



MAKING
LEARNING
WORK



FORTH VALLEY COLLEGE WIDENING PARTICIPATION STRATEGY

2023-2025



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Our college community is rich with diversity, comprising a mix of students from different socioeconomic backgrounds, ethnicity, race, gender, academic abilities and aspirations and much more. Diversity enhances the student experience, stretches thinking and better prepares our students for the workforce and later life.

Recognising the transformational power of further and higher education for individual students, their families and communities, and the contribution this makes to the societal and economic landscape, this strategy outlines our commitment to the highest standards of success for all students.

Improving outcomes for students from widening participation backgrounds is not the sole purview of a named department or set of support services within our institution. A ‘whole college’ approach to widening participation is critical to ensure that every member of staff across every function embraces their responsibilities for this work, and that it becomes woven into the fabric of our operation at every level. This will enable us to turn a shared vision into a sustainable reality that Makes Learning Work for all.

VISION

Our vision is shaped by a clear understanding of the social, economic and cultural context in which our students live, alongside a strong awareness of national policy drivers. Building on our institutional values and linked directly to the Forth Valley College Strategic Plan 2022-25, our vision is to **cultivate a whole-college approach to improving the success rates of all our students, regardless of background or circumstance.**

We aspire to foster an environment where **all students feel a sense of belonging, where any social, cultural economic or institutional barriers to success are understood, addressed and eliminated throughout the student journey.**

SCOPE

Widening Participation is an umbrella term that includes individuals from a broad range of societal and demographic groups including those with Protected Characteristics as defined by the Equality Act (2010). This strategy does not seek to duplicate or overwrite any of the College’s work to meet the Public Sector Equality Duty; instead, it seeks to draw together all access, inclusion and diversity activity together under one over-arching strategy.

The Widening Participation Strategy is critical to the achievement of Forth Valley College’s Strategic Aim 2. ‘Delivering a Successful Student Journey.’ As such the work associated with this strategy permeates all stages of the student journey from pre-entry through to progression onwards from Forth Valley College and is delivered by all departments across the College.



WHAT WILL WE DO?	FVC STRATEGIC PLAN	EOP	HOW WILL WE DO THIS?	WHO WILL DO THIS?	WHEN TO BEGIN?
Our People Upskill and empower our staff to further understand, engage with and effectively support the diverse student community of FVC – ensuring all staff are aware of their roles and responsibilities in relation to the academic success of all students.	SO2.1	EO1	Consult staff to understand baseline knowledge levels and confidence measures.	Head of Human Resources	Nov 2023
	SO2.4	EO5	Use this insight along with student profile data within curriculum areas to identify priority areas for staff learning and target resource effectively for maximum impact. Incorporate this into current CCI practices.	Head of Inclusion & Student Services	Feb 2023 (CCI3)
	SO2.6			Directors of Curriculum	
	SO4.3		Develop a 'Know your students' repository of online CPD activities for all academic and corporate services staff.	Head of Inclusion & Student Services	Nov 2023
			Promote at key times of academic year – Staff Development Days, PRD completion and review, start of academic sessions etc. and provide in-person delivery where appropriate.	Head of Human Resources	Nov 2023
			Utilise the Learning & Inclusion Facilitator role to promote resources and signpost accordingly.	Head of Inclusion & Student Services Curriculum Managers Learning & Inclusion Facilitators	June 2024
Policy, Processes & Decision Making Ensure the full suite of FVC policies and procedures are examined through a WP lens acknowledging potential impact on WP students, thus encouraging a whole-college approach to improving outcomes for WP students, as the impact of higher-level decisions filters through to all operations.	SO1.3 SO	EO2	Expand the Equalities Impact Assessment framework to ensure that at the time of development or review, all FVC policies & procedures, regardless of department, will be assessed for their impact on widening participation student groups e.g., Recruitment, Attendance Management, Student Discipline etc.	Head of Inclusion & Student Services	Ongoing
			Promote a common institutional language when referencing students from widening participation groups that moves away from a deficit to a strengths-based model, which highlights the potential of all students to succeed.	All – led by Widening Participation Manager Head of Inclusion & Student Services	Nov 2023



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Data & Information Systems Use accurate and timely student data to identify where activities, interventions and associated resources should be targeted for maximum impact.	S02	EO1	Routinely incorporate widening participation indicators into the collection and analysis of student feedback e.g., Student Engagement and Satisfaction Surveys to ensure interrogation at this level becomes habitual, enhances our understanding and informs future practice.	Head of Business Transformation Head of Learning & Quality	Nov 2023
			Contribute a widening participation perspective into college wide systems development e.g., Schools Portal to ensure future iterations contribute directly to work to improve outcomes for all students at a systems level.	Head of Inclusion & Student Services Director of Operations Heads of Service	Ongoing
			Continue to develop the use of Power BI to support in depth understanding of what our data is telling us – improve efficient access to this to inform current practice and future planning.	Head of Business Transformation Head of Inclusion & Student Services	Ongoing
			Develop and pilot a 'Student Leavers/Exit Survey' and incorporate into the Student Journey to begin to understand the reasons for student withdrawal and association between student demographic, their experiences and withdrawal in more detail.	Head of Inclusion & Student Services Head of Learning & Quality	October 2023



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Transitions Focus Continue to develop a suite of enhancement activities and interventions that will contribute to improved outcomes for students from WP backgrounds.	SO2	EO2	Scope out evidence-based practice across the sector for successful interventions aimed at supporting pre-entry and pre-exit transitions. Foster new and enhance existing relationships with our partner organisations who share our vision of creating successful transition journeys for all students – collaborating where appropriate for maximum impact.	Widening Participation Manager	Year 1
		EO3			
		EO4		All	Ongoing
			FVC representation on all post school transition meetings to identify opportunities for early engagement with students from widening participation backgrounds.	Head of Inclusion & Student Services	Ongoing





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