



Widening Participation Policy

1. INTRODUCTION

1.1 Purpose

Norland is committed to finding and supporting those who will make the very best Early Years Practitioners to work with babies, young children and their families in the home and other settings. Research tells us that when graduates work with children, it enhances children's outcomes and that the home learning environment in the early years has a positive impact on academic achievements in later life (EPPE/EPSE project, 1997-2014). We recognise that studying at Norland opens the door to many significant career opportunities for its graduates and we are committed to ensuring that those opportunities are available to all; however, we recognise that barriers exist for some students which would ordinarily prevent them from studying at Norland and we are determined to do our best to help potential and current students overcome those barriers.

Widening Participation (WP) is a term given to efforts which address the under-representation of social groups in Higher Education and is a strategic priority for the UK government and the Office for Students (OfS), the higher education sector in general and Norland in particular.

1.2 Scope

The WP policy aims to outline clear principles and objectives in order to lead and provide foundation for all future linking strategies.

2. POLICY

Norland's mission is to uphold and enhance our prestigious reputation and provide a bespoke Early Years Higher Education, training and consultancy, informed by cutting edge research, and cultivate outstanding graduates with lifelong career opportunities, professional support and continuous learning. WP recognises that as part of this, we need to be committed to the engagement of all students in the promotion of equality and diversity as this is an integral part of our mission.

The values held by Norland are at the heart of the development of the following principles and objectives; Respect, Excellence, Commitment and Empowerment; each are reflected within the principles and objectives outlined within the WP policy and the wider agenda.

The Government Widening Participation in Higher Education official statistics along with any linking initiatives will be used to further develop both policy and strategy.

Principles include:

- A commitment to the highest standards in teaching, learning and research and to making Norland as accessible as possible to all applicants.
- A belief in the educational, social and economic benefits, to Norland, our students and wider society, of a diverse student population, drawn from all sections of society.
- A belief in an admissions procedure that assesses a candidate's potential to succeed.



- A recognition of the importance of adopting a flexible approach to programme design and delivery in both the Degree and Diploma.
- A commitment to ensuring that every student is given the academic and pastoral support they need to succeed.
- An acknowledgement of the importance of adopting an evidence-based approach to widening participation activity, which includes the voice of the student and larger community.
- A recognition of the value of working in partnership with the community, experts in the field and other education providers.

Objectives of the policy are as follows:

- Raising aspirations: overcoming all feasible barriers to HE with special consideration towards barriers which have specificity to Norland.
- Fair recruitment and admissions: with a balanced approach to practical and academic abilities and capabilities, whilst maintaining procedures outlined in the Fitness to Practice Policy.
- Sustainability: Norland are committed to supporting students complete their student journey, offering pastoral and academic support alongside opportunities for extra-curricular activities that foster a sense of belonging; from application to employment.
- Professionalism: Ensuring College policies and activities are fair, transparent, ethical and address the WP principles.
- Collegiality: Staff across all departments to work together and with students to contribute equally to WP activity.

3. RELATED POLICIES, PROCEDURES AND GUIDANCE

This policy works with the Strategic Innovation Team Key Performance Indicators 3.3, 3.5 and 5. It also ties with the Norland Enhancement Plan, with a link to Strategic Aim 7: Growth for Sustainability, specifically KPI 24: The applicant demographic will diversify by at least 5% (See Enhancement Plan 24a and 24b for further particulars).



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