

University of the West of Scotland Outcome Agreement 2022 – 23

This Outcome Agreement provides a report on how the University of the West of Scotland (UWS) is delivering on key sector priorities and outcomes for students, for research, for economic recovery and social renewal.

Following extensive consultation with staff, students, and stakeholders, UWS launched its new Strategy for 2020-2025 in early 2020 and continue to set out priorities in three areas: excellent learning and teaching, distinctive research and innovation and shaping communities and society. The policy drivers and funding imperatives set by SFC and Scottish government align closely with the UWS vision and themes.

This report is structured around the SFC's Outcome and Impact Framework AY 2022-23:

- Outcomes for Students
- Outcomes for Research
- Outcomes for Economic Recovery and Social Renewal

This is followed by an outline of the regional contribution made by all four Scottish campuses. UWS' University Innovation Fund (UIF) Mid-Year Report and National Measures Table are included in the appendices.

Outcomes for Students

Fair access and transitions

UWS already exceeds the 2030 target as Scotland's leading widening participation university. This success is significantly enabled through the effective deployment of Widening Access and Retention Funding, resulting in positive impact on students' lives across the South and West of Scotland.

As outlined in Strategy 2025, UWS is a place where ability, not background, matters. In 2022, UWS were recognised as sector leaders in impact on access and reducing inequalities:

- Ranked 2nd in for social inclusion in Scotland, placing 1st in Scotland for the number of students from state schools and 4th the UK (Times/ Sunday Times Social Inclusion Ranking),
- Ranked 1st in Scotland for proportion of first-generation students (Times/Sunday Times Social Inclusion Ranking),
- 1st in Scotland for percentage of students from low participation areas (Times/Sunday Times Social Inclusion Ranking),
- 1st in Scotland for the proportion of mature students (Times/ Sunday Times Social Inclusion Ranking),
- Recognised as 2nd in Scotland and 23rd in the world for reducing inequalities (THE Impact Rankings).

The University will continue to be committed to widening access to education and will continue to develop sophisticated mechanisms to identify and support students to successfully complete their studies.

The proportion of Scottish-domiciled full-time first-degree entrants from the 20% most deprived postcodes was 30.7% 2021/22 (CoWA measure), an increase of 0.8 percentage points from the previous year. UWS has exceeded its target to maintain the proportion of students from SIMD20 postcodes above 25%, which substantially increases the Scottish sector's overall proportion and ability to meet the 2026 target.

At UWS widening participation has always been central to the University's purpose. UWS believe in supporting and enabling students to achieve their potential regardless of their background. UWS works with prospective students from groups that are currently under-represented through many pre-entry initiatives to encourage applicants from all backgrounds. This includes: FOCUS West Routes for All Programme, Scottish Wider Access Programme (SWAP) and many supports in place for care experienced students, estranged students and student carers. Additional support is offered to asylum seekers and refugees and military veterans and their families.

UWS continues to be committed to supporting care experienced students, estranged students and student carers. The University has a wide range of support services such as assistance with SAAS applications, access to discretionary and childcare funds and access to counselling. The University has taken The Stand Alone

Pledge which helps institutions to support estranged students by providing a public commitment to improving policies and increasing support for students studying without a family network. The University is recognised by the Carers Trust.

To meet previous commitment to support care experienced students, UWS has developed a wide range of support services to ensure that all students fulfil their potential, achieve their goals and enjoy their time at UWS. This is a strategic priority for UWS and the University will continue to work in partnership both internally and externally to provide support so that care experienced students will have a positive experience at UWS from pre-entry to after graduation. The UWS We Care team provides 1-1 advice sessions for care experienced students, estranged students and student carers. The team signposts and supports students to access the wider support available at UWS depending on the situation, which includes disability services, funding and advice, accommodation, counselling, health and well-being, academic skills and the careers teams. Care experienced students are given priority access to UWS student accommodation, 365 days of the year and access to discretionary funds to help during their studies. Care experienced students also get priority access to the digital hardship scheme. The team regularly hosts events for WeCare students to raise awareness and point to resources available to them. UWS is also a proud corporate parent and aims to support care experienced students early in the process of starting university and right through to graduation and beyond.

UWS is the largest provider of articulation opportunities in Scotland and provides a smooth learner journey for students to articulate from college entrants into level 8 or level 9. Through partnership with key local colleges, students are given opportunities to transition to university smoothly. 1,287 Scottish domiciled students and full-time, first-degree entrants have articulated with advanced standing into degree programmes in academic year 2021-22, showing UWS as the clear sector leader in college-university partnership. However, the developing tertiary trends impacted by Covid-19 (with reduced recruitment to colleges in 2020 and 2021) places significant pressure on universities such as UWS with large articulating cohorts to be able to deliver against articulation targets and overall population plans. Continued discussion with SFC is necessary to assess the impact of tertiary trends on funding models and forecasts.

In 2022, UWS and New College Lanarkshire (NCL) joined forces to launch Scotland's first university campus within a college. The pioneering UWS-NCL University Centre for Advanced Skills, based within NCL's Cumbernauld campus, provides students with a unique, world-class learning experience. This will build a pipeline of talent and allow UWS to immerse in the NCL campus.

During 2022-23, UWS has successfully strengthened partnership working with Dumfries and Galloway College driving the work of the South of Scotland Tertiary Pathfinder in joined-up approaches to curriculum planning, service sharing and from 2023, co-locating to shared space within the college building.

The continuation of the Widening Access and Retention Fund is critical to maintain the noted outcomes and positive impact made at UWS around widening access. This

funding informs and directs commitment to widening access initiatives and supports clear strategic alignment between the University and the SFC.

High quality, learning, teaching, and support

Strategy 2025 – launched in February 2020 – committed UWS to delivery of all taught programmes with digital, hybrid, flexible options and delivery of this was accelerated by Covid-19. In 2022, the University continued to implement a hybrid learning model combining online teaching and engagement with high-quality on campus learning. The [UWS Curriculum Framework](#) is a key component of the new Learning and Teaching Thematic Plan, and the Student Experience Programme through which that plan will be implemented. It aims to articulate the pedagogical and curriculum design principles through which the University make real the strategic goals for education in the UWS Strategy 2025.

UWS launched the Student Experience Project in 2021 with a series of workstreams: PGT portfolio review, the curriculum incubator, the roll out of the Curriculum Framework new curriculum structure and the review of quality processes to take a more data-driven approach.

The University has invested in learning technology at UWS. Following the 2022 Planning and Budgeting process, a consultative process with schools and services agreed the requirement for an aligned focus programme with three key projects on Student Experience, Digital Transformation and Organisational Effectiveness.

Working closely with the student experience project, and with staff in Learning Transformation, the Digital Transformation project will transform systems, data and the learning eco system. The project has enabled focus on both the continued roll out and investment in Aula, a digital learning platform, used to enable students to join their learning community in a dynamic and interactive setting. Aula provides access to course materials, assignments, and messaging with module Lecturers and other students. Through this project, UWS has invested in Pebble Pad which is being piloted as part of the data gathering for a competitive procurement exercise to provide a long-term solution to the need for an underpinning assessment engine.

During 2022, the University developed, Aspire, a core module taught across multiple programmes. Initial focus was placed on embedding this module in 23 level 7 programmes with work underway to develop Aspire for level 8 and 9 for 2023/24. The module is in place to equip student with confidence and the skills needed to help shape their future. Aspire empowers students to build a bespoke portfolio of their activities, experiences, and extra-curricular interests, demonstrating their newfound skills and development to future employers. The module ensures that, every single week, students are actively engaging in their personal development and shaping their future. The module aims to create a supportive place for students to gain skills needed for life and work in the 21st century, while improving student engagement and retention.

Student support and retention remains a key priority within UWS. In August 2022 the University joined together the Student Success Team and Student Hub to create the

Student Success Hub. Previously the Student Success Team significantly developed the University's award-nominated work on learner engagement analytics and student support. Learner analytics capability pivoted to monitor student engagement from on-campus to online and build trends and insight to support student learning. This sophisticated approach to assessing the regularity and significance of engagement with digital tools (e.g. virtual learning environment, Outlook, Teams) has continued. The joining of the two teams has allowed additional resource of people and technology, therefore expanding and enhancing the support offered to students. The team work proactively by identifying students with low or no engagement and then contact them by telephone and/or by email. This process acts as an early warning system that has enabled professional services to intervene and support students at risk of non-retention - this is outlined further below. Analysis is ongoing to correlate learner engagement analytics, school and Student Success Hub insight as part of the Student Experience Project focusing efforts to identify trends and identifiers as early warning signs for non-retention, which will lead to policy and practice changes in 2023. The Pro Vice-Chancellor, Learning, Teaching and Students is leading a project that seeks to implement immediate change as well as longer-term refinements to address this challenge and the Vice-Principal, Planning and Recruitment is overseeing a programme of activity and projects that aim to tackle retention challenges.

UWS is committed to ensuring that every student gets the most out of their university experience, regardless of their personal circumstances or background. A wide range of support services is available to ensure that students are provided a safe and supportive environment, and create compassionate communities in which students can study, live, socialise and thrive. The student counselling support model at UWS ensures that there is no waiting time and students – over 500 per year – receive the support they need, when they need it. Staff and students have free access to a digital therapy service and a host of online resources based on Cognitive Behavioural Therapy.

The University delivers several cross institutional projects and initiatives to support students, including the Cost of Living Working Group, who are developing initiatives to support students. This involves collaboration with a range of University teams including Residences, Sport, Estates, Catering and Student Success and has already led to initiatives including UWS' free breakfast club whilst highlighting existing measures such as "warm banks", free gym access and availability of short-term hardship funding support.

UWS has adopted the StepChange strategic framework to embed a whole university approach to mental health and wellbeing. Mental health and wellbeing is therefore at the core of all that we do. This work is strategically outlined in the [Mental Health and Wellbeing Plan 2021-2024](#). UWS works in partnership with the Students' Union through the Student Mental Health Agreement. During 2021, a Student Mental Health Advisory Panel was developed to progress actions that placed students at the centre of decision making. The Wellbeing and Counselling Team provide multifaceted support and have developed initiatives and further analytical monitoring to ensure that they reach students who may be less likely to engage in support services.

As of 2021, UWS students have access to a 24 hour mental health helpline. The UWS student support helpline is being delivered in partnership with Health Assured. The phone line provides 24/7 access to professional guidance from a trained counsellor. This new resource provides further choice for students and is in addition to all existing University support services such as the Counselling Service, Academic Skills and Funding and Advice.

Student satisfaction as captured in the National Student Survey improved by 0.4 percentage points in 2022. Initiatives in place, as noted above, are designed to target and improve the student experience for all and will continue to be a key priority area for UWS through the multi-year, multi-faceted Student Experience Programme. Targeted work is underway and direct interventions have been actioned to embed student satisfaction into annual monitoring and specific action plans. The valuable, summative NSS response is augmented by a series of internal measures which assist and inform enhancement of our practices, from formal module evaluation survey, annual programmatic surveys (covering all taught and research students) to rigorous but more informal mechanisms for constructive feedback at all levels of the University from staff-student liaison groups at year, programme level, to direct engagement with Student Council through the Students' Union and the recently revised Student Partnership Forum. This combination of external, internal, regular and periodic feedback ensures there is a continued focus on the student experience.

Partnership, Participation and Student Experience

At UWS students are encouraged to use their voice and to be engaged in their educational experience. The Students' Union plays a key role as the voice for students at UWS and the University continue to work side by side with the union organising joint events. The Students' Union has a prominent campaigning commitment and have delivered great engagement and events to raise the student profile and amplify student voices including events throughout Black History Month and LGBT+ Pride Month. The Union has also led on many other key projects including the Evolve Project which gives volunteer opportunities to students and is supported through the innovation fund. Demonstrating the effective partnership between the organisations, members of the UWS Executive regularly attend the Students' Union council meetings with attendance in excess of 80 student representatives to discuss and help shape UWS plans and proposals.

In early 2021, the University launched the Student Social Media Team; to produce relevant, student-facing content. Students have been involved in creating a diverse range of content, highlighting the excellent student experience at UWS. The initiative has proved extremely successful, highlighting UWS research, initiatives and the general student experience through voices students can relate to. The University has further increased its social media presence through the #UWSResearchMatters mini-campaign. This began with the launch of a specific hashtag, and series of videos highlighting UWS research and the difference it makes. These videos were narrated, in part, by the Student Social Media Team. The campaign has expanded to incorporate the UWS Research Matters Podcast, launching in January 2023, and an interactive Ask Me Anything series on Instagram. The latter provides the general public with a chance to directly ask researchers questions about their research and

expertise, allowing for two-way engagement. Social media initiatives have proven to be extremely successful, with relevant videos being viewed 250,821 times between October 2021 and October 2022.

Learning with impact

Strategy 2025 set out the aim to 'deliver world-ready graduates who will design, shape and build a new future' and this focus informs pedagogy and curriculum.

The University is working to ensure students have a diverse, innovative and transformative learning experience and can learn and develop their skills both in the classroom and through industry experience such as placements, live consultancy projects, workplace visits, curriculum input, networking events and mentoring opportunities. Demographic changes influenced by Brexit has caused significant changes to EU student numbers and challenges in meeting target populations with limited demographic changes.

Over the same period, UWS has succeeded in significantly growing its global reach, with increasing and increasingly diverse international student population across all campuses.

As a result of implementing the University's new curriculum framework, UWS has a focus on "design for diversity" which is embedded within the development areas of the Curriculum Framework . This will be achieved through the Aspire curriculum providing academic, professional, and personal development opportunities for students, a new student support model, and a continual refresh of postgraduate taught and undergraduate portfolios, supported by continual engagement and collaboration between the academic staff and the student body.

Student support has evolved include increased delivery to students as part of UWS' Aspire module, with core input to the module from Careers Service, Academic Skills Team and Counselling Team and further optional content from International Advice and Funding teams. This innovative module provides students with the opportunity to shape their own learning and develop their personal, professional, and academic skills throughout their studies.

By embedding student services content in the module, the Student Support Team are able to deliver services across the institution and provide core support at the start of the student journey in relation to academic skills development and settling into university study; early-stage career planning supporting future employability; and resilience and wellbeing, supporting students transition to and progress through university life.

The Careers Service offer one-to-one career guidance for all students throughout the year. Online events are open to students and registered graduates and follow two main themes, Career Ready sessions which are hosted by careers advisers on specific careers and employability topics and Industry Insights which are interactive talks delivered by employers across a range of sectors. The team are involved in a number of other projects and initiatives across the University supporting students including:

- Managing UWS' employer mentoring programme which matches students with a professional mentor to help support and develop their employability – in 2021/22 72 students were matched with mentors across a range of industries.
- Careers and Employability Service and HR Team working collaboratively to launch UWS' Graduate Internship Programme, offering 10 recent graduates 1 year-long paid internships within UWS departments. The rollout of the programme also includes a training and development programme ensuring interns fully benefit from their experience and are further supported for their future employability beyond their internship. Departments involved include HR and Student Services as well as Marketing, Executive Office, Project Management and Student Success Hub.
- The Careers Service is also part of an Inclusive University Partnership programme with EmployAbility – an organisation that provides tailored support for neurodivergent students and students with disabilities to help tackle the barriers these students face in the transition into employment. The partnership offers bespoke support through staff development workshops, student webinars and individualised 1-to-1 support.

UWS' Student Innovation Hub offers short courses and workshops to provide students, graduates, staff, and business partners with opportunities to expand their knowledge and skills around innovation and entrepreneurship in the one space. The University is committed to upskilling and reskilling the work force. As one of Scotland's leading career-focused universities, UWS delivers a wide range of professional courses from half-day workshops, accredited professional certificates to academic modules; whether face-to-face or online, they are all tailor-made to help those who attend take the next step in their career. Courses cover topics such as computing and systems, business and management, science and technology, languages, health and mental health and mindfulness. In 2021/22 over 170 individuals from over 50 organisations accessed funded CPD through the Upskilling Fund at UWS. In the same year, UWS generated £984k income related to CPD activity.

Equalities and Inclusion

Strategy 2025 outlines commitment to equality and diversity and UWS' goal to create an inclusive culture which celebrates difference and unlocks the talent in staff and students. UWS published a Public Sector Equality Duty (PSED) Report in 2021 to highlight how UWS has mainstreamed equality and the progress made towards meeting Equality Outcomes. New Equality Outcomes for the next four years ahead were also set out within this report.

UWS aim to create a safe and welcoming environment for all, where all staff and students can succeed. UWS continues to implement inclusive practices and listen to the lived experiences of all staff and students, and recent examples of activity include:

- Established a senior lead role for EDI by creating the role of Associate Dean for Equality Diversity and Inclusion which will be appointed in November 2022 as a member of the University's extended executive team.

- Appointed an Athena SWAN Lead and resourced a team to support the work of Athena SWAN recognition.
- Increased range of EDI related online training with the creation of a significantly wider suite of training.
- Continuation of the UWS Race Equality Working Group (REWG) which aims to guide and support the University to act against racism by developing and implementing anti-racism practices and actively promoting race equality. The REWG has key objectives developed in consultation with staff and students. The group has committed to seeking recognition through the Advance HE Race Equality Charter.
- The EDI Team, in collaboration with UWS Liberty (the well-established LGBT+ staff network), organised a range of events, training and activities across the academic year to raise awareness and understanding of LGBT+ identities.
- The Disability Conversation Café has helped raise awareness of disability issues and how these impact on work and study.
- The University continue to raise awareness of the impact of the menopause on women through staff communication, menopause training and guidance for line managers, a menopause café and menopause awareness month.
- Staff networks include: Liberty (the LGBT+ Network), HigHER (Women's Leadership network), Head On (Men's mental health and wellbeing network), BAME (Black, Asian and Minority Ethnic) Network, the Menopause Network, and the Disability Action Network.

In addition, the Report and Support Platform allows both students and staff to report any form of discrimination, gender-based violence, hate crime, racism, discrimination or harassment in order to gain support. The online tool is used by institutions across the UK to provide a centralised platform for students and staff to seek support and guidance from a designated and trained staff member. In addition to being a reporting platform, the tool provides access to a wealth of internal and external sources of support for students and staff, including detail relating to the support available from local and national organisations.

Outcomes for Research

Research Excellence

Strategy 2025 outlines ambitions for UWS to develop distinctive research and innovation aligned with the United Nations Sustainable Development Goals with a commitment to research informed curriculum. UWS continues to produce excellent research outputs that reach beyond academia through knowledge transfer partnerships, innovation, spin-off and enterprise activities.

UWS' REF2021 assessment demonstrated its research is world-leading in terms of quality and excellence. Research is a significant asset for Scotland propelling innovation, economic growth, the emergence and acceleration of new industries, creating jobs and will be fundamental to the realisation of many of the ambitions in the National Strategy for Economic Transformation (NSET). London Economics estimate that every £1 of public investment in Scottish university research generates £8 of additional output in the economy.

Case study BREATH

Research Excellence Grant Support included three match-funded studentships (£180,000) and funding for a post-doctoral researcher (£48,000)

Researchers at UWS have been working on a preventative approach to chronic lung disease via a programme of research under the €7.7m Breath project, a cross-border partnership between UWS, Dundalk Institute of Technology and Queen's University Belfast. BREATH (Border and Regions Airways Training Hub) has established a world-class cluster of scientists and clinicians to address the causes, treatment, and prevention of Chronic Obstructive Pulmonary Disease (COPD). BREATH was funded via the European Union's INTERREG VA Programme and underpinned by investment from the Research Excellence Grant in Scotland via a combination of studentships, consumables, and research staff funding. Throughout the duration of the project, BREATH successfully trained 28 young scientists to PhD level, or beyond, in both project-specific scientific skills through industrial interactions. The initiative also had an extensive public outreach programme consisting of multiple school visits and media events, through which they have actively engaged over 5,000 pupils across the region. Research Excellence Grant funding was pivotal to ensuring the success of the project for the UWS team providing match funding in the form of three additional studentships (£180,000) and bridging funding to extend the contract of a pivotal postdoctoral research staff member (£48,000) to support the research in the lab and outreach to schools in the Ayrshire & Arran and Dumfries and Galloway region. Outreach with schools continued virtually during the pandemic and Prof John Lockhart and Clinical Breath Affiliate Phyllis Murphie presented BREATH at the Scottish Parliament's Cross-Party Group on Lung Health on 21 September 2020. Moffat Academy was the first school post pandemic to achieve the BREATH Excellence award for their successful completion of a set of challenges. Artwork and letters to politicians completed by the class is available on the following link. Moffat Academy (P7) awarded BREATH Certificate of Excellence - The BREATH Project (breath-copd.org)

Case Study: Digital Dairy Chain

Research excellence grant funded co-investment of staff-time of £178,000

June 2022 heralded the official launch of the £21 million digital dairy project, involving University of the West of Scotland (UWS), which aims to decarbonise the dairy industry. Aligning with [Scotland's Strategy for Economic Transformation](#), it is planned that the Digital Dairy Chain will eventually lead to the creation of more than 600 jobs and generate £60m a year of additional value. This project is extending the 5G R&D excellence of the Artificial Intelligence, Visual Communications and Networks Centre (AVCN) and the Institute of Thin Films, Sensors and Imaging (TFSI). For Scotland, Food and Drink is a key area of opportunity highlighted in the Inward Investment Plan and the project will be pivotal to build on Scotland existing strengths in enabling technologies to create an integrated dairy supply chain. Additional funding from other sources beyond UKRI was a requirement and research excellence grant enables UWS to offer co-investment of staff time of £178,000 over the course of the project. The project exploits the region's natural capital and contributes to sustainable food and drink production and the return on this investment will include academic outputs together with a vital cultural, social and economic contribution to the rural economy.

Amid uncertainty around the UK's association to Horizon Europe, pre- and post-Brexit, UWS researchers from the Beyond 5G Hub were delighted to end the academic year with news that two large new grant consortium projects with the UWS team providing technical leadership were successful under the Horizon Europe Framework programme and were moving towards grant agreement.

UWS remains an active partner and investor into Scotland's Research Pools, in the Scottish Graduate School for Arts & Humanities and the Scottish Graduate School of Social Science and continues to encourage researchers across Scottish higher education to pool their resources and to deliver cross-disciplinary solutions to complex challenges and opportunities. This has allowed UWS to benefit from successful collaborations, including, for example, membership of the SUPER DTP consortium funded with support from the Natural Environment Research Council (NERC). This DTP, now including four students based at UWS, brings together an interdisciplinary group of eager and talented young scientists to research aspects of aquaculture, fisheries management, ecosystem health, biodiversity and pollution control, and data management and predictive modelling.

A review of research groups planned for academic year 2022/23 is designed to evaluate and inform strategic investment of the Research Excellence grant in areas of existing and emerging research strength.

UWS submitted 279 staff to the REF 2021, a significant increase from 120 staff submitted to the REF2014 assessment exercise and demonstrates the continued growth and strength of UWS Research across ten units of assessment (9 in REF2014). The investments from the Research Excellence Fund, University Innovation Fund and PGR funding have underpinned this growth.

REF results showed ninety percent of UWS research was world-leading, internationally excellent or recognised internationally. The University also increased its position for research intensity, now ranking within the top 90 universities in the

UK. UWS's REF results include an outstanding performance for Sport and Exercise Sciences, Leisure and Tourism, ranking within the top three Scottish universities in this area, with 71 percent of research recognised as world-leading or internationally excellent. The University also saw 100 percent of its impact in Physics recognised as internationally excellent. The results reinforce the position that UWS makes a significant contribution to economic, social, cultural, health and public policy, both internationally and within local communities.

Research Sustainability

The University's continued commitment to research-led solutions to major global problems is shown in the launch of numerous studentships and scholarships such as the UWS Alzheimer Scotland Centre for Policy and Practice (ASCPP) launched a new legacy scholarship, giving an outstanding individual the opportunity to apply to undertake a PhD in dementia care. The successful candidate will join the ASCPP team as a junior researcher, benefitting from supervision from leading dementia care experts. The PhD scholar will undertake research exploring and developing positive practices to support families and care home residents to spend quality time together.

UWS investment in state-of-the-art facilities at UWS Lanarkshire and underpinning support from the Research Excellence Grant has provided funding to build the UWS Institute of Clinical Exercise and Health Science. In summer 2022, sports science laboratories at Lanarkshire became the first in Scotland to receive BASES Accreditation. The British Association of Sports and Exercise Science (BASES) is the professional body for sport and exercise sciences in the UK and the accreditation provides a mark of quality assurance to clients, research funders and the wider community, illustrating that a laboratory has undergone meticulous inspection by BASES, and that high professional standards of practice have been achieved. Amongst some of the state-of-the-art laboratories at UWS to receive this seal of approval is the environmental chamber, which is one of only two in Scotland and the only one in the West of Scotland. It replicates environmental extremes, from walking in the desert to standing on one of the world's highest mountains and can be used by athletes to improve physical performance in the run up to large sporting events.

Wellbeing

Postgraduate research students face numerous challenges during their studies with often negative impact on their wellbeing. The UWS Doctoral College, jointly with the University Student Services, SAUWS, Sports Centre and other stakeholders develops and runs a series of events, classes, and respite sessions to maintain physical and mental wellbeing of our postgraduate research students.

Researcher Development and Culture

The University's Doctoral College works to create and maintain a **collegiate, interdisciplinary research environment** with the main aim to generate societally impactful research and produce highly employable doctoral graduates of the future. Fostering a collaborative peer-supported doctoral research culture across the University and partner institutions worldwide through year-round events and initiatives in addition to professional development offered by Research Services. To help UWS researchers succeed, research excellence grant funding supports the development and delivery of a range of programmes, courses, seminars, resources

and events and resources for researchers. All programmes are mapped against Vitae's Researcher Development Framework, and where applicable, The Royal Societies' Resume for Researchers. This includes: a weekly PGR Development update, researchers are provided with a fortnightly summary of events and resources for research staff. These updates are shared via the Staff Forum for Research on MS Teams. PGR students peer-mentoring to improve transition to PGR studies; wellbeing and socialising clubs to tackle isolation and support healthy lifestyle in a friendly environment and joint international events with partner institutions worldwide. The University signed the revised (2019) Concordat to Support the Career Development of Researchers (Researcher Development Concordat) in January 2020 and is fully committed to its aims to improve the employment and support for research careers in the UK and provides a framework for career development based around the Concordat principles. A Concordat Steering Group led by the Pro Vice-Chancellor Research Innovation and Engagement, helps to implement and embed the Concordat at UWS and monitor progress. The University of the West of Scotland has retained the European Commission HR Excellence in Research Award since 2016 following its 6-year review. The award recognises the University's alignment with the principles laid out in the Concordat and the highlights our commitment to implementing fair and transparent recruitment and appraisal procedures and making our university more attractive to international and national research talent. Concordat Steering Group meetings, Culture Café events and meetings organised by the Staff Forum for Research also provided an opportunity to consult with researchers on the delivery of the action plan.

There has been significant progress since UWS reported on our four-year review. UWS People & Organisation Development, with support from Research Services and the Library offer an extensive range of training and development options for staff. The design of the overall researcher development programme takes account of the fact that research careers and career pathways are varied. Progress towards the Concordat is demonstrated through the activities forming the Annual Research Festival, PGR Supervisor Development Module and Forum, a key focus on grant writing and funding and academic writing has seen the Power Hour teams group community grow to almost 200.

UWS' approach to supporting Early Career Researchers includes: (1) ensuring ECR representation on main research committees; (2) establishing and funding the Staff Forum for Research, established in 2018, (3) Programme offering professional development opportunities and (4) normally requiring ECR involvement as standard for all UWS supported research projects.

Other initiatives demonstrating progress:

- Returners' scheme: this scheme allows access to funding for staff who are off work due to pregnancy, maternity or long-term illness to support them in their research career.
- Carer's Fund: allows staff to access funds to enable them to cover the childcare or caring costs of attending staff development conferences. This is to ensure those with caring responsibilities are supported and have similar opportunities to their peers who do not have caring responsibilities.
- Flexible working and Dependants Leave: UWS offers a range of flexible working patterns to suit individual circumstances and business need. In

addition, we offer Dependants Leave for any staff members who require to take time off to look after their dependants.

UWS adheres to the Concordat to support Research Integrity. A published annual statement on Research Integrity forms part of the University's commitment to outline the actions and initiatives to sustain and enhance the integrity of the University's research. Following a review of the existing approach, a proposal for a new Academic Integrity and Ethics Committee was approved by Senate in October 2021 as a successor to the University Ethics Committee. Overall responsibility for maintaining the highest standards of research integrity at the University rests with the Pro Vice-Chancellor Research, Innovation and Engagement, Professor Milan Radosavljevic. UWS is also committed to providing a research environment that develops good practice and to provide training on research ethics and research integrity with suitable learning, training and mentoring opportunities to support the development of research skills.

Outcomes for Economic Recovery and Social Renewal

Responsive institutions

Strategy 2025 outlines the University's ambition provide students with a transformational experience resulting in highly sought-after graduates in world-leading sectors, industries, and businesses. UWS works in partnership with its students to deliver world-ready graduates who will design, shape, and build a new future.

In 2021, the University launched the Shaping Communities and Society (SCS) thematic plan in line with Strategy 2025. A steering group was established and continues to meet monthly to monitor the implementation of Strategy 2025 and the SCS thematic plan. At UWS transforming communities through research and education continues to be at the heart of all work done at the University. The thematic plan and steering group bring greater awareness and institutional focus to the University's goal to continue to develop effective and innovative routes into university education; expanding effective articulation, developing deeply embedded associate student schemes, and reshaping the concept of tertiary education partnerships.

A survey based on 2018-19 study by Biggar Economics showed that UWS generated at least £816 million GVA and 5800 jobs in Scotland. Through the use of upskilling funding and knowledge exchange partnerships, UWS is supporting partner business in the community and across Scotland to develop and invest in their staff, and to benefit from UWS research. Going forward UWS will continue to develop opportunities through approaches such as a joint regional portfolio planning to address regional skills. In line with the National Strategy for Economic Transformation, UWS aims to have a positive impact on the economy creating helping to create secure and well-paid jobs and growing businesses while reducing poverty.

UWS, North Lanarkshire Council and New College Lanarkshire have joined forces to deliver more opportunities for young people across the local authority. A new report, 'Developing Pathways, Packages and Partnerships from School to Employment in North Lanarkshire' sets out plans to ensure young people leave school and further/higher education equipped with the skills they need to access sustainable employment opportunities across key sectors. The joint approach has been agreed by the three organisations to create a pathway from senior school through to college-based learning and on to university, finally resulting in permanent employment in a business environment in North Lanarkshire. Skills and training gaps are predicted across key sectors in North Lanarkshire, particularly in critical areas such as construction and health and social care, where jobs growth is anticipated. Joint planning between the council, college and university will ensure North Lanarkshire's young people are equipped with the skills businesses will need in the future.

As a socially conscious employer, UWS value people highly and recognise that people are the University's most valuable resource. Staff voice is important, and the University regularly delivers initiatives to encourage staff engagement, such as the Principal's monthly all staff meeting.

The EDI Team progress various initiatives to encourage gender equality and positive steps have been taken with respects to gender balance and gender pay gap. Mean gender pay gap has declined from 22% in 2012/13 to 15.07% in 2021, the University recognises further work must be done in this area.

Fair work

Work changed dramatically for many staff during the Covid-19 pandemic, with the requirement to work remotely and communicate virtually. Building on the insights we have gained as a result of this shift, the implementation of hybrid working arrangements is being formalised across UWS with the purpose of enabling individuals and teams to be highly effective and fulfilled whilst supporting the University's mission and continuing to be 'here for our students'. Guidance has been rolled out with the aim to support UWS to evolve so that hybrid working enables individuals and teams to be highly effective and fulfilled, and to 'Work Well'. UWS colleagues will fit into one of four categories: predominantly campus-based, balanced, predominantly remote or variable hybrid. As a socially conscious employer, UWS value people highly. For several years, UWS colleagues have been paid at least the Real Living Wage, and the University has now applied to become a real Living Wage-accredited employer. The real Living Wage is the only UK wage rate that's voluntarily paid and is based on calculations of the cost of living, carried out by the Living Wage Foundation.

Confident and highly capable work-ready Graduates

In 2022, the third publication of the graduate outcomes survey showed that 88.6% of respondents who studied at UWS were in employment or further study. Of respondents who studied at UWS, 71.5% of graduates in full-time employment were in jobs classed as high skilled and 15% were in jobs classed as medium skilled roles. The graduate outcomes show that 85.3% of UWS graduates feel that their roles 18 months post-graduation are meaningful. As part of the Performance Framework, UWS' key performance indicators, the University has set targets to produce a high level of key workers. This includes: nursing, midwifery, social care, social work and education graduates at both undergraduate and postgraduate level. Over 4,500 UWS graduates were key workers under this definition.

UWS invested in a Student Innovation Hub in early 2020-21. Short courses and workshops have been developed materials have been developed and delivered and a start-up competition campaign was launched, with prizes for the competition winners funded from the UWS Innovation Fund. The Innovation Hub Team, formed together by the Student Innovation and Enterprise Team, have created the Student Innovation Hub website to provide students, graduates, staff, and business partners with opportunities to expand their knowledge and skills around innovation and entrepreneurship in the one space. Activities available through the Student Innovation Hub include: the student innovation programme, the kick start workshop, Demola Scotland, a partnership between UWS and Demola Global a global community of foresight experts driven by the desire to create impact and social shifters programme which aims to help attendees start, grow, and explore their ideas.

UWS continue to provide Graduate Apprenticeships and the offering has expanded to more sectors since initial roll out in 2016. More employers are recognising the benefits of the apprenticeships as a key part of recruitment and workforce planning strategy. By investing in their staff through apprenticeships, employers are developing their workforce and supporting staff to build their skills to industry and professional standards. There are significant risks posed to the continued successful rollout for Graduate Apprenticeships from the lack of clarity on the current funding model following the removal of funded places through Skills Development Scotland. The lack of clarity on future funding limits the capacity for future recruitment. Greater autonomy in the ability to deliver Graduate Apprenticeships in a range of subjects, as informed by each institution's engagement and interaction with business and industry could enable further expansion of this initiative, provided a clear and sustainable funding model can be agreed.

Knowledge Exchange and Innovation

The University is number 2 in Scotland and top 10 in the UK by KTP portfolio size and number 2 in the UK for Management KTPs. UWS is the only Scottish university to have a dedicated KTP Centre and currently has 26 active KTP projects with a combined value in excess of £5 million.

See UIF in Appendix 1.

Collaboration

UWS is an anchor institution within its communities, across the south and west of Scotland and London, with impact that reaches beyond campus regions. The University is widely recognised as a leading university in Scotland for articulating students and colleagues and the Vice-Chancellor has led engagements with close partners in Ayrshire College; Dumfries and Galloway College; New College Lanarkshire; South Lanarkshire College; and West College Scotland as the University continues to evolve these dynamic, impactful, cross-sector partnerships to benefit communities. UWS is a member of the South of Scotland Pathfinder and is represented by colleagues at the Curriculum Development Pathfinder and National Advisory Board for Pathfinders.

Through the use of upskilling funding and knowledge exchange partnerships, UWS is supporting partner business in the community and across Scotland to develop and invest in their staff, and to benefit from UWS research. Going forward UWS will continue to develop opportunities through approaches such as a joint regional portfolio planning to address regional skills.

Lanarkshire

In 2022, UWS and New College Lanarkshire (NCL) joined forces to launch Scotland's first university campus within a college. The pioneering UWS-NCL University Centre for Advanced Skills, based within NCL's Cumbernauld campus, provides students with a unique, world-class learning experience. The Centre is initially offering three degree programmes – BSc Computer Networking, BA Music programmes, and BA Business Management. The aim of the Centre is to provide

continuous growth in degree-level achievement within the Lanarkshire region and beyond; blending the supportive and flexible dimensions of a college learning environment, with the opportunities presented by degree-level study and teaching from UWS academics across a number of modules.

The innovative Centre will help to enhance student employability, through the integration of a diverse range of employer engagement opportunities – promoting forward-thinking, useful collaborations for the benefit of each institution’s students and staff, as well as the wider Lanarkshire community. Students of the Centre also enjoy free access to all UWS campus gyms, Students’ Union facilities and libraries.

Ayrshire

UWS has taken a leading role in supporting regional economic growth as a strategic partner in the Ayrshire Growth Deal and the Regional Economic Strategy. UWS has a long standing and well-developed partnership with Ayrshire College through a strong articulation link, the University and college are working in partnership to continue to explore immediate, medium and long-term skills needs in the region.

UWS is leading a project to deliver support and training to enable organisations across South Ayrshire to meet the national Net Zero goals, and position **South Ayrshire** as a national leader in green working practices. Thirty Participating organisations will access fully funded consultancy and training to support plans for decarbonisation and improved sustainability. These individuals will become ‘Carbon Champions’ and skilled auditors, able to recognise challenges and opportunities for improvement in their own organisations, and influence change. The project is delivered in partnership with South Ayrshire Council and with the support of Ayrshire Chamber of Commerce, Ayrshire College, and Entrepreneurial Scotland.

Renfrewshire

The Paisley Campus highlights successful partnership between college partners, not only through the effective curriculum alignment to key skills areas and support for hundreds of students to articulate with advanced standing to UWS. UWS has a close partnership with West College Scotland and is currently working collaboratively to develop a UWS centre on their campus.

Dumfries and Galloway

UWS continues to be one of the major providers of higher education in Dumfries and Galloway, serving the area working closely with other educational providers in the region. The University continues to work to ensure the region has access to learning opportunities. The most recent publication of the Graduate Outcome survey shows that 92% of UWS graduates from Dumfries campus were in employment or further study 15 months after graduating,

As key strategic partners, UWS and Dumfries and Galloway College are developing joint plans to maximise collaborations on curriculum, facilities, services and governance affirming the long-term commitment to Dumfries. The partners are working in partnership to deliver a broader range of programmes and integrated

pathways and a more efficient learner journey for learners in the south-west. By taking a fresh approach to joint curriculum planning at the regional level, they will collaborate to introduce at least two new degree pathways which will be delivered locally.

These new pathways are an extension of an ongoing and sustained partnership between the institutions, which has led to the institutions co-locating a shared space in Dumfries and Galloway. The new courses will help to develop a more integrated tertiary landscape in the south-west of Scotland by providing high-quality options for degree-level study in the region.

The UWS Dumfries Campus is critical to the UKRI £21m Strength in Places research project on digital dairy, working across the University, college and regional industry partners; demonstrating the importance and impact of global research on Scotland's rural communities.

UWS Dumfries Campus will relocate from the existing Crichton Campus buildings to dedicated UWS space within the Dumfries and Galloway College building. Underpinned by significant capital investment by the University, this will allow the University to deliver contemporary facilities that we could not accommodate in the existing buildings to help improve our students' learning experiences. Learning and teaching facilities will be transformed into technology-rich, flexible and contemporary learning and study spaces, including the expansion and improvement of the nursing simulation wards. This will include new spaces for students to use for individual study and group work. The new nursing environments will include state-of-the-art immersive labs and single and multi-person wards, to enable students to study in the newest, highest-quality simulated environments. As well as improved spaces, the move will see students and staff work and study in close proximity to the existing UWS library. Construction work commenced on Monday 5 September and will complete in the early new year.

Climate Emergency

The UWS Strategy commits us to tackling the UN Sustainable Development Goals as well as becoming a leading University in climate change and resilience through research and enterprise activity.

The vision for UWS is to be among the global leaders of excellent, relevant and purposeful research aligned with the UN Sustainable Development Goals. UWS has committed to placing the SDGs at the heart of Strategy 2025. The UWS Vice-Chancellor and Vice-Principal Research Innovation and Engagement have both signed the UN Sustainable Development Goals Accord in 2021, demonstrating the University's commitment to sustainability and building on existing research and education strengths.

In academic year 2020 – 21, the University saw a 19% year on year reduction in carbon emissions and 70% drop from the 12/13 baseline year. Chemical free cleaning has been introduced across campuses and through the University's partnership with Coffee Conscience 349 trees have been planted. UWS was runner

up in the Guardian University Awards Sustainability category and ranked within the top 200 universities in the Times Higher Education Impact rankings.

The University's Shaping Communities and Society thematic plan and steering group will focus on and monitor the implementation of initiatives and projects planned to reach UWS commitment to reach net zero in operations by 2040.

Appendix 1 - UWS UIF Outcome Agreement AY22/23

UWS has had a number of notable Knowledge Exchange and Innovation (KEI) successes in AY21/22 and plans to maintain this trajectory of growth. However, the plan is reflective of the current external environment. During Covid-19 and in the post pandemic world it is important to strike the right balance to maintain focus on our key strengths. This plan supports the continuation of a range of income generation and support activities which have demonstrably delivered successes including:

- **Sector-leading KTP** programme and growth of the UWS KTP centre
- **UWS CPD Centre:** which has increased International and UK-based income from CPD, with the Upskilling and National Transition Training Funds acting as catalysts for growth
- The **Carbon Champions** Community Renewal Fund project awarded by the UK Government to UWS via South Ayrshire Council. [Carbon Champions Project \(uws.ac.uk\)](https://www.uws.ac.uk/carbon-champions)
- Expansion of UWS' **Student Innovation Hub** [Student Enterprise | StudentInnovationHub \(i3uws.co.uk\)](https://www.i3uws.co.uk) to include more students and more programmes than ever.

This plan is supported by the University Innovation Fund (UIF) but will be more than matched by other UWS funding.

Outcome one (demand stimulation) - UWS will increase the demand and quality of engagement from businesses and the public sector for university services by growing the following programmes:

- KTP – we will maintain our position as #1 in Scotland and top 5 in UK and #1 in UK for mKTP
- CPD – we will grow our income from CPD to a stretch target of £1.2m
- Carbon Champions – we will expand our ground-breaking programme to help companies reach their net zero targets
- Help to Grow – we will provide at least 75 SME companies with the knowledge, practical skills and accountability to help their businesses reach their full potential. [Help to Grow Programme - UWS Centre for Continuing Professional Development](https://www.uws.ac.uk/help-to-grow)

Collaboration: We will work with other HEIs to share best practice in developing an award-winning KTP portfolio and will invest in the development of a KTP Academy programme to help other institutions take advantage of our successful approach. We will also work closely with our regional HEI and College partners to help local companies access our innovations, including the formation of a Glasgow City Region HEI Group to proactively explore collaborative opportunities. We will actively engage with SFC to ensure the new 'infrastructure investments' in Interface and Innovation Centres are strategically aligned to HEI KE&I priorities.

Progress in Ay21/22: Our KTP team won the prestigious KTP Support Team of the Year at the 2022 KTP Awards and one of our projects has been nominated for this year's Times Higher Award for the best KE Project. UWS has been an important conduit of rUK and international interest in Scotland (i.e. UK-funded schemes such as Strength in Places and International schemes such as SAFEA, etc.). This is not just about working within Scotland to generate demand, it is about engaging partners, governments and networks outside of Scotland to increase demand in

Scotland. In 2021/22, UWS generated £984k income related to CPD activity. Through the National Transition Training Fund, UWS supported over 70 individuals to gain new industry-relevant skills with CPD delegates coming from a broad range of career backgrounds representing a variety of industries, from over 20 organisations. Through the Upskilling Fund, we supported over 170 individuals to access funded CPD, from over 50 organisations.

Additionally, UWS successfully launched the Carbon Champions programme – funded through the UK Community Renewal Fund, in partnership with South Ayrshire Council and with support from Ayrshire Chamber of Commerce, Ayrshire College and Entrepreneurial Scotland. This significant project is supporting 30 businesses in South Ayrshire through the provision of consultancy and training, enabling them to meet national Net Zero goals, and position the region as a national leader in green working practices.

Outcome two (simplification/commercialisation) - UWS will simplify business access to its knowledge and expertise by continuing to invest in its regional partnerships in:

- Renfrewshire – we will maintain our membership of the Renfrewshire Economic Leadership Panel and expand our enterprise and net zero programmes to its business community
- Ayrshire – we will maintain our memberships of the Ayrshire Economic partnership Board and leadership of three of its workstreams in order to promote clean growth, digital transformation and skills development
- Lanarkshire – we will continue to lead the Lanarkshire Economic Forum and plan to extend the Carbon Champions Programme to a new cohort of SMEs in the region
- Dumfries – we will co-locate the UWS campus with Dumfries & Galloway college and host a new Converge Challenge executive there to expand our student enterprise programmes in the region
- London – we will join the local chamber of commerce and recruit a cohort of 25 businesses to our local Help to grow programme

Collaboration: UWS participates in the Region and City Deal sub group of RCDG where we share best practice on how HEIs can help deliver the intended economic development benefits through leadership and contributions. UWS is directly involved in three Region and City Deals: Borderlands, Ayrshire and Glasgow.

Progress in AY21/22: UWS has made significant contributions to its regional economic strategies to help build the start-up ecosystem, offer business support and provide net-zero assistance. Also our award winning KTP, CPD and Graduate Apprenticeship programmes have enabled more than 800 businesses to access our knowledge and expertise this year.

Outcome three (simplification/greater innovation) - UWS will promote greater innovation in the economy by investing further in the following programmes:

- Demola – we will grow the number of students participating in this co-creation and innovation programme [Demola Scotland](#) and extend the mix of participants out to other Scottish Universities and Colleges

- Kickstart – our flagship student innovation programme will continue its growth with over 300 students targeted to participate in Kickstart activities this year including a new 3-minute pitch competition in November
- Elevator UK – we will work to expand our partnership with ElevatorUK beyond our Lanarkshire campus to reach Ayrshire focusing on Space and Aerospace and Renfrewshire where the focus will be on complementing the local authority plans.
- Regional Innovation Partnerships – we will work more closely with key stakeholders in our regions (Colleges, Local Authorities, CeeD, Chambers and other industry groups) to grow the absorptive capacity for innovation in each region.

Collaboration: UWS partners with the University of Strathclyde and SRUC to deliver the Digital Dairy Supply Chain project in the South of Scotland and sits on the Glasgow City of Science and Innovation board alongside the Universities of Glasgow, Strathclyde and Glasgow Caledonian. UWS are proactively engaging with the regional lead for Innovate UK in Scotland to help identify and overcome some of the biggest innovation challenges, aiming to support more SMEs in Scotland to innovate.

Progress in AY21/22: This year UWS has gone far beyond Scotland to promote innovation – learning from the best worldwide such as Demola to then be able to position Scotland at the forefront of global efforts. Specifically, we have been able to translate our work in 5G technologies into real world benefit in Portugal, Romania, Israel and Ireland [Beyond 5G Hub – Beyond 5G Hub research group web site \(uws.ac.uk\)](https://www.uws.ac.uk/beyond-5g-hub). This is resulting in the development of a number of Spin Out opportunities for the Scottish economy including the growth of Novosound Ltd and Wellfish Diagnostics Ltd and the launch of Albasense Ltd.

Outcome four (entrepreneurialism) - UWS will grow entrepreneurial opportunities for students, staff, and businesses by investing in the following:

- Provision of seed corn funding – we will provide a pot of £25k for student start up ideas which need some funding to help them get off the ground
- Innovation spaces on campus – we will open two further spaces on the Lanarkshire and Paisley campuses for student innovation activities which include serviced incubation space.
- External competition participation - we will launch a new 3-minute pitch programme which will be open to students from other institutions

Collaboration: UWS actively participates in Enterprise Support Group, a subgroup of RCDG, where best practice is shared widely, and we will influence the emerging Entrepreneurial Campus Strategy that aims to level up the provision of entrepreneurial opportunity for every student, staff and alumni in every FE and HE institution across Scotland. UWS also sits on both the main board and operational board of Converge Challenge and is hosting a new Converge resource on its Dumfries campus.

Progress in AY21/22: UWS has developed Scotland's first mandatory module on professional development. Aspire includes workshops on creative thinking, innovation and entrepreneurship and alongside the Student Innovation Hub forms the basis for UWS entrepreneurial campus. UWS also launched its third high value

spin out company (Albasense) in 2022 [New university spinout set to disrupt global sensor industry | HeraldScotland](#).

Outcome five (international) - UWS plans to share good practice to promote and engage Scotland internationally by investing in the following:

- Kickstart Africa – UWS will launch its student innovation programmes in Ethiopia and Kenya as part of a collaboration with two African Universities
- We plan to do another African Agriculture KTP as we currently have a Kenya AAKTP running.
- SAFEA – UWS will deliver at least two programmes in China under its unique accreditation from The State Administration of Foreign Experts Affairs
- EIT HEI – UWS will extend a recently completed international collaboration on the development of entrepreneurial networks which include HEIs from Denmark, Greece and England.
- Mangata Networks – UWS will work with Scottish Enterprise to ensure that the inward investment from Mangata Networks into Scotland is a success by hosting them on our Ayr campus and providing them with a bespoke skills academy.

Collaboration: Our EIT HEI project was in collaboration with Queens University Belfast, Lancaster and Manchester Universities as well as other international institutions. We are exploring options to fund the next stage of this collaboration, complicated by the uncertainty in our relationship with Horizon Europe.

Progress in AY21/22: This year we managed to resurrect international KTP in Africa despite ODA funding cuts and we appointed Ian Houston who is the President Scottish Business Network Americas and a GlobalScot as an Honorary Professor.

Outcome six (inclusive growth and social impact) - UWS will grow their support of the Scottish Government's ambitions for inclusive growth by investing in the following:

- Ayrshire Regional Economic Strategy and contributions to the strategies in our other regions
- KTP growth in areas that are hard to reach
- Growth of the Social Enterprise programme in the Student Innovation Hub

Collaboration: In 2022 UWS co-located our Dumfries campus with Dumfries and Galloway College which gives their students access to our services such as careers, student innovation and industry engagement. We will build on this relationship with the College, and share our model of engagement to encourage other HEIs to develop productive KE&I partnerships with their local Colleges.

Progress in AY21/22: This year UWS has put significant investment and resource into leading transformational work such as the Ayrshire Energy Master Plan, establishing a digital economy workstream in Ayrshire, leading both the skills and factory projects in the South of Scotland Strength in Places programme.

Outcome seven (equality and diversity) - UWS will increase its already significant emphasis on positive promotion of equality and diversity in staff, student and local communities by investing in the following:

- We will develop a strategy for public engagement and establish an annual award for Public Engagement of Research which will set out the UWS vision

to create the supportive environment needed for staff and students to engage, to understand, and to work with diverse audiences and to evidence the impact of that work.

Collaboration: UWS helped establish an RCDG sub group comprising the modern universities group in order to share best practice among a similar set of HEIs that have the largest proportion of widening access students and thus face similar set of issues in ensuring that they are included in our Knowledge Exchange and Innovation programmes.

Progress in AY21/22: UWS has an unrivalled institutional track record of widening access in which over 50% of its students fall within the lowest four SIMD areas. We have ensured that all of our programmes reach our students from the most deprived areas of Scotland who would not otherwise have opportunities for commercialisation, innovation, entrepreneurial development, international engagement, etc. We maintain a full set of EDI statistics at UWS which demonstrates take up on various existing programmes.

Appendix 2: University National Measures 2022-23

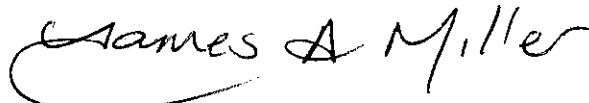
University Outcome Agreement Impact Framework: Supporting Data

Measure	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
A Number of Scottish-domiciled Undergraduate Entrants	3,793	4,846	5,065	5,169	5,441	4,787	4,621	4,273	3841
B Total number of Scottish-domiciled HN entrants from Scottish colleges to undergraduate programmes		1,807	1,723	2,012	1,852	1,515	1,582	1,887	1315
Number of Scottish-domiciled HN entrants from Scottish colleges to undergraduate programmes with Advanced Standing		1,198	1,033	1,358	1,231	1,019	1,117	1,244	920
Proportion of Scottish-domiciled HN entrants from Scottish colleges to undergraduate programmes with Advanced Standing		66.3%	60.0%	67.5%	66.5%	67.3%	70.6%	65.9%	70.0%
C COWA measure: Number of Scottish-domiciled full-time first degree entrants from the 20% most deprived postcodes	912	1,046	963	1,151	1,192	1,082	1,242	1,239	911
COWA measure: Proportion of Scottish-domiciled full-time first degree entrants from the 20% most deprived postcodes	27.7%	27.5%	27.5%	29.4%	28.2%	29.6%	29.9%	30.7%	29.5%
D Number of Scottish-domiciled undergraduate entrants with care experience	15	25	27	49	56	77	85	83	66
Proportion of Scottish-domiciled undergraduate entrants with care experience	0.4%	0.5%	0.5%	0.9%	1.0%	1.6%	1.8%	1.9%	1.7%
E Total number of full-time first year SDUE	3,608	3,285	3,799	3,457	3,976	4,289	3,824	4,118	3624
Number of full-time first year SDUE retained	3,050	2,776	3,342	3,086	3,438	3,654	3,395	3,290	2899
Proportion of full-time first year SDUE retained	84.5%	84.5%	88.0%	89.3%	86.5%	85.2%	88.8%	79.9%	80.0%
F The difference (+/-) from the individual institution benchmark figure for students satisfied with the overall quality of their course of study in the National Student Survey	2	2	0	2	0.82	3.15	-0.26	-0.03	1
G1 The number of Scottish-domiciled undergraduate qualifiers responding to the Graduate Outcomes survey				1346	1545	1,353			1696
The proportion of Scottish-domiciled undergraduate qualifiers responding to the Graduate Outcomes survey in a positive destination				1299	1452	1,302			1621
The number of Scottish-domiciled undergraduate qualifiers responding to the Graduate Outcomes survey in a positive destination				96.5%	94.0%	96.2%			95.6%
G2 The number of Scottish-domiciled full-time first degree qualifiers responding to the Graduate Outcomes survey in employment				998	1154	1,026			1286
The number of Scottish-domiciled full-time first degree qualifiers responding to the Graduate Outcomes survey employed at 'Professional' level or above				677	747	664			846
The proportion of Scottish-domiciled full-time first degree qualifiers responding to the Graduate Outcomes survey employed at 'Professional' level or above				67.8%	64.7%	64.7%			65.8%
H Number of Scottish-domiciled Undergraduate Qualifiers	4348	4374	4347	4412	4678	2976	2915	3,001	2931

Please note that 2018-19 and 2019-20 figures for measures G1 and G2, 2019-20 figures for measures F and H and all 2020-21 figures were impacted by the COVID-19 pandemic and may not be directly comparable to other years.

Outcome Agreement between the University of the West of Scotland and the Scottish Funding Council for AY 2022-23

On behalf of the University of the West of Scotland

Signed: 

Print name: JAMES A. MILLER

Position: Principal and Vice-Chancellor

Date: 27 APRIL 2023

Signed: 

Print name: KATE ALLUM

Position: Chair

Date: 27 APRIL 2023

On behalf of the Scottish Funding Council:

Signed: 

Print name: Karen Watt

Position: Chief Executive

Date: 26 July 2023