

**ANNEX B 2007/08 to 2011/12 FEE PLAN**

**INSTITUTION:** Swansea University

**Principal Contact for Fee Plans**

Title:	Mr.
First name:	Phil
Last Name:	Gough
Post held:	Director of Finance
Telephone:	01792 295432
E-mail:	p.r.gough@swansea.ac.uk

**Note for Guidance:** We strongly encourage institutions to provide short, precise, quantifiable (or, if not quantifiable, then easily verifiable) statements, not lengthy descriptions of institutional strategies, histories or other contextual information. If the information provided is not clear, or appears difficult to reconcile with other information in our possession, we will ask for clarification. If, however, institutions consider it essential to add detailed contextual information to elements of the plan, we would appreciate this being confined to clearly labelled appendices.

**1. What fee levels do you propose to charge from 2007/08?**

<b>Full time undergraduate</b>	£3,070
<b>PGCE (where applicable)</b>	
<b>Any significant variants you wish to note (eg if you propose to charge below £3000 for a significant part of your provision)</b>	

Note: We appreciate that the position is not yet clear over the use of the GDP deflator for 2008/09 and thereafter, so will expect the figure of £3,070 to be the maximum shown for present purposes. When it comes, later, to monitoring, we shall need information that reflects the reality of fees actually charged.

**2. What measures will you take to communicate these proposed levels clearly to a) students entering in 2006/07, and b) students entering in 2007/08 and beyond?**

<p><b>a. Students entering in 2006/07: please explain how they will be made clearly aware of the position from 2007:</b> All students who receive an offer from the University are sent a booklet which sets out the level of tuition fees for both 2006 and later years</p>
<p><b>b. Students entering in 2007/08 and beyond:</b> It is anticipated that the offer letter sent by UCAS will contain appropriate information on fees. In addition the booklet referred to in (a) will be sent to all students receiving an offer.</p>
<p><b>c. Please explain how gap year students who deferred entry in 2006 will be made clearly aware of their position:</b> All students who defer entry are sent the appropriate documents to forward onto their LEA</p>

**Notes:**

- a) Here, and below, please expand the space to suit your needs.
- b) There is no need to repeat in detail material that applies to more than one category of entrant.
- c) Please keep responses brief and focused – bullet points and phrases rather than paragraphs.
- d) On 2a) and 2c) above, please see the Assembly guidance to HEFCW on these points if you are in any doubt.

**3. What additional income do you expect to receive as a result of flexible fees?**

<b>Total estimated additional fee income, of which:</b>	<b>07/08 (£k)</b>	<b>08/09</b>	<b>09/10</b>	<b>10/11</b>	<b>11/12</b>
<b>FT Undergraduate</b>	9169	14006	14001	14332	14722
<b>PGCE</b>					

**4. Bearing in mind the agreement reached between HEW and the Assembly that proposals set out in fee plans should account for at least 30% of the additional income, how do you propose to distribute this between a) widening access, and b) higher education more generally?**

	<b>07/08</b>	<b>08/09</b>	<b>09/10</b>	<b>10/11</b>	<b>11/12</b>
<b>a) Estimated additional amount to be spent on widening access £k</b>	808	1122	1187	1222	1257
<b>b) Estimated additional amount to be spent on promoting HE £k</b>	1943	3173	3215	3290	3368
<b>c) Sum of a) and b)</b>	2751	4295	4402	4512	4625
<b>d) Row c) expressed as a percentage of the totals in row 1 of qu. 3 above</b>	30%	31%	31%	31%	31%

**5. Please give details of initiatives under 4a) and 4b) above, including further information on intended additional financial commitments and additional levels of output. It is important also to show how the institution's commitment to the National Bursary Scheme features within these commitments.**

**a) Widening Access: National Bursary Scheme**

Estimated sum to be spent on means tested £305 bursaries in 2007/08	Brief explanation of why pitched at this level	Indicative estimate of sum to be spent on means tested £305 bursaries in 2008/09	Indicative estimate of sum to be spent on means tested £305 bursaries in 2009/10	Indicative estimate of sum to be spent on means tested £305 bursaries in 2010/11	Indicative estimate of sum to be spent on means tested £305 bursaries in 2011/12
£350k	A bursary of £305 will be offered to all students where the household income is less than £15,580	£500k	£550k	£564k	£578k
£5k	Administration costs – payment to Student Loan Company	£7k	£7k	£7k	£7k

**b) Widening Access: Other activities**

Activity	Baseline for monitoring additional outputs	2007/08		2008/09		2009/10		2010/11		2011/12	
		Estimated additional spend, £k	Outputs anticipated at year end	Estimated additional spend, £k	Indicative outputs anticipated at year end	Estimated additional spend, £k	Indicative outputs anticipated at year end	Estimated additional spend, £k	Indicative outputs anticipated at year end	Estimated additional spend, £k	Indicative outputs anticipated at year end
Reaching Higher - Reaching Wider	No. of UG new entrants from Welsh Community First areas:  AY 2004/05 = 456 (12.0%)	£70k  Funding one additional post to support RHRW	Aim to maintain the % of UG new entrants from Community First areas at 12% of Welsh domiciled UG new entrants at the institution.  Foundation Programme for particular subjects for adults residing in CF areas further developed.  Student-centred access pathways to the professions of Law, Medicine and Business commence.	£73k  Funding one additional post to support RHRW	Aim to maintain the % of UG new entrants from Community First areas at 12% of Welsh domiciled UG new entrants at the institution.  Foundation Programme for particular subjects for adults residing in CF areas further developed, cohort increased.  Student-centred access pathways to the professions of Law, Medicine and Business cohort increased.	£75k  Funding one additional post to support RHRW	Aim to maintain the % of UG new entrants from Community First areas at 12% of Welsh domiciled UG new entrants at the institution.  Foundation Programme for particular subjects for adults residing in CF areas further developed, cohort increased.  Student-centred access pathways to the professions of Law, Medicine and Business cohort increased.	£78k  Funding one additional post to support RHRW	Aim to maintain the % of UG new entrants from Community First areas at 12% of Welsh domiciled UG new entrants at the institution.  Foundation Programme for particular subjects for adults residing in CF areas consolidated.  Student-centred access pathways to the professions of Law, Medicine and Business consolidated.	£81k  Funding one additional post to support RHRW	Aim to increase the % of UG new entrants from Community First areas.  Foundation Programme for particular subjects for adults residing in CF areas consolidated.  Student-centred access pathways to the professions of Law, Medicine and Business consolidated.

Recording Centre for the Blind	Offers support to students from other Welsh HEIs, and all new recordings shared with the RNIB for UK-wide use. No other funding identified to maintain this service.	£182k	Continue to support 115% or more of the sector average level of full-time first degree students with a disability, as evidenced by the HESA PI of proportion of full-time first degree students in receipt of Disabled Student's Allowance  Offer support to students from other Welsh HEIs, and all new recordings shared with the RNIB for nationwide use.	£187k	Continue to support 115% or more of the sector average level of full-time first degree students with a disability, as evidenced by the HESA PI of proportion of full-time first degree students in receipt of Disabled Student's Allowance  Offer support to students from other Welsh HEIs, and all new recordings shared with the RNIB for nationwide use.	£194k	Continue to support 115% or more of the sector average level of full-time first degree students with a disability, as evidenced by the HESA PI of proportion of full-time first degree students in receipt of Disabled Student's Allowance  Offer support to students from other Welsh HEIs, and all new recordings shared with the RNIB for nationwide use.	£200k	Continue to support 115% or more of the sector average level of full-time first degree students with a disability, as evidenced by the HESA PI of proportion of full-time first degree students in receipt of Disabled Student's Allowance  Offer support to students from other Welsh HEIs, and all new recordings shared with the RNIB for nationwide use.	£207k	Continue to support 115% or more of the sector average level of full-time first degree students with a disability, as evidenced by the HESA PI of proportion of full-time first degree students in receipt of Disabled Student's Allowance  Offer support to students from other Welsh HEIs, and all new recordings shared with the RNIB for nationwide use.
Undergraduate bursaries, previously funded by endowments	In 2005/06: 10 three-year Sporting Scholarships awarded. DAAD/ Mannheim scholarships awarded. (none from sustainable funding streams)	£39k	A further: 10 three-year Sporting Scholarships awarded. DAAD/ Mannheim scholarships awarded. £100k UG scholarships as below.	£42k	A further: 10 three-year Sporting Scholarships awarded. DAAD/ Mannheim scholarships awarded. £250k UG scholarships as below.	£45k	A further: 10 three-year Sporting Scholarships awarded. DAAD/ Mannheim scholarships awarded. £250k UG scholarships as below.	£49k	A further: 10 three-year Sporting Scholarships awarded. DAAD/ Mannheim scholarships awarded. £250k UG scholarships as below.	£53k	A further: 10 three-year Sporting Scholarships awarded. DAAD/ Mannheim scholarships awarded. £250k UG scholarships as below.

<u>Shortage Subjects and STEM Undergraduate Bursaries</u>	nil	£100k	Approx 75 bursaries of £3000 (over two years).	£250k	Approx 90 bursaries of £3000.	£250k	Approx 90 bursaries of £3000.	£256k	Approx 90 bursaries of £3000.	£263k	Approx 90 bursaries of £3000.
Postgraduate bursaries, previously funded by endowments	In 2005/06 30% of PGT bursaries were awarded to either widening access students or students with a disability.	£62k	Bursaries/ scholarships as detailed below.	£63k	Bursaries/ scholarships as detailed below.	£65k	Bursaries/ scholarships as detailed below.	£66k	Bursaries/ scholarships as detailed below.	£68k	Bursaries/ scholarships as detailed below.

### **Brief explanation of rationale for these activities**

In order to reflect the true cost of the above activities, figures are included on a Full Economic Costing basis.

#### Reaching Higher - Reaching Wider activities

Reaching Higher states that HEIs in Wales must do more to reach those potential students from disadvantaged communities. The University is already working hard in this area, and this is evidenced by the absolute number of Communities First (CF) areas new entrants to Swansea University, which has increased by 40% between 2000 and 2004, and consistently exceeded the HEFCW target for the sector. However, other Universities are increasing their Widening Access efforts also, and faced *in the short term* with a (relatively) fixed pool of potential students from CF areas (a 'zero-sum' game) and a rising overall intake, the University will, through its WA activity, seek to maintain its current % performance level over the next few years.

Swansea University is striving to improve its *longer term* performance in this area through community-based work in South West Wales to raise the demand for HE in areas of low participation. As detailed in the table, Swansea will be investing to further increase its Widening Access capability for the period of the Fee Plan. An appointment of a lecturer in Widening Participation will be made in summer 2006. The appointee will work with the University's Schools to facilitate increased access to HE by under-represented groups, both school leavers and adults. They will devise and structure a new Foundation Programme for particular subjects for adults residing in CF areas, and develop new student-centred access pathways to the professions of Law, Medicine and Business. In addition, they will further build capacity in the University's well-regarded programme of research into Lifelong Learning and Widening Participation.

Raising the demand for HE in CF areas through aspiration-raising and mentoring is a long-term process. It requires targeted relationship-building with individual pupils and cultural change. Clearly, there is a lead-in time between the upscaling of widening access activities and the point when the targeted pupils reach the age where they are considering applying to university. Additional resources applied in this area in the early part of the Fee Plan period will affect the number of CF area new entrants to Swansea University in the latter part of the period. It is anticipated that the University will be able to increase its target number of CF students for the latter years of this Fee Plan once the SIS Plan has been approved and the WA appointment can be made.

### Recording Centre for the Blind

The University's Recording Centre for the Blind is one of the finest of its kind in any UK university and the only such facility in Wales. It provides materials in Braille, large print and/or audio, in English and other languages. As well as supporting Swansea students, the Recording Centre offers support to students from other Welsh universities, and all new recordings are shared with the RNIB for UK-wide use.

The University has previously not been funded for the activities of the Recording Centre for the Blind by HEFCW and will fund the Centre's activities via the additional Fee Income received from 2007/08. The University has maintained this service whilst operating under financial pressure in anticipation of using Fee/SIS incomes to cover costs.

-----  
It is planned that a number of other bursaries will be offered by the University throughout the Fee Plan period to support its aim of Widening Access (Aim Eight of the Strategic Plan). The overall cost of these bursaries will increase in line with inflation over the period:

### Undergraduate Bursaries

Ten undergraduate entrance scholarships for students with outstanding sporting talent (totalling £30,000) will be offered in 2007/08. Each scholarship is worth £1,000 per annum and is renewable for three years. This supports the *Climbing Higher* aim of enabling Wales "to succeed systematically at the highest international level in priority sports" through "complementing other actions and strategies within integrated policy priorities". It enables students who may not otherwise be able to afford to combine their studies with elite competition to do so, widening access through increased opportunity.

The University has also allocated £7,000 for DAAD/Mannheim scholarships in 2007/08 to support Modern Foreign Language students travelling overseas. The extra year abroad is a fundamental part of the languages programme but cost can be a prohibitive barrier for some students. This supports the *Reaching Higher* aims of international development and of supporting subjects of strategic importance.

### Shortage Subjects and STEM - Undergraduate Bursaries

A new set of bursaries will be made available to promote HE. In 2007 approx. 70 students will be offered a one-year bursary of £1500. From 2008 onward, this will be increased to around 175 students. These will be targeted based on a combination of academic ability and Assembly subject prioritisation. The bursaries will be primarily allocated to students studying either 'shortage subjects', as identified by the WAG, such as the languages, or Science, Technology, Engineering, Maths and Medicine, as part of a holistic approach taken by the University in supporting these areas through investment.

### Postgraduate Bursaries

Recent trends suggest a decline in postgraduate numbers (first year UK PG numbers fell from 262,955 in 2003/04 to 261,465 in 2004/05) after several years of increase. This is of concern and, at least in part, reflects the increased disadvantage suffered by students as average debts at graduation increase (from £8,125 in 2003 to £12,640 in 2005), making postgraduate courses less affordable especially for those students from less affluent backgrounds.

The University is aware of the need to widen access to postgraduate education (Strategic Plan 2006-11 Aim Eight) which will build on its widening access achievement at undergraduate level. Widening Access at postgraduate level can directly tackle inequality of opportunity, as increasingly employers are

requiring masters degrees (or higher) as a prerequisite for entry to certain areas of the job market. Similarly, removing barriers to postgraduate study for able but less affluent students will support the WAG's aims for the economy of South West Wales, as expressed in the Wales Spatial Plan, and ensure that the talent of potential students is not wasted.

Analysis of the experimental allocation of PGT bursaries this year shows that, although academic ability was the major factor in the award process, 30% of the bursaries were allocated to students either with a disability, or from a deprived background. Widening Access had been identified as a priority area for the allocation of the bursaries. The University will prioritise students who meet the following criteria: disability, pre-University residence in a Communities First area, or previous application for hardship funds during undergraduate study. It is anticipated that this will lead to more than 30% of the bursaries (conservatively estimated at £62,000 for 2007/08) being awarded to students either with a disability, or from a deprived background.

**c) Promoting Higher Education**

Activity	Baseline for monitoring additional outputs	2007/08		2008/09		2009/10		2010/11		2011/12	
		Estimated additional spend, £k	Outputs anticipated at year end	Estimated additional spend, £k	Outputs anticipated at year end	Estimated additional spend, £k	Outputs anticipated at year end	Estimated additional spend, £k	Outputs anticipated at year end	Estimated additional spend, £k	Outputs anticipated at year end
<u>Management Development</u> Risk Management Officer	nil	£69k  Funding one additional post	See below for detailed outputs	£72k  Funding one additional post	See below for detailed outputs	£74k  Funding one additional post	See below for detailed outputs	£77k  Funding one additional post	See below for detailed outputs	£80k  Funding one additional post	See below for detailed outputs
<u>Research Investment in academic posts</u>	n/a	£851k  Seven additional posts	To increase income from Research Councils to £10m  To increase research income from external sources other than the Research Councils to £13.7m	£1,878k  At least seventeen additional posts	To increase income from Research Councils to £11.5m  To increase research income from external sources other than the Research Councils to £15.9m	£1,886k  At least seventeen additional posts	To increase income from Research Councils to £12.9m  To increase research income from external sources other than the Research Councils to £18.2m	£1,922k  At least seventeen additional posts	To increase income from Research Councils to £14.3m  To increase research income from external sources other than the Research Councils to £21.6m	£1,961k  At least seventeen additional posts	To increase income from Research Councils to £15.9m  To increase research income from external sources other than the Research Councils to £25.6m
<u>Knowledge Exploitation</u> Mainstreaming posts previously funded by KEF	n/a	£32k	Develop a research seminar programme. Develop the training for researchers in research development and management.	£33k	Further develop the research seminar programme. Further develop the training for researchers in research development and mgt.	£34k	Further develop the research seminar programme. Further develop the training for researchers in research development and mgt.	£36k	Further develop the research seminar programme. Further develop the training for researchers in research development and mgt.	£37k	Further develop the research seminar programme. Further develop the training for researchers in research development and mgt.

<u>Knowledge Exploitation and Developing a Skilled Workforce</u> Mainstreaming posts previously funded by ERDF	n/a	-	-	£173k Two posts	Develop a MEnt programme. Increase the number of research applications. Increase the number of research active staff.	£176k Two posts	Implement the MEnt programme. Increase the number of research applications. Increase the number of research active staff.	£182k Two posts	Implement the MEnt programme. Increase the number of research applications. Increase the number of research active staff.	£189k Two posts	Implement the MEnt programme. Increase the number of research applications. Increase the number of research active staff.
<u>Developing a Skilled Workforce</u> Postgraduate Bursaries	In 2005/06, PGT bursaries totalling approx. £136,000 were awarded, plus UWS full scholarships to the value of £362,000, and PGR Fees Only bursaries of £162,000.	£690k	Allocate further bursaries as discussed below.	£706k	Allocate further bursaries as discussed below.	£722k	Allocate further bursaries as discussed below.	£739k	Allocate further bursaries as discussed below.	£755k	Allocate further bursaries as discussed below.
<u>International Development</u> Bologna Process	Erasmus Mundus Masters degree in Journalism and Media, where students study in three countries in place. Swansea hosted the official Bologna Follow-up Group Seminar.	£181k	Promote Welsh HE in the EU. Improve the way in which the university manages and promotes student mobility. Manage additional collaborative degrees, including in Research.	£187k	Promote Welsh HE in the EU. Improve the way in which the university manages and promotes student mobility. Manage additional collaborative degrees.	£194k	Promote Welsh HE in the EU. Improve the way in which the university manages and promotes student mobility. Manage additional collaborative degrees.	£201k	Promote Welsh HE in the EU. Improve the way in which the university manages and promotes student mobility. Manage additional collaborative degrees.	£208k	Promote Welsh HE in the EU. Improve the way in which the university manages and promotes student mobility. Manage additional collaborative degrees.

<u>International Development</u> admission of overseas students and administration of US federal loans	nil	£120k	Two posts	£124k	Two posts	£129k	Two posts	£133k	Two posts	£138k	Two posts
---	-----	-------	-----------	-------	-----------	-------	-----------	-------	-----------	-------	-----------

### **Brief explanation of rationale for these activities**

In order to reflect the true cost of the above activities, figures are included on a full economic costing basis.

#### Management Development

The University, in pursuit of the Reaching Higher goals of ‘Research Excellence’ and ‘Benefiting the Economy and Society’ is developing *quantum leap* research projects that are attracting many millions of external investment (Strategic Plan Aims One and Six). This, in turn, inevitably increases the risk faced by the University, and as a reasonable precaution, a Risk Management Officer will manage this risk. The Risk Management Officer will undertake the following activities over the Fee Plan period (timescales in brackets):

- develop a “best in class”, sector-leading, effective and realistic risk management system, addressing the concepts articulated in “The Orange Book” Initial (move to new risk register format by Feb 2008, in time for next round of Business Planning and Administrative Plans where the first Annual Risk assessments can be properly challenged).
- ensure all sections of the University effectively managed risk using a common approach with fit-for-purpose, on-going monitoring (in place by Feb 2008 and embedded over the following 12 months).
- ensure all major projects were subject to a common and effective risk management process. (from Nov 2007)
- identify “Risk Experts” in each School/Administrative Department for support and training. (from October/Nov 2007)
- investigate the possibility for an intranet-based central risk database to hold all risk registers, reports and documentation. (in place for Academic year 08/09)
- identify and define the range of “risk appetites” at the University. (during Academic year 08/09)

#### Research

The investment in academic posts will contribute to the achievement of not just the research aims in Reaching Higher, but also the pursuit of ‘Excellence in learning and teaching (L&T)’, Widening Access and ‘Benefiting the Economy and Society’. The posts will be prioritised in the areas of Science, Technology, Engineering, Maths and Medicine, the key research disciplines that drive the knowledge economy.

The posts will be involved with either the development of the *quantum leap* research projects specifically referred to in Aims One and Six of the Strategic Plan, or the incremental growth in research activity based on business planning principles discussed in the Plan. The posts’ virtuous effect on research income can be quantified as (part) of the growth in research income in the financial forecasts. However, these appointments will also positively affect research assistant numbers and facilities, and hence L&T through improved staff-student ratios and contact time, spend on facilities, and qualitatively through research-led teaching. An important element of Widening Access is retention of students from disadvantaged backgrounds, and investment to

improve staff-student ratios, contact time and facilities will assist in the upkeep of Swansea's excellent WA performance. Furthermore, the University's Third Mission activity will be further strengthened through the 'honey pot' effect of world-class research.

#### Knowledge Exploitation and Developing a Skilled Workforce

The ex-KEF-funded staff are part of the University's Department of Research and Innovation. The Dept. has played a significant part in the University's success in increasing research and consultancy income (new research grants for the 2005/06 academic year has seen remarkable growth, doubling year on year to more than £30 million). Continued support, replacing that from KEF (the £32,000 represents the last tranche of KEF funding), will allow further development in this important area, including the development of a research seminar programme and further enhancement of the training for researchers in research development and management.

The ex-ERDF-funded staff in the Department of Research and Innovation will work on developing and maintaining a Quality Assurance service which will ensure that the multi-million pound *quantum leap* research projects (Aims One and Six of the Strategic Plan) are delivered in the most efficient manner and with the minimum risk through tried and tested management procedures. They will also direct a programme of work aimed at increasing the proportion of staff that are research active and increasing the overall number of research applications, as well as a project based on experience of Master of Enterprise (M Ent) programmes at Manchester University. The project will design a new Master of Enterprise postgraduate degree for engineering and science graduates consisting of:

- Taught enterprise modules such as Setting up a Company, Marketing, Finance, Intellectual Property, Self Employment, operation of the Venture Capital market, Entrepreneurship, Innovation and Selling Skills.
- Research project allied with an existing University research group and focussed on developing the research into a product or process, which may subsequently transferred into the economy.
- Dissertation identifying the detailed business plan by which that research knowledge can be moved to the economy.

As these enterprise-aware students take up employment (or establish their own companies) they will instinctively see the university as a source of R&D knowledge. This will create a demand on the university expertise base which will accelerate transfer of research knowledge from the university to the economy.

#### Developing a Skilled Workforce - Postgraduate Bursaries

As explained above, in anticipation of the need for fee plans and because of concerns about the possible volatility of recruitment across the UK following the introduction of higher fee levels, the University experimented with a number of different scholarships and bursaries during 2005/06. As a result of these experiments, and in view of the apparent decline in the number of postgraduate students when the development of a knowledge economy in Wales is set to increase the demand for high-level skills, the following bursaries linked to the aim of Promoting HE are proposed:

PGR fees only bursaries	£162,000
UWS full scholarships	£304,000
PGT bursaries	£136,000

(NB. these are 2004/05 spends, the figures will be uprated in line with the overall budget shown in the table above)

These address the Reaching Higher aim of 'Developing a Skilled Workforce', harnessing the knowledge and expertise available within Welsh HE more effectively to strengthen the skills base available to Welsh employers. They will also encourage knowledge exploitation and business start-up through introducing more mature, skilled students to the research and innovation activities of the University, allowing them to apply their knowledge in developing

business activity in the region. Swansea University is the primary agent that feeds high-levels skills to the South West Wales economy, and therefore has a responsibility to ensure that supply is sufficient to help drive the ambitious economic regeneration plans emerging for the region.

### International Development

The Bologna Process is actively promoting Welsh HE in Europe, involving collaboration with other Welsh HEIs, with Swansea leading the Welsh sector in making a long-term difference to the interaction between UK HE and the EU. The process is also improving student choice, making a contribution also to the pursuit of 'Excellence in learning and teaching' through the introduction of new masters programmes in collaboration with European partners. The University has previously not been funded for its Bologna Process activities and will fund these activities via the additional Fee Income received from 2007/08.

The University will further seek to develop its 'Bologna' activities through improving the way in which the university manages and promotes student mobility, as student employability is enhanced considerably through mobility (Developing a Skilled Workforce *Reaching Higher* aim). In addition the Bologna team will develop and subsequently manage additional collaborative degrees, particularly at the postgraduate level. The university is exploring the possibility of developing collaborative doctoral degrees with universities in the 4 Motor Regions.

The University is seeking to supplement its International Office operation with capacity-building enabling it to promote HE at Swansea more effectively overseas, increasing recognition and presence at recruitment events. The additional posts will also improve the relationship management with applicants to increase conversion rates. The additional investment is necessary as the University has modest, realistic planned increases in overseas student numbers over the planning period, but the UK overseas student market is difficult and competition from other countries, both in the Commonwealth, but also the EU is increasing.

#### Notes:

- a) Please note that question 5 asks for firm information only for 2007/08, because we assume that the detailed elements within your plan will vary from year to year in ways to be judged against evolving circumstances. We also ask, however, for indicative information for the remaining four years. When we begin to monitor performance, using the Annual Monitoring Statement, we will need to ask you annually to update the information in question 5 for the next year of the plan.
- b) In respect of questions 5a) and 5b), the Assembly Government has not specified the amount of additional fee income to be spent on bursaries, or other widening access activities. Rather, it expects this to be influenced by the competitive pressures each institution faces, and by the nature of the student intake, and therefore to vary between institutions. It does, however, expect those institutions with further to travel in ensuring improved participation from under-represented groups to invest proportionally more in this area of activity. It will be helpful if you would directly address this point in responding at 5a) and 5b) in particular.
- c) In 5b) and 5c) we ask you to specify baseline performance for your chosen activities, and then to specify anticipated outputs for the end of 2007/08. This is so that you, and HEFCW, will be able clearly to demonstrate additionality to the Assembly Government. The expression of the output targets is a matter for you. We will expect them to be realistic but stretching in terms of your institution's current strategy and performance in the areas selected. We expect outputs for 2007/08 to be higher than those for 2006/07. Whether or not they rise beyond the 2007/08 level in later years will depend upon the approach that you are taking.
- d) On the same point, we recognise that there is an issue over the date of the baseline data. For the purpose of monitoring performance during 2007/08, the ideal baseline year would be 2006/07, but this postdates the submission of the Fee Plan. Accordingly, we ask you to use the latest available baseline data. (But please see note (e), below).

- e) Given the intention to roll the monitoring of performance against Fee Plans into general annual monitoring, it would simplify matters if monitoring of activities could, as far as possible, be expressed in the same terms as existing Reaching Higher targets. You may choose to present output targets in other terms, but need to be aware that doing so may entail additional dialogue with HEFCW to clarify or check data. Use of Reaching Higher targets also helps with the baseline issue (note (d) above), since HEIs will already have forecast figures for these targets for 2006/07 and 2007/08, and so could demonstrate additionality by increasing the 2007/08 forecasts.
- f) Examples of “Widening Access: Other activities” might include, amongst others, measures to increase participation from Community First areas or from students with disabilities, or to increase recruitment to subjects of strategic importance, not least by targeting under-represented groups.
- g) Examples of “Promoting Higher Education” might include activities in support of existing or planned reconfiguration and collaboration projects, strengthening management development with particular reference to the challenges involved in reshaping the HE sector, action to develop or strengthen research, better engagement with private, public or voluntary bodies and communities in Wales, particular investments in improving the quality of learning and teaching (over and above what could be expected of normal institutional investment), initiatives to increase Welsh Medium provision, initiatives aimed at developing new modes of delivery or harnessing ICT more effectively, activity that would strengthen the skills base available to Welsh employers, and actions that would promote Welsh HE more effectively internationally.

**Sign-off** (to be completed on paper copy only, by head of institution or appropriate deputy).

I enclose the Fee Plan from the above institution, and I confirm that all the commitments made above are additional to existing activity at this institution:

Name	Professor R.B. Davies
Position	Vice Chancellor
Signed	
Date	