

Summary of the 2020-21 Fee & Access Plan

Swansea University's Fee & Access Plan is a demonstration of our commitment to provide an inclusive study environment that supports under-represented groups and all students to achieve within higher education. This **inclusive approach** is in line with the Welsh Government's **policy statement** relating to widening access... "Higher education should be available to all those with the potential to benefit regardless of age, gender, mode and level of study and country of origin and background..."

The main focus and content of the plan is based around achieving our strategic themes (key priorities) and those of the Welsh Government relating to **Equality of Opportunity**. In the plan, we address how the University will support under-represented groups to:

- **ACCESS** higher education
- Provide support and opportunities to **PROGRESS** through higher education
- Provide support to **RETAIN** students so that they can complete their studies
- Provide support and opportunities to help students achieve positive **OUTCOMES**

The plan also has a responsibility to address how the University meets other Welsh Government Fee & Access Plan commitments more generally around the **Promotion of Higher Education**. A full list of the plan's objectives are below:

Equality of Opportunity Objectives:

- **EOP 1 - Attract:** Inspire and recruit more students from under-represented groups to study at Swansea University.
- **EOP 2:** Ensure students from under-represented groups are provided with **effective information** (including information on financial assistance) before and after they decide to study at the University.
- **EOP 3 - Retention:** Deliver inclusive welfare and financial support services to support students from under-represented groups to stay in HE and complete their studies.
- **EOP 4 - Progression:** Deliver high quality, inclusive academic and pastoral support services that support more students from under-represented groups to progress through their studies at HE.
- **EOP 5 - Outcomes:** Support more students from under-represented groups to achieve positive outcomes in HE leading to employment or further study.
- **EOP 6 - Equality:** Advancing equality of opportunity and fostering good relations amongst the diverse staff and student groups at the University and wider community.

Promotion of Higher Education Objectives:

- **PoHE 1 - Regional Strategic Partnerships:** Deliver partnerships within Wales that deliver the Institutions HE mission, expand opportunities for students and advances our Civic Mission aspirations.
- **PoHE 2 - Student Experience:** Deliver services, facilities and activities that enhance the student experience including improvements to the quality of teaching.
- **PoHE 3 - Employability:** Provide services, support and activities for students in partnership with employers that strengthen the employability of Welsh Graduates.
- **PoHE 4 - Internationalisation:** Deliver services and activities that promote Welsh HE internationally leading to greater international student recruitment and international partnerships.
- **PoHE 5 - Raise awareness** of the value of Higher Education to potential students generally.

The **under-represented groups** supported by this plan have been selected based on current Welsh Government/HEFCW priority groups, a review of our student profile data and through reference to the University's Strategic Equality Plan. Typically, these students will be those from disadvantaged backgrounds, with protected characteristics and/or groups that are under-represented within our student population:

- Student from low participation areas (as defined by POLAR)
- Students from the bottom 40% of the Welsh Index of Multiple Deprivation (WIMD)
- Students from low-income households
- Welsh Medium Students
- Part-Time Students
- Mature Students
- Disabled Students
- Black and Minority Ethnic (UK) students
- Looked After Children, care leavers and carers
- Estranged students
- Students with other protected characteristics – Religion & Belief, Sexual Orientation, Gender Reassignment and Pregnancy & Maternity.

In addressing the Equality of Opportunity and Promotion of Higher Education objectives, the University has committed 17.6% of the income it will generate in 2020-21 from student fees. This investment will be used to provide a variety of services, functions and activities that attract, support, retain, develop and help students from under-represented groups succeed in higher education. In addition, the investment will also be used to promote and improve the impact of Welsh higher education at a local, regional and international level.

Some of the main priorities identified for the 2020-21 plan include:

- Continuation of the Institution's Outreach Unit as part of the Reaching Wider Programme aimed at attracting and inspiring young people aged 17 and above and adults without level 4 qualifications living in South West Wales within the bottom 40% of the WIMD.
- Further investment in and development of the Swansea University Outreach Unit to extend the activities delivered above, and complement those of the South West Wales Reaching Wider Partnership, with a focus on attracting individuals from under-represented groups from right across Wales (not just limited to South West Wales).
- Additional targeted financial support provided in the form of bursaries to students with additional considerations (Looked after Children/Care Leavers/Carers/Estranged students).
- Increase in the Swansea University Opportunity Award (hardship fund) to support retention and help students facing acute financial difficulties.
- A greater focus on Well-being and Mental Health support.
- Implementation of a civic mission strategy (first year).