

**ESCP Europe Business School
Access and Participation Statement
2019/20**

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Summary Statement

The diversity of backgrounds and experiences which our students bring makes for a lively and academically challenging study environment. We greatly value and recognise the contributions made by our students and staff and we are keen to maintain a spirit of tolerance and open-mindedness. We are committed to achieving best practice in the area of equal opportunities by providing education that is accessible to all. We will continue our efforts to provide fair access and participation opportunities to all our students to enable them to achieve their career goals.

The aspiration of ESCP Europe is the credo of Europe: to remain faithful to its humanistic values while at the same time anticipating the new ways of the world.

Diversity is believed to be an important aspect of learning that students are, at any time, exposed to different cultures, different mind sets, and different academic backgrounds. It is also believed that this richness allows them to become managers open to the world, adaptable in all the possible situations they will face in the future. This is why social backgrounds, economic challenges or health issues do not prevent any talent from applying at ESCP Europe.

Here at ESCP Europe, diversity is at the heart of teaching project. The School's profile diversity is guaranteed by the presence of young people from different backgrounds. Geographical diversity is provided with the recruitment of young people from all continents and from over 30 different European countries (20 represented on London's Campus in 2016).

1. Areas we are seeking to address

ESCP Europe is aiming to raise the number of nationalities in its student body from the present 90 through dedicated and targeted international awareness campaigns. In addition, the School has set itself a target of 15% of its graduates holding qualifications in both business and some form of engineering and is also setting up scholarships and transition programmes targeted at potential students from underprivileged backgrounds.

1.1 Access

ESCP Europe welcomes 4,600 students and 5,000 executives from 100 different nationalities every year across its six campuses, offering them a wide range of general management and specialised programmes (Bachelor, Master, MBA, PhD and Executive Education).

The School's 50,000-strong alumni network counts members from 150 nationalities. Together with its long-standing relationships with national and multinational companies, this network allows ESCP Europe to provide unique career opportunities on an international scale. At the London campus, non EEA students represent on average 30% of the overall student population.

1.2 Success and progression

Thanks to its robust admission procedures and thorough student support, ESCP Europe programmes enjoy a high retention and progression rate reaching 95% on average.

2. Our ambitions and strategy

Our ambitions are that ESCP Europe will meet the needs and aspirations of our students; that we will support all students to succeed in their studies; and that ESCP Europe delivers on the promise of higher education as an engine for social mobility, and a gateway to a better life for those who undertake it.

ESCP Europe favours a diversity of profiles and regards its diversity as a significant strength. The School seeks to encourage the participation of students from a variety of backgrounds, at various stages of their lives and careers, and with a wide range of qualifications and experience.

To this end, the leadership of the School has taken various measures and strives to increase participation from underrepresented groups.

2.1 Appointment of Associate Dean for Inclusion and Diversity

The School has appointed an Associate Dean for Inclusion and Diversity who has responsibility for growing and diversifying the student population and ensuring equality of opportunity. Their remit includes both staff and students, and spans all five campuses. Profile diversity is a feature of management information compiled and reported on, internally and externally.

2.2 Admissions

At ESCP Europe different sorts of personalities have equal opportunities in admission, whatever their social background, nationality, or gender. Within its admissions' policies, the School offers equal opportunities for access to programmes and to the range of facilities we provide for students.

One of the School's objectives is to recruit high quality students on an international basis. It actively seeks to promote its programmes amongst top level education institutes and to take a selective approach to recruitment. For this reason, the admission process needs to follow a very specific and demanding selection. Entry requirements are published for each programme and admission cycle

Selection criteria and procedures are monitored and reviewed to ensure that equal opportunities are promoted, and that students are recruited on the basis of their merits and abilities.

Information is provided on the School's website to new and prospective students, on and off-campus. Information is also communicated through others mediums to prospective students, such as open days and summer schools.

2.3 Accreditation of prior learning

Accreditation of prior learning may be granted for students of the MIM programme who have already successfully taken the equivalent of one of the compulsory management core courses at a previous institution. The student may request a substitution with an elective course of 30 hours, subject to provision of the course outline and the relevant transcript showing their grade to supporting their APL request.

2.4 ESCP Europe Foundation and Diversity Policy

The ESCP Europe Foundation was established in 2005, with one of the objectives to foster diversity through scholarships. With the help of the Foundation, the School has built a diversity policy that has four components:

Financial aids: Tuition fees shouldn't be a barrier to the most highly talented students. To this end, the ESCP Europe Foundation supports the School in its social diversity and offer different scholarships to deserving candidates. The Foundation supports the school in this area, by financing around €1M of scholarships per year.

ESCP Europe may grant tuition relief (partial or full) to some of its students, based on socio-economic criteria via a dedicated fund that is made available to help families struggling to meet education costs.

Tutorial Programmes: Tutorial programmes led by ESCP Europe students to help students from unprivileged backgrounds to prepare for graduate management studies.

Facilities: Facilities and devices for disabled students so they may study at ESCP Europe without any barriers.

Talent Spring: This programme facilitates access to the first year of the Master in Management programme, designed for students from underprivileged backgrounds. It is an innovative admissions procedure for the Master in Management Program. Eligible candidates either come from a social background or had medical issues that hindered their ability to pursue studies in a top university. During the first stage, candidates' academic qualifications are assessed based on their academic record. Selected candidates are then invited to take part in a 3-day selection session based on assessment centres methodology. Those sessions are designed to evaluate candidates' behaviour in real life situations using a pre-determined competency grid. A team of observers compares their observations on candidates' skills to ensure fair selection.

2.5 Involvement of students in developing our approach to access and participation

Students are involved in all stages of our activities through participation of Agora to all committees. The Agora is a body founded on June 30th 2014 at ESCP Europe, with the support of the management, administration, faculty of ESCP Europe. The name Agora represents its vision of being the centre for exchange of information, ideas, advancement and change for the better within the School.

The mission of the Agora is to play an informative as well as participative role to improve education and student life at ESCP Europe. The Agora represents the opinion of the students of ESCP Europe, on all campuses and from all programmes. Its tasks are carried out in a representative and collaborative manner together with the stakeholders of the School.

The Agora is independent from the management, administration, and faculty, notably regarding its external communication and recruitment. Every student of ESCP Europe is encouraged to support it. AGORA has been responsive to questions raised by students, and the board has regular meetings with senior academic staff.

3. Our activities and support for students

The School aims to provide students with the opportunity to develop their academic, personal and professional potential, irrespective of background and seeks to enhance the experience of students across all modes and locations ensuring fairness, inclusion and accessibility.

3.1 Academic Support

- Tutorial programmes led by ESCP Europe students to help students from unprivileged backgrounds to prepare for graduate management studies.
- "Talent Spring" programme facilitates access to the first year of the Master in Management programme, designed for students from underprivileged backgrounds:
- A comprehensive induction is held on campus and this is tailored at programme level. Students have opportunities to discuss specific issues about their learning objectives and academic progression with their Academic Directors and Programme Co-ordinators.
- Each student in the Bachelor's programme is allocated a personal tutor, who acts as their official first point of contact for advice and support for any issues which may affect their studies.
- A variety of pedagogical methodologies are implemented to enable student development and achievement including case studies, simulations and technology enabled practices.
- Students can discuss academic matters on a one to one basis, with the Director of Programme Administration, Quality and Standards.
- Through consultation with Student Representatives who regularly liaise with the Programme management team, students can get the required information on specific academic related issues.

3.2 Non Academic Support

- ESCP Europe provides an all-inclusive provision of facilities and devices for disabled students. Those students, who have declared a disability, are given on-going advice and support throughout their time at the School.
- Professional Services work in partnership in advance of, and throughout, the academic session to ensure students are fully aware of services and resources available to them.
- The opportunity to work in a company while studying, with the apprenticeship scheme, is the first and most effective way to ensure a diverse student body that comes from all socio-professional categories. Tuition fees are waived for student apprentices, who benefit from paid employment during their studies.
- Student development and achievement outside of the curriculum is also managed collaboratively with the student body primarily through student societies.

3.3 Provision of Student Progression into Employment

The School offers multiple opportunities to students to develop employability skills. Undertaking an academically challenging programme prepares students for meeting the demands of the job market; placements and internships enrich their experience by exposing them to the work environment. Students further develop soft skills by taking an active part in student societies and student events organised throughout the year.

3.3.1 Careers Service

The Careers Service canvasses employers for work related learning opportunities and collaborates with organisational placement schemes. A comprehensive programme of talks, lectures and presentations ensures students enjoy opportunities to meet employers and engage with development activities.

The department provides services on an individual basis helping with CVs, applications and cover letter writing, motivational and business case study interviews, and assessment centres training. Students attend compulsory Employability lectures at the beginning of the academic year.

3.3.2 Internships and Placements

Internships are a compulsory part of the studies at ESCP Europe for which students get credits. Placements and internships are a way for students to get work experience, enhance their CV and potentially obtain a professional reference. These benefits prove very useful when entering the job market and meeting recruiters.

3.3.3 Employers on campus

ESCP Europe invites companies to participate on-campus and offer the following opportunities:

- Workshops
- Company Presentations
- Company Visits
- Careers Fair

Workshops

During their busy recruitment seasons, companies deliver tailored workshops at ESCP Europe's London campus. These offer students the opportunity to gain vital information and useful insights into corporate culture in an informal setting.

In conjunction with the Corporate Relations and Careers team, Workshops are designed to help students understand the industry, get involved with practical sessions and prepare for the post-graduation recruitment process.

Company Presentations

Presentations are the classic way to introduce a company to the students. This enables the employer to promote their opportunities for internships and post-study recruitment.

They also allow employers to share insights into the different job functions within their organisation and to differentiate the company and its organisational culture from that of their competitors.

Company Visits

Company visits have proven very successful for both the host organisations and the attending students. Through this, potential future employees (students) get a chance to explore the company and give them a first-hand insight into the business' culture and environment.

Careers Fair

A range of top recruiters from the fields of finance and business attend this event to promote their graduate training schemes, internships and work experience opportunities.

The yearly event is a perfect opportunity for students to make personal contact with company representatives and get expert advice on finding their ideal career. In addition to the exhibition, the School also hosts a range of events on the day, including seminars, a presentation on the School (for corporate guests), and a small seminar for selected students, followed by a networking reception in the evening.

3.3.4 Alumni Association

The mission of ESCP Europe's Alumni Association is to connect the graduates working and living all around the globe, offering them a mix of professional, social and personal development services regardless of their nationality or their degree, as well as to offer them an array of services to manage and boost their careers.

ESCP Europe students are full members of the association, which has created an “all-in-one” tailored offer called the Student Alumni Box. This offer aims to boost careers through enabling graduates to benefit from the ESCP Europe network such as mentoring from an ESCP Europe graduate, a day in a company with a graduate to discover the reality of his/her job (Duo Day), introduction to networking courses, and meetings to exchange opinions with professionals in a certain sector. Other initiatives include: conferences (e.g. “Succeed at the ESCP Europe Company Forum”, “Succeed in your first steps in the professional world”, “Manage for the 1st time”, mock recruitment interviews in 5 languages, 30,000 job offers; and a CV library.

Review of the statement

We review this Access and Participation statement before the beginning of each academic year i.e. annually as part of our annual review of the School's policies. We will update and re-publish this policy annually as set out in condition A2 of the Office for Students Regulatory Framework.