

Erasmus+ Policy Statement

Participation in Erasmus+

Based on DMU institutional priorities we would look to focus our initial bid and activity on Key Action 1 (KA1), due to the alignment with our institutional strategy and existing and past activity in former iterations of the Erasmus+ programme and Turing Scheme. Our key areas would be related to the learning mobility of individuals. Specific areas of activity will include:

- **Student mobility for studies** – a core aspect of our KA1 activity will involve facilitating incoming and outgoing student mobility with our university exchange partners. Fostering opportunities for both semester and full year credit-bearing mobility aligns with our institutional and departmental objectives and will form the core part of our offer for students. The financial and practical support offered will facilitate increased numbers of students at all cycles of study to spend time abroad to study. Our primary focus will be on 1st cycle students due to the structure and duration of our degree programmes. The funding will offset costs and create more inclusive and accessible study opportunities for DMU students, particularly those from disadvantaged backgrounds. The study mobilities will allow our students to experience a different academic environment, pedagogical approaches, modules not offered at DMU, and more broadly gain valuable international perspectives within their discipline. These study mobilities will enhance students' academic experience, adaptability, intercultural competence, independence, and resilience. The aim of such experiences will be to improve degree and graduate outcomes of DMU students. Lastly, due to the scope of DMU mobility partnerships in Europe, North America and Asia, we would look to utilise KA131 funding to send students on mobilities outside of programme countries to have a more diverse and engaging study mobility offer.
- **Student mobility for traineeships** – in cooperation with the DMU Careers team who are responsible for student work placements and traineeships we will bid for funding and deliver full year sandwich placements and shorter summer internships for students to access work-based opportunities in Europe. Leveraging our institutional network of businesses and partners, meaningful traineeships linked to the students' programme of study, that seek to develop the [DMU Graduate Attributes](#) will form a key component of our KA1 bid. The funding we will offer will reduce financial barriers and provide a framework to ensure that high-quality traineeships are delivered. Through such work-based opportunities students will gain practical, discipline-specific skills in European workplaces that prepare them for an increasingly globalised job market. The experience of working in a different cultural and professional context will help students develop a range of key competencies and transferable skills, as well as boosting graduate employability outcomes.
- **Staff mobility for teaching** – rejoining the Erasmus+ programme will allow us to offer funding opportunities for staff mobility for teaching by creating opportunities for academic colleagues to share expertise, strengthen pedagogic practice, and deepen existing European partnerships. Through supported short-term mobility periods, we will support staff to teach at DMU's European partner institutions, bringing their disciplinary knowledge into new cultural and educational settings. We will also use staff mobility opportunities as an avenue for creating new student opportunities as part of Erasmus+, but also through our international experience programme, DMU Global. Moreover, this exchange of ideas and knowledge will aid our staff members' professional development, who will in turn be able to enrich and internationalise DMU's curriculum and innovate in their teaching. With DMU's increased international student

profile, and global campuses and TNE partners, such teaching mobility will prepare our staff members to work more effectively in a globalised educational setting. A additional potential outcome we plan for is that the teaching mobility will foster greater collaboration between institutions, potentially leading to the pursuit of joint research interests and supporting long-term academic cooperation that may lead to other KA2 or KA3 funded projects in the future. Lastly, we will look to support early-career academics as these mobilities will provide international experiences that contribute to their professional development, confidence in teaching, intercultural awareness and the development of academic networks, all things that are critical in the early stages of their teaching journey.

- **Staff mobility for training** – training mobility opportunities will help us support the development of professional services staff, technicians, and academics seeking skill or knowledge development. We will identify pre-existing training mobility opportunities (via platforms such as iMotion) that align with the DMU strategic objectives delivered by existing or new partners, and seek to engage a wide demographic of staff, to internationalise our staff body. Moreover, we will work closely with our European partners to facilitate job-shadowing placements and knowledge exchange activities where possible. These experiences will allow staff to observe different administrative systems, professional practices, and student-support models. As a result, they will be able to bring back these practical insights that they can use to improve DMU's own processes. We plan to expose staff to new and innovative approaches to a range of areas including digital and AI, wellbeing, admissions, diversity & inclusion, and sustainability, encouraging knowledge transfer that benefits the mobile staff member, their sending institution and the hosting institution. Lastly, through our training mobility opportunities we aspire to enable professional services staff to build long-term and meaningful relationships that complement academic partnerships that we already have in place. Having this integrated, multifaceted and inclusive approach to staff mobility will ensure that staff at all levels of the institution can meaningfully contribute to internationalisation, creating a more empowered and diverse workforce.

With significant experience of both delivering short-term mobility opportunities and COIL activity, DMU would be interested in exploring the possibilities offered by BIPs in future Erasmus+ funding calls. We see possibility for engaging students from widening participation backgrounds who are only able to travel for shorter periods abroad and bridging the gap between our existing physical and virtual mobility activity that forms part of our internal DMU Global programme. Moreover, as DMU develops stronger and more deeply embedded relationships with European partners through KA1 student and staff mobility we would seek to explore and develop activities that are funded by Key Action 2 (KA2). Due to the links to the DMU strategic framework, our medium-term aim would be to consider bidding for Partnerships for Cooperation and Partnerships for Innovation.

Strategy, objectives and impact

De Montfort University (DMU) is deeply committed to international education, collaboration and student and staff mobility as key drivers of social equity, innovation and global citizenship. This commitment aligns directly with the University's Empowering University strategy, which sets out the mission to "discover gateways of opportunity that empower students, staff and our community to create a fairer society." Our strategy is built on four pillars—Learning for Life, Knowledge Creation, Empowering People, and Partnerships with Purpose—supported by cross-cutting themes of Equality for All, Sustainability and the Sustainable Development Goals, Digital Transformation, and Financial Strength.

In this context, Erasmus+ plays an essential role in enabling our students and staff to develop as global learners, creating opportunities and practical experiences for learning beyond the classroom in global arenas. Moreover, with the Erasmus+ Programme (2021–2027) focusing on inclusion and diversity, global partnerships and cooperation, digital transformation, and environmental sustainability, there are direct synergies between the programme values and principles and DMU's strategic objectives. Our aim of participating in the Erasmus+ would also help us promote the idea of European identity, global engagement and active citizenship informed by principles such as the UN SDGs, for which we are an [Academic Impact Hub](#).

Our Erasmus Policy Statement sets out our institutional strategy and objectives in relation to the Charter, through the following thematic and strategic areas:

1. Global Students

DMU aims to provide every student with the opportunity to engage in meaningful international experiences abroad, online, or on our culturally rich and diverse campus. We will achieve this through engagement and delivery of Erasmus+ activity alongside DMU Global, our award-winning international experience programme. We commit to the following:

- Championing equality of opportunity by expanding financial and structural support for students from disadvantaged backgrounds to access international opportunities as part of the Erasmus+ programme. We aim to increase the number and percentage of students from disadvantaged backgrounds participating in exchange programmes such as Erasmus+ where they are traditionally underrepresented.
- Supporting students with disabilities to access international opportunities, offering practical and financial support to help them overcome barriers. Working with our exchange partners we are experienced in supporting students with disabilities and aim to develop more inclusive policies and support structures to facilitate this further.
- Embedding international engagement within our Education 2030 project and creating flexible degree programmes that recognise student mobility activities as part of degree titles and are included in students' Higher Education Achievement Report (HEAR). In addition, work to further improve credit transfer and recognition of shorter-term mobility opportunities.
- Enhancing digital capability by integrating virtual exchange and hybrid mobility into our Erasmus+ offer, aligned with the DMU objective to be a leading university for engaging students with inclusive, personalised, digital spaces that bridge the physical campus, virtual and social worlds for learning. Building on existing COIL and virtual mobility activity to deliver Blended Intensive Programmes in cooperation with partners to offer students short-term international study opportunities.
- Promoting sustainability by supporting green mobility choices and fostering environmental consciousness linked to the values of the UN SDGs, for which DMU is an Academic Impact Hub.
- Strengthening language learning and intercultural competence, through the delivery of accessible and low-cost courses and programmes for all DMU students, that prepare students for physical mobilities or international engagements across Europe and the rest of the world.

- Creating an inclusive global campus community where all students from the 130 nations represented feel a sense of belonging at DMU, and both incoming and returning exchange students are supported and made to feel part of the wider University collective.

In addition, to the study opportunities DMU is committed to ensuring all students can access professional opportunities that prepare them for the global workforce. We are committed to integrating international opportunities into our careers and employability offer to ensure that our students can be part of a global workforce and possess an international mind-set, regardless of their background. We commit to the following:

- Expanding access to Erasmus+ traineeships and international placements for students at both undergraduate and postgraduate levels of study, by offering support and guidance with international placements and job applications.
- Supporting students to develop global professional competencies aligned to the DMU Graduate Attributes, with reflective activities, sessions and training to aid their learning journey before, during and after their mobility.
- Cultivating diverse employer networks across Europe and beyond, that create unique short, medium and long-term work opportunities for students to gain professional experiences that develop employability, entrepreneurship, and transferable skills.

2. Global Staff

DMU recognizes that staff mobility and internationalisation can act as catalysts for pedagogic enhancement, research, innovation, cross-cultural understanding, and organisational learning. We commit to the following:

- Providing academic and professional services staff with equitable access to Erasmus+ opportunities that involve training, job shadowing, teaching and multilateral projects.
- Strengthening research and knowledge creation through mobile and collaborative academic partnerships across Europe, that lead to quality and internationally recognized research that informs teaching and learning.
- Supporting early career academics to benefit from mobility and collaboration opportunities as part of the Erasmus+ key actions.
- Building the competencies of our staff through a range of training opportunities, supported in part by Erasmus+ funding to enable them to learn from peers and share knowledge on a range of professional topics.
- Supporting digital upskilling for staff and fostering environmentally conscious practice for staff involved in Erasmus+ activity.

3. Global Partnerships

DMU seeks to build purposeful, long-term and mutually beneficial partnerships with institutions and organisations that share our values across Europe and the world, with shared visions and values that will allow us to collaborate in teaching, learning and research for the benefit our students and staff. We commit to the following:

- Deepening strategic partnerships aligned with The Empowering University strategy. In particular, the University has a focus on growing global partnerships in Europe to develop regional hubs that will enable students and graduates to access international opportunities.
- Increasing the number and scope of student and staff mobility opportunities delivered in cooperation with key university and business partners in Europe and beyond, through both Erasmus+ and DMU Global as outlined in our Partnerships with Purpose thematic strand of our strategy.
- Building new relationships and partnerships that are founded on principles of inclusivity; mutuality; sustainability; digital capability, agility and flexibility that facilitate the delivery of DMU and Erasmus+ strategic objectives.
- Expanding collaboration across teaching, research and innovation through the exchange of people and ideas between our partners.

Conclusion

DMU's Erasmus+ Policy Statement represents an integrated vision of international mobility and cooperation that is inclusive, sustainable, digitally enhanced and socially impactful. More broadly it demonstrates how our work will contribute towards the creation of a European Education Area. Our focus on students, staff and partnerships will strengthen cooperation, mobility, cross-border learning and mutual cross-cultural understanding that will also foster a greater sense of European identity and global citizenship. Our comprehensive and supportive model for exchange and mobility, underpinned by recognition, quality assurance, structural and welfare support will ensure that cooperation between students, staff and partners will be seamless, collaborative and lead to a system where we can collaborate freely, share knowledge and work cohesively with our European neighbors and partners.

Indicators

For the first year of implementation (2027-28) Erasmus+ KA1 activity at DMU we have established a range of Key Performance Indicators (KPIs) that allow us to assess the impact and success of our activities. The KPIs for the first year, which will be tracked and amended for future iterations of the programme, are as follows:

- **Mobility targets for student mobility** – 50 students will take part in study mobilities in 2027-28 in Europe, with a further 10 studying in non-programme countries. In addition, our aim is to support 10 traineeships in the first year, with a view to achieving stable growth of approximately 10% in subsequent years as the programme is embedded more deeply at DMU.
- **Mobility targets for staff mobility** – due to the fact the activity will be new at DMU we are aiming for achievable and steady growth with staff mobility. For 27-28 our aim is to send 16 staff members on teaching and training mobilities (8 of each) for durations of approximately one week. The aim is for at least 50% of mobilities to take place at existing partners, and 50% to either be hosted training weeks at any European university, or new partnerships established for the purpose of staff mobility.
- **Partnership targets** – with 29 partnerships in Europe we plan to increase our European links to facilitate greater number of student and staff mobilities in the first year of implementation. Our aim is to create at least 5 new partnerships with a focus on multifaceted relationships that include student and staff mobility, as well as options for BIPs and other short term mobilities.

- **Quality of the implementation** – for 2027-28 student and staff mobilities our target would be 90% overall satisfaction (very satisfied) with the time abroad. Our target is also for 95% of participants to recommend Erasmus+ to other students. Whilst we will report and measure on all skill development, a particular target of 95% agreement will be set for whether students felt that they gained knowledge and skills that they wouldn't have if not mobile.
- **Support for participants on mobility** - we will measure the support for participants on mobility using the Erasmus+ survey utilising metrics related to academic and administrative support, student activities and student and welfare support with problems. Our target is for all areas of partner support to score 90% or above in the first year.
- **Sustainability impact** – our aim for our sustainability actions is to reduce the number of mobilities that include air travel with both student training and financial incentives. Within the 2027-28 implementation year we aim to have 10% of mobile students choosing low carbon travel options to get to their destination.
- **Long-term impact of projects** – our long-term objectives for our Erasmus+ activity are to develop more multifaceted partnerships links, and thus by future project years to have bid for implemented at least one BIP within 2 years of implementation, and also to be involved in a KA2 project. From a student perspective a key long-term measure is improved graduate employability measured by employment status 18 months of graduation. Our target is for mobile students to be 5% more in highly skilled employment compared to non-mobile peers. Finally, we will measure the success of activity based on a shift from non-EU to EU mobility from the current split of 70% non-EU, 30% EU, to 50% EU within the first year, and for this to increase by 10% over the next year for 2 further years.