



Access and Participation Statement 2023-2028

What is an access and participation Statement?

The Access and Participation Statement is an important tool that helps higher education providers to address issues related to diversity, inclusivity, and equality of opportunity. NOVA Training College is committed to improving access, retention, and success for underrepresented groups in higher education. This document outlines our Access and Participation Statement and sets out the measures we will implement to achieve our goals.

Key points

Our Access and Participation Statement aims to:

- Increase the number of students from underrepresented groups who apply to and enrol in higher education programs at NOVA Training College.
- Improve the retention rates and academic outcomes for underrepresented groups.
- Promote a diverse and inclusive environment that enables all students to reach their full potential.

Our Statement includes measures such as outreach and widening participation, financial support, student support, and inclusive curriculum. We will evaluate and monitor our progress regularly to ensure that we are making progress towards our goals.

1. Widening Participation Nova Training is committed to widening participation in its courses and programs. To achieve this, Nova Training will take the following steps:
 - Establish links with local schools and community organizations to provide information on the courses and training programs we offer.
 - Offer outreach programs to schools and organizations, providing taster sessions to encourage participation and engagement.
 - Engage with local authorities to identify areas where there are low levels of participation in training and work with them to develop initiatives that encourage participation.
 - Provide targeted outreach to those from disadvantaged backgrounds, such as individuals with disabilities, BAME communities, and those from low-income households.
2. Inclusive Learning Nova Training believes that all learners should have access to an inclusive learning environment. To achieve this, Nova Training will take the following steps:
 - Provide a welcoming and inclusive learning environment for all learners.

- Ensure that learners with disabilities have access to the necessary support and reasonable adjustments to enable them to participate fully in their chosen course or program.
 - Provide specialist support services for learners with additional needs, such as counselling or mental health support.
 - Deliver training programs that are designed to meet the diverse needs of our learners, taking into account their prior knowledge, experience, and learning styles.
3. Quality of Provision Nova Training College is committed to providing high-quality training and education for all learners. To achieve this, Nova Training will take the following steps:
- Provide high-quality teaching and learning experiences that are delivered by qualified, experienced trainers.
 - Ensure that all training courses and programs are designed to meet the needs of employers and provide learners with the skills they need to succeed in the workplace.
 - Continuously monitor and evaluate the quality of our courses and programs to ensure that they meet the needs of our learners and provide them with the best possible outcomes.
 - Provide a range of support services to learners, such as study skills workshops, careers advice, and job placement support.

Objectives:

- To ensure that our recruitment and admission procedures are fair, transparent and accessible to all individuals.
- To increase the number of learners from underrepresented groups, including those with disabilities, and those from BAME backgrounds, by developing targeted outreach and marketing strategies.
- To provide learners with additional support, including learning support and financial assistance, to enable them to succeed in their studies.
- To improve accessibility to our learning facilities and resources for learners with disabilities.
- To ensure that all learners have equal opportunities to progress to further education or employment, regardless of their background or circumstances.

Key Actions:

- **Recruitment and Admissions:** Nova Training will ensure that all recruitment and admission procedures are transparent, fair and accessible to all individuals. We will use a range of outreach and engagement activities to encourage individuals from underrepresented groups to apply for our programs. We will also provide comprehensive information on the application process, entry requirements, and support available for learners with disabilities.
- **Targeted Outreach and Marketing:** We will develop targeted outreach and marketing strategies to increase the number of learners from underrepresented

Link to this document on the college website
<https://www.novacollege.org.uk/study-here#important-links>

groups, including those with disabilities and those from BAME backgrounds. We will work with community groups, local authorities, and other stakeholders to promote our programs and ensure that information is accessible to all.

- **Additional Support:** We will provide learners with additional support, including learning support and financial assistance, to enable them to succeed in their studies. This will include access to learning resources and materials, one-to-one support from tutors and learning mentors, and bursaries to support with travel and equipment costs.
- **Accessibility:** Nova Training is committed to ensuring that our learning facilities and resources are accessible to learners with disabilities. We will carry out regular accessibility audits and make necessary adjustments to our facilities, equipment and resources to ensure that they are accessible to all.
- **Progression:** We will ensure that all learners have equal opportunities to progress to further education or employment, regardless of their background or circumstances. We will provide comprehensive information and guidance on progression opportunities, including further education, higher education and employment, and support learners to achieve their aspirations.

Monitoring and Evaluation: Nova Training will regularly monitor and evaluate the effectiveness of our Access and Participation Statement to ensure that we are meeting our objectives. We will collect data on the number of learners from underrepresented groups, including those with disabilities and those from BAME backgrounds, and the support provided to them. We will use this data to inform our strategies and make necessary adjustments to ensure that we are meeting the needs of all learners.

Research:

We will conduct research to understand the needs and barriers faced by underrepresented groups in higher education. This will include analysing data on admissions, retention, and attainment rates, as well as gathering feedback from students and staff. We will use this research to inform our policies and practices.

Application stage:

We will provide clear and accessible information about our courses, entry requirements, and application processes. This will include information about any additional support available for underrepresented groups, such as financial assistance, mentoring, or disability services.

Offer stage:

We will ensure that our offers are fair and transparent, with no hidden conditions or biases. We will provide clear and accessible information about any additional support available, and we will actively encourage underrepresented students to accept their offers.

Enrolment stage:

We will provide a welcoming and inclusive environment for all students, with no discrimination or harassment. We will provide clear and accessible information about

support services, such as counselling, academic skills, and career advice. We will also actively monitor and support the progress and wellbeing of underrepresented students.

What we are aiming to achieve

We are aiming to achieve the following by 2027-28

- Develop our relationships further with schools and colleges to raise pupil attainment and expectations to study for a higher education qualification.
- Improve overall progression to employment for our graduating cohorts of students from “Low Participation Neighbourhoods”:
 - to 90% or higher for progression to employment and/or further study
 - to 60% or higher to highly skilled employment and/or further study

What we are doing to achieve our aims

NOVA Training College is committed to improving access, retention, and success for underrepresented groups in higher education. We believe that everyone should have equal access to higher education and the opportunity to succeed, regardless of their background. Our Access and Participation Statement aims to achieve this by:

- Outreach and Widening Participation: We will work with local schools and colleges to raise awareness of higher education and encourage students from underrepresented groups to consider it as an option. We will also provide information and support to help them make informed decisions about their future.
- Financial Support: We will provide financial support to underrepresented students, including scholarships, bursaries, and hardship funds, to help remove financial barriers to higher education.
- Student Support: We will provide tailored support to underrepresented students, including academic support, mentoring, and counselling, to help them succeed in higher education.
- Inclusive Curriculum: We will review our curriculum to ensure that it is inclusive and representative of diverse perspectives and experiences.

How students can get involved

Students can get involved in this work in a number of ways. As a student representative for their course they will contribute to discussions in their course Staff Student Liaison Group over changes and improvements. As a member of the Equality and Diversity Committee they will consider our access and participation Statements and progress towards our objectives.

A significant contribution would also be as an elected member of the Students' Union Executive.

This executive group has regular meetings with senior leaders for discussions on key issues and Statements, including our Access and Participation Statement. They will be kept abreast of progress against objectives, and consulted as part of further developments in our Access and Participation Statements.

Evaluation – how we will measure what we have achieved

Currently, our activities in outreach and in supporting pupil attainment are evaluated through feedback from participants and we will be working to develop this further. We will be working to adopt best practice in both the design of theories of change and our evaluation of activities for raising pupil attainment. We aim to ensure we are evidence-led and that we focus on data where possible, alongside feedback from participants.

In our interventions to support our students, impact from activities will continue to be evaluated through feedback from students as well as the relevant data. This includes continuation, attainment and progression data for the separate underrepresented groups to measure progress towards our targets.

The activities undertaken and evaluation of their impact will be shared with the Students' Union Executive and reported to Academic Committee. Reports will also include a summary of student feedback and actions taken in response by the university.

This reporting aims to provide clear oversight of progress from working level through to Academic Committee. Annual review provides a mechanism to reflect on progress, and review and amend our interventions in the best interests of our students. Action Statements for change as a result are scrutinised and approved as part of that process.

We will publish evidence from our evaluations on our website in accordance with sector guidance and otherwise by July 2024.

Monitoring progress against delivery of the Statement

We will monitor our progress against the delivery of our Statement and report on our progress annually. We will review and update our Statement regularly to ensure that we are responding to the changing needs of our students and the wider community.

Conclusion

Nova Training College is committed to promoting equality, diversity and inclusion across all our educational and training programs. Our Access and Participation Statement outlines our commitment to providing accessible and inclusive education and training opportunities for all individuals, regardless of their background or circumstances. We will work towards achieving our objectives and will regularly monitor and evaluate our progress to ensure that we are meeting the needs of all learners.

[Click here](#) to view this document on the college website.