

## UAL Attainment update - November 2018

UAL recognise that differentials in attainment between home white students, students of colour and international students is an institutional issue and as such are moving to referring to the problem as an 'awarding/assessment gap' to ensure emphasis is focussed on institutional structures, systems and practices and not on the students.

UAL have a long history of addressing issues of race and social inequality in degree awarding, with distinct and sector-leading work by Aisha Richards (founder of Shades of Noir), Terry Finnigan (Tell Us About It), Duna Sabri (Student Identity and Experience) and Kate Hatton (Retain, Achieve, Succeed).

The University wide Attainment Programme: Learning for All has, since 2016, been providing a framework to coordinate and build upon both new and existing activities across the university, and 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.

In addition to this, in 2017-18:

- The [Academic Enhancement Model](#) (AEM) was established to provide focused, course-level support to address attainment differentials and enhance students' experiences at UAL. Each College has an AEM Lead and the work is coordinated by The Teaching and Learning Exchange.
- Dr Duna Sabri completed her longitudinal study into student identity, experience and attainment at UAL, and rolled out a wide-ranging package of staff development sessions on inclusive curriculum, formative assessment, industry engagement and micro-affirmations.
- The OfS funded Changing Mindsets completed its first year of research, and evolved into [UAL Creative Mindsets](#); a series of workshops for staff and students facilitated by the UAL Creative Mindsets Team of students, Alumni and staff that aims to reach 46% of Year 1 students and 300 staff across UAL.
- The UAL Attainment Network termly meetings culminated in the 2018 [UAL Attainment Conference](#), attended by 150 staff from across the university.
- The Arts Student Union and UAL Teaching and Learning Exchange collaborated on the production of a staff-student zine entitled [Decolonising the Arts Curriculum: Perspectives on Higher Education](#). Over 1000 hard copies have been distributed to date across the university and sector, and the online version has been disseminated widely via social media

- Dr Gurnam Singh, Visiting Fellow in Race and Education, continued to support and enrich this work as a critical friend, and contribute to a [video series on critical pedagogy](#)
- The first cohort of [Teaching Within](#) (a scheme to diversify UAL teaching community established by Aisha Richards Founder of Shades of Noir and delivered by Shades of Noir) graduated from their PgCert.
- 39 participants studied the [Inclusive Teaching and Learning](#) staff development unit (developed by Terry Finnigan and Aisha Richards), which continues to be the highest self-selecting unit.
- 186 staff attended the two-day Thinking Teaching course (a two-day introductory course for new teaching staff) which foregrounds inclusive practices.

Our next steps:

- Through 2018-19, [Decolonising the Arts Curriculum](#) is engaging staff and students in a university wide series of exhibitions and events, which is surfacing and generating new content and discussion about how our various disciplines are being and can be further decolonised.
- The Teaching and Learning Exchange are establishing a new permanent Attainment Team. This new team will build on current work to increase the pace of change in relation to our attainment differentials. This work is a key part of the UAL's Academic Strategy (led by Deputy Vice-Chancellor Professor Simon Ofield-Kerr).
- Dr Duna Sabri is carrying out an interview-based study to help develop and clarify strategy in relation to the next phase of the work to close attainment gaps at UAL. This work will ensure that the new attainment team have a focused agenda to address when they are appointed.
- UAL has joined the Advance HE '[Closing Attainment Gaps Project](#)' to share and learn about good practice from the sector.
- We are hosting a sector wide Teaching Platform Conference on Attainment on 5 February 2019 which is open to colleagues from across the sector.