

Employers' Scholarship Terms and Conditions

Introduction

The Employers' Scholarship is a financial support initiative designed by University College Birmingham (the University) to assist UK home undergraduate students facing financial challenges due to rising living costs. This document outlines the complete terms and conditions governing the scholarship and associated financial allowances.

1. Eligibility Criteria

To qualify for the Employers' Scholarship scheme, students must meet ALL of the following criteria:

- Be a UK resident with Home fee status
- Be resident at an address which falls within the scope of the Employers' Scholarship scheme. UCB reserves the right to limit the range of eligible addresses
- Be enrolling in a full-time undergraduate degree at University College Birmingham starting in September 2026
- Have no prior University College Birmingham higher education course enrolment within the past 12 months
- Be joining a qualifying course in its first year, from a list of courses specifically designated to the scholarship scheme). UCB reserves the right to determine which courses are designated to the scholarship scheme.
- Maintain required attendance thresholds as specified for their course. It is expected that monthly and cumulative attendance should be not less than 75% to maintain eligibility for the scholarship financial allowances
- Demonstrate physical attendance (online engagement alone is insufficient).

2. Scholarship Allowances

Successful scholarship applicants will be eligible to receive the following financial allowances:

- Full tuition fee waiver for 3 academic years
- Free accommodation at the Maltings (the student accommodation owned and managed by UCB) for 3 academic years
- The UCB COLA allowance, totalling £6,000 over three years
- Kick-Start, the University's bursary scheme, means-tested on family income, with either £300 or £800 bursaries
- Scholarship bursary of £1,600 per academic year

Student eligibility and suitability for enrolment onto the course and inclusion in the scholarship scheme will be reviewable annually, in relation to each academic year. Where eligibility or

suitability is not reaffirmed, the student will be withdrawn from the course and the scholarship scheme and would not be eligible for any of the scholarship financial allowances.

3. Scholarship Financial Allowances Structure:

Tuition fee Waiver

Eligible students will not have to apply for a student loan and will not have to pay the tuition fees related to the course. The tuition fees will be waived for the full three years of the course, subject to annual review of eligibility and suitability for the course, in relation to each academic year. Students that fail to meet attendance thresholds may be withdrawn from the course and the scholarship scheme.

Free Accommodation at the Maltings (owned by UCB)

The student will be required to enter into a standard UCB accommodation agreement and will be expected to comply with all of the terms, conditions and requirements. Accommodation costs will be waived.

Free accommodation is subject to take up of the accommodation and confirmed residency by the student. Students will not be eligible for free accommodation if they do not intend to reside there. Failure to comply with the terms, conditions and requirements of the agreement at any time may result in the withdrawal of free accommodation.

UCB CoLA Allowance

The UCB CoLA scheme is subject to separate terms and conditions.

Subject to maintaining eligibility for the UCB scholarship scheme, and monthly and cumulative attendance of not less than 75%, payments will be made as follows:

- Year 1: £3,000 annually, paid in eight monthly instalments of £375 (October to May)
- Year 2: £2,000 annually, paid in eight monthly instalments of £250 (October to May)
- Year 3: £1,000 annually, paid in two £500 instalments (November and March)
- Year 4: no payment (Foundation year courses)

Please note that placement years are not included.

Kick-Start Bursary

The UCB Kick-Start bursary scheme is subject to separate terms and conditions.

Students meeting the Kick-Start eligibility criteria will receive £300 in Semester 1 and, if assessed as having family income below the prescribed level (2025-26 = £25,000), will receive a further £500 in Semester 2. Subject to eligibility, the Kickstart bursary will be paid in all three years of the course.

Scholarship Bursary

An annual bursary of £1,600 will be paid to eligible scholarship students. Payments will be paid in monthly instalments of £200 (October to May).

4. Payment Conditions

Notwithstanding any separate terms and conditions for the scholarship scheme financial allowances, all payments, waivers and financial allowances available under the Employers'

Scholarship scheme are dependent on the continued eligibility of students to participate in the scholarship scheme and to remain enrolled their course. If a student is assessed as not eligible to participate in the scholarship scheme at any point, or is withdrawn from the course, eligibility for the financial allowances will cease.

In relation to CoLA and the scholarship bursary, payments are conditional upon meeting course-specific minimum attendance requirements:

- Physical attendance must be recorded (portal engagement alone is insufficient)
- All eligible students with physical attendance of above 75% will receive their payment
- For students with attendance between 60% and 75%, University College Birmingham reserves the right to withhold payment, other than in exceptional circumstances
- For students with attendance below 60%, payments will be withheld

Attendance monitoring will consist of both on a month-by-month basis and a three- month aggregate percentage (for the preceding three months). Where applicable, authorised absences will be applied by the relevant Attendance Administrator in line with the Higher Education Attendance Policy.

6. Legal Provisions

- All decisions regarding eligibility and inclusion in the scholarship scheme, financial allowances and payments are final
- These terms and conditions are governed by English law
- The University will process all personal data in accordance with current data protection legislation Our data protection resources are available [here](#).
- Any complaints related to this scheme will be dealt in accordance with the University's Student Complaints Procedure