

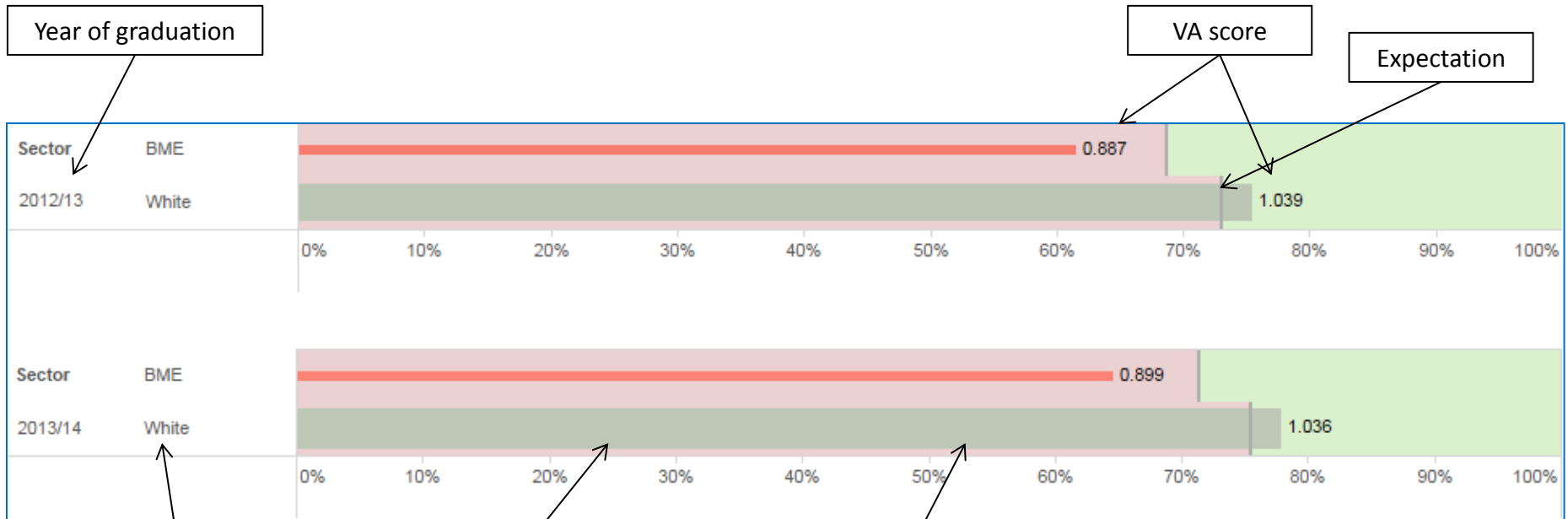
Tackling the BME attainment gap – Value Added Data

Explaining the Dashboard

The Value Added Methodology

- Kingston has developed a VA metric which powerfully highlights differences in attainment which cannot be explained by student entry qualifications or the subject of study.
- This has been used principally to highlight the difference in attainment of BME students but can equally be used for other groups, gender, age, socio-economic status etc.
- The metric is calculated by taking the actual degree outcomes of all students graduating across HE in the last five years by subject of study and one of fifty entry qualification bands. This allows a statistically expected percentage of 1st and 2.1 degrees to be calculated for any cohort of students which can then be compared with the actual attainment of that cohort (be it BME v white; male v female etc).
- Where the attainment exceeds or falls below the 'expected' the VA score is proportionately above or below 1.
- Kingston has developed a Tableau dashboard showing VA scores for white and BME students over the last six years by faculty, school and course. This has proved a very powerful way of engaging staff in constructive discussions about the gap and ways to address it.

VA scores for the sector



Ethnicity

The colour of the bar signifies whether the VA score is above or below 1. Red < 1 & Green => 1

Width of the bar signifies the number of students in the cohort – the thicker the bar = more students

Reminder what the VA score means

Attainment > Expectation

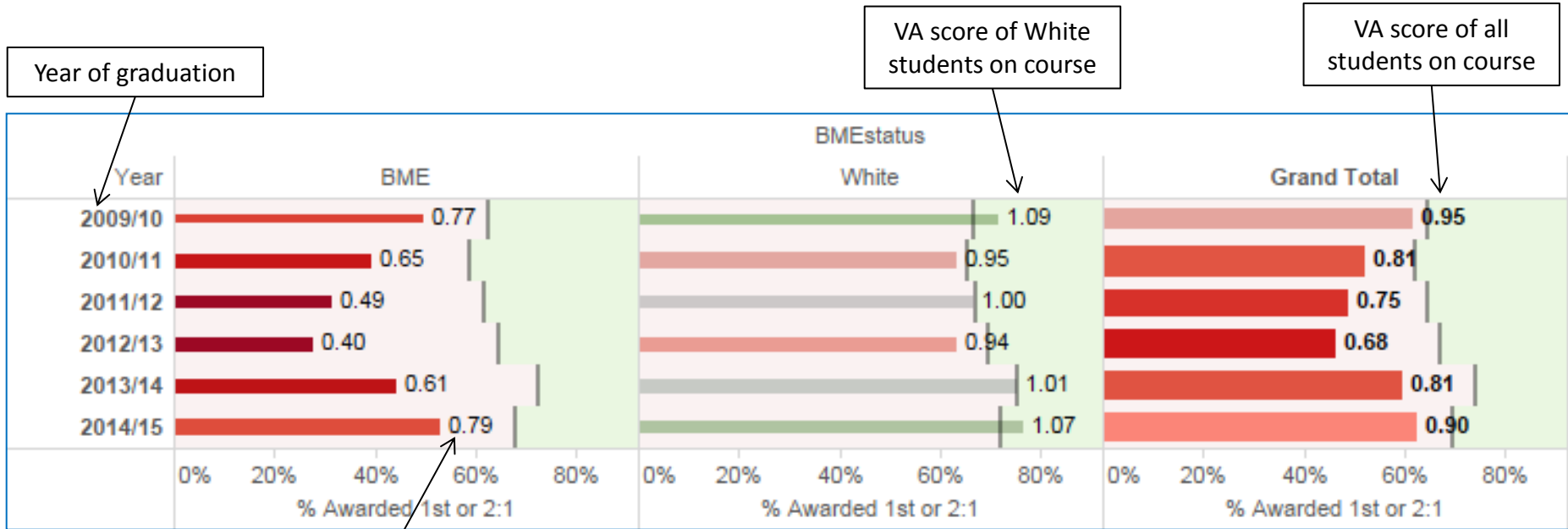
VA = > 1

Attainment < Expectation

VA = < 1

VA scores by department

Department A



VA score of BME students on course

Reminder what the VA score means

Attainment > Expectation

VA = > 1

Attainment < Expectation

VA = < 1

VA scores by course

All pathways

Year of graduation
↓

Trend data
↙ ↘

BMEstatus	Year					
	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
BME	0.68	1.01	0.77	0.66	0.99	1.23
White	1.30	1.12	1.03	1.17	0.98	1.10

Ethnicity
↖

Year	BME				White			
	Population	% Awarded Good Degree	Expected % Good Degree	Value Added Score	Population	% Awarded Good Degree	Expected % Good Degree	Value Added Score
2014/15	10.5	87%	72%	1.23	24.8	81%	76%	1.10
2013/14	8.8	77%	77%	0.99	42.6	75%	78%	0.98
2012/13	15.3	48%	69%	0.66	50.5	90%	77%	1.17
2011/12	29.9	49%	64%	0.77	51.3	73%	70%	1.03
2010/11	11.5	73%	71%	1.01	42.2	77%	69%	1.12
2009/10	17.9	41%	63%	0.68	47.0	91%	71%	1.30

Number of students
↖

Percentage of students awarded a 1st or 2:1
↖

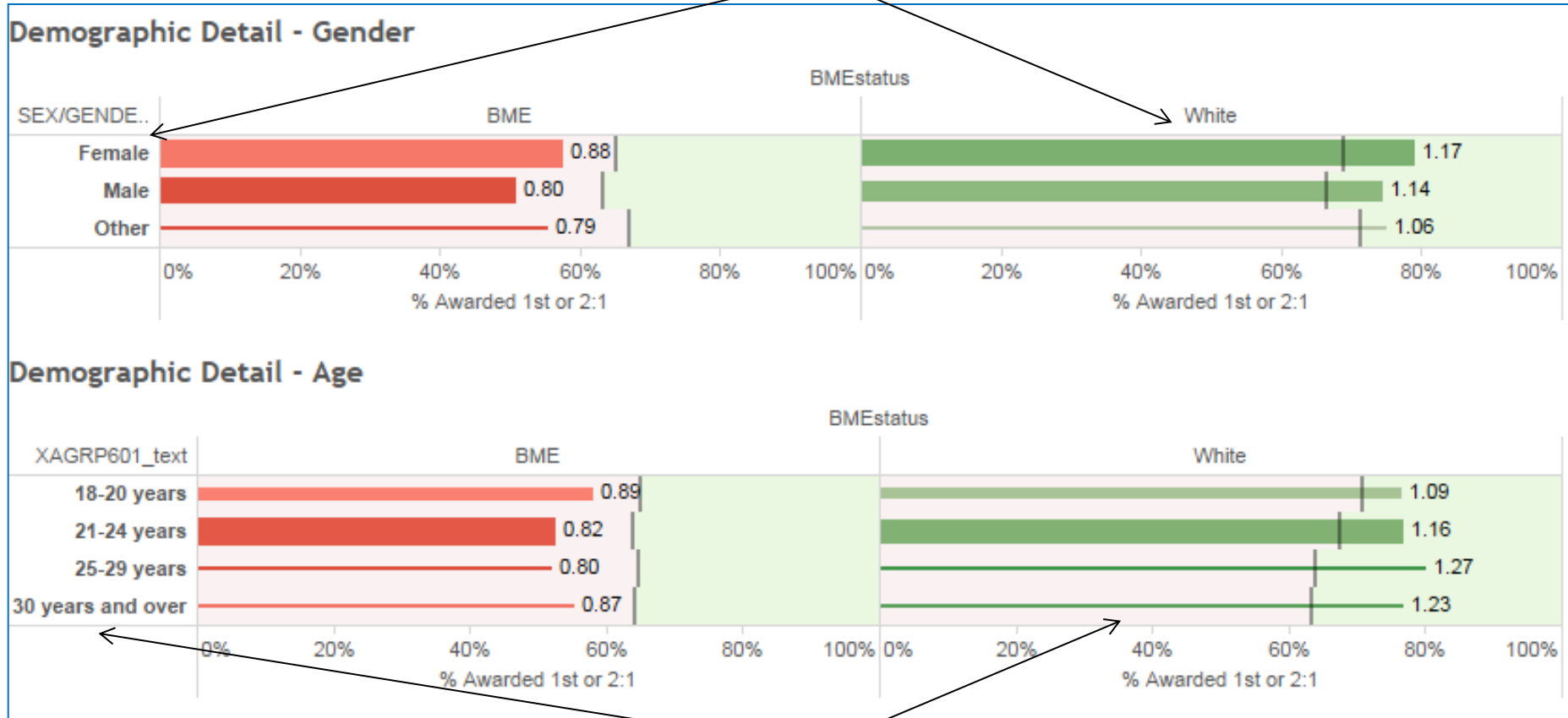
Percentage of students expected to achieve a 1st / 2:1
↖

VA scores can be broken down by course level and into each pathway within that course

VA scores by intersectionality: age & gender

All departments

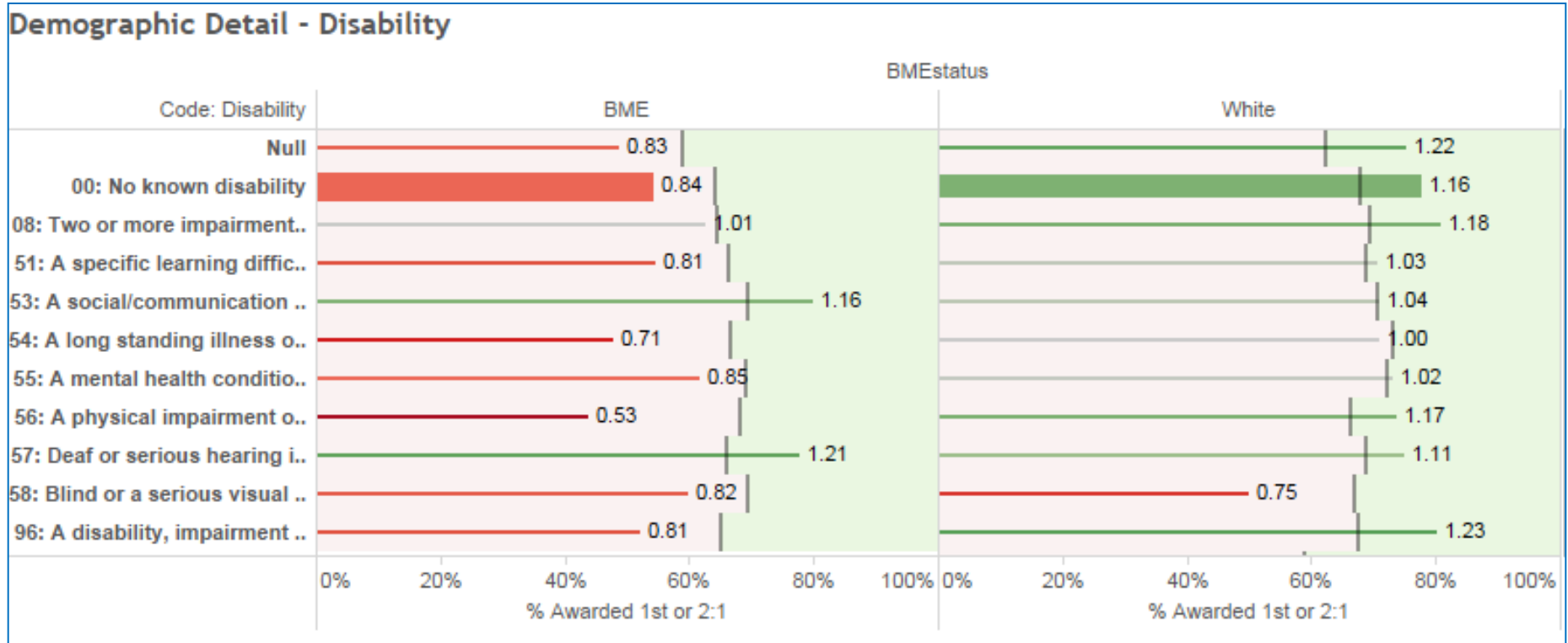
VA scores are shown by gender and ethnicity



VA scores are shown by age at graduation and ethnicity

VA scores by intersectionality: disability

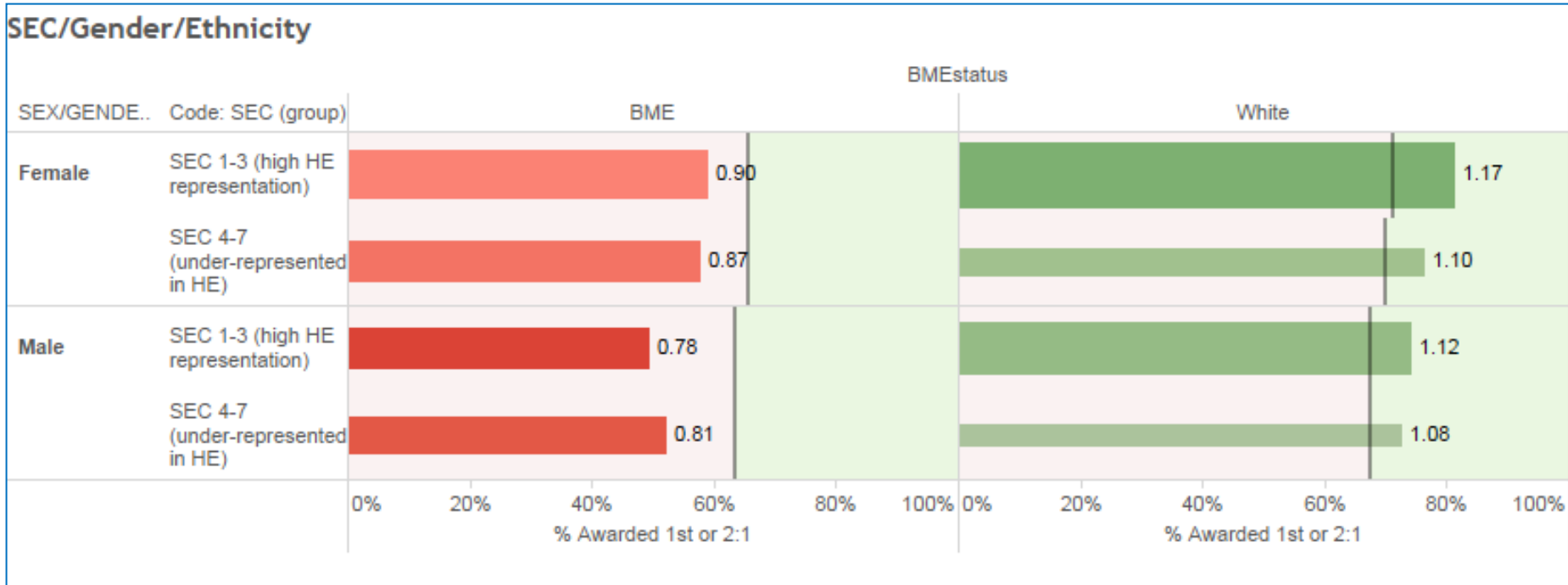
All departments



VA scores are shown by disability status and ethnicity for all departments

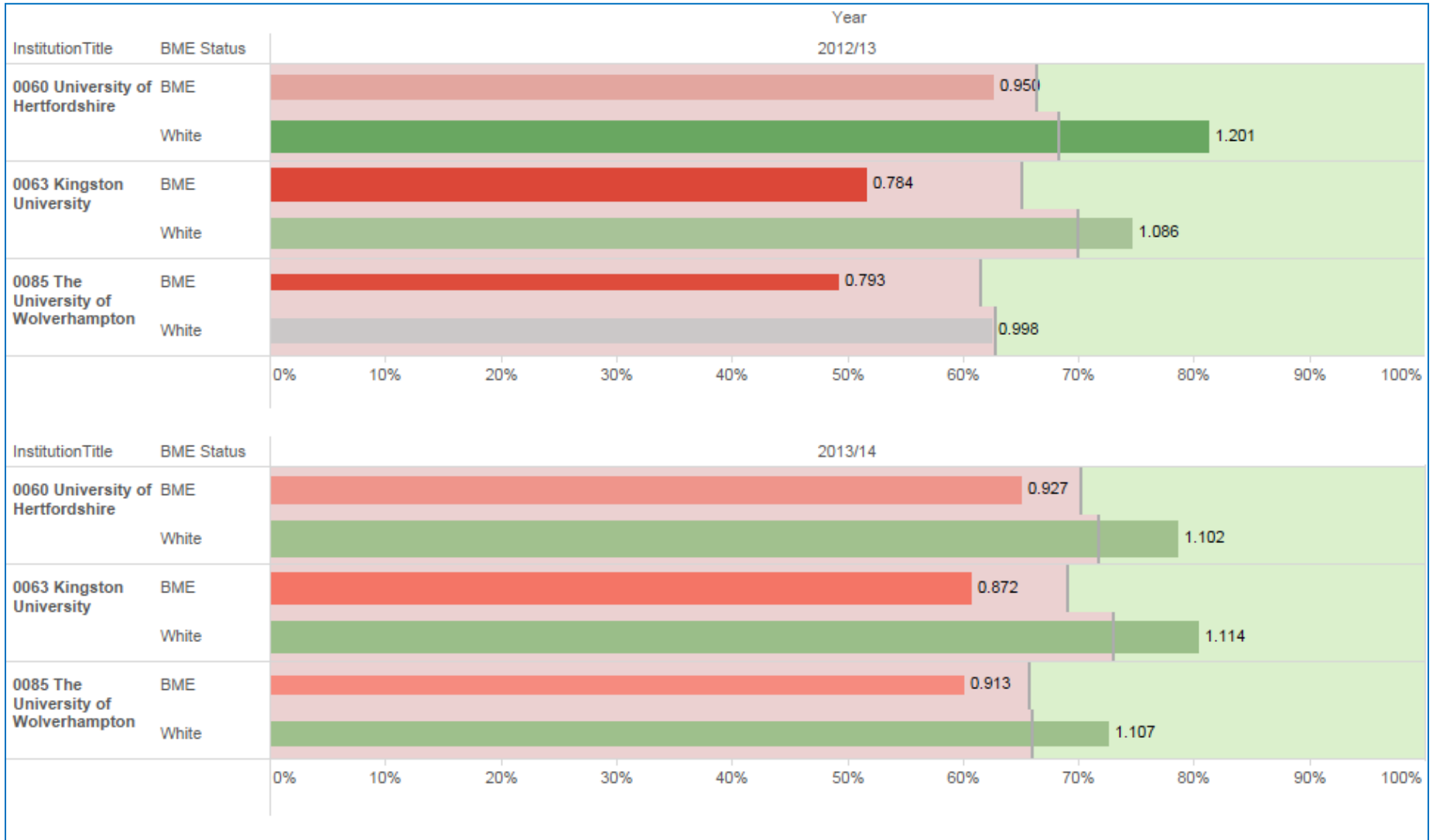
VA scores by intersectionality: socio-economic group & gender & ethnicity

All Kingston University



VA scores are shown by social class, gender and ethnicity for the whole University

VA scores for the three collaboration universities



For more information on the use of the VA score at Kingston University please contact Owen Beacock, BME Attainment Gap Institutional KPI Manager on O.Beacock@kingston.ac.uk