



2019-20 access and participation plan monitoring

Provider impact report

This impact report summarises the progress made by Nelson College London Limited 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

Nelson College London Limited's ambition and strategy as detailed in the 2019-20 access and participation plan:

The overall ambition within the 2019-20 access and participation plan was to support students from underrepresented backgrounds. As this was the first ever access and participation plan produced by the College. It was our aim to understand our student mix and to have systems in place to identify gaps in performance amongst our students.

We identified an access gap in our student population when it came to disabled and the care leaver students. This was an area where the college has never systematically targeted and in the case of care leavers there was not much awareness of this particular target group.

We also identified performance gaps in the student's attainment and progression amongst black and Asian students. Another major area requiring further improvement was the student progression to employment and further studies.

The College also wanted to explore the options to establish a relationship with the local schools and colleges for outreach activities. In addition, we wanted to strengthen our data capability and the evaluation skills.

To achieve its ambitions, the College planned investment in staff training and development, and to raise awareness of higher education amongst the students from underrepresented groups. Introduction of Bursary package for care leavers and the disabled students.

2. Self-assessment of targets

The tables that follow provide a self-assessment by Nelson College London Limited 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 Nelson College London Limited'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)	To increase number of students enrolled from disable group	2016-17	0%	1%	5%	Percentage	2019-20	4.2	Limited progress
T16a_02 (Success)	To increase success rate for BA programmes	2016-17	60%	67%	75%	Percentage	2019-20	55.8	Limited progress
T16a_03 (Access)	To increase number of students enrolled from Care Leaver background	2018-19	0%	0%	1%	Percentage	2019-20	0	Limited progress
T16a_04 (Success)	To increase number of students achieving higher grades from BAME Backgrounds	2016-17	12%	15%	17%	Percentage	2019-20	2	Limited progress
T16a_05 (Success)	To address non-continuation rate of male students from Black Caribbean, Black African, British Bangladeshi and British Pakistani origins.	2016-17	63%	58%	50%	Percentage	2019-20	14	Expected progress
T16a_06 (Progression)	To improve student progression to employment and further study	2015-16	78.5%	80%	82%	Percentage	2019-20	74.2	Limited progress
T16a_07 (Success)	To improve attainment rates among matures students from Black ethnicity	2016-17	38%	38%	42%	Percentage	2019-20	80	Expected progress
T16a_08 (Success)	Non-continuation of all other graduate entrants	2014-15	26.48%	17%	15%	Percentage	2019-20	7.8	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)	Outreach work with local schools and colleges from academic year 2019-20.	Other (please give details in Description column)	Not available	Engage with schools and colleges	Engage with schools and colleges	N/A (see description / commentary)	2019-20	-	Expected progress
T16b_02 (Success)	To establish BME Advisory Group to inform initiatives within College to improve attainment rates	2016-17	46%	50%	60%	Percentage	2019-20	81	Expected progress
T16b_03 (Multiple)	To establish Career Advice department to support student progression to employment and further study	2016-17	82.8%	83%	85%	Percentage	2019-20	74.2	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.

Financial year	2019-20		
	Predicted spend (£)	Actual spend (£)	Difference (ppt)
Access investment	£17,784.38	£14,000.00	-21%
Financial Support	£71,138.00	£133,000.00	87%

4. Action plan

Where progress was less than expected Nelson College London Limited 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	The College is producing a booklet which will be handed/circulated to students at recruitment and during Induction to raise awareness of types of disability and care leavers. The College plans to hold regular training sessions with staff and tutors to raise awareness of the types of disability (physical and non-physical including mental health).
T16a_02	The Programme team have taken action specifically with online learning to support students. This includes creating Action Learning Groups for each Course to monitor students. Regular training sessions are also provided for Microsoft Teams and VLE.
T16a_03	The College has recruited a staff member from a care leaver background in the Student Welfare Team. This will allow the relatability for the students as well as ensuring the College processes are appropriate. The College is also creating a booklet to give more information on Care leavers and the type of academic and financial support available to them. These will be handed out during recruitment and induction.
T16a_04	The College has expanded its Student Support Lecturer team, with colleagues from a BAME background. The College is also utilising the Student at Risk Register to identify BAME students who may need additional support.

T16a_06	The College is in the process of setting up an Alumni page on social media, allowing students to stay in contact and circulate relevant information. The College has a number of previous College students who have their own business and/or have successful careers at well-known companies. The College hopes to create a mutually beneficial relationship with these business through this route.
T16b_03	The College has been able to offer students Career Advice from a trained individual. The College has also launched its Career Hub, which allows students to upload their CVs and get feedback, as well as take part in mock interviews. This also allows students to view the job board which includes various roles covering internships and other graduate opportunities.

5. Confirmation

Nelson College London Limited 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	
Nelson College London Limited 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	Athiqul Islam
Position	Director

Annex A: Commentary on progress against targets

Nelson College London Limited'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?
Yes
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
The College has taken steps to create more awareness of the academic and financial support available to students so that they are comfortable disclosing their disability. We have appointed three disability and student welfare officers who are introduced at the time of recruitment through to when students have obtained their intended qualification.

Target reference number: T16a_02
How have you met the commitments in your plan related to this target?
Yes
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
The College has trained Academic tutors to be more proactive in Academic Support, to enable this to be provided at an earlier stage. The College has also strengthened its risk register to include various groups of students at risk of withdrawal to ensure appropriate monitoring of student attainment.

Target reference number: T16a_03
How have you met the commitments in your plan related to this target?
Yes
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
The College appointed Student Welfare Officers to support Care leaver students at the recruitment stage and whilst they are studying at the College. The Officers also conducted workshops to raise awareness of what the care leaver category meant, in case this might apply to them as individuals and the support available to the students. For students who are facing difficulties the College used a more targeted approach. This linked relevant students to a Student Support Officer who helped monitor and guide the student to obtain their intended qualification.

Target reference number: T16a_04
How have you met the commitments in your plan related to this target?
Yes
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
The College is actively recruiting BAME lecturers to help and support BAME students to achieve higher grades. The College also runs Academic writing and Critical Evaluation workshops to enhance skillsets, that enable students to achieve higher grades. This is enhanced by the lecturers who also give guidance on higher grade attainment.

Target reference number: T16a_06
How have you met the commitments in your plan related to this target?
Yes
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
The College is strengthening its communication and engagement with students post course completion. The College is in process to setup an Alumni association.

Target reference number: T16b_03
How have you met the commitments in your plan related to this target?
Yes
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
The College created the Career Planning Journal, to guide and support students through their route into employment. Numerous career-related videos were uploaded onto the NCL and Knowledge Exchange Centre (KEC) YouTube Channels. A mini-series identifying a number of key executives in a business was filmed and launched on the KEC channel. These key executives explained in a question and answer format how they reached the top in their industry sector. they also provide help and guidance in the series.

Annex B: Optional commentary on targets

Nelson College London Limited's commentary on any of the targets listed in [Section 2](#).

Reference Number	Optional commentary
T16a_01	
T16a_02	
T16a_03	The College has been able to recruit two students from a care leaver background. This enabled Nelson College London to develop a contact (in care leaver services), within the local authority. This has helped the College to reach care leavers.
T16a_04	Due to changes in Pearson Course specification and grading system, it is more difficult for students to achieve higher grades as compared to pre-2016 HND qualifications.
T16a_05	
T16a_06	We believe the data-set for 2019-20 does not reflect accurately, the success of our student body this is due to lower response rate for the Graduate Outcome survey. This is compounded by the contact-period being extended to 15 months after of course completion when compared to previous 6 month for DLHE Survey.
T16a_07	
T16a_08	
T16b_01	The College engaged with schools and Colleges during the Academic year 2019-20, but due to Covid-19 these were suspended. The College is in the final stage of signing an outreach agreement, with a local school to support Pre-16 access activities.
T16b_02	
T16b_03	