



## 2019-20 access and participation plan monitoring

### Provider impact report

This impact report summarises the progress made by University College of Osteopathy (The) 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

University College of Osteopathy (The)'s ambition and strategy as detailed in the 2019-20 access and participation plan:

The University College of Osteopathy (UCO) is committed by its mission and values to providing access to higher education for learners from backgrounds that are under-represented. It very much endorses the view that higher education should be made accessible to all, regardless of background or financial status.

The UCO's strategy as agreed by the UCO Academic Council can be summarised as;

- to improve recruitment and the success of students of students with the greatest potential to become osteopaths, especially from diverse or under-represented backgrounds;
- to ensure that the UCO's education and other services are accessible to all, that barriers to entry are removed wherever they are identified;
- to promote a UCO culture that recognises the benefits of an increasingly diverse student body

Further the UCO's Equality Statement & Objectives sets out key principles which include;

- committed to promoting equality of opportunity in all its activities
- recognises and appreciates the diversity of the its student body and the community its services and works to develop a curriculum to meet the needs of a varied contemporary society.
- seeks to foster an environment where diversity is valued and celebrated.
- committed to ensuring that all UCO policies, procedures and practices reflect these principles.

## 2. Self-assessment of targets

The tables that follow provide a self-assessment by University College of Osteopathy (The) 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 University College of Osteopathy (The)'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)	The School are looking to establish a relationship with a local School and will consider Sponsorship relationship once details of reloaction of the BSO have been finalised.	2014-15	0	0	0	Other	2019-20	0	Expected progress
T16a_02 (Access)	To increase the proportion of undergraduate full-time students in receipt of DSA at the UCO.	2014-15	6.7%	7.8%	8%	Percentage	2019-20	12.7	Expected progress
T16a_03 (Access)	Increase the proportion of BAME groups under-represented in higher education	2014-15	18%	19.6%	20%	Percentage	2019-20	35.5	Expected progress
T16a_04 (Access)	Increase the proportion of undergraduate PT students at the School from POLAR 3 quintile 1 & 2	2014-15	23.8%	25%	40%	Percentage	2019-20	27	Limited progress
T16a_05 (Access)	Maintain the proportion of undergraduate mature students	2014-15	44.9%	53%	60%	Percentage	2019-20	72	Expected progress
T16a_06 (Success)	Reduce our non-continuation rates for first year undergraduate students	2014-15	9%	7.4%	7%	Percentage	2019-20	9.1	Limited progress
T16a_07 (Access)	Increase the number of care leavers within the undergraduate population	2014-15	0 students	1 student	1 student	Headcount	2019-20	0	No progress
T16a_08 (Access)	Increase the number of young carers within the undergraduate population	2014-15	0 students	1 student	1 student	Headcount	2019-20	0	No progress
T16a_09 (Progression)	Maintain the proportion of graduates in graduate level	2014-15	100%	100%	100%	Percentage	2017-18	89	Limited progress

	employment or further study based on DELHE data								
T16a_10 (Access)	Increase the percentage of young full-time undergraduate entrants from LPN quintile 1	2014-15	0	10.3	10.3	Percentage	2019-20	6	Limited progress
T16a_11 (Access)	Increase the percentage of young full-time undergraduate entrants from state schools	2014-15	90.9	90.9	90.9	Percentage	2019-20	86.7	Limited progress
T16a_12 (Access)	Increase percentage of full-time undergraduate students from low income backgrounds who have a household residual income of less than £25,000	2014-15	51.9	53.2	54.4	Percentage	2019-20	36.23	Limited progress
T16a_13 (Access)	The UCO will work with local schools to strategically develop relationships that aim to raise attainment by releasing staff to deliver classes into schools. The UCO will work with local state schools to increase the numbers of young students at the UCO.	2014-15	0	2	3	Other	2019-20	0	Limited progress
T16a_14 (Access)	Work with the charity IntoUniversity to further develop the outreach work currently being undertaken.	2014-15	0	0	0	N/A (see description / commentary)	2019-20	0	Limited 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)	Local Schools will be approached with a view to delievring into their Physical, Social, Health and Citizenship Education (PSHCE) curriculums. The School is well placed to deliver sessions in these areas and will offer schools a service in which osteopaths visit and run classes on how young people can look after themselves, plan a manageable, enjoyable, safe and social exercise regime and consider what they are ingesting and how this effects their wellbeing.	Other (please give details in Description column)	0	1	2	Other	2019-20	0	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	£76,689.00	£90,000.00	17%
Financial Support	£64,000.00	£72,000.00	13%

### 4. Action plan

Where progress was less than expected University College of Osteopathy (The) 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_04	<p>This target has changed for 2020-21.</p> <p>However, as a small, specialist institution located in Central London, reaching Q1 entrants continues to present a considerable challenge to us, and osteopathy remains largely unfamiliar to this demographic. We are reviewing our approach to Q1 entrants and will be developing a new action plan specifically targeting this group.</p> <p>This will be supported by collaborative work with other osteopathic education providers and bodies to improve awareness and access amongst the general population and underrepresented groups.</p> <p>We also hope that expanding our offer to include an undergraduate degree in Nutrition will provide more opportunities for Q1 entrants interested in pursuing a career in the healthcare sector.</p>

T16a_06	As the pandemic has progressed into the 2020/1 academic year we are continuing with our extensive support measures, for example the flexible application of mitigating circumstances provisions to support students. However, we would expect our non-continuation rate to increase in 2020/21 because the number of students unable to complete assessments that can only be conducted on a face to face attendance basis (mandatory due to professional nature of the programme) is expected to increase.
T16a_07	<p>We will work with the Care Covenant to develop and embed our offer to care leavers across the UCO.</p> <p>We are also participating in AimHigher's Map of Me mentoring programme and will be supplying student mentors to work with Year 10 learners currently in Local Authority Care.</p>
T16a_08	<p>We will enhance our offer to those with caring responsibilities in consultation with the UCO's community group for carers.</p> <p>Given the limitations of our available resources we will also investigate opportunities to work collaboratively with other providers and agencies to target this group.</p>
T16a_09	We also continue to engage with Professional bodies to ensure that our graduates are prepared for the transition to their career as a healthcare provider, as well as provide optional teaching activities to make students aware of the further educational opportunities that are available at postgraduate level (e.g. Specialist Paediatric Osteopathic Practice)
T16a_10	We recognise that our current level of engagement with POLAR 3/4 Q1 neighbourhoods isn't sufficient at present, and is particularly challenging given our location and our specialist offer. Our work with collaborative partners assists us with reaching these audiences within our available resources, but offers limited measurable impact. We will therefore work with our collaborative partners to identify how we might strengthen this work and will also explore other ways to reach out to potential entrants from POLAR 3/4 Q1 areas beyond our geographical area.
T16a_11	As a specialist provider of osteopathic education our value to schools is limited compared to those offering a broader portfolio of subjects. We do however hope that our planned expansion into nutrition will add further value to schools with learners interested in potentially pursuing a healthcare career. We are currently reviewing our offer to schools and will be re-engaging with schools known to us (either through previous contact or local to us) once schools have resettled following the easing of lockdown restrictions.
T16a_12	We will continue to offer subsidised healthcare and financial support to those from low-income households and will work collaboratively with other osteopathic education providers and bodies to improve access to and awareness of osteopathy for all.
T16a_13	We aim to resume planned activity once the UCO and schools are in a position to be able to resume normal levels of service, following the lifting of COVID-19 restrictions.

T16a_14	We will continue to work with both AimHigher and IntoUniversity to develop and pursue opportunities for outreach in line with our targets and commitments.
T16b_01	While this is no longer a target for our 2020-21 plan we will revisit this as part of our relationship-building with schools once schools and colleges resume more normal levels of service.

## 5. Confirmation

University College of Osteopathy (The) 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	
University College of Osteopathy (The) 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	Charles Hunt
Position	Vice Chancellor



## Annex A: Commentary on progress against targets

University College of Osteopathy (The)'s commentary where progress against targets was less than expected.

<b>Target reference number: T16a_04</b>
How have you met the commitments in your plan related to this target?
We are meeting the original target in our OFFA plan T16a_04 which was "Increase the proportion of undergraduate PT students at the School" as well as the original target for this for 2019/0 which was 25%. The proportion of part-time students in the School was 41.7% in 2019/0 and the commentary on our milestones in cell P22 seems to be consistent with measuring proportion of part-time students in total (which led to an adjustment upwards to 40%). However, the target description has been adjusted to be restricted to POLAR Quintile 1&2 only whereas the target percentage has remained as a proportion of part-time students in total. In 2019/0, our part-time entry profile had 27% of students from POLAR3 quintiles 1 and 2, which is an increase of 11.3% on the total number of part-time students across all years from POLAR 3 1&2 of 15.7%, which indicates that our access rates of part-time students from low participation neighbourhoods has increased.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
Given our limited resources as a small provider and the additional demands placed on these by the COVID-19 pandemic, it has not been possible to action any additional steps during 2019-20.

<b>Target reference number: T16a_06</b>
How have you met the commitments in your plan related to this target?
The current criteria by which we measure non-continuation across both our full-time and part-time registrations (based on FUNDCOMP) shows limited progress against the current yearly milestone although we do note that our relatively small numbers can mean significant percentage fluctuations between different years are to be expected. Furthermore, the UCO did not return its own students data to HESA at the start of the reporting period so reliable comparison of current performance against our own milestones is challenging. For example, FUNDCOMP data was not collected by the UCO in 2014/5 and a comparison against the published HESA performance indicator statistics for non-continuation that the benchmark target should have been higher, which would be more reflective of the national average.
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
Extensive support measures have been put in place to support students during the COVID-19 situation consistent with maintaining academic standards. These measures included an adjusted assessment plan that was not reliant on face to face attendance, the application of more flexible mitigating circumstances procedures and allowing additional attempts at assessment than normally permitted although a general "no-detriment" policy adopted by other HEIs was not applied due to the professional nature of our programmes. Students were still required to successfully take and complete all assessments in order to progress, which meant our FUNDCOMP data was still collected although this was not a HESA requirement in 2019/0 due to Covid-19. As a result of the extensive measures put in place our non-

continuation rate (FUNDCOMP=2) declined from 18.18% at the end of 2018/9 to 9.1% at the end of 2019/20

#### Target reference number: T16a\_07

How have you met the commitments in your plan related to this target?

As a privately funded form of healthcare, care leavers are unlikely to have direct experience or knowledge of osteopathy, limiting the number of enquiries or applications we receive from this target group. To encourage applications we introduced a Young Carers and Care Leavers Bursary and have promoted this, alongside other forms of support available, via our website and other communications.

The UCO is also a member of the National Network for the Education of Care Leavers and publishes our package of support for care leavers on its website. UCO staff were due to participate in the NNECL annual conference to help identify ways to enhance our offer to care leavers but unfortunately this was cancelled as a result of COVID-19.

Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?

The UCO made initial contact with the Care Covenant to seek support with enhancing our offer to care leavers as part of an institution-wide approach. While it was not possible to take this further during the COVID-19 pandemic due to other demands on our limited resources we plan to develop this further in 2020-21.

#### Target reference number: T16a\_08

How have you met the commitments in your plan related to this target?

To encourage applications we introduced a Young Carers and Care Leavers Bursary and have promoted this, alongside other forms of support available, via our website and other communications. Proposed plans to collaborate with other local universities and agencies to target young carers were put on hold as a result of the COVID-19 pandemic.

During 2019/0 we had three students with caring responsibilities but, due to the relatively small number of young students, none of these were young carers.

Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?

Given our limited resources as a small provider and the additional demands placed on these by the COVID-19 pandemic, it has not been possible to action any additional steps during 2019-20.

#### Target reference number: T16a\_09

How have you met the commitments in your plan related to this target?

Based on the latest data available (2017/8 Graduate Outcomes survey data) we have not met our commitment to 100% graduate employment. 89% of respondents are either in full-time, part-time or further study. However, we have noted that the majority of the remaining

graduates are engaged in either voluntary work (1%) or other activities such as travelling, caring (8%) and only 1% declared themselves unemployed which compares favourably with the national average of 4%

Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?

We have significantly enhanced our emphasis on Career Development and Business Planning activities as part of our curriculum development both our Being an Osteopathy and Professionalism units. These activities are formally assessed so that students are required to focus on their professional and career development as part of the programme, in addition to the identification of transferable skills they have acquired from the programme.

#### Target reference number: T16a\_10

How have you met the commitments in your plan related to this target?

The UCO faces an existing challenge in that our geographical location does not directly serve any POLAR 3/4 Q1 neighbourhoods and we are currently heavily reliant on work with collaborative partners such as Aim Higher to reach these groups further afield. The UCO participated in a number of planned outreach events during the first half of the year, but those planned or in development for the second half of the year were impacted by the COVID-19 pandemic with the majority being cancelled or postponed.

Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?

We remained in touch with our collaborative partners and where possible supported alternative outreach activity taking place, including developing a small number of online resources which could be shared with schools. This adapted activity was however limited by available resource and our wider response to the pandemic.

In recognition that the step-change required for study at HE level was likely to have been exacerbated as a result of COVID-19 disruption, and that this may be felt by all entrants but in particular those from POLAR4 Q1 backgrounds, all applicants were offered the opportunity to access preparatory learning materials to support this transition prior to commencing the course. In addition all applicants were also offered access to additional support and guidance throughout the applicant journey as standard.

#### Target reference number: T16a\_11

How have you met the commitments in your plan related to this target?

As above. The UCO participated in a number of outreach events via community partners and direct with schools during the first half of the year, but those planned or in development during the second half of the year were cancelled.

Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?

Online resources referred to above were also available to schools, however due to limited resources and lack of contact with schools during the pandemic these were not actively promoted.

#### Target reference number: T16a\_12

How have you met the commitments in your plan related to this target?

As a self-funded form of healthcare it is unlikely that most low-income households will have experience or knowledge of osteopathy. In an effort to counteract this we have continued to offer heavily subsidised access to osteopathic treatment to low-income patients via our teaching clinic. We also provide various forms of financial support to potential entrants and these are promoted via our website and other communications with applicants and offer holders.

We have reviewed our UCO Bursary Fund and Excellence Scholarship criteria to encourage more students with a low household income to join.

Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?

Given our limited resources as a small provider and the additional demands placed on these by the COVID-19 pandemic, it has not been possible to action any additional steps during 2019-20.

#### Target reference number: T16a\_13

How have you met the commitments in your plan related to this target?

During the first half of the year we engaged with a number of schools through collaborative partners to deliver workshops and events, although a number of planned and proposed activities were cancelled following the COVID-19 outbreak.

We have developed a list of local schools and have begun to strategically identify appropriate schools for direct relationship building activity, but this work has been put on hold as a result of the pandemic.

Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?

As this work was unlikely to be a priority to schools during the pandemic we took a strategic decision to put this activity on hold and to focus our limited resources in other areas.

#### Target reference number: T16a\_14

How have you met the commitments in your plan related to this target?

Our growing relationship with AimHigher has provided more opportunities for collaborative work this year, and as such this is where we have focussed our available resources (see above).

Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?

Given our limited resources as a small provider and the disruption caused by the COVID-19 pandemic, it has not been possible to action any additional steps during 2019-20.

**Target reference number: T16b\_01**

How have you met the commitments in your plan related to this target?

We have developed a list of local schools and have begun to strategically identify appropriate schools for direct relationship building activity, but this work has been put on hold as a result of the pandemic.

Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?

As this work was unlikely to be a priority to schools during the pandemic we took a strategic decision to put this activity on hold and to focus our limited resources in other areas.

## Annex B: Optional commentary on targets

University College of Osteopathy (The)'s commentary on any of the targets listed in [Section 2](#).

Reference Number	Optional commentary
T16a_01	This is an ambitious target for a specialist institution of our size. Recommendations from the Board was to put this on hold until 2020/2021
T16a_02	The figure is based on new full-time UK domiciled students entering in 2019/20
T16a_03	
T16a_04	
T16a_05	
T16a_06	We have also measured our progress against published HESA performance indicators which, due to the nature of the data, is based on earlier student cohorts. Our current FT non-progression rate for the most recent year is 10.9%, which is 2.1% higher than benchmark and 2.5% higher than the national average for England. The year prior to that show a non-continuation rate of 4.4% which was 4% below the benchmark and national average, indicating how performance can change year on year due to small numbers. Our part-time non-continuation rates have been below both our benchmark and the national average for England in each of the most two recent cohort reporting years (2016/7 and 2017/8). ( <a href="https://www.hesa.ac.uk/data-and-analysis/performance-indicators/non-continuation">https://www.hesa.ac.uk/data-and-analysis/performance-indicators/non-continuation</a> )
T16a_07	
T16a_08	As a Private Healthcare Provider, it is difficult to reach those in Care. As we broaden our subject area with subjects such as Nutrition we may be able to reach out to a broader audience
T16a_09	Data taken from HESA Data Futures Graduate Activities ( <a href="https://www.hesa.ac.uk/data-and-analysis/graduates/activities">https://www.hesa.ac.uk/data-and-analysis/graduates/activities</a> )
T16a_10	
T16a_11	From HESA Performance Indicators (Widening Participation) at <a href="https://www.hesa.ac.uk/data-and-analysis/performance-indicators/widening-participation">https://www.hesa.ac.uk/data-and-analysis/performance-indicators/widening-participation</a> (table T1)
T16a_12	
T16a_13	
T16a_14	
T16b_01	