

UAL Attainment Programme: Learning for All

The UAL Attainment Programme: Learning for All has been developed in response to data indicating attainment differentials in relation to Black, Asian and minority ethnic (BAME), international and working class students. UAL are committed to addressing this inequality and recognises that there is no single reason for attainment gaps and no single simple solution.

As such, the programme:

- Recognises that BAME, international and working class students are not mutually exclusive identities; a nuanced understanding of intersectionality underpins this work.
- Adopts a change approach that recognises UAL staff, working in partnership with students, need to be empowered to effect change in relation to attainment differentials.
- Provides a framework to coordinate and build upon a range of both new and existing activities across the university, so that UAL can adopt a consistent approach to developing and disseminating successful measures.

There are 5 strands to the programme:

1. **Policy and Quality** led by John Lally, is ensuring policies and practices do not inadvertently disadvantage any student group, and that we use attainment data effectively to guide our priorities and activities.
2. **Curriculum** led by Aisha Richards, is broadening UAL curricula so that it is accessible, internationalised and supported by appropriate pedagogies, academic skills and resources.
3. **Staff Development** led by Terry Finnigan, is engaging teaching and support staff in high quality development opportunities that help them to support attainment effectively.
4. **Extra-curricula Offer and Student Engagement** led by Alex Lumley, and Hansika Jethnani, is working with students to enhance effectiveness of support activities and engagement with extra curricula opportunities.
5. **HEFCE funded Changing Mindsets Project** is working with staff and students to reduce stereotype threat and implicit bias as barriers to student success. The project will be led by Vikki Hill from August 2017.

The success of the Attainment Programme: Learning for All rests upon cross College and department partnership and engagement. To facilitate this we are using creative design thinking approaches to identify and respond to challenges, making sure that we learn from, share and extend work in the Colleges. Professor Susan Orr is the Senior Responsible Owner of the Attainment Programme and Diane Lucas the Programme Manager.