

UNIVERSITY OF WARWICK

COUNCIL

**Minutes of the meeting of the Council held on 21 February 2013**

Present: Sir George Cox (Chair), Mr K Bedell-Pearce, Professor A Caesar, Ms V Cooke, Ms T Elliott, Professor S Hand, Ms V Heywood (until item 62/12-13), Mr J Higgins, Mr G Howells, Professor C Hughes, Mr J Kennedy, Professor K Lamberts, Mr C March, Professor A Muthoo, Sir David Normington, Mr N Sanders, Mr N Swain, Professor M Taylor, Professor Sir John Temple (until item 62/12-13), Mr M Temple, Professor N Thrift.

Apologies: Dame Fiona Caldicott, Dr R Chung, Professor S Croft, Ms R Drinkwater (Group Finance Director), Professor T Jones, Professor J Labbe, Professor P Thomas.

In Attendance: Dr M Glover (Academic Registrar), Mrs P Glover (Head of Institutional Governance Services), Mrs C Henrywood (Assistant Registrar), Ms J Horsburgh (Deputy Registrar), Mr K Sloan (Registrar and Chief Operating Officer), Mr A Smith (Finance Director), Mr R Wilson (Director of Estates).

NOTE: The Pro-Chancellor welcomed Mrs Philippa Glover, who was in attendance at Council in her new role as Head of Institutional Governance Services and Mr Andrew Smith, Finance Director, who was in attendance at the meeting on the behalf of Ms R Drinkwater, Group Finance Director.

50/12-13 Minutes

RESOLVED:

That the minutes of the meeting of the Council held on 23 November 2012 be approved.

51/12-13 Proposal for Vice-Chair of the Council (minute 31/12-13 refers)

CONSIDERED:

An oral update from the Pro-Chancellor and the Registrar and Chief Operating Officer regarding the proposed appointment of a Vice-Chair of the University Council, noting in particular the following:

- (a) That the views of Council members had been sought individually to identify potentially nominees for the role of Vice-Chair of the Council.
- (b) That the strength of the internal field of candidates for the role reflected the quality and breadth of experience of lay membership of the Council.
- (c) That the consultation with members of the Council had identified strong support for one candidate, and therefore that it be proposed to the Council that Ms Viki Cooke be appointed as Vice-Chair of the Council with immediate effect to 31 July 2016.

RESOLVED:

- (a) That the appointment of Ms Viki Cooke as Vice-Chair of the Council be approved with immediate to 31 July 2016 (passed nem. con.).
- (b) That Ms Cooke be congratulated on her appointment.

52/12-13 Conflicts of Interest

REPORTED:

- (a) That, should any members or attendees of the Council have any conflicts of interest relating to agenda items for the meeting, they should be declared in accordance with the CUC Guide for members of Higher Education Governing Bodies in the UK.

(by the Pro-Chancellor)

- (b) That Council members were encouraged, wherever possible, to inform the Registrar prior to the meeting of any potential conflicts of interest, and were also invited to do so now if appropriate.

(by Ms T Elliott)

- (c) That a potential conflict of interest in relation to the Warwick Institute of Education element of the report from the Senate be declared.

RESOLVED:

- (a) That that the potential conflict of interest declared by Ms T Elliott be recorded.
- (b) That no other conflicts of interest be recorded.

53/12-13 Council Effectiveness Review (minute 29/12-13 refers)

CONSIDERED:

A paper that summarised the key recommendations of the Council Effectiveness Review (CER), as debated and adopted by the members at the Council Away Day in November 2012 (C.39/12-13).

REPORTED: (by the Registrar and Chief Operating Officer)

- (a) That the Senate had been consulted on the composition of the Council and that a detailed discussion had taken place.
- (b) That the Senate fully supported the change in composition of the Council from 33 members to 25 with a lay member majority of three, retaining two student members of Council and one non-academic member, noting that the Senate was supportive of the aim to secure a breadth of lay expertise in the membership of the Council.
- (c) That the views of the members of the Council had been taken into account, noting that the proposed changes outlined in the CER summary paper (C.39/12-13) would be implemented for the start of the 2013-14 academic year.
- (d) That the Council be asked to note that some changes had already been introduced, such as the enhancement of communications and the development of opportunities for lay members to engage with the University beyond the formal work of the Council, noting that the appointment of the Director of Delivery Assurance would further facilitate such enhanced engagement.

- (e) That the University would map the outcomes following the implementation of the CER after the first year to enable the Council to assess whether the changes had achieved the desired outcomes.
- (f) That clarity regarding the Council's scheme of delegation to the Executive Team and other Council Committees was crucial in achieving some of the desired outcomes of the CER, noting that the revision to the scheme of delegated authorities was a large project and that it would be implemented in time for the start of the 2013-14 academic year.

(by Ms V Heywood)

- (g) That the alterations that had already been introduced had improved the clarity of the business of the Council and the experience of lay members.

(by Mr J Higgins)

- (h) That the Audit Committee would welcome clarity regarding its role in relation to assurance and delegation of authority as an outcome of the CER process.

RESOLVED:

- (a) That the key recommendations of the CER as set out in paper C.39/12-13 be approved.
- (b) That the recommendations be implemented by the start of the 2013-14 academic year.
- (c) That a post implementation review be undertaken by the Council Secretariat to assess the effectiveness of the outcomes of the review.

54/12-13 Strategic Discussion Topics for Meetings of the Council

REPORTED: (by the Pro-Chancellor)

That the current list of strategic and presentation topics was being updated and that should any members of the Council have any additional topics that they wish to be considered, they should email the Registrar and Chief Operating Officer.

55/12-13 Vice-Chancellor and President's Business: Winter 2013 Degree Congregation Ceremonies (paper C.41/12-13 refers)

REPORTED:

That the Winter 2013 Degree Ceremonies had been very successful events and that Council members be thanked for their support and attendance, noting further thanks to the Degree Ceremony team for their organisation of the Ceremonies in very challenging weather.

56/12-13 Vice-Chancellor and President's Business: Diamond Jubilee Regius Professorships (paper C.41/12-13 refers)

REPORTED:

That Warwick's Mathematics Institute had been awarded a highly prestigious Regius Professorship by the Queen to mark the Diamond Jubilee, noting that the award is a reflection of the exceptionally high quality of teaching and research at an institution, with the department being among a select group of 12 departments at institutions across the country to be awarded this distinction.

57/12-13 Vice-Chancellor and President's Business: European Commission HR Excellence in Research Award (paper C.41/12-13 refers)

REPORTED:

That Warwick had become one of only 21 UK institutions to gain the European Commission's HR Excellence in Research award.

58/12-13 Vice-Chancellor and President's Business: Warwick as Number One Target for Graduate Recruitment by Top Employers (paper C.41/12-13 refers)

REPORTED:

That Warwick had been ranked the number one target for graduate recruitment by top employers in 'The Graduate Market in 2013'.

59/12-13 Vice-Chancellor and President's Business: Public Spending Review (paper C.41/12-13 refers)

REPORTED:

(a) That it was anticipated that public funding of higher education might come under pressure in the context of more ring-fenced budgets, as there was a perception that the sector had generally been making good surpluses.

(b) That the protection of the research ring-fence remained a government priority, particularly in relation to the role of Science and Technology in the growth agenda.

(by Mr N Sanders)

(c) That there was a lack of expertise available to Ministers to inform public spending strategy about the long term impact of investment in Higher Education Institutions, and that the University be encouraged to utilise the experience that it has in its Economics department to demonstrate the economic value of marginal investment in Higher Education Institutions.

(by Ms T Elliott)

(d) That the University be encouraged to provide key messages in relation to the economic value of Higher Education Institutions that lay members of the Council could use to promote the value of public investment in Universities.

(by the Pro-Chancellor)

- (e) That the sector lacked the organised political lobby common to powerful industry bodies.

RESOLVED:

That the University provide to members of the Council a regular summary of key facts to demonstrate the value generated by Higher Education Institutions.

60/12-13 Vice-Chancellor and President's Business: European Union (EU) Negotiations (paper C.41/12-13 refers)

REPORTED:

- (a) That the Higher Education sector was dependent on the EU for research income, noting that UK Higher Education Institutions had a good track record in securing research funding in open competition.
- (b) That the settlement appeared to be satisfactory, noting that there may possibly be an increase in the funding for the disciplines of Science and Technology.

61/12-13 Vice-Chancellor and President's Business: Triennial Review of the Research Councils (paper C.41/12-13 refers)

REPORTED:

That a reduction in the number of Research Councils through consolidation into one or two bodies was one possible outcome for this review, noting that this could prove to be a challenge for the disciplines of Arts, Humanities and Social Sciences.

62/12-13 Vice-Chancellor and President's Business: Open Access Publication (paper C.41/12-13 refers)

REPORTED:

- (a) That the idea that all research publications should become freely available via a system of publication fees paid by authors to journals, rather than through free publication paid via library subscriptions could have serious consequences for universities, noting that it could result in universities either not being in a position to pay for the scheme, or that it could result in a rationing of staff publications because of financial constraints.
- (b) That the concept of open access was supported by the University as long as it was introduced at an appropriate pace and in consultation with the higher education sector.

63/12-13 Vice-Chancellor and President's Business: Student Recruitment (paper C.41/12-13 refers)

REPORTED:

- (a) That whilst the teaching of undergraduate students remained core to the reputation of the University, it was important to be mindful of the relatively greater financial margin generated by postgraduate students when considering recruitment strategy.

- (b) That there was a need to revisit the University Strategy in the context of the University's growth in relative size in the sector, technological developments, and the likely industrialisation within the sector.
- (c) That the University was less constrained in its choices than some other institutions because of its relatively low debt servicing requirements.

(by the Registrar and Chief Operating Officer)

- (d) That it was important to balance the overall make-up and size of the student population with regard to both subject area and cohort, and to be mindful of the capital resourcing implications of growing the student population, in terms of increased requirement for space and facilities, as well as the impact on the overall student experience.

(by the Pro-Chancellor)

- (e) That clarity of understanding with regard to funding and financial drivers would be important to the Council in considering the University's Strategy.

64/12-13 Vice-Chancellor and President's Business: Other Items of Business (paper C.41/12-13 refers)

REPORTED:

- (a) University's Achievements
- (b) Warwick's Strategy for the Future.

65/12-13 Registrar and Chief Operating Officer's Business: University Strategy Beyond Vision 2015

CONSIDERED:

A paper regarding the development of the University Strategy beyond Vision 2015 (C.40/12-13), together with an oral report from the Registrar and Chief Operating Officer:

REPORTED:

- (a) That the overall frame of the University's Vision 2015 was still appropriate, but that it needed to be reviewed and revitalised to reflect the changing environment and the decisions that the University needed to make about its future strategy.
- (b) That it was proposed that a series of 'green papers' be developed around some broad themes, noting that lay members of the Council would be invited to contribute to the development of the papers.

(by Sir David Normington)

- (c) That it would be important to think holistically in terms of strategy, as linkages across traditional boundaries would indicate potential areas of strength and that this would inform investment decisions.

(by Professor M Taylor)

- (d) That e-learning had relevance to considerations of both size and technology and a specific green paper may be appropriate.

(by Mr K Bedell-Pearce)

- (e) That a preparatory piece of work was required to provide a framework to support the review, and that this should include qualitative models to broadly indicate limiting factors, overlaid by a quantitative model that would address likely future direction in student expectations.

(by Professor Sir John Temple)

- (f) That e-learning could be regarded as an industrialisation strategy, and that other industrialisation strategies could be considered, including acquisition, location, and rationalisation.

(by Mr J Higgins)

- (g) That it would be useful to identify key trends to inform the strategy refresh, for example demographic changes, e-learning, and globalisation.

(by Mr N Sanders)

- (h) That the strategy review should be informed by likely future developments, and should include consideration of radical funding options.

(by Ms T Elliott)

- (i) That consideration should be given to the locus of the campus as a potential critical constraint on future development.

RESOLVED:

- (a) That the proposed themes be revised in light of the feedback from members of the Council.
- (b) That the working parties be convened and members of the Council be invited to join the working parties at an early stage in their development.

66/12-13 Report from the Senate

CONSIDERED and ADOPTED a report of the resolutions on selected items considered at the meeting of the Senate held on 6 February 2013 (C.25/12-13), together with an oral report from the Vice-Chancellor on the following items of business:

- (a) QAA IRENI

That the QAA Institutional Review was scheduled for week commencing 25 February 2013.

(b) Transfer of Activity out of the School of Health and Social Studies (SHSS)

That the Senate had considered and approved paper S.14/12-13, that set out the progress made to date with respect to the transfer of activity out of the School of Health and Social Studies to Warwick Medical School or the Centre for Lifelong Learning.

(c) Report on the Warwick Institute of Education

(i) That the Warwick Institute of Education (WIE) could not continue as currently due to changes by the Government in the way that teacher training was to be delivered in the future and the current performance of the department.

(ii) That consultation with staff had been on-going since Autumn 2012 and that consultation with students had commenced in early February 2013, noting that both groups would continue to be consulted throughout the whole process.

(iii) That a report from the Education Steering Group had been considered by the Steering Committee at its meeting on 28 January 2013 and a further report would be brought to the Council at its next meeting, following consideration by the Senate.

(d) Academic Quality and Standards Committee

CONSIDERED:

A report from the Senate that summarised the key points from a meeting of the Academic Quality and Standards Committee.

(e) Establishment of the Warwick Infectious Disease Epidemiology Research Centre

CONSIDERED:

A report from the Senate regarding the establishment of the Warwick Infectious Disease Epidemiology Research Centre as a University Research Centre.

RESOLVED:

(a) That the School of Health and Social Studies be disestablished with effect from 1 February 2013, as planned.

(b) That the amendments to University Regulation 8 for First Degrees be confirmed.

(c) That the amendments to the University's 'Credit and Module Framework' be confirmed.

(d) That the establishment of the Warwick Infectious Disease Epidemiology Research Centre be approved.

(f) Research Committee

(g) HEFCE Grant Letter

(h) National Automotive Innovation Campus

(i) WBS Enterprise Research Centre



- (j) Open Access Developments
- (k) Conferral of Title of Emeritus Professor
- (l) University Librarian
- (m) Warwick Student Community Statement.

67/12-13 Report from the Remuneration Committee

CONSIDERED:

A report from the meeting of the Remuneration Committee held on 18 July 2012, and the meeting that was held by correspondence on 6 February 2013 (C.26/12-13{Restricted}), together with an oral report from the Deputy Registrar on the following items of business:

(a) Terms of Reference of the Remuneration Committee

That the terms of reference and reporting requirements of the Remuneration Committee had been considered in relation to CUC guidance, and that these be revised further to the recommendations of the Council Effectiveness Review.

(b) Pension Taxation

That the Committee had resolved protocols to assist with decision making in relation to pension taxation changes, noting that as a result of the determination of the key principles, an allowance separate to salary offsetting the employer pension contribution to the USS had been approved.

(c) Severance Arrangements

That the Committee had approved, by correspondence, a paper circulated by the Registrar and Chief Operating Officer on 14 September 2012 comprising a set of delegations for the management of severance cases where the individual earns over £100K but where the proposed severance payment is less than £100K.

(d) Vice-Chancellor's Remuneration

That the Vice-Chancellor be awarded a pay increase of 5 per cent in recognition of his achievements during a very successful year.

REPORTED: (by Mr N Swain and Mr C March)

That, on behalf of the Students' Union, they formally objected to the 5 per cent pay increase awarded to the Vice-Chancellor.

RESOLVED:

That the formal objection to the 5 per cent pay increase awarded to the Vice-Chancellor, on behalf of the Students' Union, be recorded.

68/12-13 Report from the Finance and General Purposes Committee

CONSIDERED:

A report from the meeting of the Finance and General Purposes Committee (FGPC) held on 29 January 2013 (C.27/12-13{Parts 1{restricted} & 2}), noting the following items of business:

(a) Financial Performance in the First Quarter of 2012/13

REPORTED: (by the Finance Director)

That the attention of the members of the Council be drawn to the first quarter figures as set out in paper C.27/12-13{Part 1} {restricted}.

(b) Proposed New Law School Entrance

REPORTED: (by the Finance Director)

That the investment for the new Law School Entrance had been approved by FGPC as the cost could be met from existing resources.

(c) Sports and Arts Centre Proposals

REPORTED: (by Professor Sir John Temple)

That progress should be made quickly to avoid facing unnecessary maintenance costs.

(d) Report from the Investment Sub-Committee (ISC)

(e) Response to HEFCE Review of TRAC and FSSG recommendations

69/12-13 Report from the Audit Committee

CONSIDERED and ADOPTED, with the resolutions set out below, a report from the meeting of the Audit Committee held on 31 January 2013 (C.28/12-13{restricted} and appendix A), together with an oral report from the Chair of the Audit Committee, Mr John Higgins, on the following items of business:

(a) Tender of External Audit Services

That, following the undertaking of a tender process in accordance with Restricted OJEU procedure, the Audit Committee recommended to the Council that the following appointments be made in relation to the external audit services to the University:

- (i) That KPMG be reappointed to undertake the statutory audit and certification of the University's Annual Accounts inclusive of its subsidiary companies and other entities requiring audit (Lot 1 of the tender) for a period through the 2016/17 financial year in the first instance, with the potential of a further two year period of renewal subject to the Audit Committee reviewing the performance and recommending to the Council on an annual basis the re-appointment of the external auditors (in line with paragraph 74 of the HEFCE Audit Code of Practice).

- (ii) That Mazars be appointed to undertake the audit and certification of the University's grant funding as required (Lot 2 of the tender) for the period through the 2016/17 financial year in the first instance, with the potential of a further two year period.
- (iii) That KPMG would change the audit partner to mitigate any perceived complacency as a result of their long period of engagement.

RESOLVED:

- (i) That KPMG be reappointed to undertake the statutory audit and certification of the University's Annual Accounts inclusive of its subsidiary companies and other entities requiring audit (Lot 1 of the tender), as set out in minute 60a(i)/12-13.
  - (ii) That Mazars be appointed to undertake the audit and certification of the University's grant funding as required (Lot 2 of the tender), as set out in minute 60a(ii)/12-13.
  - (iii) That Mr Kevin Gamble, lay member of the Audit Committee, be thanked for his work on this tender exercise.
- (b) Interface of the work of the Audit Committee with the Council Effectiveness Review
  - (c) Key Academic and Administrative Developments: Quality Assurance Agency Institutional Review
  - (d) Key Academic and Administrative Developments: Review of Warwick Institute of Education
  - (e) Internal Audit Progress Summary
  - (f) Value for Money Annual Report.

61/12-13 Awards and Distinctions

RECEIVED:

A paper that set out the awards and distinctions that had been conferred on members of the University since the meeting of Council held on 23 November 2012 (C.29/12-13).

62/12-13 Report from the Research Governance and Ethics Committee

RECEIVED:

A report from the meeting of the Research Governance and Ethics Committee held on 20 November 2012 (C.31/12-13).

- (a) University Risk Management
- (b) Universities UK Research Integrity Concordat
- (c) Update on responses to the Chair's Letter to Heads of Departments regarding departmental procedures for Research Governance
- (d) Harmonisation of Biomedical and Scientific Research Ethics Committee (BSREC) and Humanities and Social Science Research Ethics Committee (HSSREC) Ethics Application Forms
- (e) Turkish Land Forces funded studentship
- (f) Student non-compliance with ethics processes
- (g) Changes to the Biomedical and Scientific Research Ethics Committee (BSREC)

- (h) Warwick Medical School (WMS) Sponsorship
- (i) Use of Anonymised/Non-identifiable Patient Data
- (j) Research Governance and Ethics Training and Dissemination
- (k) Update on actual and potential cases of research misconduct
- (l) Warwick-Monash Joint PhD Ethical Approval process.

63/12-13 Art Collection Committee

CONSIDERED and ADOPTED a report from the meeting of the Art Collection Committee held on 28 November 2012 (C.32/12-13), including the Annual Report on the University Works of Art Collection.

(a) Change in Constitution of the Committee

That the Deputy Registrar be replaced by a representative of the Registrar as a member of the Committee and the Assistant Curator (Art Collection) be in attendance.

RESOLVED:

That the revision in the constitution of the Committee be approved, with the Deputy Registrar being replaced by a representative of the Registrar as a member, noting that the Assistant Curator (Art Collection) would now be in attendance.

- (b) 'Indiscipline of Painting' Exhibition
- (c) Mead Gallery Website
- (d) Art Fund
- (e) Engagement with Teachers and Schools as part of the Widening Participation Programme
- (f) Conservation of Works of Art
- (g) Donations to the Art Collection
- (h) Storage Space
- (i) Security Incidents.

64/12-13 Warwick Arts Centre Annual Report 2011/12

RECEIVED:

The Warwick Arts Centre Annual Report and Accounts for the 2011/12 financial year (C.33/12-13, attached).

65/12-13 Amendments to University Ordinances

CONSIDERED:

For the first time, proposed amendments to University Ordinance 17 on Parking and Traffic in the University, as noted by the Senate (C.34/12-13).

RESOLVED:

That proposed amendments to University Ordinance 17 on Parking and Traffic in the University as noted by the Senate and set out in paper C.34/12-13, be approved for the first time.

66/12-13 Modern Records Centre 2011-12 Annual Report

RECEIVED:

A copy of the Modern Records Centre 2011-12 Annual Report (C.35/12-13).

67/12-13 Deeds

REPORTED:

That, in accordance with Council minute 33/77-78, a copy of the deeds executed on behalf of the Council since the meeting of the Council on 23 February 2012 was available for consultation in the registry and would be attached to the minutes in the official minute book (C.38/12-13{restricted}).

68/12-13 Strategic Topic for Discussion – The Changing Marketplace for Student Recruitment

CONSIDERED:

A presentation from the Registrar and Chief Operating Officer, Professor Christina Hughes and the Academic Registrar, outlining the changing marketplace for student recruitment (C.30/12-13).

REPORTED: (by the Registrar and Chief Operating Officer)

- (a) That student recruitment to the University reflected the impact of changing market constraints.
- (b) That the student recruitment picture was mixed in comparison to national trends, reflecting the broad portfolio of courses and the strength of the University in the overseas market, with recruitment to some courses exceeding national demand, whilst others were under-recruiting.
- (c) That conversion rates from offer to enrolment were affected by the number of provisional acceptances that students could make, noting that conversion statistics included students who did not subsequently achieve the entry requirements.

(by Ms T Elliott)

- (d) That the University be encouraged to undertake some detailed analysis to ascertain reasons for higher success rates in converting applications into enrolled students, given the range demonstrated in the data.

(by Mr G Howells)

- (e) That there were some noticeable variances by department regarding the conversion of 2012-13 home/EU applications into enrolments.

(by the Academic Registrar)

- (f) That conversion rates were primarily affected by the competitive strength of particular departments, but that conversion tools that increased the amount of contact between the student and the department prior to enrolment (for example, interviewing students) were yielding higher conversion rates in some areas.

(g) That overseas recruitment had been particularly strong in the previous recruitment cycle, and that the two year trend still reflected growth in overseas recruitment.

(h) That the University had developed a range of recruitment tools in order to achieve target recruitment.

(by Ms V Cooke)

(i) That brand and positioning should be central to all marketing, communication and outreach activities, noting that 'insight' qualitative research would be crucial to further development of the brand of the University.

(by the Registrar and Chief Operating Officer)

(j) That the newly appointed Director of University Marketing would be addressing the issue of brand positioning, and would bring knowledge and experience of innovative recruitment and admissions practice in the sector.

(by Professor C Hughes)

(k) That good practice in widening participation would be beneficial across the breadth of student recruitment.

(l) That the widening participation strategy would be based on an integrated, holistic range of research informed interventions.

(m) That the University was not meeting the OFFA target percentages, but that there had been an improvement in the proportion of students meeting WP criteria.

(n) That there was a broad consensus that students who joined Warwick should have the high grades needed to thrive in the University environment.

(o) That the University has the research capabilities to move into a position of opinion leadership in relation to the Widening Participation agenda.

(by the Registrar and Chief Operating Officer)

(p) That there was a need to target schools whose students had not historically sought places at Warwick.

(q) That there was a need to increase the number of the right sort of applications, rather than simply increasing volume of applications.

(by Ms T Elliott)

(r) That location could be an enabler but also a practical constraint to widening participation and student recruitment more generally.

(by Sir David Normington)

(s) That the Council should consider a failure to achieve widening participation as a serious reputational issue, and that a short term targeted approach would close the shortfall against target.

(by Mr M Temple)

- (t) That the unclear correlation between recruitment efforts and conversion rates suggested an element of perceived or actual quality differential between different University departments, and that there was potentially a mismatch between the entry requirements of particular departments, and the status of that department in the market.

(by Mr N Swain)

- (u) That the University could do more to market the range of provision of, for example, student accommodation, such that Warwick was not as expensive for students to attend as some other Russell Group Universities.

(by the Pro-Chancellor)

- (v) That a more radical approach might be required to widen the participation of those students who have lower aspirations, and that there might be a need for intervention at an earlier educational stage.

As at 8 May 2013