

This Policy Statement applies to all students (undergraduate, taught postgraduate and research programmes) and to all academic, administrative and other staff who provide advice and support to students.

In this document 'at risk' means, 'at risk of failing to complete the course of study for which a student is enrolled or at risk of only achieving a standard that is very significantly below that of which the student is capable'. UTC recognises that there are other definitions of 'at risk' but this policy document does not address these, except in so far as they impinge on academic performance. However, UTC also recognises that academic performance is not the ultimate measure by which student flourishing is to be measured and that issues that do not affect academic performance but do prevent holistic flourishing are of great importance. In rare cases, academic performance must be sacrificed in order to promote holistic flourishing.

Union Theological College (UTC) is committed to not only meeting but surpassing its legal obligations to students.

UTC is committed to not only the welfare but the flourishing of all of its students.

UTC recognises that physical, mental and spiritual health are inter-related and guarding all is important in order that students might flourish.

UTC is committed to providing a safe space for all students and an atmosphere in which all students feel safe and valued.

UTC is committed to proactively seeking the flourishing of all of its students.

UTC is committed to reacting appropriately to any indication that a student may be at risk.

UTC recognises its limits; it is a provider of education to students and cannot be the final locus of pastoral care for students. With this in mind, UTC will not go beyond the limits of what it can safely offer to students but will point students to other, more competent sources of support. UTC will work in partnership with all agencies and individuals that are competent to contribute to the flourishing of students but will caution students with respect to agencies and individuals that it believes to be detrimental to their welfare.

UTC is committed to treating all students as adult individuals who are worthy of full respect as persons created in the image of God. UTC also expects all students to treat their peers with the same respect. As a consequence of this, UTC expects all students to take up their responsibilities as members of the college community.

UTC will provide a personal tutor for all students. The responsibilities of the personal tutor include an active concern for the flourishing of all tutees.

UTC will provide a fair and transparent disciplinary process for any student who is accused of misconduct.

UTC is committed to offering its teaching and assessment in ways that are accessible to all students and that reduce, as far as possible, the risk of failure to achieve.

As part of its duty of care, Union College will deem a student's non-attendance at classes or non-engagement in studies, without due explanation or justification, as a possible indicator that a student is at risk and investigate this with the purpose of offering the student advice and support.

Further indicators of a student being at risk will include but not be limited to the following. A student who:

- has an identified disability or learning difficulty;
- is from the Education and Skills Funding Agency (ESFA) defined eligible groups – students who are in care or a care leaver; receiving income support, employment support allowance, disability living allowance or personal independence payments;
- has English as a second or other language;
- has been previously identified as being vulnerable or at risk by their school or local authority;
- has been significantly irregular in attendance;
- shows a lack of interest in studies;
- experiences repeated negative interactions with staff and/or other students;
- exhibits significant changes in behaviour from past behaviours at College;
- fails two or more modules within one semester;
- fails to attend or submit a module assessment;
- fails the same module more than once;
- has significantly underachieved in any element of assessment;
- has been reported to us by their peers as causing concern;
- has been observed by College faculty or staff as otherwise indicating that they may be at risk.

When dealing with sensitive issues, UTC will communicate with students in confidence (within the normal legal constraints). Personal information gathered from students will also be kept confidential.

Within the normal legal constraints, any intervention made on behalf of a student will be agreed with the student, recorded and only communicated with others, with the permission of the student.

UTC recognises that some factors influencing poor performance by a student may be within the control of that student, while others may not. UTC is committed to addressing both, in so far as this lies within reasonable expectations of an educational institution.