

NERUPI Framework 'Lite'

The NERUPI Framework 'Light' (Annex 1) is a summary presentation of the original Framework which seeks to provide an overview of the key goals for students and organisations which are likely to be relevant at different stages (Levels 1-6). We think this version will be useful starting point for those who are new to the Framework or seeking to communicate the content to others internally and externally, and as an 'aide memoire' for managers, practitioners and evaluations. This version provides an overview page for each Framework Level including the activities and objectives within each of these.

How we envisage the Framework being used

The NERUPI Framework sets out defined aims and objectives, which are the key to effective activity planning and evaluation, and provides a common language for WP professionals, academic staff and teachers engaged in developing and delivering activities.

The Framework includes objectives at different stages of the student lifecycle, from Level 0 to Level 6. The levels correspond roughly to age groups - but the appropriate Level depends on the individual's previous experiences and backgrounds. **Levels** can be mixed in an activity to meet the needs of a specific group. The Aims span across the levels providing a cohesive, common foundation for planning and evaluating diverse interventions.

The Framework can be applied in multiple ways:

- **As a programme and activity planning tool.**
The Framework sets out priorities for Access and Participation work, including enabling statements, which can be used as a basis for conversations within praxis teams regarding the appropriate practices, curricula and pedagogy to best meet the specific learning outcomes for the particular target group in a particular higher education context.
- **As a checklist to maximise impact.**
The Framework integrates practice and theory to make recommendations across various aspects of delivery, not only regarding content, curricula and pedagogy, but also pertaining to organisational factors and working arrangements. The Framework provides a touchstone against which to assess the range of activities, and this is especially important in underpinning progressive and sustained programmes. It also stimulates thinking to create a more meaningful logic chain that links activity specific objectives and outcomes with broader programmes and frameworks such as institutional strategies and KPIs.
- **As a tool to underpin evaluation and demonstration of the impact of interventions.**
By providing a conceptual structure for designing interventions with clear aims and objectives to meet specific purposes, this allows the gathering of meaningful data that enables impact to be assessed in terms of the meaningful goals of the interventions.

Other tools and resources

For more information on the NERUPI Framework and links to associated materials designed to support the use of the Framework for planning and evaluation please see:

<https://www.nerupi.co.uk/admin/entries/toolkitEntries/60397-the-nerupi-framework>

Annex I: NERUPI Framework Light

The NERUPI Framework is based on educational theories of equity and justice, including Bourdieu's theory of reproduction of inequalities through different types of capital, which recognise that inequality is not an individual issue, but a societal one that requires investment and cooperation between different actors. The Framework suggests actions which can be taken by higher education providers to remove structural barriers to educational equity whilst building individual capabilities and agency for positive improvements to take place. The Framework aims to be a practical tool: it offers suggestions for objective action but is not prescriptive. The Framework should be contextualised and adapted locally depending on the context and the previous experiences and backgrounds of the particular target groups. The Aims span across the levels providing a cohesive, common foundation for planning and evaluating diverse interventions. The appropriate Level depends on the individual's previous experiences and backgrounds. Levels can be mixed in an activity to meet the needs of a specific group.

SOCIAL AND ACADEMIC CAPITAL		HABITUS	SKILLS CAPITAL	INTELLECTUAL & SUBJECT CAPITAL	ECONOMIC CAPITAL
PROGRESSION CURRICULUM		STUDENT IDENTITIES	SKILLS CURRICULUM	KNOWLEDGE CURRICULUM	ECONOMIC RESOURCES CURRICULUM
KNOW	CHOOSE	BECOME	PRACTISE	UNDERSTAND	SUSTAIN
Culture, structures, policies & procedures	Staffing (incl. student staff members)	Curricula & Pedagogy	Mechanisms for student support	Economic capital	
ENACT	ACTIVATE	EMPOWER	ENABLE	SUSTAIN	

Level 1: Year 8-9

Activity focus:
Identify, reflect on
and consider...

Progression Curriculum

KNOW			CHOOSE	
Post-16 options & benefits of HE	Relationship of GCSE study & options to post-16 study/careers opportunities	How HE relates to future career opportunities	Academic, vocational & 'work-based' post-16 progression routes	Routes through HE into careers, occupations and job families

Short-term Benefits: Understanding of how GCSE study relates to higher education and future career opportunities; Exploration of how personal circumstances, interests and characteristics influence academic and employment aspirations

Subject Knowledge Curriculum

Activity focus:
Discovery and
engagement in...

UNDERSTAND		
Development & application of GCSE subject knowledge in different post-16 settings & links to HE subjects	Relevance of GCSE subject knowledge to contemporary issues & concerns	Attainment-raising interventions

Short-term Benefits: Enhanced understanding and achievement through contextualised subject knowledge and attainment raising support; Understanding of how GCSE study relates to higher education and future career opportunities

Skills Curriculum

Activity focus:
Identify, reflect on
and consider...

PRACTISE	
Existing skills, capacities and areas of expertise	Skills, capacities and expertise needed to progress to ambitions

Short-term Benefits: Identification of skills and capacities they will need to develop to achieve future aspirations

Organisational Culture and Ethos, structures, policies and procedures

Activity focus:
Understanding,
building and
embedding...

ENACT						
Support for linkages at all stages of education	Partnerships with schools & communities	Reflection & action cycles that promote learning/improvement	Student recruitment & admissions processes that support diversity	Accountability procedures that support diversity	Use of data & evidence to target outreach activities	Effective decision-making structures

Short-term Benefits: Commitment to access is shared across the institution; Policies and strategies are in place, and resourced appropriately, which maximise access, participation and success of Access and Participation target groups; Data and evidence are used effectively to generate continual improvement.

Staffing (including student staff members such as ambassadors and mentors)

Activity focus:
Embedding
understanding &
support for equity
objectives into...

ACTIVATE				
Continuing professional development & training	Development of praxis team(s)	Structures for sharing information & best practices	Incentives & rewards for staff delivering outreach	Staff diversity & representation

Short-term Benefits: Human resourcing supports access, participation and success

Curricula & Pedagogy

Activity focus:
Understanding,
skills and
resources to
deliver...

EMPOWER				
Relevance to current learning	Relevance to contemporary issues & concerns	Sensitivity to students' prior learning & life experiences	Active learning, creative thinking, problem solving & collaborative learning	Inclusive practices & language

Short-term Benefits: Principles of outreach design and implementation support equality of access, participation and success

Mechanisms for student support

Activity focus:
Understanding,
skills and
resources to
deliver effective...

ENABLE		
Academic support materials & resources	Careers IAG materials and resources	Interventions with key stakeholder and influencers

Short-term Benefits: Student support mechanisms and the materials/resources underpinning them promote success and progression in education

Economic
resources
(SUSTAIN)

Understand there is support available and I student financial support systems

Reflect on the costs & benefits of HE including future careers

Consider financial strategies to support their studies

Increased awareness of financial implications of HE

Student identities
(BECOME)

Identify, reflect & consider: how personal circumstances, interests, characteristics, aptitudes and influence on academic & employment aspirations; how personal qualities, strengths & attributes to realise future ambitions.

Awareness of how personal circumstances, interests and characteristics influence academic and employment aspirations

Level 2: Year 10-11

Activity focus:
Discover,
understand and
explore....

Progression Curriculum

KNOW				CHOOSE		
Academic & social benefits of HE	Economic benefits of HE & graduate careers	Personal development & enrichment benefits of HE	Study & research opportunities in HE	Different types of HE institutions	Types of HE courses & their entry requirements	HE subject areas & range of study opportunities

Short-term Benefits: Exploration of academic, social, economic and personal benefits of progressing to higher education; Exploration of differences between higher education Institutions and study opportunities within subject areas

Subject Knowledge Curriculum

Activity focus:
Experience and
develop
competence in...

UNDERSTAND							
Subject knowledge & applications	The GCSE curriculum	How GCSE subject knowledge applies to other settings	Educational projects which extend & conceptualise learning	Application & development of GCSE knowledge at degree level	Relationship of GCSE curriculum to HE subject areas	Critical thinking, perspective taking & creative engagement with subject	Attainment-raising interventions

Short-term Benefits: Development of study skills through educational projects which encourage active learning; Broader understanding of subject knowledge and its wider applications; Understanding of how GCSE subject knowledge links to university subject areas

Skills Curriculum

Activity focus:
Develop and
apply...

PRACTISE							
Problem solving applying existing knowledge	Communication & presentation skills using different mediums	Interpersonal & group work skills	Analytical skills and critical and innovative thinking	Research skills	Project planning skills	Team-working & leadership skills	Revision techniques & skills

Short-term Benefits: Enhanced study skills and capacity for academic attainment and successful graduate progression

Organisational Culture and Ethos, structures, policies and procedures

Activity focus:
Understanding,
building and
embedding...

ENACT						
Support for linkages at all stages of education	Partnerships with schools & communities	Reflection & action cycles that promote learning/improvement	Student recruitment & admissions processes that support diversity	Accountability procedures that support diversity	Use of data & evidence to target outreach activities	Effective decision-making structures

Short-term Benefits: Commitment to access is shared across the institution; Policies and strategies are in place, and resourced appropriately, which maximise access, participation and success of Access and Participation target groups; Data and evidence are used effectively to generate continual improvement.

Staffing (including student staff members such as ambassadors and mentors)

Activity focus:
Embedding
understanding &
support for equity
objectives into...

ACTIVATE				
Continuing professional development & training	Development of praxis team(s)	Structures for sharing information & best practices	Incentives & rewards for staff delivering outreach	Staff diversity & representation

Short-term Benefits: Human resourcing supports access, participation and success

Curricula & Pedagogy

Activity focus:
Understanding,
skills and
resources to
deliver...

EMPOWER				
Relevance to current learning	Relevance to contemporary issues & concerns	Sensitivity to students' prior learning & life experiences	Active learning, creative thinking, problem solving & collaborative learning	Inclusive practices & language

Short-term Benefits: Principles of outreach design and implementation support equality of access, participation and success

Mechanisms for student support

Activity focus:
Understanding,
skills and
resources to
deliver effective...

ENABLE		
Academic support materials & resources	Careers IAG materials and resources	Interventions with key stakeholder and influencers

Short-term Benefits: Student support mechanisms and the materials/resources underpinning them promote success and progression in education

Economic
resources
(SUSTAIN)

Understand potential local & national student financial support systems

Reflect on the costs and benefits of HE

Identify and practise the skills they need to live independently

Understand student employment opportunities

Understanding of financial implications of HE and of HE sector and HEI financial support system

Student
identities
(BECOME)

Familiarity with HE setting(s) and teaching approaches

Positive association with HE and HE community

Relationships with students and mutual support networks

Confidence in potential to progress in and through HE

Increased confidence in their capacity to progress onto higher education

Level 3: Post-16

Activity focus:
Understand and
engage with...

KNOW					CHOOSE		
Course & placement opportunities	Research areas, expertise & facilities	Social & extra-curricular opportunities	Career benefits & graduate opportunities	Academic services, facilities & resources	Different types of HEIs	Courses & study options	UCAS process

Short-term Benefits: Investigate course and placement options, and social and leisure opportunities in HE; Evaluate course, student finance and graduate opportunities and make informed choices that align with personal interests and career aspirations

Subject Knowledge Curriculum

Activity focus:
Understand and
engage with...

UNDERSTAND					
Applications of knowledge	How knowledge locates within other contexts	Extend knowledge & challenge assumptions	How knowledge/interests relates to degrees	Critical thinking & creative engagement with subject	How knowledge can be developed in HE

Short-term Benefits: Situate existing knowledge within wider fields of knowledge and apply to other contexts; Investigate course and placement options, and social and leisure opportunities in HE

Skills Curriculum

Activity focus:
Understand and
engage with...

PRACTISE							
Independent learning	Problem solving & decision-making skills	Communication & presentation skills	Critical thinking skills	Research skills	Project planning skills	Interpersonal and group work skills	Revision skills

Short-term Benefits: Enhanced academic skills that develop capacity for critical thinking, independent research and self-directed learning

Organisational Culture and Ethos, structures, policies and procedures

Activity focus:
Understanding,
building and
embedding...

ENACT						
Support for linkages at all stages of education	Partnerships with schools & communities	Reflection & action cycles that promote learning/improvement	Student recruitment & admissions processes that support diversity	Accountability procedures that support diversity	Use of data & evidence to target outreach activities	Effective decision-making structures

Short-term Benefits: Commitment to access is shared across the institution; Policies and strategies are in place, and resourced appropriately, which maximise access, participation and success of Access and Participation target groups; Data and evidence are used effectively to generate continual improvement.

Staffing (including student staff members such as ambassadors and mentors)

Activity focus:
Embedding
understanding &
support for equity
objectives into...

ACTIVATE				
Continuing professional development & training	Development of praxis team(s)	Structures for sharing information & best practices	Incentives & rewards for staff delivering outreach	Staff diversity & representation

Short-term Benefits: Human resourcing supports participation and success for all

Curricula & Pedagogy

Activity focus:
Understanding,
skills and
resources to
deliver...

EMPOWER				
Relevance to current learning	Relevance to contemporary issues & concerns	Sensitivity to students' prior learning & life experiences	Active learning, creative thinking, problem solving & collaborative learning	Inclusive practices & language

Short-term Benefits: Principles of outreach design and implementation support equality of access, participation and success

Mechanisms for student support

Activity focus:
Understanding,
skills and
resources to
deliver effective...

ENABLE		
Academic support materials & resources	Careers IAG materials and resources	Interventions with key stakeholder and influencers

Short-term Benefits: Student support mechanisms and the materials/resources underpinning them promote success and progression in education

Economic
resources
(SUSTAIN)

Evaluate student financial support services & opportunities

Understand the importance of appropriate financial strategies in supporting participation in education & well-being

Identify & practise skills they need to live independently

Compare student finance, bursary & scholarship support, student finance, budgeting support & student employment opportunities across a range of universities

Understand and evaluate HEI student financial support & make informed choices that align with personal interests & career aspirations

Recognise skills to assist with managing the economic challenges of HE study

Student
identities
(BECOME)

Knowledge & experience of: Learning & teaching in HE; Wellbeing & support mechanisms; Information, advice & guidance.

Engagement with challenging educational activities

Interaction with HE staff

Engagement with HE students

Knowledge & experience of student life

Anticipate the challenges they will face in HE & start to identify personal strategies for a successful transition to university

Level 4: Transition to HE

Activity Focus:
engagement with,
understanding,
application of....

Progression Curriculum

KNOW			CHOOSE		
Course options & placement opportunities	Social, leisure & extra-curricular opportunities	Careers IAG to support transition	Academic support & resources	Personal interests & ambitions	Careers advisory & employment services

Short-term Benefits: Investigation of opportunities available to students and informed choices that align with personal interests and career aspirations; Increased awareness of study options, social and leisure facilities, and career opportunities for students

Subject Knowledge Curriculum

Activity Focus:
engagement with,
understanding,
application of....

UNDERSTAND						
The research & learning environment	Library & information resources	Subject resources	The curriculum offer	Capacity for critical & creative engagement with subject	Programmes, units, assignments etc	Research areas

Short-term Benefits: Situation of existing knowledge and interests within the context of university course and subject area

Skills Curriculum

Activity focus:
Engagement with,
understand and
application of...

PRACTISE						
Skills & capacities needed to succeed	Existing skills and development areas	Academic skills	Skills to engage with learning & teaching formats	Communication skills	Independent study skills	Interpersonal & group work skills

Short-term Benefits: Identification and development of skills and capacities needed to achieve academic success

Organisational Culture and Ethos, structures, policies and procedures

Activity focus:
Embedding
understanding &
support for equity
objectives into...

ENACT									
Policies for academic support	Policies for personal support wellbeing	Accountability procedures, including KPIs	Resource allocation mechanisms	Use of data & evidence	Mechanisms for learning/ improvement	Effectiveness of decision-making structures	Representative structures & student voice	Co-creation of policies, approaches & resources	Relationships between teams based on shared goals

Short-term Benefits: Policies and strategies are in place, and resourced appropriately, which maximise participation and success of Access and Participation target groups; Data and evidence are used effectively to generate continual improvement; Everyone's contribution is valued and makes a difference

Staffing (including student staff members such as ambassadors and mentors)

Activity focus:
Embedding
understanding &
support for equity
objectives into...

ACTIVATE						
Recruitment & induction	Continuing professional development & training	Academic & professional staff relationships	Structures for sharing information & best practices	Development of praxis teams	Incentives & rewards for active pedagogy & curriculum development	Staff diversity & representation

Short-term Benefits: Human resourcing supports access, participation and success

Curricula & Pedagogy

Activity focus:
Understanding,
skills and
resources to
deliver ...

EMPOWER							
Sensitivity to students' prior learning & life experiences	Curricula relevant to contemporary issues & future societal concerns	Academic enrichment & extra-curricular opportunities	Appropriate assessment of range of skills & understandings incl. authentic assessment	Expertise in subject related skills & capacities	Active learning, creative thinking, problem solving & collaborative learning	Use of inclusive practices & language	Approaches to maximise employability

Short-term Benefits: Principles of curriculum design and implementation support equity of participation and success

Mechanisms for student support

Activity focus:
Understanding,
skills and
resources to
deliver...

ENABLE						
Academic support materials & resources	Well-being & mental health services	Engagement with the student community	Effective partnership with Students' Union for engagement & support opportunities	Transparency of institutional practices & 'tacit' knowledge	Practical & administrative arrangements appropriate to needs	Mitigation of non-academic barriers to success

Short-term Benefits: Student support mechanisms and the materials/resources underpinning them are effective at securing student participation and success for all groups

Economic
resources
(SUSTAIN)

Engagement with student financial support IAG
Access to available financial support
Knowledge & application of financial strategies to support their studies and well-being
Access support with study costs

*Access appropriate student financial support and resources
Recognise skills to assist with managing the economic challenges of HE study*

Student identities
(BECOME)

Access IAG for successful transition
Access appropriate academic & personal support
Engage with students from a variety of social, cultural & ethnic backgrounds to establish positive relationships & mutual support
Become familiar with teaching & learning approaches
Develop personal strategies for success

Embrace the challenge of higher education and make a successful transition to university

Level 5: Undergraduate

Activity Focus:
engagement
with and full
utilisation of...

Progression Curriculum							
KNOW				CHOOSE			
Information, advice & guidance	Social/leisure & extra-curricular opportunities	Careers information, advice & guidance	Variety of communication mediums	Course & placement opportunities	Academic & personal support, university services	Specialist careers IAG & networking with alumni and employers	Opportunities which align with personal interests

Short-term Benefits: Understanding of the personal development and progression opportunities for graduates in their subject area; Awareness and utilisation of appropriate opportunities and provision in order to orientate themselves towards and realise personal goals

Activity Focus:
opportunities
for engagement
with and
application of...

Subject Knowledge Curriculum					
UNDERSTAND					
Academic environment & range of teaching resources	Critical thinking, perspective taking & creative engagement with subject	Areas of personal interest & potential specialism	Opportunities beyond degree programme (events, lectures etc.)	Postgraduate study & graduate employment opportunities	Specific areas of knowledge

Short-term Benefits: Situate existing knowledge within wider fields of knowledge and application to other contexts

Activity Focus:
opportunities
for engagement
with and
application of...

Skills Curriculum								
PRACTISE								
Academic skills & personalised strategy for skills acquisition	Study skills for different learning & teaching formats	Communication & language skills (formal & informal)	Employability skills & capacity to demonstrate to employers	Digital literacy skills & capacity to utilise digital applications	Interpersonal & group work skills	Assignment feedback use	Subject/course materials & teaching resources	Marking schemes & assessment criteria

Short-term Benefits: Consolidation of study skills and capacity for academic and graduate success

Activity focus:
Embedding
understanding
& support for
equity
objectives into...

Organisational Culture and Ethos, structures, policies and procedures									
ENACT									
Policies for academic support	Policies for personal support wellbeing	Accountability procedures, including KPIs	Resource allocation mechanisms	Use of data & evidence	Mechanisms for learning/ improvement	Effectiveness of decision-making structures	Representative structures & student voice	Co-creation of policies, approaches & resources	Relationships between teams based on shared goals

Short-term Benefits: Policies and strategies are in place, and resourced appropriately, which maximise participation and success of Access and Participation target groups; Data and evidence are used effectively to generate continual improvement; Everyone's contribution is valued and makes a difference

Activity focus:
Embedding
understanding
& support for
equity
objectives into...

Staffing (including student staff members such as ambassadors and mentors)						
ACTIVATE						
Recruitment & induction	Continuing professional development & training	Academic & professional staff relationships	Structures for sharing information & best practices	Development of praxis teams	Incentives & rewards for active pedagogy & curriculum development	Staff diversity & representation

Short-term Benefits: Human resourcing supports access, participation and success

Activity focus:
Understanding,
skills and
resources to
deliver ...

Curricula & Pedagogy							
EMPOWER							
Sensitivity to students' prior learning & life experiences	Curricula relevant to contemporary issues & future societal concerns	Academic enrichment & extra-curricula opportunities	Appropriate assessment of range of skills & understandings	Expertise in subject related skills & capacities	Active learning, creative thinking, problem solving & collaborative learning	Use of inclusive practices & language	Approaches to maximise employability

Short-term Benefits: Principles of curriculum design and implementation support equity of participation and success

Activity focus:
Understanding,
skills and
resources to
deliver...

Mechanisms for student support						
ENABLE						
Academic support materials & resources	Well-being & mental health services	Engagement with the student community	Effective partnership with Students' Union for engagement & support opportunities	Transparency of institutional practices & 'tacit' knowledge	Practical & administrative arrangements appropriate to needs	Mitigation of non-academic barriers to success

Short-term Benefits: Student support mechanisms and the materials/resources underpinning them are effective at securing student participation and success for all groups

Economic resources
(SUSTAIN)

Knowledge of & access to:
Cost of living support;
study costs & learning
aids; affordable
accommodation;
affordable goods and
services; well-paid
employment
opportunities within the
university and in wider
labour market; funded
course & co-curricular
opportunities; funded
extra-curricular and social
activities.
Careers advice to
maximise their
transferable experiences
Application of appropriate
financial strategies to
support their HE
experience & well-being
Deployment of: Coherent
strategies for student
financial support;
Teaching strategies which
mitigate financial barriers
to participation & success;
Considerate timetabling &
access to learning & social
spaces.; Effective hardship
funding & awareness
strategy for academic &
professional staff
Innovative strategies &
innovations to facilitate
student plans & ambitions
Maintaining
proportionate & timely
responses in line with the
external context

Timely access to
appropriate student
financial support &
resources; Access to
opportunities that
align with personal
interests & aspirations;
Skills to assist with
managing the
challenges of HE study

Student identities
(BECOME)

Engagement with
student life & the
university's academic
community
Positive peer
relationships & mutual
support networks
Academic identity,
belonging & personal
development
Approaches to
learning & use of
resources
Relationships with
lecturers & personal
tutors
Student services & the
Students' Union
Careers advice &
placement
opportunities
Support-seeking
behaviours to ensure
success
Academic identity,
belonging &
development

Maximise the benefits
of university life and
successfully progress
to graduate
employment

Level 6: Graduate Progression

Activity Focus:
opportunities for engagement with, understanding, applying etc....

Progression Curriculum							
KNOW				CHOOSE			
Postgraduate course options & funding	Postgraduate placement & employment-related opportunities	Relevant careers, IAG services & support	Subject-specific career paths & broad-based pathways	Postgraduate course & finance opportunities	Support to ensure successful postgraduate progression	Careers advisory & student employment services	Postgraduate course & employment options

Short-term Benefits: Increased awareness of subject-specific career paths, aligned subject fields and more broad-based graduate pathways; Understanding and access to appropriate postgraduate course and finance opportunities; Identification and utilisation of opportunities and informed choices that align with personal interests and career aspirations

Activity Focus:
opportunities for engagement with, understanding, applying....

Subject Knowledge Curriculum			
UNDERSTAND			
Subject knowledge & expertise	Subject knowledge in different employment contexts	Academic knowledge combined with industry experience	Digital applications relevant to postgraduate study or graduate-level occupations in their field

Short-term Benefits: Extension and application of subject knowledge

Activity focus:
Engagement with, understand and application of...

Skills Curriculum			
PRACTISE			
Existing skills/capacities & areas for development	Scenarios based in postgraduate study and employment	Consolidate & communicate skills acquired in HE	Consolidate & communicate experiences, graduate attributes

Short-term Benefits: Identification and development of skills and capacities needed for postgraduate study or graduate employment

Activity focus:
Understanding, upskilling, sharing and listening to...

Organisational Culture and Ethos, structures, policies and procedures							
ENACT							
Mission & values for graduate progression	CPD, employability & access to postgraduate study	Accountability procedures, incl. KPIs	Resource allocation mechanisms	Use of data & evidence	Mechanisms for learning/ improvement	Effectiveness of decision-making structures	Student & alumni communications

Short-term Benefits: Institutional culture and ethos support employers and graduate jobs; Commitment to equity is shared internally and externally; Policies and strategies are in place, and resourced appropriately, which maximise graduate progression and employability for all; Data and evidence are used effectively to generate continual improvement.

Activity focus:
Embedding understanding & support for equity objectives into...

Staffing					
ACTIVATE					
CPD & training	Employer & employability partnerships & linkages	Academic & professional staff relations	Development of praxis teams	Structures for sharing information & best practices	Incentives & rewards for staff

Short-term Benefits: Human resourcing supports graduate progression

Activity focus:
Understanding, skills and resources for...

Curricula & Pedagogy						
EMPOWER						
Sensitivity to prior learning & life experiences	Collaborative working with employers	Curricula relevant to contemporary issues, societal concerns & graduate labour market	Appropriate assessment incl. authentic assessment	Expertise in subject related skills & capacities required for employment	Active learning, creative thinking, problem solving & collaborative learning	Processes for academic enrichment & extra curricula opportunities

Short-term Benefits: Principles of design and implementation support equality of access, participation and success

Activity focus:
Understanding, skills and resources to deliver...

Mechanisms for student support	
ENABLE	
Graduate outcomes support	Building relationships between students and employers & alumni

Short-term Benefits: Student support mechanisms and the materials/resources underpinning them are effective at supporting graduate progression outcomes for all

Economic resources (SUSTAIN)	Student identities (BECOME)
Funding arrangement for work experience and placements	Engage with and utilise industry specific contacts relevant to goals Engage with and utilise support and alumni mechanisms
Paid roles within the university including ambassador & mentor opportunities	Engage with and utilise student mutual support networks Engage with and utilise IAG support Engage with and utilise personal tutorial and other support mechanisms to develop transitional capital
Alumni financial support/ employment opportunities	Engage with and utilise social media platforms that are valued within their respective field
Careers support to maximise their transferable experiences	Engage with and utilise personal development opportunities
Access to opportunities to boost graduate progression outcomes	Embracing the challenges and development of a personal strategy for postgraduate progression

