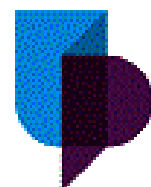


Admissions Policy

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UNIVERSITY OF
PORTSMOUTH

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Admissions Policy

Summary

What is this Policy about?

The arrangements for the admission of students to University's courses .

Who is this Policy for?

Applicants and their advisers, staff of the University and others with an interest in the University's admissions arrangements .

How does the University check this Policy is followed?

The University has a series of internal and external monitoring and review processes related specifically to individual aspects of the Policy. Additionally it reviews the whole Policy annually in advance of each new academic year.

Who can you contact if you have any queries about this Policy?

The Deputy Academic Registrar (for Admissions) at christine.giles@port.ac.uk .

The University welcomes applications from all students who are able to demonstrate the potential to meet the entry criteria for the relevant course and to benefit from study with us.

We are committed to the principles of fair access and all applications are considered on the basis of merit and potential. Our commitment to equality aims to ensure that our decisions are not influenced by non-relevant factors such as gender or gender identity, race, colour, nationality, ethnic origin, disability, age, sexuality, political or religious beliefs.

Our Admissions Policy contains detailed information about the processes which guide our decision making. It aims to give to applicants the information needed to understand how their application is considered and what steps are available to them if they are unclear or dissatisfied with our decision. The Policy also provides information about how it operates alongside other internal and national policies on, for example, Data Protection.

Section 4 describes the admission process and outlines who is responsible for processing applications and how we do this. This includes information about the process used for the following aspects of application processing:

- Entry requirements
- Interviews and portfolios
- Alternative offers
- Feedback
- Decisions
- Applicant response
- Confirmation of results

Section 5 outlines the policies that work alongside the Admissions Policy underpinning our commitment to fairness, equality and to the protection of your rights. This section contains information about:

- Access Agreement and Widening Participation
- Age on entry
- Appeals
- Applicants with criminal convictions
- Changes to a course
- Complaints
- Data protection
- Deferred entry

- Disabilities and specific learning difficulties
- Disclosure and Barring Service (DBS) and Occupational Health (OH)
- Fees
- Fraudulent applications
- Fitness to Practice

Questions and feedback on our Policy are welcome and can be submitted to admissions@port.ac.uk.

1. Introduction

- 1.1 This Policy describes the University of Portsmouth's position on key matters relating to recruitment and admissions activity. It applies to all applications for places on our full-time, part-time and distance learning undergraduate courses and to our full-time, part-time and distance learning taught postgraduate courses leading to the award of a degree, diploma or certificate. It complies with relevant legislation detailed in Annex 1. It is a public document and is aimed at prospective students, applicants, higher education advisers and University of Portsmouth staff.
- 1.2 This Policy is underpinned by our institutional strategic priorities (www.port.ac.uk/realising-the-vision/strategy/) and the University Access Agreement (www.port.ac.uk/accesstoinformation/policies/directorate/filetodownload,190604,en.pdf).
- 1.3 The University aims to maintain the currency of its admissions arrangements to ensure that its process and procedures reflect changes in regulation and best sector practice. From time to time changes will be made to take account of such factors and this Policy and associated regulations will be updated accordingly.
- 1.4 The Policy and associated procedures comply with the relevant equality and diversity legislation affecting the admission of students and takes account of sectoral best practice, including the QAA's *UK Quality Code for Higher Education Chapter B2: Recruitment, selection and admission to higher education* and *Part C: Information about higher education provision of the quality code and Supporting Professionalism in Admissions (SPA's) good practice guidance*.
- 1.5 The Policy and associated procedures take account of the University's responsibilities in relation to:
 - i) recruiting and admitting international students, and
 - ii) meeting the requirements of the Competitions and Markets Authority with regard to consumer law and our relationship with students.

2. Admissions Policy

- 2.1 The University welcomes applications from individuals who have the ability and motivation to succeed. We believe that potential can be revealed through formal academic and vocational qualifications, work and other relevant experience.
- 2.2 The University is committed to providing a fair admissions system that admits students with potential to succeed as demonstrated by academic and other factors irrespective of their background. In so doing, we are committed to the key principles of Fair Admissions as outlined in the Schwartz Report¹: transparency, minimising barriers to entry, selecting for merit, potential and diversity, professionalism and using assessment methods that are reliable and valid.
- 2.3 We aim for our admissions policies and procedures to be transparent, followed fairly, courteously, consistently and expeditiously. We ensure that information concerning applicants remains confidential between designated parties, and that decisions are made by those equipped to make the required judgements.
- 2.4 The University uses the guidelines set out by the Competition and Markets Authority to ensure that the consumer rights of applicants and students are safeguarded; Consumer Protection Regulations, Consumer Contract Regulations, and Unfair Terms Regulations are used to do this.

At each stage of the recruitment and admissions cycle, (i) Student Research and Application, ii) Offer/Rejection, iii) Acceptance, iv) Student Enrolment), the University will provide the material information and contractual information an applicant/student needs to make an informed decision, and will ensure that it is accurate, complete, clear, unambiguous, up front, timely, and accessible. Information about how an applicant, or prospective student, can make a complaint is also provided at each stage, and can additionally be found in this Policy.

¹ Schwartz Report. Department for Education and Skills (2004) Admissions to Higher Education Review, Fair Admissions to Higher Education: Recommendations for Good Practice.

3. Responsibility for admissions

- 3.1 The University provides a professional admissions service to all of its applicants. Recruitment and admissions activities are delivered in partnership between different parts of the University, in accordance with this Policy. This includes the following important aspects:
- Faculties are responsible for determining selection criteria;
 - The University Admissions Centre (UAC) and Faculties are responsible for academic decisions on individual applications in accordance with agreed criteria;
 - The Academic Registry is responsible for guaranteeing the accuracy and integrity of the core requirements and information on courses and the admissions process. It is also responsible for this Policy and for ensuring it is reviewed to guarantee that it best serves our applicants and the University's aims.
- 3.2 The University of Portsmouth strives to ensure that all promotional materials are relevant, accessible and accurate at the time of publication, are not misleading, and that they provide as much information as possible to enable applicants to make informed decisions about their options. The University's Academic Registry works with the Faculties, International Office and the Marketing and Communications Department to ensure the accuracy of all course information published by the University for the purposes of recruitment.
- 3.3 Other significant areas of responsibility:
- The International Office arrange and deliver recruitment activities overseas and ensure that all staff attending such events are briefed on appropriate processes and procedures.
 - The Recruitment and Outreach Team are involved in supporting potential students in local schools and colleges.
 - The Schools, Departments, Faculties and relevant central services are responsible for the design and delivery of Open Days and Applicant Days.
 - The Directorate of Marketing and Communications manages recruitment activities, including marketing campaigns, support for Open/Applicant Days, the University website, and other printed or soft-copy materials. The Recruitment and Outreach Team is also based in this Directorate.
 - Enquiries about the courses and admissions matters are the responsibility of the University Admissions Centre in the Academic Registry.
- 3.4 The nature of the Higher Education environment means that sometimes the courses, services and other matters included in the prospectuses, associated websites, and other media may change. The University considers this in light of guidance from the Competition and Markets Authority, and will only ever make changes where it is necessary to do so and is considered reasonable. The University will always inform applicants/students of any changes as soon as is possible.

4. Admissions process

4.1 Background

- i) Applications from home and EU students to full-time undergraduate degree courses can be made via the Universities and Colleges Admissions Service (UCAS). Applications to all other courses based at the University are made directly using the University's online application form at www.port.ac.uk/applyonline.
- ii) The University is committed to delivering a professional admissions service, providing the best support to its applicants. We operate a University-wide admissions service where staff are expert in our course profiles and requirements, national and international qualifications and internal and external admissions regulations.
- iii) While some applications, due to the nature of the course, are considered by Admissions Tutors in the Faculties, the consideration of most individual applications takes place in the University Admissions Centre (UAC). There, specialist staff review the application on the basis of achieved and predicted qualifications and experience against criteria previously agreed with academic staff. Other specialist staff in the UAC, and/or the Faculties, consider applications for courses that require further assessment, including portfolios. All full-time undergraduate applications received by the UCAS deadline of the 15 January are given equal consideration. The University continues to consider applications received after this date until the course is at capacity.

4.2 Entry requirements

- i) The University's minimum entry requirements are published on the University website at www.port.ac.uk/application-fees-and-funding/.
- ii) The University accepts the majority of nationally recognised advanced qualifications for entry to higher education, and gives equal consideration to academic and vocational qualifications for all courses of study. The University may also take into consideration relevant skills and expertise gained from work experience or vocational training, particularly for mature candidates.

- iii) Entry requirements for specific courses of study are published in the University prospectuses, on our website (www.port.ac.uk/courses/) and, for full-time undergraduate courses, on the UCAS entry profiles (<https://www.ucas.com/>), which are maintained and updated as required by university admissions staff. The University offers places to undergraduate applicants using guidance from the UCAS tariff. More information on the UCAS tariff can be found on the UCAS website at <https://www.ucas.com/ucas/undergraduate/getting-started/entry-requirements/tariff>.
- iv) In addition to academic qualifications we will also take into account information provided within the personal statement and reference(s), including where this reveals extenuating or mitigating circumstances which may have affected academic performance.
- v) Due to the limited or restricted number of places on some courses it should be noted that attainment of published indicative entry criteria does not guarantee an offer of a place.
- vi) Some courses require interviews, auditions, written assignments or practical tests. In this case applicants will be informed about the rationale for and requirements of any selection measures.
- vii) If an interview is required as part of the admissions process, but the applicant is unable to attend in person (e.g. because they are resident overseas), in some cases it may be possible for a video interview, or other alternative selection process, to be used.
- viii) Additional references may also be requested in order to inform the admissions process.
- ix) Declarations of mitigating/extenuating circumstances should be emailed to admissions@port.ac.uk or international.admissions@port.ac.uk if from a non-EU applicant. Extenuating circumstances may be considered if an applicant narrowly misses the entry requirements, however, this is at the discretion of the University.
- x) Applications to join a course with advanced standing should be made in accordance with the Recognition of Prior Learning Policy, which can be found online at www.port.ac.uk/accesstoinformation/policies/accreditationofpriorlearning/.

4.3 Interviews and portfolios

- i) Admission to some courses may require an interview or the submission of a portfolio. These additional requirements will be clearly stated in the University prospectus and webpages, including UCAS.
- ii) Applicants who are invited to attend an interview will be asked to choose a suitable date from a selection of available days and times, after which they will be sent details including a schedule of the day and information on any other activities. The outcome of the interview will be communicated to the applicant by the UAC (and for UCAS applicants, via **UCAS Track**). Feedback for unsuccessful applicants will be available through the University Admissions Centre.

4.4 Alternative offers

- i) Where it is not possible to make an offer to an applicant, the Admissions Centre staff will consider if there is a suitable alternative course. Such alternatives are considered in the following sequence: i) where a similar course exists, ii) where the applicant's qualifications or experience are a suitable match for another course.
- ii) If we unable to make an applicant an offer on the course they applied to we confirm this by email and ask if the applicant would welcome an alternative offer. If this is the case an alternative offer is made, if the applicant does not wish to receive an alternative offer then the application is rejected and the University does not progress the application any further.

4.5 Feedback

The University provides feedback to unsuccessful applicants on request. To obtain feedback, the applicant must email feedback@port.ac.uk or internationalfeedback@port.ac.uk if required for a non-EU applicant. The University aims to provide this within seven working days.

4.6 Decisions

- i) Decisions on undergraduate full-time applications will be transmitted to UCAS through the University's admissions system. Once a decision has been entered, it is available to be viewed by the applicant through UCAS Track within 24 hours. An email is sent to the applicant confirming the same information, except for the offer conditions which can only be viewed on UCAS Track.
- ii) Decisions for applications made directly to the University will be processed through the admissions system and will be available to view on the University's Apply Online system. An email will be sent to the applicant to confirm the outcome of their application.

- iii) All successful applicants who are made an offer are provided with pre-contract information on a durable medium. This information includes:
- A list of the core modules of the programme
 - The fees and other costs and how increases will be calculated
 - The number and type of contact hours
 - Information on the University's full terms and conditions
 - Information on what could change in the future
 - Information on applicants' 14-day right to cancel

If any changes have occurred to information provided to applicants in advance of making an offer, this is communicated along with the offer so an applicant can make an informed decision.

4.7 Applicant response

- i) The University expects those who hold an offer to respond with their decisions on that offer within the deadlines that are made known to them, either by UCAS or in the offer correspondence.
- ii) Once an offer is made, the University will correspond with applicants through UCAS and directly to provide material relevant to the stage of the admission process. This will include material about halls of residence, registration, induction, and the University and City more broadly. This material will be provided electronically and in hard copy as appropriate.

4.8 Confirmation of results

When the University receives examination results for applicants who have accepted Conditional offers, the Admissions Centre considers these for each applicant in relation to the offer made. Applicants who have achieved the conditions of their offer will have their place confirmed. Applicants who have not met the conditions are reviewed and their place may be confirmed if it is felt they will still be able to succeed on the course. The University may also consider an applicant for an alternative course if it is not possible to confirm on the applicant's Firm choice. It is the applicant's decision to accept this alternative place or not. If the University is not able to confirm the applicant, or the applicant does not wish to accept any offered alternative, the applicant is released into Clearing.

5. Further admissions processes

5.1 Access Agreement and Widening Participation

- i) The University's Access Agreement is approved annually by the Office for Fair Access and includes information about the University's approach to equal and diverse access. The document is available from OFFA at www.offa.org.uk.
- ii) Widening participation in higher education is a key strategic aim for the University of Portsmouth, demonstrated by our success to date in recruiting and retaining a diverse student body. We welcome applications from students from a wide range of backgrounds. Further information regarding our Widening Participation profile is found in our Access Agreement online at www.port.ac.uk/accesstoinformation/policies/directorate/.
- iii) We use contextual data in order to determine which applications to full-time undergraduate programmes will be considered as part of our Widening Participation strategy.

5.2 Age on entry

- i) The University welcomes applications from people of all ages. No applicant shall be refused admission on grounds of age.
- ii) The University does, however, recognise its special duty of care towards students who are legally still children, and has established procedures for dealing with applications from people who as students will be under 18 years of age. Principles, institutional responsibilities and procedures relating to the protection of under 18s and vulnerable adult students are set out in the Policy for the Admission and Support of Students Entering the University Under the Age of 18 at www.port.ac.uk/accesstoinformation/policies/academicregistry/filetodownload,192823,en.pdf.
- iii) An applicant under the age of 18 will be asked to complete and return a consent form from their parents or legal guardians who reside in the UK if their application reaches UF (Unconditional Firm) status. Those applicants without parents or legal guardians in the UK are required to appoint a guardian through a recognised agency.

5.3 Appeals

- i) An appeal is a request for reconsideration of an application decision and can only be requested after an applicant has received feedback on the reason for their original rejection.
- ii) Applicants do not have a right of appeal against the academic or professional judgement about their suitability for entry to a particular course. However, if following receipt of feedback, an applicant feels an error has occurred, they can request a formal review of the selection decision on one of the following grounds:
 - Pertinent information was missing for valid reasons from the original application;
 - There has been a misinterpretation of information or data contained within the original application;
 - There was a procedural anomaly in the handling of the application;
 - That there is evidence of prejudice or bias on the part of University staff.

The request for a review should be received within 28 calendar days of the day provision of feedback was provided. The procedure can be found at www.port.ac.uk/access-to-information/policies/academic-registry/file-to-download,182266,en.pdf.

5.4 Applicants with criminal convictions

- i) Our processes for considering applications from individuals with criminal convictions are designed to enable us to provide a safe and transparent context in which to assess potential risk. There are requirements of universities to reduce the risk of harm or injury to students and staff caused by any criminal behaviour of other students.
- ii) To enable this, applicants are required to declare any relevant unspent criminal convictions or, if applying for a course leading to certain professions or occupations (such as nursing or teaching) that are exempt from the Rehabilitation of Offenders Act 1974, must declare any spent or unspent convictions or punishments that would appear on a criminal records check.

More information on the Rehabilitation of Offenders Act can be found at https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/299916/rehabilitation-of-offenders-guidance.pdf.

5.5 Changes to a course

- i) Where material changes have been made to a published course, applicants with an offer on that course will be informed of those changes as soon as possible. Such changes may include:
 - a change in the approval status of the course;
 - a course gaining or losing accreditation from a professional body;
 - variation to the published course fees;
 - variation to the published course content;
 - change of location of course delivery;
 - change to a course name;
 - the closure or suspension of a course.
- ii) Applicants will have the option to withdraw their acceptance to the course. Should they wish to be considered for an alternative course, their application will then be assessed against the entry criteria for that particular course, provided there is sufficient space and time to accommodate them.

5.6 Complaints

Applicants may complain if they are dissatisfied with the service they have received regarding an application or any other aspect of the admission procedure. Complaints relating to admissions will be managed in accordance with the Applicant Complaint Procedure which can be found online at www.port.ac.uk/departments/services/corporate-governance/complaints/applicant-to-the-university/.

5.7 Data Protection

- i) All UCAS applications are subject to the UCAS Data Protection agreement, as described in the Data Protection Act at <https://www.ucas.com/corporate/about-us/privacy-policies-and-declarations/ucas-declaration>.
- ii) In addition, all applications to the University of Portsmouth are considered in accordance with the terms and provisions of the Data Protection Act 1998. The information provided in applications will only be used for admissions purposes but will form part of the student's record if they accept a place. The information will be confidential between the applicant, the University and any other parties the applicant has consented to as part of the application process (e.g. UCAS). The University of Portsmouth may have to release information to authorised outside agencies, such as the police or the Home Office, to prevent or detect fraud.

5.8 Deferred entry

- i) Deferred entry is granted at the discretion of the admissions staff and applicants should indicate that they wish to defer entry on their application forms.
- ii) Applications for deferred entry will be considered equally up until the point of confirmation.
- iii) Normally deferred entry is granted for one year only, however additional deferral requests may be considered on an individual basis.
- iv) Applicants who decide to defer after accepting a place at the University for the current cycle should contact the University Admissions Centre and will be considered on an individual basis.

5.9 Disabilities and specific learning difficulties

- i) All applications from candidates who have disclosed a disability and/or specific learning difficulty will be considered in the same way as any other application and a decision will be made that is based upon the candidate's academic merit and potential.
- ii) Where an application indicates a disability and/or specific learning difficulty, the details relating to this are referred by the Admissions Centre to the Additional Support and Disability Advice Centre (ASDAC). The applicant's requirements are considered and appropriate action taken to support, for example, their learning and access needs. Where necessary a meeting will be organised with the applicant to explore such requirements and how these may be met. Following this, support will be put in place and reasonable adjustments made at the University to address barriers which disabled students may encounter in the learning, teaching and assessment environment and which may affect performance.

NB: Whilst the provisions of the Equality Act 2010 normally make it illegal to reject an applicant on the grounds of disability there are three instances in which a university can reject a disabled applicant if they have the entry criteria necessary and these are:

- overriding health and safety concerns;
- barriers resulting from professional requirements;
- necessary reasonable adjustments cannot be made.

5.10 Disclosure and Barring Service (DBS) and Occupational Health (OH)

- i) Courses requiring a DBS and occupational health check will have this clearly stated in the Entry Profiles on the website. Courses requiring such checks include:
 - Allied Health Profession² course applicants will need to complete an OH check demonstrating fitness to practise before being allowed to register.
 - Initial Teacher Education applicants will need an OH check demonstrating fitness to teach before being allowed to register.
 - Successful applicants to all of the above courses will be required to undergo police record checks, carried out by the DBS, before being allowed to go on placement.
- ii) Further information can be found in the Policy for the Admission of Applicants and Students with a Criminal Record available at <http://policies.docstore.port.ac.uk/policy-035.pdf>.

5.11 Fees

- i) The University is committed to a fair and transparent policy in respect of all fee charges made to students, whether tuition fees or additional course-related costs. Tuition and other fees may be subject to change and are available on the University website at www.port.ac.uk/tuitionfees. Details of specific fees are provided at the time of offer.
- ii) The Education (Fees and Awards) Regulations 2007 allow publicly funded educational institutions to charge higher tuition fees to students unless they fulfil certain residence and immigration status requirements. Details of these requirements are available at the United Kingdom Council for International Student Affairs (UKCISA) website at www.ukcisa.org.uk/International-Students/Fees--finance/Home-or-Overseas-fees/England-Higher-Education/.
- iii) If the University is unable to determine an applicant's tuition fee status, based on the information provided in their application, applicants will be asked to complete a fee assessment questionnaire, and to provide additional information and documents.
- iv) Some courses are only suitable for applicants with a specific fee status. In the situation where an offer is made prior to an applicant's fee status being known, following the outcome of the fee assessment process, if an applicant's fee status is not compatible with a course they have already received an offer for, they may be considered for an alternative course or withdrawn by the University.

² These include courses in Diagnostic Radiography, Therapeutic Radiography, Paramedic Science, Operating Department Practice, Social Work, Speech Language and Communication Science, Adult Nursing, Optometry, Dental Hygiene and Dental Therapy and Dental Nursing.

- v) Applicants can appeal the results of an assessment by emailing feeassessment@port.ac.uk. The University aims to provide a response within seven working days.

5.12 Fraudulent applications and non-disclosure

- i) The University expects that applicants will have provided full, honest, and accurate information on their application form and in all subsequent communications with the University. Where the University has reason to suspect that this may not be the case, it reserves the right to investigate the matter fully.
- ii) If, in the course of such an investigation, the University finds that an applicant has made fraudulent or misleading claims in their application, the University reserves the right to withdraw any offer it has made. Where an applicant has omitted to provide all relevant information on their application form (including, but not limited to, qualifications commenced but not completed, qualifications resulting in a fail grade, exclusions) it similarly reserves the right to withdraw any offer it has made. In the event that an offer is withdrawn for the reasons set out above, the University may also, where appropriate, inform any other relevant professional bodies and/or third parties about the withdrawal.
- iii) In cases where the fraudulent and/or misleading information is discovered at any time after the applicant has enrolled as a student of the University, the University reserves the right to carry out its own investigations. If, after the completion of the investigation, it is found that there has been a deliberate attempt to use fraudulent and/or misleading information or relevant information was withheld in order to obtain a place on one of the University's courses, the University may take action to permanently exclude the student. In the event that a student is permanently excluded for the reasons set out above, the University may also, where appropriate, inform any other relevant professional bodies and/or third parties about the exclusion.

5.13 Fitness to practice

Where a course requires professional practice to be undertaken, the University will carry out appropriate health and good character checks during the admission process. We use data gathered from the application form with respect to criminal convictions and disability, an 'on-entry' declaration and a Disclosure and Barring Service (DBS) check to do this. Please see www.port.ac.uk/departments/services/academicregistry/UAC/downloads/filetodownload,192092,en.pdf for more information.

6. International admissions

6.1 International applicants

- i) Applications from international students are considered on the basis of individual merit and an applicant's desire and rationale to undertake a programme of study. Qualifications are assessed by experienced admissions staff, with careful consideration given to other factors such as work experience, suitability and interest in the course.
- ii) The University entry requirements for international qualifications are formulated with information from UK NARIC (www.ecctis.co.uk/naric/Default.aspx) as well as other external bodies such as UCAS, British Council, overseas governments, and staff with international and regional knowledge and experience. More details can be found at www.port.ac.uk/international-students/your-country/.
- iii) The University Admissions Centre is responsible for compliance with the UK Visas and Immigration Points-Based System in the form of assessing the validity of the application, the offer and Confirmation of Acceptance for Studies (CAS) to applicants from outside the European Union, collecting and logging of relevant data about all new applicants, including the Points-Based Immigration form, in order to be confident of the authenticity of relevant aspects of the application and applicant. More information on UKVI requirements can be found at <https://www.gov.uk/tier-4-general-visa>.
- iv) There are English language requirements for applicants whose first language is not English. Those applicants must have a sufficient command of the English language to complete their studies satisfactorily and are required to have completed a Secure English Language Test (SELT) from an approved test centre that has been assessed as meeting the UK Visa and Immigration requirements equivalent to a minimum level B2. Please note that the courses at the University of Portsmouth require a minimum of International English Language Test (IELTS) band 6.0 or equivalent with a minimum of 5.5 in each component with some courses requiring a higher level. Course specific entry requirements are available on our website. In some cases it may be possible to accept an alternative qualification in lieu of a SELT. Such decisions are made on a case-by-case basis.
- v) Applicants are responsible for ensuring that any supporting documents, such as certificate and transcripts are translated into English during the application process.

6.2 International Office and agents

The University has International Offices in Kuala Lumpur, Mumbai, Shanghai and Beijing. Many students planning to apply from abroad consult these offices or our intentional agents who can help applicants, for example, to plan studies, apply for a course, book accommodation and travel. Further details can be found at www.port.ac.uk/application-fees-and-funding/international-applications/#ug.

7. Training and development

- i) The University ensures that staff involved with the admissions process are professional and receive appropriate training and development in admissions and related areas.
- ii) University staff participate in the national student admission agenda through membership of various professional bodies, working parties and conferences, and Academic Registrars' Council (ARC) and UCAS groups. This facilitates the dissemination of good admissions practice across the University. Ongoing staff development is offered to staff involved in admissions in order to ensure compliance with regulations and consistency of procedures. For example, these training sessions include workshops about recruitment strategy, qualifications, interviews and entry requirements as well as technical training for staff involved in recording offers.
- iii) The University holds annual workshops for staff involved in Confirmation and Clearing and other specific events that occur during the applications cycle.
- iv) External training is given via the UCAS Higher Education in Admissions conference sessions, advice from the Supporting Professionalism in Admissions (SPA) team, and sharing best practice with other Higher Education Providers.

Annex 1

Relevant legislation

Data Protection Act 1998 defines a legal basis for the handling of personal information relating to living people .

Freedom of Information Act 2000 creates a general right of access, on request, to information held by public bodies .

Rehabilitation of Offenders Act (1974) enables some criminal convictions to be regarded as 'spent' after a rehabilitation period .

Certain professions and employments are exempt from the Act so that individuals are not allowed to withhold details of previous convictions in relation to their job when applying for positions in similar fields. These professions include:

- those working with children and other vulnerable groups, such as teachers and social workers
- those working in professions associated with the justice system, such as solicitor, police, court clerk, probation officer, prison officer and traffic warden
- doctors, dentists, pharmacists or nurses
- accountants .

Human Rights Act (1998) the Act makes it unlawful for a public body to act in a way which is incompatible with the European Convention on Human Rights.

Sex Discrimination Act (1975) seeks to prevent discrimination on the grounds of gender .

Race Relations Act (1976) (amended 2000) aims to prevent discrimination on the grounds of race, colour, nationality, ethnic and national origin .

Disability Discrimination Act (1995) (amended 2005) aims to prevent discrimination against people in respect of their disabilities .

Employment Equality Regulations (2006) prohibits unreasonable discrimination against people on grounds of age, sexual orientation and/or religion and belief.

Safeguarding Vulnerable Groups Act (2006) allows for the vetting of people who work or seek to work with children or vulnerable adults, and for the barring of those considered to be unsuitable for such work.

The Protection of Freedoms Act 2012 which merged The Criminal Records Bureau (CRB) and the Independent Safeguarding Authority (ISA) to become the Disclosure and Barring Service (DBS). CRB checks are now called DBS checks.

Equality Act 2010 aims to promote equality proactively .

Freedom of Information Act 2000

Children Act (2004)

The Immigration, Asylum and Nationality Act 2006

Annex 2

Relevant University policies*

Equality and Diversity Policy Statement

<http://policies.docstore.port.ac.uk/policy-027.pdf>

Equality Objectives

www.port.ac.uk/departments/services/equalityanddiversity/downloads/filetodownload,192336,en.pdf

Dignity and Respect Policy

<http://policies.docstore.port.ac.uk/policy-007.pdf>

Religion and Belief Policy

www.port.ac.uk/accesstoinformation/policies/humanresources/equalityanddiversity/filetodownload,53697,en.pdf

Gender Reassignment and Trans Equality Policy

<http://policies.docstore.port.ac.uk/policy-037.pdf>

Recognition of Prior Learning Policy

www.port.ac.uk/accesstoinformation/policies/accreditationofpriorlearning/filetodownload,190742,en.pdf

Policy for the Admission of Applicants and Students with a Criminal Conviction

<http://policies.docstore.port.ac.uk/policy-035.pdf>

Admission and Support of Students under the Age of 18 Policy

www.port.ac.uk/accesstoinformation/policies/academicregistry/filetodownload,192823,en.pdf

All University-wide policies are available in the Document Warehouse at www.port.ac.uk/accesstoinformation/policies .

***Please note:** at the time of writing, a number of these policies are subject to review. If you have any queries on these, or cannot find what you are looking for please contact Adrian Parry, Director of Corporate Governance, in the first instance, at adrian.parry@port.ac.uk .

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