ERASMUS POLICY STATEMENT

University of Lincoln

Participation in Erasmus+ – Key Action 1 (KA1): Learning Mobility of Individuals

The University plans to participate actively and consistently in Erasmus+ Key Action 1 (KA1) by delivering high quality learning mobility opportunities for students and staff. KA1 activities are embedded within the University's internationalisation, employability, and widening participation strategies and are implemented through a structured, centrally coordinated approach working in close partnership with academic schools and international partners.

KA1 mobilities are coordinated through Careers & Employability, with clear governance arrangements and defined roles across academic and professional services. This ensures that all mobilities are academically robust, inclusive, well supported, and aligned with programme learning outcomes, staff development priorities, and institutional quality assurance processes.

Student Mobility for Studies

The University will continue to offer both long term and short term student mobility for studies across a broad range of disciplines. Study mobilities are developed through inter institutional agreements with trusted European partners and are embedded within degree programmes wherever possible to support academic progression and timely completion.

In practice, student mobility for studies is implemented through:

- Formal academic approval processes within schools to ensure alignment with programme learning outcomes
- Erasmus+ Learning Agreements agreed prior to departure, with clear arrangements for credit recognition
- Pre departure preparation covering academic expectations, intercultural awareness, and practical arrangements
- Ongoing academic monitoring during mobility
- Full recognition of credits and learning outcomes upon return

Students receive dedicated academic and pastoral support before, during, and after mobility. Feedback from returning students and partner institutions is used to inform continuous improvement and partner quality review.

Student Mobility for Traineeships

The University will continue to deliver Erasmus+ student mobility for traineeships, offering both short term and long term opportunities that enhance employability, practical skills, and career readiness. Traineeships may be embedded within programmes, offered as optional components, or undertaken as extra curricular experiences.

Traineeship mobilities are implemented through close collaboration between Careers & Employability, academic schools, and host organisations. In practice, this includes:

- Learning Agreements for Traineeships with defined learning outcomes and skills objectives
- Pre departure employability preparation and guidance
- Clear supervision and monitoring arrangements with host organisations
- Ongoing support during the placement
- Structured reflection and skills articulation on return

Emphasis is placed on access and inclusion, with tailored financial, academic, and pastoral support for disadvantaged and disabled students, and the use of flexible and short term formats where appropriate.

Staff Mobility for Teaching

The University supports staff mobility for teaching as a means of enhancing curriculum quality, strengthening international partnerships, and promoting the internationalisation of teaching and learning. Academic staff are encouraged to participate in teaching exchanges that contribute to programme development and shared pedagogic practice.

Staff teaching mobilities are implemented through:

- Transparent internal application and selection processes
- Alignment with school priorities and partnership agreements
- Teaching programmes agreed in advance with host institutions
- Recognition of mobility activity within workload planning

Staff are expected to disseminate learning and outcomes on return, contributing to curriculum enhancement and international collaboration.

Staff Mobility for Training

Staff mobility for training is used to support professional development, service enhancement, and institutional modernisation. Both academic and professional services staff are encouraged to participate in training opportunities, including job shadowing, structured training weeks, and skills focused exchanges.

Training mobilities are implemented through:

- Clear learning objectives agreed prior to departure
- Targeted opportunities aligned with individual and institutional development needs
- Structured reflection and knowledge sharing activities on return

These mobilities contribute to the sharing of best practice, improved service delivery, and strengthened international networks.

Blended Intensive Programmes (BIPs)

The University is committed to developing and participating in Blended Intensive Programmes (BIPs) as part of its Erasmus+ KA1 activity. BIPs combine virtual collaboration with short physical mobility, enabling inclusive participation and innovative pedagogic approaches.

BIPs are implemented through:

- Academic leadership within schools

- Collaboration with European partners to co design curricula
- Integration of digital learning and short term physical mobility
- Clear academic and intercultural learning outcomes

BIPs support curriculum innovation, digital capability, and accessible international experiences for students who may not be able to participate in longer mobilities.

Inclusion, Support, and Quality Assurance

Across all KA1 activities, the University prioritises equality, diversity, and inclusion. Targeted outreach, tailored financial support, reasonable adjustments, and flexible mobility formats ensure that disadvantaged, disabled, and underrepresented students and staff can participate fully.

All mobilities are supported by robust governance arrangements, including risk assessment, safeguarding, escalation procedures, and compliance with Erasmus+ regulations and ECHE principles. Quality assurance processes include annual review of participation data, partner performance, and participant feedback, with findings used to enhance future delivery.

Strategy, Objectives and Impact

The University's strategy for Erasmus+ is to expand access to high quality global mobility opportunities that enhance students' skills, academic progression, cultural competence, and long-term employability. Mobilities are designed and delivered through Careers & Employability, working closely with academic schools and international partners to ensure alignment with programme learning outcomes and institutional widening participation priorities. Mobilities aim to enhance skills and prepare students for successful futures.

The strategy aims to:

- Increase participation in long-term and short-term mobilities across all colleges
- Strengthen engagement of disadvantaged and underrepresented students through targeted support and inclusive recruitment, aligning with the institution's Access and Participation Plan with the target of reducing the progression gap for disabled students
- Embed employability and academic outcomes through structured Learning Agreements, skills development and reflective practice
- Deliver strong intercultural learning and global awareness through diverse partners and high quality overseas experiences
- Ensure robust governance, quality assurance, and risk management across all mobilities
- Create sustainable long-term global partnerships that offer continued opportunities for future cohorts
- Develop skills and enhance employability leading to highly skilled graduate outcomes for mobility participants

Impact

Impact supports key institutional goals:

- Annual progression towards (ideally exceeding) the stated University target of 10% of students gaining an organised international experience over the planning period

- Increasing participation of students from disadvantaged and underrepresented groups to advance social justice, aligning to University targets for reducing progression gaps

The institution will deliver measurable improvements in student confidence, resilience, teamwork, adaptability, cultural awareness, language skills, and industry specific knowledge, measured by trackable skills assessments pre and post mobility and career readiness levels captured at enrolment stage.

Students will experience enhanced academic development, with many returning to higher attainment and improved readiness for highly skilled employment. Disadvantaged and disabled students will particularly benefit from increased access, tailored support, and opportunities that positively influence progression and career outcomes.

Wider institutional impact includes increased European partnerships, global engagement and progress toward strategic aims for civic engagement, student mobility, graduate success, and social justice.

Annex: Erasmus Charter for Higher Education 2021–2027

The signed Erasmus Charter for Higher Education 2021–2027, awarded to the University of Lincoln, follows this Erasmus Policy Statement.

European Commission

ERASMUS CHARTER FOR HIGHER EDUCATION 2021-2027

The European Commission hereby awards this Charter to:

UNIVERSITY OF LINCOLN

The Institution undertakes to:

- Respect in full the principles of non-discrimination, transparency and inclusion set out in the Erasmus+ Programme.
- Ensure equal and equitable access and opportunities to current and prospective participants from all backgrounds, paying particular attention to the inclusion of those with fewer opportunities.
- Ensure full automatic recognition of all credits (based on the European Credit Transfer and Accumulation System – ECTS) gained for learning outcomes satisfactorily achieved during a period of study/training abroad, including during blended mobility.
- Charge no fees, in the case of credit mobility, to incoming mobile students for tuition, registration, examinations or access to laboratory and library facilities.
- Ensure the quality of the mobility activities and of the cooperation projects throughout the application and implementation phases.
- Implement the priorities of the Erasmus+ Programme:
  - By undertaking the necessary steps to implement digital mobility management in line with the technical standards of the European Student Card Initiative.
  - By promoting environmentally friendly practices in all activities related to the Programme.
  - By encouraging the participation of individuals with fewer opportunities in the Programme.
  - By promoting civic engagement and encouraging students and staff to get involved as active citizens before, during and after their participation in a mobility activity or cooperation project.

WHEN PARTICIPATING IN MOBILITY ACTIVITIES

Before mobility

- Ensure that selection procedures for mobility activities are fair, transparent, coherent and documented.
- Publish and regularly update the course catalogue on the website well in advance of the mobility periods, so as to be transparent to all parties and allow mobile students to make well-informed choices about the courses they will follow.
- Publish and regularly update information on the grading system used and grade distribution tables for all study programmes. Ensure that students receive clear and transparent information on recognition and grade conversion procedures.
- Carry out mobility for the purpose of studying and teaching only within the framework of prior agreements between institutions which establish the respective roles and responsibilities of the parties, as well as their commitment to shared quality criteria in the selection, preparation, reception, support and integration of mobile participants.
- Ensure that outgoing mobile participants are well prepared for their activities abroad, including blended mobility, by undertaking activities to achieve the necessary level of linguistic proficiency and develop their intercultural competences.
- Ensure that student and staff mobility is based on a learning agreement for students and a mobility agreement for staff, validated in advance between the sending and receiving institutions or enterprises and the mobile participants.
- Provide active support to incoming mobile participants throughout the process of finding accommodation.
- Provide assistance related to obtaining visas, when required, for incoming and outgoing mobile participants.
- Provide assistance related to obtaining insurance, when required, for incoming and outgoing mobile participants.
- Ensure that students are aware of their rights and obligations as defined in the Erasmus Student Charter.

During mobility

- Ensure equal academic treatment and the quality of services for incoming students.
- Promote measures that ensure the safety of outgoing and incoming mobile participants.
- Integrate incoming mobile participants into the wider student community and in the Institution's everyday life. Encourage them to act as ambassadors of the Erasmus+ Programme and share their mobility experience.
- Provide appropriate mentoring and support arrangements for mobile participants, including for those pursuing blended mobility.
- Provide appropriate language support to incoming mobile participants.

After mobility

- Provide incoming mobile students and their sending institutions with transcripts of records containing a full, accurate and timely record of their achievements at the end of the mobility period.
- Ensure the inclusion of satisfactorily completed study and/or traineeship mobility activities in the final record of student achievements (the Diploma Supplement).

- Ensure that all ECTS credits gained for learning outcomes satisfactorily achieved during a period of study/training abroad, including during blended mobility, are fully and automatically recognised as agreed in the learning agreement and confirmed by the transcript of records/traineeship certificate; transfer those credits without delay into the student's records, count them towards the student's degree without any additional work or assessment of the student and make them traceable in the student's transcript of records and the Diploma Supplement.
- Encourage and support mobile participants upon return to act as ambassadors of the Erasmus+ Programme, promote the benefits of mobility and actively engage in building alumni communities.
- Ensure that staff is given recognition for their teaching and training activities undertaken during the mobility period, based on a mobility agreement and in line with the institutional strategy.

WHEN PARTICIPATING IN EUROPEAN AND INTERNATIONAL COOPERATION PROJECTS

- Ensure that cooperation activities contribute towards the fulfilment of the institutional strategy.
- Promote the opportunities offered by the cooperation projects and provide relevant support to staff and students interested in participating in these activities throughout the application and implementation phase.
- Ensure that cooperation activities lead to sustainable outcomes and that their impact benefits all partners.
- Encourage peer-learning activities and exploit the results of the projects in a way that will maximise their impact on individuals, other participating institutions and the wider academic community.

FOR THE PURPOSES OF IMPLEMENTATION AND MONITORING

- Ensure that the long-term institutional strategy and its relevance to the objectives and priorities of the Erasmus+ Programme are described in the Erasmus Policy Statement.
- Ensure that the principles of the Charter are well communicated and are applied by staff at all levels of the Institution.
- Make use of the ECHE Guidelines and of the ECHE Self-assessment to ensure the full implementation of the principles of this Charter.
- Regularly promote activities supported by the Erasmus+ Programme, along with their results.
- Display this Charter and the related Erasmus Policy Statement prominently on the Institution's website and on all other relevant channels.

The Institution acknowledges that the implementation of the Charter will be monitored by the Erasmus+ National Agency and that the violation of any of the above principles and commitments may lead to its withdrawal by the European Commission.

Stamp	Name and Signature of the Legal Representative
UNIVERSITY OF LINCOLN	Neal J. NEAL JUSTER VICE CHANCELLOR