

## **ICON College of Technology and Management**

### **Summary of ICON College's Access and Participation Plan 2026/27 to 2029/30**

#### **What is an Access and Participation Plan?**

An Access and Participation Plan (APP) sets out the steps a higher education provider will take to improve equality of opportunity for under-represented groups to access, succeed in and progress from higher education (HE). It is submitted to and approved by the Office for Students; their job is to protect the interests of students. You can see ICON College's full APP on our [website](#).

#### **Key points**

ICON College of Technology and Management is an independent HE provider committed to delivering opportunities to a wide range of academic and professional qualifications to students from diverse backgrounds. Our current student population reflects the mission and values of ICON College and is very diverse. We have a block teaching model to allow students to combine studying and working, we provide a Foundation Year and extensive academic, language and IT support, and we run subsidised café to enable student to eat and socialise together. We have assessed our past performance and identified these risks to equality:

- Disabled students are at risk of not accessing ICON College and not continuing beyond their first year in comparison to peers who have a declared disability.
- Asian, Black, Minority and Other (A.B.M.O.) students are at risk of poor rates of continuation, completion and attainment compared to their White peers.
- Disadvantaged students (based on the Index of Multiple Deprivation – IMD – quintiles 1 and 2) are at risk of not continuing or completing their programmes and of being awarded a lower degree in comparison to their more advantaged peers (from IMD quintiles 3-5).
- Students who experience intersectional disadvantage, being from areas with high levels of multiple deprivation (IMDQ1&2) and from an ethnic minority group, are at greater risk of non-continuation than more advantaged peers who are White and from more advantaged areas (IMDQ3-5).
- There is insufficient data to identify if specific groups are at risk of lower rates of progression on graduation from the College. Progression is therefore identified as a potential risk to equality.

For more details of our analysis of our risks to equality see pages 3-6 of our APP.

## Fees we charge

ICON College charges the maximum fees. For full-time Foundation Year students these are currently £5760 per year; for full-time undergraduate UK (home) students these are currently £9,535 per year. The tuition fee may increase each year during the study period in line with the inflation rate. You can view a list of our fees on our [website](#).

## Financial help available

ICON College provides a significant amount of financial support to students; full details are in our APP pages 52-56. In summary we offer:

- **Hardship fund** which is open to students from low-income backgrounds (with a household income below £42,875) or with a disability. This offers non-repayable funds of between £500 and £1000 up to twice per year.
- **Bursaries for disabled students** of between £500 and £1000 per year for up to four years.
- **Fee waivers (discounts)** for transferring students and completing students who are responsible for a proportion of their tuition fees. Fee waivers can vary from £500 to the full fee for one year.

All applications for financial support will be assessed by the ICON College Financial Support Panel. Further details and application forms are available from our [website](#).

## Information for students

Prospective students can find information on [fees](#) and [financial support](#) on our website, pages 52-56 of the APP, in our marketing materials, and by contacting the College by telephone or email. Current students receive this information through our student portal, student support and finance teams, internal communications and emails. For the most up-to-date information, please visit our university [website](#).

## What ICON College is aiming to achieve

ICON College is committed to eradicating the risks to equality of opportunity. We will:

- Increase the percentage of disabled students entering the College and enable them to progress through their studies successfully.
- Enable students from the most deprived areas to continue from year to year, successfully complete their programmes of study and attain the highest possible degree outcomes.
- Enable students from Black, Asian and other minority ethnic backgrounds to continue from year to year, successfully complete their programmes of study and attain the highest possible degree outcomes.
- Enable students from the most disadvantaged groups, particularly ethnic minority students from deprived areas, to progress from year to year, successfully complete their programmes of study and attain the highest possible degree outcomes.

- Support the progression of all students to develop their graduate skills and achieve their career progression goals.

## **What ICON College is doing to address key risks to equality of opportunity**

Informed by our analysis of our performance and identification of risks, we have developed a set of interventions to better support the student groups and achieve the outcomes listed above. These include:

- Developing understanding about our disabled students, providing further training to our staff to ensure inclusive teaching, information and support, and providing practical and financial support to disabled students.
- Improving our pre-entry and transition information and support to set students up to succeed.
- Enhancing the academic experience through induction, assessment, personal tutoring and the virtual learning environment to maximise student success.
- Further developing and supporting our staff to be inclusive and effective teachers for our diverse student population.
- Learning more about our students' graduate aspirations and outcomes and developing their skills, networks and experiences.

Full details of our intervention strategies can be found on pages 8-45 of our APP.

## **How students can get involved**

ICON College students were involved in identifying the risks to equality of opportunity and planning and reviewing the interventions. Student representatives were very keen to play an active role in the delivery of the APP, and several of our interventions are led by students. Students will also be involved in the governance and evaluation of our APP interventions. More details are on page 49 of our APP.

## **Evaluation – how we will measure what we have achieved**

Evaluation of effectiveness is integral to our approach, and the College has made a significant financial commitment to APP research and evaluation. All of our interventions are evidence-informed, and each is based on a 'theory of change' which sets out how we anticipate change will happen, and intermediate indicators to monitor progress towards our goals, as well annual targets. We will use mixed research methods, that will both enhance the implementation of our interventions and generate evidence of impact. Our approach will ensure good quality, triangulated evidence, and develop the capacity of staff and students to undertake evaluations and use the evidence to inform practice. See pages 49-52 of our APP for further details.

## **Contact details for further information**

Please contact [purnima@iconcollege.ac.uk](mailto:purnima@iconcollege.ac.uk) for more information.