

UNIVERSITY OF WARWICK

Widening Participation Committee

Minutes of the meeting of the Widening Participation Committee
Tuesday 2 July 2019

Present: Professor Chris Hughes (Chair, Pro-Vice Chancellor, Education), Paul Blagburn (Secretary, Head of Widening Participation), Delyth Chambers (Director of Student Recruitment, Outreach and Admissions Service), Professor Louise Gracia (Dean of Students), James Hutchinson (Head of Student Finance and Student Funding), Kate Ireland (Director of Centre for Teacher Education), Larissa Kennedy (Education Officer, Warwick SU), Ellie King (Postgraduate Officer, Warwick SU), Dr Ines Molinaro (Academic Director, Warwick Foundation Studies), Kulbir Shergill (Director of Social Inclusion), Professor Jeremy Smith (Head of Department, Economics), Dr Tammy Thiele (WP Evidence and Evaluation Manager), Dr Chris Twine (Academic Registrar)

Apologies: Anil Awesti (Centre for Lifelong Learning, Co-Chair of Student Success and Progression Working Group), Matt Ferguson (Director of Development), Hannah Friend (Director of Wellbeing and Safeguarding), Professor Lorenzo Frigerio (Head of Department, Life Sciences), Jonathan Heron (Institute for Advanced Teaching and Learning), Anne Hollingshead (Director of the Centre for Lifelong Learning), Samuel McClenaghan (Deputy Finance Director), Dr Rachel Moseley (Head of Department, TV and Film), Faye Murray (Director of Strategic Planning and Analytics), Professor Robin Naylor (Director of Studies, Economics, Co-Chair of WP Evaluation and Research Working Group), Professor Colin Sparrow (Academic Director, Graduate Studies), Professor Patrick Tissington (Academic Director of Employability and Skills), Professor Richard Tunstall (Head of Clinical Anatomy & Imaging, WMS), Despina Weber (Head of Disability Services), Roberta Wooldridge Smith (Director of Student Opportunity)

In attendance: Baljit Gill (Assistant Secretary, Widening Participation Manager), Andy Johnson, WP Lifecycle Officer (item 8) until 4.15, Stephanie Lieber, University Partnerships Manager, upReach (item 5) until 3.40

62/18-19 Apologies and Conflicts of Interest**REPORTED:**

That, should any members or attendees of the Senate have any conflicts of interest relating to agenda items for the meeting, they should be declared in accordance with the Committee of University Chairs (CUC) Higher Education Code of Governance (2014), available online from <http://www.universitychairs.ac.uk/publications/>.

NOTE: No declarations were made

63/18-19 **Minutes**

CONSIDERED:

The minutes of the meeting of the WP Committee held on 23 May 2019.

NOTED:

- (a) 54/18-19 (f) The Deputy Finance Director requested an addition to this point: 'The Deputy Finance Director advised that the levels of investment included in the Access and Participation Plan should be considered as a cost envelope to work within'

RESOLVED:

The minutes of the WP committee held on 23 May 2019 are updated and be approved

64/18-19 **Matters Arising**

No matters arising from the minutes of the meeting of the WP Committee held on 23 May 2019.

65/18-19 **Chair's Business**

- (a) Widening Participation Strategy
The Widening Participation Strategy will be presented to Senate on 3 July, and to Council on 9 July 2019 for approval
- (b) Teaching Excellence Framework (TEF)
The mock TEF exercise 'Outcomes for All' demonstrated departmental thinking and metrics to be included in submission
- (c) Teaching Excellence Group
The TEG process will feature Widening Participation from the autumn term, for example, work on the attainment gap, best practice and embedding the Access and Participation Plan across the institution

66/18-19 **upReach Partnership**

RECEIVED:

A presentation from the University Partnerships Manager, upReach, on the annual programme outcomes for 2018/19.

- (a) The upReach programme focusses on three areas of support:
- (i) Aspire – broadening horizons, raising aspirations and understanding career pathways
 - (ii) Develop – developing soft skills, building social/cultural capital and gaining experience and networks
 - (iii) Succeed – understanding the application process, increased commercial awareness and improved interview performance
- (b) This presentation details Warwick's participation data over this year. The programme selection criteria ensures that the majority of participants come from our target groups, and engagement has been overall positive.

- (c) Engagement with employer-focused activities and events has been fair: 51% Warwick Associates attended at least 1 insight day and 51% had at least 1 professional mentor. Warwick Associates have secured roles at more than 30 top graduate employers.
- (d) Furthermore four of the winners of the Student Social Mobility Awards studied at Warwick. While the support for access to professional careers is welcome, some concern was raised as to potentially excluding areas that are of greatest interest to the student, and exploration of opportunities with smaller organisations.

NOTED:

The Committee note the annual programme outcomes from University engagement with upReach.

67/18-19

Access and Participation Plan

RECEIVED:

A verbal update from the Head of Widening Participation on progress of the Access and Participation Plan

- (a) The submission of the University's Access and Participation Plan to the OfS has resulted in a number of queries, requesting further detail on targets, and a disaggregation of ethnicity and progression.
- (b) It is anticipated that the Warwick Access and Participation Plan will progress to the Director of Access and Participation for approval shortly. The final outcomes should be published by September 2019. The PVC Education confirmed that the outlook is positive.

NOTED:

The committee note the update on the Access and Participation Plan. The Committee thanked the Head of Widening Participation, with appreciation of the effort taken under great pressure.

68/18-19

Widening Participation Strategy

RECEIVED:

An update on the final version of the Widening Participation Strategy from the Head of Widening Participation (WP 25/18-19)

- (a) Following updates at the last Committee meeting, initial alignment to the Access and Participation Plan has been undertaken, although a number of elements require further refinement.
- (b) The Strategy will be presented to Senate on 3 July, with a subsequent presentation to Council the following week.
- (c) The Widening Participation Strategy has evolved over the year, and provides a framework for institutional ambitions.

NOTED:

The Committee welcomed the update on the final version of the Widening Participation Strategy, and commended the Head of Widening Participation.

69/18-19 **Warwick Scholars (undergraduate) Programme**

RECEIVED:

A paper from the Widening Participation Lifecycle Officer on the development of the Warwick Scholars Programme (WP 26/18-19)

- (a) The paper highlights current developments to the undergraduate programme for Warwick Scholars (WS) which adopts a lifecycle approach to delivery and student engagement. The Warwick model will be a truly transformational social mobility programme, supporting students to 'get in, get on and give back'.
- (b) The original Warwick Scholars Programme (WSP) was designed to recognise and support students who enrol at Warwick via one of our established post-16 outreach schemes: UniTracks, Realising Opportunities and Pathways to Law and from 2019, Pathways to Banking and Finance.
- (c) Being part of Warwick Scholars offers prospective eligible students exclusive or priority access to opportunities and additional funding. These students will also benefit from the WS partnership with upReach and the Global Leadership Experience. Efforts will be made to ensure the students involved in WS do not become stigmatised or face negative connotations, through work with Personal Tutors and other academics.
- (d) The paper covers seven identified areas for development: Scope; Scale; Structure and delivery; Financial benefits and additional support; Marketing and Communications; Evaluation and impact; and Finance and resources.
- (e) The programme has been disseminated to departments and services, through Faculty fora, WP and staff networks, to ensure collaboration across the institution. It is crucial to engage students at a strategic level, and the forthcoming Student Advisory Group will play a major role, with Warwick Scholars sitting on this group. The SSLC model at Leicester University is also identified as good practice.
- (f) Further modelling of scenarios is required to explore issues around eligibility for the Warwick Scholars Bursary and its coupling with the WS programme. There is some urgency to provide clarity to students embarking on the programme in September 2019.
- (g) Further development is required to identify students from a WP background on SITS, thus enabling all eligible students to join the Warwick Scholars Programme. This raises an issue around the range of activity on offer through a number of schemes with differing eligibility criteria, requiring further unity.

NOTED:

The Committee notes the paper on the development of the Warwick Scholars Programme and commends the information presented. The Committee advises that long term aims should be removed at this point. The Chair requests consideration as to the embedding of WSP in departments. The Committee will consider issues around the WS Bursary at a future meeting.

70/18-19 **The Brilliant Club**

RECEIVED:

A proposal from a charitable organisation called the Brilliant Club on the development of a partnership with the University (WP 27/18-19) was presented prior to the meeting.

- (a) Following a pause in University collaboration with the Brilliant Club over the last year, it is timely to revisit this going forward. A number of external organisations seek to form partnerships with Warwick, but it is vital that decisions are made to reflect and support strategic priorities. The Brilliant Club are keen to work with the University again, and the presentation outlined how they would be able to align with institutional priorities. As with the institutional approach to developing its partnership with IntoUniversity, due diligence is required.
- (b) The Brilliant Club offer support for young people from disadvantaged backgrounds on a scale that the University is unable to, promoting fair access to university, in particular, by mobilising PhD researchers to share their experience in targeted state schools. This aspect would add a unique benefit to the University Graduate School offer.
- (c) The organisation is well-established, with a good reputation, demonstrating credibility and presenting a good business model. A query regarding the teacher training provider used by the Brilliant Club will be explored by the Head of Widening Participation.
- (d) The programme offers an opportunity for transactional, mutual learning, with the alignment of strategic priorities. Discussions with the Brilliant Club will take place to target priority WP communities, and ensure alignment with institutional objectives.
- (e) The Brilliant Club funding model expects schools to cover approximately 80% of the programme, using Pupil Premium funding, with university partners providing the remaining contribution.
- (f) If it is agreed to work in partnership with the Brilliant Club, dissemination across the University will be necessary to promote awareness and joined-up provision.

NOTED:

The Committee notes the proposal and supports a partnership with the Brilliant Club.

71/18-19

Care Leaver Covenant and Stand Alone Pledge

RECEIVED:

A briefing paper from the Head of Widening Participation outlining two external commitments the University has been invited to respond to in recognition of support for Care Leavers and Estranged Students (WP 28/18-19)

- (a) This item follows the theme of the previous item, around collaboration with third sector organisations. A number of organisations are seeking commitment from the University to support government priorities, including the Social Mobility Pledge, which the University has recently committed to.
- (b) The Care Leaver Covenant is a promise made by the private, public and voluntary sectors to provide support for care experienced young people to help them to live independently. It forms part of governmental strategy to support this group of young people, and is administered by Spectra First. Organisations that commit to the Care Leaver Covenant will offer a tailored support package to care leavers to help overcome the challenges this group may face
- (c) Pledging to Stand Alone demonstrates institutional commitment to supporting students who are studying without the support or approval of a family network. The institution identifies the support for estranged students already in place across the four areas of the pledge: finance, accommodation, mental health &

wellbeing and outreach & transition and articulates how the support package would be developed.

- (d) Both requests were sent to the Vice Chancellor, and should be discussed by the WP Committee, to explore each further. It is anticipated that an action plan will be presented to the Committee in the new academic year, exploring institutional structures, potential barriers and priorities in creating an inclusive culture.

NOTED:

The Committee notes the themes of the briefing paper in advance of future discussion.

72/18-19

Widening Participation Working Group Updates (standing item)

REPORTED:

An oral update from the Co-Chairs of the WP Evaluation and Research, and the Student Success and Progression working groups

- (a) WP Evaluation and Research working group
- (i) A research project is being conducted examining the performance of students admitted via the Contextualised Admissions route, as part of the ongoing evaluation of the contextual offer policy. Related to this, a paper is being prepared addressing issues relating to the qualifying criteria used under the Contextualised Offer strategy and a plan to carry out qualitative research exploring the experiences of students admitted to Warwick on a contextual offer.
 - (ii) Work is progressing on the development of a university-wide database of WP activities which also looks at evaluation internally, together with a paper offering guidance on the methodologies of evaluation.
 - (iii) With support from SPA, the working group now has a rich operational dataset and is able to conduct individual student-level statistical analysis of student outcomes against various protected characteristics, controlling for particular confounding factors.
 - (iv) Next steps will be to analyse progression and performance at different points in the student life-cycle, including continuation from year 1 to year 2, average marks achieved in intermediate years of study, and graduate outcomes, including analysing differences by gender/ethnicity in the probabilities of 'graduate-level' jobs, taking account of factors like degree course studied and degree class awarded; and also looking at the factors associated with successful completion versus non-completion.
 - (v) To add to analytic capability it would be useful to access data on GCSE attainment and reference/personal statement 'quality'
 - (vi) The Working Group to present results of the analysis to the WPC in the autumn term
- (b) Student Success and Progression working group
No report at this meeting

73/18-19

Any other business

- (a) From the start of the next academic year, all documents circulated to Committee members will be using the new University template
- (b) As an example of good governance and standard practice, there may be a rotation of membership for the coming year

- (c) The Chair offered thanks to the Committee for their commitment and for the progress made over this last year, which has proved challenging at times in light of both the development of the WP Strategy and the Access and Participation Plan.

74/18-19

Dates of next meetings

REPORTED:

That the meetings of the Committee for 2019-20 are scheduled to be held on:

Tuesday, 08 October 2019	9.30-1130	Senate House Council Chamber
Tuesday, 26 November 2019	9.30-1130	Senate House Council Chamber
Tuesday, 04 February 2020	9.30-1130	Senate House Council Chamber
Tuesday, 31 March 2020	9.30-1130	Senate House Council Chamber
Tuesday, 19 May 2020	9.30-1130	Senate House Council Chamber
Tuesday, 23 June 2020	9.30-1130	Senate House Council Chamber