

LINCOLN COLLEGE

**FREEDOM OF INFORMATION
PUBLICATION SCHEME**

POLICY HR/PO/52

SPONSOR

Chief People Officer

EQUALITY AND DIVERSITY STATEMENT

Lincoln College strives to treat all its members and visitors fairly and aims to eliminate all forms of unlawful discrimination, specifically across all protected characteristics. We will work towards a fair and just organisation and promote inclusion for all those impacted by Lincoln College and the wider community.

LINCOLN COLLEGE

PUBLICATION SCHEME

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FREEDOM OF INFORMATION PUBLICATION SCHEME

INTRODUCTION

1 LEGAL REQUIREMENT

- 1.1 Adopting a publication scheme is a requirement of the Freedom of Information Act 2000. This Act promotes greater openness and accountability across the public sector by requiring all 'public authorities' to make information available proactively, through a publication scheme.
- 1.2 'Public authorities' are defined in the Act and include universities, further education colleges and sixth form colleges.

2 WHAT IS A PUBLICATION SCHEME?

- 2.1 A publication scheme is a document which describes the information a public authority publishes, or intends to publish. In this context, 'publish' means to make information available, routinely. These descriptions are called 'classes of information'. The scheme is not a list of the actual publications, because this will change as new material is published or existing material revised.

3 WHO WE ARE

- 3.1 Lincoln College is one of the largest General Further Education Colleges in the county of Lincolnshire comprising Lincoln College, Newark College and the Air and Space Institute (ASI) as well as home to Lincoln College University Centre

The College provides a large range of high-quality education and training programmes including technical training courses, apprenticeships, T levels, A levels, Higher Education degrees and commercial training to around 12,000 students and apprentices every year. Up to 4,000 international students' study in the UK and overseas.

The Group also contains a number of subsidiary companies, some of which act as finishing schools to help our students get work ready.

The heart of the Group is the 139-year old College in the heart of the city of Lincoln in Lincolnshire, governed by a Board of Corporation made up of respected business leaders, recruited from the private, public and third sectors in the region.

The Group has around 1,000 full and part-time staff and its People Plan is an integral part of the Group's strategy, focusing on cultivating a positive and supportive work environment that attracts and retains talented individuals.

More information can be found at: <http://www.lincolncollege.ac.uk>

4 ACCESSING INFORMATION COVERED BY THE PUBLICATION SCHEME

- 4.1 The classes of information we publish are described in the second part (Appendix 1) of the scheme.
- 4.2 Next to each class we have indicated the manner in which the information described will be available. We have also indicated whether charges apply to material in each class.
- 4.3 To request information available through our publication scheme, please contact the College's Governance Officer and Data Protection Officer using the form located at appendix 2.
- 4.4 Please note that a publication scheme relates to 'published' information. Therefore, material covered has already been prepared in a format ready for distribution.

5 WHAT ABOUT INFORMATION NOT COVERED BY THE PUBLICATION SCHEME?

- 5.1 You have the right, under the Freedom of Information Act 2000, to request any information held by a public authority which it has not already made available through its publication scheme.
- 5.2 Requests will have to be made in writing to the Governance Officer and Data Protection Officer using the form located at appendix 2. We will respond within 20 working days and may charge a fee, which will be calculated according to Fees Regulations.

6 FEEDBACK

- 6.1 It is important that this publication scheme meets your needs. If you find the scheme difficult to understand, please let us know. We also welcome suggestions as to how our scheme might be improved. Any questions, comments or complaints about this scheme should be sent in writing to the Publication Scheme Co-ordinator below.

Governance Officer and Data Protection Officer
Lincoln College
Monks Road
Lincoln
LN2 5HQ

- 6.2 If we are unable to resolve any complaint, you can complain to the Information Commissioner, the independent body who oversees the Freedom of Information Act.

7 FURTHER INFORMATION

More information about the Freedom of Information Act is available on the Information Commissioner's website at www.ico.org.uk

1.3	Information on the institutional context	<p>This class should include information to be made available by FE corporations on:</p> <ul style="list-style-type: none"> • The Lincoln College Group Strategic Plan • Statement of the FE corporation's quality assurance policies and procedures • The FE corporation's learning, assessment and teaching strategy and periodic reviews of progress 	Electronically	None
1.4	Management structure	<p>This class contains information relating to how the college's management structure is organised and the function and purpose of each part of the management structure. Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Description of Statutory Bodies (e.g. Board of Corporation). In many cases it will be appropriate to list the names of people who are members of the above, as they are matters of public interest • Codes of Conduct for members of governing bodies • Description of the Committees supporting them. • Terms of reference, membership and mode of operation of all boards and committees in the formal structure • Minutes and papers of Governing Body Corporation meetings and Committee meetings • Appointment committees and procedures 	Electronically	None

2 FINANCIAL RESOURCES

This section covers information on the College’s strategy and management of financial resources. The Finance department provides accounting and financial management services, helping to make best use of resources and fulfilling statutory responsibilities. Information that may damage the institution’s commercial interests will be excluded from publication.

	Class	Description	Manner	Fee
2.1	Finance	<p>Examples of the type of information in this class include policies and procedures relating to:</p> <ul style="list-style-type: none"> • Annual Accounts • Financial Regulations • Regularity Reports • Financial Audit Reports • Banking • Insurance • Pensions 	Electronically	None
2.2	Resource planning	<p>This class includes information that defines how the college undertakes its planning and resource allocation, how it regulates the deployment of resources and how it publishes the outcomes.</p> <p>Examples of the type of information include:</p> <ul style="list-style-type: none"> • Budgets and Forecasts • Financial Plan • Fixed Assets • Annual Report and Accounts 	Electronically	None

3 PEOPLE SERVICES

This section covers information on the College’s strategy and management of human resources, rather than information relating to individual members of staff which is exempt from disclosure as personal information. The information available covers HR policies and procedures (including terms and conditions of service including all current versions of the information specified in each class).

	Class	Description	Manner	Fee
3.1	Employment and employee relations	<p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Policies, procedures and guidelines relating to recruitment • Terms and conditions of employment • Salary grades • Collective bargaining procedures and consultation with recognised trade unions and agreements reached • Grievance procedures and policies • Disciplinary procedures and policies • Public interest disclosure (for compliance with the Public Interest Disclosure Act) • Job vacancies • Any other policies relating to staff 	Electronically	None
3.2	Equal opportunities /Diversity	<p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Staff policies, statements, procedures and guidelines relating to the provision of equal opportunities with respect to age, disability, race, gender, religion or belief, sexual orientation, marriage and civil partnership and pregnancy and maternity. 	Electronically	None

3.3	Staff development	<p>This class should include information on staff development and training, including induction programmes, probation and appraisal.</p> <p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Induction – details of areas covered and procedures • Policies and procedures relating to probation • Policies and procedures relating to performance management 	Electronically	None
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4 PHYSICAL RESOURCES

Institutions are often substantial land and property owners in their own right. Classes in this section cover information at a strategic level relating to the College's management of its physical resources. Information that provides specific details of the College's future plans to alter its estate (e.g. proposals to purchase additional property) may be exempt from disclosure where such disclosure would damage the institution's commercial interests.

	Class	Description	Manner	Fee
4.1	Estates	<p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Estates strategy and plan • Procurement Process for Maintenance, FM Contracts including Compliance, Minor Works & Capital Works; detailed in Financial Regulations • Layout Plans of the Estate • Contractor Management Policy • Vehicle Fleet Policy • Asbestos Management Policy • Facilities Management Software • Map of Main Site 	Electronically	None

5 STUDENT ADMINISTRATION AND SUPPORT

This section contains information on how the college manages the administration and progression of their students from admission to course completion, including student support services. Information available within this section does not include specific student personal details, by virtue of being personal information.

	Class	Description	Manner	Fee
5.1	Information on student admission, progression and completion	<p>This class includes information relating to:</p> <ul style="list-style-type: none"> • Student qualifications on entry • The range of student entrants classified by age, gender, ethnicity, socio-economic background, disability and geographical origin as returned to the DfE, OfS and Local Authorities • Student progression, retention and completion data • Data on qualifications awarded to students • Data on employment/training outcomes for graduates/students 	Electronically	None
5.2	Student administration	<p>This class includes information relating to all areas of the maintenance of individual student records, including policies and procedures covering the management of the student records system itself, and the division of responsibilities between Admissions & Enrolment staff, school/college staff and the students themselves.</p> <p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Student records policies and procedures documents • Security and data protection policy and procedure documents 	Electronically	None
5.3	Student admission and enrolment	<p>This class includes information relating to the admission/enrolment of new students, including policies and procedures covering the assessment of external qualifications, the creation of student</p>	Electronically	None

		<p>records, the coordination of student funding arrangements and the division of responsibilities between central admissions or equivalent and school/college staff.</p> <p>An example of the type of information in this class is:</p> <ul style="list-style-type: none"> • Admissions and enrolment policies and procedures documents 		
5.4	Student discipline	<p>This class includes information relating to the conduct of disciplinary proceedings against students.</p> <p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Learner Conduct and other policy and procedure documents • Internal student complaint and appeals procedures 	Electronically	None
5.5	Student Services	<p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Learning development and support • Personal development advice • Services for students with SEND 	Electronically	None
5.6	Student Voice	<p>This class includes information relating to the structure and functioning of staff/student consultative committees or other student voice groups.</p> <p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Terms of reference of staff/student voice committee(s) • Minutes of previous staff/student voice committee(s) meetings 	Electronically	None
5.7	Student policies	<p>This class includes a guide to all student policies issued by the institution:</p> <ul style="list-style-type: none"> • Policies relating to students not 	Electronically	None

		included elsewhere in the Publication Scheme		
5.8	Student welfare	<p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Welfare/advice services • Health services • Careers services • Housing • Finance • Counselling • Mental Health Support 	Electronically	None

6 CENTRAL INFORMATION SERVICES

This section covers those functions within the College that provide access to information to the student body and both academic and administrative staff. These include libraries, computing services and central information services.

Such functions may be managed separately from each other, or in various combinations. These services routinely explain their facilities (and the conditions of their use) to students, staff and the general public, and it is information of this nature that is included within this section. Information services inevitably hold large quantities of personal data that are exempt from general disclosure.

	Class	Description	Manner	Fee
6.1	Availability and conditions of use of facilities	<p>Information in these classes provides details about who can access systems and services and the facilities that they can access. They also provide assurance for external bodies/individuals that rules exist to ensure that breaches of conditions of use (e.g. breach of copyright, email spamming of an external site) are appropriately dealt with.</p> <p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Opening hours of libraries, helpdesks, etc, scheduled maintenance times of systems • Who is allowed to use the facilities (for example, categories of persons and their associated rights/levels of access) • The general rules and conditions of use (e.g. no smoking/drinking/eating, the existence of policies) 	Electronically	None

		<p>with regard to law such as copyright, computing code of practice, data protection).</p> <ul style="list-style-type: none"> • Access to/use of Archives, including how far back in time information exists and if so to what extent it is available • Details of logging, monitoring and procedures followed in case of breach of conditions of use should also be included here 		
6.2	Purpose statements and related documents	This class includes information regarding the aims of the department in context of its place in the organisation, a definition of the service provided and, where appropriate, service level agreements.	Electronically	None
6.3	Policies with regard to data and information	<p>Information in this class offers assurances to data subjects, whether they are individuals or companies that deal with the institution, that data relating to them is being handled well, minimising the risk of unauthorised access or disclosure.</p> <p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Data protection statements/policies • Policies on CCTV monitoring etc. 	Electronically	None
6.4	Procurement and disposal policies	<p>Information in this class offers assurances that monies are being appropriately spent and assurances that procurement is fair and open. The disposal policies also assure that the institution is making correct and appropriate use of funds.</p> <p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Policies relating to the procurement and disposal of equipment • Collection management/preservation strategy (including policy on disposal of stock) 	Electronically	None

7 LEARNING, ASSESSMENT AND TEACHING

This section contains information regarding the management of learning and teaching within the College including mechanisms for reviewing and ensuring the quality of teaching provided.

	Class	Description	Manner	Fee
7.1	Academic year dates	This class includes information on dates for the current academic year as well as future academic years (as far as is known).	Electronically	None
7.2	Further course information	<p>This class includes information relating to particular curriculum areas and departments, also information relating to programmes and qualifications.</p> <p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Term dates • Structure of courses • Qualification gained • Work experience 	Electronically	None
7.3	Information on internal procedures for assuring academic quality and standards	<p>This class includes information about the institution's internal quality audit programmes and annual review. It should also include information on the College's internal procedures for assuring academic quality and standards. Examples of the type of information in this class include:</p> <p>a) Information on programme approval, monitoring and review:</p> <ul style="list-style-type: none"> • Programme specifications • Annual monitoring and review processes • Accreditation and monitoring reports by professional, statutory or regulatory bodies <p>b) Information on assessment procedures and outcomes:</p> <ul style="list-style-type: none"> • Assessment strategies, processes and procedures 	Electronically	None

		<p>c) Information on student satisfaction with their college experience, covering the views of students on:</p> <ul style="list-style-type: none"> • Arrangements for academic and tutorial guidance, support and supervision • Library services and IT support • Suitability of accommodation, equipment and facilities for teaching and learning • Perceptions of the quality of teaching and the range of teaching and learning methods • Assessment arrangements • Quality of pastoral support <p>d) Information and evidence available to teams undertaking internal reviews of quality and standards in relation to:</p> <ul style="list-style-type: none"> • The effectiveness of learning and teaching, in relation to programme aims and curriculum content as they evolve over time • The availability and use of specialist equipment and other resources and materials to support teaching and learning • Staff access to professional development to improve teaching performance, including peer observation and mentoring programmes • The use of external benchmarking and other comparators 		
7.4	Staffing structure of schools/ departments	<p>This class includes information about staff roles within schools and departments, together with organisational charts.</p> <p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Job titles of academic staff and support staff • Contact details for each school/department 	Electronically	None

7.5	Student assessment strategy	<p>This class includes information on the regulations and/or policy governing student assessment.</p> <p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Examination periods • Examination regulations • Appeal procedures • Policy on plagiarism • External examination bodies 	Electronically	None
7.6	Tuition fees	<p>This class includes information relating to tuition fees for UK students, EEA students and other international students, including information on when tuition fees will be payable and how to pay.</p> <p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Information for home/EEA students • Information for international students • Information on other charges 	Electronically	None

8 EXTERNAL RELATIONS

This section covers information relating to the College's relationship with its external environment. These include the formal reports the institution is required to provide to its funding bodies, arrangements with other institutions, how it manages its relationship with the local community and how it retains contact with its former staff and students. By virtue of its nature most institutions will probably find that the majority of these classes are already made available to the public in some means. Members of the public are also likely to find the same or related information is available from the external partners with which the institution has links.

	Class	Description	Manner	Fee
8.1	Government and Regulator relations	<p>This class relates to the information that the institution is legally obliged to make available to its funding and/or monitoring bodies. Such material may provide information as to how well the institution is performing.</p> <p>Examples of the type of information</p>	Electronically	None

		<p>in this class include:</p> <ul style="list-style-type: none"> • Reports/returns to funding councils, inspectorates, standards bodies, research councils, professional bodies, government departments etc • OFSTED Inspections (for FE), Teaching Quality Assessment and Research Assessment Exercise Policies (see also Learning, Assessment and Teaching) 		
8.2	Marketing and recruitment	<p>This class includes publications relating to student recruitment (UK and International), including the college prospectus. It will also include information related to the learning experience.</p> <p>There will be some overlap with Student Administration and Support.</p> <p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Prospectus • Open days • Entry requirements • Widening participation 	Electronically	None
8.3	Public relations	<p>This class contains information that is created specifically by the college to help publicise its facilities and activities.</p> <p>Examples of the type of information in this class include:</p> <ul style="list-style-type: none"> • Press releases • Prospectus • Course brochures • Newsletters and magazines • Current information provided to an enrolled student 	Electronically	None

Freedom of Information Request Form

Send this form directly to the Governance Officer and Data Protection Officer
(dpo@lincolncollege.ac.uk)

FREEDOM OF INFORMATION REQUEST

Date:

Surname:

First Name(s):

Address:

Postcode:

Email:

Phone contact number:

I would like access to the following document(s):

I would like to be provided with the following information: