

# Degree Outcomes Statement 2024/25

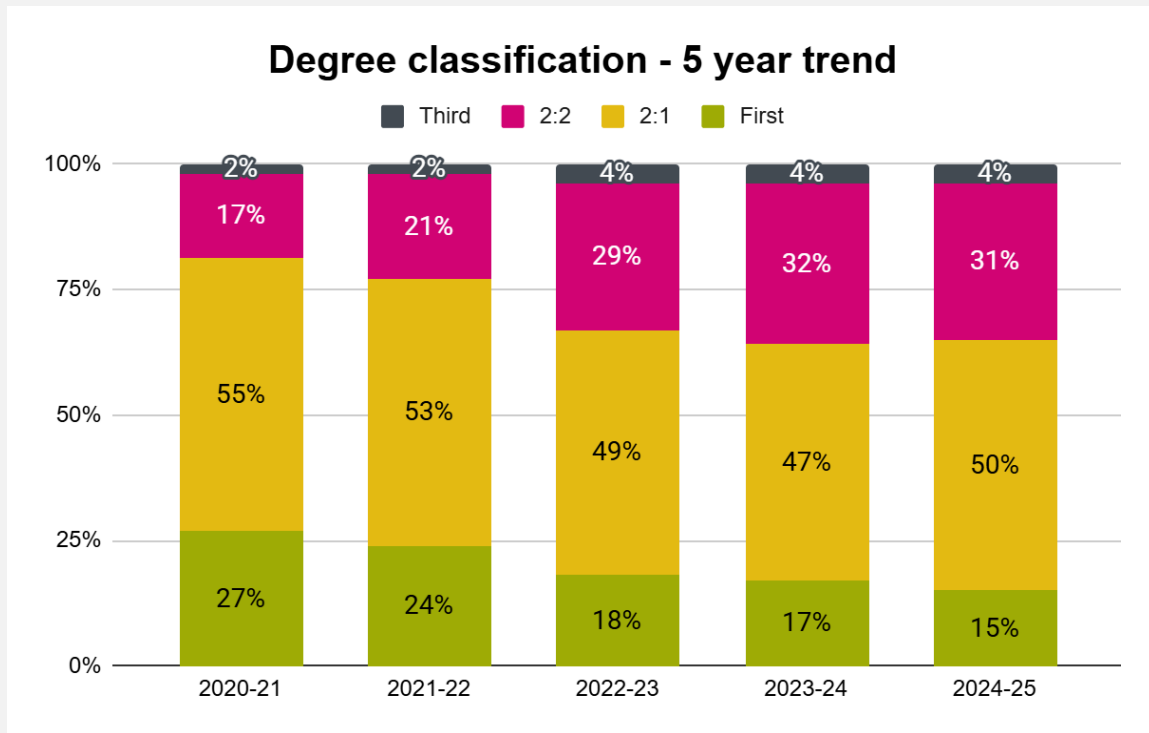
## 1. Introduction

The Oxford Brookes Degree Outcomes Statement (DOS) was first published in 2020, in line with the [statement of intent](#) issued by the UK Standing Committee for Quality Assessment (UKSCQA) in 2019. The statement has been updated in line with the [renewed sector commitment](#) to protecting the value of UK degrees, which was published by Universities UK in 2022. The focus of the DOS is students studying in the UK for level 6 awards, i.e. Bachelor's degrees; and it is based on the University's degree outcomes profile from 2020/21 to 2024/25, using data extracted from the University business intelligence tools, SMART and Argos. A range of data was reviewed in putting together the statement, split by a range of factors in order to give a broad overview of the outcomes for students studying in the UK for Oxford Brookes awards of Bachelor's degrees (on campus and at partner institutions). The data underpinning the charts in the DOS is included in the appendix.

The population was limited to graduates leaving with Bachelor's degrees with Honours, and who studied in the UK. The data were split by study institution (on-campus, ACP and GBS), study mode (full-time and part-time), fee status (home and international), and domicile (UK and international). Data were also extracted for all study modes, institutions, domiciles and fee statuses as a point of comparison. Ethnicity for all study institutions, study modes, fee statuses and domiciles was also examined.

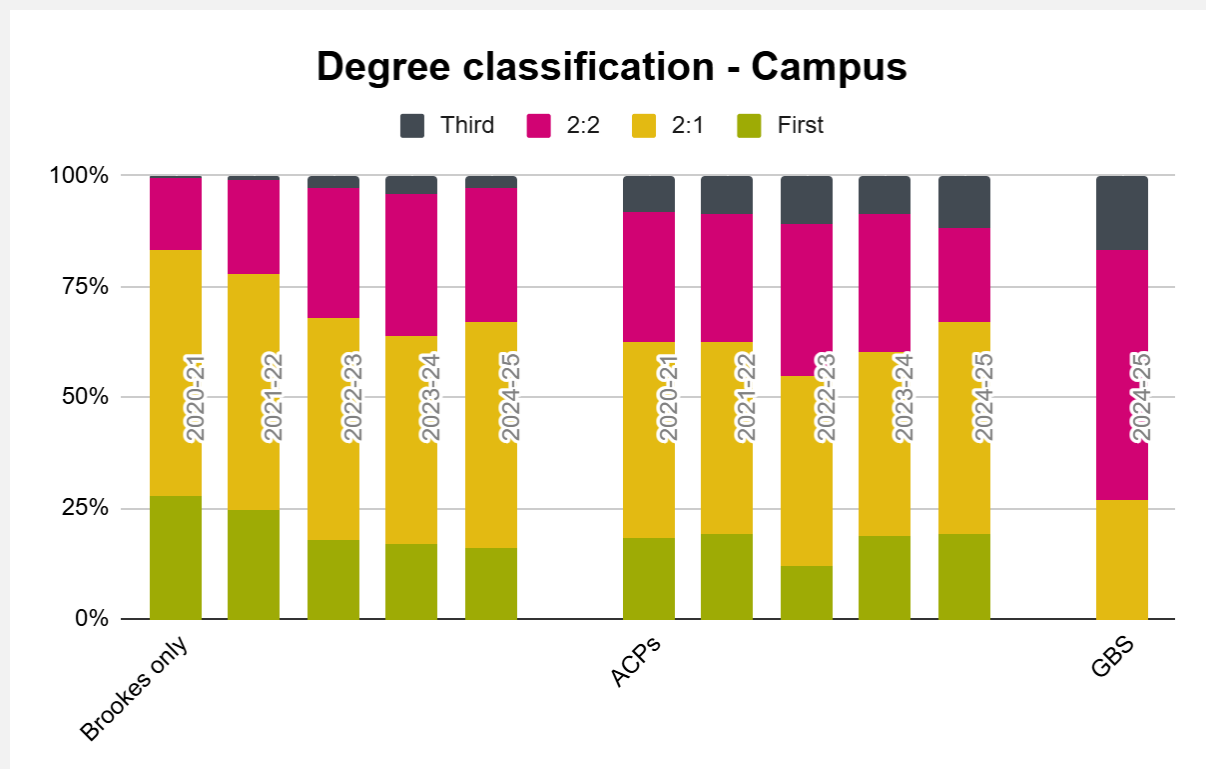
## 2. Institutional degree classification profile

### Overall Picture: Chart 1



Across the University overall, there had been a decrease in the award of good degrees (1st class and 2.1) from 2019/20, with a corresponding fall in the proportion of upper second class awards made between 2020/21 and 2023/24. The percentage of good degrees was relatively stable from 2022/23. The proportion of third-class awards has remained relatively consistent at very low levels across the reporting period.

## Partner Institutions: Chart 2

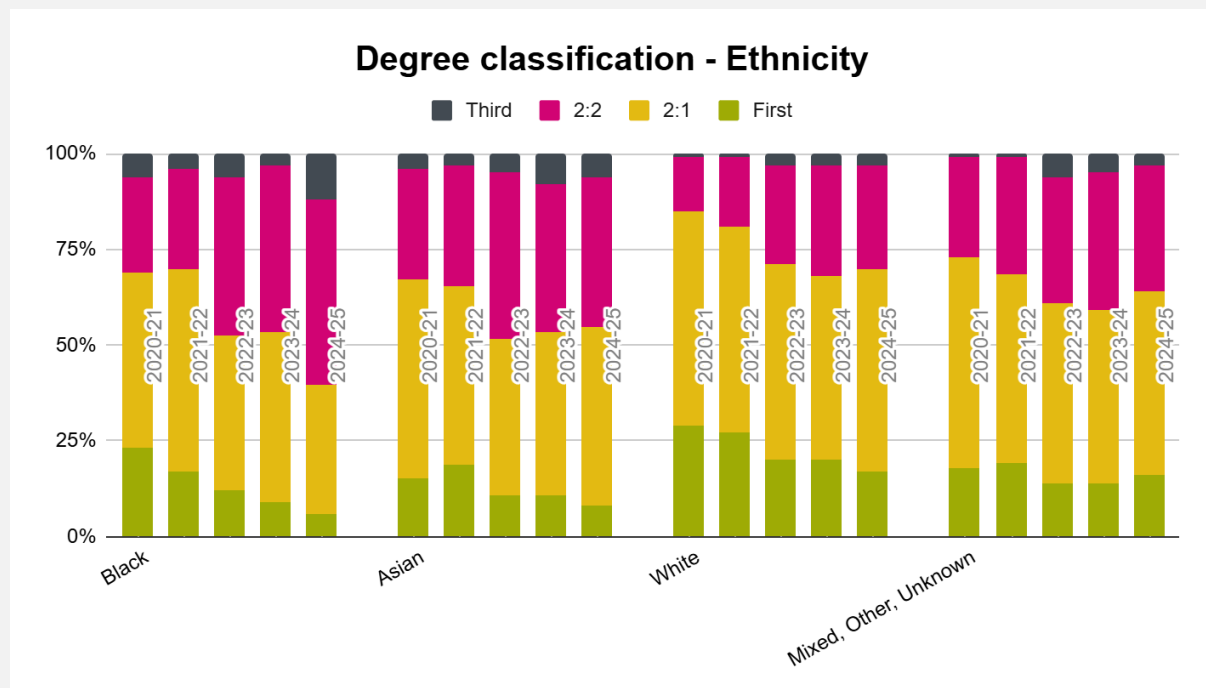


For students taking Brookes programmes at our Associate College Partnerships (ACPs), the degree classification profile shows a smaller proportion of the cohorts achieving first and upper-second-class degrees when compared to those studying at Oxford Brookes, and more being awarded 2.2 and 3rd class awards. Since 2020/21, the proportion of first-class awards has fallen for those studying at Brookes, whereas students at ACP partners have experienced fluctuations in the percentage of first-class awards.

This is the first cohort of students graduating from Brookes programmes at Global Banking School (GBS) and represents a small number (149) of students on the BSc (Hons) Health, Wellbeing and Social Care (level 6 top-up). A relatively large proportion of these students were awarded a 2.2 and 3rd class awards, with no students awarded a first-class award.

Most ACP graduates initially take a Foundation degree, which has lower entry requirements than on-campus Bachelor's degrees, followed by a one-year Honours level top-up programme – degree classifications are based on the level 6 average only. The ACP colleges provide high levels of academic and pastoral support to enable students to achieve well, and many Foundation degree students are encouraged to progress to the Bachelor's degree route. Most of these top-up programmes require a minimum overall average mark on the linked Foundation degree programme in order to gain entry, based on evidence that a certain level of attainment will bring a good likelihood of success for students progressing to these programmes.

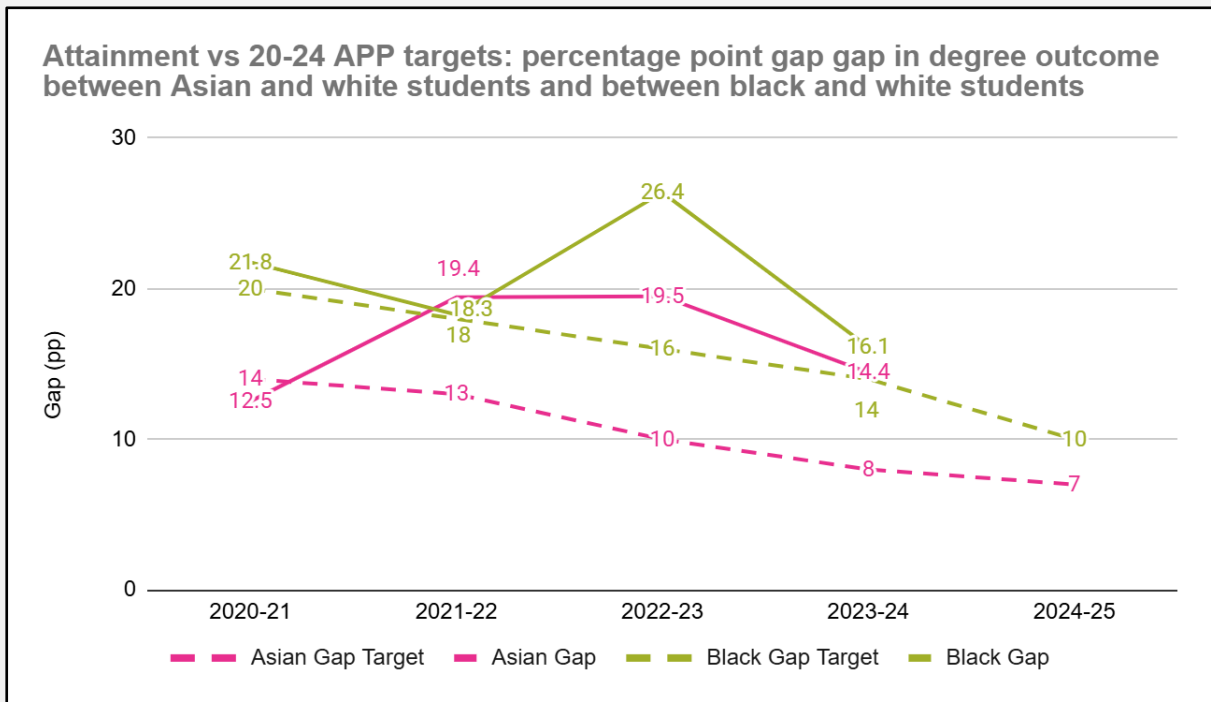
### Ethnicity: Chart 3



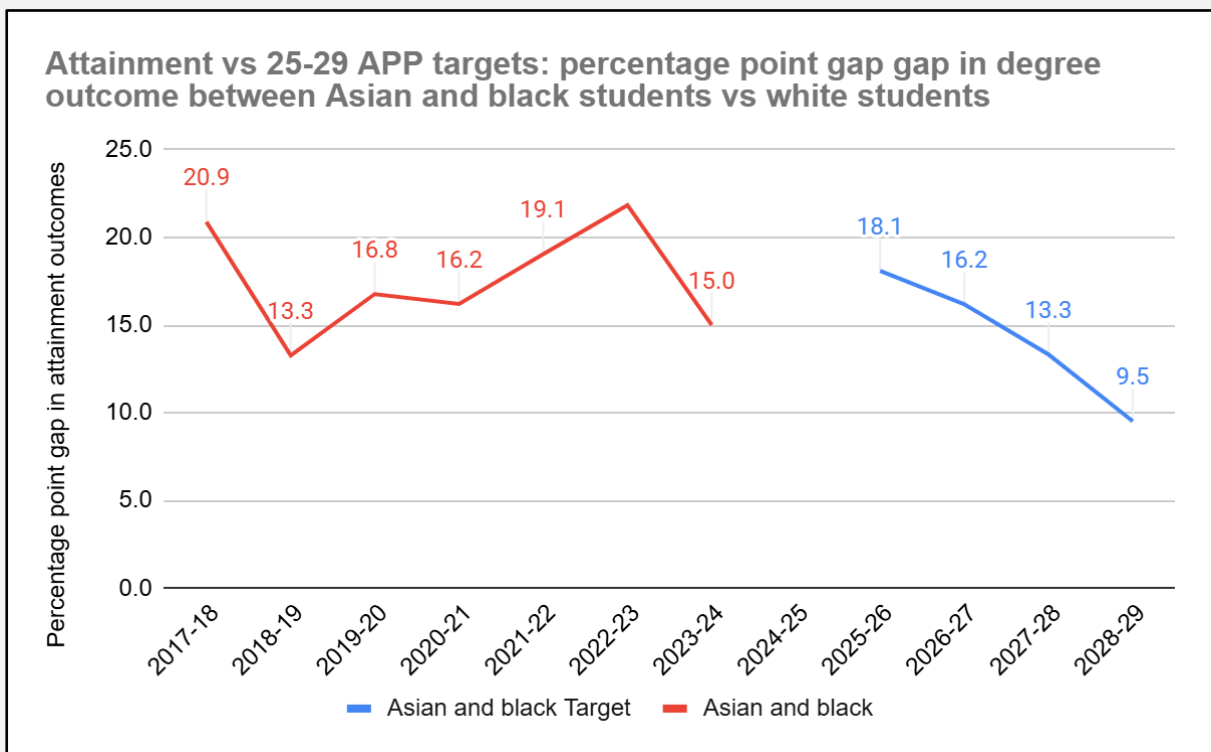
The proportion of first-class and 2.1 awards made to students from ethnic minorities is lower than for white students, with degree profiles for these groups showing more 2.2 and third-class awards being made. For students studying in the UK for level 6 awards, Oxford Brookes showed an attainment gap in 2024/25 of 30 percentage points when comparing white with black students, and 16 percentage points, when comparing white with Asian students. The black/white gap increased 15 percentage points in 2024/25, whereas the Asian/white gap slightly decreased in 2024/25. Action to address differential degree outcomes for students from ethnic minorities is a strategic priority, and key objectives were set in the updated University's Access & Participation Plan (APP) last year.

Charts 3.1 and 3.2 below illustrate the awarding gap relative to white students vs APP targets. APP targets were set against the black/white gap and the Asian/white gap in the 2020/21 to 2024/25 APP (chart 3.1), whilst a target was set against the Asian+black (aggregated)/white gap in the 2025/26 to 2028/29 APP (chart 3.2). Please note that the APP population used to create the graph below is subtly different to the DOS population and it is only related to full-time, UK domiciled, first-degree undergraduates.

**Chart 3.1**

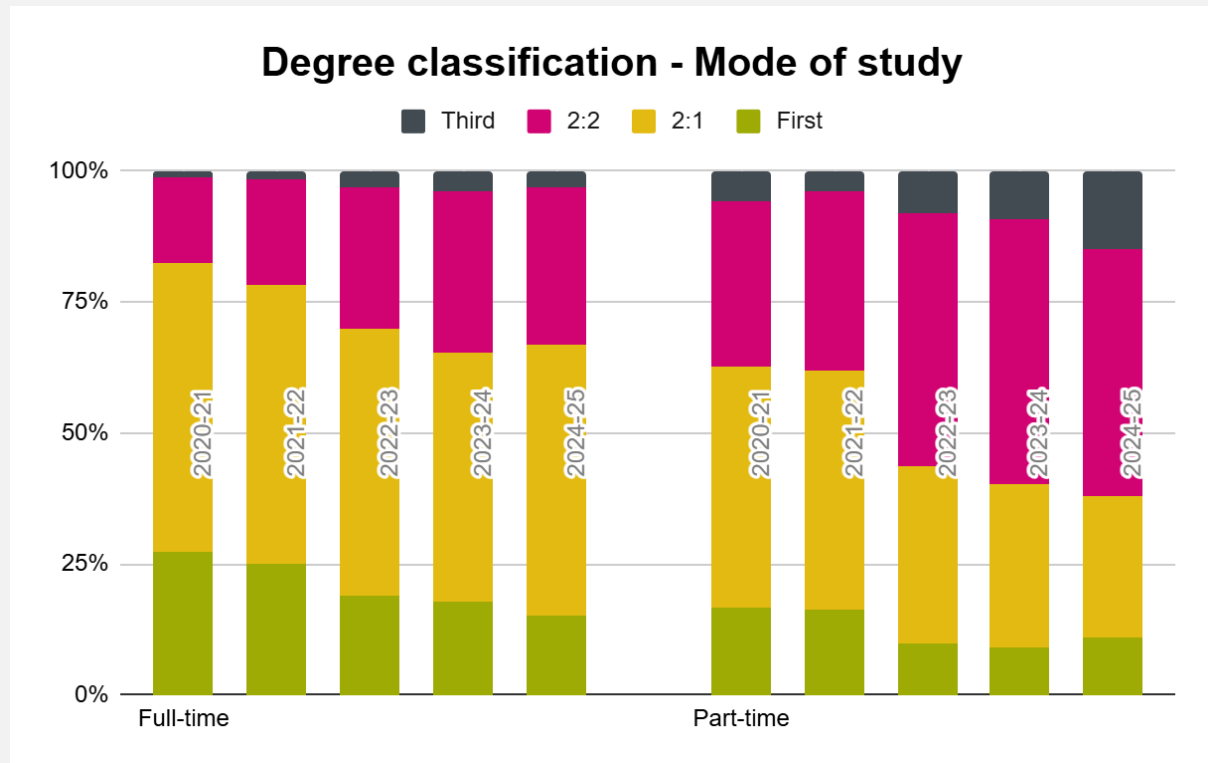


**Chart 3.2**

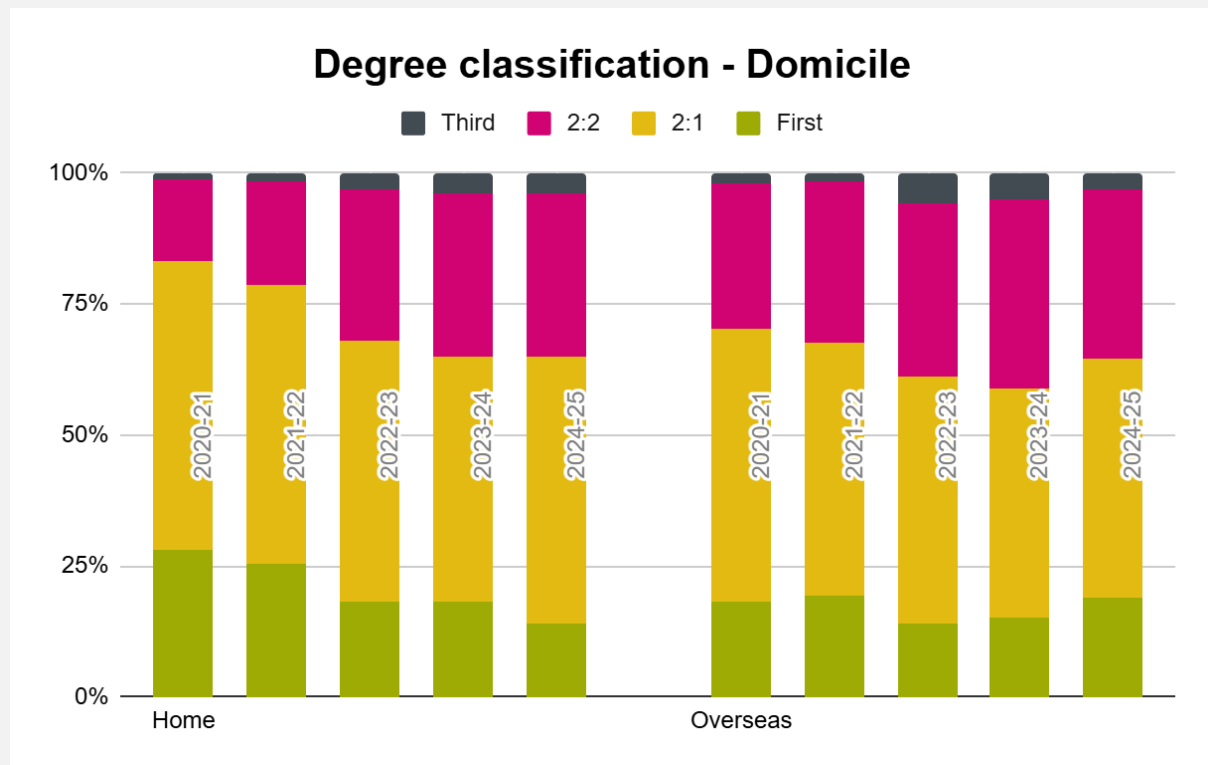


## Part-time Students: Chart 4

Undergraduate programmes are not routinely offered as part-time study routes at Oxford Brookes. However, this study option may be available to students who experience academic or personal difficulties while studying at Oxford Brookes, and are unable to meet the requirements of a full-time programme, but who do not wish to withdraw from their studies altogether and are in a position to retrieve their position to qualify for an award. This is a supportive option, enabling students to complete their studies - albeit over an extended period of time - who might otherwise have dropped out of higher education.



## International Students: Chart 5



In response to an unexplained attainment gap between UK and international students, which was previously identified, a working group was established in order to gain a greater understanding of the international student experience. The group completed a wide-ranging initial report in 2022 and made recommendations relating to various aspects of the student experience, which the Vice-Chancellor's Group approved. These included recommendations to put in place a set of measures to address the gap in degree outcomes; ensure assessment strategies enable international students to demonstrate their learning effectively (for example, guidance on marking work produced in English as a second language and reviewing assessment loads); and measures to more closely monitor international student progression. These recommendations are being overseen as part of the University's new Race Equality Charter action plan. In the most recent year 2024/25, the gap has reduced to 0, with international students achieving a higher proportion of firsts overall.

### **3. Improving the learning experience and degree outcomes for all**

#### **Inclusive teaching and learning**

The University has a strong commitment to developing inclusive learning and teaching environments and improving degree outcomes for all our students. This commitment is formalised in a number of key institutional resources and structures, including:

- The IDEAS inclusive curriculum model and design tool has been developed by the University's Centre for Academic Enhancement and Development, and the IDEAS principles underpin all their activities. It is now also embedded within the programme validation process, to support programme teams with developing inclusive, digitally enabled practice, with the aim of making the Oxford Brookes curriculum more relevant to a diverse range of students, and ensuring progression and good outcomes for all students so as to meet the commitments and milestones of our Access and Participation Plan.

#### **New academic framework**

A new academic framework for undergraduate programmes replaced the Undergraduate Modular Programme structure from September 2020, for level 4 entrants. A key aim of the new framework was to support transition, progression and attainment for all students.

The new academic framework involved a change to the undergraduate programme structure so that:

- progression is based on a linear model of progress through discrete levels of study from level 4-6, with the removal of reference to Stage I (level 4) and Stage II (levels 5 and 6);
- there is a minimum limit of compulsory modules per study level;
- there is a maximum limit on optional modules;
- a limited amount of credit may be awarded where a pass mark has been marginally missed (between 30-39%), providing that the minimum number of required modules for that level have been passed satisfactorily – the new system of limited compensated passes is designed to prevent students from trailing failed modules into the next level;
- only two takes of a module are permitted, rather than the previous maximum of three.

The impact of the new undergraduate framework was first reviewed in 2024. This reflects both the timing of the first graduating cohort (2022/23), meaning that only limited outcome data are currently available, and the changes to delivery and assessment required during the Covid-19 pandemic, together with the corresponding amendments to progression rules.

Following the review, the Academic Board approved two recommendations to support student progression in April 2024, which have since been implemented.

These include:

- Students will be allowed to trail a limited number of module credits:

Levels	Max credits per year
<b>Level 4</b>	120
<b>Level 4 and 5 combined</b>	150 (Level 4 max 30)
<b>Level 5</b>	120
<b>Level 5 and 6 combined</b>	135 (level 5 max 15)
<b>Level 6</b>	120

Programme-specific / PSRB requirements would take priority and prevent trailing where necessary.

- The Stage time limit amounts (i.e. three-year limit per stage for full-time students, four-year time limit for part-time students) have been removed from Regulation 6.13.2 and 6.13.3, to avoid unintended disadvantages for a proportion of our student population.

#### **4. Assessment and marking practices**

Assessment is taken seriously at Oxford Brookes, and we have a strong commitment to designing assessments for learning. The University's philosophy and approach to assessment are articulated in the Assessment and Feedback Policy (2020/21) applying to all taught programmes. The new policy was assessed for currency and reach against the QAA Quality Code advice and guidance on Assessment. The policy firmly guides staff to position assessment of, for and as learning into their curricula for all students. An additional piece of work has generated guidance on the development and use of assessment rubrics and new online staff development resources to reflect and build assessment practices have been made available to the university's teaching staff. There has also been a significant reduction in the number of examinations since September 2019, especially in semester 1; however, given the other changes to assessment that were necessary during the pandemic, it is not possible to determine the impact this has had on degree outcomes.

External examiners are highly satisfied with the rigour and care taken concerning the assessment processes across the disciplines at Oxford Brookes, including marking, moderation, and the operation of examination committees – examiners note that programme teams take marking and moderation seriously, and are 'committed to getting the marks right'. They note that marking standards are applied fairly and consistently: the quality of marking is often described as 'exemplary', and internal moderation is transparent and well documented. According to our external examiners, examination committees are well organised, well attended, sensitively chaired, and conducted with care and consideration for students. The assessment processes for programmes delivered through partnership arrangements are governed by the same requirements as home provision; and the responsibilities of all parties, in respect of teaching and learning, assessment and awards, are clearly set out in the programme documentation and Operations Manuals governing the partnerships.

## 5. Academic Governance

Quality assurance requirements governing the assessment processes, including the operation of examination committees, can be found in the [University Regulations](#) and in the [Quality & Standards Handbook](#)

The Quality & Learning Infrastructure Committee (QLIC) plays a key role in the oversight of academic quality and standards, as a sub-committee of the Academic Board, and its sister committee - the Teaching & Learning Enhancement Committee (TLEC) – plays a major role in driving forward University-wide enhancement initiatives, such as those referred to above, and in overseeing action plans arising from both internal and national student surveys. The student experience is at the centre of the University's governance structures, and both these committees are chaired by the PVC (Education). The Faculty academic management structures, including Associate Deans (Education & Student Experience), Principal Lecturers (Education & Student Experience) and Programme Leads, provide local leadership for quality assurance and the dissemination of good practice in teaching and learning across the University.

Programme approval and review panels operate on behalf of the Quality & Learning Infrastructure Committee and provide full written reports on their decisions. It is pleasing to note that external panel members for such events give positive feedback on the conduct of these panels at Oxford Brookes, with one recently noting “My overall impression was that this was a rigorous process for promoting excellence in teaching. The Chair's management of the review and the knowledgeable internal panel members were particular strengths. The whole approach at Oxford Brookes appeared incisive, supportive and inclusive.”

## 6. Classification Algorithms

Details of the assessment and award requirements for Oxford Brookes undergraduate degrees are set out in the [University's Regulations](#) for Study, where details of grading schemes, including the Oxford Brookes Grade Point Average system, can also be found.

The classification algorithm for Bachelor's degrees with Honours in the previous Undergraduate Modular Programme (under which the cohorts in this reporting cycle graduated) is based on the average of marks obtained in the best 14 (out of 16) Stage 2 (i.e. level 5 and level 6) modules: the marks for the best six level 6 modules are always included in this average. Alongside the degree classification, Oxford Brookes also operates a Grade Point Average system, which is calculated on the basis of the average of all modules at levels 4, 5 and 6. For students who take a one-year level 6 programme to 'top-up' a Foundation degree to a Bachelor's degree (e.g. through the Associate College Partnership), the classification is based on the average of their level 6 module marks only.

Under the new academic framework, which - as noted in section 3 above - commenced for level 4 students in September 2020, the classification algorithm is changed to reflect the move from Stage 1 and Stage 2 to discrete levels of study. The calculation will give a 75% weighting to the average mark for level 6 study, and

25% to the average for level 5 study. In deciding on this new approach, we carried out a detailed analysis of the potential impact of changing the classification algorithm. A number of different proposed models were explored, and it was found that the algorithm we subsequently adopted showed the least potential for variation in award classification between a range of different groups (including disability and ethnicity) and grade inflation, while remaining close to our existing approach. The new degree classification has been used for the first time for students graduating in 2022/23. The GPA system will be retained under the new academic framework following a review in 2020/21 to ensure it remains fit for purpose.

Students were previously entitled to re-sit an assessment only if they scored between 30-39% unless exceptional circumstances applied; however, re-sit regulations have been changed as of September 2019 (for students at all levels), so that students now have one re-sit entitlement for any fail grade.

## **7. Teaching Practices and Learning Resources**

As noted throughout this statement, the University has a longstanding and ongoing commitment to teaching excellence, manifested in the wide engagement of academic and professional services staff with the teaching practice programmes delivered by the University's Academic Enhancement & Development Team. These courses are open to all staff including those teaching students on Brookes programmes at our partner colleges. They all enable staff to develop their knowledge and skills in a professional community of peers while achieving recognition for their teaching from Advance HE as Fellows of the Higher Education Academy. Since 2019, any member of staff can additionally join the Brookes Teaching and Learning Community which offers a range of ways for colleagues to share teaching practice that works and develop their approaches to teaching scholarship through grants for impact-oriented projects, reading groups and seminars.

The [BrookesEDGE award scheme](#) enables students to gain recognition for engaging with a wide range of extra-curricular activities which contribute to their academic and personal development.

## 8. Good Practice

Our external examiners identify a considerable amount of good practice in teaching, learning and assessment across the University. A significant number of examiners are particularly impressed with the quality of student work, especially project/dissertations; and note that some students achieve exceptionally high standards. All confirm that relevant sector reference points (e.g. subject benchmark statements) and professional body standards have been met. Our external examiners consider that the Oxford Brookes curriculum across the range of provision is particularly strong in respect of:

- its currency and breadth, with reference to the expertise of teaching staff and research/practice-informed teaching;
- student-centred, and often innovative, approaches to teaching and learning, with a strong focus on graduate employability;
- assessment design, including the range of engaging assessment tasks and projects, enabling students to apply theory to practice and allowing for individual and creative approaches; and the provision of high-quality feedback on assessed work.

Programme validation panels – which also include external academics - identify similar strengths in respect to teaching, learning and assessment, and they additionally frequently commend our programme teams for demonstrating a deep understanding of the student learning experience, making creative use of the virtual learning environment and other technologies to engage students, and providing high-quality academic support in a friendly and positive learning environment.

## 9. Areas for Further Review/Action

- The University will continue to progress the inclusivity initiatives outlined in section 3 to address differential degree outcomes - in line with the priorities set out in our Access & Participation Plan - to evaluate their impact, and disseminate the good practice arising.
- The University remains committed to promoting inclusive practice in teaching, learning and assessment, as noted throughout this statement; in particular through the embedding of the IDEAS principles throughout the University's programme of staff development, and other workstreams being monitored through the IDEAS Steering Group.
- A full analysis of the results of the first cohort graduating under the new Academic Framework has been completed and a set of recommendations were implemented at the June 2024 Exam committees to further support student progression (more details are available in section 3 of this document).

**Last updated:**  
March 2026

## Appendix – Underlying Data

Table 1 - Overall

Year	First	2:1	2:2	Third
2020/21	27%	55%	17%	2%
2021/22	24%	53%	21%	2%
2022/23	18%	49%	29%	4%
2023/24	17%	47%	32%	4%
2024/25	15%	50%	31%	4%

Table 2 – Faculty (Most recent year only)

Faculty (excl. ACPs)	Year	First	2:1	2:2	Third
Faculty AHSS	2024-25	13%	52%	33%	3%
Faculty HST	2024-25	19%	51%	27%	3%

Table 3 – School/Department (Most recent year only)

Department (excl. ACPs and GBS)	Year	First	2:1	2:2	Third
Faculty AHSS	2024-25	13%	52%	33%	3%
Joint honours (HSS)	2024-25	7%	68%	25%	0%
Oxford Brookes Business School	2024-25	13%	48%	36%	3%
School of Arts	2024-25	19%	54%	26%	1%
School of Education, Humanities and Languages	2024-25	19%	58%	23%	1%
School of Law and Social Sciences	2024-25	7%	51%	38%	4%
Faculty HST	2024-25	19%	51%	27%	3%
Oxford School of Nursing & Midwifery	2024-25	32%	47%	21%	0%
School of Architecture	2024-25	16%	46%	32%	6%
School of Biological & Medical Sciences	2024-25	21%	49%	30%	1%
School of Built Environment	2024-25	11%	63%	26%	1%
School of Engineering, Computing & Maths	2024-25	24%	50%	23%	3%
School of Psychology, Social Work & Public Health	2024-25	9%	54%	34%	3%

Table 4 – Partner Institutions

Campus	Year	First	2:1	2:2	Third
ACPs	2020/21	18%	44%	29%	8%
	2021/22	19%	43%	29%	9%
	2022/23	12%	43%	34%	11%
	2023/24	19%	42%	31%	9%
	2024/25	9%	36%	40%	15%
Brookes only	2020/21	28%	56%	16%	1%
	2021/22	25%	53%	21%	1%
	2022/23	18%	50%	29%	3%
	2023/24	17%	47%	32%	4%
	2024/25	16%	51%	30%	3%
GBS	2024/25	0%	27%	56%	17%

Table 5 – Ethnicity

Ethnicity	Year	First	2:1	2:2	Third
Black	2020/21	23%	46%	25%	6%
	2021/22	17%	52%	26%	4%
	2022/23	12%	41%	42%	6%
	2023/24	9%	44%	43%	3%
	2024/25	6%	34%	49%	12%
Asian	2020/21	15%	52%	29%	4%
	2021/22	19%	47%	32%	3%
	2022/23	11%	41%	44%	5%
	2023/24	11%	43%	39%	8%
	2024/25	8%	46%	39%	6%
White	2020/21	29%	56%	14%	1%
	2021/22	27%	54%	18%	1%
	2022/23	20%	51%	26%	3%
	2023/24	20%	48%	29%	3%
	2024/25	17%	53%	27%	3%
Mixed, Other, Unknown	2020/21	18%	55%	26%	1%
	2021/22	19%	49%	30%	1%
	2022/23	14%	47%	33%	6%
	2023/24	14%	45%	36%	5%
	2024/25	16%	48%	33%	3%

Table 6 – Domicile

<b>Domicile</b>	<b>Year</b>	<b>First</b>	<b>2:1</b>	<b>2:2</b>	<b>Third</b>
<b>Home</b>	2020/21	28%	55%	15%	1%
	2021/22	25%	53%	20%	2%
	2022/23	18%	50%	29%	3%
	2023/24	18%	47%	31%	4%
	2024/25	14%	51%	31%	4%
<b>Overseas</b>	2020/21	18%	52%	28%	2%
	2021/22	19%	48%	31%	2%
	2022/23	14%	47%	33%	6%
	2023/24	15%	44%	36%	5%
	2024/25	19%	46%	33%	3%