The University of Manchester

Senate: 29 April 2009

Annual Report of Appeals, Complaints and Student Discipline Cases 2007-8

Headline Report

Person Reporting

Dr Pat Sponder, Head of Student Support and Services

Enquiries To

Jenny Wragge, Student Experience Officer

Action

For information

Synopsis

The University regulations on student Appeals, Complaints and Discipline include the requirement for an annual report to Senate on the number and nature of such cases, and on any general issues raised.

The following report covers the academic year 2007-8. The figures reported below in respect of Appeals, Complaints and Student Discipline relate only to formal cases and thus do not include the significant number of cases which were dealt with and/or resolved informally by Schools.

Procedures for handling cases of academic malpractice among research students are changing and will now be dealt with under the Misconduct in Research Procedures. In future reports, only malpractice which occurs in taught elements of a research student's programme will appear in these data. With respect to the current reporting year, all cases of alleged academic malpractice (no matter the severity) involving PGR students were handled by Student Discipline Committee of Senate.

The report is divided into 6 sections: Student Complaints, Academic Appeals, Fitness to Practice, Conduct and Discipline Cases dealt with by the Faculties, Conduct and Discipline Cases dealt with by the Student Discipline Committee and Cases submitted by students to the Office of the Independent Adjudicator (OIA) after completion of internal procedures. There is then a final section with some concluding comments.

A detailed breakdown of all the figures by Faculty for 2007/8 and each year back to 2003/4 is available on the Student Experience website (www.manchester.ac.uk/studentexperience/appeals.htm) or from the Office of Student Support and Services (email jenny.wragge@manchester.ac.uk).

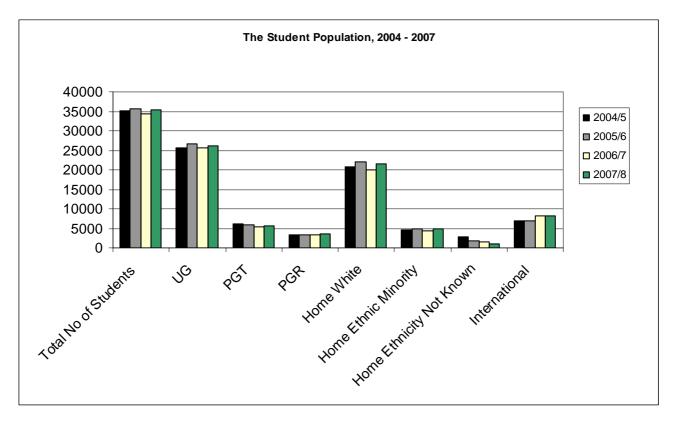
The Student Population

The following base data on the composition of the student population will be useful when looking at the tables in this report.

The Student Population 2007-8¹

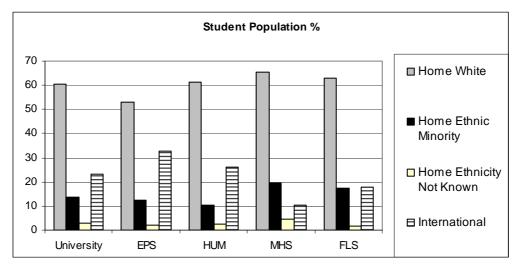
	U		PC	-	P	GR	Total	Hon		Home			Ethnic ority	Ho Ethnic Kno	ity Not own		ational EU)
		%		%		%			%		%		%		%		%
EPS	6248	72.9	984	11.5	1340	15.6	8572	5782	67.5	4562	78.9	1050	18.2	170	2.9	2790	32.5
HUM	10998	71.3	3257	21.1	1177	7.6	15432	11418	74.0	9448	82.7	1573	13.8	397	3.5	4014	26.0
MHS	7130	78.2	1264	13.9	718	7.9	9112	8159	89.5	5970	73.2	1759	21.6	430	5.3	953	10.5
FLS	1784	76.7	217	9.3	324	13.9	2325	1910	82.2	1467	76.8	407	21.3	36	1.9	415	17.8
Univ	26160	73.8	5722	16.1	3559	10.0	35441	27269	76.9	21447	78.6	4789	17.6	1033	3.8	8172	23.1

Note: In the tables in this paper, EU students have been included with international student numbers rather than with the home student numbers as would be more normal. It was felt that, for the purposes of considering factors relating to appeals, complaints and discipline issues, cultural differences may be more relevance than level of fees paid.

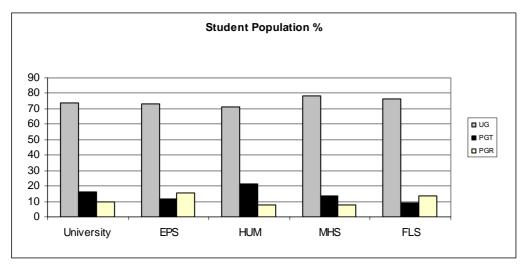


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¹ Source: University Statistics, 1 December 2007

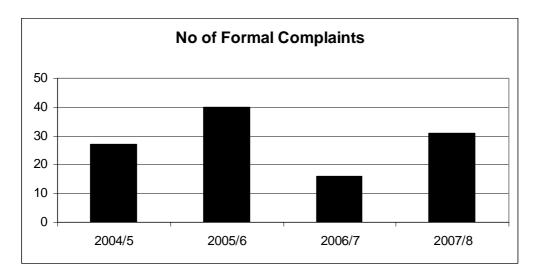


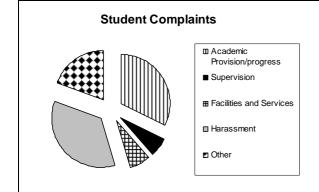
The Faculty of Engineering and Physical Sciences has the highest proportion of international students.



The Faculty of Humanities has the highest proportion of taught postgraduate students.

1. Student Complaints





	EPS	HUM	мнѕ	FLS	Non Faculty	Total
Harassment		3	6		2	11
Academic Provision/Progress	1	6	2	1		10
Other/Multiple		4	1	1		6
Supervision	1	1				2
Facilities & Services			1		1	2
Total	2	14	10	2	3	31

	UG	PGT	PGR	Total	Home - White	Home - Ethnic Minority	Home - Ethnicity not known	International (inc EU)
Number of Formal Complaints Received (18	F, 13M):							
Total	18	6	7	31	19	4	3	5
%	58	19	23	100	61	13	10	16
Nature of Complaint:								
Academic provision/progress (32%)	7	3		10	6	1	2	1
Supervision (6%)			2	2		1		1
Facilities & Services (6%)	2			2	1			1
Harassment (35%)	7		4	11	8	1		2
Other/Multiple (19%)	2	1	3	6	3	1	1	1
Outcome of Complaint:		Г	Г	Г				
Number justified or partly justified (23%)	4	2	1	7	2	0	1	2
Number dismissed (55%)	8	4	5	17	13	2	1	1
Number not pursued/ withdrawn (10%)	3			3	2	1		
Number subsequently resolved at School level (3%)	1			1	1			_
Number ongoing (10%)	2		1	3		1	1	1

Compensation was offered in one case and a refund of fees in another.

UG PGT PGR Total White	Home - Ethnic Minority	Home - Ethnicity not known	International (inc EU)
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No of complaints submitted by students to the University for review of the Faculty decision:										
Total	2	2	2	6	4	1	1			

One student complaint was upheld in part, with lessons being learned with respect to the use of language in emails.

Average no of working days to handle case

Average	No of Cases
53	31

Comments

Although the number of formal complaints received by the University remains very small, it fluctuates from year to year.

The complaints reported on are those which are handled by Faculties (concerning provision by the Faculty or one of its Schools), or by the Head of Student Support and Services (on behalf of the Registrar). At present the University does not have a mechanism for reporting formal complaints originating in other areas.

The data show an increase in the proportion of complaints concerning a) Academic progress/progression and b) Harassment, Discrimination, Bullying.

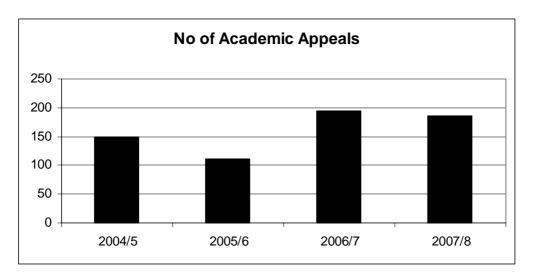
Whilst a rise in the number of complaints about Harassment, Discrimination and Bullying is of concern, it is noted that 5 were dismissed and two withdrawn by the students. Two are ongoing (at the time of collating the data). Two were upheld, 1 being resolved by a move of accommodation and the offer of compensation, and the other by intervention to stop the harassment (with disciplinary action being taken against another student). The number of cases is small in the context of the whole student population. It is suggested that there may be a number of contributing factors to the rise in these complaints: a genuine rise in the incidences of harassment, discrimination or bullying; an increased awareness of the procedure; confidence that a complaint will be handled properly. The number of complaints in this area will continue to be monitored.

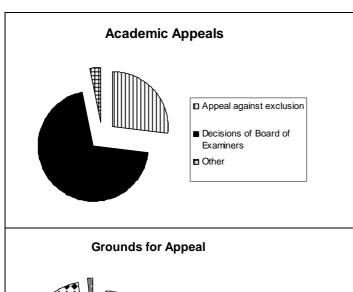
Of the 10 complaints about academic provision or progression, 6 were dismissed, 1 is ongoing (at the time of collating the data) and 1 was resolved informally. Two cases were upheld and resolved with an apology.

In respect of the time taken to resolve complaints, Harassment, Discrimination and Bullying cases take the longest to handle (87 days on average), closely followed by those with a combination of reasons for complaining (80 days on average), reflecting the complexity inherent to such complaints.

The University lays down a response time of 20 working days for student complaints and academic appeals. This represents an ideal and every effort is made to achieve it. Factors which may delay the resolution of a case can originate from either the University or the complainant. The University aims to ensure that the complainant is kept informed of the progression of the case and of the reason for any delays.

2. Academic Appeals





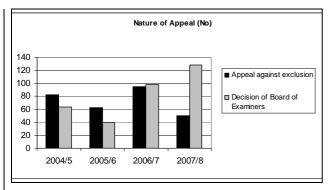
	EPS	HUM	MHS	FLS	
Appeal against exclusion	1	6	42	1	50
Review of Decisions of Board of Examiners/PG Committee	29	51	35	14	129
Other	2	3	1		6
	32	60	78	15	185

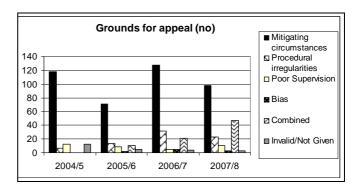
Grounds for Appeal										
	 ■ Mitigating circumstances ■ Procedural irregularities ⊕ Poor Supervision ⊕ Bias ● Combined Grounds ♠ Invalid/Not Given 									

	EPS	HUM	MHS	FLS	
Mitigating Circumstances	13	26	53	6	98
Procedural Irregularity	7	13	3	1	24
Poor Supervision	1	4	2	4	11
Bias	1	2			3
Combined	9	13	20	4	46
Invalid/Not given	1	2			3
	32	60	78	15	185

New Long Council Description (COE COM)	UG	PGT	PGR	Total	Home - White British	Home - Ethnic Minority	Home - Ethnicity not known	International (inc EU)
Number of Appeals Received (92F, 93M):								
Total	134	27	24	185	77	57	10	41
%	72	15	13	100	42	31	5	22

Nature of Appeal:									
Appeal against exclusion (27%)	46	1	3	50	22	15	4	9	
Review of Decisions of Board of									
Examiners/PG Committee 70(%)	84	25	20	129	52	41	5	31	
Other (3%)	4	1	1	6	3	1	1	1	





Grounds for Appeal:

					Home -	Home -	Home - Ethnicity	
	UG	PGT	PGR	Total	White British	Ethnic Minority	not known	International (inc EU)
Mitigating circumstances not previously brought to the attention of the examiners								
(53%)	84	10	4	98	35	36	5	22
Procedural irregularities (12%)	12	7	5	24	12	5	1	6
Poor Supervision (6%)	4	2	5	11	4	1	1	5
Bias (2%)		3		3	3			
Combined Grounds (25%)	31	6	9	46	22	13	3	8
Invalid Grounds/Grounds Not Given (%)	3			3	1	1	1	

Outcomes:

	UG	PGT	PGR	Total	Home - White British	Home - Ethnic Minority	Home - Ethnicity not known	International (inc EU)
Number of mitigating circumstances appeals referred back to School for reconsideration in						_		
the light of new information (41%)	40	1	1	42	14	20	4	4
Number of decisions changed after reconsideration (74%)	30	1		31	11	15	2	3
Number of procedural irregularities appeals upheld/referred back (52%)	5	4	3	12	7	2	1	2
 Number of decisions changed after reconsideration (58%) 	4	1	2	7	4	1	1	1
Number of poor supervision appeals upheld/referred back (17%)	1		1	2	1			1
 Number of decisions changed after reconsideration (50%) 	1			1	1			
Number of combined appeals upheld (in full or in part)/referred back (40%)	12	3	4	19	10	3	2	4
 Number of decisions changed after reconsideration (68%) 	9	3	1	13	7	2	2	2
Number of appeals dismissed (no substance) (38%)	52	10	8	70	33	20	3	14
Number of appeals dismissed (grounds found to be invalid) (7%)	8	5		13	2	3		8
Appeal withdrawn/not pursued (9%)	9	3	4	16	5	5		6
Outcome pending (4%)	4	1	2	7	5	1		1
Invalid/Out of Time/Other (2%)	3			3	1	1	1	

Academic appeals submitted by students for review of decision of Faculty by the University:

UG	PGT	PGR	Total	Home - White British	Home - Ethnic Minority	Home - Ethnicity not known	International (inc EU)
19	2	5	26	9	8		9

In all 26 cases, the University upheld the Faculty's decision.

Average no of working days to handle case

Average	Number of Cases		
49	185		

Comments:

Overall, there has been a small reduction in the number of academic appeals received in comparison with 2006/7 (195 cases in 2006/7). Although there has been a small drop in the total number of academic appeals, the number which are made against Examiners' decisions has increased substantially and now form the majority of academic appeals whereas in 2006/7 academic appeals were split fairly evenly between appeals against exclusion and appeals against the decisions of Boards of Examiners.

72% of academic appeals were originated by undergraduates. The University's student population is 74% undergraduate. For the first time, the proportion of academic appeals from undergraduates is representative of their presence in the student body.

Table 1 Academic Appeals & Undergraduates

у предоставления в пред	2007/8	2006/7	2005/6	2004/5
Undergraduates at the University (%)	74	74	74	73
Academic Appeals made by Undergraduates (%)	72	87	80	85

Appeals Against Decisions of Boards of Examiners/Postgraduate Committees

In 2005/6 there were 40 appeals against Examiners' decisions. This increased to 98 in 2006/7 and has increased again to 129 in 2007/8. The majority of these appeals concern the final degree classification or level of award (for postgraduate students), including whether the degree was awarded with pass or with merit, for example. Other types of decision appealed against include; the requirement to resit, repeat the year or resubmit work (or, conversely, not being allowed to do any of these things); academic failure; transfer to a lower degree, e.g. MPhil instead of PhD, or Honours instead of Integrated Masters. 65% of appeals against Examiners' decisions are made by undergraduates.

The first students to graduate following the introduction of new degree regulations in 2005/6 graduated in July 2008.

Grounds for Appeal

The majority of appeals are still made on grounds of mitigating circumstances, but the proportion has reduced since 2006/7 (53% compared to 66% in 2006/7).

Multiple Grounds for Appeal

There has been an increase in the number of appeals citing multiple grounds, with some students citing all four possible grounds for appeal. 46 appeals (25%) were made on multiple grounds. The majority cited 2 grounds for appeal, the most common of which were Procedural Irregularity (36) and Mitigating Circumstances (33). The breakdown is illustrated in Table 2.

Table 2 Breakdown of Grounds for Appeal Cited by Students in Cases of Multiple Grounds (46 cases)

	Additional Grounds 1	Additional Grounds 2	Additional Grounds 3	Additional Grounds 4	Total
Procedural Irregularity	11	25			36
Mitigating Circumstances	28	4	1		33
Poor Supervision	3	13	5	1	22
Bias	4	4	2	1	11
Total	46	46	8	2	

36 cases make some mention of procedural irregularity, bringing the total number of cases where procedural irregularity is cited from 23 to 59 – in excess of last year's 23.

33 cases include mitigating circumstances, bringing the total number of cases citing mitigating circumstances as grounds for appeal from 98 to 131, close to last year's 128.

20 of the combined grounds appeals were upheld and referred back to the School for further consideration, and 13 decisions subsequently changed.

Decisions changed after reconsideration

If Faculty panels judge that the grounds for an appeal have been substantiated, their usual practice is to refer individual cases back to the School for reconsideration. The data show that this is more likely than not to result in some level of amendment to the original decision: of appeals made on the grounds of mitigating circumstances. 74% of the cases reconsidered (31 cases) resulted in some degree of change to the original decision.

Experience of Home Ethnic Minority Students with Respect to Mitigating Circumstances

In 2006/7 there was a concern that home ethnic minority students making academic appeals on the grounds of mitigating circumstances appeared to be receiving less favourable treatment than home white students, but this appears to be reversed in 2007/8: 53% of those cases referred for reconsideration involved home ethnic minority students, compared to 37% involving home white students.

Table 3 Mitigating Circumstances Appeals

	Total	All Home Students			
University Population	35441	27269	77%		
No. of Mitigating Circumstances Appeals	98	76	78%		
No. of MC Appeals referred back to Schools for Reconsideration	42	38	90%		
No of reconsidered cases where the decision was changed	31	28	90%		

Н	lome Ethni	ic Minority	Home	White
	4789	18%	21447	79%
	36	47%	35	46%
	20	53%	14	37%
	15	54% 11		39%

78% of appeals made on grounds of mitigating circumstances are made by home students. 77% of the University's students are home students.

Of these home students appealing on the grounds of mitigating circumstances, 47% are from an ethnic minority background and 46% are from a white background. (The ethnicity of the remainder is unknown or undisclosed.)

90% of academic appeals made by home students on the grounds of mitigating circumstances are upheld and referred back to Schools for reconsideration. 53% of cases being reconsidered involve home ethnic minority students and 37% involve home white students.

There is still a tendency for home ethnic minority students to be over-represented in terms of the number of appeals they make citing mitigating circumstances (see Table 4).

Table 4 Mitigating Circumstances Appeals Among Home Students

	2007-8/%	2006-7/%
Home White Students at the University	79	77
Mitigating Circumstances Appeals made by HW	46	64
Home Ethnic Minority Students at the University	18	23
Mitigating Circumstances appeals made by HEM	47	72

Reviews at the University Level

14% of cases went on to be reviewed at the University level. The Faculty decision was upheld on each occasion.

Time Taken to Handle Cases

The University lays down a response time of 20 working days for student complaints and academic appeals. This represents an ideal and every effort is made to achieve it. In practice, the average time take was 49 days. Factors which may delay the resolution of a case can originate from either the University or the complainant. The University aims to ensure that the complainant is kept informed of the progression of the case and of the reason for any delays.

3. Fitness to Practice

In previous years Fitness to Practice has been reported as a category within Conduct and Discipline. Many Fitness to Practice cases emerge from circumstances which are medical in nature rather than being strictly conduct and discipline. For this reason, Fitness to Practice cases are now reported as a separate section.

Fitness to Practice cases are normally a feature of the case load of the Faculty of Medical and Human Sciences rather than of the other Faculties.

Number of Cases (12F, 3M):	UG	PGT	PGR	Total	Home - White British	Home – Ethnic Minority	Home - Ethnicity not known	International (inc EU)
Total	15			15	10	4	1	
%	100			100	67	27	6	
Outcomes:								
Fit to continue	9			9	6	5	1	
Fit to continue with conditions	3			3	2	1		
Deemed not fit to practise and excluded	1			1	1			
Pending	1			1		1		
Not pursued/withdrawn	1			1	1			

12 cases involve students from the School of Nursing, Midwifery & Social Work (NMSW) and 3 involve students from Manchester Medical School (MMS). 11 of the 12 students from NMSW are female. Of the MMS Students, 2 are male and 1 is female.

The majority of undergraduates in NMSW are female.

Gender Breakdown of Undergraduates in Two Schools²

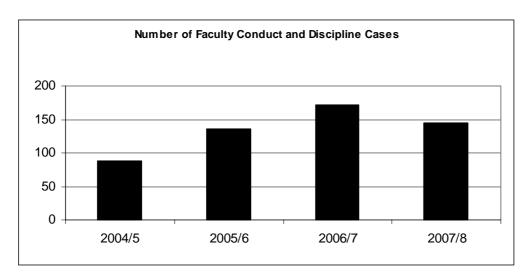
	Number of Undergraduates
Manchester Medical School	2056
School of Nursing, Midwifery & Social Work	2985

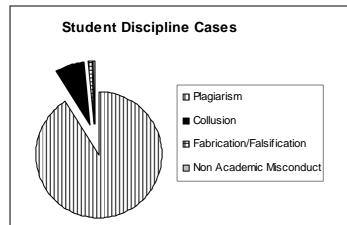
Female	%	Male	%	Unclassified	%
1221	59.4	828	40.3	7	0.3
2688	90.1	287	9.6	10	0.3

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² Source: University Statistics, 1 December 2007

4. Conduct and Discipline - Cases dealt with by Faculties





	EPS	ним	MHS	FLS	Total
Plagiarism	16	84	25	7	132
Collusion		8	2	1	11
Fabrication/Falsification		1			1
Non Academic Misconduct		1			1
Total	16	94	27	8	145

	UG	PGT	PGR	Total	Home - White British	Home – Ethnic Minority	Home - Ethnicity not known	Internation al (inc EU)
Number of Cases (79F, 66M):								
Tota	ıl 53	77	15	145	41	28	13	63
C	6 37	53	10	100	28	19	9	43
Plagiarism (91%)	51	79	2	132	37	25	13	57
Collusion (8%)		11		11	3	3		5
Fabrication/Falsification		1		1	1			
Non Academic Misconduct	1			1				1
Outcomes:			,					
Not Guilty/Not proven (12%)	7	10		17	6	3	1	7
In Breach of Regulations (86%)	46	77	2	125	34	24	12	55
Other ³		3		3		2		1
Penalties Imposed:			,					
Reprimand and Warning	2	4		8	2	1	1	2
Mark Reduction	8	7	1	17	5	4	1	6
Mark of Zero – individual assessment	20	33		53	15	10	5	23

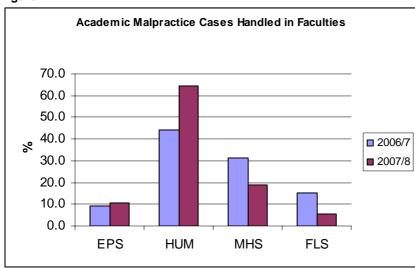
 $^{^{\}rm 3}$ Two cases were referred to the Student Discipline Committee and one was ongoing.

Mark of Zero – module	12	31	1	44	11	6	5	22
Combination of penalties	1	1		3	1			1
Appeal Against Faculty Discipline Decision	4	8		12	3	2		7
Dismissed	4	5		9	3	2		4
Upheld in full or in part		3		3				3

Comments

The data show a reduction overall in the number of academic malpractice cases handled by Faculties in 2007/8. However, the reduction masks an increase in the number of cases handled by the Faculty of Humanities, as illustrated by Figure 1. The reduction is mainly in the Faculties of Life Sciences and Medical and Human Sciences.

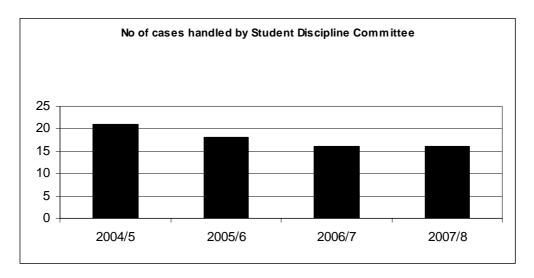
Figure 1



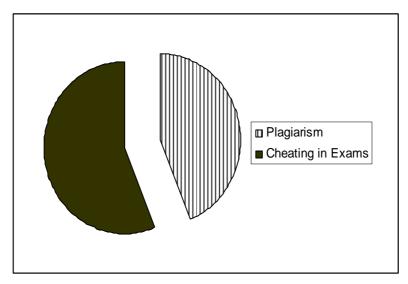
The statistics show a substantial increase in the number and proportion of cases of plagiarism compared to previous years with 91% (132) of the conduct and discipline cases in 20078 involving plagiarism, compared to 66% (71) in 2006/7 (67% in 2005/6 and 74% in 2004-5.)

In 2006/7 62% (71) of plagiarism cases involved PGT students and 49% (56) involved International students. In 2007/8 60% (79) of plagiarism cases involved PGT students and 43% (57) involved International students. International students account for 23% of the University student population, and PGT students are 16% of the University student population. These data suggest that their continues to be a need for Schools to ensure that international PGT students in particular properly understand academic malpractice and its consequences. More time should also be given during the admission and induction process to ensuring that these students understand the expectations of UK education of them, and are given the opportunity to reflect on how this might be different from they system to which they are accustomed.

5. Conduct and Discipline – Cases dealt with by the Student Discipline Committee of Senate (SDC)



- These cases are all in addition to those reported and dealt with by the Faculties.
- · SDC handles all cases of examination cheating.
- Procedures for handling cases of academic malpractice among research students are changing; in future
 reports, only malpractice which occurs in taught elements of a research student's programme would appear in
 these data. With respect to the current reporting year, cases of alleged academic malpractice (no matter the
 severity) involving PGR students were normally handled by Student Discipline Committee of Senate (see next
 page).



	EPS	HUM	MHS	FLS
Plagiarism		4	3	
Cheating in Exams	4	5		

Number of Cases (6F, 10M):	UG	PGT	PGR	Total	Home – White British	Home – Ethnic Minority	Home – Ethnicity not known	International (inc EU)
Total	11	1	4	16	4	3		9
%	69	6	25	100	25	19		56
Nature of Cases: Plagiarism (44%)	2	1	4	7	1	2		4
Cheating in Exams (56%)	9	•	7	9	3	1		5
Outcomes:			I		<u> </u>		I	
Not guilty (%)								
Breached regulations (100%)	11	1	4	16	4	3		9
Penalties Imposed:		1						
Reprimand and Warning			3	3				

Two students appealed against the decision of the Student Discipline Committee. In both cases the appeal was partly upheld and the SDC decision amended.

Comments:

Mark Reduction

Mark of Zero – Specific Assessment

Mark of Zero - Whole Module

Expulsion from the University

Combination of Penalties

The work of SDC concerns 1) exam cheating and 2) academic malpractice cases which are either a) judged by Faculties to be too serious for the penalties which they have available or b) which are outside the Faculty's remit (such as particularly serious offences, repeat offences from final year undergraduates or postgraduates, or any offence from a research student).

Of the 7 academic malpractice cases handled by SDC, 4 involved research postgraduates. One student was excluded from the University with the others being reprimanded. Two cases involved undergraduates, one of whom was excluded from the University. The final case involved a PGT student who received a combination of penalties.

As would be expected, the number of cases handled annually by the Student Discipline Committee is small, with the bulk of the caseload falling on the Faculties.

6. Cases taken by students to the Office of the Independent Adjudicator (OIA) (after completion of internal procedures)

	UG	PGT	PGR	Total	Home – White British	Home – Ethnic Minority	Home – Ethnicity not known	International (inc EU)
Number of Cases (7F, 16M):								
Total	11	6	6	23	7	6	1	9
%	48	22	26	100	30	26	4	35

Outcomes:

Number Deemed Justified (4%)				1				
Number Deemed Partly Justified (9%)		2		2				2
Number Not Justified (52%)	8	2	2	12	3	5	1	3
Number Awaiting Decision (26%)	1	2	3	6	3	1		2

Two cases were deemed to be not eligible under their rules by the OIA.

Comments

Cases being referred by students to the OIA increased sharply in number between 2006/7 and 2007/8, rising from 13 in 2006/7 to 23 in 2007/8.

In respect of those cases where the complaint was found to be Justified or Partly Justified, the University was required to pay compensation of £750 in one case, to reconsider a penalty imposed for the offence of plagiarism in a second case and, in the third case, a partner institution was required to allow the student to repeat the year, to waive the tuition fees for that year, and to make information about appeals more readily available to students.

7. Concluding comments

Complaints

The rise in the number of complaints about Harassment, Discrimination and Bullying is of concern and will continue to be monitored. There may be a number of contributing factors to the rise in these complaints: a genuine rise in the incidences of harassment, discrimination or bullying; an increased awareness of the procedure; confidence that a complaint will be handled properly. The proposed introduction of the new Dignity at Work and Study policy and procedures, with access to Harassment Advisers and mediation facilities may help to address this problem.

Academic Appeals

Although there has been a small drop in the total number of academic appeals, the number which are made against Examiners' decisions has increased substantially and now form the majority of academic appeals whereas in 2006/7 academic appeals were split fairly evenly between appeals against exclusion and appeals against the decisions of Boards of Examiners. In 2005/6 there were 40 appeals against Examiners' decisions. This increased to 98 in 2006/7 and has increased again to 129 in 2007/8. The degree of increase may relate to the introduction, in September 2005, of the new undergraduate degree regulations as the first cohort of students to have studied under these regulations would have graduated in July 2008.

The majority of appeals are still made on grounds of mitigating circumstances, but the proportion has reduced since 2006/7 (53% compared to 66% in 2006/7).

Conduct and Discipline

The majority of academic-related conduct and discipline matters are dealt with by Faculties.

Two issues standout: Firstly the number and proportion of academic malpractice cases which involve plagiarism, and secondly the proportion of these cases which involve PGT students and international students.

The statistics show a substantial increase in the number and proportion of cases of plagiarism compared to previous years with 91% (132) of the conduct and discipline cases in 20078 involving plagiarism, compared to 66% (71) in 2006/7 (67% in 2005/6 and 74% in 2004-5.)

In 2006/7 62% (71) of plagiarism cases involved PGT students and 49% (56) involved International students. In 2007/8 60% (79) of plagiarism cases involved PGT students and 43% (57) involved International students. International students account for 23% of the University student population, and PGT students are 16% of the University student population. These data suggest that their continues to be a need for Schools to ensure that international PGT students in particular properly understand academic malpractice and its consequences. More time should also be given during the admission and induction process to ensuring that these students understand the expectations of UK education of them, and are given the opportunity to reflect on how this might be different from they system to which they are accustomed.