UAL Attainment Programme: Learning for All

The UAL Attainment Programme: Learning for All was established in October 2016 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.

Through 2017 the programme has been joining up University policy, infrastructure and monitoring mechanisms to better support student attainment. It has also been further enhancing the curriculum and teaching practices, in partnership with students and through an improved staff development offer. Highlights include:

- The creation of a new online resource to help staff understand the factors causing differential outcomes for students and address this in their areas of practice.

- Increased promotion of existing diversity and inclusion training, a Decolonising the Curriculum workshop by visiting fellow Dr Gurnam Singh, and series of new Inclusive Attainment staff workshops by the Teaching and Learning Exchange.

- Academic and Library staff working with the Student Union as part of Liberating the Curriculum, including an event series for students and staff to share experience and ideas to address attainment gaps.

Next steps for addressing attainment in 2017-18 include:

Changing Mindsets HEFCE Funded Project: UAL secured HEFCE Catalyst funding at the start of 2017 for a Changing Mindsets project which aims to narrow attainment gaps by reducing stereotype threat and implicit bias as barriers to students' success. For the project UAL are working in partnership with University of Portsmouth, Canterbury Christ Church University,

University of Brighton and University of Winchester. Throughout 2017-18 a series of student and staff workshop based interventions are taking place at UAL, designed to build a growth mindset; the belief that ability develops through effort and by embracing challenge. Developing a [growth mindset](#) has profound motivational impacts on learners and on staff expectations of learners, and has shown to contribute to closing attainment gaps.

UAL Attainment Network and Conference: In 2017-18 a new UAL Attainment Network is bringing staff expertise and experience together to identify and promote actions and interventions to address attainment differentials. The new network includes representatives from each UAL academic programme, technical, leadership and student support team. The network will be meeting up each term to work through the [four steps](#) to addressing attainment, and the work of the network will culminate in UAL's first Attainment Conference in the summer of 2018. The Attainment Conference will be offering UAL staff with updates on sector and UAL wide attainment research, and providing a platform for sharing good practice identified through the Attainment Network.

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 Lucy Panesar is the Programme Officer.