

STUDENT EQUALITY AND DIVERSITY ACTION PLAN 2019/2020

| Objective | 1. To reduce the gap in participation and achievement for underrepresented groups at UCO | | | |
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| Action | Date | By whom | Review/evidence of impact and milestones (RAG) | |
| 1.1 | Design and deliver a programme of differentiated activities for working with specific groups. Engage with relevant stakeholders and community to implement Access activities for specific groups. | | | To reduce the gap in participation in HE for students from underrepresented groups in the local town. |
| 1.2 | Utilise learner analytics to support tracking of students to inform interventions to reduce non-continuation. Provide Financial support incentives where this is identified as a barrier to continuation. Establish group profiles of learners to inform pedagogical approaches in addressing the needs of learners. Monitor At Risk students and specific triggers e.g. course deadlines. | | | To reduce the non-continuation gap for students from underrepresented groups to 10% |
| 1.3 | Differentiate support activities to include intersections of under-represented groups. Establish and deliver an achievement programme to improve achievements of BAME Male learners. Use group profiles to inform pedagogical approaches | | | To reduce the attainment gap for students from underrepresented groups |

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| | differentiating for Mature and Young students. | | | |
| 1.4 | Build on existing Career provision to include a range of opportunities for individuals and groups. Mentor Schemes with Employers to highlight access opportunities. Design and implement Graduate Employment Schemes with local employers. Create robust Alumni links, activities of mutual benefit for the College, Learners, ex-students, Employers. | | | Improve progression into further study and graduate level jobs, with a particular focus on female BAME. |
| Objective | 2. To reduce the gap in participation and achievement for underrepresented groups in full time education | | | |
| Action | | Date | By whom | Review/evidence of impact and milestones (RAG) |
| 2.1 | Review participation rates across faculties to further reduce the imbalance by gender. | | | Narrow the gap in participation rates by gender. |
| 2.2 | Extend transition activities to ensure a strong start for learners who have not fully engaged with school. | | | Narrow the achievement gap for the most at risk learners. |
| 2.3 | Extend progression activities to maximise progression for all learner groups. | | | Increase progression to positive destinations for all learner groups. |
| Objective | 3. To reduce the gap in participation and achievement for underrepresented groups in apprenticeship | | | |

| Action | | Date | By whom | Review/evidence of impact and milestones (RAG) |
|---------------|---|-------------|----------------|--|
| 3.1 | Carry out a review of BAME achievement, to include learner and employer interviews and data analysis to identify causes and trends by sector. | | | Eliminate the achievement gap between white and BAME learners. |