

Live, Learn, Belong.

A Theory of Change for Living Black at University

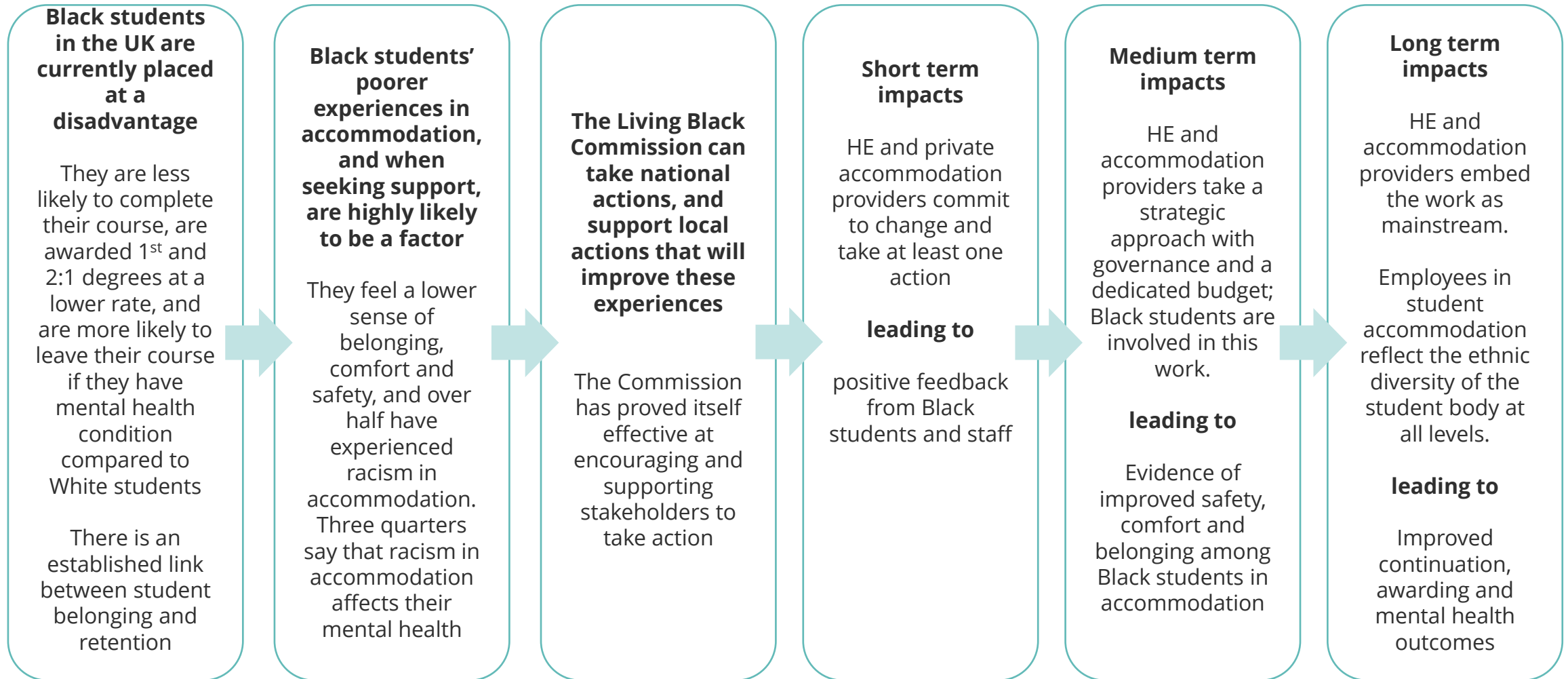
Draft for consultation

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Living Black Commission Theory of Change



Overall Vision

The Change We Want To See

That Black students in UK higher education have equitable experiences in student accommodation and associated student services, leading to an elimination of gaps in student outcomes.

Specific and Measurable Outcomes

By the **2026-7** academic year, the gap will have narrowed between Black and White students in terms of sense of belonging, safety and comfort in their accommodation **directly attributable to LBU**

By the **2028-9** academic year there will be a narrowing of the Black continuation and awarding gaps **partially attributable to LBU**

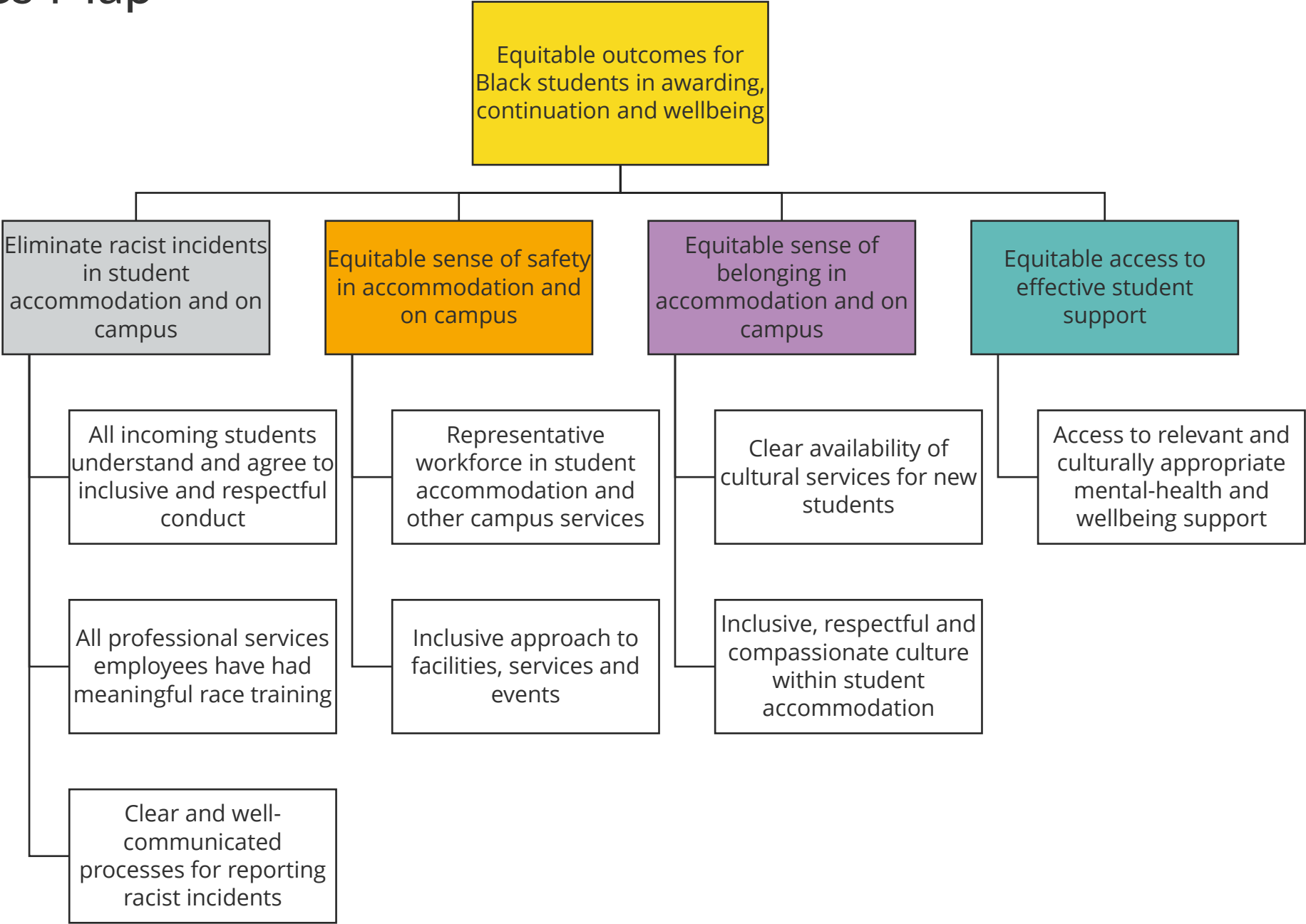
Stakeholder Alignment

Key national stakeholders work together through the LBU Commission, and create broader sector alignment and buy-in through thought leadership and provision of resources



Objectives Map

Draft



Impacts

Short-Term

HE and private accommodation providers commit to change and take at least one action.

Positive feedback from Black students and staff.

Medium-Term

HE and accommodation providers take a strategic approach with governance and a dedicated budget; Black students are involved in this work.

Evidence of improved safety and belonging and reduction of racist incidents among Black students in accommodation and on campus.

Long-Term

HE and accommodation providers embed the work as mainstream, for example including it in Access and Participation Plan.

Employees in student accommodation reflect the ethnic diversity of the student body, including at manager and senior manager level.

Evidence of impact on student outcomes for Black students – continuation, awarding and mental health.



Assessment of Impact Framework

Impact	Indicator	Progress to date
HE and private accommodation providers commit to change and take at least one action	Number sign up to the Living Black Pledge	
Positive feedback from Black students and staff	Staff Survey Feb 2025	Positive impact on sector: 76% Made difference for Black students: 65%
HE and accommodation providers take a strategic approach with governance and a dedicated budget; Black students are involved in this work	Review of Pledge annual reports	
Evidence of improved safety and belonging and reduction of racist incidents among Black students in accommodation and on campus.	tbc	
HE and accommodation providers embed the work as mainstream	Citations in Access and Participation Plans	3 (July 2025)
Employees in student accommodation reflect the ethnic diversity of the student body, including at manager and senior manager level	tbc	
Evidence of impact on student outcomes for Black students – continuation, awarding and mental health	tbc	