

ACCESS AND PARTICIPATION PLAN ON A PAGE (2026-2030)

OUR AIM

To create a more inclusive, accessible and supportive learning environment, improving:

- Access (who gets in)
- Success (who completes and achieves)
- Progression (who moves into careers)
- Especially for underrepresented groups.

OUR FOCUS

- Students from lower socio-economic backgrounds (IMD Q1)
- Non-White students
- Disabled students (including those with mental health conditions)
- Male students

These groups face the greatest barriers at Metanoia and across the sector.

THE FIVE KEY CHALLENGES

- **Perception of Higher Education** → Some students feel HE is 'not for people like me'
- **Insufficient Academic Support** → Gaps in confidence, writing, and academic skills
- **Insufficient Personal Support** → Lack of belonging, unclear career pathways
- **Mental Health Challenges** → High emotional demand of training and life pressures
- **Financial Pressures** → Cost of study, therapy, supervision and living costs

OUR FOUR STRATEGIC RESPONSES TO CHALLENGES

1. Inclusive Access

- Outreach to underrepresented groups
- Alternative entry routes
- Scholarships and inclusive admissions

Goal: Increase diversity of applicants and entrants

2. Inclusive Curriculum & Careers

- More inclusive teaching and assessment
- Better academic support
- Careers support for up to 5 years after graduation

Goal: Close attainment and completion gaps

3. Mental Health-Positive Support

- Safe disclosure culture
- Proactive wellbeing support
- Trauma-informed teaching
- Quiet and inclusive spaces

Goal: Improve retention and student wellbeing

4. Financial Support

- Scholarships and hardship funding
- Lower-cost therapy and supervision
- Simpler, more accessible funding processes

Goal: Reduce dropout due to financial stress

WHAT SUCCESS LOOKS LIKE (BY 2030)

- More students from disadvantaged backgrounds enrolling
- Increased representation of Non-White and disabled students
- Reduced attainment gaps between student groups
- Improved completion rates (especially for men and disabled students)
- Better progression into careers

WHAT THIS MEANS FOR STAFF

- Everyone plays a role.
- Use inclusive teaching practices
- Provide clear structure and support
- Encourage help-seeking and disclosure
- Be aware of financial and emotional pressures on students
- Help students see a clear pathway to a career

THE KEY TAKEAWAY: THIS IS NOT A STANDALONE INITIATIVE. IT'S A WHOLE-INSTITUTION APPROACH TO MAKING METANOIA: MORE INCLUSIVE; MORE SUPPORTIVE; AND MORE REPRESENTATIVE OF THE COMMUNITIES WE SERVE.