

INT Widening Participation & Induction Fund Proposal:

INT WPIF Grant Ref No: 23.1(4)ix TH15 WPIF TRINITY HALL

Trinity Hall Access Programme: ‘You’ll Fit In’

The generous INT Widening Participation & Induction Fund grant has enabled us to develop a WP programme for UK-domiciled year 12 students from ethnic backgrounds currently under-represented at the University of Cambridge. We used CAO’s WP selection criteria to identify Black African, Black Caribbean, Pakistani, and Bangladeshi as the target demographics for the programme.¹ In the 2021 admissions cycle, Trinity Hall ranked second lowest of all colleges for acceptance of ethnic minority applicants, with only 23.3% of accepted students identifying as an ethnic background ‘other than white’. This is despite 35.8% of applicants identifying as ‘other than white’.² Since 2020, we have organised an annual online Black and Ethnic Minorities Open Day, which has been very well attended, but, so far, it has had a negligible impact on our application patterns. Consequently, we were keen to launch a long-term targeted programme of engagement aimed at introducing these young people both to the College and to the University of Cambridge, and which gives them the resources and confidence to make viable applications. It is intended to supplement the university-wide ‘Get In’ programme, with the smaller-scale college environment offering residential opportunities and personalised support. Students, fellows, and staff who identify as belonging to one of the under-represented groups are central to the programme, and we intend to involve them throughout its development and delivery.

The programme seeks not only to increase application rates, but also the disproportionately low success rates. The average success rate for Black applicants to Trinity Hall (combined data for Black, Black British – Caribbean, and Black British – African) across the 2018 to 2021 admissions rounds was 12.45%, compared to 28.08% for white applicants.³ Across the university there is some improvement, with a 16.4% average success rate for Black applicants compared to 23.8% for White, but still a discrepancy which WonkHE identified as being one of the highest success gaps across all UK HE institutions.⁴ Our programme also focuses on the provision of detailed subject-specific guidance on the application process and tips for preparing for admissions tests and interviews, to ensure participants feel well-prepared and confident. Alongside advice from the Admissions team at Trinity Hall, we will utilise the experiences of current students and the knowledge of Directors of Studies to ensure applicants on the programme are supported and informed at every step of the process. We hope this will help to overcome some of the barriers that currently prevent applicants in these demographic categories preparing successful applications, and there is some evidence to suggest that the Covid-19 lockdowns impacted these demographics more than most.⁵

The programme consists of two main elements:

- A year-long programme running through Year 12 (from January to July 2024), for which the students applied in December of Year 12
- The production of informative, engaging social media and YouTube content, on a variety of topics including student life, financial assistance & support, cultural opportunities at Cambridge, and more

Understanding that a tangible shift in statistical data cannot be expected in the short-term, we intend to evaluate the efficacy of the programme through a combination of qualitative and quantitative methods. We will evaluate

¹ Cambridge Admissions Office, ‘WP Selection Criteria – Guidance for Practitioners’, Draft May 2022, p.4-5. All terminology used in this proposal replicates that used by the Cambridge Admissions Office in its published reports and statistics.

² University of Cambridge Undergraduate Admissions Statistics- 2021 Cycle, p.36

³ Trinity Hall October Admissions Reports 2019-2022 (Ethnicity & Regional Data).

⁴ WonkHE, ‘End of Cycle 2022: Equality and Offer Making’, available at < [End of cycle 2022: equality and offer making | Wonkhe](#)> accessed on 16/01/2023

⁵ COVID Social Mobility & Opportunities Study, ‘Lockdown Learning Briefing 1’, October 2022, pp. 8-9

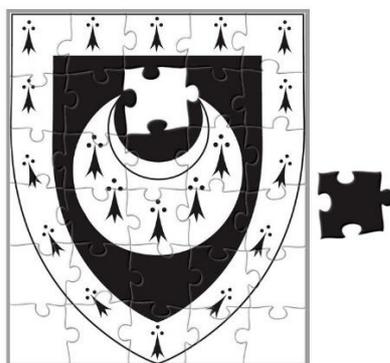
application rates and consistency of engagement across the academic year. We will also produce surveys to evaluate participants' confidence and understanding before and after their engagement with the programme.

It is hoped that this report will provide information that is useful to those at other Colleges who are considering organising a WP programme of this kind.

Publicity and Social Media

After extensive discussions with all key stake holders, we eventually settled on the name 'You'll Fit In'. This seemed appropriate since it responds to the concern that many of us have heard at Open Days and school visits that applicants from these demographics are worried that they will not 'fit in' at Cambridge, even if they are confident of meeting the academic standard.

The logo for the project takes the College's crest as a starting point and turns it into a jigsaw of which one of the pieces has yet to be put in place:



You'll Fit In – The Logo

Obviously, the symbolism here is that the College community is not complete until all pieces of the jigsaw puzzle are in place. And it is clear in the logo that the missing piece of the jigsaw puzzle will fit in the available space. A short YouTube video based on the logo was created to advertise the programme:

<https://www.youtube.com/watch?v=HJO0zEB8axU>

In addition, we also hired a professional company, ben McDade (<https://www.benmcdade.com>) to film three videos that we will use to advertise the programme. The purpose of the videos was to showcase aspects of African, Caribbean, Pakistani, and Bangladeshi culture that are available in Cambridge, to enable potential applicants to see that, if they were to apply successfully, then they would indeed fit in here socially. The content of the videos was discussed and agreed with current undergraduates from the target demographics.

The primary filming for the videos took place over two days in late October 2023, and the filming schedule was as follows:

Monday 23rd October:

Time	Content	Location
09:00-11:00	Drone footage / other College-based footage	Trinity Hall Central Site [CB2 1TJ]
11:30-13:00	Walk to All Seasons Afro Caribbean supermarket and EKO	Norfolk Street [CB1 2LF]

	Kitchen; conversation with Yemi Macaulay	
13:00-13:45	Lunch break	
13:45-15:00	Harmony Hair; conversation with Sabina Harris-Hercules; hair washing	Norfolk Street [CB1 2LF]
15:30-16:30	Set up cameras	Robin Hayes Room in Trinity Hall [CB2 1TJ]
16:30-17:30	Conversation with African Caribbean Society reps	Robin Hayes Room in Trinity Hall [CB2 1TJ]
18:15-19:30	Intro, outro, short segment about George Bridgetower (with the portrait)	Robin Hayes Room in Trinity Hall [CB2 1TJ]

Wednesday 25th October:

Time	Content	Location
09:00-10:00	Drone footage / other College-based footage (if needed)	Trinity Hall Central Site [CB2 1TJ]
10:00-10:15	Travel to Mosque	Mill Road [CB1 3DF]
10:15-11:00	Set up cameras in Mosque; initial filming of location	Mill Road [CB1 3DF]
11:00-12:30	Cambridge Central Mosque; conversation with an Imam there; then footage of people arriving for prayers at 12.30pm	Mill Road [CB1 3DF]
13:00-13:45	Lunch break	
13:30-15:00	Extra footage (if needed)	Various locations
15:30-16:00	Set up cameras	WYNG Gardens Conference Room [CB5 8AQ]
16:00-17:30	Interview with Pakistan Society and Bangla Society; intro, outro	EITHER Robin Hayes Room OR WYNG Gardens Conference Room [CB5 8AQ]
18:00-19:30	Q&A video	WYNG Gardens Conference Room [CB5 8AQ]

The Programme: Timetable and Registration

The programme was widely advertised from October 2023 onwards and we created a dedicated webpage on the College website:

<https://www.trinhall.cam.ac.uk/study-with-us/youll-fit-in>

The high-level timetable is as follows:

Month	Description	Format
November / December 2023	Students apply and are onboarded to the programme	Virtual
January 2024	Start of webinar series	Virtual
March 2024	Super-curricular engagement	Virtual
April 2024	Residential (65 students)	In-person
July 2024	Follow-up in-person open day/end of programme event	In-person

When the registration period ended at 5pm on 15 December 2023, the programme had received 642 applications. Of these, 83 were for the webinar series alone, and 551 were for the webinar series + residential. The other applications were incomplete.

Of these applications, the ethnicity breakdown was as follows:

- Black or Black British – African: 235 (36.6%)
- Black or Black British – Caribbean: 17 (2.6%)
- Other Black background: 2 (0.3%)
- Mixed – White and Black African: 15 (2.3%)
- Mixed – White and Black Caribbean: 17 (2.6%)
- Other mixed background (to include Black African, Black Caribbean or Black Other): 19 (3.0%)
- Asian or Asian British – Pakistani: 139 (21.7%)
- Asian or Asian British – Bangladeshi: 119 (18.5%)
- Mixed – White and Asian (to include Pakistani or Bangladeshi): 42 (6.5%)

The application form asked for information on the following WP flags: attending a maintained sector school post-16, whether they would be the first in their family to attend university, Free School Meals, and care experience. This question received 492 responses, with those not responding likely a mix of those with no relevant WP flags and those not reaching this stage in the form.

- 362 attend a maintained sector school post-16,
- 252 would be the first in their family to attend university,
- 199 receive or have received Free School Meals, and
- 24 are care-experienced, with 15 of these applicants also receiving Free School Meals.
- Of the 642 overall applicants, 93 live in a POLAR4 Quintile 1 area and 81 live in Q2, a total figure of 174.
- 133 live in Q3,
- 189 in Q4, and
- 138 in Q5.
- 8 applicants gave postcodes not recognised by the OfS POLAR4 postcode data.

While not all applicants gave their school names (the form requested name and postcode, and some only provided their postcode), the vast majority did, allowing useful conclusions to be drawn from the data. Schools with significant numbers of applicants include Brampton Manor Academy (78, London), London Academy of Excellence (72 for both Stratford and Tottenham, London), Greenhead College (33, Huddersfield), and Xaverian College (21, Manchester). Since the Trinnity Hall link area is in the South West, it is notable that there were 7 applicants from V6 Sixth Form (part of Montpelier High School, formerly Colston's Girls' School), 5 from Bristol Cathedral Choir School, and 4 from both St Brendan's Sixth Form College and St Mary Redcliffe and Temple School. 6 of these applicants are on the proposed shortlist.

Using the CAO guidance from February 2020 on 'WP Selection Criteria – Guidance for Practitioners', highest priority was assigned to care-experienced applicants. 24 applications were made by students from this background, and all were shortlisted. Also following the CAO guidance, the other high-priority group consisted of applicants who receive or have received Free School Meals. 199 applications were made from this group. This figure was too high to be

practical for the number of rooms available for the residential (65), so the shortlist only includes FSM students from POLAR4 Quintile 1. This creates a group of 32 students (some of which are already shortlisted due to being care-experienced), and 53 applicants shortlisted overall:

- Black or Black British – African: 19
- Black or Black British – Caribbean: 1
- Other Black background: 1
- Mixed – White and Black African: 1
- Mixed – White and Black Caribbean: 1
- Other mixed background (to include Black African, Black Caribbean or Black Other): 3
- Asian or Asian British – Pakistani: 16
- Asian or Asian British – Bangladeshi: 6
- Mixed – White and Asian (to include Pakistani or Bangladeshi): 4

The longlist includes both groups discussed above (care-experienced and FSM/Q1), with the addition of FSM/Q2 students (19 applicants, not including those with care experience). This leads to a longlist of 72 applicants. The longlist will act as a waiting list for the residential if the 65 shortlisted applicants are unable to attend:

- Black or Black British – African: 29
- Black or Black British – Caribbean: 2
- Other Black background: 1
- Mixed – White and Black African: 1
- Mixed – White and Black Caribbean: 2
- Other mixed background (to include Black African, Black Caribbean or Black Other): 3
- Asian or Asian British – Pakistani: 19
- Asian or Asian British – Bangladeshi: 9
- Mixed – White and Asian (to include Pakistani or Bangladeshi): 4

Budget:

The budget for the programme is as follows:

Cost GBP	Purpose	Notes
£7,000.00	Social media video filming (videographer)	
£245.65	Social media video filming (student helpers)	Includes £12/hour gift vouchers and taxi for one helper
£36.00	Gift vouchers for student helpers at one webinar	£12/hour for student helpers, average of three helpers per webinar (8 webinars overall so projected cost of £288)
£1,150.00	Residential travel fund for care-experienced applicants	Anticipated cost for 20 care-experienced applicants based on home postcodes
£8,431.65	Spending to end of January 2024	

Therefore, **the spending to the end of January 2024 totals £8,431.65.**

The remaining costs of this year of the programme are as follows:

Item	Details	Cost GBP
2-night residential	Accommodation: £2,100	£5,600

(April)	Event rooms: £1,400 Meals: £1,500 Participant travel costs: £500 Payment of staff: £200	
Day event (July)	Event rooms: £1,000 Meals: £500 Payment of staff: £200 Participant travel costs: £1,000	£2,700

This total of £8,300 will be paid for using the remaining £1,568.35 of the INT award, and the shortfall will come from the Trinity Hall Admissions budget. We are currently considering organising an additional residential in September to enable even more of people who registered for the programme to experience life in Cambridge. If we decide to do that, then we will fund the residential using WP-focused donations from alumni who are likely to consider such an event to be desirable and worthwhile.

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