



## Student Protection Plan

Yellow highlighted text identifies the most recent revisions to the regulations. If you require these

The University of Worcester has been operating successfully since 1946 and has an excellent reputation for teaching and practical, purposeful research. In 2005, the University was

- 1.2 A diverse range of degree programmes are delivered to nearly 10,000 students and over 1,000 staff are employed. We have a wide range of professionally accredited courses, which are subject to regular independent inspection. The University has undergone significant change and growth over the past ten years, expanding into new subject areas, more than doubling student numbers and investing substantially in staff and new facilities. We work with high quality partners, particularly with regard to work-based learning in Health and Education.
- 1.3 The Higher Education Act and Research Act (2017) requires Higher Education Institutions to publish a Student Protection Plan. The Plan is intended for the protection of students if an event specified in examples by the Office for Students (OfS) were to occur.
- 1.4 The University of Worcester Student Protection Plan therefore identifies a range of potential risks and for each of those risks, aims to provide assurance to current and future students that the University has in place appropriate arrangements to protect the quality and continuation of study. The risks discussed are generally highly unlikely to ever materialise. They cover a range of potential situations, some on a relatively small scale, with minor changes to the programme offer, and some on a much more significant scale, such as the closure of the University.
- 1.5 The Plan explains how the University would manage the risks identified, setting out some remedial actions which the University would take. The measures identified in the Plan are designed to lessen the impact on students of any significant changes. This includes the needs of the diverse student body, some of which may require a specific, particular response to ensure the most appropriate support is offered.
- 1.6 The University of Worcester (2017) and its approach to the shared values contained within [The Worcester Charter for Students](#).



Take all reasonable steps to fulfil its responsibilities to students in ensuring that any disruption is minimised and students are not, as far as is possible to determine, disadvantaged by the action.

#### 4. Staff Turnover

Risk: Specific members of staff temporarily or permanently unavailable

Likelihood: likely

Reason: The turnover of staff is a normal feature of every University. The University of Worcester has an excellent reputation as a fair employer and staff turnover is minimal. In 2018, the University reported the lowest gender pay gap of any university in the UK. This, and other employee benefits, encourage members of staff to value their employment with the University and to behave highly responsibly. The University strives to ensure that every programme at the University or partner organisation is appropriately staffed.

##### 4.1 Where possible the University will:

Seek to fill gaps in staffing as quickly as possible, by moving other current members of staff with appropriate skills and experience into the vacant post(s), or recruiting externally to avoid disruption;

Provide teaching cover with Associate Lecturers or other appropriate temporary staff;

Utilise the number of links with other partner providers to respond to disruption through utilising physical and staff resources at partner organisations;

Where the University cannot avoid closing a programme, the relevant policy as outlined in this document will apply.

#### 5.

Education published by the Quality Assurance Agency for Higher Education (QAA), and take account of the Higher Education Funding Council for England (HEFCE) statement of good practice on course change and closure (2015), as well as the Competition and Markets Authority (CMA) guidance on consumer law for UK HE providers (2015).

- 5.3 The University will use all reasonable endeavours to deliver the programme in accordance with the programme specification which a student began their programme. However, in the event of major in-year changes to course content the University will ensure that:

- Changes are restricted to the minimum necessary to achieve the required quality of experience, and affected students are notified and consulted as appropriate;
- It works with students to ensure the offer is still acceptable;
- Where necessary it allows students the opportunity to withdraw from the programme;
- Where required students will be offered reasonable support to transfer to another programme at the University, or to another provider.

## 6. Course suspension and/or Closure

Risk: A course

## 7. Loss of Course Accreditation

Risk: The loss of accreditation by an external, professional or accrediting body

Likelihood: Unlikely

Reason: Loss of accreditation for a course is considered to be low risk. Staff in academic departments undertake an annual review of individual courses, taking account of students, external examiner and where relevant, professional, statutory or regulatory body reports or feedback.

- 7.1 In the event of a University award no longer being accredited by an external, professional or accrediting body, the University will consider measures to protect student experience, such as those listed below:

Offering affected students the chance to move to another course;

Delivering a modified version of the same course;

Providing assistance to affected students to switch to a different provider who holds the relevant accreditation.

## 8. Suspension/Revocation of Tier 4 Sponsor Licence

Risk: The University of Worcester [• d] Œ ð o] v ]• o}•š }Œ •µ•%o v

Likelihood: Unlikely

Reason: The University has been successfully inspected prior to April 2018 on two occasions by the UKVI since being a Tier 4 sponsor. The University has good systems in place for monitoring student engagement, including international students.

- 8.1 In the event of suspension of Tier 4 Sponsor status, the University will take all reasonable steps to minimise the resultant disruption to those services and to affected students by, for example;

Working with UKVI to allow enrolled students to complete their year of study/programme;

Allow students already in receipt of a visa, based upon an allocated CAS from the University, to enrol and commence their studies;

Offer students who have not commenced their travel to the University the opportunity to postpone their application pending the resolution of the suspension.

- 8.2 The University, in the event of revocation of Tier 4 Sponsor Licence will take all reasonable steps to minimise the resultant disruption to affected students by, for example, providing affected students with assistance to switch to an alternative sponsor.

## 9. Institutional Closure of Part of Campus

Risk: The closure of a site, facility or campus that impa š• µ%o}v šZ h v]À Œ•]š Ç [ its programmes

Likelihood: Very unlikely

Reason:



Working with relevant funding bodies to allow enrolled students to complete their year of study/programme;

Where the above is not possible, supporting students to transfer to appropriate programmes at other providers and, where appropriate, financially compensating students where they suffer demonstrable, material financial loss because of disruption to their studies;

Assisting any affected students by providing evidence/letters/statements in support of continuation of their studies;

- x Working as appropriate with another institution to maintain all or part of the current provision.

## 12. Closure of the University

Risk: The University ceases to be viable and must close

Likelihood: Extremely unlikely

Reason: The risk that the University as a whole is forced to close is very low because our financial performance is strong, as evidenced in our financial information, and we have Business Continuity Plan to deal with the material risks. Institutional performance is monitored through effective risk management

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14. Communication,



