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## Background and Introduction

Navitas University Partnerships Europe (UPE) is a specialist provider of University Pathways education. We have a global reputation for transforming students' lives by providing access to higher education to students from all backgrounds and from across the world.

Navitas UPE operates a number of higher education institutions across England and Europe (our Colleges) in partnership with established universities (University Partners). The Hague Pathway College, having its location in the Netherlands, follows the principles of this policy document. In case of the wording ever conflicting with Dutch or University specific regulations or laws, these Dutch or University are prevailing.

## What Is an Access and Participation Statement?

In the context of domestic students, Navitas UPE is committed to recruiting students from all backgrounds to our programmes and providing a level of support to ensure that everyone has the opportunity to succeed on their pathway programme.

The groups that have been identified as underrepresented include mature students, students with disabilities and students from certain ethnic backgrounds and locations. Further information is available here: <https://www.officeforstudents.org.uk/data-and-analysis/>

## What Do We Do?

In terms of **Access**, we aim to increase the opportunities for underrepresented groups of domestic students to enter higher education via a pathway programme.

In terms of **Participation**, we aim to maximise student retention and continuation rates of all students and work hard to reduce any gaps in performance between students from these underrepresented groups and other students.

A Navitas student is immersed in a pedagogic model and learning and teaching environment that is supportive. It typically includes:

- Small class sizes (typically fewer than 30 learners)
- A 'Compass' Programme that proactively identifies support needs at an early stage
- Contact hours per module / semester exceeding the sector average
- A specially designed Academic Literacy Development module (Interactive Learning Skills and Communication) as part of every programme
- Availability of open-access additional support in the form of extra classes and a personalised learning experience
- Learning through a combination of formal lectures and interactive seminars, supported by specialised online delivery and IT-enabled self-study. The practical application of theoretical knowledge allows students to develop further skills and understanding of relevant topics and concepts. As a result of this approach, student retention and progression to the next stage of their programmes are high

Our programmes of study fall into four broad levels, which enables our access objectives to be achieved:

- A Level 3 **foundation programme** for students who have marginally missed their university entry qualifications or whose English language skills fall slightly below the standard entry requirement
- A Level 4 **first year** for students who would benefit from additional academic support to succeed in their studies
- A **pre-master's programme** for students who are changing discipline, or would benefit from additional preparation for the rigours of postgraduate study
- A **pre-sessional Academic English programme** for students who need to improve their English language skills before commencing their chosen foundation, undergraduate or postgraduate programme

## How We Promote Access

### i. Admissions

Our Admissions teams celebrate the cultural diversity of our applicants and are proud to be able to support our applicants in several different languages, where needed. We interview students to learn more about their reasons for choosing to study with us and provide ongoing feedback to support them throughout the application process.

We accept students from all backgrounds and nationalities to our programmes. The programmes are designed to meet the needs of motivated students regardless of disability, gender, race, religion and belief, or sexual orientation. Together with our specialist in-market teams we make great efforts to find a place in one of our Colleges for every applicant. Applicants are almost always provided with a conditional offer and receive assistance from our in-market teams to help them gather the right documentation to meet those conditions. We work closely with our University Partners to review our entry requirements so that they are accessible to the emerging needs of students, whilst ensuring that our programmes are designed to provide them with the best chance of progressing to the University Partner.

Mature learners who apply for any of our programmes may be interviewed to ensure that the programme matches their experience, aspirational and career goals, thus offering the best chance of success.

### ii. Outreach and Student Engagement Strategies

Our University Partners have comprehensive outreach strategies and policies that include provision to recruit our students. Please see their Access and Participation Plans below for further information.

### iii. Funding and Investment

Our University Partners provide bursaries to encourage students from designated groups to apply to study with them. For more information on the type of bursaries available, please check their Access and Participation Plans.

## How We Promote Participation

Participation activities include:

- Operation of a rigorous system of attendance monitoring designed to identify students who are at risk of failing or withdrawing

- A Compass programme that complements the attendance monitoring system and supports students who are at risk of academic failure or withdrawal
- Availability of student support workshops on study skills, wellbeing and mental health, employability and cross-cultural communication challenges
- Availability of personalised wellbeing and counselling services at Colleges or University Partners
- Representation of the Student Voice through a range of forums including the College Enhancement Team, Student Forum and Student Representative Board and Navitas UPE Academic Board
- Provision of a specialised advisor for disability support
- Careers support and services available in University Partners
- Student involvement in activities such as the annual Learning & Teaching Conference

## Monitoring Our Success

Academic success is measured through the Balanced Scorecards for our Colleges, as well as via our comprehensive data platform, through which we generate key reports in the data visualisation software, Power BI. KPIs have been identified for Pass Rates, Retention Rates, Progression Rates, Student Satisfaction and Net Promoter Scores, which helps us to monitor student outcomes, satisfaction and drive positive performance. We will identify Colleges falling below standards and provide support where needed.

## Goals to Improve Access and Participation

Our goals for 2022 - 2023 are:

- To improve methods of collecting, analysing and reporting student data across our Navitas UPE division and link reporting more closely to University Partners throughout the student journey
- To review and build on the success of the Compass programme and strengthen the support that is available to students from all backgrounds, and make sure that prospective students are aware of the support that is available
- To strengthen employability training for all students within Colleges
- To further develop training on inclusivity and unconscious bias amongst College staff
- To develop strategies within Colleges to ensure that teaching materials, VLE access and recordings of lectures are available to all students in accessible formats
- To establish a Navitas UPE alumni network

## Policy Review

This policy will be reviewed annually by Navitas UPE Academic Board unless there are internal or legislative changes that necessitate earlier review. The policy was last reviewed on 03 October 2022 by the UPE Academic Board.