



UNIVERSITY COLLEGE
OF ESTATE MANAGEMENT

University College of Estate Management

Summary of 2024-25 to 2027-28 Access and Participation Plan

What is an Access and Participation Plan?

The University College of Estate Management's (UCEM's) Access and Participation Plan sets out its most significant risks to equality of opportunity for its current and prospective students, and how these particular risks will be addressed and countered. The particular groups of students covered by the Plan are from UK domestic households, from a range of underrepresented groups. The Office for Students approves and monitors all Access and Participation Plans.

You can see the full Access and Participation Plan via the [policies section of the UCEM website](#).

Key points

UCEM's core purpose is: *"to provide truly accessible, relevant and cost-effective education, which enhances careers, increases professionalism and contributes to a sustainable built environment."* This purpose drives UCEM's commitment to equality of opportunity and delivering programmes that are accessible to all students, regardless of age, location, or protected characteristics, as well as ensuring its online education model is flexible.

UCEM will look to address key risks to equality of opportunity across the duration of this Plan. Four Intervention Strategies have been identified to mitigate these risks:

- Intervention Strategy One: to enhance the curriculum and training of teachers for KS3 Geography and Level 1 and 2 "Design Engineer Construct!", in order to raise attainment of secondary school pupils in deprived Reading-based postcodes by 2028.
- Intervention Strategy Two: to work with medium-sized built environment sector employers to adopt formal equality, diversity and inclusion (EDI) strategies or numerical targets by 2028.
- Intervention Strategy Three: to ensure mature students are supported to continue with their studies and succeed on programme, resulting in a reduced gap in continuation of 5.5 percentage points by 2028.
- Intervention Strategy Four: to ensure female students are supported to continue with their studies and succeed on programme, resulting in a reduced gap in continuation of 2 percentage points by 2028.

See pages 1-3 and 5-18 of the Access and Participation Plan for more information.

Fees we charge

UCEM's published annual fee information can be found via the [policies section of the UCEM website](#). For 2024-25, full-time programme fees are set at £9,000 and part-time at £6,750. These fees are not directly payable by students studying as part of an apprenticeship; instead, the fee is paid by the employer through the apprenticeship levy.

See the last four pages of the Access and Participation Plan for more information.

Financial help available

Female and mature students who have dependents will be able to apply for in-kind financial support for childcare during assessment periods. This childcare support will be with an approved OFSTED learning provider and allow students to apply for funding to enrol dependents on online learning courses. The funding will cover one month of tuition during assessment periods so parents have more time for their studies.

See pages 10 and 13 of the Access and Participation Plan for more information.

Information for students

A copy of UCEM's Access and Participation Plan is available via the [policies section of the UCEM website](#). UCEM's Student Representatives and Officers are required to draw student attention to the Plan and supported to obtain feedback and comment from the student body on Plan activities. UCEM responses and actions arising from this feedback, as well as the findings from its monitoring and evaluation activities, will be fed back to the Student Officers and Representatives and summarised on UCEM's Virtual Learning Environment. Students are made aware of fees and the financial support available in their offer/re-registration letter and emails.

See pages 23 to 24 and page 26 of the Access and Participation Plan for more information.

What we are aiming to achieve

- Raising attainment within schools based within Reading-based postcodes.
- Support the EDI changes needed within the built environment sector, with a particular focus on increasing the representation of women and those from ethnic minority backgrounds.
- Further reduce the gap in student success rates between mature and young students studying as part of an apprenticeship by supporting mature students to succeed throughout their studies at key times in the academic cycle (transition, first year, and around assessment periods).
- Support female students studying as part of an apprenticeship to succeed on-programme at key times in the academic cycle.

See pages 3-14 of the Access and Participation Plan for more information.

What we are doing to address keys risks to equality of opportunity

Each intervention strategy details how UCEM will address its identified risks to equality of opportunity.

For Intervention Strategy One, UCEM will collaborate with secondary schools in Reading-based postcodes to develop a Geography curriculum for school teachers, recruiting and placing school governors, as well as committing to funding an in-school programme that supports specialist teacher training.

For Intervention Strategy Two, UCEM will work with its medium-sized employers to support the creation and development of formal EDI strategies and targets, in order to build representation and influence the wider built environment sector.

For Intervention Strategy Three, UCEM will support its mature students through a variety of different activities across the length of the programme including providing specific childcare-based in-kind financial support, peer learning opportunities, representation, and dedicated spaces to study (both in-person and online).

For Intervention Strategy Four, UCEM will support its female students through a number of activities, including peer learning opportunities, dedicated spaces to learn (both in-person and online), accessing in-kind financial support for childcare, representation, and safe spaces to talk, network, and share experiences with other female students.

See pages 4-14 and 35-43 of the Access and Participation Plan for more information.

How students can get involved

UCEM's Student Ambassadors and Student Representatives were consulted in preparing the Plan through regular meetings and reviewing Plan activities. Student Officers and Representatives will play a key part in the ongoing monitoring of targets and activities, as well as identifying future action as necessary. The Lead Student Representative is a member of UCEM's Board of Trustees, giving students a direct voice at the highest level of institutional governance.

See pages 23-24 of the Access and Participation Plan for more information.

Evaluation – how we will measure what we have achieved

As part of an annual cycle of review, UCEM will use relevant evidence to develop and report on the impact of this Plan. UCEM's regular reporting cycle will encourage reflection on the success of

activities, as well as the opportunity to investigate more effective solutions and to develop further evaluation methodologies.

UCEM plans to evaluate its intervention strategies using a variety of methodologies throughout the period of this plan. The types of evaluation that will be used will include surveys and reflective feedback, so as to consistently enhance and establish the impact activities have had. In addition, lessons learned will be drawn out and documented.

These lessons – alongside the activity’s evaluation results – will determine whether a certain activity should continue in its current format, and the appropriacy of the evaluation measures will be reviewed. Plan evaluations will be shared on the UCEM webpages from August 2025. These results will also be communicated via knowledge sharing at built environment and higher education conferences, and submitting to relevant journals. These evaluation activities will be used to raise awareness, enhance understanding and engagement, produce action, and ultimately to lead to lasting overall change.

See pages 6, 8-9, 11-13, 15-16, 24-26 of the Access and Participation Plan for more information.

Contact details for further information

Please contact enquiries@ucem.ac.uk for more information.