

Institute of Contemporary Music Performance (ICMP)

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

What is an Access and Participation Plan?

Our Access and Participation Plan outlines how we will ensure that anyone who wishes to and is able to, no matter their background, can study with us, succeed in their studies, and progress to further study or good employment destinations. Our Plan sets out how we will achieve these aims.

You can see the full access and participation plan for ICMP at

<https://www.icmp.ac.uk/about-icmp/quality-and-governance/access-participation>

Key Points

ICMP is located at the heart of the global music industry with a mission to *shape the future of music*. We pride ourselves on excellent industry standard facilities; direct contact between students and industry experts; small teaching group sizes and personalised learning; and a holistic student experience that fuses academic study with extra-curricular and industry opportunities.

As a smaller and specialist provider, ICMP has a diverse community and is home to approximately 1,200 students. 74% of the 2021-22 cohort were UK domiciled and of those 44% were Black, Asian, Mixed and Global Majority. Around 25% of ICMP students have declared a disability. The average age of our undergraduate students is 24 years, which is slightly older than the sector average. We recognise that to achieve equality of opportunity, we must ensure there is true equity. Our new Access and Participation Plan will be a key vehicle for achieving this.

ICMP aims to support entry, facilitate the development of creativity, and provide clear pathways in the music industry and beyond, whatever the students personal circumstances or background. We believe creativity can and should be for all. ICMP's strengths are within access and progression, with a very diverse student body and strong graduate outcomes.

We recognise that we still have work to do to improve continuation rates and to ensure good degree outcomes are achieved by all. Our key challenges, identified in our Plan, are:

1. Higher withdrawal rates for Disabled students, students from ethnically diverse backgrounds, and students from the most disadvantaged backgrounds.
2. Lower proportions of Black students being awarded a first-class or 2.1 degree at ICMP, compared to their white peers.

Evidence suggests factors such as insufficient personalised academic and non-academic support, mental health, the impact of Covid-19, sense of belonging, curriculum design, representation, cost pressures and limited resources can contribute to higher withdrawals and awarding gaps for students from underrepresented groups.

Fees we charge

The maximum fees we charge at ICMP for UK Undergraduate students is £9,250.

See <https://www.icmp.ac.uk/study-at-icmp/fees> for further details.

Financial help available

Our financial support package aims to:

- Support students with the greatest additional need to fully participate in life at university.
- Offer targeted financial support to students experiencing specific financial difficulty.

- Support students who are care-experienced or estranged to succeed.

UK Undergraduate students with a household income lower than £30,000 or who are care-experienced or estranged may be eligible for our financial support offer. **See pages 30-31 of the access and participation plan for more information.**

More information about our financial support offer can be found at <https://www.icmp.ac.uk/study-at-icmp/music-scholarships-bursaries>

Information for students

ICMP provides students with a range of information about the support available to access higher education, and support that is specific to ICMP. Through our range of marketing, recruitment and outreach activities, we deliver information about life and learning in higher education, financial support and affordability, pathways and courses, application processes, and the benefits of study for a career in the music industry and creative sector, including the pathways available after a degree.

Prospective students will receive information on fees and financial support via our website, staff expertise and in-person events such as open days, experience days or virtual events.

Current students can access information of financial support and support available to them through our website, SharePoint, our advisers and internal communications and campaigns.

See pages 30-31 of the access and participation plan for more information.

What we are aiming to achieve

Our Plan focuses on supporting students to thrive and succeed whilst studying at ICMP. While this support is provided for all students, we have seen in our data that we need to focus on students with certain characteristics or from certain backgrounds, who are more at risk of not achieving their potential. We recognise that this risk can be caused by a range of factors, including where students may not have had prior access to appropriate support. We have therefore committed to a range of support mechanisms in our Plan, as well as targets over the 4 years that are focused on improving outcomes for these students.

Our Plan focus on addressing two key areas:

1. **Continuation** – This measures whether a student continues their study into the second year of their course. Our data shows that students from particular groups may be less likely to continue than their peers.
2. **Degree Award** – This measures whether a student receives a First- or 2.1-Degree Award at the end of their studies. Again, our data shows that students from particular backgrounds may be less likely to be awarded a First or 2.1 than their peers.

We are committed to providing targeted support to students from the following groups:

- Black, Asian, Mixed, or other underrepresented racial and ethnic backgrounds.
- Disabled students.
- Students from the most socio-economically disadvantaged backgrounds. The measure we use here is the Index of Multiple Deprivation (IMD), Quintile 1 (Q1) and Quintile 2 (Q2). Students from IMD Q1 and Q2 may have been eligible for Free School Meals, have a low household income and/or be first in family to attend university.

Our Plan describes the activities ICMP will deliver to support access, success, and progression particularly for these student groups, and recognises current risks to equality of opportunity (for example, mental health and cost of living).

See pages 5-6 of the access and participation plan for more information.

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

We have three 'intervention strategies' in our Plan that aim to address the risks we have highlighted (noted above). Each strategy provides details of the activities that we will deliver to reduce the risks and gaps identified and meet our targets. The three intervention strategies are:

- **A Whole-lifecycle, inclusive and personalised approach to supporting students from the Global Majority.** *This means ensuring an inclusive approach for every students' needs from entry to graduation.*
This strategy includes activities to support attainment for Pre-16 students, activities to enhance sense of belonging and to welcome students coming to higher education, and activities focused on providing personalised academic and pastoral support.
- **Accessibility and Support for Disabled Learners.** *This means ensuring Disabled students have access to a range of services and events that support them whilst studying.*
This includes staff training and awareness raising activities, support provided by specialist staff, wellbeing initiatives and supporting and improving student applications and engagement with Disabled Support Allowance (DSA).
- **Targeted Transition and Financial Support for the most Disadvantaged students.** *This means offering a programme of activity to support students with challenges such as the cost of living during their studies.*
This includes transition programmes which provide support for students as they come into ICMP and start their studies, first in family named contact to support students and supporters with questions or concerns before and during their study and cost of living response initiatives such as financial support and free food events.

See pages 7-24 of the access and participation plan for more information.

How students can get involved

Students are represented across ICMP's governance structure through our elected student officers, programme reps and Equality, Diversity, and Inclusion Student Champions. Opportunities for students to feedback their experiences and opinions to ICMP are provided formally and informally.

We encourage students to engage with us and provide feedback and input specifically on Access and Participation related activities. Students can also apply to be a Student Ambassador and support our Access and Outreach work with schools and communities.

Evaluation – how we will measure what we have achieved

We will consistently measure the impact of the activities we carry out to understand the known and unknown benefits, including what works and what doesn't. Our evaluation strategy includes:

- Making sure all projects within our Plan are fully evaluated, and that evaluation is embedded in the design, implementation, and review of activity, informing continuous practice improvement.
- Ensuring staff are confident in evaluation processes through training and support.
- Using our SEER membership to ensure our evaluation is robust and to participate in collaborative projects to further understanding in the sector.
- Publishing and sharing our findings at various intervals both internally and externally.

See pages 26-29 of the access and participation plan for more information.

Contact details for further information

You can contact the Access and Participation team at outreach@icmp.ac.uk or alternatively further information can be found on our [webpages](#).