

1. Equity outcomes and strategies

a) Outcomes for improving performance for equity groups from 2015-2017

Flinders University, in achieving its widening participation and equity objectives for the period 2015 – 2017, will:

- Increase Indigenous student participation by 6% per annum; increase completion rates by 18% across the period.
- Increase low SES student participation from 23% to 25%; increase retention from 80.3% to 83% across the period.
- Increase rural and remote student participation by 7% per annum; increase retention from 81.6% to 84% across the period.
- Increase participation of students with a disability by 8% per annum; increase retention from 80.7% to 83% across the period.
- Increase participation of students from non-English speaking backgrounds by 15% per annum; increase retention from 83% to 85% across the period.
- Increase participation rates of women in non-traditional fields of study by 6% per annum; a retention target is currently under development.

b) Strategies for achieving the outcomes

Access (Pre-entry and Admissions)	
Activity	Description
Inspire Mentor Program	The program facilitates mentoring relationships for students in equity groups in metropolitan, rural, regional and remote locations to raise aspirations for participation in higher education. The Inspire Mentor Program is currently facilitated within the Journey to Higher Education project and will revert to HEPP funding from July 2016.
The River Journey	The River Journey is an early intervention aspiration raising initiative focusing on the needs of students in Year 6/7 from low SES primary schools across South Australia. Includes school and University based activities. 15 schools and 450 students participating annually.
Parent/Caregiver Engagement	Workshops and presentations for parents/caregivers to assist in building the educational aspirations of their children and to consider participation in higher education for themselves. 20 presentations with 500 participants annually.
University Experience Days	Targets Upper Primary and Mid Secondary students in low SES schools. Campus tours, mock lectures, Faculty/School

	specific presentations, interactive experiences and The Amazing Chase – a scavenger hunt learning game aimed at familiarising students with the University. 20 schools and 700 students participating annually.
Career Development	Initiatives developed to assist students in Middle/Secondary schooling to consider their professional futures, career development and transition planning and participation in higher education. Includes leadership programs, online tools, seminars and pre/post work experience sessions designed to engage and inspire high school students. 25 schools and 800 students participating annually.
Enrichment Program	A targeted experience for students across three broad learning areas in university including Health Sciences, Humanities/Social Sciences, and Science & Engineering. 30 schools and up to 900 students participating annually.
University Awareness	<p>Initiatives focused on raising awareness of access to university with Schools in Business through the redevelopment of the Speakers in Schools program, expecting 50 events and 2500 participating students annually.</p> <p>These initiatives also include working with The Smith Family in raising awareness of university pathways to their assisted students across South Australia. Activities include presentations, workshops and campus visits to 500 students annually.</p>
Regional/Remote Engagement	Tailored aspiration raising initiatives for students in rural and remote locations of South Australia, Victoria, New South Wales and the Northern Territory. Engagements with parent/caregiver sessions and university campus experiences. 20 schools and 700 students participating annually.
uniTEST	An aptitude test supporting academic aspirations of students from low SES, and rural and remote backgrounds. Particular focus on providing equal access admission pathways. Up to 2000 students participating annually.
Science and Maths Academy	A collaborative program between Flinders University and DECD schools providing final year secondary tuition in specialist maths and science subjects. 8 schools and 100 students participating annually.
Targeted Admissions Outreach	The provision of information, support and advice to low SES, Indigenous, rural and remote and NESB students (rural, regional and metropolitan). 50 schools and 2500 students engaged annually.
Focus Entry Pathways	These initiatives focus on working with selected organisations in tailoring pathways to accessing higher education. Examples include working with AFL SportsReady/ArtsReady in the development of admissions pathways and credit

	transfer arrangements (particularly for low SES and Indigenous students); and TAFE SA in the development of pathway qualifications. More than 500 prospective students engaged annually.
Foundation Studies	Program designed to prepare people from backgrounds that have not traditionally participated in higher education with the academic writing, literacy, and numeracy skills, required to be successful in their university studies. Minimum of 750 students participating annually.
Young Adult Engagement	A program of career development activities and University awareness visits. Working with community organisations and education providers in identifying cohorts of young adults not engaged in education or employment. 25 engagement sessions with 250 young adults participating annually.
Community Centres/ Adult Community Education	Program working with Adult Community Education providers in identifying students requiring additional preparation in literacy and numeracy prior to participating in university enabling programs. 150 participants annually.

Participation (Transition and during studies)	
Activity	Description
The Transition Experience	Program for commencing students from key low SES schools in the Adelaide metropolitan regions and Adelaide Hills to visit Flinders University prior to Orientation Week and familiarise themselves with the campus. 500 students participating annually from 25 schools.
Rural Transition Experience	Program for commencing students from key rural and remote locations to visit Flinders University prior to Orientation Week and familiarise themselves with the campus. 200 students participating annually from 20 schools.
Student Access Scholarships	Scholarships and bursaries for undergraduate students which are designed to alleviate financial hardship or need. Particularly relevant to students from rural and remote locations, also considered low SES. Minimum of 150 students assisted annually.
Disadvantaged Student Learning Strategies	Advice and professional development for university staff engaged in teaching students from equity groups. Focus on understanding distinctive student learning attributes, adaptations of teaching and assessment methods, curriculum implications and identification of students at risk. 15 sessions annually to 150 academic staff.

Student Academic and Transition Support	A range of activities including counselling and support for students from equity groups. University experience days for students with a disability, transition experiences for students from equity groups and professional development for staff engaged in counselling and disability services. More than 700 students engaged annually.
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Progress and Attainment (successful completion and preparation for graduate employment)	
Activity	Description
Transition to your Career	Programs to focus on the development of the additional skills, competencies and attributes for students from equity groups to assist in their transition from University to employment. Utilising mentoring, industry engagement sessions, professional development and work integrated learning opportunities. 1200 students engaged annually.

2. Evaluation Plan

Institutional enrolment and planning data will be used to measure progress against targets and to aid in the development of widening participation initiatives.

The University program evaluation includes:

- individual post program activity evaluation
- annual internal reviews of all programs contained in the plan to improve processes and outcomes for students participating in the initiatives
- annual review of HEPP plan against targets detailed under Part A.

Flinders University will use a variety of evaluation data for continuous program improvement including: Qualitative data; Quantitative Data; and Focus group feedback.

Flinders University will, in the development and evaluation of program offerings, endeavour to use the *Design and Evaluation Matrix for Outreach* (2010) by the National Centre for Student Equity in Higher Education. The University will also consider the use of performance indicators outlined in *Towards a performance measurement framework for equity in higher education* (2014) in the evaluation of Institutional performance.

In 2018, Flinders University will engage an external consultant to evaluate programs under the Higher Education Participation Programme (HEPP) Access and Participation Plan for the three year period 2015 – 2017, using baseline data from 2014. Final reports in this regard will be provided to the Commonwealth in the first reporting period for 2018.

3. Partnerships and collaboration

Partnerships and Collaboration	
Partner	Activity/Description
TAFE SA	Development of new degree offerings, pathways and enabling programs. Particular focus on low SES metropolitan regions, and rural and remote locations across South Australia.
AFL SportsReady/ArtsReady	University awareness presentations, guaranteed entry pathways, credit transfer arrangements and university experience days. Focus pathways for Indigenous/low SES students.
Schools in Business	Development and implementation of the South Australia Speakers in Schools program targeting low SES, and rural and remote communities.
The Smith Family	Provision of mentoring support for students, university campus experiences and scholarship support for current university students.
Department of State Development	Partnership aims to identify students who require additional preparation in literacy and numeracy prior to participating in university enabling programs including Foundation Studies.
Primary/Secondary Schools	University experience days, Enrichment program, uniTEST, Inspire Mentoring (Face to Face and e-Mentoring), career development sessions, Science and Maths Academy and The River Journey.
Regional Communities	University campus experiences, career development presentations, mentoring support, participation at local community Expos and parent/caregiver presentations.
Industry/Education Groups	University campus experiences and career development sessions.
Intra University Collaborations	Joint aspiration raising and widening participation initiatives between the three South Australian Universities through the Journey to Higher Education project.