

1. Purpose

- 1.1. The purpose of the Policy is to clarify the admissions process and guidelines regarding applications to study at HNC.
- 1.2. The policy is designed to serve the College's vision, mission and values and is applicable irrespective of changes in curriculum and specific range of courses.
- 1.3. Key dates and deadlines will be communicated via the College website

2. Conditions of Offer

- 2.1. HNC aims to provide all applicants with a programme of study that suits their individual needs provided that:
 - Applicants recognise, and are willing to engage with, our College values and a commitment to our College motto "become your best self".
 - Applicants have complied with our application and enrolment procedures, meeting all published deadlines.
 - Applicants meet both the general entry criteria for their study programme and the individual subject entry criteria comprising their overall study programme.
 - Supporting information provided by the student's current education provider indicates
 no significant concern regarding record of attendance, punctuality, general behaviour,
 attitude to study or aptitude for the proposed study programme.

3. Study Programme

- 3.1. In advising applicants regarding their choice of study programme, it is the College's aim to ensure applicants embark on subjects which suit their long-term vision, interests, prior achievement and ability to succeed. The study programme must also enable progression to further study, employment, or training.
- 3.2. The expectation is that all students at the College are on a full-time, campus-based study programme of two years in length.
- 3.3. If an applicant enrols at the College without GCSE mathematics or GCSE English Language at Grade 4 or above, they will be enrolled onto the appropriate GCSE course as part of their study programme.
- 3.4. All applicants will enrol on the Aspire programme as part of their curriculum offer and it is also compulsory for students to engage in enrichment activities. A catalogue of available activities will be published at the start of each academic year.
- 3.5. The College is a dedicated 16-18 education provider, as such we do not offer adult education programmes. For funding purposes, the College can only accept applications from students born between $1^{\rm st}$ September 2006 and $31^{\rm st}$ August 2008.

4. The Application Process

- 4.1. Applications are welcome from eligible applicants with a genuine desire to study at HNC and a commitment to our ASPIRE values and motto 'become your best self'.
- 4.2. Prospective students are required to visit the College's website for information and guidance and are strongly advised to engage with College Open Events prior to submitting an application.
- 4.3. Applications must be submitted via the College's website or via the Get Into portal. The applicant's school will advise which is the relevant portal.



- 4.4. Applicants may also be requested to submit additional information prior to interview including a breakdown of their Year 10 attendance and a copy of their most recent school report. Medical evidence regarding circumstances impacting on attendance, punctuality or behaviour must also be submitted at this point so relevant information can be considered as part of the interview process. The College reserves the right to decline applicants prior to interview, should it be clear that it is extremely unlikely an offer of a place will be made.
- 4.5. The College's application window will be published each year via the website and social media.
- 4.6. Late applications may be considered in exceptional circumstances, for example a relocation to the area, but the College may only be able to offer places on a limited range of courses.
- 4.7. Applicants are selected for interview based on the quality of the completed application form which should provide accurate, complete, and honest information of prior educational achievement and interests. Incomplete applications will not be considered. Any falsification of supporting documentation will lead to an automatic rejection of an application and the College will not consider any future application.
- 4.8. When assessing applications, HNC will not consider target grades but will review current working at grades, predicted grades and mock exam results as these grades provide the most accurate prediction of GCSE results. This supports the College to advise the applicant on a suitable study programme at interview. Applications with predicted grades that fall well below HNC's published minimum entry criteria will not be offered an interview, but further information, advice and guidance will be offered.
- 4.9. Applicants who are not offered an interview can appeal this decision by following the applications appeals process outlined below.

5. The Interview Process

- 5.1. Interviews for all applicants will be conducted at HNC and will be held during the College's interview window as published on the College's website. While every effort will be made to rearrange scheduled interviews in exceptional circumstances, due to the high volume of applicants, this cannot be guaranteed and applicants unable to attend their scheduled interview are at risk of not being offered a place.
- 5.2. Applicants should bring a copy of their Year 11 Autumn term attendance and punctuality breakdown as this will be assessed along with their Year 10 attendance break down submitted at the application stage. The College reserves the right to consider any information this presents, including punctuality issues and any exclusions.
- 5.3. To support applicants in becoming independent young adults, parents / carers are not permitted to attend the College interview.
- 5.4. The interview is designed to establish whether HNC is the right learning environment for the applicant and to support them to decide on the most appropriate study programme at the College. The questions asked during the interview will be broadly in line with those listed below. The process is not designed to be stressful, and applicants should wear clothes which are comfortable, school uniform or casual clothes are equally acceptable. Applicants should prepare for the questions listed below in advance and are expected to bring notes with them to the interview.
 - 1. What is your long-term vision? (This can be as specific as a particular career, for example paediatric nursing, or as generic as a desire to progress to university.)
 - 2. Why have you applied for your chosen courses and how do they support your long-term vision?
 - 3. How will you travel to College? What impact will your journey to College have on your daily routine?



- 4. What enrichment do you currently do? What enrichment would you be interested in taking up at HNC?
- 5. How will you contribute to HNC's values?
- 6. How will you commit to embracing our motto of 'become your best self'?
- 5.5. At the start of the interview a check of school reports and attendance records against admissions criteria will be made. Applicants will be given the opportunity to discuss any attendance, punctuality, behaviour, and / or commitment concerns raised in their reference. Any information relevant to poor attendance / punctuality / behaviour / commitment records should be addressed in the school reference to support the interview process. Any medical evidence submitted with the application will also be taken into consideration.
- 5.6. The following criteria will be assessed at interview to help advise the applicant on the most appropriate study programme and clarify expectations at HNC which are in place to support students to become their best self during their time with us:
 - **Predicted grades** When assessing applications, HNC will not consider target grades but will review current working at grades, predicted grades and mock exam results as these grades provide the most accurate prediction of GCSE results. This supports us to advise the applicant on a suitable study programme at interview.
 - Attendance Full attendance is the expectation at HNC.
 - In cases where an applicant's educational provider attendance is below 95%, or 90% as a medically evidenced reasonable adjustment (refer to Appendix 1: Supported Admissions for further details), a further discussion will be required at interview to ensure applicants fully understand the expected attendance levels at HNC and are committed to making any changes required to meet these expectations.
 - Applicants with attendance below 90% in Year 10 or in the autumn term of Year 11 are at risk of not receiving a conditional offer if there are other areas of concern (see below). All mitigating circumstances will be taken into consideration when reviewing the application. Sporadic and ongoing absence is a particular concern due to the negative impact this has on learning.
 - Applicants with attendance below 80% in Year 10 or in the autumn term of Year 11 are highly unlikely to be offered a place unless there are significant mitigating circumstances and accompanying evidence is provided to both explain the low attendance and show that the circumstances causing the low attendance have been fully resolved.
 - Punctuality Students are expected to attend all lessons punctually at HNC; poor
 punctuality at school will require further discussion at interview to ensure
 applicants are aware of expectations at HNC and are prepared to make the
 necessary changes to routine to meet these expectations.
 - **Behaviour** Students are expected to behave professionally at all times at HNC so any concerns regarding behaviour will require further discussion at interview. If an applicant has been previously excluded (fixed-term or permanent) from an education provider, the College will exercise due diligence to establish whether the nature of this exclusion has the potential to compromise the safety of staff, students or the local community before deciding whether to proceed with the interview. For this reason, applicants who have been permanently or temporarily excluded should ask their education provider to provide details to HNC regarding the reasons for the exclusion to support our admissions process.



- Commitment Students are expected to commit completely to their studies at HNC, education provider reports which suggest commitment falls below this expectation will be discussed during the interview.
- 5.7. If an application raises significant concerns in any of the areas listed above, it is unlikely that the College will be able to offer a conditional place. It is important to note that each applicant will be assessed on a case-by-case basis and any additional evidence brought to interview will be considered. The applicant will also have the opportunity to explain why they should be considered for a place at HNC despite the concerns raised by their application. If an application raises significant and / or ongoing concerns, it is unlikely that the College will be able to offer a place and the application process will be stopped. Applicants who appeal a no offer and are then given a conditional place following this process will be offered an opportunity of a telephone interview.
- 5.8. If the interview establishes that HNC has the potential to be an effective fit for the applicant a conditional offer of a place (subject to meeting entry criteria and general admissions criteria) will be made after their interview.

6. Post Interview Procedures and Online Enrolment

- 6.1. After receiving a conditional offer, applicants must confirm acceptance of this offer through the College's applicant portal by the acceptance deadline communicated via the College website and social media channels. Applicants who do not accept their conditional offer by the published acceptance deadline risk having their offer withdrawn.
- 6.2. All students who accept their conditional offer at HNC will receive regular updates regarding HNC@Home and Hudds Fest, our Taster event in July, as well as key information regarding enrolment. All applicants must check their emails regularly to ensure they fully understand the online enrolment procedures.
- 6.3. As part of the pre-enrolment process, applicants will be informed of tasks that they are required to complete (examples include the submission of a photo to prepare their College ID and the submission of a bus-pass request).
- 6.4. Applicants are expected to submit evidence of GCSE results by the published deadline through the College's applicant portal. Applicants must ensure that they are contactable by telephone during the enrolment period, up until receipt of an email confirming that their enrolment has been successful. If an applicant is uncontactable this will put their place at risk
- 6.5. A place at HNC will be formally offered following completion of the enrolment process in August.
- 6.6. Applicants who meet the following criteria will be enrolled at HNC:
 - They meet the entry requirements for their study programme and any subject specific entry criteria.
 - They demonstrate through the admissions process that they are fully prepared to embrace the demands of a full-time campus-based study programme.
 - They sign HNC's learner agreement.

7. Restrictions to Offering a Place

- 7.1. Offers to study at HNC could be restricted on the following basis:
 - An applicant does not meet the entry criteria for their study programme or the subject specific criteria required for their chosen courses. Homeschooled applicants are not exempt from published entry criteria. The College is unable to progress applications



where an applicant is undertaking less than the required number of GCSEs for their chosen Pathway.

- An applicant applies after the published application deadline.
- A course does not run due to low demand or staff capacity.
- An applicant has not directly applied to study the course, has submitted a late request to change courses, and the course is over-subscribed.
- The combination of subjects is not possible due to timetable clashes.
- There is evidence of an applicant's prior or present lack of commitment to learning through education provider reports or a lack of engagement with pre-enrolment tasks.
- The College cannot meet the individual needs of a student. Examples include, but are not limited to, an EHCP review that is not compatible with the provision within the College; a distance learning requirement due to health. Applicants should refer to Fitness to Study Policy for further guidance.
- 7.2 At enrolment, applicants who have not met the entry criteria for their chosen subjects will be contacted so that the College can support them to explore alternatives. If demand for places exceed the spaces available on alternative suitable study programmes, places will be allocated on a random basis to students who have submitted their GCSE results by the enrolment deadline.
- **7.3** HNC does not consider in-year transfers beyond our late enrolment period which is subject to course availability.

8. Applicants from outside the UK

- 8.1 HNC welcomes applications from committed international applicants who fulfil the requirements outlined by UK Visas and Immigration.
- 8.2 Applicants who do not possess UK qualifications will be advised to obtain an ENIC certificate to validate the level of their qualifications to support their application to HNC as this can also support future applications to university. Due to the limitations of ENIC, further validation may be required prior to enrolment to ensure applicants are enrolled on the appropriate courses to match their academic profile. This may include sitting a GCSE maths and or English Language paper and / or completing relevant diagnostic tests.
- 8.3 For non-UK applicants who do not hold any formal qualifications, for example those with refugee status, the College will explore options through diagnostic tests and GCSE maths and English language papers.
- 8.4 All non-UK applicants must be eligible for post-16 funding and must have the appropriate right to remain / reside status. Applicants will be advised on the relevant documentation which is required to verify their status and this documentation must be provided within the timeframes communicated or the College will be unable to offer an interview.
- 8.5 An applicant may not be offered a place where it is evident that an applicant's English or Maths is not at the required standard to allow them to be successful on a Level 3 programme. In this instance, support will be offered to ensure that the applicant receives appropriate information, advice and guidance to allow them to access other providers.

9. Admissions Appeals

- 9.1. The College Admissions Policy provides detailed guidance on the criteria for accepting applicants as students at HNC.
- 9.2. Any applicant wishing to appeal against the College's decision not to make them a conditional offer must do so in writing to the Director of Admissions within 10 days of their College interview. In cases where an interview has not been offered, the applicant must



submit their appeal within 14 days of the communication outlining the decision not to invite to interview being sent.

- 9.3. Appeals can be made on the following grounds:
 - There is evidence of the College failing to adhere to the Admissions Policy.
 - There is additional mitigating information which can be evidenced directly relevant to the application which, for good reason, was not available at the time of interview. Examples include but are not limited to, medical reports, education provider references, or updated attendance records which became available after the decision was made. Note that if relevant supporting evidence is not supplied, decisions will be based on the information submitted to the College.
 - If there appears to have been an administrative error.
- 9.4. It is the responsibility of the applicant and / or parent / carer to obtain relevant evidence from their current education provider and agree any necessary corrections with them, as relevant, before an appeal to the College is made. The College reserves the right to consider all additional information received during the appeal when reconsidering the original decision, this includes information that strengthens as well as weakens the original application.
- 9.5. Appeals may only be submitted by the applicant or their parent / carer. However, the applicant must always complete their own supporting statement via the standard appeals form
- 9.6. The appeal should be emailed to <u>studentservices@huddnewcoll.ac.uk</u> and state 'Application Appeal' in the subject line. The appeals form must be completed in full.
- 9.7. The College will communicate the outcome of the appeal to the applicant within 14 days of the College acknowledging receipt of the appeal.
- 9.8. If an applicant's appeal is successful, they will be offered a telephone interview to ensure that the College can offer guidance on the most appropriate study programme based on their long-term vision.
- 9.9. Applicants must ensure that the courses they would wish to study if their appeal is successful are stated on the appeal form. It is the applicant's responsibility to ensure that they are predicted to meet the entry criteria for these courses. If a place is offered at the appeal stage and an applicant does not have the predicted grades to support entry to these courses, the College may only be able to offer places on a limited range of courses.

Final Appeal

- 9.10. If the appeal response is deemed by the applicant to be evidentially incorrect, they can appeal in writing to the Assistant Principal (Student Development).
- 9.11. The College must receive the final appeal, including all evidence to be considered, within 14 days of the communication of the initial appeal response. Final appeals must be emailed to studentservices@huddnewcoll.ac.uk and state "Final Appeal" in the subject line.
- 9.12. The College will communicate the outcome of the final appeal to the applicant within 14 days of the College acknowledging receipt of the final appeal. The decision reached by the Assistant Principal (Student Development) or their designate is final. There are no further appeal options available following this decision.
- 9.13. Every attempt will be made to adhere to timelines and deadlines detailed within the policy, however, these may need to be amended dependent upon the academic working calendar. Actions required outside of term time working (during holiday



periods) may have to be addressed, upon a return to College, following the timescales laid out.

10. Policy Review

The Senior Leadership Team will approve the policy before publication on the College website. This policy is the responsibility of the Senior Leadership Team and will be reviewed annually.

11. Related College Documents

- Attendance and Behaviour for Learning policy
- Fitness to Attend and Study Policy
- SEND Policy



Appendix 1: Supported Admissions

Special Education Needs, Additional Learning Support and Disability

HNC welcomes applications from students who may require additional support. To effectively assess their additional support needs, the applicant must ensure all relevant sections of the application form are fully completed and any relevant supporting documents are provided prior to interview or during the interview. The applicant, parents / carers and other partners supporting the applicant will be consulted with on what reasonable adjustments can be made to meet the applicant's specific needs.

To comply with statutory regulations, applicants with specific Access Arrangements for examinations will need to disclose these to the College at the application stage and re-apply for these on transfer to the College. Relevant evidence must be up to date (within the previous 12 months) and provided as soon as possible after enrolment.

In some cases, there may be concerns about the suitability of HNC as a provider and / or an applicant's fitness to attend / study which become apparent during the admissions process. Such concerns might be raised by the applicant, a parent / carer, the current / previous educational provider, HNC staff or an external agency.

A range of evidence may be utilised in the assessment which may include:

- Input from the applicant and their parent / carer.
- Education Health and Care Plan.
- Medical, psychiatric and / or psychological evidence.
- Reports from current educational providers.
- Physical, emotional and social needs and associated support required.
- Specialist treatments and therapies required.
- Vulnerability and safeguarding.
- Prior attainment.
- Specialist equipment and / or environment required.

In cases where an EHCP is in place, the content of the EHCP will be considered through the statutory consultation process initiated by a Local Authority and will form part of the College's decision-making process regarding whether HNC is an appropriate provider of post-16 education for the applicant. This consultation process occurs separately to the College's admissions process. This may lead to applications not progressing to interview or offers being rescinded should it be determined that the College is unable to meet the specific needs of the applicant. In all such cases, the decision will be made in consultation with SLT. In cases where there are significant funding implications, there will also be consultation with the Local Authority.

Reasonable Adjustments

Students with medically diagnosed mental and / or physical health conditions are entitled to reasonable adjustments and support under the Equality Act, 2010. In accordance with this legislation, the College will exercise discretion to determine the reasonable adjustment(s) that can be made for applicants. In making this determination, the College will implement reasonable measures to ensure students are not placed at a 'substantial disadvantage' due to their disability or difficulty. Reasonable adjustments are intended to remove barriers to learning. It is important, however, to be clear about what is reasonable in an educational setting and the limits to the



individual support that can be provided within a sixth form college. HNC staff provide excellent care for all students but there will be times when a student's physical or mental health are so affected that they are no longer able, despite support both internal to the College and externally, to sustain attendance in accordance with the College's expectations.

Whether an adjustment will be considered reasonable depends upon a number of factors which include, but are not limited to:

- The needs of the applicant with medically diagnosed mental and / or physical health conditions.
- The likely effectiveness of the adjustment.
- The projected financial cost implications of the adjustment.
- The likely impact of the adjustment on other applicants.

The College's expectation is that students punctually attend all of their College commitments. The College's adjusted medical evidence attendance expectation is 90%. It is unlikely that an applicant will be made a conditional offer of a place in cases where there is insufficient evidence that they will be able to sustain attendance levels at the adjusted level of 90%. Guidance will be provided to these applicants to support them to explore alternative providers.

Applicants who have attendance levels between 80% and 90% will be considered for a place at HNC if their application is supported by medical evidence which demonstrates that it is in the best interest of the applicant to be enrolled onto a full-time campus-based study programme. The evidence submitted must demonstrate that the factors affecting the applicant's physical or mental health are sufficiently resolved to allow them to sustain attendance at the adjusted medical evidence expectation of 90%. In these cases, applicants will be monitored though the College's Fitness to Study process before a conditional offer is made. During this time the applicant's attendance at their current education provider will be monitored to provide them the opportunity to evidence their ability to meet the College's reasonably adjusted attendance expectations.

The College reserves the right not to offer conditional places to applicants as a proportionate means of achieving the legitimate aim of ensuring that we support applicants on to an appropriate study programme on which they can become their best self and achieve success. This is likely to be the case for any applicant with an educational attendance record which is below 80%.

12. Policy Review

The Senior Leadership Team approve this policy. Once approved, staff will be notified of the new policy via the staff news bulletin and the policy will be published on the internal information platform (Moodle) as well as the external College website.

Document History					
٧	Date	Author(s)	Comments	Authorised and date	Date of next review
1-8 have been archived due to the data retention policy					



	Document History				
V	Date	Author(s)	Comments	Authorised and date	Date of next review
9	September 2021	Julie Thomas, Catherine Cushnie	Update of dates and roles. Changes to process due to the continued global pandemic	Approved by SLT September 2021	October 2022
10	July 2022	Catherine Cushnie, Julie Thomas	Update of dates and roles. Changes to process and clarity with the ABC criteria	Approved by SLT June 2022	July 2023
11	September 2023	Catherine Cushnie	Policy rewrite	October 2023	July 2024

Equality & Diversity

This policy has been reviewed to assure the promotion of equality on grounds of gender, gender reassignment, sexual orientation, race, religion, or belief, disability, age, marriage and civil partnership, pregnancy and maternity.

General Data Protection Regulations

This policy has been reviewed and is compliant with the general Data Protection Regulations and the College's Data Protection Policy.

Question	Response
1. Name of policy being assessed	Admissions Policy
2. Summary of aims and objectives of the policy	The College is committed to ensuring students are offered the most appropriate study programme. This is vital to applicants' success; as such the College must be confident that we are offering applicants a place at the College on a study programme which matches their incoming grade profile, their ability to meet the College's expectations, and their aspirations for the future. The aim of the admissions process is to enable applicants to realise their full potential, develop as responsible young adults, and progress successfully to further learning, training, or employment. The College aims to provide applicants with high quality, consistent and independent advice and guidance.



3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	The policy has been rewritten to clarify the admissions processes. The policy and any associated updates are based on collective learning from the previous year's admissions cycle, including feedback from schools, interviewers, parents/carers and students.
4. Who is affected by the policy?	Applicants applying to study at HNC.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy?	Annually, in response to legislative changes. Student data is analysed annually to identify trends and impact changes. The Policy is also reviewed to respond to any legislative changes.

Protected Characteristic Group	Is there a potential for positive/negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment made)
Disability	Potential Negative impact	The policy is compliant with applicable statutory obligations, regulations, and guidance. The policy is reviewed annually to ensure it remains up to date and fit for purpose.	Medically adjusted attendance expectation of 90%. Applications from students with attendance above 80% will be considered if there is evidence, they can meet the medically adjusted 90% level moving forward.
Gender reassignment	Neutral impact	The policy is compliant with applicable statutory obligations, regulations, and guidance. The policy is reviewed annually to ensure it remains up to date and fit for purpose.	N/A
Marriage or civil partnership	Neutral impact	The policy is compliant with applicable statutory obligations, regulations, and guidance. The policy is reviewed annually to ensure it remains up to date and fit for purpose.	N/A
Pregnancy and maternity	Potentially Negative impact	The policy is compliant with applicable statutory obligations, regulations, and guidance. The policy is reviewed annually to ensure	Applications from students with attendance above 80% will be considered if there is



	it remains up to date and fit for purpose.	evidence they can meet and sustain attendance levels at the adjusted 90% level moving forward.
Neutral impact	The policy is compliant with applicable statutory obligations, regulations, and guidance. The policy is reviewed annually to ensure it remains up to date and fit for purpose.	N/A
Neutral impact	The policy is compliant with applicable statutory obligations, regulations, and guidance. The policy is reviewed annually to ensure it remains up to date and fit for purpose.	N/A
Neutral impact	The policy is compliant with applicable statutory obligations, regulations, and guidance. The policy is reviewed annually to ensure it remains up to date and fit for purpose.	N/A
Neutral impact	The policy is compliant with applicable statutory obligations, regulations, and guidance. The policy is reviewed annually to ensure it remains up to date and fit for purpose.	N/A
Neutral impact	The policy is compliant with applicable statutory obligations, regulations, and guidance. The policy is reviewed annually to ensure it remains up to date and fit for purpose.	The College is a dedicated 16-18 education provider. We do not offer adult education programmes. For funding purposes, for September 2024 entry, the College can only accept applications from students born between 1st September 2006 and 31st August 2008.

Question	Explanation / justification
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Is it possible the proposed policy could discriminate or unfairly disadvantage people?	The policy could unfairly disadvantage applicants who have faced barriers to their education which have negatively impacted their attendance, commitment and predicted grades.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
No barriers identified, therefore activity will proceed.		
2. You can decide to stop the policy or practice at some point because the data shows bias towards one or more groups		
3. You can adapt or change the policy in a way which you think will eliminate the bias		
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore, you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		The policy could unfairly disadvantage applicants who have faced barriers to their education which have negatively impacted their attendance, commitment and predicted grades. The College has reviewed this potential disadvantage and believes that it is a proportionate means of achieving the legitimate aim of ensuring that we support applicants on to study programmes on which they can flourish and achieve success. The application and appeals process takes into consideration relevant information provided by schools and medical professionals to reach a fair decision. The policy will be reviewed regularly by relevant members of SLT to ensure we are considering the impact on protected characteristic groups.

Reviewed by (Author):	Catherine Cushnie
Date:	3 rd October 2023
Review date (if applicable):	June 2024
Approval by SLT:	Marcus Smith-Connor



Date:	4 th October 2024