

2019-20 access and participation plan monitoring

Provider impact report

This impact report summarises the progress made by Lamda Limited against targets, objectives and written commitments set out in its 2019-20 access and participation plan. This document is a summary of information submitted by the provider to the OfS. This document is a self-report by the provider only and does not indicate any OfS assessment of compliance.

1. Ambition and strategy

Lamda Limited's ambition and strategy as detailed in the 2019-20 access and participation plan:

This was the first APP created by LAMDA, and it was submitted to OfS at the same time as our successful application to register as an independent HEP in April 2018.

The ambitions for the plan, and therefore the strategy, were overwhelmingly focused upon Access, rather than Success and Progression, and the overarching aim was to remove barriers preventing young people in our target demographic groups from taking part in taster and preparatory training which would increase their chances of applying successfully for UG courses in the performing arts. The target groups included

- People aged 14-25 from areas of low higher education participation, low household income and/or low socioeconomic status
- Applicants from the global majority – specifically those who are Asian or who are also from a low income household
- D/deaf and disabled people, specifically those with physical or sensory impairments
- Care leavers.

New partnerships with organisations in targeted parts of the country were to be created, with the aim that 10% of all the individuals participating in our projects would subsequently apply to LAMDA for UG study. In detail, the Access aims were

- a) To increase the proportion of new entrants from lower income households to 50% over the next 5 years
- b) To increase the proportion of entrants from the global majority and low income background from 20% to 25% over next 5 years
- c) Within the global majority target above, to increase the proportion of entrants identifying as Asian to 5% over the next 5 years
- d) To increase the proportion of entrants reporting sensory or physical impairments from 1% to 2% over the next 5 years
- e) To increase the proportion of entrants who are care-leavers to 2% over the next 5 years.

Under the Success heading, the aim was focused on the provision of additional wellbeing support and external financial support for our UG students. The aims under Progression were employability focused: all acting students were to graduate having signed with an agency, and all production/technical students were to graduate having completed at least one placement.

Please note: at LAMDA, whilst we are aware of the danger of umbrella terms, when it is necessary to use a broad term we are now using the term 'Global Majority' and moving away from the term 'People of Colour' or 'BAME', which centralise whiteness, assuming white is neutral and not a race. Black, East Asian, South East Asian, South Asian, latinx folks and indigenous people make up the majority of the world's population and this is what LAMDA wants to reflect. Wherever possible, language used to describe groups will be precise.

2. Self-assessment of targets

The tables that follow provide a self-assessment by Lamda Limited of progress against the targets approved in its 2019-20 access and participation plan.

Please note the tables contain only a summary of target milestones approved in 2019-20 access and participation plans. Full information can be found in **Table 8a – statistical targets and milestones** and **Table 8b – Other milestones and targets** of Lamda Limited's 2019-20 [access and participation plan](#).

Any optional commentary provided against the targets is given in [Annex B](#).

Statistical targets and milestones

Reference Number (lifecycle stage)	Description	Baseline year	Baseline data	2018-19 milestone	2019-20 milestone	Units of target	Comparison year	Actual performance in comparison year	Target self-assessment
T16a_01 (Access)	Increase the proportion of entrants identifying as BAME from 20% to 25% over next 5 years	2017-18	20%	21%	22%	Percentage	2019-20	29	Expected progress
T16a_02 (Access)	Within the BAME target above, to increase the proportion of entrants identifying as Asian to 5% over next 5 years	2017-18	1%	1%	2%	Percentage	2019-20	2	Expected progress
T16a_03 (Access)	To increase the proportion of new entrants from lower income (<£40k pa) households to 50% over the next 5 years	2017-18	40%	42%	44%	Percentage	2019-20	68	Expected progress
T16a_04 (Access)	Increase the proportion of entrants reporting sensory or physical impairments from 1% to 2% over next 5 years	2017-18	1%	1%	1%	Percentage	2019-20	0	Limited progress
T16a_05 (Access)	Increase the proportion of entrants who are care-leavers to 2% over next 5 years	2017-18	0%	0%	1%	Percentage	2019-20	0	Limited progress
T16a_06 (Access)	To achieve a minimum of 250 participants from low income backgrounds in Pathways activities per year over the next 5 years	2017-18	71 participants	100 participants	150 participants	Headcount	2019-20	364	Expected progress
T16a_07 (Access)	Working with Pathways partner Graeae to increase the number of young people from their Discover/ Ensemble programme	2017-18	1 applicant	2 applicants	3 applicants	Headcount	2019-20	1	Limited progress

	going on to audition/ interview at LAMDA								
T16a_08 (Access)	To increase the percentage of young people from low income backgrounds engaged with our Pathways Programme who go on to audition/ interview at LAMDA	2017-18	2%	4%	6%	Percentage	2019-20	33	Expected progress
T16a_09 (Access)	Increase the number of identified opportunity areas where we deliver sustained Pathways engagement activities over next 5 years.	2017-18	1	4	6	N/A (see description / commentary)	2019-20	0	Limited progress
T16a_10 (Success)	All BAME acting students to achieve target qualification on exit	2016-17	80%	90%	90%	Percentage	2019-20	100	Expected progress
T16a_11 (Progression)	All UK/EU graduating actors to have agent representation	2017-18	100%	100%	100%	Percentage	2019-20	96	Limited progress

Other milestones and targets

No data was returned for this section in Lamda Limited's 2019-20 [access and participation plan](#).

3. Investment commitments

3.1. Access and participation investment for the last audited year

Please note that some differences in predicted vs actual spend may be due to reporting differences between academic and financial years.

Financial year	2019-20		
	Predicted spend (£)	Actual spend (£)	Difference (ppt)
Access investment	£99,139.69	£151,000.00	52%
Financial Support	£28,812.00	£245,000.00	750%

4. Action plan

Where progress was less than expected Lamda Limited has made the following commitments to increase the rate of progress against their targets.

Reference Number	Steps that will be taken in the future to make expected progress against target
T16a_04	The target for 2020-21 has been met
T16a_05	Further marketing and communications activity will highlight support and funding available for care-experienced students.
T16a_07	A more appropriate target for admitting students with disabilities was included in the 2020-25 APP
T16a_09	A reconsideration of this measure has taken place. Partner organisations are now chosen on more specific criteria than just location
T16a_11	As the performing arts recover post-pandemic this target should once again prove realistic

5. Confirmation

Lamda Limited confirms that:

Student engagement	
Have you worked with your students to help them complete the access and participation plan monitoring student submission?	
Yes	
Have you engaged with your student body in the design, evaluation, and monitoring of the plan?	
Yes	
Verification and sign off	
Lamda Limited has confirmed that the information included in this impact report is accurate, that it has been compiled in line with OfS guidance, and that it is being submitted on behalf of the governing body of the provider.	
Yes	
Accountable officer sign off	
Name	Sarah Frankcom
Position	Director

Annex A: Commentary on progress against targets

Lamda Limited's commentary where progress against targets was less than expected.

Target reference number: T16a_04
How have you met the commitments in your plan related to this target?
No, it was not possible to achieve this in 2019-20
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
This metric was updated in the 2020-21 plan and replaced with a target that is more realistic for the numbers of students involved.

Target reference number: T16a_05
How have you met the commitments in your plan related to this target?
No, it was not possible to achieve this in 2019-20
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
This metric was updated in the 2020-21 plan.

Target reference number: T16a_07
How have you met the commitments in your plan related to this target?
No, it was not possible to achieve this in 2019-20
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
This metric was updated in the 2020-21 plan.

Target reference number: T16a_09
How have you met the commitments in your plan related to this target?
No, it was not possible to achieve this in 2019-20
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
This metric was updated in the 2020-21 plan.

Target reference number: T16a_11
How have you met the commitments in your plan related to this target?
No, it was not possible to achieve this in 2019-20
Have you taken any additional steps other than that detailed in the plan to reach the selected milestone?
This metric was replaced in the 2020-21 plan with a more targeted measure concerning a specific gap in progression data.

Annex B: Optional commentary on targets

Lamda Limited's commentary on any of the targets listed in [Section 2](#).

Reference Number	Optional commentary
T16a_01	
T16a_02	
T16a_03	
T16a_04	This target was hampered by Covid-19
T16a_05	
T16a_06	
T16a_07	This target was hampered by Covid-19
T16a_08	
T16a_09	
T16a_10	
T16a_11	This target was hampered by Covid-19