Impact





Underrepresented groups can face unintentional barriers to access, success and progression. Their lived experience and student voice provides crucial information about how we may be able to remove these barriers. This scheme provides paid opportunities for students to co-create solutions and improve the inclusivity of the Northumbria student experience.

2 Aims

Reduce inequalities in student outcomes by co-creating solutions with students from underrepresented backgrounds through paid work experience. Specifically links to Objectives 2, 3, 4, 5 and 6

Inputs

Activities

Outputs

Outcomes

Impact

Process

1 x staff member to manage the scheme

- Staff time from those who engage with SICs
- 5 x paid Senior SIC roles
- 7 x paid SIC roles (approx)
- Training for SICs
- Resources for staff and SICs including toolkits
- SICs' attendance / presentation at conferences
- Space/resources on campus
- Support and collaboration with SU, academic and professional services
- Student voice process reimbursed in different ways ie vouchers

- Recruitment of Senior SICs from continuing SICs to offer leadership & dev opportunities
- Recruitment of SICs from student body with Senior SIC involvement
- Onboarding SICs to Blue Arrow
- Training of SSICs and SICs in collaboration with other students in APP funded positions
- Staff engagement inc expression of interest sessions request form and meetings
- Matching SICs to requests and staff (supported by Seniors)
- Reciprocal mentoring scheme between SICs and senior staff known as Inclusive Reciprocal Insight Scheme (IRIS): recruitment / matching / training
- Objective-specific reviews
- SICs as NU ambassadors in wider events and activities

- Over 100 students apply to be SICs
- 12 + underrepresented students appointed to paid, flexible work experience roles
- NU staff at all grades can access and embed current student voice aligned to education strategy principles
- 7 x IRIS partnerships influencing decision makers
- 4 x conferences and events attended inc regional student voice network and Community for Innovation in Teaching Excellence (CITE)
- 20 x SIC reviews undertaken
- SIC scheme aligned to Professional Standards Framework via PGCAP of staff lead

- Reduced cost of living pressures (weekly pay)
- Improved relationships with peers and staff
- Improve employability skills and career confidence
- Improved sense of belonging
- Increased engagement with services inc International Mobility
- Improve inclusive practice across teams engaging with SICs
- Insight helps NU identify interventions needed

- Increased continuation and completion
- Increased attainment
- Improved student experience
- Improved graduate outcomes
- More inclusive environment
- Empower underrepresented students through partnership opportunities
- Develop new communities of practice
- Increased staff awareness of challenges and barriers
- Professional reference for graduate employability

Rationale & Assumptions

Rationale: Co-creation empowers and relevant work experience is an important element for positive graduate outcomes but trickier to navigate without previous work experience. To complement the SU's rep system with 'deeply felt' issue

Assumptions: underrepresented students are interested and comfortable in sharing their lived experiences and contributing to enhancing inclusivity. That underepresented students can and want to access paid roles such as SICs. That flexible contracts with weekly payment via Blue Arrow is the most appropriate way of supporting students to engage in this activity. That training is effective and staff have clarity about the role and purpose of the scheme and request process. That co-creation has a positive effect on all involved. That students want to know the impact of their insight / closing the feedback loop