Membership for higher education providers in the UK 2022–23

Helping higher education shape its future
Welcome to Advance HE Membership 2022-23

On behalf of everyone at Advance HE, I’d like to say it has been a real pleasure working with you and your teams this membership year. A year in which we’ve seen our membership grow to 415 members, institutions participating in Athena Swan reach 150, an 18% increase in Race Equality Charter awards, and more than 156,000 Teaching and Learning Fellows across the world. It’s been a year not without its challenges and on your behalf we have been working to navigate complex issues, such as freedom of speech and good campus relations.

As we take with us the learnings from the pandemic, the sector is focusing on strategies to deliver a great higher education experience in a disruptive and fast-paced world. In the year ahead we will be keeping a particular focus on the future and emerging policy, providing you the foresight and support to address new challenges.

Your membership for the coming year has been shaped through consultative conversations with our members and our strategic advisory groups. We’ve heard clearly that members would value support:

+ navigating uncertainty and unlocking potential in their institutions
+ developing capability to lead and embed positive change across whole systems
+ transforming education and assessment to deliver the best student outcomes
+ creating inclusive places and experiences whilst managing inherent tensions.

Strengthening your membership services

Our work will continue to be evidence-based and focus on impact. We will support your longer term strategic goals by strengthening the core membership services we know you value.

This includes the sector-led review of the Professional Standards Framework (PSF) for teaching and supporting learning in HE ensuring it meets your future needs. In addition to continuing to enhance the existing equalities Charters, we will work with the sector to explore the development of an integrated equalities approach and new, streamlined systems to both development and recognition.

The membership year will see the next stages of review and redesign of our Student Success Framework Series, which used in combination, help to identify smarter ways of working for better student outcomes.

We will also create a global leadership framework which will articulate the dimensions that contribute to effective leadership, informed by the unique evidence-base from our sector consultation.

Addressing new and emerging challenges

Led by your feedback we will continue to provide you with resources, networks and development opportunities that respond to your changing needs.

We have a series of projects to support you to address new and emerging challenges. This includes the ‘Student Outcomes’ project that will focus on student outcomes and value for money, and we will continue the work to enhance mixed mode learning and assessment focusing on sharing global good practice.

You will benefit from governance projects that focus on ‘Academic Governance and Assurance’, as well as ‘Measuring Institutional Performance’ – exploring what the future Board KPI dashboard might look like. We will also re-run the ‘Supporting Inclusive Boards Community’, which we initially ran with GuildHE last year.

Integral to our membership is how we use our role as an honest broker in relation to equality, diversity and inclusion (EDI) and how we help members to work together to navigate these challenges. An example of this is our project to help members create inclusive institutions, meeting equalities obligations, whilst protecting and enabling freedom of speech and academic freedom.

Finally, I would like to thank you for your continued support as we look ahead to the new membership year. Whilst there continues to be challenges ahead, we are looking forward to delivering on our work to support you with your strategic priorities to help HE be the best it can be.

Alison Johns
Chief Executive, Advance HE
A summary of your member benefits package

Investing in the future of higher education

The 2022-23 member benefits package has been designed in collaboration with our members, addressing key priorities and challenges. Our investment in core services and planned member benefits will support you in addressing new and emerging challenges, whilst ensuring your longer term ambitions benefit from the strengthening of the essential infrastructure you value most.

Working with you

Member projects
Initiatives designed to address contemporary challenges.

Governance expertise
A wealth of resources enabling effective governance.

Publications and resources
Exclusive access to the latest practical support from Advance HE and a bank of over 8,000 resources.

Collaborative Development Fund
Project funding supporting the development of our members by addressing key sector challenges together.

Equality, Diversity and Inclusion Advice Service
Support and guidance on policy, practice and concerns.

Student Surveys
Understand and enhance the student academic experience with discounted access to surveys.

Dedicated Advance HE Contact
Your Head of Membership is a direct contact and sounding-board with strategic understanding of your context, stakeholders and institutional objectives.

Strategic Advisory Groups
Member-led groups to ensure that we develop member benefits in the areas that deliver most value to you.

Strengthening your membership

Professional recognition
Including the review of the Professional Standards Framework (PSF).

Global Leadership Survey
Further work to develop the survey and explore the potential of a recognition framework.

Student Success Framework Series
Next stages of the review and redesign of our Student Success Framework Series providing members with smarter ways of working for better student outcomes.

Equality Charters
Continued enhancement of our Charters whilst exploring approaches to integrated equalities for greater flexibility and efficiency in achieving inclusion.

Enhancement through digital development
Creating accessible digital learning opportunities as benefits of membership.

Accreditation options
Supporting your strategic development and providing assurance to your stakeholders that your organisation strives for excellence

DVC-PVC Network
The Advance HE members-only DVC-PVC Network is a highly valued and influential community of DVCs, PVCs and equivalent senior leaders.

Global Leadership Survey
Further work to develop the survey and explore the potential of a recognition framework.

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Connecting our members

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Enhancement through digital development
Creating accessible digital learning opportunities as benefits of membership.

Teaching Excellence Awards
The members-only National Teaching Fellowship Scheme (NTFS), and the Collaborative Award for Teaching Excellence (CATE) showcase the impact of individuals and teams who teach or support learning in UK higher education.

Discounted access

- 50% discount on all fees related to direct Fellowship applications for individual members of staff
- 25% discount on our wide portfolio of programmes, conferences and events developed to meet the needs at specific career stages
- 10% member discount on bespoke consultancy services which support institutions to shape and deliver their strategic priorities
- Discounted total price of £2,500 which covers UKES, PTES and PRES Student Surveys.
Membership fit for the future

Strengthening your membership services

Investing in what our members value most

Advance HE’s strategy and purpose is to help higher education be the best it can be, working with you to create systems that are inclusive, sustainable and high-performing. Membership and the benefits it provides are the platform upon which we help you deliver your strategic goals, which is why during 2022-23, we are continuing to invest in the core services that you value most highly. Working in partnership with you, this will deliver modern frameworks for institutional and individual recognition and evidence-based, accessible solutions fit for the rapidly evolving sector environment.

Professional recognition

Review of the Professional Standards Framework (PSF)

Advance HE is currently facilitating a sector-led review of the Professional Standards Framework (PSF) to ensure this strategically important framework continues to be inclusive, relevant for the future needs of HE, and accessible to a global community. A revised PSF ensures members will benefit from the most impactful accreditation services. Individuals will in turn, benefit from more flexible approaches to their professional recognition and have access to global communities to continue their development.

Find out more about the PSF Review.

Global Leadership Survey and Framework

2022-23 will see the continuation of our work to create a global leadership framework which will articulate the dimensions that contribute to effective leadership. Scoping and sector consultation generated a unique evidence base, highlighting contextual variations across the global sector whilst exploring the impact of leadership development. Advance HE will continue to work closely with the sector and our members to determine the potential for a system of leadership recognition in line with this new innovative framework.

Find out more about the Global Leadership Survey and Framework.
Enhancement through digital development

New e-learning modules

Our members are increasingly seeking accessible, affordable digital learning opportunities for their staff and students. With sector resources at a premium and needing to be carefully targeted at achieving maximum impact, we are working with members to create a series of member benefit e-learning packages focused on core topics you have asked us to prioritise. The first in this series is scheduled for launch to members during 2022-23.

Equality Charters

Exploring approaches to integrated equalities

In response to your feedback, we have a key strategic commitment to determine the potential for an approach to integrating equalities. Member-led scoping and exploration is underway and will determine if and how this approach could provide greater choice, flexibility and efficiency to achieve your vision for inclusion.

Charters development

Work to enhance both the Athena Swan Charter and the Race Equality Charter continues in parallel to the consideration of an additional integrated approach. You will continue to receive support in implementing the transformed Athena Swan Charter and we will continue to work with you to launch the enhanced Race Equality Charter by the end of 2022.

Student Success Framework Series

Review and redesign

2022-23 will see the next stages of review and redesign of our research informed Student Success Framework Series, which used in combination, help to identify smarter ways of working for better student outcomes. Focusing on the two key areas of Student Success in an era of living with Covid and Transformation and Systems Change, the project will see all eight Student Success Frameworks and the associated toolkits updated.

Find out more about the Student Success Framework Series.
Member projects

Your feedback shapes our member benefits package. These projects provide the opportunity for members to collaborate with each other and Advance HE on contemporary challenges faced by the sector to co-create new and practical solutions.

Projects for the coming year will include:

- Governance Enhancement Projects
  Our governance projects will include a focus on ‘Academic Governance and Assurance’, as well as ‘Measuring Institutional Performance’ – exploring what the future Board KPI dashboard might look like. We will also re-run the ‘Supporting Inclusive Boards Community’, which we initially ran with GuildHE last year.

- International Higher Education: What Next?
  Global uncertainty has caused many institutions to re-evaluate their strategic direction and ambitions. The impact on international student numbers and experience, a growing focus on SDGs, along with a realisation of the potential for mixed mode education prompt a reconsideration of traditional approaches.

- Leadership for the Future
  Exploring and understanding the emerging challenges for leadership in HE alongside the ongoing development and evaluation of the HE Leadership Survey and Framework.

- Tertiary Education
  Comparing different and divergent national approaches and helping members consider their own context and the possible implications and opportunities.

- Sustainability: Realising the Ambition
  Sustainability will act as a lens for all member projects in 22-23, helping our members take strategic action to progress towards the United Nations’ Sustainable Development Goals (SDGs) and a sustainable future.

- Good Campus Relations and Freedom of Speech
  Helping members to create inclusive institutions and improve campus relations between different groups, whilst supporting and protecting freedom of speech and academic freedom.

- Beyond Flexible Learning
  Supporting members to apply the learnings from recent years to design and deliver flexible and mixed mode learning that works for their students in their contexts.

- Student Outcomes
  In an era of increasing regulation this work will focus on student outcomes and what success looks like for different stakeholders. Considering global perspectives, we will support members to navigate the evidence base available to inform education strategies, demonstrate value for money and maximise outcomes for all.
Exclusive access to the latest practical support from Advance HE

Advance HE membership provides members with access to a wealth of exclusive resources across key HE themes and issues, and the latest thinking in leadership development, governance, organisational development and education. Complementing our member projects, our priority is to provide our members with key practical, solution focused toolkits, frameworks, research and publications, providing thought leadership and supporting you to address key challenges.

Resources 2021-22

In 2021-22 we provided a range of publications which will continue to be member-only for two years, including:

- Flexible learning: a literature review 2016 - 2021
- Education for Mental Health Toolkit
- The Higher Education Board Diversity and Inclusion Toolkit
- Building belonging: Developing religiously inclusive cultures for Muslim students in higher education
- Student Partnerships in Assessment

Publications, projects and resources are housed within the ‘Knowledge Hub’, a searchable bank accessed via the Advance HE website.

135 new member benefit resources were published between 1 April 2021 and 31 March 2022.

10,778 colleagues from member organisations accessed the Knowledge Hub between 1 April 2021 and 31 March 2022.

Equality, Diversity and Inclusion (EDI) Advice Service

Providing support and guidance to our members.

Supporting our members to create inclusive institutions, our EDI Advice Service exists to provide guidance to UK members on EDI policy and practice.

During 2021-22, we’ve provided support for members in areas including gender identity, religion, equal opportunities and data collection.

Find out more about our EDI advice service.

Collaborative Development Fund

During the 2021-22 membership year, members have been awarded £120,000 through our Collaborative Development Fund (CDF). Advance HE grant funding supports the development of our members by addressing key sector challenges. Funding via the CDF will continue during the 2022-23 membership year. Applications for funding will open in autumn 2022, with members’ needs informing how the projects are shaped.

Resources and outputs generated by these projects are made available for all members.

Find out more about the Collaborative Development Fund.

During the 2021-22 membership year, members received funding of £120,000.

During 2021-22, we’ve provided support for members in areas including gender identity, religion, equal opportunities and data collection.

Find out more about our EDI advice service.
Working with you

Strategic Advisory Groups
Your member-led Strategic Advisory Groups including Teaching and Learning, Leadership and Management, Equality, Diversity and Inclusion, Governance and Global Perspectives groups, act to ensure that we develop member benefits in the areas that deliver the most value. This includes influence over the development of resources, thematic projects and publications shaped to respond to help address your changing needs and key challenges.

Governance Expertise
Your membership includes our field-leading governance expertise, supporting you with a wealth of resources enabling effective governance. This includes the Board Effectiveness Framework and our Higher Education Board Diversity and Inclusion Toolkit which we launched this year working with members and Perret Laver. We also provide the Board Vacancies Portal in collaboration with AHUA, CUC and the 30% club.

Dedicated Advance HE contact
Your Head of Membership is a direct contact and sounding-board with strategic understanding of your context, stakeholders and institutional objectives. They will support you to engage with complex challenges and share good practice between members and ensure you access the services that best support your objectives and help you prepare for emerging challenges and opportunities.

Student Surveys
Our Student Surveys are designed to represent the student voice, providing insight to drive positive change within institutions, providing a rich insight and understanding of the student experience. You will receive tailored reports and powerful benchmarking, enabling your institution to develop and configure the student experience with confidence that effort is being placed in the right area. As an Advance HE member you can choose to participate in the UK Engagement Survey (UKES), the Postgraduate Taught Experience Survey (PTES) and the Postgraduate Research Experience Survey (PRES), benefitting from a discounted total price of £2,500 which covers all three surveys.

Fellowship fees
Advance HE members benefit from 50% discount on all fees related to direct Fellowship applications for individual members of staff. Fellowship demonstrates a personal and organisational commitment to professionalism in teaching and learning in higher education.
Connecting our members

DVC-PVC Network

The Advance HE DVC-PVC Network is a highly valued and influential community of DVCs, PVCs and equivalent senior leaders with the brief for learning and teaching, education, or the student experience at member institutions. There are two events each year where the network comes together to consider and share experience on key strategic matters impacting higher education. A carefully curated agenda of presentations and discussions is shaped in partnership with the members of the network.

Find out more about the DVC-PVC Network.

Charters networking events

Charters networking events provide updates to members, and support to institutions who are about to embark on, or are in the process of, applying for an Athena Swan or Race Equality Charter award. During the events members are provided with an opportunity to build their knowledge of Charter processes, hear the experiences of invited speakers, build professional relationships and share their application journeys with a community of colleagues.

Find out more about the Equality Charters.

Accredited Programme Leader Network

This dedicated network hosted within Advance HE Connect provides an opportunity for all those leading and managing accredited provision to communicate, share good practice and connect to other colleagues in similar roles globally. Membership provides institutions with opportunities access specialist resources and to attend regular network meetings and fellowship calibration events.

Contact the Accreditation Team to join the network.

Advance HE Connect

Connecting the global higher education community.

Advance HE Connect is an online network and community of practice exclusively for the higher and further education sector with over 19,000 participants from member organisations around the world. Groups including the Athena Swan Network, the Race Equality Charter Network and the Global Principal Fellow Network provide a digital convening space supporting our members. Colleagues from Advance HE member organisations can also use the platform to host and promote their own project, webinars and online meetings.

Find out more about Advance HE Connect.

Teaching Excellence Awards

We will continue to celebrate the outstanding contribution to education that our colleagues make. With exclusive access included with Advance HE membership, the prestigious National Teaching Fellowship Scheme (NTFS), and the Collaborative Award for Teaching Excellence (CATE) showcase the impact of individuals and teams who teach or support learning in UK higher education, recognising their outstanding achievements and providing a platform to share the learning from their practice.

Find out more about Teaching Excellence Awards.
Teaching and Learning Accreditation

Recognising success in teaching and supporting learning in HE.

Advance HE Teaching and Learning Accreditation reinforces your commitment to the professional development and support you provide for the wide range of your staff that have a role in higher education teaching and learning. Accreditation confirms alignment to the Professional Standards Framework (PSF) and enables accredited members to award Fellowships.

This package helps you to raise the profile of teaching and learning in your institution, celebrating its importance and demonstrating to staff and students a commitment to the quality of teaching. Additionally, the Teaching and Learning Accreditation package provides:

- a panel review of an accreditation submission in each four-year cycle
- initial 12-month review for institutions that are new to accreditation
- accredited programme leader network both in the UK and globally
- annual review of accredited CPD schemes
- online calibration activities to support the standards of Fellowship judgements
- minor changes to accredited provision service
- support from Advance HE Fellowship and Accreditation team.

There are over 156,000 Fellows worldwide, with 114,798 employed at Advance HE member institutions.

Find out more about Teaching and Learning Accreditation.
The Athena Swan Charter

Encouraging and recognising commitment to advancing gender equality.

The Athena Swan Charter provides a robust framework through which institutions and departments work to identify and address barriers to gender equality, and have their commitment to, and progress in removing these barriers recognised. A new streamlined Charter was made available to members in July 2021, which has been developed with the support and input of the sector at every stage. The updated Charter provides a flexible and developmental framework to enable and empower institutions and departments to focus on their gender equality priorities, while streamlining and reducing the burden of application processes.

By taking part in the Athena Swan Charter, members join a global community with a shared goal of addressing gender inequalities and embedding inclusive cultures. The Charter supports institutions and departments to advance their equality, diversity and inclusion goals, and showcase their commitment and progress to their community and prospective staff and students.

Find out more about the Athena Swan Charter.

The Race Equality Charter

Increasing the representation, progression and success, and improving the experiences of racially minoritised staff and students.

The Race Equality Charter provides a rigorous and robust approach through which institutions work to critically reflect and act on institutional and cultural barriers standing in the way of the progression, retention and success of racially minoritised staff and students. The Charter accelerates institutions’ actions on their commitments utilising an evidence-informed approach to progress in developing long-term and sustainable solutions and change.

Partaking in the Race Equality Charter provides access to a package of benefits designed to facilitate a whole institution approach to race equality. The accreditation process engages with national experts in the Charter that helps recognise an institutions’ progress and journey towards race equality. Participation means institutions can evidence their commitments, activities and actions to advancing race equality, and are provided with a framework which enables all staff and students to engage in their journey.

Find out more about the Race Equality Charter.

The Race Equality Charter is a robust framework designed to address racial inequalities that exist across the sector in relation to staff and students. The Charter is not in any way prescriptive but does allow universities to identify for themselves any inequalities and the actions they feel appropriate to take to narrow or eliminate those inequalities."

PRADEEP PASSI
Director of EDI, University of Central Lancashire

PROFESSOR DAVID RICHARDSON
Vice-Chancellor, University of East Anglia
Charters support and enhancements

Charter support and resources

Members can access a broad range of developmental support and services as part of the Athena Swan Charter and Race Equality Charter packages, including:

+ membership of the Athena Swan and Race Equality Charter networks, where institutions and departments share good practice and support
+ strategic, developmental and operational support from the Advance HE Equality Charters team.

150 member organisations participate in the Athena Swan Charter.

Charters package benefits

+ a panel review of an institutional submission in each cycle
+ pre-submission advice and feedback through the provision of a developmental review of an institutional submission in each cycle
+ support and guidance for the institutional team in a mid-award-cycle developmental meeting exploring action plan momentum, successes and challenges
+ access to supporting materials, advice and resources, such as videos, webinars and good practice databases
+ attendance at Enhancing Practice events and seminars, at which members can learn from and share good practice with experts and peers on different aspects of gender or race equality in higher education and research.

18% increase in members participating in the Race Equality Charter in the last year.
Enhancing organisational performance and developing people – discounted access

Helping you deliver strategic change

At Advance HE, it is important that we support our colleagues and ensure they have access to the development they need to succeed. Our members benefit from discounts on a range of support to adapt to hybrid working models and enable change, helping shape the future of HE.

Consultancy and Enhancement Services

Your challenges are our priorities.

Our consultancy and enhancement services ensure we’re able to offer you a wide range of tailored solutions in an ever-changing HE environment. As we’re independent of any regulatory framework, we can provide an external viewpoint and be your critical friend. We create ‘safe places’, facilitating collaboration and candid conversation between and within higher education providers. Advance HE members benefit from:

- 10% member discount on consultancy services that support the shaping and delivery of strategic priorities
- expertise and evidence-based insight, helping to build capacity and capability to improve performance for organisations, teams and individuals
- delivering ‘real world’ solutions in the complex and dynamic environment of higher education.

With a particular focus on student success, equality, diversity and inclusion (EDI), strategy and culture development, managing change, transformation leadership, and governance effectiveness, our commitment is to bring our extensive expertise to support you to meet your challenges and achieve your goals.

The Inclusive Leadership Programme in partnership with Advance HE aligns with the University’s Vision 2030 and Strategy 2025 and the long-term strategic commitment to develop and embed a more inclusive approach to leadership and the overall culture of the institution for both staff and students. All great organisations need great leadership. This programme is tailored to our needs and aspirations as an organisation. It creates a shared learning environment where current and aspiring leaders can explore their own leadership and develop so that they are confident in being bold, innovative, collaborative and inclusive in their approach. This is a new approach for us in this important area and I’m looking forward to seeing it deliver the positive impacts that we hope for.”

PROFESSOR GRAHAM GALBRAITH
Vice-Chancellor, the University of Portsmouth
Transforming leadership, enhancing teaching and learning, enabling success, driving inclusion and tackling inequality.

Advance HE members benefit from a 25% discount on our extensive portfolio of programmes, conferences and events developed to meet the needs of staff from across all areas of HE at specific career stages, including our flagship Top Management Programme for HE (TMPHE), Aurora and our major conferences on Teaching and Learning, EDI and Governance.

Working with our facilitators and participants, we continue to shape the content of all our programmes and events to support the current sector challenges. Many parts of our portfolio will remain virtual in 2022-23 with our conferences returning as face-to-face events and some of our programmes being in person or blended to allow participants to gain the maximum benefits from these. A hybrid approach to some activity is aimed at maximising value and engagement for all delegates. Our support offers the following benefits:

+ informed by sector expertise, the latest research, thought leadership and recent policy developments to help tackle and improve strategic planning, organisational culture change and develop new and innovative practices
+ continually reviewed and developed to ensure content and delivery is relevant to the current and future challenges faced by HE providers globally and tailored to specific national contexts
+ expert and experienced delivery teams supported by contributors drawn from UK and global HE and where appropriate from outside the sector to promote new practices
+ promotes sharing experiences and best practice, gaining insights from the work of others, discussing solutions and actions for your institution and developing peer support networks
+ strong track record of customising our offer to your focus or context.

*The Strategic Leadership Programme has really enabled me to understand my role, my responsibilities, and my impact on the institution. I now feel I can use this wisely to inspire change.*

JENNIE HENLEY
Director of Programmes,
Royal Northern College of Music (RNCM)
Helping HE shape its future

Advance HE is a member-led, sector-owned charity that works with institutions and higher education across the world to improve higher education for staff, students and society. We are proud to have a distinctive role helping higher education and research be the best it can be worldwide, founded on a deep-rooted partnership with the sector.