

Appendix A

ACCESS AND PARTICIPATION PLAN 2019**The Australian National University**

The Australian National University stands for equity in all that we do, and we will reflect the extraordinary and increasing diversity of the Australia we serve. Talent – realised or potential – will be the only threshold for joining our community as a student or staff member. The national university will work with communities across Australia to address the widespread legacies of inequality of opportunity through both education and research. Our low-SES students achieve great outcomes, but only four per cent of students at ANU are from disadvantaged backgrounds. We will increase the opportunities for students from all walks of Australian life to attend the national university, focusing on their potential to thrive at ANU and to contribute to society upon graduation.

Activities and programs: The following provides a comprehensive set of key activities across the student lifecycle.

Key performance indicators: KPIs for this plan are to increase the:

- Number of domestic undergraduate students from low SES backgrounds as a percentage of the total domestic undergraduate student cohort.
- Retention rate of domestic undergraduate students from low SES backgrounds.
- Number of domestic undergraduate completions from low SES backgrounds.

Lifecycle Phase	Activity	Evaluation	Outcomes
Pre-access - Outreach to schools and communities	<ul style="list-style-type: none"> • Implementation of pre-access programs, including a Summer School, peer-mentoring program, outreach to schools through <i>ANU On-Tour</i> across regional and remote Australia, campus experience days, immersions days and masterclasses • Expansion of Beyond Year 12 Conference. 	<ul style="list-style-type: none"> • Pre and post survey to track aspiration and awareness of higher education. • Number of students engaging in program. • Number of schools engaged in activities. 	<ul style="list-style-type: none"> • Increased number of Student Ambassadors. • Engagement with over 1000 schools students. • Delivery of 12 campus experience days. • Increase of 25% of Careers Advisors from Low ICSEA schools at Beyond Year 12 conference.
Access	<ul style="list-style-type: none"> • ANU On-Tour Admission, 	<ul style="list-style-type: none"> • Number of students 	<ul style="list-style-type: none"> • 1% increase year on year

	<p>Scholarship and Accommodation session, parent information sessions, young alumni events, information webinars.</p> <ul style="list-style-type: none"> • Review of Equity Scholarships. • Student Accommodation. 	<p>from LSES backgrounds applying through ASA, including those applying via pathway programs.</p> <ul style="list-style-type: none"> • Increased enrolment numbers. • Number of accommodation rooms reserved and occupied by designated LSES cohorts. • Equity scholarships awarded. 	<p>of students from LSES backgrounds accessing ANU. This will be assessed through a combination of postcode measures and other contextual attributes.</p> <ul style="list-style-type: none"> • Equity Scholarships assessed for purpose and value level to ensure financial wellbeing. • Guaranteed access to affordable accommodation for designated LSES cohorts.
<p>Transition and Retention</p>	<ul style="list-style-type: none"> • Implementation of a <i>First Year Experience Program</i>. • Develop and strengthen mentoring programs and expand student involvement in co-curricular programs and activities. • Accessibility Guides. • Academic Skills Writing Centre. Peer Writers, Writing Coaches and Learning Advisers. • Well@ANU – Healthy University 	<ul style="list-style-type: none"> • Increased retention and success ratios for students from LSES backgrounds . • Increased engagement of programs, activities and support available for students from LSES backgrounds . 	<ul style="list-style-type: none"> • Development of targeted transition activities including pre-arrival, engagement , workshops and events. • Development of First year webinars and an online wellbeing module that includes a financial wellbeing component. • Development of cultural capital module designed to demystify the ANU experience.

	<p>Strategy and access to support services.</p> <ul style="list-style-type: none"> • Supporting access to <i>Student Research Conference</i>. • Career development support and development of Neurodiversity Hub. 		<ul style="list-style-type: none"> • Implementation of crisis and wellbeing support with 24/7 availability. • Development of suite of Accessibility Guides. • Development of programs designed to enhance employability skills for students with disabilities.
Research	<ul style="list-style-type: none"> • In partnership with NSW/ACT Widening Participation Managers and NCSEHE involvement in at least one research project with a focus on LSES students. • Creating baseline and historic data on the first year experience of LSES, Regional, Rural and Remote students at ANU. 	<ul style="list-style-type: none"> • Reports and research contribution produced and disseminated. 	<ul style="list-style-type: none"> • Contribution to high quality research to inform best practice. • Production of baseline and historic data on FYE

2. Evaluation Plan

Reporting will compare data each year and describe the annual impact for domestic undergraduate low SES students. Quantitative data relating to current enrolments, commencing enrolments, retention rates and completions will be tracked and analysed. Additional relevant quantitative and qualitative data will be provided where appropriate.

3. Partnerships and collaboration – The university will collaborate with:

Schools	University of Canberra	University of Sydney
University of Wollongong	The Smith Family	Country Education Fund Association (CEFA)
EPHEA	Engage University Outreach	Youth Leading in STEM
Applied Inspiration	Country to Canberra	Why Not You Project