**Challenging narratives is important**

“A deficit model assumes that students are to blame for the awarding gap – that they are lacking skills, knowledge or experience. It ignores societal or institutional structures and the discrimination that exists within them, thereby placing ownership and responsibility for inequalities in attainment on the individual and not the institution.” (OfS, 2021).

Below, I put some resources to help you signpost colleagues with regards to PDR. Of course, the list is not-exhaustive. Following PDRs, I would appreciate feedback so that ongoing work on closing awarding gap and promoting success for all students can be planned.

|  |  |  |
| --- | --- | --- |
| **Support need** | **Source/link** | **Contact** |
| I don’t know what awarding gaps are | * Advance HE [Ethnicity awarding gaps in higher education in 2019/20](https://www.advance-he.ac.uk/news-and-views/advance-he-launches-ethnicity-awarding-gaps-uk-higher-education-201920-report) report
* Office for Students [Degree attainment: Black, Asian and minority ethnic students](https://www.officeforstudents.org.uk/advice-and-guidance/promoting-equal-opportunities/effective-practice/black-asian-and-minority-ethnic-students/)
* [Inclusive Learning Communities website](https://www.mmu.ac.uk/student-life/course/learning-communities/inclusive-learning-communities) contains a section on BAME awarding gaps
 | Bartek Buczkowski |
| I don’t know how awarding gaps look on my Programme/Unit |  | Programme Leads should now have access to data Programme by Programme and unit by unit. If necessary, refer to Bartek Buczkowski |
| I don’t know how to talk about race and other diversity and equality issues. | * The University Library has many great resources listed in [Celebrating diversity](https://www.mmu.ac.uk/library/using-the-library/celebrating-diversity) section
* BAME Ambassadors’ Shades of Tea podcast on [Listen Notes](https://www.listennotes.com/podcasts/shades-of-tea-bame-ambassadors-cDOne1zHudF/) or [Spotify](https://open.spotify.com/show/7hJMMfGKgpaLnrmFOi3dCE)
* Student Union [Big Change Project](https://www.theunionmmu.org/your-voice/big-change-project)
 | Librarians: Andrea Daly (subject librarian), Mark BurgessBartek Buczkowski,Faculty of Health and Education Inclusive Learning Community leads: Gayatri Nambiar-Greenwood, Jayne Mugglestone  |
| I don’t know where to start addressing awarding gap or decolonising curriculum. I don’t understand what “colonialism” means in terms of curriculum | * Plenty of points for reflection in [Department of Health Professions decolonising toolkit](https://stummuac-my.sharepoint.com/%3Aw%3A/g/personal/55098733_ad_mmu_ac_uk/EZQTM93HH1pMgip_5wgz-XYBBOtpIt_XH5yJAPB_oaK85Q?e=JKXez8)
* UTA [Addressing awarding gaps](https://www.mmu.ac.uk/about-us/professional-services/uta/reducing-awarding-gaps)
* [Inclusive Curriculum Toolkit](https://www.mmu.ac.uk/about-us/professional-services/uta/inclusive-curriculum-toolkit)
* [UTA – decolonising the curriculum](https://www.mmu.ac.uk/about-us/professional-services/uta/reducing-awarding-gaps/decolonising-the-curriculum-toolkit)
* [Reading list diversity audit](https://www.mmu.ac.uk/library/using-the-library/celebrating-diversity/reading-list-diversity-audit)
* Discuss with your unit/assessment moderator – peer observation of teaching, learning and assessment
 | UTA contacts: Orlagh McCabe (Faculty link), Chris Little,Bartek Buczkowski |
| I have some subject-specific resources I would like to share | Contribute to [Department of Health Professions decolonising toolkit](https://stummuac-my.sharepoint.com/%3Aw%3A/g/personal/55098733_ad_mmu_ac_uk/EZQTM93HH1pMgip_5wgz-XYBBOtpIt_XH5yJAPB_oaK85Q?e=JKXez8) | Bartek Buczkowski |