

2019-20 access and participation plan monitoring

Provider impact report

This impact report summarises the progress made by Hugh Baird College 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

Hugh Baird College's ambition and strategy as detailed in the 2019-20 access and participation plan:

The ambitions and strategy of the 2019/20 Access and Participation Plan were directly linked to the Colleges overall Higher Education (HE) strategic aims:

- To increase student numbers and promote an inclusive approach to achieve sustained demand led growth in HE that keeps students engaged locally and is linked to the regeneration of the area.
- To increase the HE curriculum through planned and structured growth to develop and grow full cost provision.
- To continue to focus on high quality teaching excellence and ensure students are career ready on completion of their course.
- To target specific under-represented groups in our access and participation work and continue to develop systems to support all students through their educational journey.
- To further develop support systems that ensure all students receive the necessary support to continue and complete their education.
- To focus on graduate skills and work-based learning in order to ensure students are work ready on graduation.
- To ensure equality and diversity are a key focus on all aspects of work that is undertaken with the University Centre.
- To focus on stretch and challenge of all students in order to raise aspirations and add value.
- To continue to work with students as partners to ensure the student voice is valued.

- To analyse and evaluate all aspects of the HE student lifecycle in order to ensure continuous improvement.

The ambition and strategy of the 2019/20 Plan was to outline the College's commitment to widening participation (WP) by providing equal opportunity for all. At the time of writing, the College committed to working towards the strategic aims of the published National Strategy for Access and Student Success in Higher Education (April 2014), which focussed on a student lifecycle approach to access, retention, student success and progression to further study or to employment. This was in keeping with the College's mission statement, which is 'to inspire, challenge and transform lives', a statement which relies in-part on seamless progression opportunities being available to students who enter or return to education, at any level, to improve their life skills and employability prospects.

The Plan outlined the intent and commitment of the College's Senior Management Team to deliver and develop a responsive HE portfolio to meet the needs of students and employers. To this end, the College developed a suite of both franchised and validated models at undergraduate Foundation Entry, Foundation Degree, Honours Degree Top-up level along with Certificate in Education and Post Graduate Certificates in Education (PGCE) courses. The College, as part of its strategy, had committed to further development of established relationships with partner HEIs, not least working closely with its partners on all aspects of the widening participation agenda.

The College had further committed to enhancing opportunities for the development of higher-level skills within the Merseyside region. The College's Higher Education Strategy had taken into account national policies relating to Widening Participation and articulated the College's plans for stimulating demand in HE.

The College's plan was to establish a record of success in delivery of its strategy for widening access to higher education. This would be mainly achieved through a collective responsibility within the College for the implementation of a range of initiatives, which would include both internal and external progression events to raise awareness of the HE offer at the College and the opportunities for students to study for a degree in the locality of their home address. A further goal of the 2019/20 Access and Participation Plan was to consolidate and build on this aim with further improvements, whilst at the same time investing in access in, attendance, retention, attainment and moving on to either employment or further study for students.

2. Self-assessment of targets

The tables that follow provide a self-assessment by Hugh Baird College 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 Hugh Baird College'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 (Access)	Hugh Baird College internal progression from FE to HE	2015-16	22%	26%	27%	Percentage	2019-20	21	Limited progress
T16a_02 (Access)	Increase the percentage of under 25 year olds into HE	2015-16	41%	45%	46%	Percentage	2019-20	38	Limited progress
T16a_03 (Access)	Increase the percentage of students from the local area to HE	2015-16	30%	34%	35%	Percentage	2019-20	95	Expected progress
T16a_04 (Student success)	Increase student success rates.	2014-15	85%	88%	89%	Percentage	2019-20	86	Limited progress
T16a_05 (Progression)	Maximise the potential to progress to either employment or further study.	2014-15	86%	87%	87%	Percentage	2019-20	93	Expected progress

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)	Work alongside students from year 10 and 11 within the region to raise expectations and widen participation in HE.	2015-16	3 events	7 events	8 events	Other	2019-20		Expected progress
T16b_02 (Access)	Work in partnership with a local businesses, Schools and Colleges in order to provide events and activities to highlight the HE provision on offer at Hugh Baird College.	2015-16	0 events	4 events	5 events	Other	2019-20		Expected progress
T16b_03 (Student success)	Develop an Infrastructure to support the HE pastoral, study support, retention and progression services in order to support students to achieve.	Other (please give details in Description column)	NA	June 2019	June 2020	Other	2019-20		Expected progress
T16b_04 (Progression)	Financial Support - Moving on Scholarships to be awarded.	Other (please give details in Description column)	NA	5	5	Other	2019-20		Expected progress
T16b_05 (Other/Multiple stages)	Develop an infrastructure to enhance the student experience - develop mechanisms for student engagement and the student voice.	Other (please give details in Description column)	NA	June 2019	June 2020	Other	2019-20		Expected progress
T16b_06 (Student success)	Develop an infrastructure to support student achievement and success.	Other (please give details in Description column)	NA	June 2019	June 2020	Other	2019-20		Expected progress
T16b_07 (Student success)	Work alongside pupils in KS1 within the region to raise attainment within literacy.	2017-18	N/A	2 events	3 events	Other	2019-20		Limited 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.

4. Action plan

Where progress was less than expected Hugh Baird College 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_01	In 20/21 a dedicated Step up to Success week was scheduled for internal progression across the College, this included FE to HE. Unfortunately this was also conducted during the second lockdown, however further progression talks have taken place since the return in March.
T16a_02	As above
T16a_04	SEOs to produce a Foundation Certificate Strategy to support students further with mental health and wellbeing.
T16b_07	Work collaboratively to engage local schools post COVID.

5. Confirmation

Hugh Baird College 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	
Hugh Baird College 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	Rachael Hennigan
Position	Principal and Chief Executive Officer

Annex A: Commentary on progress against targets

Hugh Baird College's commentary where progress against targets was less than expected.

Target reference number: T16a_01
How have you met the commitments in your plan related to this target?
19/20 internal progression was recorded at 21%.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
In terms of internal progression, most of the planned activity took place up until the first lockdown. HE staff zooming into course teams within College FE environment and the marketing activity moved to online. However, lack of face to face activity resulted in lower levels of engagement and inturn enrolments. The shift to unconditional offers within the sector also saw students with firm places at the HBUC change their minds and take unconditional offers at local HEIs, in turn having a negative impact on meeting the target.

Target reference number: T16a_02
How have you met the commitments in your plan related to this target?
19/20 under 25 year olds was recorded at 38%.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
As above

Target reference number: T16a_04
How have you met the commitments in your plan related to this target?
19/20 Qualification Achievement Rate (QAR) was 86% with 100% that were retained achieved their qualification.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
The Student Engagement Officers (SEO) focused on student support during the lockdown to ensure pastoral and academic achievement were maximised.

Target reference number: T16b_07
How have you met the commitments in your plan related to this target?
COVID-19 lockdown restricted the achievement of this project.

Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?

n/a

Annex B: Optional commentary on targets

Hugh Baird College'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	
T16b_01	
T16b_02	
T16b_03	
T16b_04	
T16b_05	
T16b_06	
T16b_07	