



2019-20 access and participation plan monitoring

Provider impact report

This impact report summarises the progress made by The University of Westminster against targets, objectives and written commitments set out in its 2019-20 access and participation plan. This document is a summary of information submitted by the provider to the OfS. This document is a self-report by the provider only and does not indicate any OfS assessment of compliance.

1. Ambition and strategy

The University of Westminster's ambition and strategy as detailed in the 2019-20 access and participation plan:

The University of Westminster (UoW) launched its new Strategy, Being Westminster, during the 2018/9 academic year following the arrival of the new Vice Chancellor and President. The Access and Participation Plan (APP) for 2019/0 was written during this transition phase and therefore made reference to "Westminster 2022" rather than the strategy which subsequently launched.

The launch of the Being Westminster strategy reaffirmed Westminster's commitment to widening access for, and reducing attainment gaps of, underrepresented groups. Its development was informed by a performance review across metrics associated with non-continuation, degree attainment, student satisfaction and graduate employability, amongst others, and a recognition that whilst Westminster had a strong track record in widening access, outcomes needed to be improved to guarantee success for all students.

Ensuring that all students, regardless of their background, will be afforded the same opportunities to participate and succeed in study at the University of Westminster was key to achieving the strategic objective of delivering an outstanding student experience that enhances employability.

Westminster identified the following priority areas for 2019/0 where the largest gaps in access, success and progression existed at the time which formed the basis for the overall ambition and strategy of the 2019/0 APP.

- Improve access for students with a disability – High priority
- Improve access for mature students – Medium priority
- Improve access for students from low participation neighbourhoods – low priority
- Improve continuation rates of mature (21+) students generally, and mature black students specifically - High priority
- Improve continuation rates of black students generally – High priority
- Improve continuation rates of students with a disability – Medium priority
- Improve continuation rates of care leavers – Low priority
- Reduce attainment gap of mature students across all ethnicities – High priority
- Reduce attainment gap of black and minority ethnic students – High priority
- Increase highly skilled employment rates of Asian students – High priority
- Increase work or further study rates of students with a disability – Medium priority

In addition to performance across these student outcome measures, the development of the ambitions of the APP was influenced by the University's Single Equality Policy and Plan (SEPP), with recognition of the intrinsic links to the University's access and participation work. The SEPP was developed to support the implementation of the University's strategy and vision and to comply with both the spirit and the letter of the relevant legislation. It provides a single unified approach for promoting equality, diversity and inclusion (EDI) in policies and procedures and was developed in consultation with staff and students. This ethos has informed many of the area of progress that have been made to delivering the APP.

Westminster is also engaged in a number of other successful partnerships with external stakeholders to ensure that outreach activity was targeted at specific groups of students which contributed to the ambitions within the plan. A long-standing relationship exists between Westminster and the Quintin Hogg Trust (QHT) which funds projects designed to improve outcomes for marginalised student groups. Westminster also actively contributes to our local National Collaborative Outreach Programme (NCOP) and Linking London.

To ensure that the ambitions of the plan were delivered, the University's Access and Participation Working Group (co-owned by the University and the Students' Union) was established, with participation from the UWSU elected officers whose roles are to champion underrepresented groups. This group also includes representatives from functions aligned to access, success and progression, and was tasked with ensuring that activities reported in the plan are delivered the intended outcomes. Through evaluation of the activities in the plan, this group ensures that activities are meeting the current needs of its underrepresented groups of students and that they are adjusted annually to meet changing needs as necessary.

Regular monitoring of the success of targeted activities takes place at Westminster through its Key Performance Indicators and Annual Monitoring process more broadly, but also of specific groups in its Annual Planning Process, in which Colleges and Schools are held accountable for delivering improvements in performance. This approach encourages continuous improvement and will ensure that plans are in place to enable the University to adapt the APP annually depending on performance.

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2. Self-assessment of targets

The tables that follow provide a self-assessment by The University of Westminster of progress against the targets approved in its 2019-20 access and participation plan.

Please note the tables contain only a summary of target milestones approved in 2019-20 access and participation plans. Full information can be found in **Table 8a – statistical targets and milestones** and **Table 8b – Other milestones and targets** of The University of Westminster's 2019-20 [access and participation plan](#).

Any optional commentary provided against the targets is given in [Annex B](#).

Statistical targets and milestones

Reference Number (lifecycle stage)	Description	Baseline year	Baseline data	2018-19 milestone	2019-20 milestone	Units of target	Comparison year	Actual performance in comparison year	Target self-assessment
T16a_01 (Success)	Mature FT, HEU, UK Domiciled continuation rate gap	2015-16	6%	5.2%	4.4%	Percentage points	2018-19	2.0%	Expected progress
T16a_02 (Success)	Mature Black FT, HEU, UK Domiciled continuation rate gap	2015-16	9%	7.4%	5.8%	Percentage points	2018-19	8.0%	Limited progress
T16a_03 (Success)	Black FT, HEU, UK Domiciled continuation gap	2015-16	6%	5.0%	4.0%	Percentage points	2018-19	10.0%	No progress
T16a_04 (Success)	Disabled FT, HEU, UK Domiciled continuation gap	2015-16	3%	2.4%	1.8%	Percentage points	2018-19	1.0%	Expected progress
T16a_05 (Success)	Care Leavers FT, HEU, UK Domiciled continuation gap	2015-16	17%	13.6%	10.2%	Percentage points	2018-19	13.0%	Expected progress
T16a_06 (Success)	Mature, HEU, UK/EU Domiciled attainment gap	2016-17	10%	9.0%	8.0%	Percentage points	2019-20	2.0%	Expected progress
T16a_07 (Success)	BME FT, HEU, UK Domiciled attainment gap	2016-17	12%	11%	10%	Percentage points	2019-20	13.0%	No progress
T16a_08 (Progression)	Asian, HEU, UK Domiciled progression to highly skilled employment or further study gap	2015-16	14%	12.8%	11.6%	Percentage points	2016-17	9.0%	Expected progress
T16a_09 (Progression)	Disabled, HEU, UK Domiciled progression to employment or further study gap	2015-16	5%	4.4%	3.8%	Percentage points	2016-17	3.0%	Expected progress
T16a_10 (Access)	Disabled FT, HEU, UK Domiciled in receipt of DSA	2016-17	4.3%	4.9%	5.4%	Percentage	2019-20	5.3%	Expected progress
T16a_11 (Access)	LPN Mature, FT, HEU, UK Domiciled entrant gap to sector benchmark	2016-17	3.5%	3.8%	4%	Percentage	2019-20	4.4%	Expected progress

T16a_12 (Access)	University Technical College progressors	2018-19	n/a	10	15	Headcount	2019-20	1	No progress
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Other milestones and targets

Reference Number (lifecycle stage)	Description	Baseline year	Baseline data	2018-19 milestone	2019-20 milestone	Units of target	Comparison year	Actual performance in comparison year	Target self-assessment
T16b_01 (Access)	After School HE Club - Pilot Project to provide pupils with additional learning and support attainment	2017-18	170 pupils with 70% pass rate	195 pupils with 75% pass rate	210 pupils with 80% pass rate	Percentage	2019-20	0	No progress
T16b_02 (Access)	Prison Project	2018-19	n/a	15	20	Headcount	2019-20	11	No progress
T16b_03 (Access)	Extended Project Qualification (EPQ) We have a fully resourced Study Skills and EPQ support programme that utilises the resources and expertise of the University's Outreach, Library Services and Archive teams whilst enabling students to also meet ambassadors currently studying at Westminster and gain their valuable advice.	2017-18	200 pupils	200 pupils	220 pupils	Headcount	2019-20	90	No progress
T16b_04 (Progression)	% of Senior Leadership Group at UoW signing up to the Career Development Mentorship Scheme as mentors for students	2018-19	5%	25%	50%	Percentage	2019-20	25%	No progress
T16b_05 (Progression)	Explore teaching initiative to provide teaching experience to students - 72% of UG participants are BME	2017-18	108	130	170	Headcount	2019-20	71	No progress
T16b_06 (Access)	Total engagements at outreach events	2016-17	17,360	18000	18500	Headcount	2019-20	10112	No progress

3. Investment commitments

3.1. Access and participation investment for the last audited year

Please note that some differences in predicted vs actual spend may be due to reporting differences between academic and financial years.

Financial year	2019-20		
	Predicted spend (£)	Actual spend (£)	Difference (ppt)
Access investment	£1,337,437.75	£644,000.00	-52%
Financial Support	£1,236,087.50	£813,000.00	-34%

4. Action plan

Where progress was less than expected The University of Westminster has made the following commitments to increase the rate of progress against their targets.

Reference Number	Steps that will be taken in the future to make expected progress against target
T16a_02	This is no longer a target for the University since the approval of our 5-year Access and Participation Plan commencing in 2020/1.
T16a_03	Those detailed in our 5 year APP related to mentoring, decolonising the curriculum, our financial support packages and through the impact we'll see from our impact and evaluation strategy.
T16a_07	Those detailed in our 5 year APP related to mentoring, decolonising the curriculum, our financial support packages and through the impact we'll see from our impact and evaluation strategy.
T16a_12	This is no longer a target for the University since the approval of our 5-year Access and Participation Plan commencing in 2020/1.
T16b_01	This is no longer a target for the University since the approval of our 5-year Access and Participation Plan commencing in 2020/1.
T16b_02	This is no longer a target for the University since the approval of our 5-year Access and Participation Plan commencing in 2020/1.
T16b_03	This is no longer a target for the University since the approval of our 5-year Access and Participation Plan commencing in 2020/1.

T16b_04	As of Sep 2020 this target has been met with 86% of Senior Leadership Group signed up as mentors
T16b_05	This is no longer a target for the University since the approval of our 5-year Access and Participation Plan commencing in 2020/1.
T16b_06	This is no longer a target for the University since the approval of our 5-year Access and Participation Plan commencing in 2020/1.

5. Confirmation

The University of Westminster confirms that:

Student engagement	
Have you worked with your students to help them complete the access and participation plan monitoring student submission?	
Yes	
Have you engaged with your student body in the design, evaluation, and monitoring of the plan?	
Yes	
Verification and sign off	
The University of Westminster has confirmed that the information included in this impact report is accurate, that it has been compiled in line with OfS guidance, and that it is being submitted on behalf of the governing body of the provider.	
Yes	
Accountable officer sign off	
Name	Dr Peter Bonfield
Position	Vice-Chancellor and President

Annex A: Commentary on progress against targets

The University of Westminster's commentary where progress against targets was less than expected.

Target reference number: T16a_02
How have you met the commitments in your plan related to this target?
We have met the commitments in our plan within our ability during the covid 19 pandemic.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
No additional steps other than those detailed in the 2019/20 and 2020-2025 plans.

Target reference number: T16a_03
How have you met the commitments in your plan related to this target?
We have met the commitments in our plan within our ability during the covid 19 pandemic.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
This is a priority target for the University which is reflected in our 5 year plan. The gap has narrowed significantly for 2019/20 entrants, not reported here. Better quality data analysis and awareness raising at all levels of the University has contributed to increased retention of students.

Target reference number: T16a_07
How have you met the commitments in your plan related to this target?
We have met the commitments in our plan within our ability during the covid 19 pandemic.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
This is a priority target for the University which is reflected in our 5 year plan. The gap has narrowed significantly for 2019/20 graduates compared to 2018/19 (when it widened from 2017/18 to significantly above our milestone target). Many additional steps have been included to tackle this awarding gap in our 5 year plan, including the work with Advance HE on decolonising the curriculum and the related action plans for each of our 12 Schools.

Target reference number: T16a_12

How have you met the commitments in your plan related to this target?
We have met the commitments in our plan within our ability during the covid 19 pandemic.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
This is no longer a target for the University since the approval of our 5-year Access and Participation Plan commencing in 2020/1.

Target reference number: T16b_01
How have you met the commitments in your plan related to this target?
The pilot did not take place as the project was dependent on QHT funding and the application was unsuccessful.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
The Outreach Team has since been restructured to focus more on recruitment and pursue more appropriate outreach initiatives.

Target reference number: T16b_02
How have you met the commitments in your plan related to this target?
We have met the commitments in our plan within our ability during the covid 19 pandemic.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
Due to the pandemic all activity with young offenders was ceased and remained so for the 2020/1 academic year. We have been working on developing a different models for engaging with young offenders and other prison populations.

Target reference number: T16b_03
How have you met the commitments in your plan related to this target?
We have met the commitments in our plan within our ability during the covid 19 pandemic.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
Where possible we have run online outreach activities, though this has been hampered by school resources and competing demands for students to catch up on missed learning.

Target reference number: T16b_04
How have you met the commitments in your plan related to this target?
We have met the commitments in our plan related to this target.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
No additional steps were required to reach the milestone.

Target reference number: T16b_05
How have you met the commitments in your plan related to this target?
We have met the commitments in our plan within our ability during the covid 19 pandemic.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
The pandemic impacted opportunities for Explore Teaching participants due to school closures. Alternatives were offered in the form of 4 online teaching workshops in semester 1.

Target reference number: T16b_06
How have you met the commitments in your plan related to this target?
We have met the commitments in our plan within our ability during the covid 19 pandemic.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
Where possible we have run online outreach activities, though this has been hampered by school resources and competing demands for students to catch up on missed learning.

Annex B: Optional commentary on targets

The University of Westminster's commentary on any of the targets listed in [Section 2](#).

Reference Number	Optional commentary
T16a_01	
T16a_02	
T16a_03	
T16a_04	
T16a_05	
T16a_06	
T16a_07	
T16a_08	
T16a_09	
T16a_10	
T16a_11	
T16a_12	
T16b_01	
T16b_02	
T16b_03	
T16b_04	
T16b_05	
T16b_06	