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Feature Article

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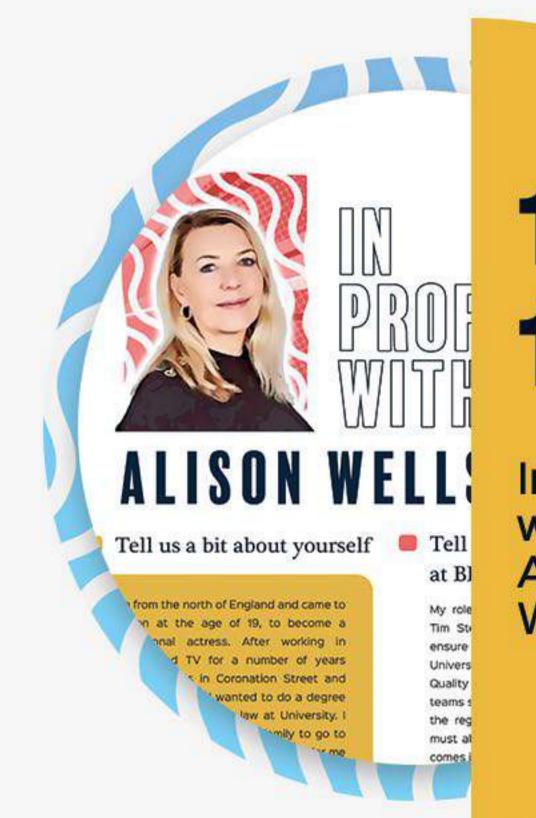
Alison Wells & Cassie MacDonald

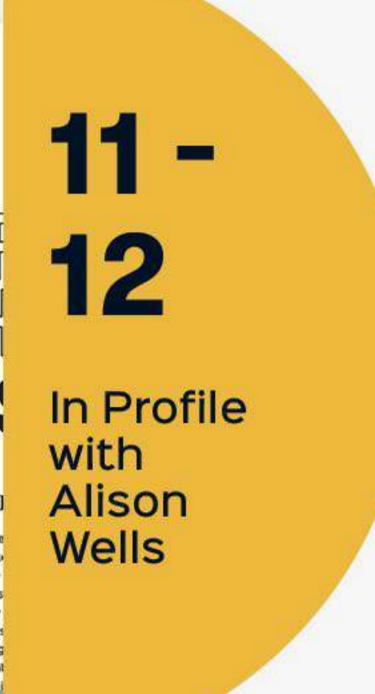
AUTUMN 2022

EDITION

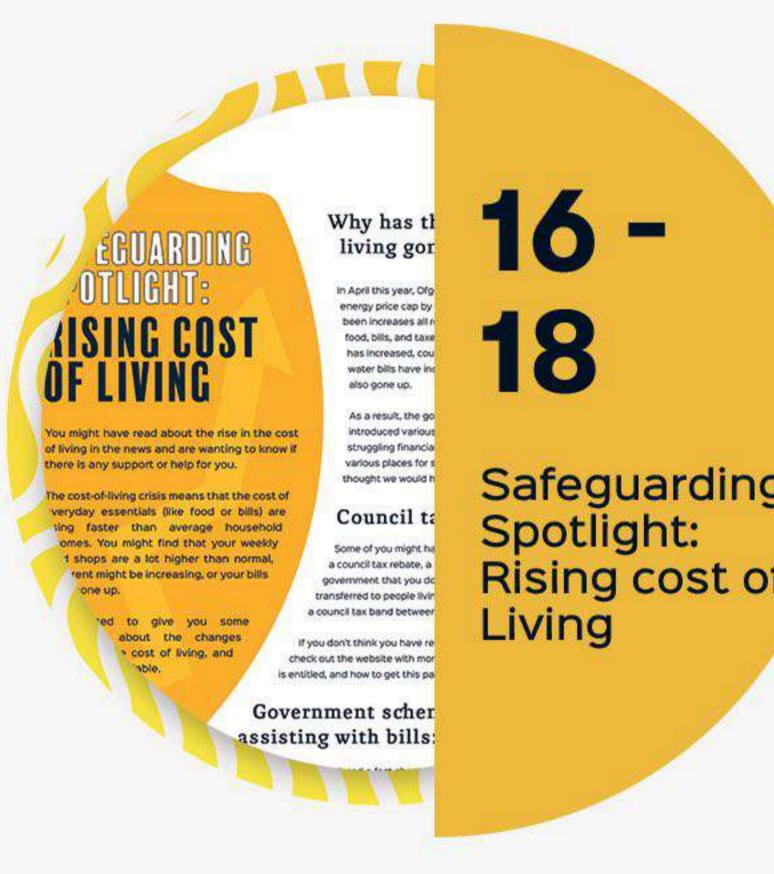






























NEW STUDENTS' ASSOCIATION TEAM

I was an international student at BPP University from the island of St. Lucia in the Caribbean and am the current Head of the Students' Association. In 2015 I was awarded a full tuition scholarship from BPP and pursued a course of study in law. I started with a Foundation in Legal Studies course and then moved on to study the Bachelor of Laws with Honours (LL.B Hons) degree with BPP. Upon the successful completion of my LL.B (Hons) degree and in recognition of my contributions to BPP, I was awarded the prestigious full tuition Pro Vice Chancellor Scholarship in 2019 to study the LLM Legal Practice (Barristers) (BPTC/LLM) and lastly, I also completed an academic Master of Laws (LL.M) degree in Fraud and Financial Crime, also with BPP University.

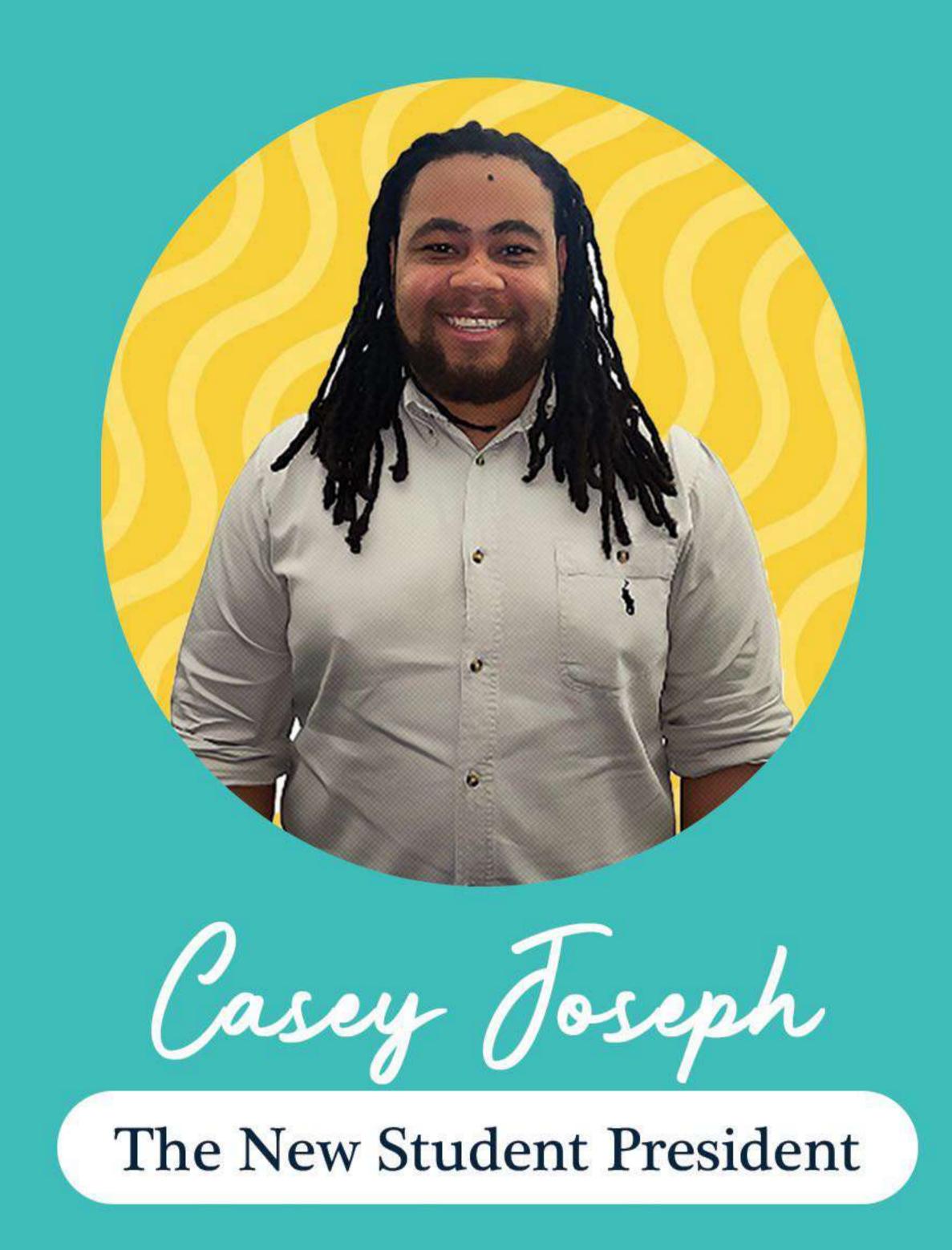
Along the way I have been heavily involved in ED&I at BPP, leading the BAME/Cultural Diversity Group and introducing the Reverse Mentoring Programme to BPP in 2018. This programme has since become an integral part of the University's Equality, Diversity and Inclusion strategy and is run twice yearly. I also hosted the first Black History Month event at the University in 2018 in celebration of the Windrush Generation.

Voice Representative at BPP and sat on various boards and committees including the Academic Council, Equality and Diversity Committee and the Student Ethnicity Attainment Working Group. I was also heavily involved in Pro Bono during my studies where I served as Student Director for the Streetlaw Employment Tribunal Scheme for three years and the Streetlaw Enterprise Project as well. I also served as Student Director for the BPP Legal Advice (Housing) Clinic whilst studying the BPTC in 2019/20.

In March 2021 I was success-

ful in my application for President of the BPP Students' Association and worked very hard in advancing the student voice and representing student interests at BPP in this role. I was highly praised and commended for my handling of my duties as President by both students, staff, senior University management and other BPP stakeholders as I was able to effectively resolve many issues which affected students. After a brief stint as a Disability Advisor in the Learning Support team at BPP, I was again called upon to bring my talents back to Students' Association but this time to lead the association as the Head of Students' Association from August 2022.





It is with great pleasure that I have joined the BPP Students' Association in this prestigious role as Student President. As a past student from the Business School and a former programme support officer, I have a unique insight into what a students' experience is like at BPP and I intend on using this to ensure that the needs of all are catered to.

The Students' Association is continuing to drive change and innovate the way the student experience. With a great deal of upcoming events and activities planned, I hope to meet and chat with as many of you as possible at the various centres in the coming weeks and months. I am excited to create a long-lasting community amongst ourselves as BPP students, where we can network and exchange ideas, all in efforts to make the time spent here the best possible.

Your opinion and voice matters' and we want to encourage you to use that voice to keep fresh ideas rolling, making sure that current needs of the student body are met and improved upon. Please visit the students' Association website where you can find out more about our team and the services we provide. There are lots of fun prizes to be won by students and a great atmosphere here at the Students' Association, with the aim to foster comradery and build positive relationships between us all at BPP. With a fast-growing student population, we are presented with an opportunity to build on our community from the beginning of your journey that continues to grow after graduation, so let's all come together and create that environment!

I am very excited to get things going and if you have any matter you wish to discuss please feel free to contact me on **caseyjoseph@bpp.com** and we can arrange to have a chat and action what is discussed.



Independent Education and Welfare Advice Team

The Independent Education and Welfare Advice Team provide a free, confidential, unbiased service which is available to all students at BPP. We can provide guidance for when things don't go to plan, ranging from feedback on Extenuating Circumstances or Academic Appeal applications to advising on the Complaints procedure. We can also attend University meetings or hearings, such as Academic Misconduct Panels, with you.

We also run a range of welfare campaigns and events - for more information please check the Students' Association website and the Virtual Campus

We are friendly faces at the University, so please feel welcome to reach out to us via our contact form, which you can access here, if you have any questions.



Student Communications
Officer

Rosie Felt

As Students Communication Officer I work very closely with Ellie the Events and Engagment Manager. My role really is to make sure students are being seen and heard by BPP, I am always available to listen to students and make sure their views and opinions are taken on board. I oversee the inductions of new students to BPP around the country in all our centres, making sure they are settled and happy from the moment they arrive. My role is very cyclical, I see students from the beginning of their journey right to the end when they become Alumni. BPP and the Students' Association, still want to maintain a relationship with each of our students once they graduate from BPP, so we can continue to support them in their journey post-BPP. Alumni are fantastic leaders for our current student body, and can really pave the road for those following them. I also help to manage the Students Association website and the BPP virtual campus, the online community for BPP staff and students. Furthermore I over see both the Student Led Staff Awards as well as the Student accomendation awards. We recognise you and your amazing successes all the way through your time at BPP.



I am really excited to be a part of BPP Student Association Team. I will be managing and co-ordinating the delivery of Student Voice at the university, aiming to improve the Student Experience at BPP through effective feedback mechanism. Prior to this role I was a Programme Support Officer (PSO) at the Business School, this role has been beneficial for me to support students needs within their programmes.

Student Voice is very important to us, and we want to make sure students are being heard and progression is ongoing. We want students to enjoy their time at BPP and if you have any ideas, we would be happy to discuss and put them forward.

Please do not hesitate to get in touch, contact me at sabiyamahmood@bpp.com

Me and my lovely team would be happy to assist.



Ellie Ansher

Events and Engagement

As the Events and Engagement Manager I work very closely with Rosie, the Students Communications Officer. My role includes working closely with clubs and societies, as well delivering engaging, exciting events, and managing the social media presence of the Student's Association.

Having recently graduated from university I know what it is like to be a student. With this in mind and your interests at heart, I look forward to creating events that inspire, engage, and encourage you to get the best out of your time at BPP.

If you have any ideas for events, activities, or socials please get in touch! engage@bpp.com





Tell us a bit about yourself

I am from the north of England and came to London at the age of 19, to become a professional actress. After working in theatre and TV for a number of years (including roles in Coronation Street and the Bill) I decided I wanted to do a degree and went on to study law at University. I was the first person in my family to go to University - my mum's ambition was for me to be a hairdresser. After gaining my LLB and LPC, I became a solicitor and my final role in private practice was as a Partner in a north London law firm. I joined BPP as a law tutor and went on to run the LPC. I have also headed up the Legal and HR teams and am now happy to be part of the University again, in my role of Deputy Vice Chancellor.

Tell us about your role at BPP

My role involves working closely with Tim Stewart, the Vice Chancellor, to ensure the smooth running of the University. I oversee the Academic Quality and International Compliance teams so I have a lot of interaction with the regulators and with the rules we must abide by (so my legal experience comes in handy!). I enjoy the day-to-day interactions I have with staff and students at the University and have plans to visit all of our centres around the country in the coming months.

Who inspires you?

Anyone who takes pride in their job and enjoys the work they are doing.

do you make this into a strength

I have been told that I get things done too quickly so I am making a conscious effort to slow down at the moment. On the plus side, this trait means that I can cover off a lot of different tasks during the day, which allows me to do a variety of other roles as part of my job. These roles include working with law school new and existing clients and working with our colleagues in the Channel Islands centres.

What is your greatest achievement

I am proud of my educational achievements. I came from a working class, single parent family with no expectations of achievement. I went to an under achieving comprehensive school on a council estate in Hull so I am proud of the fact that I have a law degree and an MBA from Warwick University.

What advice would you give to a new student starting at BPP

Make the most of your time at BPP in order to do as well as you can in your studies. Education opens the door to many opportunities, but participation is key.

Greatest weakness and how Outside work what hobbies do you have?

I have a horse and she is one of my passions. I take part in dressage competitions and enjoy going to ride my horse at the weekends. I also took up painting a few years ago and have been lucky enough to hold an exhibition of my work in acrylics and pastels. I sold most of the paintings in the exhibition and donated the money received to charity.



CASSIE Dean of the School of Technology CASSIE MACDONALD



Tell us about your role at BPP and walk us through your team.

I am Dean of the School of Technology and Operations Director for Estio Training which BPP acquired last year. My role, simply put, is to make sure that, as a School, we deliver outstanding Technology and Data programmes so that our learners have a brilliant experience and achieve their Degree and Apprenticeship on completion. I often describe it as keeping the ship sailing, avoiding any icebergs! I'm lucky because I had a brilliant team spanning coaching, faculty, operations and programme design - each with a distinct part to play contributing to the success of the School and our learners.

Who inspires you?

I'm going to cheat and give 2 answers here....-Firstly my old history teacher, Mr Harrison. He was so knowledgeable but made learning fun and really encouraged me to follow my passion for history and study it at University. He was everything a teacher should be, taking an interest in his students and their success. I remember him so fondly over 25 years since our final lesson. Secondly, I am a HUGE fan of Rafa Nadal - his absolute determination to win, even if it means fighting through the worst adversity is truly inspirational. I was going for a PB in a run recently and had a slight injury which made me think of pulling out. However when I read Rafa had got through most of his career living with pain every day, it gave me the courage to run and smash my PB!



Can you tell us a bit about yourself?

I have not had a typical route to where I am now, studying History at University before accepting a training contract with KPMG. After I qualified as an Accountant, I discovered a passion for training and moved to Kaplan as a tutor. I was there for 12 years, working my way up into centre management and then moving across to the fledging Apprenticeship side of the business. I managed the first national delivery team of coaches and then worked with large clients such as Lloyds Banking Group, HSBC, Sainsbury's and PwC to help them develop and grow their Apprenticeship offering. In 2019, I moved to BPP and was part of the initial management team that set up the new School of Technology in June 2020, firstly as Ops Director and then very recently as Dean. It's been a super exciting journey to see the growth of the School both in terms of how many new students we now work with but also the amazing team we have built.

What is your greatest achievement?

Other than becoming a mum after 5 years of IVF, it's a no-brainer – completing the Dublin marathon in 2017. I nearly had to drop out at 14 miles because I was hurting so much but managed to keep going and finish just 7 minutes over my target time of 4 hours. It really made me realise the power of the mind and how amazing our bodies are.

What advice would you give to a new student starting at BPP?

The School of Tech offers predominantly Degree Apprenticeships so 99% of our learners are studying and working. This is undoubtedly hard work so the first thing I would advise is to make sure you've got a good plan on how you're going to balance home, work and study – and stick to it! Downtime, whatever that may be, is really essential. Secondly make sure you take advantage of the support mechanisms available to you. When I was a tutor, I used to stress to my students over and over again that everybody becomes a tutor or coach because they love teaching and helping others. So never be afraid to put your hand up if you are stuck and get the support you need. I promise you, your tutors and coaches won't mind! Finally, try to get involved in the life of the University – offer to be a Student Rep or join (or start) a group on the Virtual Campus. It'll really help you make the most of your time with us.

What is your greatest weakness and how do you make this into a strength?

An old manager once told me that I needed to suffer fools a little more gladly and I'm aware that I can come across as being very direct and ask challenging questions. Although she perceived this as a weakness, working with my current manager, I've managed to really turn this into a strength. People working with me know exactly what to expect and because I am absolutely fair and consistent in everybody I deal with, they know that asking difficult questions is important for us to learn and put things right.

Outside work, what hobbies do you have?

3 Rs:

Running – I started running about 6 years ago and it's my go-to activity to unwind, keep fit and de-stress

Rugby – I don't play but I love watching it and am obsessed with the Welsh Rugby Team, as is my son, even though he's only Welsh (much to the annoyance of my England supporting husband)

Reading – I am an avid reader and try to read 52 books a year as a minimum, mixing up fiction, classics and non-fiction. I have just finished Empire of Pain which is an investigation into the family behind the opioid crisis in the USA. It's a brilliant read – I would highly recommend it – although it may make you very angry!



Why has the cost of living gone up?

In April this year, Ofgem increased the energy price cap by 54%, and there has been increases all round for things like food, bills, and taxes. National Insurance has increased, council tax has increased, water bills have increased, and rent has also gone up.

As a result, the government has introduced various schemes to help those struggling financially, and there are also various places for support, which we thought we would highlight.

Council tax rebate:

Some of you might have already received a council tax rebate, a £150 grant from the government that you do not have to pay back, transferred to people living in a home rated with a council tax band between A and D.

If you don't think you have received this yet, please check out the website with more information about who is entitled, and how to get this payment.

SAFEGUARDING SPOTLIGHT: RISING COST OF LIVING

You might have read about the rise in the cost of living in the news and are wanting to know if there is any support or help for you.

The cost-of-living crisis means that the cost of everyday essentials (like food or bills) are rising faster than average household incomes. You might find that your weekly food shops are a lot higher than normal, your rent might be increasing, or your bills have gone up.

We wanted to give you some information about the changes coming for the cost of living, and the support available.

Government scheme for assisting with bills:

The government has produced a fact sheet containing all the support available for the cost of living crisis, available here.

Check what benefits you are entitled to:

It could really pay to check that you are receiving all the benefits that you are entitled to, and getting all the support you can. According to Turn2us, people who are found to be eligible through its **benefits calculator** receive, on average, an extra £5,000 a year. The government **website** also has information on benefits and different benefit calculators here.

You can get up to £500 every three months (up to £2,000 a year) for each of your children to help with the costs of childcare. This goes up to £1,000 every three months if a child is disabled (up to £4,000 a year). Find out more on the GOV.UK Tax-Free Childcare page.

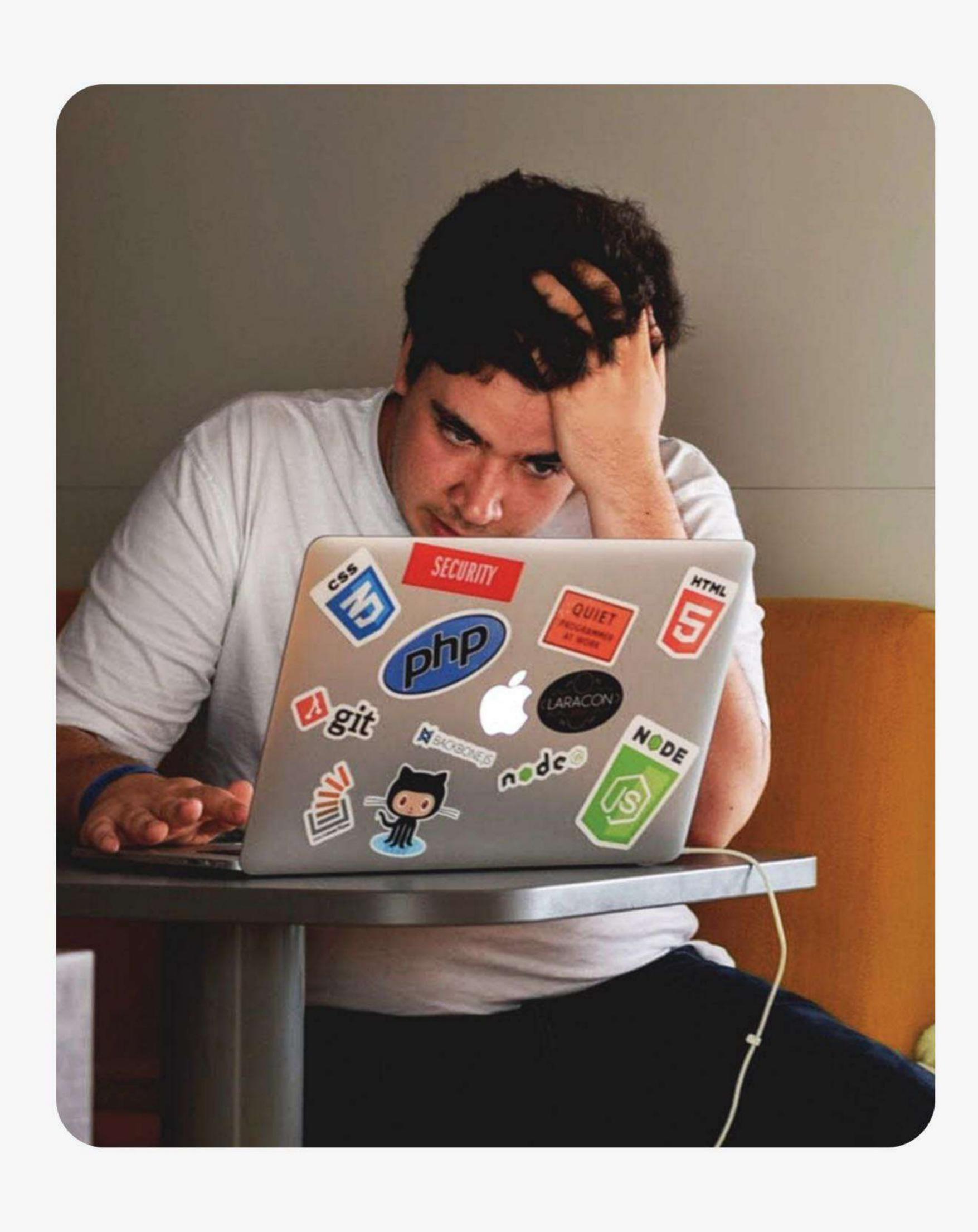
Check what grants you might be eligible for:

Turn2us has a **grants search**, as well as advisers you can call on 0808 802 2000, 9.00am–5.00pm Mondays-Fridays. They can give advice on debt, money, and grants. Similarly, if you need financial advice quickly, places like **Citizens Advice** can advise and support.

Emergency funding:

BPP has a **Crisis Fund**, a limited source of financial support for students who, due to circumstances beyond their control, are in severe financial difficulties. The fund has very limited resources and any award will be modest and with the sole aim of providing short-term emergency support. To apply, you can **contact our Independent Advice Team** who will then email you to request the Crisis Fund Application Form, together with any supporting documentary evidence.

Step Change has an emergency funding page, which offers information on what to do if you need emergency help with money and food.



Help with energy bills:

Your energy supplier can work with you to agree a payment plan so do contact your supplier as soon as you can if you are worried about paying your energy bills. More information about how to do this can be found on the Ofgem website, links below.

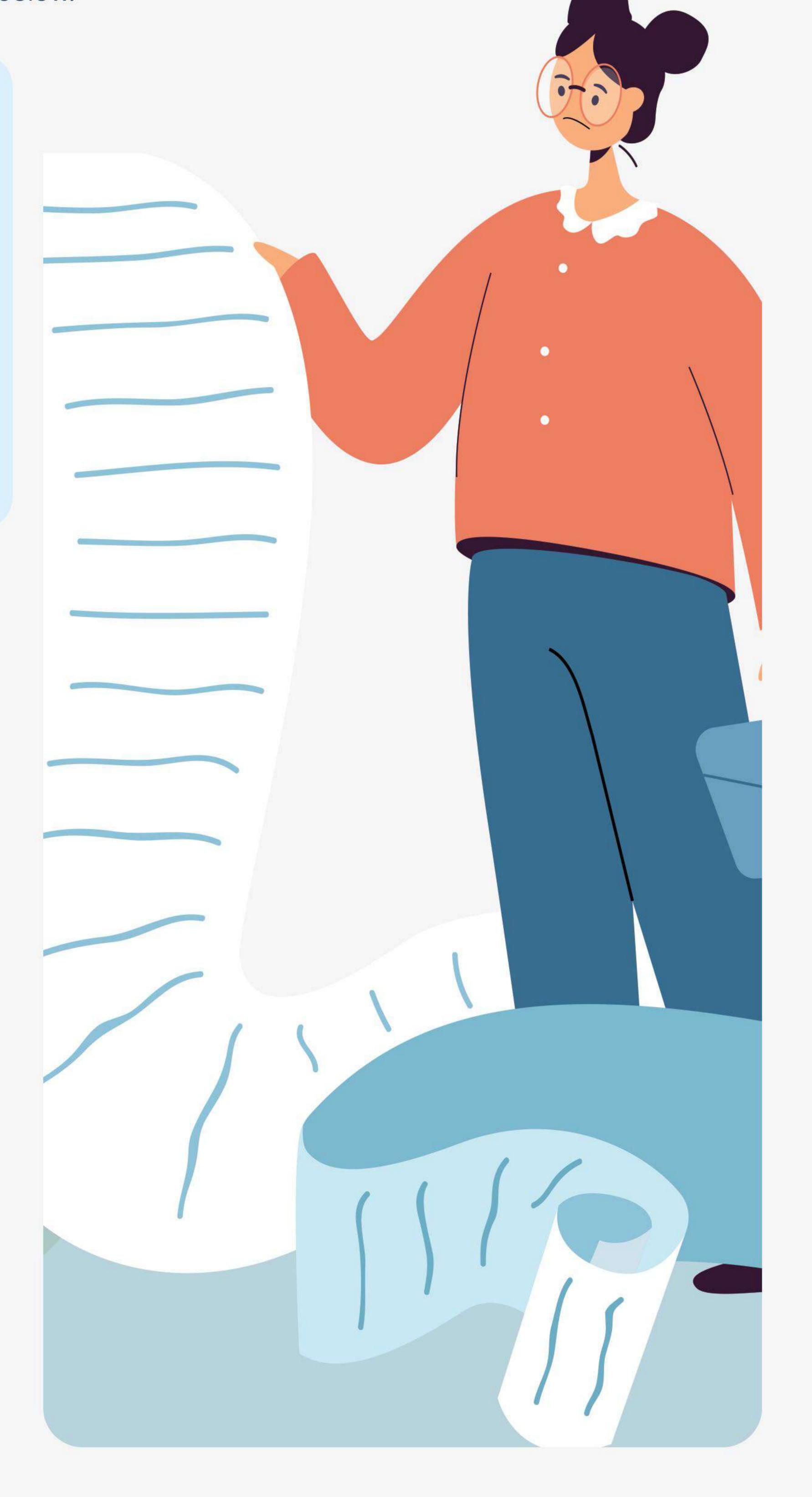
- Getting help if you can't afford your energy bills (Ofgem)
- Find schemes, grants, and benefits to help with home energy (Ofgem)
- Switching energy tariff or supplier
 (Ofgem)

General Advice with Finances:

There are websites like Moneysaving Expert, which can give advice and tips on household bills, and free and impartial money advice from the Money Advice Service.

Citizens Advice has a comprehensive guide on what to do if you're struggling with living costs of all kinds, and can be contacted to help signpost you to services which can help.

Check out an article written by The Big Issue called 'Five ways the cost of living is rising – and how to get help if you're struggling. **This** article has a wealth of helpful resources for the cost-of-living crisis and gave us a lot of resources for the above article.





AS AN INTERNATIONAL STUDENT

My name is Archana Negi, and I am an international student from India where I completed my BSc. Now, I am studying the MSc Management course at BPP university which is one of the most renowned universities in London. This is a dream come true for me because I always wanted to be a student studying abroad. Fortunately, BPP university has given me that opportunity to fulfil my dream.

On the morning of the 21st of July 2022, I arrived in London at Heathrow International Airport, with my spouse. While at the airport, we were so excited and nervous. Despite getting a bit confused as to where to go, we took a deep breath and started laughing at ourselves. To be honest, it is quite hard to describe our emotions in words because it was our first international visit, and we had no idea what was to come next. After we collected our luggage and started moving towards the exit to catch the coach to our new home. However, we found difficulty in purchasing tickets for getting a coach as we had only cash and no debit or credit cards. Luckily, we met a kind person who helped us with the tickets. We finally boarded a coach from the nearby station and headed towards our new home, a rented accommodation which we booked before arriving in the UK.

During our coach journey, I noticed that people from the UK are friendly and grateful in nature; they always say thank you and this beautiful gesture makes them different from other people and this amazes me. Moreover, everyone was engaged in their own moments. It did not matter what other people were wearing, what they talked about, or what was happening on the road, everyone just seemed happy and content in their own world whilst travelling. Additionally, on the way into the city of London I quickly noticed that it is really beautiful. I was entirely mesmerized by the sight of the stunning skyscrapers and the level of cleanliness. In my opinion, this is one of the major factors which should be appreciated. I also noticed that people are sincere in their dedication to the environment which is very impressive. Once arriving at our new flat, we wanted to explore, however, we were very tired and decided to rest rather than visit other places of interest on that same day.

On the very next day, I had my first day at university. On the way to the centre, I went to collect my BRP card from the post office. I am based at the London City Campus, whether it be the infrastructure, location or tutors everything is fantastic. Upon arriving to the centre, I submitted all required documents at the front desk and instantly I got a temporary identity card.

It took a few days to get the permanent one as per the guidelines of the university, but I did not mind. After that, I went to my classroom and being a punctual person, I got into my session on time. My first session was conducted by Mrs. Stella, who I must say is a gem. She explained the topic very well and by and large we understood the topic easily. The way she delivered her topic was outstanding. Moreover, she taught us using real life examples which helped us understand the concept quickly. Even though, the session was four hours long, it was so engaging that we did not realise how quickly time had gone. Overall, it was an interactive class which I found beneficial.

I must say England is a beautiful country and people living here are very down to earth. In addition, BPP university is a top-notch university which provides the best education to thousands of international students every year. My entire experience was awesome, and I would recommend others to come to the UK at least once in their lifetime, if not to study at BPP university, then to see everything the UK has to offer.



Archana Negi

ON SUSTAINABILITY GOAL 12:

RESPONSIBLE CONSUMPTION AND PRODUCTION

Amelia Cavinder - BPP Health, Safety and Environmental Officer

Health, Safety and Environmental Officer Amelia Cavinder explores how sustainable habits can best take root during university.

I'm writing this at the start of September. This is the time of year that will forever suggest bronzing leaves, their crunch underfoot, the tart reward of a stolen blackberry, the welcome expanse of these longer nights.

It's only faintly reassuring, after the summer we've had, to see that nature is clinging on to its autumnal rituals. Meanwhile, as the fresh term approaches, like many in education I'm turning my seasonal energies to new stationery.

Increasingly, we're all thinking about the ESG forces behind our purchases – but wholesome as the thought may be, buying a bamboo pen isn't going to get us out of the environmental mess that we're in. However, if we work together, first linking up as part of our University community, and then allowing our efforts to chime with those of people, organisations and institutions across the United Nations, we can contribute to a new way of thinking that can only generate global change.

At this time of new starts, eager to apply UN Sustainability Goal 12, Responsible Consumption and Production, to my own work and study, I caught up with Daniel Scrase, a BPP Student Rep who is currently studying the LLM at Waterloo. When addressing how our habits can make a difference, Daniel is wary of short-cuts towards sustainability, stressing how it is:

"important to not massage your own ego while greenwashing your own lifestyle".

RESPONSIBLE CONSUMPTION AND PRODUCTION

He elaborates, "My biggest tip for personal change would be look at the big things - don't buy a steel straw because it makes you feel better, become vegetarian or vegan. Don't buy a reusable coffee cup, never take another flight."

Responsible consumption ahead of your studies

Responsible consumption begins with taking stock, so applying Daniel's views to the UN Sustainability Goals, it's vital that we consider the larger picture. What is driving that need to get something new? Allow yourself time to phase out what you have already, so that you can make space for better habits without wasting what's already there. Think beyond individual items and try to live more intentionally.

A big part of sustainability lies in being less impulsive. Got pens around your home? Shelves cluttered with near-empty notebooks? We are here to make a deep-rooted difference, so before you do anything else, bring what you've got together. Assemble your pens in pot on a counter, bring your notebooks closer to your desk. Make a pact with yourself not to buy anything new until you've done away with the old. This will not only prevent usable materials from going to landfill, it will also give you the time to establish mindful habits. Once all your old stationary has been used up, and the empty pens recycled (recycling company TerraCycle has partnered with Ryman's, meaning that your chewed biro can now be recycled on the high street) it's time to think about how you can change your habits – beginning this term, and stretching well into the long term. Consider the ESG commitments of the companies behind the products you buy and use them not just to inform your small decisions, but to give direction to your own goals for sustainability in business.

Set yourself some values to live by, and address where you fall short. Try to bring all your small decisions into larger targets – whether you wish to embrace veganism, or firmly shun air-travel, align your personal objectives into the UN Sustainability Goals so that you can best direct your individual impact. Aim to cement habits and behaviours: 'Responsible consumption', after all, requires careful consideration.

As a conscientious consumer heading towards the classroom, the best purchases for you will be matched to your own habits and learning styles. Do you thrive on handwritten notes that you can decorate and format to your heart's content? Consider Rocketbook, whose notebook pages can be scanned into Cloud storage then wiped clean – perfect for the hybrid visual or physical learner who absorbs information best when using illustrations or handwriting. If you work better on a computer, embrace that – but aim to maximise the lifespan of your laptop. The manufacturing of a single laptop computer emits 227 to 270 kilograms of carbon dioxide. Multiply that by 232 million devices each year, add usage emissions and accessories, and it's easy to see how the IT industry contributes 2% of global carbon dioxide emissions.

Think critically about the paper you use. If handouts or course materials seem excessive, contact your module leader. Reduce printing, where you can. Where printing is unavoidable, reformat to reduce wasted paper, and print on both sides. Do you need your reading materials to be on paper? BPP Library prides itself on a Digital First approach to learning materials and subscriptions, meaning there's a world of information at your fingertips. Plus with your Athens login, you can highlight and annotate on many platforms – sustainability and convenience going hand in hand.

If you have any further ideas for how we, as a community, can reduce our climate impact, contact environmental@bpp.com to speak to my team. Alternatively, consider joining or setting up a society to meet likeminded thinkers, who are committed to making a difference at BPP. More information can be found at bppstudents.com/clubs_socs.

Taking sustainability beyond your studies

Just as personal sustainability doesn't end with a scroll of paper given out on graduation day, UN Sustainability Goal 12 doesn't stop at consumption. If 'responsible production' is where you wish to make a difference in your career, you could do worse than source inspiration from the ethical mission statements of German pen manufacturer, Lamy or of notebook extraordinaries, Papier. Most large companies now have an ESG commitment. Get into the habit of seeking out the most ambitious and authentic.

Daniel urges us to bring our focus to the global, to "support positive political, economic and systemic change by getting involved in campaign groups, political parties." Another option is to "choose a career which will allow you to make a tangible difference for the planet." Sustainability is fast becoming a dominant concern at Board-level, so wherever you find yourself within a business, there will be opportunity to make a difference.

ACTION



Next steps

- BPP University is a member of the Environmental Law Foundation ('ELF') network and runs a Legal and Policy Clinic which take referrals from ELF. Vist https://probono.bppuniversi ty.ac.uk/ to find out more
- Ready to put that CV out? By al lowing a company or firm's ESG commitments to inform your deci sion to apply, you will not only find an organisation that's matched to your values. You'll also super charge your application in a market that's increasingly concerned about sustainable performance and ESG risk management.
- Read up on UN Sustainability Goal 13, and learn how you can best direct your individual efforts. Every one of us can help limit global warming and take care of our planet. https://www.un.org/en/actnow





RECYCLE PAPER, PLASTIC, GLASS AND ALUMINIUM.

By 2050, the equivalent of almost three planets could be required to sustain current lifestyles.

BRANG THE BIAS

WOMEN INTECH

"You are a nice surprise, I was expecting to see a man" I was told, as I attended my last meeting of the day as an Enterprise Architect in a leading financial institution.

I knew before entering the world of Tech, that women were naturally seen as a minority in this industry, as evidenced in Forbes report (Agarwal, P., 2020). However, I didn't expect to find myself faced with gender bias so early on in my role. Diversity in this trade, isn't solely a women's issue either and everyone - irrespective of your gender - should be held responsible. It is proven, that in those companies where people are faced with prejudice, this translates into their provision of services and products. So, why not channel a culture which connects all genders in Tech to the same common goal of creating diversity and inclusion realism in the technology industry?

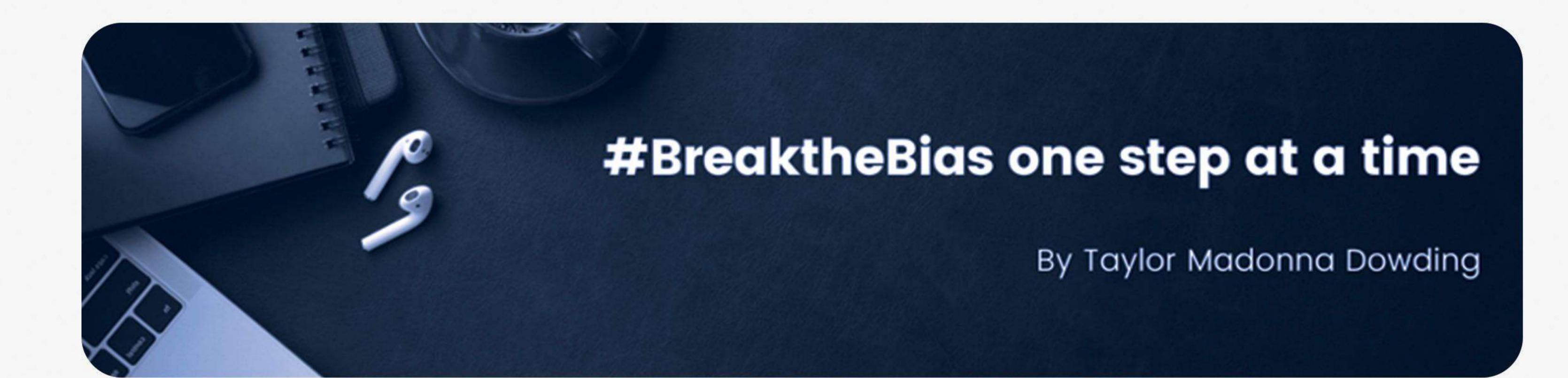
I truly believe that this starts with the notion of 'Unconscious bias' which focuses on unintentional mental associations based on gender, due to certain traditions, norms or even work culture (Madsen, 2018). We are ALL guilty of it, even me. However, I think the key to 'Breaking this Bias one step at a time', is acknowledging that although these biases may appear, we are accountable for our own actions and need to ensure they do not play a role in our decision making.



#BreaktheBias

one step at a time

by Taylor Madonna
Enterprise Architect at
Santander UK



Creating a safe space to be heard and express thoughts and ideas, is also something I deem extremely important. Irrespective of gender (because I am not trying to assign certain behaviours towards a particular gender), I think it is important for companies to realise that not everyone is loud and outspoken, some people just don't feel comfortable speaking up in meetings. Therefore, it is so important to create a culture, where everyone feels like they can share their voice and feel like their contributions are valuable. A key advocate in my team who has helped me realise that 1. It's OK to not feel OK and 2. That everyone has different strengths and weaknesses regardless of gender, is another Enterprise Architect within my team - Jon Feakin. He has spoken up in those times where I have been misgendered in correspondence and has always based decisions off of my skills/knowledge, not the fact I am a woman in tech. This also helping to champion the power of having male role models also advocating this need to 'Break the Bias'.

On a personal note, I also wanted to champion this idea that 'The power is within YOU. You can do everything and be anything you want'. I left sixth form completely frazzled by my career choices and the direction of travel I wanted my life to go in. This led to me going to university for 3 months and then dropping out because I didn't feel like it was the path for me.

5 years ago, if you told me I would now be working in IT within the financial sector, I would have laughed at you. Mainly because I just about had the confidence to turn on a laptop, let alone help design and maintain our IT networks and services; but also, partly due to the fear of going into a typically male-dominated industry. I truly do promise to all those that are reading this with the same fear though, that the sky truly is the limit when it comes to venturing into the world of Tech. The possibilities are endless and there are always new technologies to learn, so do not let this fear of the unknown stop you from going after your dreams.

Ambition is the first step and Action comes second, so let's move together and #BreaktheBias!

Supporting References

Agarwal, P., 2020. Gender bias in STEM: women in tech still facing discrimination.

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W E L G M

TOTHE PROBONO CENTRE

Isn't 'pro bono' something only lawyers do?

Pro Bono is the delivery of any professional service to the public, for free. At BPP, this includes legal services but we encourage non law students and learners to work with us too. We don't require legal experience, just enthusiasm and commitment to your role.

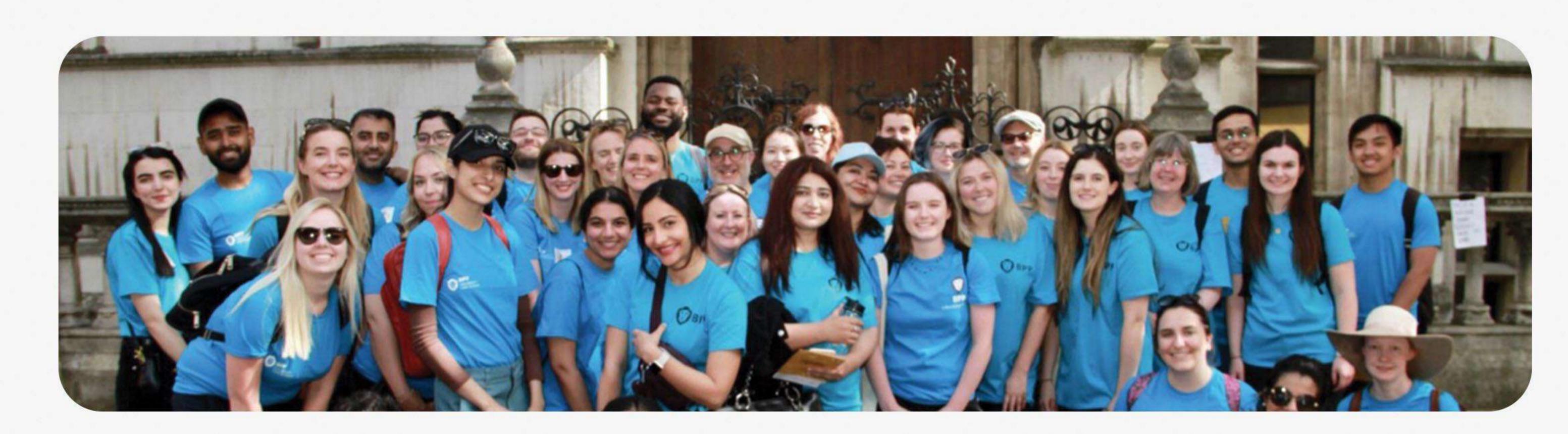
As you find your feet during the new term, we're sure you'll want to know more about the different opportunities available to you, beyond the classroom, at BPP. Whether you are a student or learner, whatever your mode of study or programme, we encourage everyone to use this time to support their personal development. This could be through gaining new experiences or developing new skills, as you take the next step in your professional career.

One way to do this is by volunteering with the BPP Pro Bono Centre. As part of the BPP Employability Service, volunteering can enhance your learning and your skills beyond the textbook. It also offers the opportunity to give back to the individuals and communities who need our support.

Want to know more? In this whistle stop tour of the BPP Pro Bono Centre, we'll give you the answers to some of the most common queries we receive at this time of year:

What sort of opportunities are available?

We have wide range of projects that provide a valuable service to our community but also help to develop your skills. You may wish to support our Legal Advice Clinic by working on the phone line or advising clients, you could visit your local school or prison to deliver an educational workshop, or you could use your language skills to translate documents for a charity or law centre. There are many projects to choose from. They are all linked to the BPP Career skills, helping you to identify which opportunity will best support your development.



How do I fit volunteering with the Pro Bono Centre around my studies?

Our opportunities are designed to support, not compromise, your learning. Many roles operate on a flexible rota basis and during evenings, to enable our volunteers to take part. You will know what the time commitment is before you apply, so you'll be able to decide which roles work best for you.

I'm already working, or have a job lined up, why do I need to do pro bono work?

That's great, but pro bono is not just about employability. Many employers will want to know what you did during your time at BPP to support your personal and professional development. ESG (Environmental, Social, Governance) is also high on the agenda of many organisations and employers will want to see that you understand and can demonstrate activity which supports this.

I like the sound of probono work. How do I find out more?

Great. There are a few things you can do:

- Make BPP Futures (the new name for Career Hub) your best friend. BPP Futures is where you will find everything you need to know about all our opportunities, how to register with the BPP Pro Bono Centre and how to apply. You can visit our FAQ tile on the Pro Bono pages for further useful guid ance – including top tips on what we look for in a successful pro bono volunteer ap plication.
- Join us for the BPP Employability Service
 Online Fair on 5 October further details
 can be found on BPP Futures.
- Come along and meet your local pro bono team at a Student Association Welcome
 Lunch
- Get in touch with the team by emailing probono@bpp.com.
- Pick up our new Employability Service
 Pocket Guide from your local centre

We recommend that all students get involved with the work of the BPP Pro Bono Centre. But don't just take our word for it....

"I've felt really lucky to have access to the experience, and it has repeatedly come up in applications/interviews. I've heard friends say that client contact terrified them and I think BLAC (Clinic) has already gone a long way towards easing that kind of anxiety, for which I'm really grateful. It's been the most interesting voluntary work I've had a chance to do for a while!"

Student volunteer, Legal Advice Clinic

"I loved taking part in the workshop and I thought the support was brilliant."

Student volunteer, Streetlaw

"It was a great experience for me and is helping me to continually develop my presentation skills...Thinking quickly on my feet and being impromptu about certain unplanned things will definitely be a useful skill both in life and in the workforce."

Student volunteer, Streetlaw

"I feel that I have a better understanding of this particular sector and the kinds of issues that clients are facing... I would highly recommend it to other students wanting to gain the experience!"

Student volunteer, Employment Litigant in Person Scheme ('ELIPS')

And finally....

Recruitment for our next cohort of volunteers is open until the 17 October 2022. Don't miss the deadline – get involved!



BPP Employability Service.

Everything you need to enhance your career prospects.

Pick up a copy of our new pocket guide in your local centre.



WELCOME TO STREET LAW

Streetlaw is BPP University's award winning public legal education (PLE) project. It is delivered by BPP learners under the supervision of staff in the Pro Bono Centre. We work with various client groups including schools, community groups and charities, to improve access to justice through delivering interactive workshops to demystify complex areas of the law. Areas covered include employment, housing, IP, consumer and criminal law. We deliver these workshops both online and in-person to ensure that anyone, no matter their geographical or technological restraints, can access important legal information.



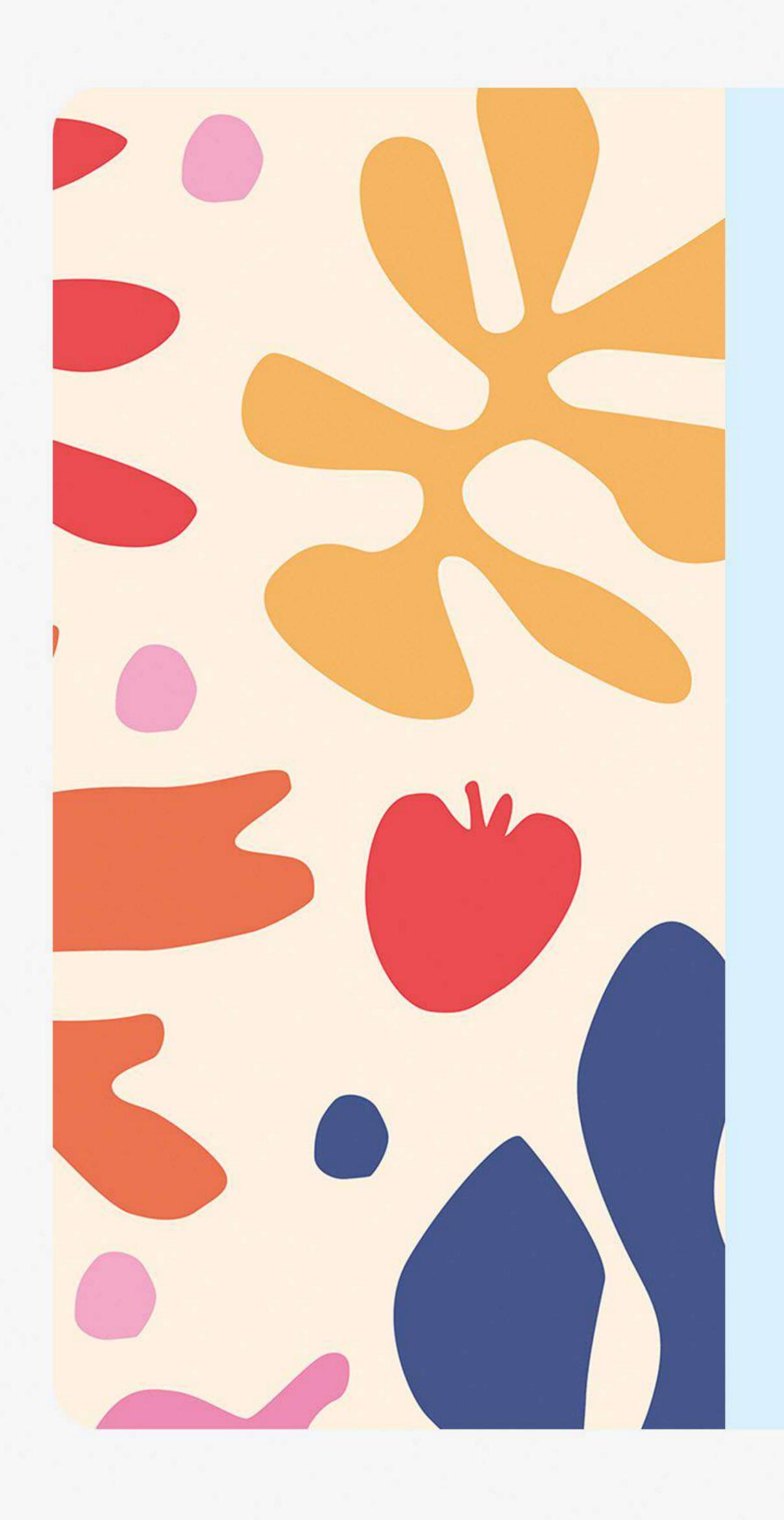
Why get involved in Streetlaw

Through delivering legal workshops, our learners have developed career skills that employers look for, including teamwork and communication. 91% of our 2021-22 Streetlaw cohort strongly agreed or agreed that they had added relevant experience to their CV that they could reference in job applications/interviews for legal roles. Our volunteers also comment on the personal satisfaction they gain from providing members of the public with legal information they may otherwise not have access to.

'I really enjoyed my Streetlaw volunteering experience more than I expected to. The staff were incredibly helpful and always there if we had any problems or general concerns. I learned about a new area of law and it was great to hear how much the audience enjoyed the presentation; it was a truly rewarding experience to be able inform others in a way that can help them in their daily lives. While I had never delivered an online presentation before, I now also feel more confident with the use of online platforms to deliver workshops.'

M. Summerhill, LPC (Common Landlord and Tenant Disputes workshop)

There is a significant amount of flexibility within the project for our volunteers. Streetlaw volunteers can sign up for workshops as and when it suits their schedule. There is no requirement to deliver a certain number of workshops or to deliver them either in-person or online. It completely depends on the capacity of the volunteer and how they would like to get involved.



2021-22 ACHIEVEMENTS

- 195 hours of free PLE delivered to approximately 4700 members of the public
- Half of delivered workshops were to education providers or community groups based in the 20% most deprived local authorities in the country
- 100% clients responding to survey agreed BPP learners delivering workshops were knowledgeable about their subject matter
- Delivered workshops translated into Bengali via the use of an interpreter to a women's refuge centre
- Made a significant contribution to the Greater London
 Authority's online Employment Rights Hub through
 drafting legal content to inform thousands of London ers about their key employment rights



Z2K (Zacchaeus 2000 Trust) @Z2K_trust · Jun 8

Thanks @BPPGroup ProBono Streetlaw team for a superb #knowyourrights workshop on private renting yesterday. Grateful to our clients who came along + shared experiences. Essential that all tenants are equipped w/knowledge of their rights to fight back against rogue landlords



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How to get involved

All BPP learners are eligible to get involved with Streetlaw, including non-law learners. All the information to deliver the workshops is provided to you so there is no requirement to have any prior legal knowledge. For law BPP learners, this can also be a great way to develop your knowledge in an area of law which you are interested in, but you may not have studied yet.

Our next recruitment period for the Streetlaw project is between 1st September to 17th October 2022. Your interest in the project must be registered before this deadline. Our Streetlaw volunteers complete a training process to understand how the project works and how to be a confident, successful Streetlaw volunteer. Please see here for the full details on the recruitment process.



Nervous about getting involved? We are here to help!

We understand that it can be daunting to deliver workshops to a live audience. This is a very natural feeling. During your time on the Streetlaw project, we provide extensive training to prepare you for presenting, including a dress rehearsal with and feedback from a member of staff.

There are also different roles you can take on within the team. For example, in your first workshop, you could take on a coordination role and support the team on the tech side without presenting. In your next workshop, you could present the introduction slide, or even a couple of slides. We also advertise ad hoc opportunities to research and draft new workshop materials. There is a lot of flexibility, and we will never require a volunteer do anything beyond what they are comfortable with.

about roles within the project or if you would like to get involved but would like some extra support, please get in contact with the Streetlaw team (Rachael, Lucy, Bethan and Isabel) and we will happily discuss this with you either via email or on a Teams call.

We look forward to working with lots of you on the Streetlaw project this year!

Email: StreetlawTeam@bpp.com

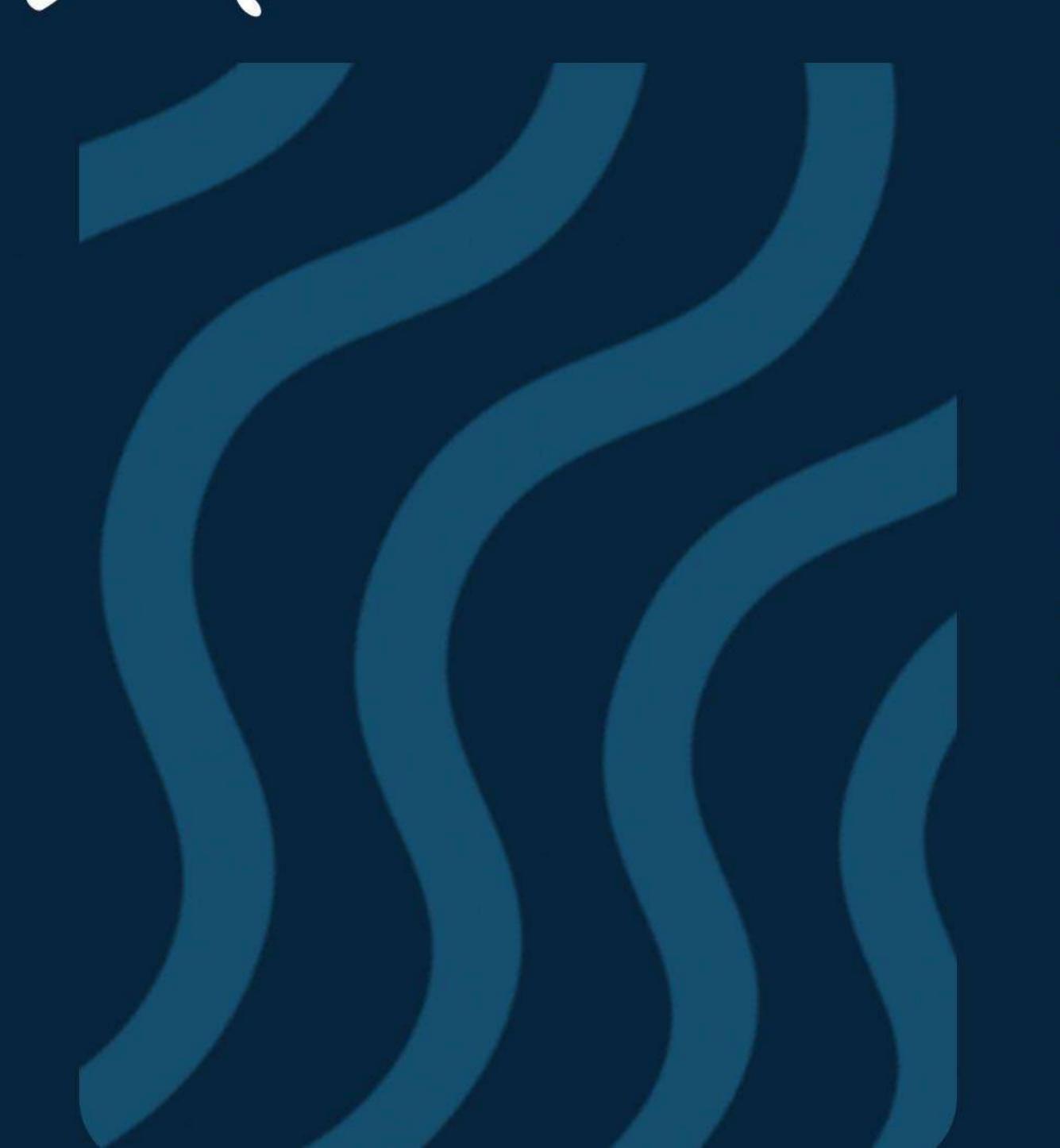


As for the last three years the Careers Service team has ran a successful award programme for students wishing to improve their professional confidence through developing skills required by employers. Previously only available to London and the South, this year the award was opened up to students and apprentices studying at all BPP campuses. 39 individuals completed the award and, from these, 10 were selected ,and ranked by a panel of career consultants, for an "excellence award" in recognition of the high quality of their portfolios.

Professional Development

AMAKU
RER

Announced



The 2022/23 award will run again from October this year. Watch out for notifications from the Careers Team about launch dates and briefings. In the meantime if you are a BPP student you can email careers@b-pp.com for more information. If you are an apprentice you can email: employability@bpp.com.

Finishing in first place was Katie Waissel

S

Katie Waissel

"I'm so truly honoured to have taken place in the Professional Development Award programme. I found it such an eye-opening experience. It's a great way to hold oneself to account, to be reflective and to challenge oneself and continue to learn and grow and build."





Legal Apprentice
Amber Jay Coombs
finished in third
place

I'C

Amber Tay

"I really enjoyed taking part in the Professional Development Award, it really encouraged me to seek further opportunities to develop on myself. I would recommend to everyone to take part in this award."

WITH SUCCESSFUL CAREERS



Arvind Raphael

Give us an insight into your background

I am from Malaysia. I came to the UK in 2019 to complete my law degree. I joined BPP in 2020 to undertake the Barrister Training Course (BTC). I completed the BTC in 2021. I then signed up for the LPC (again with BPP) in September 2021. I completed the LPC in 2022.

I did the LPC because I was serious about qualifying as a solicitor in the UK. The BTC was a back-up qualification for me (in case I could not qualify in the UK, and I had to return to Malaysia).

Why did you decide to study in the UK, and why a career here?

I've always wanted to experience living and studying in other countries. I also felt that I needed to learn independence – coming to the UK to study has enabled me to mature, grow my confidence, and be less reliant on others.

As for a career, I simply fell in love with British culture (and even British weather!) during my time in the UK. I could not see myself living or working anywhere else. I also believe that I will be given a fair opportunity to succeed here. The UK really values diversity and inclusion, and I have never once felt that my international status has disadvantaged me in any way.

What challenges have you encountered along the way – especially as an international student?

My biggest challenge was learning to adapt and live so far away from home. I still get homesick, especially during the holiday season. Many international students tend to get depressed the longer they stay overseas. I believe that the key to overcoming this is to surround yourself with good friends who can build you up and support you through your darkest moments. I believe that students – international or not – should always band together because we face the same struggles.

Another challenge would be in learning how to budget. Many international students come from countries where the exchange rate does not work in their favour. Being thrifty is commendable, but we shouldn't deny ourselves basic necessities (or even an occasional night out!). I've found that getting a part-time job has helped me tremendously with this. Not only do I receive additional income, but I've also learned various soft skills that I can include in my CV to impress recruiters. The best roles for students to look out for are those in the hospitality industry. These will help you to build character.

Why do you think you have been successful?

I attribute my success in obtaining a TC with Shoosmiths down to 3 things.

First, the support from the Careers Team at BPP. Starting out, I knew nothing about the recruitment game, how to put my best foot forward, or even how to research and answer applications. I'd really like to thank both Steve and Nicky for helping me with this. Applying is a daunting process for sure, but the Careers Team made it seem possible, even for an international student with no prior legal experience in the UK.

Second, my 'obsession' over the firm. I believe that the best way to research a firm is to be thoroughly and hopelessly 'obsessed' with the firm. Don't just research their website, look at their social media platforms. Don't stop there, either. Look up the people at the firm and try to follow them on their socials, too. Subscribe to industry newsletters and consistently try to figure out what your dream firm is working on at the moment. Attend webinars, open days, and other networking events. By the end of this process, you should be able to know every single partner (or most of the partners) at the firm; their practice areas; how long they've been at the firm and what they love most about being there; and even their hobbies and interests. There is no such thing as too much research! Don't be afraid to get creative with it.

Finally, my determination. There will be many rejections along the way to your TC. Sometimes, you won't even know why they rejected you. It's important to be resilient and to have thick skin. Recruiters don't hate you; it could just be that you aren't ready yet. I firmly believe that a rejection could also be a blessing in disguise – you learn from it and aspire to do better next time. Just have faith and never lose sight of your goal.

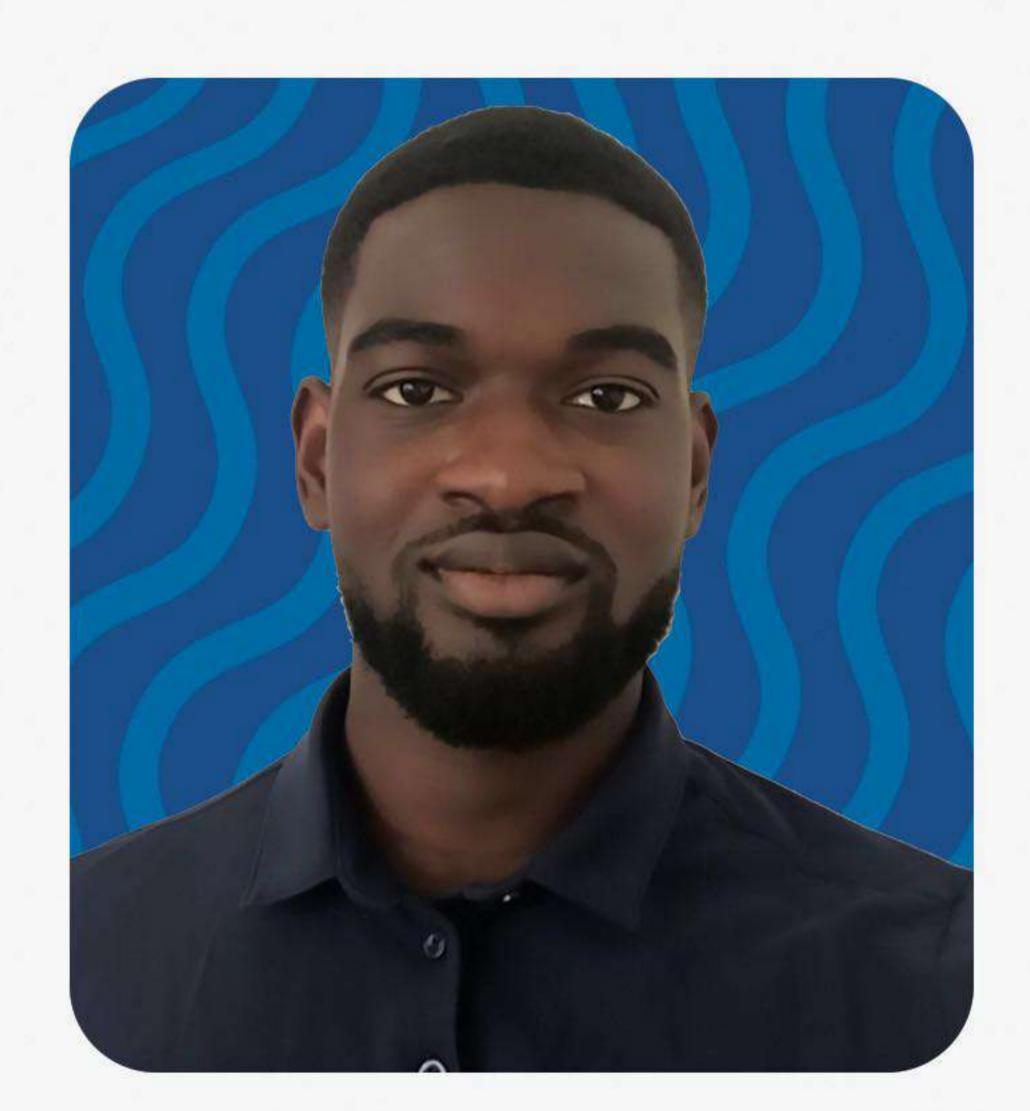
What have BPP done to help support you on your journey to date?

They've done a lot. The Careers Team gave me motivation to succeed. They're also very good at what they do. They have good knowledge on firms and industries. They make the application process seem 'fun'; if you can even believe that.

Further, the tutors at BPP have helped tremendously by making the small group sessions as 'realistic' as possible. The situations we have to resolve resemble real-life problems. The tutors are also very supportive and understanding.

What advice do you have to any other international student, who is looking to study and then work in the UK after graduating?

Be resilient. The journey will be tough, but your reward will mean so much more because you suffered for it. Also learn to network. Be friendly with everyone and learn to stay connected. Your friend could be your key to that TC or even a house. Finally, try and gain as much experience as possible. They don't even have to be legal experience, so long as you learn how to communicate and collaborate well with others. Keep an open mind and never lose your drive.



Huwagbemiga Ogunleye 1

Give us an insight into your background

I am an international student, born and raised in Nigeria, I moved to the UK to study a Law degree and a post-graduate degree.

Why did you decide to study in the UK, and why a career here?

My decision to study in the UK was due to uncertainty in the education system in my country. Studying in the UK offers an access to higher levels of skills and courses which I felt would be useful for my career.

I chose to pursue a career in the UK because
I am genuinely interested in living and working in this society. I also did not see myself
wanting to practice elsewhere because
there is a lot of support here for young professionals compared to other places. An
early career in the UK would also provide further opportunities and credibility to build my
career much quicker.

Why do you think you have been successful?

I would say I applied to places that I genuinely wanted to work and was interested in the work they did. I was also consistent and persistent in my personal development, rejection is hard, but you need to be tougher than them. The fear of it also kept me alert and prepared. I spoke to a lot of people and ensured I listened more and asked the right questions.

What challenges have you encountered along the way – especially as an international student?

The first challenge I faced was work permission, during my undergraduate degree, I was not permitted to work (this is not very common). Consequently, this affected my ability to apply for roles that evidenced the skills I developed or even transferable skills.

The second challenge I faced like many other in law was securing a Training Contract. The qualification process required for the legal industry is not the most international student friendly compared to other industries. You would need to have secured a Training contract which is often offered two years in advance, and there was a limited number of firms which were willing to sponsor my rights to work after my student visa expires. Given my first challenge, it was also difficult to secure a role because of my lack of exposure, knowledge of the recruitment market and lack of experience at the time.

What have BPP done to help support you on your journey to date?

BPP was a massive help, directly, the career services especially. From the start, I spoke to the consultants, and they were very insightful, experienced and helpful. There are a lot of training programmes, webinars and more, that are useful for professional development.

Indirectly, BPP hosted lots of extracurricular activities and opportunities which I participated in, such as Pro Bono Centre, and professional networking events that helped me create networks and meet professionals in practice that gave great advice. BPP helped me learn quicker and get tangible work experience which helped me throughout the application process.

What advice do you have to any other international student, who is looking to study and then work in the UK after graduating?

I would advise you to speak to people and do lots of research to learn more. Make the most of every opportunity that comes your way, big or small, unpaid or paid. Make sure you create a plan for the short term but have long term goal. Also, if you join BPP, make sure to use all the resources available to you, especially the careers team.

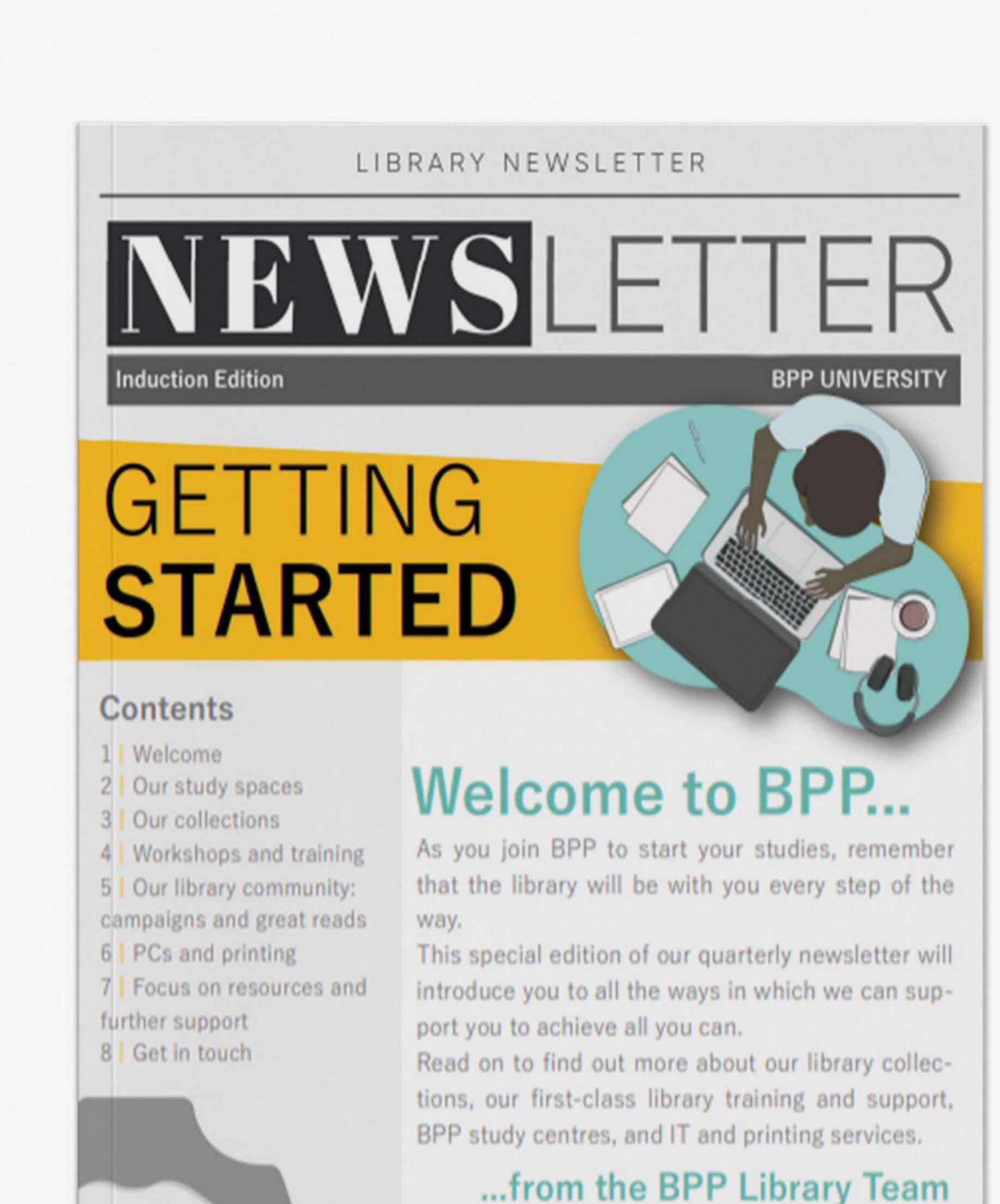
GETTING LIB STARTED TEA

The library team produces a quarterly newsletter where we focus on databases, offer study tips and highlight campaigns being run in our centres. This month's newsletter is a special edition designed to welcome (and welcome back) students to our libraries in the different centres and online.

Getting Started takes students through the practical steps of borrowing books and printing in centre while reviewing some of the campaigns we've run over the past terms, celebrating Black History Month, LGBTQI+ rights, mental health, and International Women\sim Day.

Remember, we love to hear from you as well. Students let us know about the issues that they are passionate about and bring us great ideas about resources they've found valuable and would like to share.

So download your copy from the library homepage https://bpp.libguides.com and send your ideas for the Autumn edition to library@bpp.com.

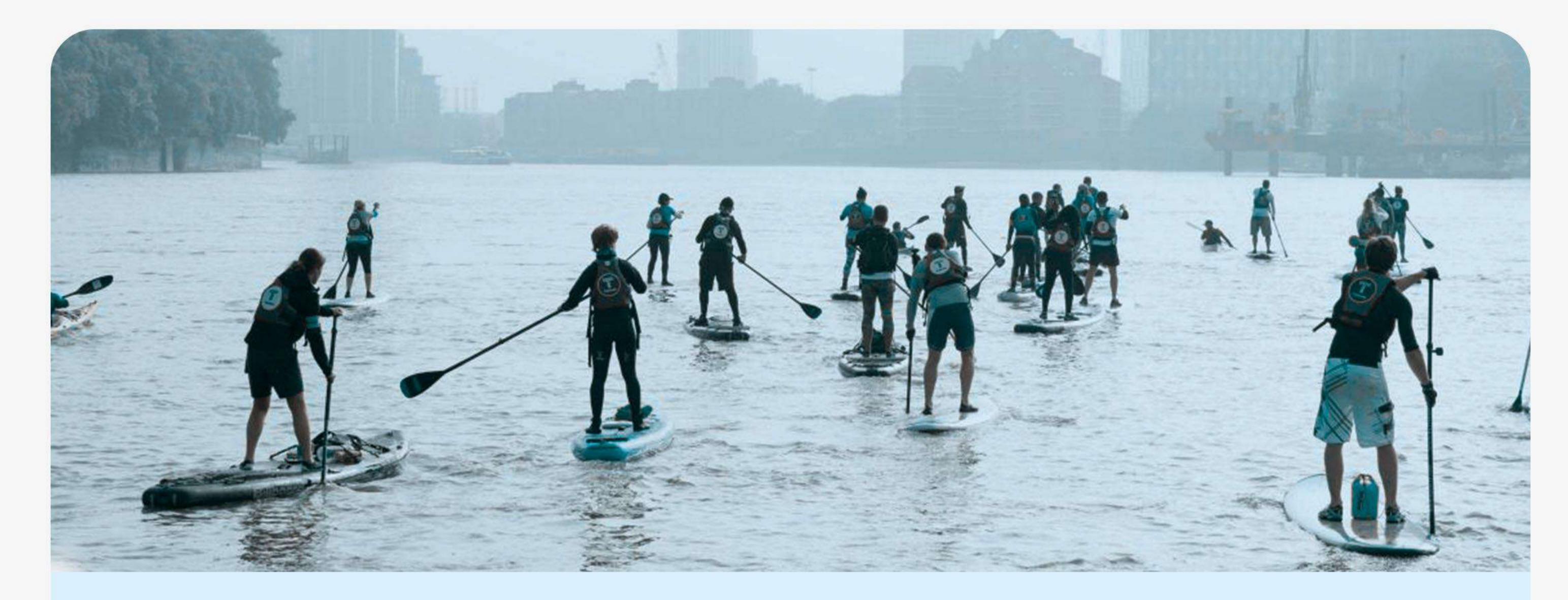


Access our Library homepage here:

Get in touch: library@bpp.com

AND PADDLEBOARD ON THE THAMES

Written by: Thi Nguyen



Life can be very hard when you're a student, cramming for exams with tight deadlines and no good way to relieve stress... Especially when you're a broke student in the middle of London.

My name is Thi, from Vietnam and I am currently in my first year studying Accountancy and Finance at the Business School. My fellow students and I arrived in the UK with a visa delay, which meant we had two exams, F2 and F3 in just 1.5 months.

Fortunately, I discovered Paddle Boarding on the Thames. Being able to explore the water of London, especially The River Thames and the canals, really helped me cope. Stand-up paddling allows you to do both physical exercise and enjoy the nature at the same time.

The most stressful time for me during my studies was when I was preparing for exams. I was studying for 10 to 12 hours every day during the week. This led to a very sedentary lifestyle. This was not only detrimental to my physical health, but also to my mental health. Stand-up paddle boarding is a whole-body workout. Standing on the board alone can burn 500 Kcal every hour which is much more than running or other land sports. Paddleboarding requires you to activate your balance system by engaging your core and abbs to ensure you do not fall into the water. With long distance or race paddling, you will burn even more than 600 or 700 Kcal per hour.

Personally, I try to do 10 miles every weekend, which hopefully makes up for the long days of not moving an inch.

Paddleboarding for 3 to 6 hours on the weekend doesn't feel like sweating and struggling in the gym on a treadmill. Instead, it is great fun. The Grand Union Canal leading straight into the centre of London offers an extraordinary sightseeing tour on the water. The best thing about it is you don't even have to try very hard with the non-tidal canal. It is always cooler near the water (this was crucial during the heat wave). Whilst paddling you can see ducks, geese, and swans, which all seem very beautiful from a distance, but you can't get too close otherwise you will see a very different side of those magnificent feathery creatures.



Personally, I always like to see how people personalise their narrowboats as their homes because they are always different. This is something very quintessentially British that you won't find pretty much anywhere else in the world. With 137 miles of water ways, the Grand Union Canal has much for you to see and explore.

Now, if you are after a bit more adventure, you can go to the Tidal Thames. All the tidal winds on this part of the Thames, really make you build up a sweat, but it is definitely worth the experience you will get. The tidal Thames used to be known as the Dead River in the 1800s due to the excessive operation of factories. Now the Thames is one of the cleanest rivers running through a city in the world. With more than 125 species of fish and other sea wildlife, it is not uncommon you will find fish, crabs, and seals swimming alongside you.

Being new to the country can be very lonely. Paddling can be peaceful at times, but it also can be very social. People who do stand-up paddle boarding make excellent friends, so don't hesitate to wave or say hi when you see someone on your trip. Talking to people on the waterways can really help when you are feeling isolated. Most people who are into water sports are very outgoing and warm-hearted, I guess that's because they spend a lot of time being so close to nature. Moreover, talking to people who live on narrow boats or who are touring the canal system can help widen your horizons and understand different lifestyles in the UK. With energy bills rocketing like crazy in London, I might even consider getting myself a narrowboat!

As amazing as it is, there are things you need to consider before getting yourself onto the water. Firstly, you need proper training to gain some essential techniques to keep you safe on the water. You also need a licence to paddle on most of the waterways in the UK. Without one you are likely to get into trouble with the Authorities.

GET TO GAS KNOW TEAM YOUR

ID Cards - get yours now!

• If you have recently started your course, your ID card will be ready to collect. Please see the Students' Association page on **ID Cards** for details.

Please note - If you are an international student please make sure to take your Biometric Residency Permit (BRP)/Passport.

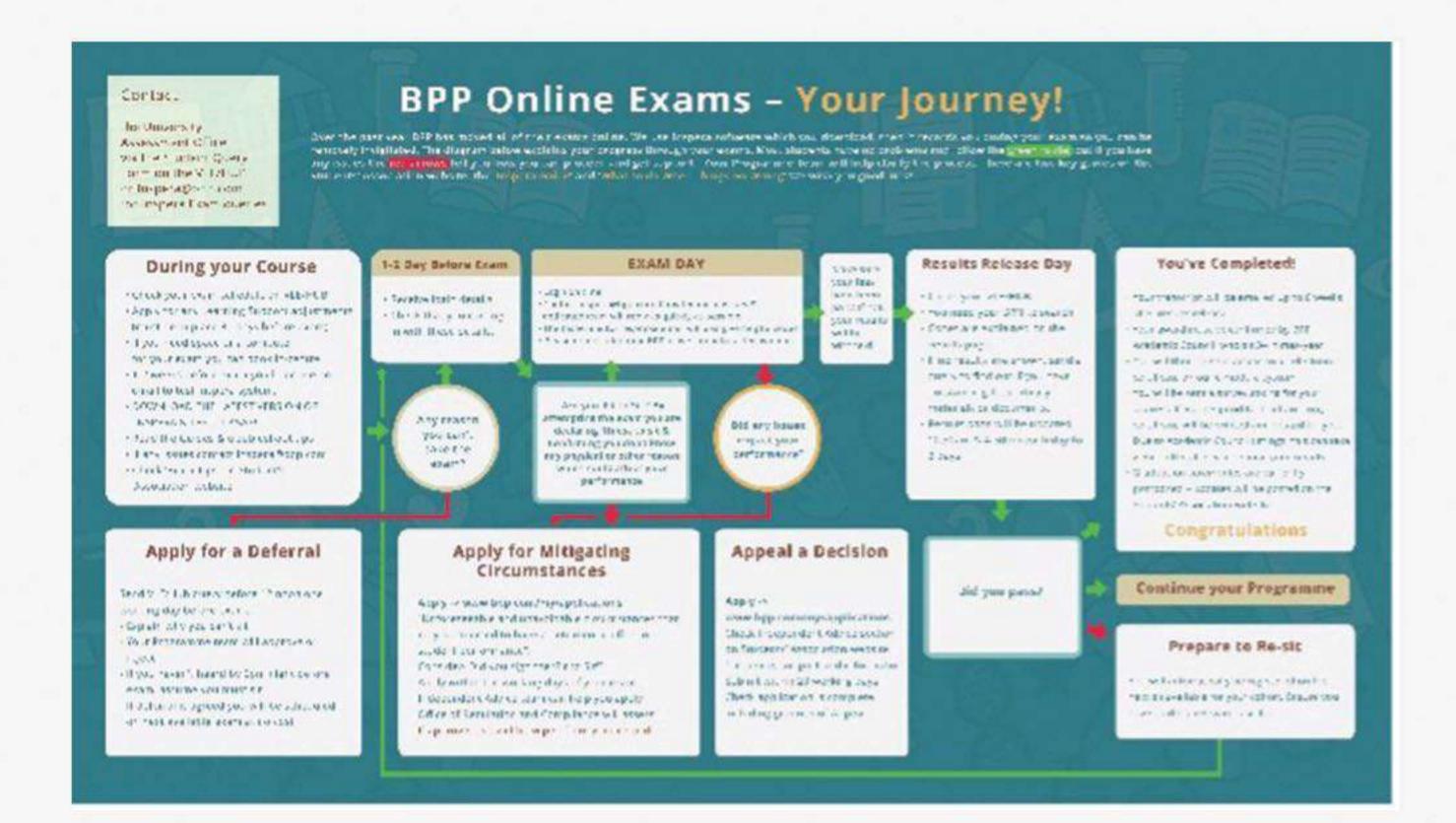
• If you are an existing student (pre September 2022) o For Holborn – please visit the Library o For other locations - please speak to Reception staff.

For **Official Letter Requests**, please raise a case using: **Hub** Query Further details are available on the **UCA page**.

Assessments Online exam Journey

Thousands of students have successfully done their exams online with BPP over the past year and many students have commented about how straightforward the process is.

We've pulled together a Journey Map so you can see the entire process... and descriptions of each stage are detailed on our Assessment Hub.



*Please note results will be released through a link sent to you by email.

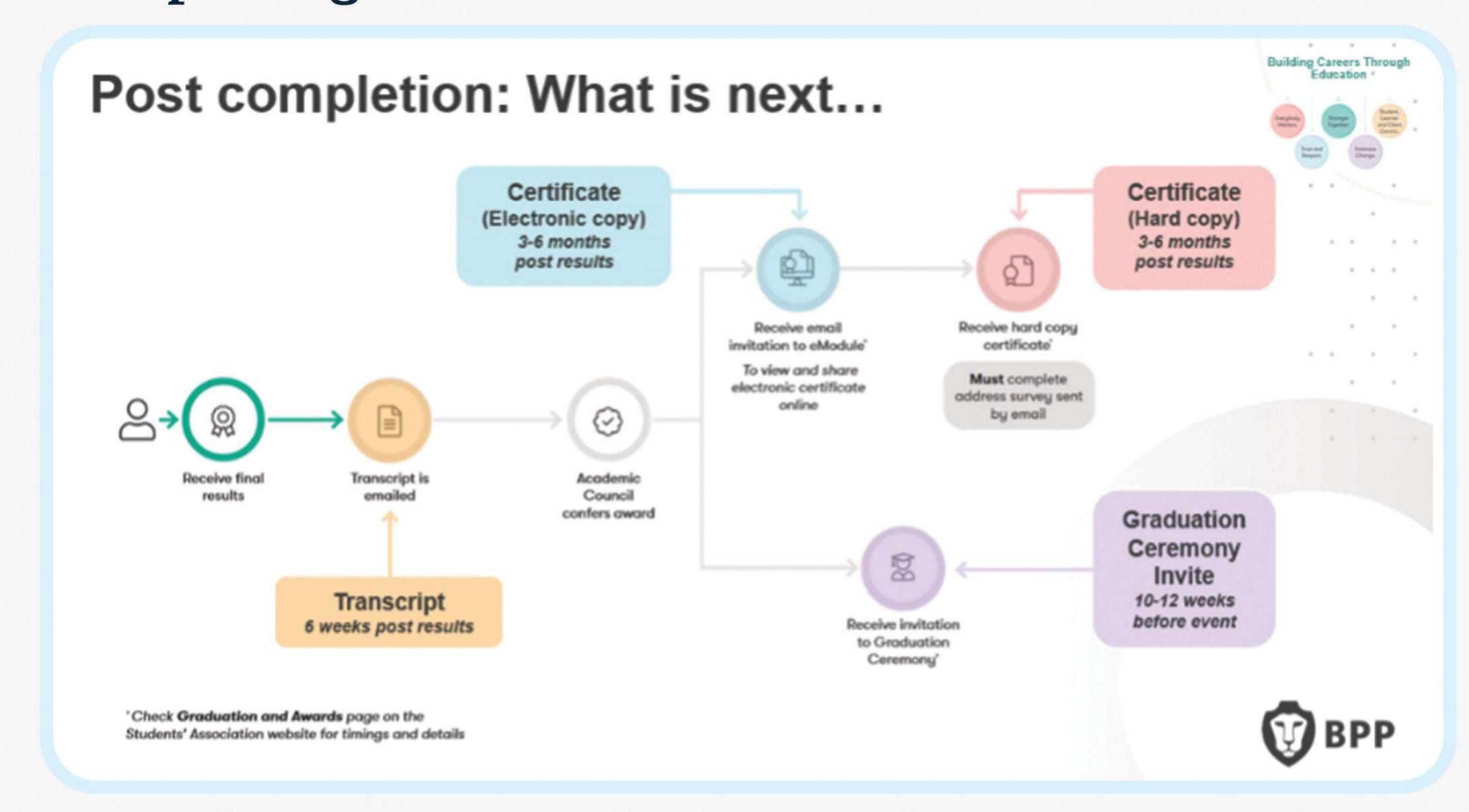
Extra time or support needed during your exams? Apply now!

If you need a learning support agreement for your exam then it needs to be in place at least one month before the exams start. Please contact **LearningSupport@bpp.com** as soon as possible.



For more information on our Assessments journey, please see our Assessments Hub & FAQ poster.

Completing Students information



Transcripts and Certificates:

After receiving your final results you will be emailed your transcript within 6 weeks.

It may take several months to then receive your electronic and hard copy certificates, as your award must be ratified by the Academic Council:

- Electronic certificate When your award is ready we will invite you to access our eModule system, which allows you to view your online certificate. You can also invite others (eg potential employers) to view it as well.
- Hard copy certificate Many students change address once they finish their course, so we will contact you to confirm your uptodate mailing address. We can only post your hard copy certificate if you confirm your uptodate address.

Next BPP graduations are May 2023!

- See site for further details... specific graduation dates for each programme will be updated here so keep checking.
- Anyone getting results in 2022 will be eligible and contacted in due course.
- We will also contact graduands who deferred from recent graduations.
- Anyone who received results during the pandemic and who did not attend the recent graduation and did not defer may be able to attend add your details here.

For more information see our Graduation and Awards page.

Interested in setting up a Club or Society?

We will help you every step of the way

Email us at

engage@bpp.com

