

HCUC Access and Participation Statement Action Plan 2022

Background

HCUC (Harrow College & Uxbridge College) is a large college situated in North West London and has a catchment area that includes North and West London. However due to good transport links learners travel from other parts of London and surrounding counties. HCUC is a medium sized Further Education provider with a £50 million turnover. There is a relatively small proportion of higher education (HE) activity. Our higher education activity makes up approximately 3% of our provision with £1.4 million income. There are 241 HE students enrolled at HCUC for 2019/2020.

HCUC has a track record of investment, innovation and development and the organisation has been at the forefront of a number of new initiatives, including T Levels. HCUC was chosen as one of only 12 Institutes of Technology in the country and in 2020 the HCUC West London Institute of Technology was opened with a focus on higher level skills for the engineering, digital and construction sectors. HCUC has been able to strengthen its partnerships with Heathrow Airport, Brunel University London, Fujitsu and West London Business to deliver this new institute.

It is against this background that the College seeks to play its part in creating a fairer society by providing greater access to higher education for the local community. This will improve social mobility and stimulate the economic growth of the region.

A particular problem locally in Hillingdon is the number of people with Level 4 qualifications being below the London average (NOMIS data shows: Hillingdon 54.4%, Harrow 58.8% and London 58.5%).¹ While participation rates are higher in the Harrow area, Hillingdon has number of wards which fall into TUNDRA LSOA quintile 1 & 2. This indicates low participation rates in HE by young people from state funded schools (OFS Data Dashboard.²). NOMIS data also shows that in Harrow and Hillingdon the percentage of the working population in professional & technical occupations which require Level 4 or higher qualifications, is below the London average. Hillingdon is 9.6% percentage points below and Harrow is below by 2.6%.

The OFS dashboard for HCUC indicates the following:

1. Over the last two years, the College has recruited mature learners a few percentage points above the national figures. However, it is considerably below selected FE colleges. This is likely to be a reflection of the fact that HCUC recruits mainly from internal students who are predominately 16-18 year olds. The trend for mature learners is downwards, a sharp drop since AY 17/18.
2. The College seems to do well in recruiting students from low income/deprivation areas (IMD 2019 Quintile 1 & 2.). Percentage intake is above both All English

¹ Nomisweb.co.uk

² <https://www.officeforstudents.org.uk/data-and-analysis/young-participation-by-area/maps-of-participation-in-higher-education/>

HE and Selected HE in FE Colleges. At Uxbridge 2,638 students claim a bursary of which 43.6% (1,152) are Hillingdon residents. Of the 1,152 Hillingdon residents, 93.3% live south of the borough, with 68.3% in 3 sub districts – Hayes/West Drayton/Yiewsley.

3. College figures regarding disabled learners is on par with All English Providers for 19/20, however it is below Selected HE in FE Colleges. The College has an increasing number of learners who declare a disability at FE levels. Expectation is that the number of learners progressing to HE should grow.
4. The College has a higher proportion of FSM eligible learners than HE generally but is 1.3 percentage points below Selected HE in FE Colleges.
5. The College recruits well from the Asian community for its HE courses, However, when compared with Selected HE in FE Colleges it falls well below the average for both Black and White learners.
6. Uxbridge College recruits 30.4% full-time FE learners from wards with low HE participation rates, (POLAR 4 & TUNDRA LSOA).
7. College HE recruitment is heavily biased towards male learners with 75%. The Selected HE in FE Colleges has an average of 39.8%. This may be an indication of the large proportion of courses HCUC has in Computing and Engineering, which have been traditionally seen as male orientated subject areas.

Widening Participation Access and Participation Priorities 2022-23

As a result of the self-assessment process for HE, the College has identified the following groups which require focused approach.

A) Access Priorities

- Mature Learners – ensure that the percentage of learners is on par with HE in FE Colleges
- Disabled Learners – increase the proportion of learners with a disability
- Ethnicity – increase Black and White ethnicity learners from low participating areas
- Increase the proportion of female learners studying STEM related HE subjects.

B) Participation and Success Priorities

- Maintain the improved retention of Black learners on HE programmes.

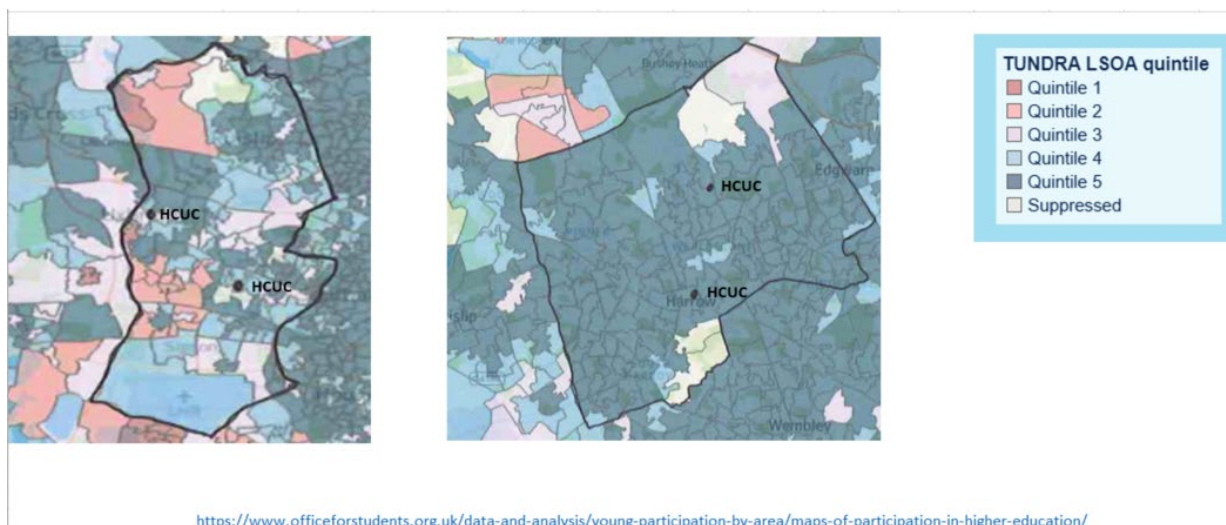
C) Reviewing and Monitoring Impact

- The College will review the impact of its Access and Participation Action Plan on a termly basis at the Higher Education Academic Standards Committee and at the QCS Governor Body and make adjustments as necessary.

Appendix 1 – Areas of HE Participation

HILLINGDON

HARROW



Appendix 2 - HCUC achievement data for HE courses

College HE Profile (HE SAR 2020/21)

	15/16	16/17	17/18	18/19	19/20	20/21
HCUC HE Achievement	87.9%	91.9%	99.4%	95.2%	96.9%	98.07%
HC HE Achievement	83.8%	90.7%	100.0%	100.0%	100.0%	100%
UC HE Achievement	89.9%	92.4%	99.1%	94.4%	96.6%	97.84%
HCUC HE Enrolments	229	205	220	210	195	232
HC HE Enrolments	71	49	40	23	17	22
UC HE Enrolments	158	156	180	187	178	210
L4+ Teacher Training Enrolments	22	45	52	47	45	47
HCUC Total (incl. Teacher Training)	251	250	272	257	240	279

By Ethnicity/Gender/Disability - 20/21

By Ethnicity

HCUC

Ethnicity	Starts	Ret	Ret In Yr %	Comp	Comp %	Ach	Ach%
Any Other	9	7	77.8%	7	77.78%	7	100.00%
Bangladeshi	4	3	75.0%	3	75.00%	3	100.00%
Black African	21	20	95.2%	20	95.24%	20	100.00%
Black Caribbean	9	7	77.8%	7	77.78%	7	100.00%
Black Other	4	4	100.0%	4	100.00%	3	75.00%
Indian	80	75	93.8%	75	93.75%	74	98.67%
Mixed	10	9	90.0%	9	90.00%	9	100.00%
Other Asian	37	35	94.6%	35	94.59%	35	100.00%
Pakistani	23	19	82.6%	19	82.61%	19	100.00%
White	82	74	90.2%	74	90.24%	72	97.30%
Total	279	253	90.7%	253	90.68%	249	98.42%

By Gender

By Gender		HCUC					
Gender	Starts	Ret	Ret In Yr %	Comp	Comp %	Ach	Ach%
Female	92	88	95.7%	88	95.65%	88	100.00%
	92	88	95.7%	88	95.65%	88	100.00%
Male	187	165	88.2%	165	88.24%	161	97.58%
	187	165	88.2%	165	88.24%	161	97.58%
Total	279	253	90.7%	253	90.68%	249	98.42%

By Disability

HCUC

Category	Starts	Ret	Ret In Yr %	Comp	Comp %	Ach	Ach%
Learner considers himself or herself to have a learning difficulty and/or disability and/or health problem	30	28	93.3%	28	93.33%	28	100.00%
	30	28	93.3%	28	93.33%	28	100.00%
Learner does not consider himself or herself to have a learning difficulty and/or disability and/or health	249	225	90.4%	225	90.36%	221	98.22%
	249	225	90.4%	225	90.36%	221	98.22%
Total	279	253	90.7%	253	90.68%	249	98.42%

Access and Participation Statement Action Plan – 2022/23

Target Group	Key Action	Lead Staff	Completion Date	Progress	RAG
Access Priorities					
Mature Learners	Ensure that the percentage of learners is on par with HE in FE Colleges	HGSS / HEPL		Extra IAG support for mature learners to navigate the HE processes. UCAS and student finance advice given to all Access to HE groups.	
Disabled learners	Increase the proportion of learners with a disability	HGSS / HEPL		Students identified and targeted for support. All Level 3 students with a declared disability /HN contacted by dedicated IAG adviser for Support. Currently 33 Level 3 Year 2 students.	
Ethnicity	Increase Black and White ethnicity learners from low participating areas	HGSS / HEPL		Schools' liaison work targeted at places with high numbers of target group students. To date 16 schools visited or booked.	
Female learners	Increase the proportion of female learners studying STEM related HE subjects.	HGSS / HEPL		Girls schools contacted, however to date no response. Working with our women staff in STEM subjects to build a campaign to attract women into STEM. Two staff have created videos on their experience of working in STEM to share with and inspire potential students. Currently working with agents abroad to target females into STEM. This will help to raise the profile within the local community.	

Participation and Success priorities					
Black learners	Maintain the improved retention of Black learners on HE programmes	HEPL		Black students identified and targeted for support. Role model – speaker for HN computing group (former Computing Student who is successful in Business)	
Reviewing and Monitoring impact					
ALL	The College will review the impact of its access and participation plan on a termly basis at the Higher Education Academic Standards Committee and at QCS Governor Body and make adjustments as necessary	Principal / AP for HE		Ongoing: 1 st review on 12 November 2021	

Appendix 3 – OFS Dashboard data

Disability			
	17/18	18/19	19/20
Barnet and Southgate College	6.0%	3.0%	7.0%
Croydon College	23.0%	27.0%	21.0%
EHWLC	10.0%	N	DP
South Thames College Group	10.0%	14.0%	21.0%
Windsor Forest College Group	11.0%	15.0%	10.0%
The WKCIC Group	13.0%	17.0%	15.0%
United College Group	13.0%	8.0%	22.0%
West Herts College	22.0%	26.0%	32.0%
West Thames College	14.0%	9.0%	19.0%
HCUC	11.0%	5.0%	16.0%
All English HE Providers	14.6%	15.8%	16.6%
Selected HE in FE Colleges	13.6%	14.9%	18.4%

Free School Meals at Key stage 4			
	17/18	18/19	19/20
Barnet and Southgate College	N	DP	N
Croydon College	DP	DP	N
EHWLC	DP	DP	DP
South Thames College Group	31.0%	30.0%	32.0%
Windsor Forest College Group	25.0%	N	DP
The WKCIC Group	45.0%	40.0%	N
United College Group	35.0%	15.0%	N
West Herts College	25.0%	33.0%	18.0%
West Thames College	35.0%	35.0%	20.0%
HCUC	30.0%	23.0%	22.0%
All English HE Providers	17.2%	17.4%	17.6%
Selected HE in FE Colleges	32.7%	30.6%	23.3%

ASIAN			
	17/18	18/19	19/20
Barnet and Southgate College	13.0%	8.0%	7.0%
Croydon College	5.0%	3.0%	3.0%
EHWLC	25.0%	N	DP
South Thames College Group	10.0%	7.0%	8.0%
Windsor Forest College Group	30.0%	25.0%	30.0%
The WKCIC Group	11.0%	8.0%	11.0%
United College Group	12.0%	19.0%	11.0%
West Herts College	17.0%	11.0%	7.0%
West Thames College	24.0%	37.0%	33.0%
HCUC	40.0%	52.0%	57.0%
All English HE Providers	13.7%	13.9%	14.7%
Selected HE in FE Colleges	16.3%	14.8%	13.8%

BLACK

	17/18	18/19	19/20
Barnet and Southgate College	38.0%	51.0%	48.0%
Croydon College	50.0%	30.0%	30.0%
EHWLC	35.0%	N	DP
South Thames College Group	17.0%	17.0%	11.0%
Windsor Forest College Group	11.0%	10.0%	15.0%
The WKCIC Group	30.0%	29.0%	34.0%
United College Group	33.0%	17.0%	32.0%
West Herts College	15.0%	15.0%	6.0%
West Thames College	26.0%	18.0%	21.0%
HCUC	13.0%	14.0%	12.0%
All English HE Providers	10.5%	10.3%	10.5%
Selected HE in FE Colleges	28.3%	23.4%	24.6%

WHITE

	17/18	18/19	19/20
Barnet and Southgate College	36.0%	27.0%	31.0%
Croydon College	17.0%	14.0%	21.0%
EHWLC	30.0%	N	DP
South Thames College Group	50.0%	56.0%	57.0%
Windsor Forest College Group	49.0%	60.0%	55.0%
The WKCIC Group	44.0%	48.0%	38.0%
United College Group	34.0%	51.0%	28.0%
West Herts College	59.0%	66.0%	74.0%
West Thames College	36.0%	33.0%	35.0%
HCUC	30.0%	23.0%	21.0%
All English HE Providers	69.0%	68.7%	67.4%
Selected HE in FE Colleges	39.4%	44.4%	42.4%

MIXED

	17/18	18/19	19/20
Barnet and Southgate College	4.0%	5.0%	8.0%
Croydon College	9.0%	16.0%	15.0%
EHWLC	10.0%	DP	DP
South Thames College Group	8.0%	9.0%	8.0%
Windsor Forest College Group	9.0%	DP	DP
The WKCIC Group	7.0%	10.0%	8.0%
United College Group	12.0%	7.0%	8.0%
West Herts College	7.0%	6.0%	6.0%
West Thames College	DP	4.0%	DP
HCUC	8.0%	5.0%	6.0%
All English HE Providers	4.8%	4.9%	5.1%
Selected HE in FE Colleges	8.3%	8.1%	8.8%

OTHER

	17/18	18/19	19/20
Barnet and Southgate College	10.0%	9.0%	6.0%
Croydon College	DP	DP	DP
EHWLC	0.0%	DP	Dp
South Thames College Group	15.0%	11.0%	15.0%
Windsor Forest College Group	DP	DP	DP
The WKCIC Group	8.0%	5.0%	9.0%
United College Group	9.0%	7.0%	20.0%
West Herts College	2.0%	2.0%	6.0%
West Thames College	11.0%	8.0%	9.0%
HCUC	8.0%	6.0%	5.0%
All English HE Providers	2.1%	2.2%	2.4%
Selected HE in FE Colleges	7.9%	7.0%	10.8%

POLAR 4 Quintile 1 & 2

	17/18	18/19	19/20
Barnet and Southgate College	DP	DP	DP
Croydon College	DP	DP	DP
EHWLC	DP	DP	DP
South Thames College Group	14.0%	16.0%	16.0%
Windsor Forest College Group	10.0%	DP	DP
The WKCIC Group	5.0%	DP	DP
United College Group	5.0%	8.0%	DP
West Herts	17.0%	15.0%	8.0%
West Thames College	DP	15.0%	15.0%
HCUC	9.0%	6.0%	10.0%
All English HE Providers	27.7%	27.8%	27.9%
Selected HE in FE Colleges	10.2%	13.5%	13.0%

DP: The information has been suppressed for data protection reasons.

POLAR4 is based on how many 18 year olds from an area started an HE course between 2009-10 & 2013-14

FEMALE

	17/18	18/19	19/20
Barnet and Southgate College	77.0%	71.0%	71.0%
Croydon College	89.0%	85.0%	80.0%
EHWLC	70.0%	N	DP
South Thames College Group	70.0%	74.0%	70.0%
Windsor Forest College Group	32.0%	35.0%	60.0%
The WKCIC Group	47.0%	54.0%	63.0%
United College Group	39.0%	35.0%	38.0%
West Herts College	61.0%	55.0%	38.0%
West Thames College	74.0%	71.0%	63.0%
HCUC	28.0%	33.0%	25.0%
All English HE Providers	55.9%	56.5%	56.4%
Selected HE in FE Colleges	62.1%	60.0%	60.4%

MALE

	17/18	18/19	19/20
Barnet and Southgate College	23.0%	29.0%	29.0%
Croydon College	11.0%	15.0%	20.0%
EHWLC	30.0%	N	DP
South Thames College Group	30.0%	26.0%	30.0%
Windsor Forest College Group	68.0%	65.0%	40.0%
The WKCIC Group	53.0%	46.0%	37.0%
United College Group	61.0%	65.0%	62.0%
West Herts College	39.0%	45.0%	62.0%
West Thames College	26.0%	29.0%	38.0%
HCUC	72.0%	67.0%	75.0%
All English HE Providers	44.1%	43.5%	43.6%
Selected HE in FE Colleges	37.9%	40.0%	39.8%

College /College Group	5 year average overall Continuation rate
Barnet & Southgate College	81.8% - (80% - 85%)
Croydon College	79.8% - (75% - 85%)
EHWLC	63.3% - (55% - 65%) - 4Yrs
South Thames College Group	76.6% - (72%-82%)
WKCIC Group	84.4% - (78% - 89%)
United College Group	70.2% - (66% - 79%)
West Thames	80.0% - (73% -87%)
HCUC	76.0% - (70% - 85%)
Selected London HE in FE College	76.60%
ALL ENGLISH HEI	90.2% - (89.9% – 90.5%)

Appendix 4 – Hillingdon /Harrow Profile (NOMISWEB.co.uk)

	Hillingdon		Harrow		London	
	2018	2020	2018	2020	2018	2020
% of population with NVQ4 and above qualifications	43.20%	54.40%	46.30%	58.80%	53.10%	58.50%
% of population in Professional & Technical occupations	38.50%	39.70%	37.60%	46.70%	45.10%	49.30%
% of population in skilled trade occupations	8.30%	5.40%	14.70%	7.60%	12.70%	6.00%
Job Density	1.09%	1.04%	0.62%	0.57%	1.02%	1.03%

The density figures represent the ratio of total jobs to population aged 16-64.