimination operating in our system.
- mature students are more likely to accept our offers than young applicants. Further analysis suggests this is due to the almost wholly regional nature of our mature applicants, whose work and family commitments confine them to a travel to work area.
- although the number of applicants from BME backgrounds are lower than the sector average, and less than we would wish, they are still higher than our regional benchmark. The number of applicants reflects the low percentage of BME residents in the North East.

6. In Summary:

- Between 1999/2003 our University has steadily improved the proportion of UG entrants from under-represented groups and now meets or exceeds all of the HEFCE WP benchmarks.
- This improvement in the balance of under-represented groups has been accompanied by a significant increase in retention.
- Our admissions process is fair and unbiased

7. Key Performance Measures

(i) Outreach

- | | |
|-----------------------------|---|
| (a) Total activity 2004/05: | 36k+ individual contacts across 600+ events & activities. |
| Total activity 2005/06: | 40k+ individual contacts across 670+ events & activities. |

(b) Summary of activity by target group and focus

Target Group	WP 04/05	Rec 04/05	Total 05/06	WP 05/06	Rec 05/06	Total 05/06	% Annual Growth
Pre-16 (LPNs)	13540	-	13540	15040	-	15040	11.1%
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Disabled students	50	-	50	50	-	50	-
Total	15940	20450	36390	17530	22600	40130	10.3%

NB. LPN – Low Participating Neighbourhoods

(c) Summary of activity by activity type – please refer to Note (e) – Summary of Widening Participation & Recruitment Activity.

(ii) Enhanced financial support

(a) Mandatory bursary scheme administered through the Student Loan Company

Estimated income:

2007/08	2600 students x £305	=	£0.79m
2008/09	3700 students x £310	=	£1.14m
2009/10	3700 students x £320	=	£1.17m

(b) Needs-blind scholarship scheme of average £500 per capita will also provide financial support to all FT UG HEFCE funded students on 3 or 4 year programmes who currently receive partial/total fee waiver; students with disabilities and students from BMEs

Current estimates are:

42% with fee waiver (low income families)

4.5% with disability

4.3% from BME

”Targeted” scholarships to under-represented groups therefore = approximately 50% of the entry cohort

2007/08	4300 x £500	=	£2.15m
2008/09	6000 x £500	=	£3.0m
2009/10	6200 X £500	=	£3.1m

(c) Access to Learning Fund

2006/07	£1.14m of which 180 x £500 discretionary scholarships awarded to students with low income
2007/08	£1.14m (of which £90K for bursary support)
2008/09	£1.14m (pf which £90K for bursary support)

(iii) Outputs: University targets for balanced intake 2003 – 2006 are:

These targets are set in relation to our HEFCE benchmarks.

	2004	2006	2009	2011	
Social Class IIIm/IV/V		31	31	33	34
LPNs		21	21	23	24
In receipt of state grant support		42	42	43	44
Mature (no previous HE from LPN)		20	20	21	21
BME		4.3	4.5	4.7	5
Disabilities		4.5	4.5	4.5	4.5
Retention year one		92	92	93	93

8. Achieving the Objectives

(i) Programmes: We will conduct a three yearly programme review, annual monitoring of programme offerings, and seek to further develop the extensive foundation degree, franchise, and work-based learning activities specified in our Learning/Teaching and Growth strategy.

(ii) Outreach: Maintain our active participation in both regional and sub-regional Aim Higher, P4P and Excellence Challenge partnerships, and through them run 400 events in 2004/5 for 15900 pupils, parents and adult learners, at a cost of approximately £1.1m rising by 2005/6 to 472 events for 22500 pupils, parents and adult learners at a cost of approx £1.3m. Events include ACE days, student shadowing, student mentoring, study skills, Master classes, Summer Schools, HE awareness days, Parent presentations, Career evenings, Taster days, campus tours. From 2006 we will add new “passport scheme for 200 local students” and develop school support for outreach at an additional cost of approx £214K. We will also publish detailed financial income from state grant, mandatory bursary, university scholarships, ALF, and employment opportunities.

(iii) Recruitment to University Targets/ HEFCE benchmarks Maintain our national, regional and local recruitment activity in 2004/5 through 180 events to 20,000 young people, parents, teachers, adult learners and community groups, at a cost of approx £400K rising to 200 events in 2005/6 for 22500 contacts, at a cost of approx £500K. The University will support recruitment through the establishment of a “needs blind” University Scholarship Scheme for all students who achieve their agreed entry offer. The “Needs blind” Scholarship fund to be 33% of total additional fee income. Total cost £2.0m in 2006/07 rising to £6.1m in 2008/09.

Scholarship

bands to be established in consultation with schools, and in relation to discipline-market conditions.

(iv) Fair Access: Continually review our selection process to ensure fairness and equality of opportunity (see para 5(ii)). Given current intakes we expect 42% of scholarship income to be allocated to students in receipt of a Government bursary and a further 4.3% to students from ethnic minorities who do not fall into this category and a

further 4.5% to students with disabilities who do not receive other support. The total allocation to target students will therefore be approx £1.0m in 2006/7, rising to approx £3.0m in 2008/9 We will review this allocation annually.

- (v) Conversion:** Develop mutually beneficial relationships with potential students to support their decision-making process, and facilitate progression through the application/offer/acceptance/enrolment process to ensure all information and advice, (including new financial information and advice) is clear and accessible to all students.
- (vi) Retention:** Extend current cohort analysis to cover progression, degree class, and employment and conduct review of best practice. To increase School support for retention at an additional cost of £214K of which 50% will be targeted at pre-entry and 50% at retention.

9. Risks and Dependencies

Our University has an excellent record of widening participation among school/college age and mature students, while retaining high quality provision and excellent retention/completion rates. Key risks are posed by the potential introduction of top-up fees, which may reduce applications not just from students from LPNs but also from those from middle class backgrounds who fall into the “benefit trap”; and from a rapidly reducing school-age population in the North East; the region from which we recruit over 60% of our cohort.

We are managing these risks through: more detailed evaluation of our applicant base, through improving application/offer/acceptance ratios, and through closer partnerships with local and national suppliers; improved financial information for students; a mandatory bursary scheme; a scholarship scheme which will offer additional income to all groups of applicants.

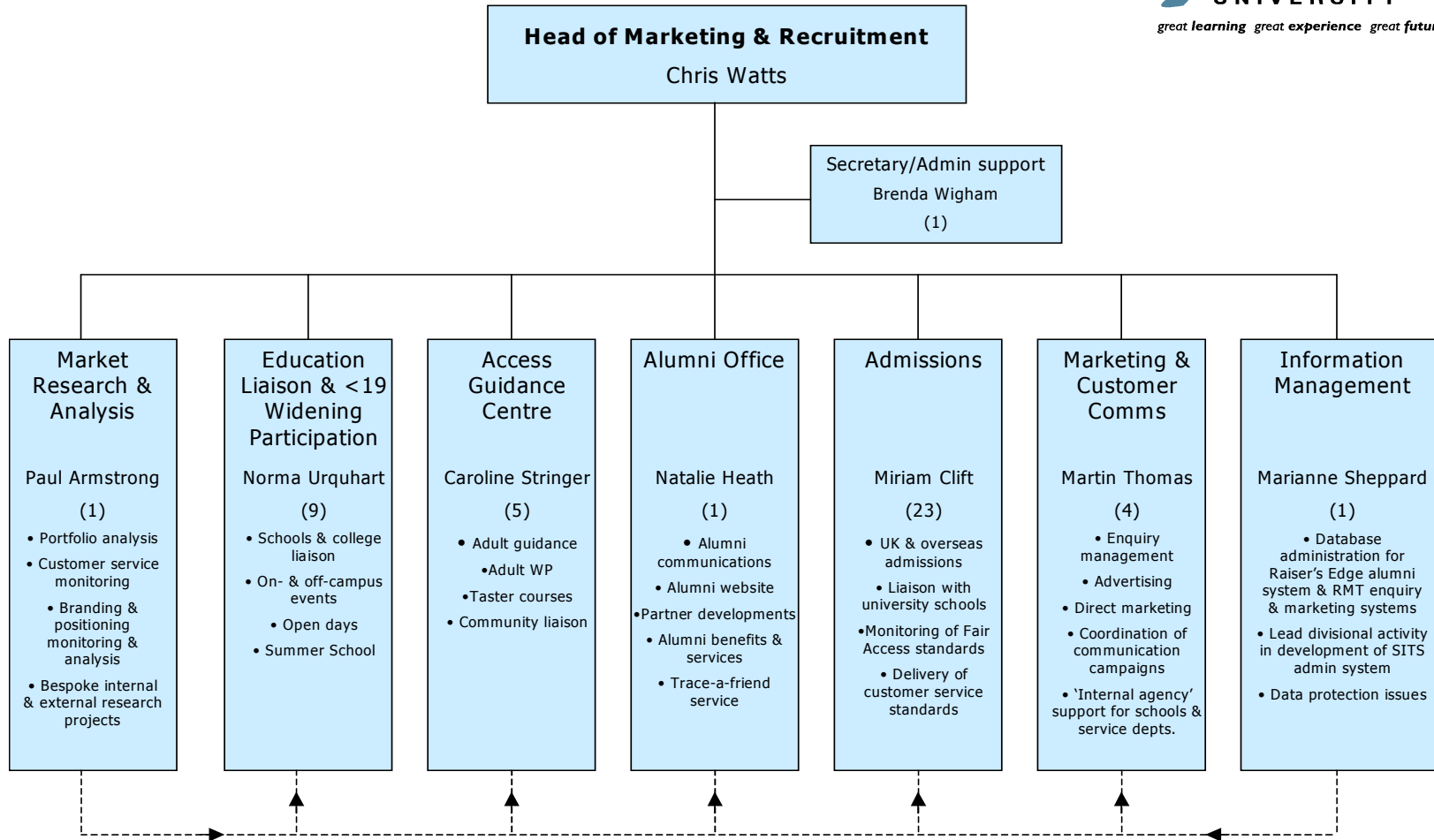
10. Monitoring and Evaluation

Student Affairs Committee, under the Chairmanship of the Pro-Vice-Chancellor (Student and Staff Affairs) will monitor the implementation of the strategy at its three meetings per year, and evaluate evidence provided by Corporate Planning, Marketing and Student Services, on its impact. It will recommend annual updates and additions, and will conduct a fundamental review in 2006. SAC reports directly to Academic Board, and to the University Executive Committee.

NOTE A

External Relations - Marketing & Recruitment Division

Organisation Chart



NB. Person named is manager/has lead responsibility. Number in brackets indicates number of staff.

NOTE B

**Trend in Northumbria's Tables T1 to T3 in
HEFCE/HESA Performance Indicators 1999 to 2004**

Year of Publication	1999	2000	2001	2002	2003	2004
Indicator	%	%	%	%	%	%
Participation of underrepresented groups						
<u>Young FT first degree (Table T1a)</u>						
from state schools or colleges	85	89	90	89	91	89
from Social Class IIIM, IV, V	27	28	29	26	27	30
from low participation neighbourhoods	17	17	19	19	21	19
<u>Young FT undergraduate entrants (Table T1b)</u>						
from state schools or colleges	86	90	90	89	91	90
from Social Class IIIM, IV, V	27	28	30	27	28	31
from low participation neighbourhoods	17	18	20	20	22	21
<u>Mature FT undergraduate entrants (Table T2a)</u>						
First degree with No Previous HE & from low participation neighbourhoods	16	19	19	21	24	20
All undergraduates with No Previous HE & from low participation neighbourhoods	17	21	22	23	24	21
<u>Part-time undergraduate entrants (Table T2b)</u>						
Young undergraduate entrants with No Previous HE & from low participation neighbourhoods	20	22	22	21	27	26
Mature undergraduate entrants with No Previous HE & from low participation neighbourhoods	12	6	5	7	9	11
Non-continuation						
<u>FT first degree entrants (Table T3a)</u>						
Young entrants Not in HE	7	8	8	9	7	7
Mature entrants Not in HE	11	13	12	11	12	11
All entrants Not in HE	9	10	9	10	8	8

Sources:

1999 - HEFCE (99/66); 2000 - HEFCE (00/40); 2001 - HEFCE Circular letter 08/01; 2002 - HEFCE file pi.xls 02/12/2002; 2003 - pi_0069.zip; 2004 - Excel files from HESA's data dissemination website.

NOTE C

Comparison of Northumbria's HEFCE/HESA Performance Indicators 2004 with 2003

Indicator	2003	2004
Participation of under-represented groups		
<i>Young FT first degree (Table T1a)</i>		
from state schools or colleges	within benchmark	within benchmark
from Social Class IIIM, IV, V	within benchmark	within benchmark
from low participation neighbourhoods	better than benchmark	better than benchmark
<u>Location adjusted benchmark</u>		
from state schools or colleges	within benchmark	within benchmark
from Social Class IIIM, IV, V	below benchmark	within benchmark
from low participation neighbourhoods	within benchmark	within benchmark
<i>Young FT undergraduate entrants (Table T1b)</i>		
from state schools or colleges	within benchmark	within benchmark
from Social Class IIIM, IV, V	within benchmark	within benchmark
from low participation neighbourhoods	better than benchmark	better than benchmark
<u>Location adjusted benchmark</u>		
from state schools or colleges	within benchmark	within benchmark
from Social Class IIIM, IV, V	below benchmark	within benchmark
from low participation neighbourhoods	within benchmark	within benchmark
<i>Mature FT undergraduate entrants (Table T2a)</i>		
First degree with No Previous HE & from low participation neighbourhoods	better than benchmark	better than benchmark
All undergraduates with No Previous HE & from low participation neighbourhoods	better than benchmark	better than benchmark
<u>Location adjusted benchmark</u>		
First degree with No Previous HE & from low participation neighbourhoods	within benchmark	within benchmark

Indicator	2003	2004
All undergraduates with No Previous HE & from low participation neighbourhoods	within benchmark	within benchmark

<i>Part-time undergraduate entrants (Table T2b)</i>		
Young undergraduate entrants with No Previous HE & from low participation neighbourhoods	within benchmark	within benchmark
Mature undergraduate entrants with No Previous HE & from low participation neighbourhoods	within benchmark	within benchmark
All undergraduate entrants with No Previous HE & from low participation neighbourhoods	better than benchmark	better than benchmark
<u>Location adjusted benchmark</u>		
Young undergraduate entrants with No Previous HE & from low participation neighbourhoods	within benchmark	within benchmark
Mature undergraduate entrants with No Previous HE & from low participation neighbourhoods	within benchmark	within benchmark
All undergraduate entrants with No Previous HE & from low participation neighbourhoods	within benchmark	within benchmark
Non-continuation		
<i>FT first degree entrants (Table T3a)</i>		
Young entrants Not in HE	within benchmark	within benchmark
Mature entrants Not in HE	better than benchmark	better than benchmark
All entrants Not in HE	within benchmark	within benchmark
<i>FT first degree Young entrants (Table T3b)</i>		
from low participation n'hoods Not in HE	-	within benchmark
from other n'hoods Not in HE	-	within benchmark
<i>FT first degree Mature entrants (Table T3c)</i>		
With prev HE qual Not in HE	-	within benchmark
With no prev HE qual Not in HE	-	better than benchmark
Indicator	2003	2004
<i>FT sub degree entrants (Table T3a)</i>		
Young entrants Not in HE	-	better than benchmark
Mature entrants Not in HE	-	better than benchmark

All entrants Not in HE	-	better than benchmark
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NOTE D

We have recently begun to analyse 'progression' data for a range of cohorts of students to help us identify:

- a) if we are at all biased in our selection procedures towards these groups
- b) if our 'offer' appears to be less attractive to any of these groups.

This information is summarised below.

Ratio of Applicants (offers/acceptances) by cohort 2003/04

	% of applicants	% offers to applicants	% accept of offer
State School	91	90	89
Independent	9	10	11
Higher/Intermed	73	73	73
Lower	27	27	27
Young	84	87	79
Mature	16	13	21
Female	57	51	54
Male	43	49	46
White	94	94	94
Other ethnic	6	6	6
Students with disability	4	4	4
Other	96	96	96

The information in Table 3 suggests:

- a) the ratio between applicants/intake for state school/independent groups, all occupational groups, white and other ethnic groups and for students with disabilities is balanced and that our selection/recruitment procedures are open and equitable.
- b) there may be some bias operating in the selection of male/female applicants. Our further analysis suggests the increased proportion of offers made to men, and the decreased proportion made to women is due to a combination of our subject mix, regional culture and supply/demand ratios. In summary: (i) 3 of our programme areas (Health, Education, Creative Arts) account for 38 per cent of our female applicants (Health 84 per cent female, Education 92 per cent, and Creative Arts 70 per cent). They are also 3 of our 4 most selective programmes with offer ratios of between 28 – 34 per cent. Two of our programme areas – (ii) Mathematics/Computing and Engineering account for 25 per cent of our male applicants, are disproportionately popular with men (maths/computing 77 per cent, Engineering 91 per cent) and are among our least selective programmes with offer ratios of between 75 per cent and 85 per cent. (iii) These disparities account wholly for the significant difference in offer/applications ratios between men and women and could only be addressed by movement of student numbers from male dominated to female dominated subjects.
- c) Mature students are much more likely to accept offers than young applicants. This, we believe is due to:

- i. the almost wholly regional nature of our mature applicant base. Most mature applicants have family or other commitments which confine them to a 'travel to work' area.
 - ii. the very high (66 per cent) proportion of our mature students who join us from our HEFC programme which we run conjointly with 11 other colleges and community school partners. The HEFC scheme offers a University Foundation Certificate allowing entry to the majority of University programmes.
- d) we are unable at this stage to track applicants progress through our programmes. Our retention rate does not lead us to believe there will be any significant difference in the achievement or retention rate among different cohorts. But we need to develop our data collection and analysis to test this assumption.

NOTE E

Summary: Widening Participation & Recruitment Activity



Activity Type	Focus	Target Group	Events 04/05	Contacts 05/06	Events 05/06	Contacts 05/06
Widening Participation						
Students into Schools links	WP	Yrs 4-13	175	3500	200	4000
Science Alive	WP	Yr 8/9	1	1500	1	1500
Student Shadowing	WP	Yr 12 (College)	10	200	10	200
Summer School Reunion	WP	Yr 12 (College)	1	70	1	70
Study Skills days	WP	Yr 12 (College)	2	200	2	200
Summer School	WP	Yr 11	1	140	1	140
Pre-16 school Careers Conventions	WP	Yr 10/11	45	4500	50	5000
ACE Days	WP	Yr 10	35	3500	40	4000
Yr 10 Masterclasses	WP	Yr 10	10	400	10	400
SENCO Information sessions	WP	Teachers/Careers	1	20	1	20
Science Alive Preview	WP	Teachers/Careers	1	50	1	50
Summer School Parents	WP	Parents	2	180	2	200
Parents Information (Masterclasses)	WP	Parents	2	180	2	200
Students into Community links	WP	Matures	40	450	50	500
Taster Courses	WP	Matures	100	1000	100	1000
HE Awareness - Deaf & Disabled students	WP	Disabled students	1	50	1	50
Sub Total			427	15940	472	17530
Recruitment						
General school (internal) Open Days	Rec	Yr 13/Parents	30	2700	30	3000
Clearing Open Day	Rec	Yr 13/Parents	1	200	1	200
Jobscene Tyneside	Rec	Yr 13/Matures	1	1000	1	1000
A Lv Masterclasses	Rec	Yr 13	10	200	10	200
Post-application Open Days	Rec	Yr 13	35	1700	40	2000
Campus Tours	Rec	Yr 13	40	250	50	300
Institutional Open Day	Rec	Yr 12/13	2	4500	2	5000
Tyneside UCAS Convention	Rec	Yr 12/13	1	1000	1	1000
Co Durham HE Convention	Rec	Yr 12/13	1	2000	1	2000
National/Regional UCAS Conventions	Rec	Yr 12/13	26	5000	30	6000
Taster Days	Rec	Yr 12	10	200	10	200
School visits to Northumbria	Rec	Yr 12	20	1000	20	1000
Clearing Seminar	Rec	Teachers/Careers	1	100	1	100
Courses Fair(s)	Rec	Matures	2	600	2	600
Sub Total			180	20450	199	22600
TOTAL			607	36390	671	40130

Activities/Events for schools and colleges 2004-5 in North East

Education Liaison at Northumbria – Contact telephone number 0191 227 4265

Norma Urquhart	Education Liaison Manager	Management of team & liaison with schools & colleges	0191 227 4275
Lizz Patrick	Education Liaison Officer	Responsible for all widening participation activities	0191 227 3033
Lee-ann Hunter	Assistant Education Liaison Officer	Summer School Co-ordinator	0191 227 3295
David Eason	Assistant Education Liaison Officer	Open Day Project Manager & Science Alive Co-ordinator	0191 227 3252
Vacancy	Assistant Education Liaison Officer	Students into Schools Project Officer	0191 227 3441 0191 222 8339
Katrina Moffat	Assistant Education Liaison Officer	ESF/HEFCE funded Projects Officer	0191 243 7681
Michael Tweed	Marketing Assistant	Responsible for team administration & initial contact for team	0191 227 4265
Anne McDade	Administrative Assistant	ESF/HEFCE project administrator	0191 215 6517

Aspiration & Awareness Raising Activities

Date	Event	Purpose	Target Year Group	Number of pupils	Cost	Contact in EL
22 nd Oct 2004	FE ACE (Aiming for a College Education) Day	Awareness raising & aspiration raising for FE students AM at Northumbria University PM at Newcastle University	1 st Year College students	100 maximum	No cost	Lee-ann Hunter/ Dave Eason
29 th Oct 2004 Late PM/Eve	2004 Summer School Reunion	Get together for those pupils who attended 2004 HEFCE Summer School	Year 12/1 st Year College students	By invitation	No cost	Lee-ann Hunter
23 rd – 26 th November 2004	Aiming for a College Education Days – ACE Days	Awareness raising & aspiration raising	Year 10	100 pupils maximum per day	No cost	Lizz Patrick
25 th – 28 th January 2005	Aiming for a College Education Days – ACE Days	Awareness raising & aspiration raising	Year 10	100 pupils maximum per day	No cost	Lizz Patrick
On going from February - May	Student Shadowing opportunities in Art,/Design, Travel & Tourism, IT, Engineering, Built Environment, Social Work, Nursing, Business	Aspiration Raising	Year 12 AVCE pupils/1 st Yr vocational college students	200 pupils	None. Expenses available for pupils taking part	Katrina Moffat/ Anne McDade
23 rd & 24 th February 2005	Study Skills Days offered to Newcastle, Gateshead & North Tyneside schools & colleges. Extend to other LEAs if interested	Awareness raising – wp cohort	Year 12 and 1 st Year College	210 pupils Prior booking essential	Small charge per head to cover reprographic Costs.Approx	Lizz Patrick & Lee-ann Hunter

Date	Event	Purpose	Target Year Group	Number of pupils	£7 / pupil Cost	Contact in EL
Over the following Saturdays: 26 th February, 5 th March, 12 th March & 19 th March	Year 10 Master classes in Art (4 days), Biology (3), Built Environment(1) Chemistry (3), Design (1),English(3), French (3) History (3) & Sport (4)	Aspiration Raising	Year 10 pupils in Newcastle, Gateshead, North Tyneside, South Tyneside & Northumberland	45 students per class by arrangement. Prior booking essential	Cost varies dep on sub. Art - £100/pupil 1 day voc subj - £20 Others -£75	Lizz Patrick
26 th February 2005	Parents Day	Information giving	Parents of pupils attending the Year 10 master classes	By invitation. Prior booking preferred	No cost	Lizz Patrick
March 2005 Date tbc	Possible HE Awareness Day for deaf & disabled students. Collaborative event – Newcastle/Northumbria & Sunderland Universities	Aspiration Raising & information giving	All post 16 deaf and disabled students	As requested	No cost	Katrina Moffat/Anne McDade
26 th –29 th April 2005	Aiming for a College Education Days – ACE Days	Awareness raising & aspiration raising	Year 10	100 pupils maximum per day	No cost	Lizz Patrick
Throughout May – dates tbc	Evening Presentations to Parents’ re HEFCE Summer School throughout NE	Information giving and recruitment	Year 11	As attend	No cost	Lizz Patrick
Sun 10 th - Fri 15 th July	Higher Education Funding Council/ESF funded Summer School.	Aspiration Raising and recruitment	Year 11	130 pupils from NE schools Prior booking essential	No cost	Lizz Patrick & Lee-ann Hunter
As requested	Attendance at Pre 16 School Careers Conventions & Presentations to school groups	Aspiration Raising/Information giving	Year 9, 10, 11		None	Lizz Patrick/ Norma Urquhart
Please note all awareness raising events and activities are open to students with disabilities and we would like to encourage special needs students to participate. We have additional funding to support students. Please contact Katrina Moffat on 0191 243 7681 or Anne McDade on 0191 217 6517 for further details						

Recruitment Activities

Date	Event	Purpose	Target Year Group	Number of pupils	Cost	Contact in EL
Sat 21 Aug 2004 10am –2pm	Clearing Open Day	Recruitment event to attract applicants through Clearing for 2004 entry	Year 13 & 2 nd yr College	Open to all No booking required	No cost	Lizz Patrick
9 th September 2004 12-2pm & 4-7.30pm	Courses Fair	Recruitment to part-time and postgraduate courses for entry 2004 & beyond	Mature students, employees, work based learners, open to all	Open to all wishing to attend. Prior booking available.	No cost	Marketing Office 0191 227 4285
6 October 2004	University Open Day for 2005 entry	Recruitment event	Year 13 & 2 nd Year College students Teachers, Connexions Advisers, parents	Open to all wishing to attend. Prior booking preferred.	No cost	Dave Eason
5 th & 6 th November 2004	Jobscene MetroRadio Arena	Careers & HE convention NE Universities presence at event	Open to all	Open to all wishing to attend.	No cost	Education Liaison office 0191 227 4265
10 November 2004 10am-1pm	Visit Day	Information giving	Year 12 & 1 st yr College student parties wishing to visit Northumbria	Prior booking essential	No cost	Norma Urquhart M. Tweed
23 rd March 10am-1pm 2005	Visit Day	Information giving	Year 12 & 1 st yr College student parties wishing to visit Northumbria	Prior booking essential	No cost	Norma Urquhart M. Tweed
June 2005 – date tbc	Durham HE Convention in Spennymoor – Northumbria representation	Recruitment	Year 12 & 1 st year College	Open to all wishing to attend	None	Norma Urquhart/ M.Tweed
22 & 23 June 2005 dates tbc	Tyneside HE Convention – Metro Radio Arena	Recruitment	Year 12 & 1 st year College	Open to all wishing to attend	None	Norma Urquhart/ M.Tweed
29 th June 2005	University Open Day for 2006 entry	Recruitment event	Year 12 & 1 st Year College students, Teachers, Connexions Advisers, parents	Open to all wishing to attend. Prior booking preferred.	No cost	Dave Eason
W/c 18 th July 2005	Visit Days	Information giving	Year 12 & 1 st yr College student parties wishing to visit Northumbria	Prior booking essential	No cost	Norma Urquhart M. Tweed
Sat 20 Aug 2005 tbc 10am –2pm	Clearing Open Day	Recruitment event to attract applicants through Clearing for 2005 entry	Year 13 & 2 nd yr College	Open to all No booking required	No cost	Education Liaison Office 0191 227 4265

Date	Event	Purpose	Target Year Group	Number of pupils	Cost	Contact in EL
Normally Wed afternoons	City Campus tours Coach Lane Campus tours as requested	Opportunity to visit campus	Mainly Yr 12 & 13/1 st & 2 nd Yr college students unable to get to Open Days	Prior booking essential	No cost	Education Liaison office 0191 227 4265
Ongoing	Attendance at School & College Post 16 HE/Careers Conventions & Presentations in Schools and Colleges	Recruitment & Information giving	Yr12/1 st Yr College & Year 13 /2 nd Year College students	As requested	No cost	Norma Urquhart M. Tweed
Please note all recruitment events and activities for Year 12/1 st Year College students are open to students with disabilities and we would like to encourage special needs students to participate. We have additional funding to support students. Please contact Katrina Moffat or Anne McDade on 0191 227 4265 for further details						

Visits into the University

Date	Event	Purpose	Target Year Group	Number of pupils	Cost	Contact in EL
September / October 2004	A level master classes in Art, Business, French, German, ICT Computing, & Spanish	Attainment raising	Year13/2 nd Yr College students in N'castle, G'head, North Tyneside, South Tyneside & Northumberland	Number of places vary with subject. Prior booking essential	£80/ pupil Art £100/pupil	Lizz Patrick/ Katrina Moffat
June 2005 Date tbc	Taster Day in Law	Information giving & recruitment	Year 12/1 st Yr College students	100 places	Small charge	Claire Fenwick 0191 227 4605
10 th Nov 2004, 23 rd March & w/c 18 th July 2005	School Visits into University	Recruitment/information giving	Year 12/ 1 st Yr college	Prior booking essential	None	Norma Urquhart M. Tweed
15 th , 16 th & 17 th March 2005	Science Alive	Information giving/awareness raising	Year 8 pupils	Prior booking essential	Small cost/pupil	Dave Eason
Ongoing	School/College visits into specific University Academic Schools	Information giving	Year 12/1 st Year College students	As requested No. of places vary with subject. Prior booking essential	No cost	Education Liaison Office 0191 227 4265 in first instance
Normally Wed afternoons	City Campus tours Coach Lane Campus tours as requested	Opportunity to visit campus	Mainly Yr 12 & 13/1 st & 2 nd Yr college students unable to get to Open Days	Prior booking essential	No cost	Education Liaison Office 0191 227 4265

Events for Teachers/Connexions Advisers

Date	Event	Purpose	Target Year Group	Number of pupils	Cost	Contact in EL
30 September	Information Session for SENCOs in North East schools	Information on work Northumbria is doing to encourage Deaf & Disabled students to progress to HE	SENCOs, interested teachers & Learning Mentors		No cost	Katrina Moffat/ Anne McDade
6 October 2004	University Open Day for 2005 entry	Recruitment event but also open to teachers, Connexions Advisers & parents	October – Year 13 & 2 nd year college students	Open to all wishing to attend. Prior booking preferred.	No cost	Dave Eason
18 th November	Open Evening in one of our academic Schools – which School yet tbc	An update on a Schools courses and entry requirements	Heads of Sixth Form, relevant Subject Heads Progression Coaches, Sixth Form staff, Connexions Advisers	Open to all wishing to attend. Prior booking preferred.	No cost	Norma Urquhart Michael Tweed
W/c 28 th February 2005	Open Evening in one of our academic Schools – School yet tbc	An update on a Schools courses and entry requirements	Heads of Sixth Form, relevant Subject Heads, Progression Coaches, Sixth Form staff, Connexions Advisers	Open to all wishing to attend. Prior booking preferred.	No cost	Norma Urquhart Michael Tweed
14 th March 4-6pm	Science Alive Preview for Science & Technology Teachers	Buffet & informal gathering to introduce Science Alive event at Northumbria	Science & Technology Teachers	Open to all wishing to attend. Prior booking preferred.	No cost	Dave Eason
Thurs 12 May	Training Day	Update for school & college staff, on University admissions issues. Joint event with Newcastle University	Progression Coaches/Learning Mentors Training Day	Open to all wishing to attend. Prior booking preferred.	No cost	Norma Urquhart
29 th June	University Open Day for 2006 entry	Recruitment event but also open to teachers, Connexions Advisers & parents	Year 12 & 1 st Year college students	Open to all wishing to attend. Prior booking preferred.	No cost	Dave Eason

Date	Event	Purpose	Target Year Group	Number of pupils	Cost	Contact in EL
8 th July am	Clearing Seminar	An update on courses which will be entering Clearing in 2005	Heads of Sixth Form, Progression Coaches, Sixth Form staff, Connexions Advisers	Open to all wishing to attend. Prior booking preferred.	No cost	Norma Urquhart
8 th July pm	Open afternoon in one of our Schools. School yet to be chosen	An update on that Schools courses and entry requirements	Heads of Sixth Form, Progression Coaches, Sixth Form staff, Connexions Advisers	Open to all wishing to attend. Prior booking preferred.	No cost	Norma Urquhart
As required	In service staff development sessions in schools / colleges/ Connexions Services	Information giving on requested HE issues	Sixth Form Teachers & Connexions Staff	As required	No cost	Norma Urquhart

Presentations available to schools and colleges.

Please contact us on 0191 227 4265 to arrange for a speaker to visit your school or college.

The Education Liaison team is available to visit schools and colleges to give presentations on topics such as:

Choosing your university and course
Northumbria University – Great Learning, Great Experience, Great Future
What Admissions Tutors are Looking For / Completing Your UCAS Form
Student Life and Student Finance
Specific Subject talks
Graduate Careers
Writing UCAS References

Table 1. Summary of Northumbria University Widening Participation and Recruitment Activities

