

2.4 Admissions Regulations and Procedures for Students

Introduction

This policy sets out our approach to admissions, including policies, procedure, criteria for admission, and provisions for applicant complaints and appeals.

We're committed to delivering a fair admissions system that admits students of outstanding achievement and potential, irrespective of their background. We've designed our admissions process in line with [UK Quality Code for Higher Education](#) and associated [Advice and Guidance](#) and the five key principles of Fair Admissions in the [Schwartz Report](#): transparency; minimising barriers to entry; selecting for merit, potential and diversity; professionalism; and using assessment methods that are reliable and valid.

Scope

This Policy applies to all applicants to LIS for its undergraduate programme.

Policies

Our recruitment and admissions policies and procedures must be clear, accessible, fair, lawful and have due regard to the legitimate interests of prospective students.

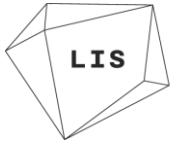
We will provide timely, accurate and appropriate pre-entry information to prospective students.

Recruitment and admissions shall be founded on the principles of selection according to merit and equality of opportunity. We will encourage applications from as diverse a range of applicants as possible through our access and outreach activities, and through our commitment to considering each applicant's academic attainment in the context of their background (educational, familial and personal).

In making decisions on acceptance of an applicant, staff will only take into consideration the applicant's achievement of the criteria set out in these Regulations and Procedures and approved by the Academic Council. These criteria will be set to ensure that students selected for offer are capable of meeting the required standards of the programme.

In assessing prospective students for admission, we are committed to using methods that are fair, reliable, and consistently applied.

We encourage applicants with disabilities, specific learning differences and/or medical conditions to disclose these at the point of application, so that we can make reasonable adjustments to accommodate their needs. Our [Disability Policy](#) gives more information on this. Applicants who choose not to declare their disabilities, specific learning differences



and/or medical conditions at the point of application may inform us of their circumstances and special needs at any point during the application process.

The final decision as to whether an applicant shall be offered a place and admitted to the LIS programme, and the conditions of any offer, rests with the Director of Teaching and Learning. The Director of Teaching and Learning also retains the right to determine the maximum or minimum intake for the programme.

When dealing with prospective applicants' or applicants' personal data, we will follow the stipulations of our [Privacy Notice](#) and our [Data Protection Policy](#).

Where an applicant is required under these regulations to hold an English language qualification (see *Criteria for admission* below), they must upload a verification of this qualification at the point of application.

An individual verification of other academic qualifications obtained prior to entry will be undertaken before registration as a student. As part of this verification, applicants may be required to provide certification to verify their academic qualifications. In some cases, and at the discretion of the Director of Teaching and Learning, this verification may be required prior to the offer of a place.

Equality, Diversity and Inclusion

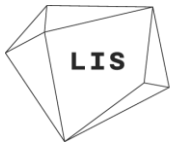
In line with the School's [Equality, Diversity and Inclusion Policy](#), staff involved in the recruitment and admission of applicants for the School's programme will seek to ensure that all individuals are treated equitably, regardless of gender, race or ethnicity, socio-economic background, disability, religion or belief, sexual orientation, gender reassignment, marital status, pregnancy or maternity, age, or any other inappropriate distinction. Staff will promote diversity of student recruitment and eliminate bias of any kind, through outreach and access activities, through a fair, contextual admissions process, and through monitoring the School's progress against its access targets and making changes to activities and processes where appropriate.

The School's [Equality, Diversity and Inclusion Policy](#) is applicable to all applicants, students and staff.

Background to LIS's admissions process

The School has designed its admissions process to limit bias and to take a holistic view of applicants, so that it can properly and fairly assess their potential to succeed on LIS's programme.

The School understands that academic grades are only one part of an applicant's story; it also understands that examinations are not a level playing field, and that some applicants



have had greater opportunity—owing to educational, familial and personal advantages— to succeed in their exams than others. That is why LIS does not set a minimum bar in terms of grades, but instead looks at every applicant’s academic attainment in the context of their educational, familial, and personal background. We want to understand what our applicants have achieved academically given their starting point.

It’s also why, to get a fuller picture of applicants beyond their grades, **we’ll invite all applicants to a Selection Day**. The Selection Day plays a key role for the School to gather information about an applicant, beyond their grades. The aim of the day is to create a positive environment for applicants to demonstrate who they are, what motivates them and how well suited to the course they are. In order to test for potential of students, the key design principles of the Selection Day include:

- Limit bias and level the playing field;
- Support candidates to succeed;
- Limit burden on candidates – for example, no preparation prior to Selection Day;
- Provide a friendly, interesting, high human-contact experience.

Selection Day is conducted online and consists of:

- A problem-solving interview, to assess qualitative and quantitative problem-solving abilities;
- A mindsets interview, to assess mindsets and behaviours.

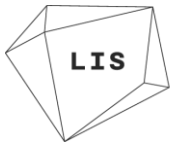
After the Selection Day, we’ll look at each individual’s application holistically and on a case-by-case basis, taking into consideration:

- their performance at the interviews on Selection Day;
- their academic grades in the context of their background;

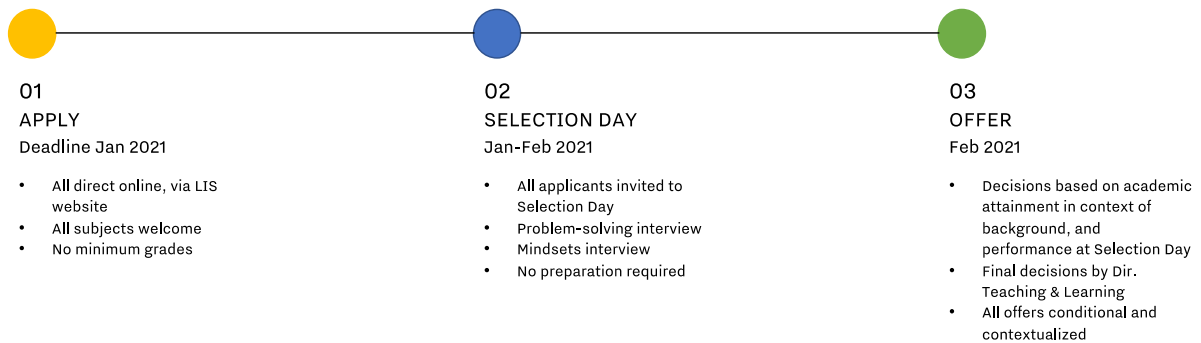
before making an offer decision.

The School’s admissions process follows 3 stages:

- (1) Apply
- (2) Selection Day
- (3) Offer



LIS ADMISSIONS PROCESS



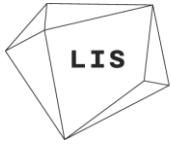
LIS's admissions process will operate in waves. The deadline for the first wave of applications is 15th January 2021, with Selection Days running in January and February 2021 and offers in February 2021. The timings of later application waves and associated Selection Days will be published on the School's website.

How our admissions process helps widen participation

A central mission for LIS is to engage with, and ultimately recruit, a diverse, representative student body. In order to achieve this, LIS will be moving away from processes that typically only highlights one part of an applicant's journey – namely their grades. LIS aims to review each applicant on their academic achievement in the context of their background, as well as behaviours and potential.

Our admissions process—which views all academic attainment in the context of background and which looks beyond grades to evaluate potential—is the main lever by which we are aiming to achieve our institutional access objectives for lower HE participation, household income and socioeconomic groups, BAME students, and disabled students.

Students' prior attainment has long been cited as a key driver of access to higher education^[1]. Although the links between attainment and higher education access are complex, one powerful dimension is that applicants' grades are currently used by UK higher education institutions as the primary basis for admissions decisions. This absolutist focus inhibits access for disadvantaged groups because they tend to perform more poorly in public exams relative to their more advantaged peers^[2]. Furthermore, high-attaining disadvantaged pupils are more likely to have their grades under-predicted, when compared to their more disadvantaged peers^[3]. The Fair Education Alliance, and other leading sector voices, have been unequivocal in their argument that to improve access, higher education institutions must move away from a reductive view of student attainment, and towards a model that considers student attainment in the context of their background.^[4]



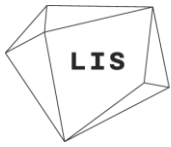
The narrow focus on academic attainment in UK higher education admissions both reduces the talent pool and inhibits equality of access. There is increasing evidence that A-Levels and GCSEs are poor indicators of future performance because they reflect a restricted set of competencies and sample a limited quantum of knowledge (hence the trend of ‘teaching to the test’). In doing so, public exam grades reflect attainment rather than *potential*. This approach perpetuates bias against students who have faced disadvantage. But existing providers have struggled to move away from this model, fixated on the notion that public exams provide the most scalable and ‘objective’ test, regardless of the reality that public examinations do not present a level playing field, do not reflect candidates’ individual starting points and only indicate what students have achieved ‘so far’, rather than what they can achieve in the future.

Our undergraduate programme adopts a radical approach to admissions that enables LIS to understand and consider students’ context when making offers. LIS goes beyond grades to evaluate potential whilst continuing to be highly selective and ensuring that only students who can be successful on the course will be admitted. The three key features of this approach are:

- i. **No minimum grade tariff:** LIS is open to all subject and grade backgrounds and all applicants will be invited to a Selection Day
- ii. **Evaluation of potential as well as attainment:** The Selection Day will consist of a problem-solving interview and a mindsets. These interviews require no preparation, are designed to be accessible to all applicants, and test for the key attributes required to succeed on the programme, e.g., problem-solving ability (analytical thinking, quantitative thinking and conceptual thinking), curiosity, resilience, and team-working.
- iii. **All student attainment viewed in the context of individual background:** Students will be made an offer on the basis of their selection day attainment and a contextualised analysis of their prior academic attainment. This will take into account their geodemographic background, socioeconomic status and personal circumstances (e.g. young carer, care leaver). All successful students will be given a personalised offer that reflects their background and considers their predicted grades.

It is important to note that being open to all grades does not mean that LIS will not be highly selective; the difference is that: (a) we will look at what applicants have achieved academically given their starting point, which is a fairer approach to admissions given that we know that public exams are not a level playing field; and (b) we will seek to understand distinctive potential as well as distinctive contextual attainment.

International students



The School is currently applying for a sponsorship licence and expects to have one in place by Summer 2021. We will release further information about international student fees in due course. In the meantime, non-UK students may apply.

Criteria for admission

The categories of entry criteria for admission to the School's programme are as follows:

- Minimum general entry requirements;
- For students whose first language is not English, or who have not been educated and assessed in English at an English medium school for two years or longer, or who have not been working in the English language for two years or longer, there are English language requirements;
- Programme-specific requirements.

Minimum general entry requirements

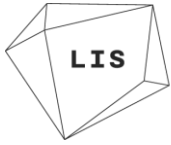
Applicants must be at least 18 years of age by the end of the first academic year of enrolment at the School. This means that for the 2021 cohort, only applicants who are 18 or over by 1st June 2022 will be considered eligible for entry.

English Language Requirement

The LIS programme is taught in English. To derive full benefit from and succeed in passing our programme, you must be able to understand and express yourself in English (reading and listening, speaking and writing).

Applicants whose first language is not English will be asked, at the point of application, whether they have attended an English medium school where all classes, coursework and assessment were conducted in English for the past two years or longer, or whether they have been working in the English language for the past two years or longer. If they have, they will be assumed to have sufficient English language ability to succeed on the course. If not, they will be asked if they have undertaken any recognised English language qualifications, and will be asked to specify. The following English language qualifications are accepted by LIS; they must have been awarded within two years of application to the programme:

- IELTS Academic (7 overall with a minimum of 6 in each component);
- TOEFL IBT (100)
- Pearson (68)
- Cambridge CPE and CAE (185 – test taken after January 2015)
- GCSE, A-Level, AS-Level or Cambridge O-Level English Language (Grade B or above)
- IGCSE in English as a first language (grade B or above); IGCSE English as a second language (grade A or above)



- International Baccalaureate (5 in SL EL)
- European Baccalaureate (90% in EL)

Verification of any English language qualifications must be submitted prior to any offer being made. Where the applicant in question has either

- a. no English language qualifications; or
- b. has English language qualifications, but not to the standards specified above; or
- c. has English language qualifications that were awarded more than two years before their application to the programme;

they will be required to undergo (and verify that they have undergone) an English language assessment (specifically, any of the assessments listed above or equivalent) at their own cost to ensure that they meet the required standard in English reading, writing, speaking and listening before they are offered a place.

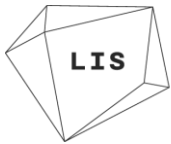
The Admissions Decisions Committee may direct the Teacher of Learning to exercise discretion regarding English Language Requirements. This will occur on a case-by-case instance. In each instance, the Admissions Decisions Committee will be confident that the lack of an English language qualification does not indicate that a student is not prepared for the Programme. Where discretion has been exercised, a record will be kept by the Registrar (or their delegate) with an accompanying justification.

Programme-specific requirements

The School does not set a minimum grade threshold for entry into its programme. Instead, the School looks at every applicant's academic achievement in the context of their background (their school background, their family background, and any disadvantages they may have faced). This is because we understand that academic attainment is not a level playing field, and that different applicants will have had differing opportunities to succeed in their studies. The School also considers academic attainment in context alongside problem-solving skills and passions and attitude to learning, as evaluated at Selection Days.

The programme-specific requirements are:

- Strong academic attainment *given the educational, familial, and personal background of the applicant*. This will be assessed using information submitted in the applicant's application form (grades, educational background, family and personal circumstances).
- Strong general problem-solving skills (analytical thinking, quantitative thinking, conceptual reasoning). These will be assessed at our Selection Day using a structured problem-solving interview which has been developed by the faculty and which draws on how leading employers test for problem-solving potential. Structured interviews



are shown to be less susceptible to bias; there is limited scope to prepare or be coached for these kinds of interviews. The problem-solving interview will incorporate a short live written task to support the assessment of conceptual reasoning.

- Passion and attitude to learning, specifically: curiosity; resilience; and team-working. These will also be assessed at our Selection Day using a mindsets interview.

Each application will be considered after Selection Day on a holistic, case-by-case basis, taking these three elements into account.

Given the interdisciplinary nature of our programme, the School is open to applicants from all subject backgrounds.

These programme-specific requirements are derived from the abilities required to achieve the programme's learning outcomes and succeed on the programme, and are confirmed by the Academic Council, which is the School's academic authority.

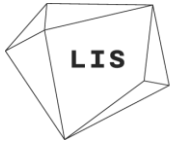
Admissions procedure

(1) Apply

Applicants apply directly to LIS via the School's website.

Applicants apply directly to LIS via the School's website. They are asked to fill in an online form that includes the following information (compulsory information is asterisked):

- Personal details (name, gender, date of birth, residential category)*
- Contact details*
- Disability/ special needs, to support any reasonable adjustments
- Contextual information, which the School will take into account in considering academic attainment:
 - Whether the applicant is a care leaver or young carer;
 - Eligibility of Free School Meals at secondary school;
 - Eligibility for Education Maintenance Allowance;
 - Whether the applicant has had significant time out of secondary education (i.e., a total of one year or more since year 10) owing to ill health;
 - The applicant may decline to answer any of these questions if they wish.
- Whether the applicant has a relevant criminal conviction that is unspent*
- Educational background*
- Qualifications; includes:
 - Details of any qualifications achieved, including year of attainment, type of qualification, country administering qualification, subject and grade
 - Details of qualifications the applicant is studying towards, including year they expect to take the qualification, type of qualification, country administering the qualification, and subject



- Predicted grades: applicants are also asked to include the email address of their Head of Sixth Form or equivalent so that the School can verify the student's predicted grades for any qualification not yet sat.
- Where English is not the applicant's first language and the applicant has not been studying or working in English for the past two years, information relating to their English language proficiency or qualifications. Applicants will be asked to submit verification of their English language qualifications at the point of application.

The deadline for the first wave of applications for the founding cohort will be in January 15th 2021. The deadlines for the successive application waves will be shown on the School's website.

Applications made before the closing date will be considered equally against the stated selection criteria and in the context of the number of available places. Late applications will be considered at the discretion of the Director of Teaching and Learning.

(2) Selection Day

All applicants will be invited to a Selection Day.

Selection Days will take place online. The first wave of Selection Days (for those that have submitted their application by 15th January 2021) will run between January and April 2021. Selection Days for the following application waves will be published on the School's website.

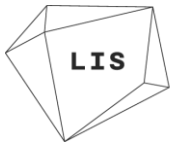
Arrangements will be made for applicants who do not have access to a laptop and/or quiet space.

The Selection Day consists of a problem-solving interview (conducted by a member of faculty) and a mindsets interview (conducted by a member of senior staff). These interviews are designed to assess the applicant's potential to achieve the learning outcomes of the LIS programme, specifically:

- General problem-solving skills (analytical thinking, quantitative thinking, conceptual reasoning);
- Mindsets and behaviours (curiosity, resilience, team-working).

The Selection Day has been designed to assess potential rather than historical achievement, and therefore requires no preparation on behalf of the applicant. Every effort has been made to reduce bias at our Selection Day, through the use of structured interviews, clear rubrics, scoring moderation through trial interviews, interview training and unconscious bias training. We will aim for diversity in our staff interviewing team.

The structured interviews will be marked according to rubrics and the outcomes will be securely and digitally logged by the relevant LIS staff.



Where an applicant can no longer attend a Selection Day, the School will make reasonable efforts to allocate them to a different Selection Day.

Where an applicant fails to attend three confirmed Selection Days, their application will be assumed to have been withdrawn.

(3) Offer

Offers are made on an individual, holistic basis.

The School is committed to ensuring that it offers admission to students of the highest potential, irrespective of social and financial considerations. To achieve this, every applicant is considered individually in a holistic assessment using all the information available to us. As part of this process, the School considers additional information that provides a fuller picture of the personal, social and educational circumstances which may play a role in applicants' academic performance. Specifically, the School will consider, for each applicant:

- i. The level of their academic attainment given their background;
- ii. Their performance at Selection Day.

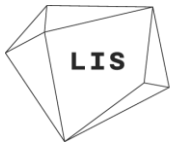
(I) Level of academic attainment given background

The School will consider each applicant's academic qualifications and, where available, predicted grades, in the context of the applicant's background.

In order to appraise an applicant's background, the School uses a multiple flagging system that takes into account:

Contextual flags are given as follows:

- Educational background
 - An applicant will be given a contextual flag where
 - The applicant attends a school which scores in the bottom 40% nationally in terms of percentage of students achieving five 9-4 (A*-C) grades at GCSE (based on an average of the last three years of available data from the Department for Education); for Scottish students, the Scottish equivalent will be considered—i.e., percentage of students achieving a 5+ SCQF Level 4;
 - The applicant attends a school which scores in the bottom 40% nationally for progression to the Top third of universities.
- Individual circumstances
 - An applicant will be given a contextual flag if they:
 - Has been in care;
 - Is a young carer;
 - Was eligible for Free School Meals during their secondary education
 - Is eligible for Education Maintenance Allowance (EMA) if they live in Scotland, Wales, or Northern Ireland;



- They have had significant time out of their secondary education owing to ill health.
- Geo-demographic/area-based data
 - An applicant will be given a contextual flag if they:
 - Live in an area ranked in the bottom 40% for deprivation as per the Index of Multiple Deprivation (IMD);
 - Live in a POLAR4 Quintile 1 or Quintile 2 area (the areas with the lowest rates of progression into higher education).

It is important to stress that contextual factors in and of themselves would not increase the likelihood of an applicant being given an offer. Only where the School considers that the applicant shows strong academic attainment given their educational, familial or personal background will contextual factors have any bearing on an offer decision.

(ii) Performance at Selection Day

In holistically appraising each individual applicant, the School will also consider the applicant's performance in the Interviews conducted at Selection Day, which will be scored according to a structured rubric.

In considering applicants for offer, the School will not take into account:

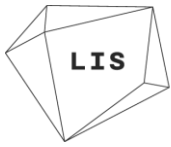
- The special needs provision required to support the applicant should they enrol on the course. This is a separate concern and has no bearing on the success of an individual's application.
- Whether the applicant has a relevant unspent criminal conviction (*see Applicants Convicted of a Criminal Offence below*).

Where there is disagreement on whether or not to offer an applicant a place, the Director of Teaching and Learning shall have the final say, based on the existing evidence.

Admissions decisions and the role of contextual data in making them will be carefully logged and stored in the Student Records System; they will be destroyed in line with the School's [Data Retention Policy](#).

All applicants offered a place will be given an individualised offer conditional on their A-level (or equivalent) grades. This will be determined based on their personal circumstances (school, family, personal background) and their predicted grades. A conditional offer may also include the requirement to evidence the completion learning activities to ensure readiness for the programme.

All applicants who are offered a place to study at the School will receive an offer letter detailing the Terms and Conditions of the offer. This will include details of individual requirements that need to be fulfilled before the applicant can be admitted to the School.



Offer letters will be sent out by post and email. The School's [Terms and Conditions](#) can also be found on the School website.

Offer holders are responsible for providing evidence that they have met the terms and conditions of their offer. This evidence could include for example, certificates and degree transcripts once these become available.

Unsuccessful applicants will be given constructive feedback on why their application was unsuccessful at the point of notification.

The first wave of offer-holders will be required to confirm whether or not they are taking up the conditional offer of a place by 20th May 2021. Deadlines for subsequent waves will be confirmed on the School website. Where offer-holders do confirm that they will take up the conditional place, this will signify their agreement that upon registration, they will abide by the rules and regulations of the School, available [here](#).

Conditional offers and additional qualifications

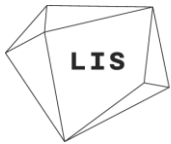
In making conditional offers, the Admissions Decisions Committee may authorise the Director of Teaching and Learning to make an offer dependent on the achievement of qualifications additional to typical Level 3 qualifications such as A Levels or BTEC.

This provision creates an additional measure for assessing the suitability of applicants for the School's programme(s), and, where relevant, allows for the furtherance of the School's stated objectives in widening access. Scenarios where additional qualifications may be requested include but are not limited to: (i) mature students whose historical attainment do not provide a full indication of academic potential; (ii) students whose existing academic profile and performance at interview display borderline aptitude for specific requirements of the programme (e.g. where data garnered from existing qualifications and interview performance makes it difficult to determine a candidate's mathematical ability).

Additional qualifications will be set by the Director of Teaching and Learning on a case-by-case basis. There is no prescribed limit on the number of additional qualifications which may be requested. In all instances, the Director of Teaching and Learning will ensure:

- (i) that the qualification can be completed in a timely fashion commensurate with the School's admissions deadlines;
- (ii) that any required level of performance is made known to the candidate at the point of offer;
- (iii) that completion of the qualification by the applicant can be verified. Should verification not be possible through a secured credential (e.g. a digital certificate), the Director of Teaching and Learning may request that the applicant attends a viva voce in which the applicant's completion of the course can be tested;
- (iv) that the cost of the qualification and/or its verification is fair and proportionate.

As with conventional qualifications such as A-Levels, the School will not pay for the applicant to complete and verify the additional qualification set. Should the applicant be unable to



complete or verify the qualification due to financial reasons, the School may offer support at the discretion of the Registrar.

All offers will be made in accordance with these regulations. As such, the completion and verification of an additional qualification will be treated with equal status to other academic qualifications.

Recognition of Prior Learning (RPL)

An application for RPL exemption from admissions criteria must be made in writing to the Director of Teaching and Learning (learningdirector@t-lis.org), within the deadline for general admissions applications as set out in this Policy. Details on the criteria and procedures for RPL exemption from admissions criteria and from modules are in the School's [Recognition of Prior Learning Policy and Procedure](#), Guidance on this policy can be sought from the Admissions team at admissions@t-lis.org.

Data Protection and Retention

Applicant and prospective applicant data will be captured digitally and securely, and will be handled in line with Data Protection Regulation and the School's [Privacy Notice](#) and [Data Protection Policy](#).

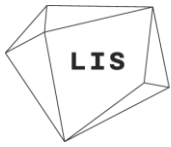
Data will be held in line with the School's [Data Retention Schedule](#):

- Records documenting the handling of unsuccessful applications, including an applicant's application form, supplementary information, and scoring of Selection Day assessments, will be held for 1 year after the completion of the admissions cycle, in line with GDPR and JISC recommendations.
- Records documenting the admission of successful candidates will be held for 6 years following the admissions decision, as suggested by GDPR, the Limitation Act 1980, and JISC recommendations.

Applicants without access to a device/ data for their online interview

Where an applicant is unable to access data to attend their online interview, they are eligible for a small stipend of up to £5 to cover their data costs. This must be agreed with the Admissions Lead by email (admissions@t-lis.org) and will be paid to the applicant following their submission of a receipt for the data purchased.

Where an applicant does not have access to an appropriate device with which to access their online interview (i.e., PC/ laptop/tablet), Where an applicant does not have access to an appropriate device with which to access their online interview (i.e., PC/ laptop/tablet), LIS will work with the applicant to make arrangements to enable the applicant to access a computer (e.g. through a school, college or library). If it is not possible for a candidate to



access a computer, then, in exceptional circumstances, an interview may be held over a telephone

.

Misrepresentation or Fraudulent Information within an Application

In cases where an application is discovered during the admissions process to contain misrepresentation or fraudulent information, the Director of Teaching and Learning will have the authority to reject an application or revoke an offer of admission. If such evidence of fraudulent information in the application of an applicant is discovered after the registration of that applicant, the case shall be considered by the Chief Executive, who will have the authority to terminate the student's registration.

Documentation Requirements

The Registrar will maintain prospectuses for the School listing all approved programmes and their modules of study. The prospectus will also provide general information on costs, fees, the availability of financial assistance, and guides on the study sites.

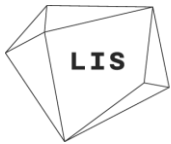
Applicants with Disabilities and/or Specific Learning Differences

In selecting students, equitable consideration must be given to all applicants. On being called to a Selection Day, or on being made an offer, a student who has disclosed a disability, specific learning differences or medical conditions shall be invited to discuss the support required to complete the programme with a trained and specially designated member of staff to:

- Ensure that the student is fully aware of the demands of the programme;
- Identify any resources or arrangements that the student requires;
- Determine whether the School can reasonably provide these.

Where adjustments are reasonable, the School shall deal with the student efficiently and fairly, in line with the School's [Disability Policy](#).

For applicants attending a Selection Day who have disclosed a disability or specific learning differences, reasonable adjustments will be made as necessary and appropriate. All applications to the School will be assessed on the basis of academic suitability for the programme, and discussions about the support requirements of students will be separate from any academic decision.



Where reasonable adjustments have been agreed with an applicant who has accepted an offer of a place on the programme, the School will provide the student with a clear record of the adjustments to be made in the form of an accessible learning contract. The learning contract shall set out as a minimum:

- A clear, precise and accurate listing of adjustments to be provided by the School;
- An agreed clear contact point for the student during their studies;
- A clear statement as to the expectations of the School that the student will keep the School reasonably and expeditiously informed as to any alterations in their disability and resulting effects on their study.

Further details on the School's approach to reasonable adjustments can be found in the School's [Disability Policy](#).

Applicants Convicted of a Criminal Offence

The School acknowledges the role of education in rehabilitation, and also acknowledges that a criminal record may not debar an applicant from admission unless the nature and seriousness of the offence in question is incompatible with:

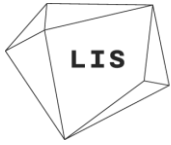
- The programme applied for; or
- Participation in an academic and social setting; or
- The School's responsibility for a safe and neutral environment for students and staff.

Any applicant to the School must declare on their application form if they have a relevant and unspent criminal conviction.

What is a relevant offence?

A relevant offence includes one or more of the following:

- a. Any kind of violence including (but not limited to) threatening behaviour, offences concerning the intention to harm, or offences which resulted in actual bodily harm;
- b. Sexual offences, including those listed in the [Sexual Offences Act 2003](#);
- c. The unlawful supply of controlled drugs or substances where the conviction concerns commercial drug dealing or trafficking (drug offences only involving possession are not relevant offences);
- d. Offences involving firearms;
- e. Offences involving arson;
- f. Offences involving terrorism.



If an applicant was convicted outside the UK for an offence listed above, this is also considered a relevant offence. Cautions, reprimands and final warnings are categorised as convictions. Public notices for disorder (PNDs) and Anti-Social Behaviour Orders (ASBOs) are not convictions, unless an applicant has contested a PND or breached the terms of an ASBO/other order and this has led to a criminal conviction.

What is meant by “unspent”?

Convictions that are 'spent' or will be spent at the point of starting the course of study do not need to be declared. A criminal conviction is “spent” after a certain period of time. This period is defined by the [Rehabilitation of Offenders Act 1974](#), and depends on the court’s sentence following conviction. Sentences of over 4 years in prison cannot become spent; most cautions, reprimands and final warnings are spent immediately. More information on offences and rehabilitation periods can be found [here](#).

If an applicant is uncertain as to whether their conviction is spent, they should seek independent advice.

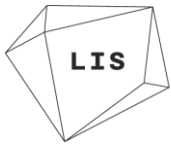
What if an applicant has a relevant, unspent conviction?

An applicant with a relevant, unspent conviction is not automatically excluded from the application process. In line with best practice as defined by Supporting Professionalism in Admissions (SPA), LIS will consider an applicant’s criminal conviction separately from the rest of their application.

Where an applicant has declared a criminal conviction on their application form, the Admissions Lead will contact the applicant to seek further information on the conviction and to explain the School’s procedure in relation to applicants with criminal convictions. It may be necessary for the School to approach third parties in order to request additional information (e.g., a police check on the applicant’s criminal record; additional information from the applicant’s referees or probation officer). The applicant’s permission will always be obtained before approaching such third parties. A refusal of permission to the School may prevent further consideration of the application.

Details of any relevant, unspent offence will be considered by a Criminal Conviction Panel, comprising the Director of Teaching and Learning, Chief Executive, Admissions Lead and the Registrar. Where the Registrar deems it necessary, they will engage legal expertise to provide advice to the Panel.

The Panel will assess, in light of the documentation gathered by the Admissions Lead, whether the declared conviction(s) is/are such that the applicant ought not to be admitted to the School, or whether special measures should be put in place to facilitate effective support for the applicant and/or to protect other students and staff from risk. Where the Panel is in disagreement, the Chief Executive will have the final say.



The Panel will determine whether the nature and seriousness of the applicant's offence is compatible with the programme, with participation in an academic and social setting, and with the School's responsibility for a safe and neutral environment for students and staff. In coming to a decision, the Panel will take into account the following factors:

- The nature of the offence;
- The time that has passed since the offense was committed
- Any additional information provided by third parties (e.g., Social Services, the Probation Service, senior prison officers);
- Where more than one offence was committed, the number of offences, and whether each was a separate offence or part of a series of similar offences.

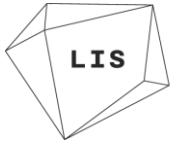
Where the Panel is satisfied that the nature and seriousness of the applicant's offence is compatible with the programme, with participation in an academic and social setting, and compatible with the School's responsibility for a safe and neutral environment for students and staff, the applicant's application may proceed as normal, and information about the applicant's criminal conviction will not be taken into account in any decisions about an offer. An offer may however come with specified conditions (e.g., support for the application, restrictions to services or activities not related to the programme), agreed by the Panel.

Where the Panel is not satisfied that the nature and seriousness of the applicant's offence is compatible with the programme, with participation in an academic and social setting, and compatible with the School's responsibility for a safe and neutral environment for students and staff, the applicant's application will be denied.

The Admissions Lead will inform the applicant of the Panel's decision. The reasons for the decision will be recorded by the Registrar, who will keep a record of all cases dealt with in accordance with the School's Data Protection Policy. This record will ensure that any decision can be verified, to show that procedures have been correctly followed and to allow any feedback to the applicant if required. All records and correspondence relating to an applicant declaring a relevant criminal conviction will be securely stored in accordance with the School's [Data Protection Policy](#).

If a criminal conviction is declared and the offer-holder becomes a registered student, all records and correspondence relating to the application and supporting materials will form part of the student's personal record and will be kept in the way that all student records are kept. However, any information and correspondence relating to the applicant's conviction will be stored separately and securely.

If a criminal conviction is declared and the offer-holder does not become a registered student, all paper documents will be securely destroyed. The Registrar will keep a copy of the information relating to the conviction and this will be securely stored for a period of one year after the admissions cycle has ended, at which point all electronic and paper files will be deleted. This is consistent with the School's [Data Retention Schedule](#).



In the event that the offer-holder becomes a registered student, the Panel will determine who, if anyone, within the School should be provided with details of the conviction in order to facilitate effective support for the applicant and/or to protect other students and staff from perceived risk.

Information on the criminal conviction will be gathered and a decision reached by the Panel as promptly as possible, to ensure that delays to the standard admissions process are minimised.

An applicant who receives a relevant unspent conviction after applying to the School, whether before or after registration, must declare it immediately. The School reserves the right to withdraw or amend any offer of admission, or to prevent the enrolment and registration of, or to terminate the registration of any applicant that it discovers has withheld information about a relevant unspent conviction.

Internships and students with unspent criminal convictions

It should be noted that employers may ask students for information on unspent criminal convictions in shortlisting candidates for internships, which are a non-compulsory provision available to all students. It will be made clear in publishing information on which internships are available as to what information the employer will ask of students, before students indicate their preferences. This does not necessarily mean that a candidate with an unspent criminal conviction will be ruled out; this will be determined by the employer on a case-by-case basis in line with their published recruitment policies.

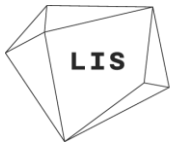
It should also be noted that many employers in the UK (including major private and public organisations and the Civil Service) have [Banned the Box](#) in recruitment - which either means they have removed the criminal convictions tickbox from application forms and ask about criminal convictions later in the recruitment process, or that they exclude this information altogether.

Applicants Wishing to Reapply

Applicants who are unsuccessful may apply again in a subsequent year. Applications will be considered against the standard course entry criteria for that year of entry. The new application should demonstrate an improvement from the previous application. We may draw upon all information from previous applications when assessing suitability for the programme.

Deferrals

The School will accept applications for deferred entry where the deferral is for a single academic year. The School is unable to defer conditional offers; all conditions must be met



before a place can be deferred. A deferral of two academic years will usually only be considered if an applicant is completing compulsory national or military service which exceeds 12 months. In this case, an applicant must provide evidence that they will be undertaking compulsory service along with their deferral request, and should submit this request to admissions@t-lis.org. Decisions relating to deferrals of two academic years will be at the discretion of the Director of Teaching and Learning.

In the situation where the programme changes in name or content from year to year, the School will contact applicants with a deferred offer as soon as possible to make them aware of changes and discuss options. Where a student is dissatisfied with the changes to the programme, they may withdraw their acceptance of an offer.

Late Applications

The School will advertise any vacancies that are available after the close of its admissions cycle on the School website. A telephone hotline service will be available for enquirers. Suitably qualified applicants will be considered against the published entry criteria. As A-level results are released in mid-August, please note that where additional requirements may need to be completed prior to admission, it may not be possible to start immediately. For example, there may be insufficient time to investigate an applicant who declares a criminal conviction.

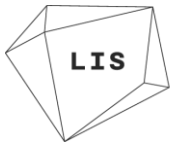
The final deadline for all late applications is 21st September 2021.

Complaints and Appeals

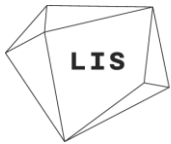
Details on how applicants may challenge the School's admissions processes and decisions are set out in the [Applicant Complaints and Appeals Procedure](#).

Monitoring and Review

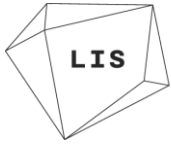
The School's Admissions Regulations and Procedures for Students will be reviewed annually by the Admissions Decision Committee and any changes authorised by the Academic Council. The Academic Council may also authorise changes to the Admissions Regulations and Procedures for Students at their discretion.



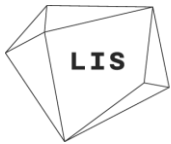
Name of policy/procedure:	Admissions Regulations and Procedures for Students
Document owner:	Hannah Kohler, Director of Admissions and Student Support
Date Originally Created:	02/2019
Last reviewed:	12/2019
Reviewed by:	Ed Fidoe (Chief Executive), Dr. Michael Englard (Director of Widening Participation), Prof. Carl Gombrich (Director of Teaching and Learning), Prof. Chris Maguire (Registrar); Jasper Joyce (Director of Finance and Operations); Kristen Stockdale (Marketing and Recruitment Associate); Academic Council; Imogen Pemberton (Schools Outreach Manager)
Audited by:	Academic Council
Date of Audit:	12/2019, 03/2020 (approved by AC)
Date of next review: (annually unless otherwise agreed)	
Related documents: (eg associated forms, underpinning processes, related policies or overarching policies)	Admissions Decisions Committee: Membership and Terms of Reference Criminal Convictions Panel: Membership and Terms of Reference Applicant Complaints and Appeals Procedure Equality, Diversity and Inclusion Policy Disability Policy Recognition of Prior Learning Policy Data Protection Policy Data Retention Policy Detailed Data Retention Schedule Terms and Conditions



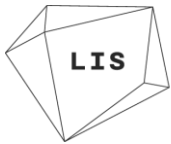
Version Control			
Version	Author	Date	Brief summary of changes
1	Hannah Kohler (Director of Admissions and Student Support)	20/02/2019	Original draft
2	Ed Fidoe (Chief Executive)	04/03/2019	Inclusion of diverse selection committee
3	Dr. Michael Englard (Director of Widening Participation)	14/03/2019	Wording changes
4	Prof. Carl Gombrich (Director of Teaching and Learning)	15/03/2019	Raised standard of English language requirements
5	Hannah Kohler (Director of Admissions and Student Support)	31/05/2019	Stipulated that International Students may not apply at this time given LIS does not have a Tier 4 licence; explanation of LIS Admissions Process (with diagram). Clarification of assessment of English language requirements; clarification that decision on admissions rests with Director of Teaching and Learning; clarification of programme requirements; explanation of how applicant academic attainment will be assessed; what will be assessed at Selection Day and how decisions on offers will be made; clarification of approach to candidates who have a criminal conviction. Explanation of what happens if an applicant can't attend a Selection Day. Explanation of how data relating to admissions is handled and kept. Inclusion of point that timely feedback will be given to unsuccessful candidates.
6	Chris Maguire (Registrar)	14/06/2019	Stipulated that Registrar will have final say over whether an applicant younger than 18 at the point



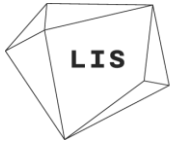
			of admissions can be offered a place on the programme. Included section on additional support for offeres with a potential learning deficit. Clarified that Programme admissions criteria should be available to potential applicants.
7	Jasper Joyce (Director of Finance and Operations)	17/06/2019	Expanded points on EU student admissions criteria
8	Hannah Kohler (Director of Admissions and Student Support)	19/06/2019	Removed exact deadline dates from admissions process—final dates TBC pending timing of validation
9	Jasper Joyce (Director of Finance and Operations)	19/06/2019	Minor adjustments to wording
10	Prof. Carl Gombrich (Director of Teaching and Learning)	22/06/2019	Stipulation that candidate should outperform school peers on exam results to be shortlisted
11	Kristen Stockdale (Marketing and Recruitment Associate)	26/06/2019	Minor adjustments to wording and punctuation
12	Hannah Kohler (Director of Admissions and Student Support)	22/07/2019	Inclusion of greater transparency on how shortlisting is undertaken and offers are determined. Clarification on English language tests (i.e., where an applicant is required to take one it is at their own costs). Inclusion of section on deferrals. Removal of disability as a contextual factor
13	Hannah Kohler (Director of Admissions and Student Support)	01/08/2019	Adapted detail on application process; adapted wording to be more user friendly
14	Hannah Kohler (Director of Admissions and Student Support)	06/08/2019	Updated link to gov.uk site on current offences and rehabilitation periods; clarified English lang
15	Hannah Kohler (Director of Admissions and Student Support)	06/08/2019	Slightly revised down English language requirements



16	Hannah Kohler (Director of Admissions and Student Support)	06/08/2019	Minor wording changes
17	Hannah Kohler (Director of Admissions and Student Support)	07/08/2019	Removed reference and application statement at application in interests of widening participation
18	Hannah Kohler (Director of Admissions and Student Support)	10/08/2019	Clarified responsibilities for review of policy and authorisation of changes. Removed the. Adapted English language requirement to ensure fairness - all those not who do not have a current Englishlang qual/ were not educated in English over past 2 years/ are non-English speakers must take a listed test prior to offer. All Englang qual verifications must be uploaded with the application form. For safeguarding reasons, no students can be below 18 yearsold at point of admission. Included implication of an unspent criminal conviction on eligibility for internships
19	Hannah Kohler (Director of Admissions and Student Support)	14/08/2019	Made significant change that all applicants are inviting to Selection Day, to ensure fairness of consideration of all applicants. Provided more specifics on how additional help for learning deficits is provided
20	Hannah Kohler (Director of Admissions and Student Support)	14/08/2019	Added FAQs
21	Hannah Kohler (Director of Admissions and Student Support)	14/08/2019	Changed passion and mindsets to passion and attitude to learning
22	Hannah Kohler (Director of Admissions and Student Support)	09/09/2019	Updated date of enrolment to 28 th September



23	Hannah Kohler (Director of Admissions and Student Support)	01/10/2019	Updated to reflect that Selection Day consists only of structured interviews, and no longer any cognitive tests; removed FAQs as these are kept updated live on the website
24	Imogen Pemberton (Schools Outreach Manager)	08/11/2019	Clarified approach on contextual admissions and Selection Day
25	Academic Council	18/12/2019	Requires update in light of decision to delay opening and pursue NDAPs
26	Hannah Kohler (Director of Admissions and Student Support)	20/12/2019	Updated dates
27	Academic Council	16/03/2020	Approved. Requires addition of language of Specific Learning Differences (included)
28	Hannah Kohler (Director of Strategy & Special Projects, acting Admissions Lead)	13/11/2020	Updated status of international students, provided further details on contextual flags, clarified nature of interviews at Selection Days, stipulated that these would be online, minor adjustments to dates
29	Academic Council	19/11/2020	Approved
30	Hannah Kohler (Director of Strategy & Special Projects, acting Admissions Lead)	11/01/2021	Addition of section on applicants without access to data/ devices; update on age eligibility and discretion of DoTL on Eng lang requirements
31	Dr Michael Englard (Registrar)	11/01/2021	Further detail on DOTL discretion to apply conditions of offer that are not related to performance in public exams



THE LONDON
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