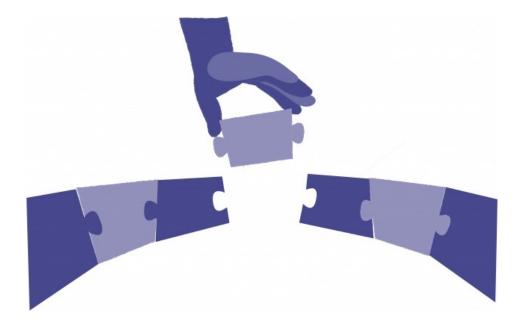
Supporting the student experience The early transition stages



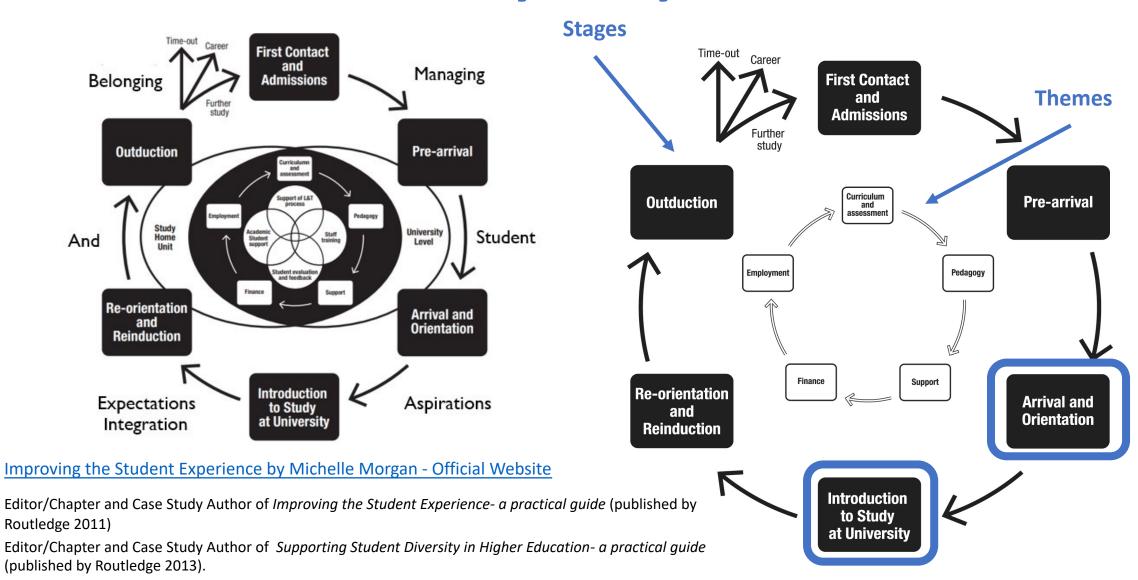


Dr Michelle Morgan





The Student Experience Transitions study lifecycle





Definitions of each stage

First contact and admissions

This is where the management of applicant aspirations and expectations of university should start with the provision of clear and honest information.

Pre-arrival (for all students)

This is the stage when new students get ready to come to university, and institutions should have a basic understanding of the backgrounds and support requirements of their new students. It is also when existing students prepare to return to their studies after the vacation period. There are two key elements to pre-arrival which are the hygiene factors (e.g. enrolling and sorting out accommodation), and course information (e.g. knowing when to arrive for course orientation/reorientation, pre-arrival coursework required and support available). Pre-arrival occurs from a few weeks before starting or returning to university study.

Arrival and university and course orientation

Arrival and course orientation is the period when new students arrive on campus, start to navigate their way around an institution, and settle into university life (up to 3 weeks). During the course orientation, students are introduced to their course with 'Induction to study' starting soon afterwards (see next stage). Arrival and Orientation takes place over the first three weeks.

Induction/introduction to study

The induction to study stage is where students start to lay the foundations for successful study in their course by equipping them with the relevant study and research skills for the level of study they have entered. This includes identifying and bridging study and knowledge gaps. This stage takes place over the first term/semester enabling students to undertake an 'academic' cycle so they understand what is required of them and how the learning processes work at university.

Reorientation and reinduction

Reorientation for returners covers information on what is academically expected of them in the coming year, where they can reflect on the skills they acquired the year before, and to identify what they need to build on and develop in order to succeed in their new level of study. Reinduction takes place over a longer period and introduces returning students to new skills to help them actively engage in the learning and assessment processes. The reorientation material resides on a returners pre-arrival page. Reorientation takes place over a 1-2 week period.

Outduction

Just as students are inducted into study when they enter higher education, they also need advice and support on how to make the transition out of it so they can effectively adapt to life post study through the outduction stage. This activity should start at the end of the penultimate year of study but proactively be undertaken in the final year. Again, information resides on the final year pre-arrival pages.





Six key themes for student futures

Support for students before they reach university

An induction into university life for each year of study

Shifts in higher education



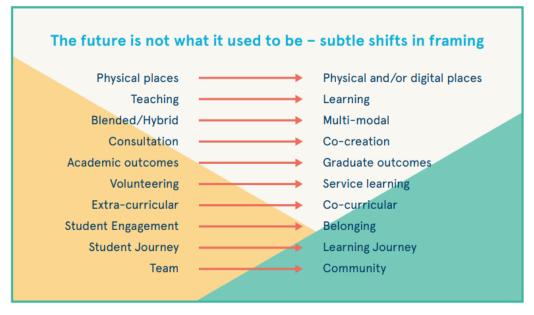
- Support for mental health and wellbeing



A clear outline of the teaching students will receive and the necessary tools to access it



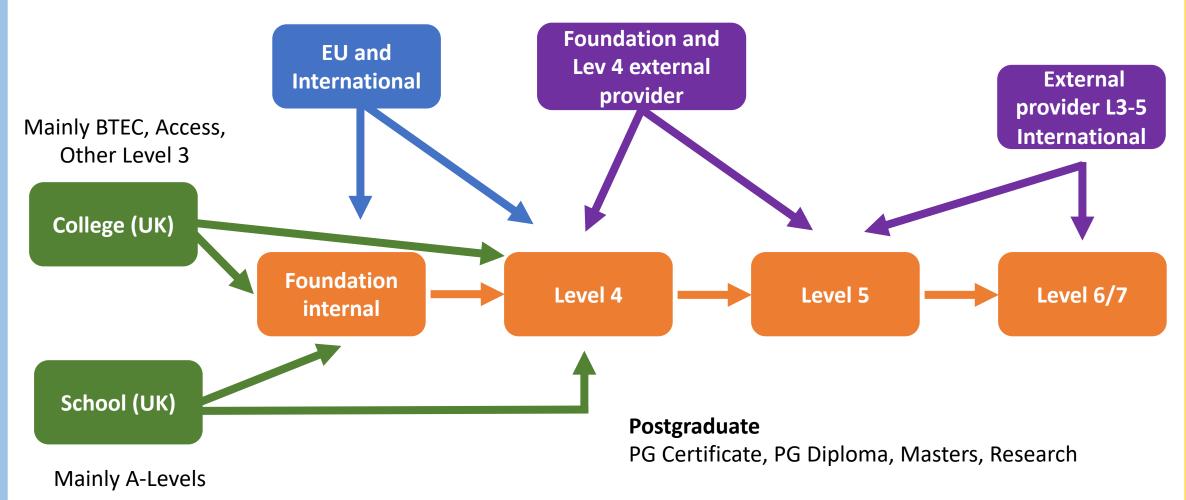
- Activities inside and outside the curriculum that build skills, networks and communities
- A clear pathway towards graduate outcomes



Source: <u>A Student Futures-Manifesto-Final-Report-of-the-Student-Futures-Commission.pdf upp-foundation.org</u>) (p8 and 9)



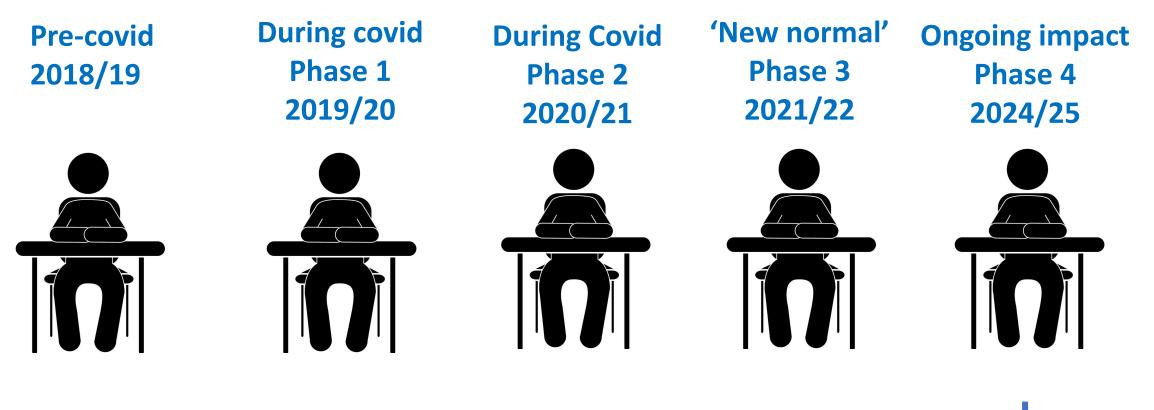
What we need to know- Where our students come from



Substantial growth in international Masters students



What we need to know- the ongoing impact of the pandemic 5 broad learning experiences of applicants in 2023/24



Impact= challenges of Covid19 Lockdown (isolation, mental health, financial challenges) and rapid changes in delivery of teaching, pedagogy and assessment. New entrants from school/college GCSE – final year 2021 A-Level/BTECs – Yr 1 2023 Yr 2 2024



What is important to know-prior learning experiences, expectations and concerns on entry

Aims and objectives of the Pre-arrival Academic Course Questionnaire PAQ

It collects key data to help university, school and course leaders and academic advisors understand the prior learning experience of entrants, and how that may impact on their current expectations and engagement.

- Anonymous at point of delivery so students feel comfortable completing it.
- Reflective learning journey to get them thinking about their upcoming studies.
- Provide appropriate and meaningful pre-arrival and arrival activity thus creating some parity of experience across school courses.
- Schools get headline findings within a week and questionnaire findings feed into a SAWY/Video guidance within 4 weeks of starting with signposts to support and advice.
- The findings help central services and outreach in correcting expectations in information for schools and colleges.

Other approaches

- During the applicant stage Exeter
- Include questions during the enrolment process Teesside and UWS

Sections Previous study qualifications Previous study experience Motivations and challenges Study expectations Current learning expectations Attitudes towards study Biographical questions

The right data creates evidence and dispels assumptions and myths

Evidence creates change

Change helps manage challenges



Evidence provided

• Pre-arrival Academic Course Questionnaire findings

(formalised through the 11 University, HEFCE funded Postgraduate Experience Project (was previously called Entry to Study Survey)



Widening and sustaining postgraduate taught (PGT) STEM study in the UK: a collaborative project Creating change through understanding expectations and attitudes towards PGT study, experiences and post-study outcomes from the perspective of applicants, students, universities and employers.

Analysed and written by Michelle Morgan and Ines Direito Edited by Michelle Morgan

Polycaduate experience project Understanding today for a better tomorrow

Postgraduate-Experience-Report-Final-Kingston.pdf (makingthemostofmasters.ac.uk) Bridging the gap between secondary and tertiary education

Findings from the Undergraduate Level 4 Pre-Arrival Academic Questionnaire (PAQ)

A case study from a Post 1992 University



Dr Michelle Morgan February 2020

Bridging the gap between se condary and tertiary educati on-Morgan 2020.pdf (improvingthestudentexperien ce.com)



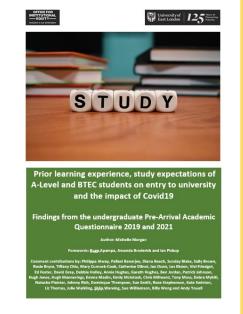
Financial concerns and working intentions of incoming Level 4 students The potential implications for applicants and students in 2020/21 due to Covid19

Financial concerns and working intent ions of incoming Level 4 university st udents- implications of C19.pdf (improvingthestudentexperience.com) *'AdvanceHE

transition to higher education: induction of new and returning students during the 'new normal' year

Dr Michelle Morgan

An exceptional transition to higher education: induction of new and returning students during the 'new normal' year | Advance HE (advance-he.ac.uk)



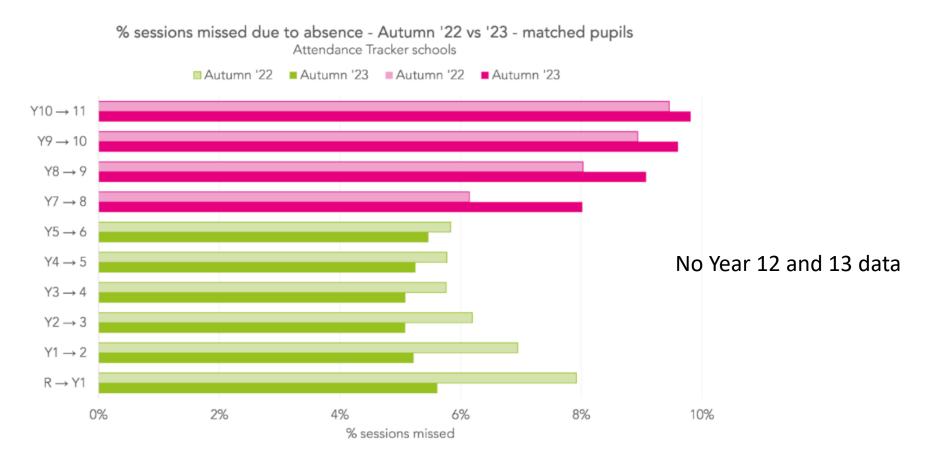
Prior learning experience, study expectations of A-Level and BTEC students on entry to university and the impact of Covid19 | Advance HE (advance-he.ac.uk)



What is important to know-prior learning experiences

Overall changes in absence rates

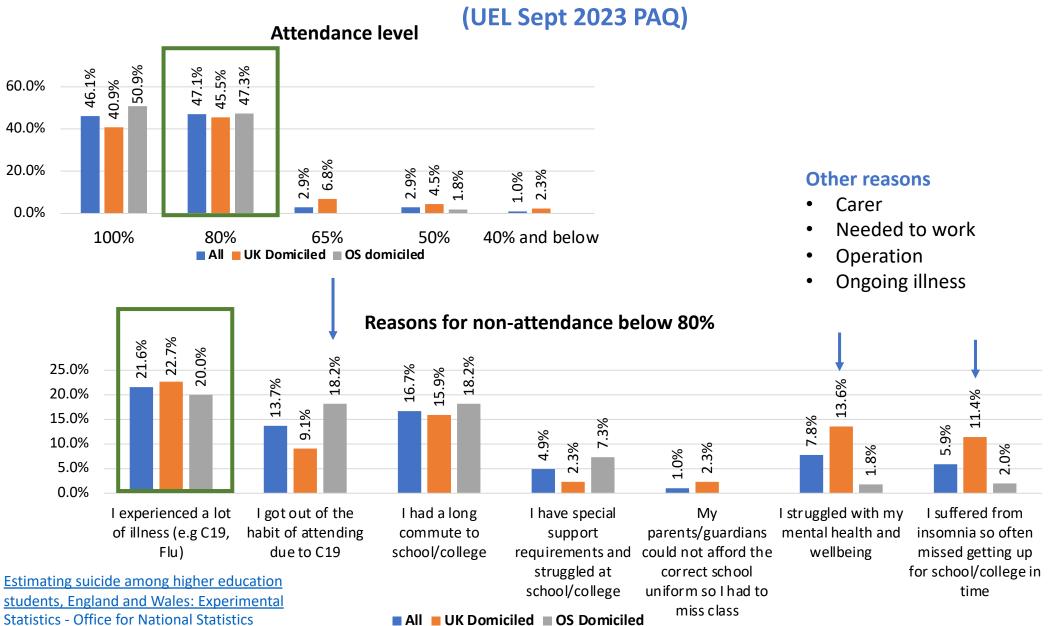
To start, let's look at the percentage of sessions missed in Autumn 2023, and compare it with the percentage of sessions missed by the same pupils in Autumn 2022. We'll split the data by year group.



Attendance Archives - FFT Education Datalab



School and college attendance





What we know about incoming students......

• Increase in mental health declarations



Figure 1: UK accepted applicants by declared disability 2011-2020³

<u>450% increase in student mental health declarations over last decade but</u> progress still needed to address declarations stigma | Undergraduate | UCAS

- 3.7% of all UK applicants now declare a mental health condition up from 0.7% in 2011.
- Women are 2.2 times more likely to declare a mental health condition than men.
- Alongside engineering, medicine and dentistry courses have the lowest declaration rates with only 1.4% of accepted applicants sharing an existing mental health condition.
- Some LGBT+ students six times more likely to share a mental health condition
- Care experienced students almost three times as likely.
- One in five students research support specifically for an existing mental health condition before they apply
- More than one in four look at the provision of general mental health and wellbeing services



What we need to know - prior learning experiences

- Prior learning experiences are different to university
 - Only a third of new undergraduate students had experience of using a library at school or college
- Use of digital resources in school and college generally reverted back to patterns pre-pandemic so don't assume digitally learning experienced
- Concerns about knowledge gaps as a result of the pandemic and ongoing illness
- Lack of confidence about ability to study at tertiary level
- Digital experience and poverty impacting on learning





University = learning



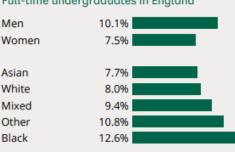
What we know- factors impacting on mental health

Student characteristics including those that are 'protected' and type of entry qualification, impact on retention, progression and success. Many of these are in the Office for Students report on UK domiciled Student characteristics data: Student outcomes report

Known knowns of disadvantage

- Care experience
- Disability
- Estrangement
- Ethnic minorities
- Free meals
- Generational status
- Mode of study
- Sex
- Sexual orientation
- Socio-economic background
- TUNDRA
- Polar and Index of Multiple Deprivation (IMD)

Non-continuation rates 2019-20 Full-time undergraduates in England



Equality of access and outcomes in higher education in England - House of Commons Library (parliament.uk) Research Briefing by Bolton and Lewis, 2023



Student characteristics data: Entry qualification and subject data dashboard - Office for Students





Prior learning experience, study expectations of A-Level and BTEC students on entry to university and the impact of Covid19

Findings from the undergraduate Pre-Arrival Academic Questionnaire 2019 and 2021

Author: Michelle Morgan

Forewords: 8ugg, Apampa, Amanda Broderick and Ian Pickup

Comment contributions by: Philippa Alway, Pallavi Banerjee, Diana Beech, Sunday Blake, Sally Brown, Rasie Brycz, Tiffany Chiu, Mary Cumodi-Cook, Catherine Dilnot, Jan Dunn, Les Ebdon, Yivi Friedgut, Ed Foster, Dudi Gray, Dobbi elotike, Annie Hughes, Gareth Hughes, Ben Jordan, Patris Kohnson, Iugh Jones, Hugh Mannerings, Emma Masilin, Emily Michtosh, Chris Millward, Tony Moss, Debra Myhall, Natasha Palatser, Johong Rich, Ominique Tiompson, Sue Smith, Ross Stephenson, Kate Swinton, Liz Thomas, Julie Walkling, Sgåg, Wareing, Sue Williamson, Billy Wong and Andy Youell

Prior learning experience, study expectations of A-Level and BTEC students on entry to university and the impact of Covid19 | Advance HE (advance-he.ac.uk)

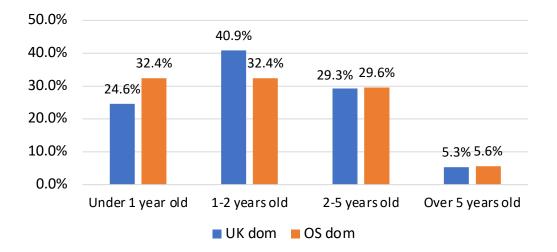


Type of mobile phone and data (UEL Sept 2023 PAQ)

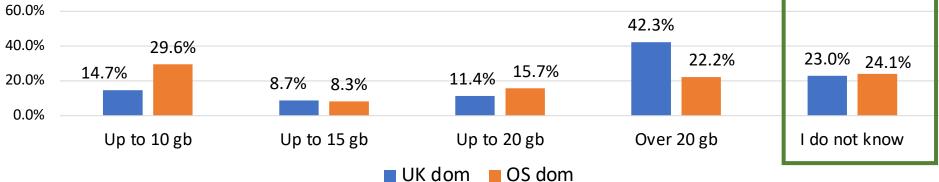
Type of phone by domiciled status

	Android		iOS	
	UG	PGT	UG	PGT
UK	26.0%	35.0%	71.2%	60.0%
OS	54.0%	60.3%	44.0%	38.8%

Age of mobile phone by level of study









Understanding belonging

Events



Building Belonging

A Change Impact Programme to support institutions in promoting student belonging

Building Belonging | Advance HE (advance-he.ac.uk)

Student Futures Commission



Student Futures Commission - UPP Foundation (upp-foundation.org)

Belonging is about feeling

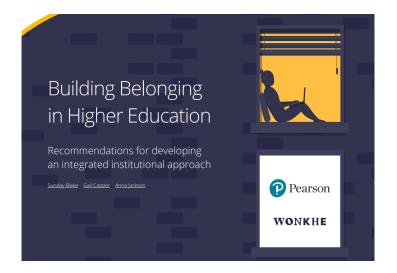
Feeling is generated through activities, information, situations, interactions



UK Engagement Survey (UKES)

The UK Engagement Survey (UKES) is the only nationwide undergraduate survey to focus on student engagement.

https://www.advance-he.ac.uk/reports-publications-andresources/student-surveys/uk-engagement-survey-ukes



Building Belonging in Higher Education: Recommendations for developing an integrated institutional approach (wonkhe.com)



The importance of belonging

Psychological needs

Basic

needs

Maslow's Hierarchy of Need

Selfactualization: achieving one's full potential, including creative activities

Esteem needs: prestige and feeling of accomplishment

Belongingness and love needs: intimate relationships, friends

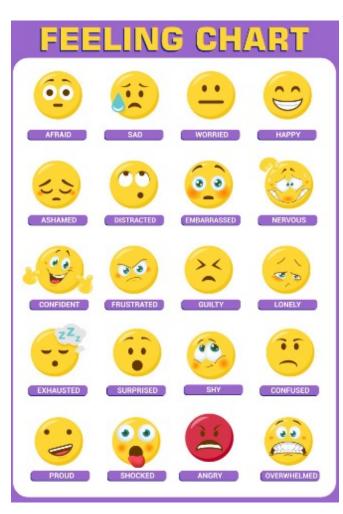
> Safety needs: security, safety

Physiological needs: food, water, warmth, rest

Belonging is about feeling

Feeling is generated through: e.g. activities, information, situations, interactions

> Listen to, work with and undertake genuine co-creation with students and SUs

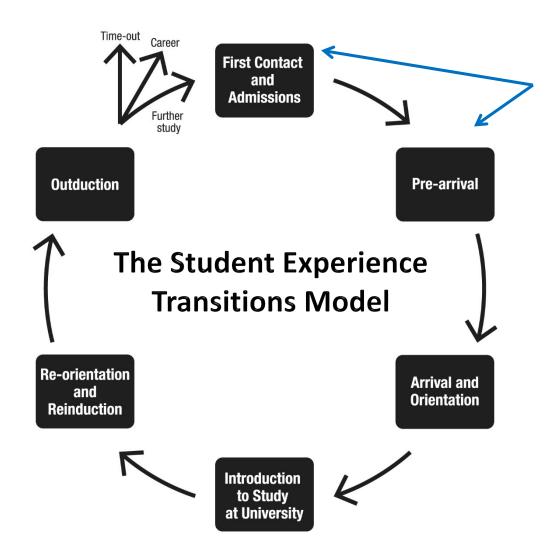


Source: printablee.com



Image Credit: SimplyPsychology.org/Maslow, 1943

Manage the key pinch points for an undergraduate student?



Start preparing

- Unsure what to expect
- Knowing what questions to ask
- Worrying about not fitting in
- Finding accommodation
- Sorting out financial issues
- Undertaking pre-enrolment
- Will applicants feel able to come with cost of living rise?
- Will they want to defer?
- Retake pre-entry exams?



Manage expectations effectively



Fun in study..... But a common issue is not getting on with your study group Positive images in university prospectuses.....

....potentially set the individual up to fail

Be mindful that students need 'real' role models, not 'marketing' role models



Happy flat mates..... But a common issue is with living with new people and not getting on with them



Fun in free time... Students don't always get the time

'A degree is a rung on the ladder of lifelong learning'

Prof Sir D Watson

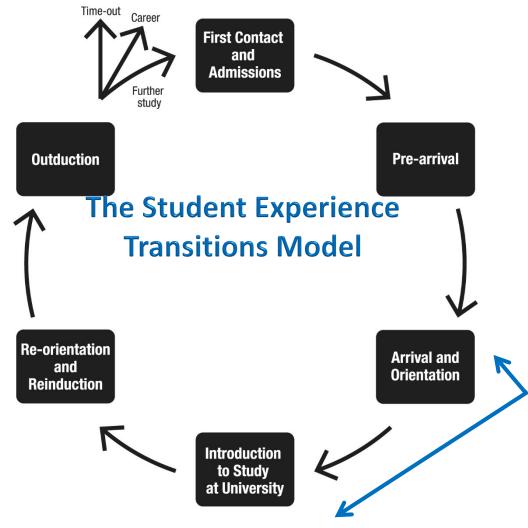
Massification of HE no longer guarantees advantages



Land a dream career..... Disappointment can be experienced



Managing undergraduate pinch points

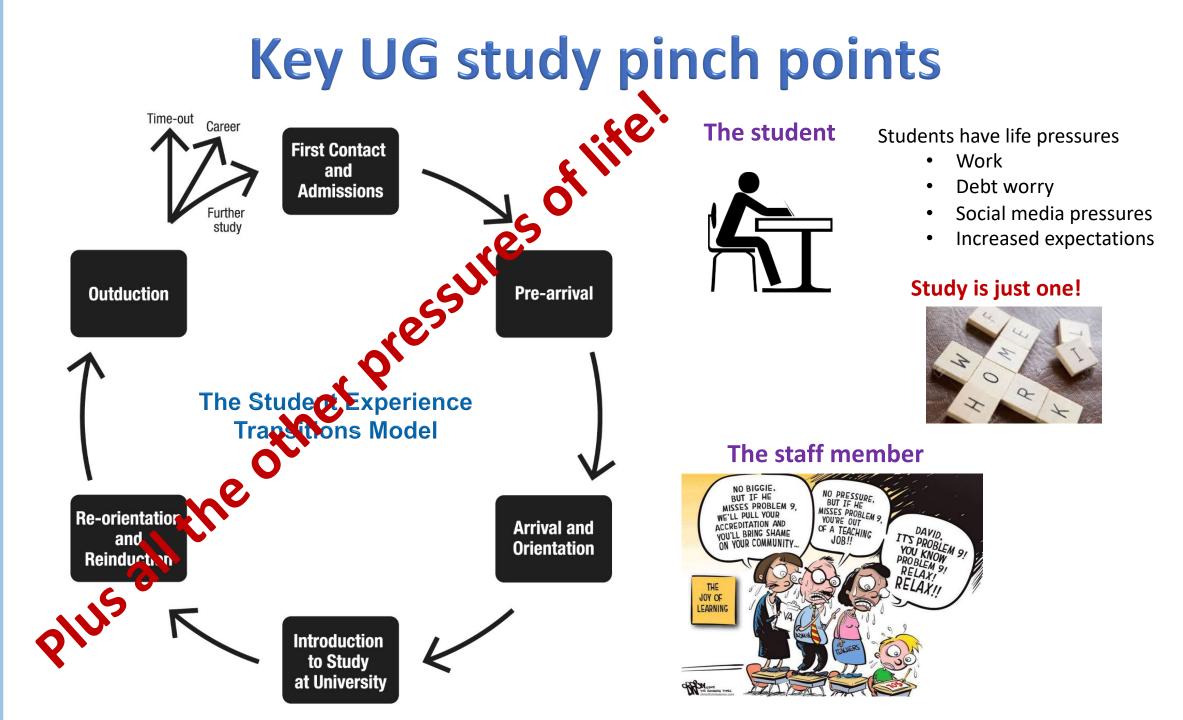


The first year

- Learning how to study in HE
- Learning how to live with strangers
- Coping with independence
- Transitions issues- personal, finance, balancing workloads
- Wobble week (3-6)
- First formal feedback
- Placement activity for courses in the first year
- Coming back after the Xmas break
- Exams and results
- Sorting out accommodation for year 2
- Dealing with illness or family illness bereavement
- Managing technology and social relationships online

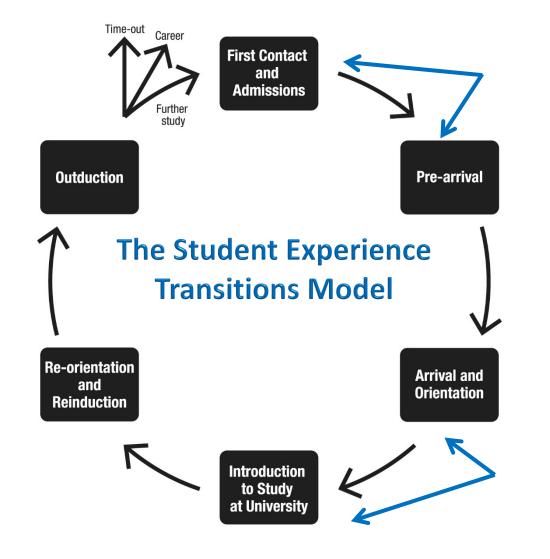








Managing PGT study pinch points



Start preparing

- Unsure what to expect
- Knowing what questions to ask
- Obtaining funding
- Consideration of value vs cost
- Finding appropriate /affordable accommodation



Widening and sustaining postgraduate taught (PGT) STEM study in the UK: a collaborative project Creating duage through understanding expectations and attitudes towards PGT study, experiences and post-study outcomes from the perspective of applicants, students, universities and employers.

Analysed and written by Michelle Margan and into Div Edited by Michelle Morgan

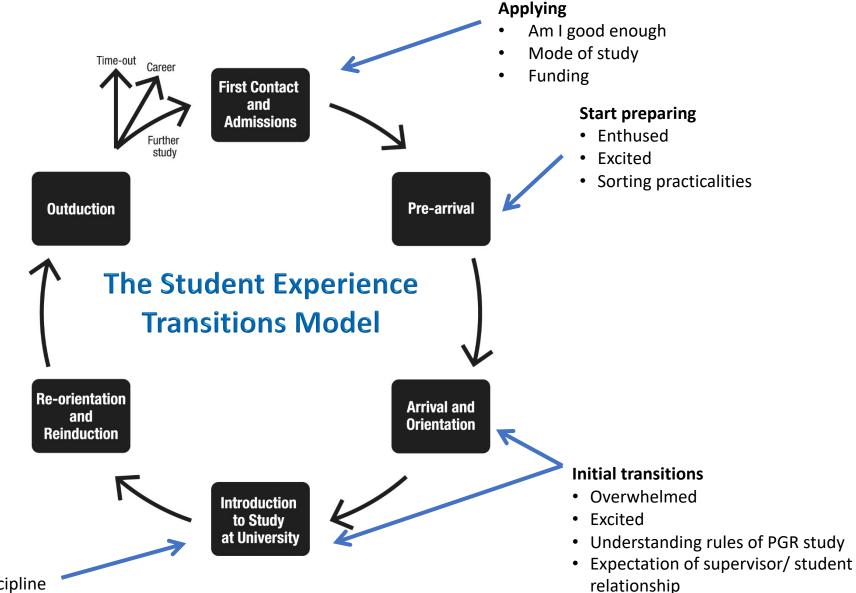


Semester 1

- Learning how to study at PG level
- Transitions issues- personal, finance, balancing workloads
- First assessment at PGT level
- Identifying skill ability and gaps
- Expectations not met
- Realisation of choosing wrong course
- Dealing with illness or family illness bereavement
- Managing technology and social relationships online



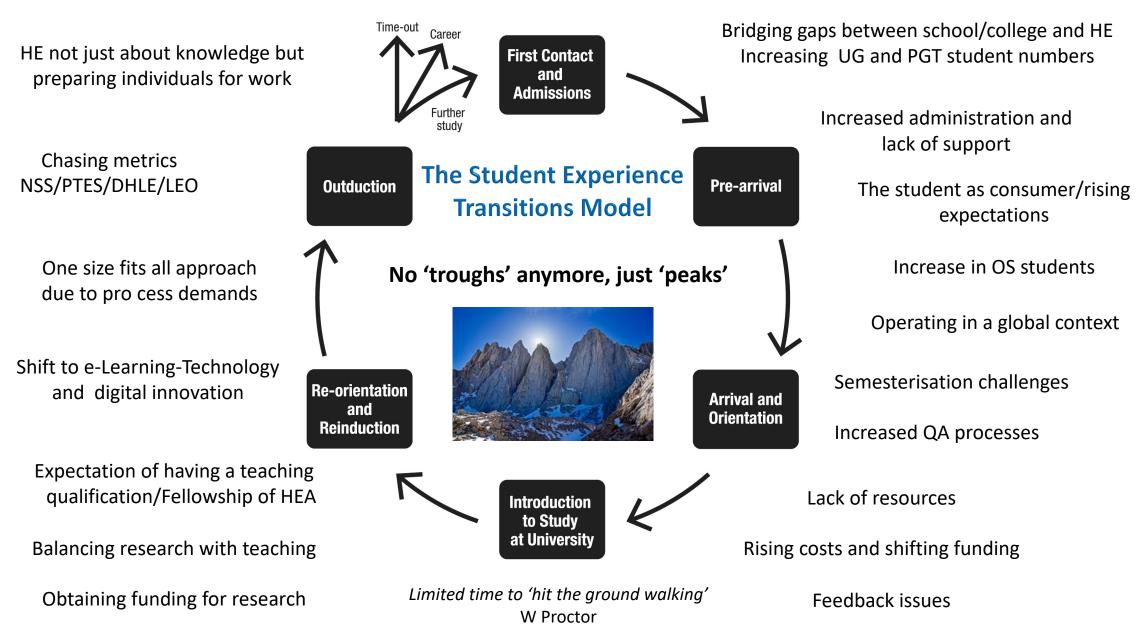
Key PGR study pinch points



Early transition stages

- Overwhelmed
- Balancing workload
- Accessing your supervisor
- Changes in supervisor
- Isolated and lonely
- Learning the discipline/study discipline

Staff pinch points



Arrival and orientation

- Expectations set during the first contact, admissions and pre-arrival stages need to be delivered
- Focus on academic and not administrative activities
- Opportunity to make friends



- Appropriate information and support
- Often a temptation to overload with information
- Settle into their university life and studies as soon as possible





- How do I enrol?
- Where is my departmental student office?
- When will I get my timetable?
- How do I use my timetable?
- What extra curricula activities can I get involved in?
- How do I navigate myself around campus?
- When do I meet my course leader/personal tutor?
- When do lessons start?
- What support services do I have access to?



Provide the right type of information at the right time!



Students need:

Honest information

Trouble shooting road map





Induction (introduction) to Study



- Settling into studies
- Coping with the demands of academia
- Managing pressures of life



- Induction period
 - A full academic cycle
 - Minimum of 1 semester
 - Maximum of 1 academic year.





- Where and how do I find academic information?
- What do I do if I miss a lesson?
- What do I do if I don't get on with my personal tutor?
- What do I do if I seem to be the only one struggling?
- What do I do if I want to change accommodation?
- What do I need to do in the first few weeks at university?
- What will be expected of me academically in the first few weeks?
- What support services do I have access to?
- What do I do if I think I have a health or wellbeing issue?
- What if I struggle with the commute, cost of living and travel costs?
- What if I don't settle in and I want to leave?



What to ask?

For every initiative developed within a stage or theme, the following questions need to be addressed.

- •What is the aim and objective of the initiative?
- •Who needs to be involved in the development of the initiative?
- •Who is the target group?
- •What do they need to know?
- •What information is going to be delivered?
- •Who will deliver it?
- •When is it going to be delivered?
- Is the timing appropriate?
- •How will it be delivered?
- •What is the cost of the initiative?
- •What is the timeline for the initiative?
- •Is it financially viable?
- •Can the initiative and information be adapted for another group of students?
- How will it be evaluated and monitored? .





Mental health and wellbeing support

•University management teams, staff and students should **engage** with the <u>University</u> <u>Mental Health Charter</u> and <u>Student Minds – Home</u> resources.

FIND SUPPORT ABOUT GET INVOLVED NEWS AND PUBLICATIONS SUPPORT US Foundations for Postgraduate Taking Control to Why You Are Student Space ooking after your mental wellbeing. Engaging in PGR Success Research Myths Make This Work for Debunked Studies You Discover how you can set vourself up to do vour best i Explore commonly held Determine how to make this our postgraduate studies b beliefs that can have a otivation and learning typ iourney work for you by ehind your postgraduate anaging your stress and negative impact on your celebrating your wins, taking Men's Mental Health Year abroad sure, taking breaks and wellbeing and performance research uncertainties, managing and academic performance nultiple identities, balancin freedom and responsibilitie and building your researcher identity. itudent finance The Wellbeing Thesis View resource → View resource \rightarrow View resource → View resource \rightarrow Using the Resources Making the Research Managing Adversity Planning for the World Transition into university Support through a family health crisis Available Process Work for You After Learn about managing the Discover how to make the Explore how you can make most of the resources the research process work fo ostoraduate research and eneral life by exploring wh available to you by choosin ploring what matters in to do to support yourself and managing your ur career, the steps vo when things go wrong and supervisor, developing you Coping with Student Life now to work with negative vour ethics forms. <u>Starting university</u> personal and professional support networks and by nising your skills. identifying and utilising existing resources and services. Exam stress View resource → View resource → View resource → View resource →

https://thewellbeingthesis.org.uk/

The University Mental Health Charter

Authors: Gareth Hughes & Leigh Spanner Please cite as: Hughes, G. & Spanner, L. (2019). The University Montal Health Charter, Leeds, Student Minds



https://www.studentminds.org.uk/charter.htm



https://studentspace.org.uk/

LGBTQ+

Supporting staff wellbeing

Pressure Vessels: The epidemic of poor mental health among higher education staff

By Liz Morrish With a Foreword by Professor Mike Thomas







Lecturer's widow hits out at Cardiff University workload

By Catrin Haf Jones Wales Live

C 20 February 2019

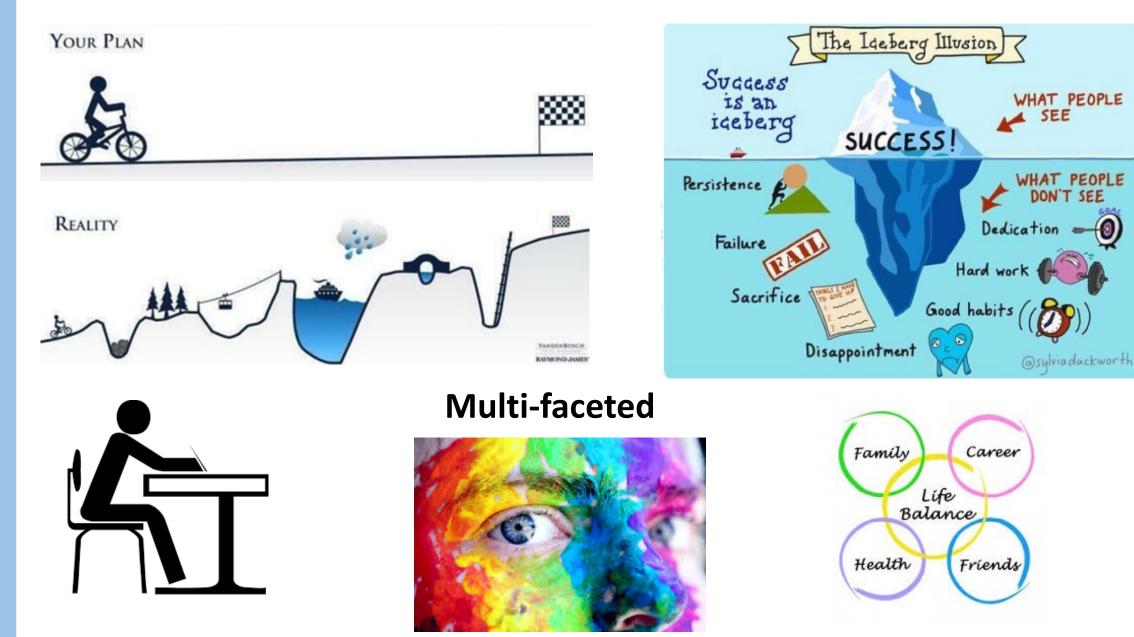
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studen minds

University Mental Health Charter Road Trip



In conclusion - always remember the journey is not always easy





Manage student and staff expectations



Actions for staff and students:

- Plan for potential conflicts, issues and problems
- Provide stakeholders with regular updates
- Set milestones
- Set boundaries
- Be optimistic with schedules
- Build in a discovery period

Planning For a Sustainable Future:

the importance of university mental health in uncertain times





What we need to do –Support wellbeing for progression, retention and success

- Identify the prior learning experiences via pre-arrival questions (applicant stage, after confirmation)
- Recognise how pre-university qualifications were achieved
- Provide targeted and scaffolded support to bridge the skill differences for all students.
- Avoid a one-size-fits-all approach
- Avoid overwhelming new and returning students in first 2 weeks
- Recognise attendance does not = engagement
- Build in an effective introduction (for new students) and reinduction (for returners)
- Think about the 3 Ts of student information: Type of information needed, appropriate Targeting and Timeliness.



OK AND TO K Search. RSS m





Today is the first day at big school for my granddaughter Poppy, which seem And yesterday was her brother Lucas's eighth birthday: where do the years gol And it's the season of mellow fruitfulness round here that heraids much jam making rently plum and blackberry and apple but I have 5kg of redcurrants in my fr





· Kay Sambell and Sally Brown: Covid-

may wish to view the session recording and chat from the 'Transforming Assessment webinar (ASCILITE e-Assessment SIG) led by Mathew Hiller of Macquarie University Sydney, Australia that we ran yesterday which can be viewed at on authentic assessment http://taw.fl/1S2021 We were delighted that we had 160+ participants from Australia, New Zealand, Japan, Singapore, Norway, Denmark, the Netherlands and beyond, who commented very positive

https://sally-brown.net



http://www.improvingthestudentexperience.com



2021 EDUCAUSE Horizon Report[®] | Teaching and Learning Edition

(Monday, April 26, 2021 Briefs, Case Studies, Papers, Reports

Sources(s): EDUCAUSE Publications Collection(s): Horizon Report

Artificial Intelligence (AI), Badges and Credentialing, Hybrid Learning, Budgets, COVID-19, Faculty Development, Future of Higher Education, Higher Education Transformation, Instructional Technologies, IT Funding, IT Workforce Development, Learning Analytics, Mental Health and Wellness, New Models, Online Course Development Planning, Online Learning, Online Teaching Strategies, Open Educational Resources (OER) Teaching and Learning, Working Remotely

https://library.educause.edu/resources/2021/4/2021educause-horizon-report-teaching-and-learning-edition

Resources



https://www.advance-he.ac.uk



https://www.gaa.ac.uk

Innovating Pedagogy



Innovating Pedagogy 2021

Read our latest report in our annual series exploring new forms of teaching, learning and assessment. The reports are intended for teachers, trainers, policy makers, education consultants, academics, students, researchers, instructional designers, educational software developers - and indeed for anyone who is interested in pedagogical innovation and how education is changing.

Download the report: Innovating Pedagogy 2021

http://www.open.ac.uk/blogs/innovating/







 Blended and Online Learning Design Course on Fu Amplifyfe Community of Pra Online pivot







Higher Education Policy Institute https://www.hepi.ac.uk

Phil Race

A better 2021?

Last year was unprecedente

f 💟 🖾 🕂

Here's wishing you a much better one for 2021. For me, last year also had the pain leading the a replacement hip this month, so not much sitting computer - but now I'm back again.

Still thinking – and a great deal to ponder about learning and as narticular. Are we heading in better directions at last in higher education Waiting, watching and hoping.

phil@phil-race.co.uk

https://phil-race.co.uk





JISC

t

https://www.smarten.org.uk





Search

Current themes



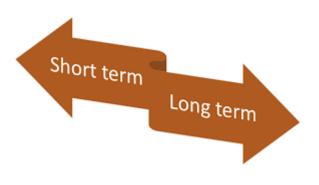
https://www.jisc.ac.uk



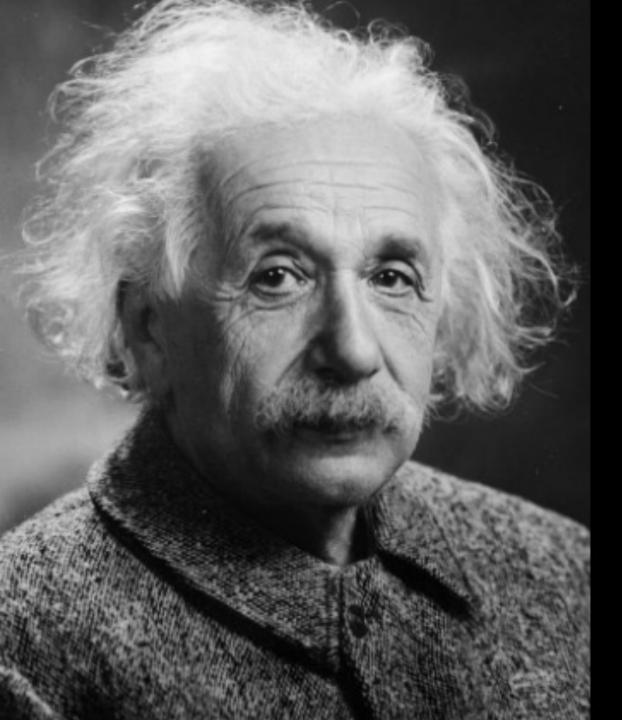




- Be aware of concerns of students on entry to university and compare to exit results
- Prepare students for differences between school and university
- Prepare them for online learning at university
- Manage their expectations and remember the 'pressure points'
- Look after yourselves!







We can't solve problems by using the same kind of thinking we used when we created them.

~ Albert Einstein

Thank you for listening Any questions?

Dr Michelle Morgan

mgmorgan8@hotmail.com

Author and Editor of www.improvingthestudentexperience.com

Creator of the Student Experience Transitions Model

Editor and Contributor to Improving the Student Experience-A practical guide for universities and colleges (Routledge, 2012) and Supporting Student Diversity in Higher Education (Routledge, 2013)

Forthcoming publications

Morgan, M. (2022) The Retrospective/Prospective PhD by Publication Journey in Chong, S.W and Johnson, N. (ed) *Landscapes and Narratives of PhD by Publication*, Basingstoke: Springer Nature Morgan, M. (2022) The student Experience Transitions Model- integrated practice to inspire staff to support students in Nutt, D. and McIntosh, M. (ed) *The Impact of the Integrated Practitioner in Higher Education Studies in Third Space Professionalism*, Abbingdon: Routledge

Most recent publications:

Morgan, M. (2020) An exceptional transition into higher education, York: AdvanceHE

Morgan, M. (2020) *inancial concerns and working intentions of incoming Level 4 students -The potential implications for applicants and students in 2020/21 due to Covid19*. Available online at: http://www.improvingthestudentexperience.com/library/covid19/Financial_concerns_and_working_intentions_of_incoming_Level 4_university_students-implications_of_C19.pdf

Morgan, M. (2020 *Bridging the gap between secondary and tertiary education*. Available online at: http://www.improvingthestudentexperience.com/library/UG documents/Bridging the gap between secondary and tertiary education-Morgan 2020.pdf

Morgan, M. (2018) Fostering engagement in higher education of all stakeholders in the delivery of a high quality student experience-PhD by Publication, Bournemouth:Bournemouth University Morgan, M. and Direito, I. (2016) Widening and sustaining postgraduate taught (PGT) STEM study in the UK: a collaborative project. Creating change through understanding expectations and attitudes towards PGT study, experiences and post-study outcomes from the perspective of applicants, students, universities and employers. Available at: http://www.improvingthestudentexperience.com/library/PG documents/Postgraduate Experience Report Final.pdf

Creator and author of http://www.improvingthestudentexperience.com

Editor/Chapter and Case Study Author of *Improving the Student Experience- a practical guide* (published by Routledge 2011) Editor/Chapter and Case Study Author of *Supporting Student Diversity in Higher Education- a practical guide* (published by Routledge 2013).





Modes of learning in higher education

Modes of learning in higher education

In-person	Hybrid	Distance	
Students learn in the classroom, lab, lecture theatre, workshop, studio or other place-based learning space on campus	Online learning may be	Students learning is physically removed from a campus. Usually this is online, but can also incl. physical resources. Learning can be synchronous or asynchronous.	
	HyFlex		
Blended	Students have the flexibility to choose to attend in-person or	Self-directed	
Students learn in-person on campus through a blend of digital learning ctivities (using tech) and other place- based class activities. The activities re usually synchronous, but may also nclude asynchronous pre-class tasks e.g. flipped learning.	join online. Learning is usually synchronous and both groups learn together at the same time. A third asynchronous group option to learn may be added.	ALL students engage in additiona independent learning activities e.g. class prep, research, wider reading, practise, groupwork, revision, assessment, using feedba co/extracurricular activities.	

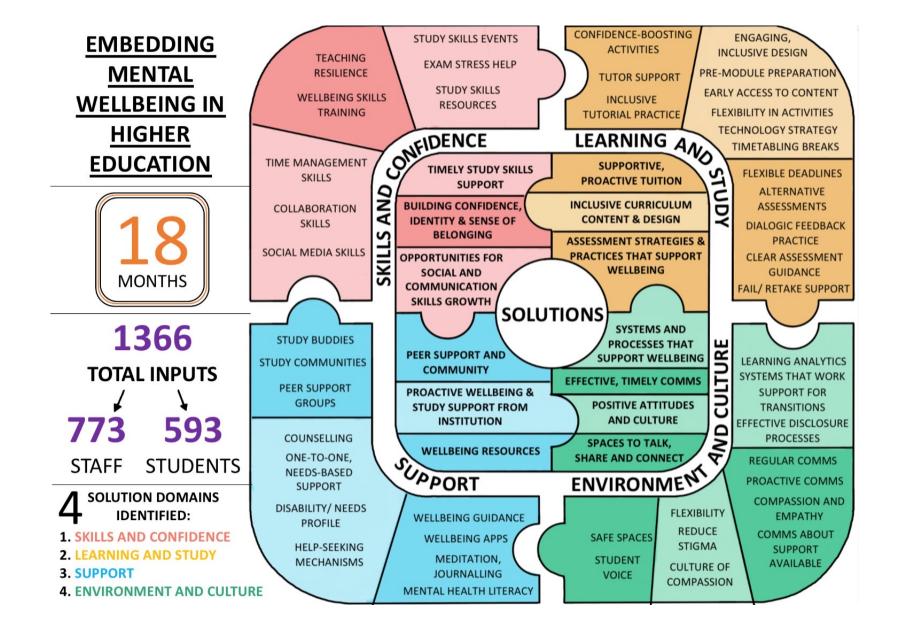


Sue Beckingham @suebecks 2021

are usual include a

activities

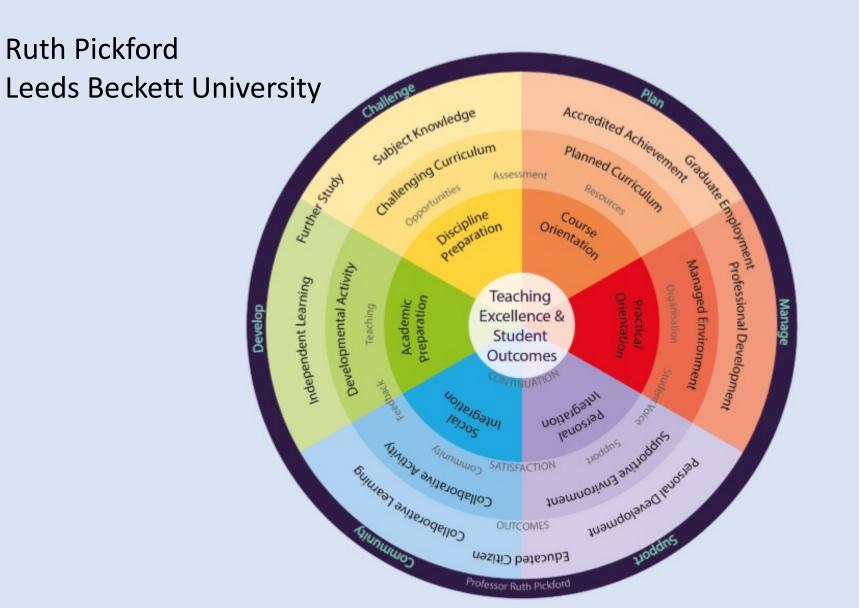




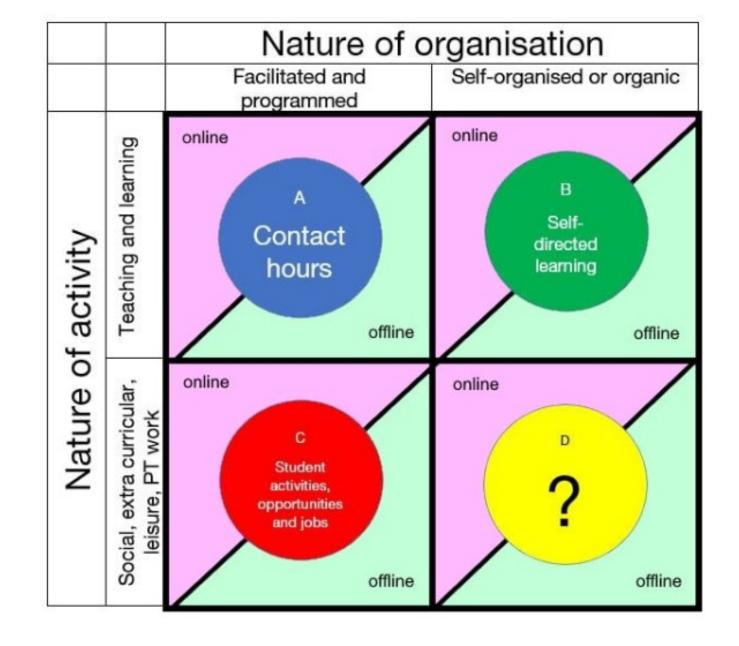
Kate Lister, Open University and Issy Walker (student at Nottingham University)



The Inclusive Course Design Tool



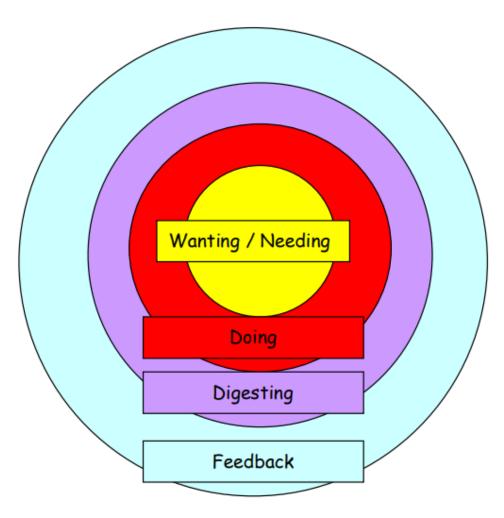




Jim Dickinson



Ripples on a Pond Model



Ripples on a Pond Model Adapted from: Race, P. (2001) Using feedback to help students learn. The Higher Education Academy. <u>Downloads - Phil Race (phil-race.co.uk)</u>

