



Newman  
University  
BIRMINGHAM

# Student Success Sub-Strategy

2021-2025



# Aim of this Sub-Strategy

**This sub-strategy underpins the ways in which we aim to achieve our Strategic Framework 2020-25 objectives to: Transform Students' Lives; Work in Partnership with Students; Serve our diverse community and the wider world; Add to knowledge and cultivate wisdom. The sub-strategy also supports our aims to Nurture Our Staff and Grow Our Institution.**

The sub-strategy provides an approach and success measures for the delivery of the University's mission, vision, and values with regard to teaching, learning, and the student environment at Newman.

Our approach to success rests on opportunity and equity as well as a high-quality student experience and good academic outcomes leading to success in employment, further study, and, ultimately, in making a positive difference in society.

In the specific context of Newman University, the Student Success Sub-Strategy enables us to set out how we will lead and manage the institution over the next 4 years to fulfil our commitment to social justice, enabling all who study with us to succeed.

We will enable student success through aligning our educational values with our practices, supporting collaboration and learning across the University. We are good at providing personal learning for our students. Nevertheless, we need to be confident that our systems and processes act as enablers not barriers to helping students to succeed through the complexities of their daily lives and experiences.

# Pillars of the Sub-Strategy

## 1. Work with our students as individuals and partners in a values-based learning community

We promote a pedagogy of partnership to ensure that we are working with students in shaping the University. We want our students to help design curricula, contribute to leading committees, work on research and partnership projects jointly with staff, help us to develop our strategies and to challenge, influence, and improve our practices.

We partner with our students in creating an inclusive environment for everyone, championing and protecting our values of social justice to support all individuals in our community.

We expect to see students taking ownership of their learning, and we will build capacity and confidence in our staff in how best to engage with our students in support of their success.



## 2. Embed innovative, engaging teaching and learning in all our practice, to enhance retention, progression and the student experience

Our teaching and support for learning is informed and supported by professional development, by practice, and by research. A transformative community of practice rests on an engaging and interactive learning and teaching experience delivered and supported by well-qualified and dedicated staff.

We will listen to our students and respond to their feedback. We will invest in time and space for academic staff to meet, engage, and innovate in learning, teaching and assessment. We will enhance collaboration between Faculties and subject areas, enabling joint programmes across departmental and subject boundaries. We will encourage collaboration across our professional services.

We will ensure that our systems and processes become enablers rather than barriers. We will be effective in implementing new ideas, and we will enable our processes to support innovation in learning and teaching. When recruiting new academic staff, we will provide a clear induction process which supports them in understanding the distinctive Newman student experience.

We will use technology as well as face-to-face teaching to enhance the learning experience, creating an enabling culture. We will shape our systems around students' complex lives, making their experience personal to them as individuals.

We will strive to remove attainment and awarding gaps wherever they exist, alongside our commitment to retention, continuation, and progression for all.



## 3. Clarify and communicate the benefits of a transformative education for every student

We strive for best practice to ensure our curriculum, pedagogy, infrastructure, practices, policies, and support services meet the needs of all students. Our aim is to transform student lives as well as enhance student access, participation, and outcomes. We will be consistent across courses in providing transformative experiences based on our values of social justice. We will also encourage and challenge our students to think critically and responsibly.

We will ensure that our Marketing and Communication endeavours foreground the benefits of a transformative education to all relevant audiences.



#### 4. Provide campus facilities and professional services that create the best environment for our students

We will strive to deliver a personal approach that enables students to access excellent support for all aspects of their experience at University from all our teams. We combine an efficient, effective service with a caring, empathetic, and supportive approach, working with our students to make a real difference to their life opportunities.

Our estate and learning facilities will be first class, fit for purpose, sustainable, and accessible. We will use our classrooms, technology and digital tools to provide students with a flexible and adaptive personal learning experience.



#### 5. Design and implement courses, placements, careers and employability services that prepare students for the workplace and the future

We are committed to providing real-world experience for our students to support their development. Our learning environment and professional support departments focus on improving student social enterprise and employability through partnerships with employers, schools, and other organisations. We strive to give all of our students the knowledge, skills, and experience to be adaptable, resilient, and work-ready directly from graduation.

We will focus on increasing students' capabilities in sought-after employment areas, and in job-searching skills to ensure well-informed career choices. We will promote the partnership between careers and tutors, and develop our capacity in peer mentoring.

We will design our student curriculum and timetables to incorporate important aspects of employability, career searching, and volunteering. We will provide consistent access for students to their HE Achievement Report and demonstrate its use and value through academic programmes, supported by a coordinated work placement programme. As with our plans for growth, we will build friends among employers who know the worth of our students, and who will advocate for Newman (including local health authorities and trusts, community and third sector organisations, schools and colleges), and draw on these relationships to inform workforce planning in relevant sectors.



## 6. Inspire our future graduates to make a positive difference in the wider community

We are dedicated to strengthening our community, modelling social responsibility, and working for change. The University's Catholic ethos and the values of our staff ground all of our activities, encouraging our students to be collaborative, supportive, reflective, and socially-minded.

Recognising the importance of citizenship, leadership, and advocacy, our students will be questioning, confident, responsible, globally minded, and inclusive in their practices. We will highlight examples of inspiring differences that staff, students, and graduates make to communities, and share these stories.

**These pillars will be realised by the University's Directorate, Faculty, and Departmental plans, and their objectives, in support of the KPIs from our Strategic Framework, e.g.:**

### **KPI 2: Enable our staff to make a full contribution to the delivery of Newman's strategic objectives**

- 2a: Maintain the % of staff in Staff Survey providing a positive answer about being an employer of choice to at least 90%
- 2b: Increase the % of academic staff (after 24-months of employment) with PGCert in HE/PGCE/HEA fellowship to 90%

### **KPI 3: Build our profile as a confident and dynamic university**

- 3b: Gain RDAP status by 2022/23 and ensure research income (incl. consultancy and Knowledge Exchange) to achieve £1million over the five-year period.

### **KPI 4: Create and sustain a vibrant and inclusive learning community**

- 4a: NSS overall satisfaction to be in top 25% of all UK HEIs
- 4b: Ensure all the targets in the current Access and Participation Plan (APP) are making reasonable progress towards being met.

### **KPI 5 Enable our students to achieve their full potential**

- 5a: Aim to decrease non-continuation rate to achieve benchmark for full-time first degree entrants
- 5b: Graduate outcomes. Graduate employability measure of i. % in overall employment, further study or other category; ii. % in highly skilled employment, further study or other category.
- 5c: Aim to increase Good honours first degree classification rate

**Newman University**

Genners Lane, Bartley Green,  
Birmingham B32 3NT

T: 0121 476 1181

[www.newman.ac.uk](http://www.newman.ac.uk)



**Newman  
University**  
BIRMINGHAM