



## 2019-20 access and participation plan monitoring

### Provider impact report

This impact report summarises the progress made by Heart of Worcestershire 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

Heart of Worcestershire College's ambition and strategy as detailed in the 2019-20 access and participation plan:

The 2019/20 Access and Participation Plan, APP, was constructed to build upon key strengths in the organisation that have proved successful at boosting success and continuation rates. Alongside this the College aimed to widen participation by extending the use of key partnerships to promote the value of higher education across a range of groups. These strengths and good practice have been the cornerstone of the positive metrics on student success and widening participation the College has traditionally shown and can be seen in the recent APP Dashboard.

This strategy and focus arose from the annual review of performance and participation by key demographic groups as noted in the published 2019/20 Access and Participation Report and Plan.

The College, as a sign of its support for widening participation, has regularly committed resources for APP work at a level above the required percentage from income above fee cap rate, i.e around, £78k for Access work in 19/20, around £70K of college contribution above High fees income. This support has also been through financial initiatives and a wide range of support services that wrap around the students to aid access, support and progression.

For Access work, as the College already has a high rate of participation from under-represented groups, the focus was on local regions that had low participation based on POLAR data and a focus on males progressing into higher education, as these two factors collate to have a significant impact on young male participation from Redditch postcode districts.

Boosting success has focused on the success rates for Disabled Students. The College has expanded the service that directly targets and supports this group, to include all students who may be seen as being from vulnerable learner groups, ie mental health.

Analysis of success rates and feedback from learners also drew attention to the benefit borne from HE groups that had set Tutorial Groups attached to them, over other groups, that had a less centrally determined structure. This has now been progressively expanded across all HE groups, so that in 2020/21 this is now consistent across all groups.

As mentioned above, partnerships and liaison with other providers has also been at the heart of the approach, even through the COVID pandemic. The College remains a principal agent on local UniConnect work and contributes to the work on the local UNiConnect group on careers and progression. The College continues to view these groups as being helpful and important in their work to widen participation and raise ambitions.

## 2. Self-assessment of targets

The tables that follow provide a self-assessment by Heart of Worcestershire 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 Heart of Worcestershire 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)	Since 2012 fee increases the number of part time students entering HE has fallen dramatically across the UK. It is our intention to regrow part time numbers at a compound growth rate of 5% per annum throughout the period.	2015-16	969	1125	1180	Headcount	2019-20	974	Limited progress
T16a_02 (Student success)	The College has successfully run a personal tutor system for disadvantaged FE students over the last two years and this has dramatically improved student success amongst disadvantaged students. From 2015 -16 this system will be extended to include progressors and new entrants to our HE programmes.	2015-16	30	70	80	Percentage	2019-20	34	Limited progress
T16a_03 (Student success)	Direct on-programme support for all students who indicate they have a disability and particularly those receiving DSA.	2015-16	4	30	30	Headcount	2019-20	27	Expected progress
T16a_04 (Access)	We will work with targetted learners who LP postcodes, mainly but not soley in the Redditch region, where HE participation is at it's lowest. This work will be with learners in the institution.	2015-16	0	20	25	Percentage	2019-20	25	Limited progress

T16a_05 (Access)	Given the national reduction in males in HE, we will be targeting males students from Level 2 and 1st Year L3 groups to ensure they have clear progression pathways in mind.	2015-16	0	20	25	Percentage	2019-20	42	Limited progress
T16a_06 (Progression)	Targetted Careers Work to provide every student with a Careers interview that creates an entrance to work or further study pathway	2016-17	0	10	15	Headcount	2019-20	10	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 with schools and other organisations, wherever possible in POLAR regions, to raise aspiration towards HE. This may include work with Primary and Secondary schools, which will be difficult to measure direct impact on access to HE. Some of this work will be through the local NCOP group.	2015-16	0	3	5	Headcount	2019-20	5	Expected 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	£10,000.00	£9,769.00	-2%
Financial Support	£50,000.00	£41,312.00	-17%

### 4. Action plan

Where progress was less than expected Heart of Worcestershire 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	Target has achieved against original baseline, but increase is not as significant as aimed. This PT expansion is not a target for subsequent APP.
T16a_02	The percentage of learners, of Cohort from this group has risen over the period of the target. College work will continue to focus on this group, but this metric will be positively impacted by on-going actions in the APP.
T16a_04	College will continue to target activities that seek to increase participation rates from POLAR Q1 and Q2, although college participation rates are above OfS national measures
T16a_05	There were no gender differentials of significant gaps in the OfS Dashboard, in recent reviews so this is not a target in future plans.

## 5. Confirmation

Heart of Worcestershire College confirms that:

Student engagement	
Have you worked with your students to help them complete the access and participation plan monitoring student submission?	
No	
Have you engaged with your student body in the design, evaluation, and monitoring of the plan?	
Yes	
Verification and sign off	
Heart of Worcestershire 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	Stuart Laverick
Position	CEO Principal and Accountable Officer

## Annex A: Commentary on progress against targets

Heart of Worcestershire College's commentary where progress against targets was less than expected.

<b>Target reference number: T16a_01</b>
How have you met the commitments in your plan related to this target?
PT numbers were higher in 2018 and more inline with expected progress at 1017 enols. The second lockdown, significantly impacted on the number of students that enrol in the Spring Cohort.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
No, as detailed in the plan. Evidence from September enrolments suggest this market is returning to usual patterns early after lockdown.

<b>Target reference number: T16a_02</b>
How have you met the commitments in your plan related to this target?
Yes - the percentage of students who were studying in 2019-20, from IMD Q1 and Q2, using OfS figures from the dashboard, saw a increase of 1% students from 2018/19 from 2019/20.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
No

<b>Target reference number: T16a_04</b>
How have you met the commitments in your plan related to this target?
Young people from POLAR Q1 and Q2 enrolment rates have remained stable over this period. Adult rates have risen by 7% in Q1 and Q2, but by 11% in Q3-5
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
Some careers work was undertaken remotely and others through direct 121 support during the lockdown period.

<b>Target reference number: T16a_05</b>
How have you met the commitments in your plan related to this target?
OfS Dashboard staistics show that male enrolments rose as a percentage of all FT enrolments in 1920 from 2018/19 by 22%

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

The percentage of males progressing from L3 to Higher Education has fallen by 6% compared to females which has risen by 3%, over the same period.



## Annex B: Optional commentary on targets

Heart of Worcestershire College’s commentary on any of the targets listed in [Section 2](#).

Reference Number	Optional commentary
T16a_01	
T16a_02	We have changed this to limited progress as we can see that against the set milestone, although rates have increased against a general drop in enrolments more broadly, this is more reflective of the position we are currently in. As explained on the form, we originally assessed as expected progress as we as an institution have made some positive actions that have created improved systems and procedures and retention, completion and progression rates in our HE delivery are high, which we see as being linked to the Personal Tutor action in this target.
T16a_03	In this area we have increased the number of students with disabilities and have positive success rates for these learners, thus we have rated this as “Expected Progress”. We note that we are 3 students below our target, 27 against 30 for a target, but we still feel this improvement is within the boundaries of an “Expected Progress” evaluation. We appreciate that in any further communications, The App Team will outline their approach to these evaluative judgements.
T16a_04	Whilst we did complete the actions and increase the number of Schools we worked with, this Pandemic created some limitations on the events we had planned. We feel there is more work to achieve in this area and so we rated this as Limited Progress, for our ambitions.
T16a_05	Similarly in our action target for increased work with the NCOP partnerships, this was greatly affected by the pandemic, and so whilst we have increased the percentage from this cohort, we feel there is more work to undertake and focus on here, thus the rating of Limited Progress.
T16a_06	
T16b_01	