

DURHAM UNIVERSITY

ACCESS AGREEMENT WITH THE OFFICE FOR FAIR ACCESS 2013/14

1. FEE LIMITS AND FEE INCOME ABOVE £6,000

The University intends to charge a tuition fee of £9,000 for all full-time Home/EU undergraduate new entrants in 2013/14.

The University does not plan to recruit part-time undergraduates, but should this position change, then it would charge a pro-rata fee up to a maximum of £6,750, representing 75% intensity.

The University intends to charge a tuition fee of £9,000 for all full-time PGCE entrants in 2013/14.

For Home/EU undergraduates undertaking a year abroad as part of their degree programme, the University will charge 15% of the maximum tuition fee, which means those entering in 2013/14 will be charged a year abroad tuition fee of £1,350 (subject to any government approved inflationary rise).

For Home/EU undergraduates undertaking a placement year as part of their degree programme, the University will charge half of the full-time fee during their placement year, which means those entering in 2013/14 will be charged a placement year tuition fee of £4,500 (subject to any government approved inflationary rise).

In order to maintain the value of the fees in real terms, the University will apply annual increases in line with inflation and any permitted rises each year set out by the Government.

2. EXPENDITURE ON ADDITIONAL ACCESS AND RETENTION MEASURES

2.1 ASSESSMENT OF THE UNIVERSITY'S ACCESS AND RETENTION RECORD

The HESA key performance indicators (HESA KPIs) relating to the requirements of the new access agreement cover two areas:

- Access indicators for students from under-represented groups in Higher Education
- Non-continuation rates and projected outcomes

The following assessment makes use of the adjusted sector average (the HESA 'benchmark') to evaluate the relative performance of the University. The adjusted sector average is an average for the sector weighted according to the subjects of study, qualifications on entry and age on entry of the University's students. As an average, there will inevitably be institutions both above and below this 'benchmark' and it cannot therefore be taken as a target. It is nonetheless useful as a means of comparing student profiles and student retention across the sector.

State School Entrants

Durham is a highly selecting institution, with demanding degree programmes and a high ratio of very highly qualified applicants per place. The University therefore works hard to identify those with the greatest merit and potential amongst applicants from all school types. The University adopts a holistic approach to its assessment of merit and potential, including the use of information about the context of prior academic achievement. Nonetheless, academic achievement remains the most important factor in determining which applicants receive an offer of a place. There are significant disparities in prior attainment across school type. The University therefore faces a significant challenge in maximising the number of applications from students from under-represented school types and identifying those who have the ability and potential to succeed at Durham.

As an example of its work in this area, over the last two years the University has been developing a Supported Progression Compact Scheme, which provides a progression route for a targeted cohort of the most able, but least likely to apply students from County Durham and Teesside. Through this scheme the University is making a significant contribution towards increasing applications from state schooled students from NS-SEC categories 4-7 from a region that has one of the lowest HE participation rates in England. 31 participants from the pilot cohort of the scheme enrolled in the first year of a Durham degree programme in 2011. From the second cohort of the scheme, 62 participants have accepted an offer from Durham University as their firm choice for entry in 2012. Attitude surveys among the cohort have also provided encouraging evidence, showing a 30% improvement in the measure of participant confidence and aspiration and a 50% improvement in the measure of knowledge of Durham University and higher education in general. 70% of participants have stated that the scheme has improved their academic attainment. The results of the survey correlate with the views of staff in the participants' schools and colleges, and 85% of staff surveyed noted an increased interest amongst the school population in applying to Durham University. (See section 3.1 for details of numbers of participants.)

Significant resource has also been dedicated to developing the use of contextual information in admissions in order to provide selectors with sharper tools to identify merit and potential. (See section 3.1 for further information on the use of contextual information.) Since the University began using contextual information, the quality of student intake, as measured by average tariff scores, has risen.

The University's proportion of young, full-time first degree entrants from a state school background was 59.5% in 2010/11, which was below the adjusted sector average of 74%. Until the most recent figures Durham's proportion of state school entrants had been steadily declining since 2002/3, but the measures described above have ensured that the decline has halted, with the proportion of state school entrants levelling out in 2008/9 and 2009/10 and improving in 2010/11. These measures have been part of a wider revised admissions strategy, aimed at identifying merit and potential at a time of increasing competition.

Low Participation Neighbourhoods (LPN)

At 5.5%, the proportion of new entrants to the University from Low Participation Neighbourhoods in 2010/11 was only marginally below the adjusted sector average of 5.8%, and was higher than the previous year's figure in absolute terms.

Social class

In 2010/11 14% of Durham's young home/EU entrants were from the NS-SEC 4-7 classifications, which was 5 percentage points below the adjusted sector average. Data for the previous nine years show that Durham's performance relative to the adjusted sector average is not yet improving.

The social class indicator is particularly challenging because the University does not have access to NS-SEC classification at the point of application, preventing this contextual information being used in the assessment of applications. The University has used LPN classification as a proxy measure, but the correlation between LPN and NS-SEC has been decreasing, following the move to the POLAR 2 dataset. The University would therefore urge UCAS to release social class information at the point of receipt of the application, in order to inform decision-making through the selection process.

Mature Students

The University performs well on its proportion of full-time mature entrants who have come from a low participation neighbourhood and do not have a previous HE qualification. 16.3% of mature students were in this category in 2010/11, exceeding the adjusted sector average of 11.8%, which mirrored the performance in the previous year. Success in this measure is attributable in large part to the University's Foundation Centre, which targets home applicants who have few or no formal qualifications, or have experienced a break in their education.

Students in receipt of Disabled Students' Allowance

The proportion of full-time first degree students in receipt of disabled students' allowance in 2010/11 was 4.1%, exceeding the adjusted sector average of 3.7%.

Non-continuation rates

Student retention is one of the University's key strengths. Less than 1.6% (2009/10) of its students do not continue with their studies, which is better than the adjusted sector average of 2.5%. Financial reasons account for only 5% of withdrawals; the majority are academic or personal. In absolute terms the retention rates of mature students and students from Low Participation Neighbourhoods are not as strong but in both cases better the adjusted sector average.

Projected Outcomes

The University outperforms the adjusted sector average on its projected first degree completion rates, with a rate of 90.7% (2009/10). If account is taken of those projected to transfer to another institution, such as Durham's cohort of Phase 1 medical students to Newcastle University, Durham's projected completion rate is 96.2%.

Conclusion

There are positive conclusions to be drawn from the University's access record, particularly in relation to the work it has undertaken under the previous access agreements, such as the Supported Progression Compact Scheme, and the University has an enviable record in student retention. However, because of the University's current student profile with respect to participation from state schools and lower social

classes, the University's future work will focus on access to Durham from these under-represented groups, using collaboration with schools and colleges as a key means to achieve this.

2.2 ESTIMATE OF EXPENDITURE ON ADDITIONAL ACCESS AND RETENTION MEASURES

The Office for Fair Access guidance suggests that if an institution has a low or very low proportion of under-represented students, it should spend between 30 and 35 per cent of its fee income above £6,000 per fte on access commitments. The University accepts this guiding range and will work towards a figure of 31% in steady state after the period of transition. Therefore, with a fee of £9,000, this will approximate to a total of £9.9 million per annum when all UK/home students are subject to the new fee. The £9.9 million will be divided between financial support packages and access outreach activity.

As part of the annual review of its access agreement, the University will consider the impact of its access activities, and if appropriate adjust the individual activities and the level of financial commitment.

The balance between non-financial measures and financial support

In its previous access agreement, the University recognised the value of highly targeted outreach activity, and spent proportionally more on this than was typical across the sector. Whilst the University will, through this access agreement, commit more resource to targeted outreach activity in absolute terms, it recognises that the higher graduate contributions consequent on a £9,000 fee will make financial support more important than previously. The University therefore intends to include significant additional financial support packages beyond the compulsory participation in the National Scholarship Scheme to support enrolments from the target access groups. The University believes that offering high value financial support packages to applicants who are recruited through its outreach activity will strengthen the impact of its access measures.

By 2015/16, when all UK/home students are subject to the new fee, the University estimates that, on the assumption that this 2013/14 agreement is renewed, it will be committing approximately £6.8 million per annum to financial support packages. £1.4 million of this sum will provide bursaries for those students who progress from the Supported Progression Compact Scheme. Most of the remaining £5.4 million will be targeted at students from households where the income is below £25,000 per year, with a lower level of support where the income is between £25,000 and £42,600 per year. The £5.4 million will be supplemented by funding from the National Scholarship Programme. (See section 3.2 for further details.)

At the same point, the University estimates that it will be spending £3 million on widening access activity, the details of which are set out below. It will also commit £100k to researching, developing and evaluating the methods it uses in assessing merit and potential in its selection processes, and to evaluating the efficacy of its widening access measures, and it will commit £100k to providing study skills support for students in the under-represented groups, particularly students progressing from the Supported Progression Compact Scheme and the University's Foundation Centre programme, as an aid to retention.

In the first year of this agreement (2013/14), with only two cohorts of students on the new fees, the commitment to the new financial support packages will be lower, but the bursary commitments to those students subject to the old fee will still be honoured. This will result in an estimated commitment to financial support packages of almost £5 million. Of this, £0.7 million will be committed to the old bursaries and £4.3 million to the new financial support packages. The investment in widening access activity will be approximately £2.9 million in 2013/14, with an additional £100k on retention and £100k on evaluation and development of selection tools.

3. ADDITIONAL ACCESS MEASURES

3.1 OUTREACH ACTIVITIES

In 2013/14, the University will expand its programme of well-targeted and high quality outreach activities to which it committed in the 2008 and 2012 access agreements, with a focus on enhancing applications to Durham University from a specific range of backgrounds. The University recognises that the activities play a broader role in extending educational opportunities to those from non-traditional backgrounds but the specific target is to promote fair access to Durham by increasing applications from students from state schools, LPNs and NS-SEC 4-7 backgrounds who do not traditionally apply to Durham.

The feedback from participants has shown that activities which work best in raising aspiration and attainment are those where there is direct engagement of students and teachers with the University: in particular summer schools, teacher conferences and the Supported Progression Compact Scheme with its series of residential events. Under the present agreement the University therefore intends to expand all of these activities. It will expand school liaison more broadly, but it will ensure that contact with schools is followed up by invitations to staff and students to engage in day-long and residential events at the University. The University is therefore increasing the volume and coverage of its most successful outreach programmes.

In summary, the University will continue to use additional tuition fee income to provide:

- a dedicated team of staff working specifically on realising the aims of the widening access plan,
- a compact scheme involving regular targeted contact with students from year 10 onwards,
- dissemination of financial information to applicants and prospective applicants,
- residential summer schools,
- school and college visits,
- the expanded Foundation Centre programme, offering a direct progression route into Durham degrees for LPN, mature, and non-traditionally qualified students ,
- conferences and events for teachers who support higher education progression.

The Compact Scheme

A priority will be placed on expansion of the Supported Progression Compact Scheme, which is a series of intensive activities focussed on the most able, least likely to apply, disadvantaged students from targeted areas. It is making a significant contribution towards increasing applications from state

schooled students from NS-SEC categories 4-7 from a region that has one of the lowest HE participation rates in England. Impact will be achieved both with students participating in the scheme and among their peers at school or college, as one of the intended outcomes of the scheme is removing publicly-held real and perceived barriers to accessing a Durham degree. The expansion of the scheme since 2010-11 to include other existing outreach activity is creating an integrated portfolio of contacts with individual students starting in Year 10 and continuing until Year 13.

In the 2009/10 pilot year of the scheme, of the 62 year 12 initial participants, 49 successfully completed the summer school, of whom 41 applied to the University, 35 accepted their offer as their firm choice and 31 enrolled in October 2011. In 2010/11, of the 124 year 12 participants in the scheme, 111 successfully completed the summer school, and 62 have accepted Durham's offer as their firm choice for entry in October 2012.

In 2013/14, the University aims to expand the number of students participating in the scheme and the geographical reach of the scheme in both the pre- and post-16 age ranges. Selection for the scheme will be on the criteria of being from a state school and the NS-SEC 4-7 classifications. When the new scheme reaches its full potential, it will be providing 90 entrants per year to the University from these under-represented groups.

Sutton Trust Programme

As a national counterpart of the compact scheme's regional focus, in August 2012 Durham University will host a Sutton Trust summer school for year 12 students. The week long summer schools are designed to give bright students from non-privileged homes an experience of a leading university. The aim is to equip students, most of whom will be the first in their families to go on to higher education, with the knowledge and insight to make high quality applications to highly selecting universities. A high proportion of students from the Sutton Trust summer schools enrol at one of the participating institutions. Visiting year 12 students will be supported by an enthusiastic team of Durham Student Ambassadors, led by an experienced management team. Durham University is pleased to be working with the Sutton Trust and aims to continue this collaborative work in future years.

Contextual Information

Durham has worked closely with the organisation, Supporting Professionalism in Admissions, in leading a national group on the use of contextual data in admissions and has already developed systems to use contextual data in its selection process to ensure that applicants with the greatest merit and potential receive offers.

The University intends to pursue these developments further by looking at all the predictors of success at undergraduate level as a basis for selection. The University is employing the services of its Centre for Evaluation and Monitoring (CEM), which is the largest independent provider of educational monitoring systems in the world and provides specialist research and evaluation services to a wide range of organisations including universities.

In its use of contextual information, the University is replacing POLAR2 data with the ACORN data set as the socio-demographic indicator. This will provide more precise contextual data for the selection of both UCAS applicants and applicants for the Supported Progression Scheme.

Student retention and success

The University will commit a modest level of resource to ensuring that it maintains its excellent retention levels. Post-entry support measures will be targeted on study skills support for students in the under-represented groups. The University hopes that these measures will play an indirect role in encouraging under-represented groups to apply, who may be unnecessarily concerned about their ability to cope with a demanding programme of studies.

Collaboration

The University will continue to work collaboratively with key partners, including:

- Local, regional and national staff in schools and colleges
- Gifted and Talented Co-ordinators in schools and colleges
- Parents, guardians and other opinion leaders
- The Teaching Agency
- The Open College Network (through the Foundation Centre)

The University will continue to retain former Aimhigher-funded activity which has most impact on recruitment to Durham University, albeit in a reduced form, including:

- State school visits (regional and national)
- The Student Ambassadors scheme
- The Year 11 Summer School
- Open Days and Campus Tours
- Day-long conferences for teachers and advisers

3.2 FINANCIAL SUPPORT FOR STUDENTS

The University has concluded, following consultation with its Students Union, that the loan arrangements available through Student Finance England make fee waivers a less attractive offer to prospective students, whereas packages that provide financial support in cash or in kind will be preferred.

Durham is a collegiate university and participating in a college community is an integral part of the student experience. For this reason, living in college in the first year is a regulatory requirement for most students. Therefore, financial support will be targeted at facilitating this participation, by offering the support in the form of free or subsidised college accommodation, where appropriate.

Bursaries for Students Progressing from the Supported Progression Compact Scheme

The University will introduce a financial bursary scheme for students who progress from the Supported Progression Scheme who will be offered £5,500 per annum for the duration of their course. Students

progressing from the scheme, who also qualify for funding from the National Scholarship Programme and/or the Durham Grant Scheme, will have their combined total bursary and scholarship amount capped at £6,500. It is estimated that in the fully expanded scheme, 90 new entrants per year will be offered the bursaries. In 2013/14, this will cost approximately £700k, rising to £1.4 million by 2015/16 when there will be students in all four undergraduate years who have progressed from the Scheme. In their first year, students will be offered at least part of the bursary in the form of a subsidy for college accommodation.

Bursaries and Accommodation Subsidies for those with Household Income below £25,000

Through a combination of the National Scholarship Programme (NSP), Durham University's matched funding for NSP, and the Durham Grant Scheme, the University will provide financial support packages of £3,000, either as discounted college accommodation or as a cash bursary, to all home undergraduate students, for each year of study, where the residual household income is below £25k per annum (as assessed by Student Finance England in accordance with its guidance on Assessing Financial Entitlement). Approximately 1,800 students in total will be in this category so that by 2015/16 the total sum committed to these will be £5.6 million, of which, it is assumed, approximately £1.3 million will be received from the government under the NSP scheme.

The Government's restrictions on the use of NSP funding mean that the University will use the NSP funding and the matched NSP funding provided by the University for college accommodation subsidies of £3000 and single cash bursaries of £1000 per recipient. Durham Grant Scheme bursaries will be added to the overall support provision to ensure that each qualifying student receives a total of £3,000 per recipient per year either in accommodation discount or cash bursary.

Therefore, as a condition of receiving financial support, students will normally be required to apply for college accommodation in their first year. (The condition will be relaxed for students studying at Queens Campus where college accommodation is more limited.)

During years that qualifying students are accommodated in college, their financial support will normally be given in the form of an accommodation subsidy of £3000 through the National Scholarship Programme. In the years when qualifying students are not in college accommodation they will receive the financial support in the form of a cash bursary of £3000. These cash bursaries will be derived as follows.

In the year following residence in college, continuing students normally live out. Such students, who received an NSP accommodation subsidy during their college year, will qualify for a second instalment of their National Scholarship in the form of a £1000 cash bursary. This will be topped-up by a £2000 Durham Grant Scheme bursary, to produce a bursary package totalling £3000 for the year.

Where students were not previously accommodated in college, and continue to live out, the cash bursary of £3000 will be provided wholly from the Durham Grant Scheme.

Financial Details of the University's Commitment to the National Scholarship Programme

The following two paragraphs set out the component of the above arrangements that pertain to the National Scholarship Programme only.

In 2013/4, under the auspices of the National Scholarship Programme, every new student in college accommodation, who comes from a household where the residual household income is below £25k per annum, will be awarded a National Scholarship worth £4,000: £3,000 of which will be received in the first year in the form of discounted college accommodation, and £1,000 will be received in the second year as a cash bursary. Approximately 520 students will be in this category so that the cost of the scheme will be £2.08 million, of which £0.83 million will be provided by the government and the remainder, £1.25 million, as matched funding by the University. £0.74 million of the matched funding will be provided in 2013/14 and £0.51 million in 2014/15.

In 2014/15, when the Government contribution is assumed to reach £1.3 million, and is matched by £1.4 million from the University, it is predicted that the scheme will provide 520 college accommodation subsidies of £3,000 for students in year 1; 510 cash bursaries of £1,000 for students in year 2; and 200 college accommodation subsidies of £3,000 for students in year 3.

Financial Details of the University's Commitment to the Durham Grant Scheme

The following two paragraphs set out the component of the above arrangements that pertain to the Durham Grant Scheme only.

In 2013/4, all first and second year students not in college accommodation will receive a cash bursary of £3000 under the auspices of the Durham Grant Scheme, a commitment of £2.1 million per year.

By 2015/16, the Durham Grant Scheme will provide approximately 100 first year students, 90 second year students, 360 third year students, and 100 fourth year students with cash bursaries of £3000. Furthermore, 510 second year students will receive cash bursaries of £2000 (which together with their NSP award will make up a combined cash bursary of £3,000). This is a total commitment of £3 million per year.

Bursaries for those with Household Income between £25,000 and £42,600

For students where the residual household income is between £25K and £42.6k per annum, the University will provide financial support packages of £1,000 from the Durham Grant Scheme for each year of their course. By 2015/16 approximately 1000 students in total will be in this category so that the total sum committed to these bursaries will be £1 million. In 2013/14 the cost of this provision will be £650k.

Financial support for postgraduate ITT trainees

For postgraduate ITT trainees (PGCE students), the University will provide financial support packages of £1,000, as a cash bursary through the Durham Grant Scheme, to all home students resident in the UK where the residual household income is below £25k per annum (as assessed by Student Finance England in accordance with its guidance on Assessing Financial Entitlement) in 2013-14. An estimated 100 students will be in this category, so that the total sum committed to these will be £100,000.

Total Commitment for Financial Support

All these new arrangements will reach steady state in 2015/16, at which point the total commitment for financial support under the Access Agreement will be of the order of £6.8 million.

Total Countable Expenditure

The commitment to financial support of £6.8 million and the commitment to outreach, evaluation and retention activities of £3.2 million give a total commitment under the access agreement under steady state of approximately £10 million. All this expenditure is countable under the guidance provided by the Office for Fair Access. It consists of expenditure in previous access agreements that the University is continuing to make and expenditure on new access and student retention measures consistent with the guidance.

4. TARGETS AND MILESTONES**Access Targets**

The University aims to make sustained progress in increasing the proportion of students from under-represented groups.

The OFFA guidance suggests that, in choosing what targets and milestones to use to evaluate the effectiveness of access measures, the University might consider both the HESA Key Performance Indicators and other statistical measures. The HESA KPI where the University is furthest from its adjusted sector average is the proportion of young state school or college entrants, followed by the KPI for the proportion of entrants from socio-economic classifications NS-SEC 4-7. The University will therefore set milestones and longer-term targets for its HESA state school or college and NS-SEC performance indicators, supported by milestones and targets for its Supported Progression Compact Scheme. The University anticipates that the achievement of the Supported Progression Compact Scheme milestones will lead to consequent improvement in the HESA KPIs.

The University therefore reaffirms its aim, as stated in the 2012 Access Agreement of increasing the proportion of state school or college and NS-SEC 4-7 enrolments relative to the HESA KPI figures for 2009 entrants. The HESA measure counts students from state schools or colleges as a proportion of those who are Home/EU fee status, UK domiciled, and under 21 years of age, as a proportion of the full set; and similarly for NS-SEC 4-7. The University's targets are:

1. To increase the proportion of young entrants from state school or college as measured by the HESA KPI to 62% by 2015/16 and to reduce the number of percentage points below the HESA KPI adjusted sector average (the 'benchmark') to 12 by 2015/16.
2. To increase the proportion of entrants from NS-SEC 4-7 as measured by the HESA KPI to 15% by 2015/16 and to reduce the number of percentage points below the HESA KPI adjusted sector average (the 'benchmark') to 3.2 by 2015/16.
(This HESA NS-SEC classification KPI is particularly challenging because UCAS does not provide access to the classification information at the point of application, preventing this contextual information being used to inform the selection process. To assist in the identification of disadvantage, the University will change from using POLAR2 to the more precise ACORN dataset.)

Proportional intermediate milestones for entrants from state schools and colleges and from NS-SEC classifications 4-7 will be set for each academic year.

The targets relating to the Support Progression Compact Scheme are as follows:

1. Applications to Durham from those students who participated in the Supported Progression Compact Scheme. From the 2013/14 application cycle: 105 per year
2. Enrolments at Durham from those students who participated in the Supported Progression Compact Scheme. From 2014 entry: 90 per year
3. Enrolments at other selective universities from those students who participated in the Supported Progression Compact Scheme. From 2014 entry: 5 per year
Selective universities are defined by entry tariff score, as those with an institutional average of 375 tariff points or more.

Proportional intermediate milestones in the period up to the target year will be set for each academic year.

Retention Target

The University already has an excellent retention rate and therefore its target for non-continuation is to maintain the current excellent record in absolute terms, at 2%.

5. MONITORING AND EVALUATION ARRANGEMENTS

The University is employing the services of its Centre for Evaluation and Monitoring (CEM) to undertake evaluation and monitoring. The Centre, which works with schools nationally, has access to very large quantities of relevant background data against which to evaluate the University's access measures.

Policy in respect of widening access is developed by the Pro-Vice-Chancellor (Education) through the University Executive Committee, the Education Committee and Senate, the latter two having student membership. Operational performance in respect of widening access is monitored by the same governance structures.

The Student Recruitment and Admissions Office has institutional responsibility for the implementation and delivery of measures to promote access to the University.

6. PROVISION OF INFORMATION TO PROSPECTIVE STUDENTS

Through its website, the University will publish clear, accessible and timely information for applicants and students on the fees that it will charge and the financial support that it will offer. The University will also disseminate information via its outreach and recruitment activity. Within the University's Academic Office there is a student financial support service, which will work with staff in the University's constituent colleges to ensure that all existing students have access to the financial support information that they need.

The University will also provide timely information to UCAS and SLC to populate their applicant-facing web services.

7. STUDENT CONSULTATION

In drafting the 2012 Access Agreement, the university consulted with Durham Students Union (DSU) on their preferred options for student financial support. DSU supported the University's conclusion that given the loan arrangements available through Student Finance England, fee waivers are a less attractive offer to prospective students, whereas packages that provide financial support in cash or in kind are preferable. This Access Agreement is substantially the same as the 2012 agreement, but in making revisions to it, officers of DSU were consulted again, and support the minor changes incorporated in it.

8. EQUALITY AND DIVERSITY

The focus of this Access Agreement is on representation from state schools and lower socio-economic groups. Durham University is aware of its commitments in this respect and also its duties under the Equality Act 2010 to advance equality of opportunity between people who share protected characteristics and those who do not. It is recognised that BME and disabled people are statistically overrepresented within lower-socio economic groups, and as such this Access Agreement is another mechanism to help the University develop its approach to diversity and equality.

Durham is committed to promoting diversity and equality. Our approach is led by the current Deputy Vice Chancellor who has overall responsibility for the agenda, chairing the Diversity and Equality Advisory Group (DEAG) and driving continued improvements in our approach across the institution. Durham has a disability service, clear HR policies, effective team working and delegated responsibility for the agenda across the University and it is making steady progress in key areas. The most recent success is the receipt of a University wide bronze Athena SWAN award, a process which was led by the Science Faculty on behalf of the University.

The requirement to identify and address diversity challenges within each department has been part of the annual planning process for some time and Durham has recently completed a review of how to

begin developing key aspects of the curricula to meets the needs of a diverse student body more effectively. The approach seeks to embed diversity and equality across the institution as illustrated by the University's response to the Equality Act 2010, with the successful delivery of this Access Agreement being acknowledged as one of the key diversity priorities for the University.

OFFA Access Agreement 2013/14 - Annexes B & C

Institution name: University of Durham

Institution UKPRN: 10007143

Table 6 - Milestones and targets

Validation checks:

10. A reason for changing any prefilled data must be recorded in column L for both tables 6a and 6b.

Validation check passed.

Notes:

These tables have been pre-populated using the information you provided to us in your 2012-13 access agreement.

You will, however, need to consider whether you wish to amend or add targets to reflect:

- the inclusion of part-time and/or ITT courses within your access agreement
- any significant changes to the nature and size of your cohort, for example in response to changing student number controls
- more joint targets around collaborative outreach work
- targets to improve equality and diversity in your access agreement

Table 6a - Statistical milestones and targets relating to your applicants, entrants or student body (e.g. HESA, UCAS or internal targets)

Please select milestone/target type from the drop down menu	Description (500 characters maximum)	Is this a collaborative target?	Baseline year	Baseline data	Yearly milestones/targets (numeric where possible, however you may use text)					Commentary on your milestones/targets or textual description where numerical description is not appropriate (500 characters maximum)	If you have made any changes to the prefilled data around your milestones/targets, or included additional milestones/targets, please indicate why here.
					2012-13	2013-14	2014-15	2015-16	2016-17		
State School (HESA Table T1a)	Percentage proportion of young state school or college entrants in the academic year as measured by the HESA KPI		2009/10	59.2	60	60.5	61	61.5	62	In view of the unpredictable effect of the new fee regime, the HESA KPI targets are expressed in terms both of the overall proportion of students and the distance from the HESA KPI benchmark (see next target).	
State School (HESA Table T1a)	Percentage pts below the HESA KPI benchmark for young state school or college entrants		2009/10	14.8	14	13.5	13	12.5	12		
NS-SEC (HESA Table T1a)	Percentage proportion of NS-SEC 4-7 entrants in the academic year as measured by the HESA KPI		2009/10	12.8	13	13.5	14	14.5	15	This HESA KPI is particularly challenging because UCAS does not provide access to NS-SEC classification at the point of application, preventing this contextual information being used to inform the selection process. As an indicator of disadvantage, the University plans to change from using POLAR2 to using ACORN data, which is more precise and therefore it is presumed will assist in moving towards this target. Nonetheless the KPI remains problematic because the contextual information is not directly available in the selection process.	
NS-SEC (HESA Table T1a)	Percentage pts below the HESA KPI benchmark for NS-SEC 4-7		2009/10	5.4	5.2	4.7	4.2	3.7	3.2		
Other (please give details in the next column)	Applications in the admissions cycle to Durham from those who participated in the Supported Progression Compact Scheme		2009/10	0	80	105	105	105	105		
Other (please give details in the next column)	New enrolments in the first year at Durham from those who participated in the Supported Progression Compact Scheme		2010/11	0	50	70	90	90	90		
Other (please give details in the next column)	Enrolments at other selective universities (average institutional tariff points on entry 375+) from participants in the Supported Progression Compact Scheme		2010/11	0	2	5	5	5	5		

