University of Southampton Student Recruitment, Selection and Admissions Policy (2024 entry year)

A. Purpose of this document

1. This document sets out the University of Southampton’s Admissions Policy and describes the principles and processes followed by the University to select and admit new students.

2. This Policy covers applications for all levels of study and in all faculties of the University of Southampton and University of Southampton Malaysia.

3. This Policy should be read in conjunction with the Regulations for Admission to Degree Programmes, Policy and Guidance for Applicants with Criminal Records, Regulations Governing Complaints from Applications and the University’s policy on the Recognition of Prior Learning.

4. In the case of applications for Postgraduate Research programmes, reference should additionally be made to the University’s Code of Practice for Research Degree Candidature and Supervision.

B. Responsibility and Monitoring

1. This Policy has been considered and approved by the University’s Admissions Policies Subcommittee on 13 July 2023. This Policy is reviewed annually. Enquiries relating to this Policy should be addressed to admissions@soton.ac.uk.

2. This Policy takes note of best practice within the Higher Education sector, the Quality Assurance Agency’s UK Quality Code for Higher Education (Advice and Guidance; admissions, recruitment and widening access), and the good practice guides published by Supporting Professionalism in Admissions (or, following its closure, as updated by the Higher Education sector and/or UCAS).

C. The University’s recruitment and admissions aims

1. The work of the University in recruiting and admitting new students supports the goals and ambitions set out in its Strategy and strategic plans.

2. Our aim is to attract the most talented students, irrespective of background, and prepare them to be confident citizens and potential leaders in an increasingly globalised work environment.

3. Further, we aim to:
   a attract applicants who enjoy the challenge of forward thinking, the excitement of research-led teaching, and the high standards of learning and teaching which we set ourselves;
   b recruit students from a wide range of backgrounds who we believe have the potential and motivation to succeed on our challenging programmes and who can make a valuable contribution to University life;
   c build a flourishing, diverse and inclusive community with an international outlook, in which our students will meet people from different cultures, thereby enhancing their skills of critical reasoning, teamwork and communication, and thus preparing them for successful participation in their chosen careers and roles.
4. The University’s mission is to create a globally diverse inclusive community, where all members feel welcomed, included and supported to reach their full potential and are intellectually stretched and challenged. The University's Equality and Diversity Policy is applicable to all applicants, students and staff.

5. The University is committed to providing an admissions process that ensures fairness, transparency and equal opportunities within the legal framework of the United Kingdom. The University welcomes applications from candidates regardless of their background and aims to eliminate discrimination on the grounds of gender, race, nationality, ethnic or national origin, sexual orientation, political beliefs, religious beliefs or practices, disability, marital status, family circumstances, parental/carer status, spent criminal convictions, age, or any other inappropriate ground.

6. The University aims to provide accurate information and advice to prospective students concerning its opportunities for undergraduate and postgraduate study, which will help them to make an informed choice regarding the programmes that most suit their interests and skills.

7. The University agrees annually with each Faculty the number of students it can recruit at each level of study from the UK and the rest of the world. The university regularly reviews equivalencies to United Kingdom qualifications to enable consistent assessment of academic ability across different education systems. The UK Government may regulate the number of UK or international students that the University can admit, and the University's planning processes take note of such restrictions.

8. The University recognises that making an application for higher education is an important decision and it is committed to providing potential applicants with accurate and clear information from the outset. Such information will include, for example, entry requirements, financial costs, and the availability of financial support.

D. Legislative and Regulatory Requirements

1. Data Protection
   a. The University complies with the provisions of the United Kingdom’s Data Protection Act, 2018. As such, the University will not disclose to a third party any details regarding an individual’s application without the applicant’s permission to do so. This policy of non-disclosure includes family members of the applicant.
   b. However, the aforementioned Act requires the University to release certain information to UK authorities upon request in order to assist those authorities with the prevention and detection of fraud or other crimes. The University will release the requested information upon receipt of an appropriate request from UK authorities such as (but limited to) the police, Home Office (for immigration and related matters), local authorities, and the Department for Work and Pensions.
   c. The University may use anonymised data collected as part of an individual’s application for the purpose of fulfilling statistical and reporting requirements.
   d. The University also needs to collect and process more sensitive personal data (special category personal data, for example, data concerning your racial/ethnic origins, health and wellbeing and sexuality) to undertake equal opportunity monitoring. For some courses we are also legally required to collect and process data on past criminal convictions (See section H). This data will only be shared with staff who have a legitimate need to see it.

2. Applicants requiring a visa to study in the United Kingdom
   a. In order to comply with the relevant United Kingdom legislation, should an applicant be found not to be in a position to meet all UK visa requirements for the anticipated full duration of their programme of study, the University reserves the right to refuse admission.
   b. Where an applicant requires a Student visa to study in the United Kingdom, failure to take up an accepted offer of a place, withdrawal from the programme prior to the stated
completion date of that programme, or another change of circumstance, is likely to impact that applicant’s permission to come to, or remain in, the United Kingdom. In order to comply with the relevant United Kingdom legislation and immigration regulations, the University will notify the immigration authorities, where relevant, of any non-arrival, or late arrival, of an applicant and of any subsequent changes to a student’s enrolment status.

c The University cannot sponsor those under 16 for a Student visa, or on the Child Student route.

d All applicants requiring a visa to study in the United Kingdom must not currently be, nor have ever previously been, in the United Kingdom for any purpose without valid immigration permissions. If, either during the process of admitting a student or subsequent to that student enrolling upon their programme of study, the University is informed that the applicant/student is (or has previously been) in the United Kingdom without such valid permissions, it may be required to inform the immigration authorities and/or withdraw the offer of a place and/or withdraw its sponsorship of the individual’s visa.

3. Applicants requiring Foreign and Commonwealth Office Academic Technology Approval Scheme clearance.

a The Foreign, Commonwealth & Development Office (FCDO) manages the Academic Technology Approval Scheme (ATAS). This Scheme requires all non-exempt nationalities seeking to study certain specified subjects at university to receive clearance to do so in advance of their study commencing and prior to submitting an application for a visa.

b The University will inform applicants made an offer for programmes covered by ATAS of the need to apply for clearance and will provide guidance on how to make an application to the FCDO.

c Where ATAS clearance is required, the applicant must apply for and obtain ATAS clearance prior to enrolment; the FCDO sends their decision via email (approval/refusal) to the applicant and the University. Students that have an ATAS requirement will not be permitted to fully enrol at the University without their ATAS certificate.

d Where an applicant receives an ATAS refusal, it may be necessary for the University to withdraw an offer for study.

e Where a decision on an ATAS application by the FCDO is delayed and an applicant does not receive an approval prior to enrolment the applicant may request to defer if they meet the criteria for deferral.

4. Admission of minors

a Successful applicants who will be aged under 18 years at the point of first enrolment should be aware that they are applying to study in an adult environment. As such, the University may be required to apply some limitations to their activities at the University until they reach their 18th birthday. The University Regulations for Admission to Degree Programmes provides more information regarding the admission of minors.

b Students on Student visas that are under the age of 18 at point of admission must also provide the University with a guardian consent letter prior to enrolment. Templates are available from the Visa and Immigration Webpage.

5. Changes to legislative and regulatory frameworks

a In the interests of fairness and transparency, the University aims to eliminate making changes to its admissions policy and procedures mid-cycle. However, it may be the case that external agencies (including those of the United Kingdom Government) amend or update their own regulations or guidance. Where it is required to do so, the University will comply with such changes and reserves the right to vary its admissions policy.
E. Responsibilities for admissions

1. In order to provide a high quality and effective recruitment, selection and admission process, the University fosters a collaborative working approach between faculties and schools and the various professional services.

2. The University has five faculties each of which has an Admissions Controller. The Admissions Controllers are senior members of the academic staff of their faculties and are responsible for the admissions-related activities of their Programme Admissions Tutors. This includes the setting of programme entry requirements (through Faculty Education Committee or equivalent) and the selection processes. Working in close partnership with the Programme Admissions Tutors, the assessing of undergraduate and postgraduate taught applications and the making of offers is typically undertaken by suitably qualified staff in the Admissions Team.

3. In the case of admission to Postgraduate Research degrees, the Faculty Graduate School Subcommittee is responsible for ensuring the effective monitoring of the admissions process to demonstrate compliance with legal requirements and may opt to delegate some or all of their responsibilities to the relevant Faculty Director of the Graduate School.

4. The Admissions Controllers and their Programme Admissions Tutors and Faculty Directors of Graduate Schools are supported by marketing, recruitment, and admissions professional service staff.

5. Admissions policy is overseen by the Academic Quality and Standards Subcommittee (AQSS). AQSS considers the development, implementation, and review of the University’s student admissions policies for all levels of study, ensuring compliance with legislative and statutory requirements and alignment with the relevant aspects of the UK Quality Code. The Doctoral College is responsible for the development of the Code of Practice for Research Degree Candidature and Supervision and its Director is also a member of the Admissions Policies Subcommittee.

6. Recruitment and Outreach functions (including, for example, Open Days, Applicant Visit Days/Interview Days, school visits, UCAS fairs, postgraduate events) are managed by the Student, Recruitment, Marketing and Events team within Global Recruitment and Admissions (GRA) in collaboration with the faculties, while the Communications and Marketing office provides hard copy and digital materials to promote the University’s programmes and related opportunities and to support conversion activities. Global Recruitment and Admissions also works in partnership with the Widening Participation and Social Mobility team through supporting the ongoing development, delivery and monitoring of the institution’s Widening Participation Strategies and the Access and Participation Plan.

7. Admissions, located within GRA ensures the University’s admissions policies are followed. At undergraduate and taught postgraduate levels, Admissions agrees with the faculties the criteria to be used to ascertain which applicants should either be shortlisted for an interview or to receive an offer and what, if any, conditions should be attached to that offer. In the case of applications for postgraduate research study, this function is undertaken by staff in Student Administration and Academic Affairs supporting the Faculty Graduate Schools in partnership with Admissions. The University may, from time to time, appoint an agent or agents to work on its behalf. The International Recruitment team within GRA has responsibility for the selection and appointment of such agents and acts on behalf of the University to manage the relationship with such agents. The International Office’s responsibility includes, for example, the training, monitoring, and reviewing of agents appointed to work on the University’s behalf.

8. Admissions has responsibility for determining an applicant’s fee status (that is, whether the applicant satisfies the eligibility criteria for paying fees at the Home rate or not). Fee status is determined in accordance with the relevant United Kingdom legislation and is consistent with the guidance issued by the United Kingdom Council for International Student Affairs (UKCISA; www.ukcisa.org.uk).
F. Admissions criteria and selection

1. Academic admissions criteria
   a. The University's general entry requirements are as set out in the University Regulations for Admission to Degree Programmes.
   b. The University will publish annually the typical academic admissions criteria for all of its programmes of study. This information will be included in both its print and digital prospectuses and also on the relevant programme webpages. Where applicable, this information will also be published on the UCAS Course Search service.
   c. Typical academic admissions criteria are set by the relevant Faculty Education Committee and report to the Academic Quality and Standards Subcommittee (AQSS). AQSS will additionally consider the strategic and cross-faculty implications, which may arise as a result of a proposal to alter typical academic admissions criteria.
   d. Faculties will periodically review these criteria in consultation with relevant members of professional service staff. Such criteria will not normally be changed during an admissions cycle. The criteria published on the University website will be the most up-to-date and will always take precedent over that contained in hard copy publications, and/or third-party websites.
   e. Typical academic admissions criteria represent the usual level of academic attainment an applicant is expected to achieve prior to being admitted to that programme. These criteria are not intended to provide a guarantee that all applicants who satisfy the criteria may be offered a place, nor that all applicants to be made an offer will receive an identical offer to one another.
   f. Admissions Controllers/Tutors and the Faculty Directors of the Graduate Schools have the discretion to vary the weight they give to examination results and other indicators of achievement and potential (for example, extra-curricular activities, motivation for the subject, work or voluntary experience) and, therefore, to vary the offer they make provided this remains consistent with the principles of fair access and with this policy.
   g. The University is committed to giving full and fair consideration to all relevant academic qualification information presented by each applicant. Whilst the University expresses its typical academic admissions criteria in the terms of a range of the most commonly presented qualifications, the University welcomes applications from candidates who have (or who will) achieve an equivalent standard in a range of other qualifications, including those offered internationally. The International Recruitment team publishes on its website broad qualification equivalency guidance for a substantial range of qualifications available worldwide.
   h. The University receives many more applications than it has places available and as such, the admissions process is competitive. Achievement (or predicted achievement) of relevant qualifications does not itself guarantee an offer of admission. Where places are limited, we offer places to those eligible applicants who best meet our selection criteria. Methods of assessing applications vary between courses and the University may take into account any, or all of, the applicant’s personal statement, research proposal, references, performance at interview (or similar), and test results.
   i. The University aims to select a diverse student cohort, and programmes may close to applicants from some countries before others to reflect the different points in the application cycle that students from around the world typically apply.
   j. Where there is very high demand for places, certain programmes will operate a staged admissions process to manage the competition for places. These programmes may have multiple deadlines throughout the year and preference will be given to students with grades above the minimum entry requirements. Postgraduate courses will be closed once sufficient offers have been made to fill places on the course. Details of any expected application deadlines will be advertised on individual programme webpages.
   k. Applicants are advised to submit their application as early as possible, as it cannot be guaranteed that offers will remain available up to the application deadline date.
The University will carefully monitor the number of offers, acceptances and (where applicable) deposit payments for each programme to establish the appropriate number of offers to be made to deliver the University’s intake targets.

In some cases, applications will be placed on hold to allow the University to determine whether any further offers can be made. Applicants will be notified by email where this is the case.

The University may determine that no further offers can be made without the risk of significantly exceeding the intake target for a programme. Where this is the case, applicants will be notified that their application has been withdrawn due to places on the programme having been filled.

To achieve a balanced international student cohort, offer making may cease for applicants from some countries before others in recognition that students from around the world will apply at different points in the application cycle.

2. Use of contextual information
   a. The University may consider the context in which an individual’s academic attainment to date has been achieved and may take into account other social contexts.
   b. For undergraduate study, the University will consider contextual factors provided on the applicant's UCAS form as outlined in the University’s Contextual Admissions Policy.
   c. Applicants who meet the eligibility criteria as outlined in the University’s Contextual Admissions Policy will be offered a grade-reduction.
   d. The use of contextual information was introduced University-wide for the 2015 admissions cycle and the University periodically undertakes a review of the impact of the policy.
   e. The Medicine BM6 Widening Participation degree programme is specifically designed to widen participation in medicine. The eligibility criteria for this degree programme is as outlined in the entry requirements for this programme.

3. English language proficiency
   a. All programmes at the University are delivered in the medium of English.
   b. The University requires successful applicants to demonstrate that their ability to understand and to express themselves in English (including in reading, writing, speaking and listening) is sufficient to enable them to achieve the full benefit from studying at the University.
   c. The University will publish annually its minimum English language proficiency criteria for all of its programmes of study along with a list of those tests of English which it recognises as satisfying (when passed at the appropriate level) this requirement. This information is set out in the separate document, English language proficiency requirements. The criteria published on the above web page will be the most up-to-date and will at all times take precedence over that contained in hard copy publications, and/or third party web sites.
   d. The published information identifies the minimum level of proficiency in English that successful applicants must demonstrate in advance of being admitted to the University. The selection process is competitive and individual offers may be made which require an applicant to achieve a standard higher than the minimum. We must also make sure that international applicants, who will need a Student visa to study with us meet UK Visas and Immigration's English language requirements.
   e. The University’s Academic Centre for International Students provides a range of English language courses designed to support applicants whose English proficiency is below the required standard.
4. Assessment and selection

a Admission to the University of Southampton is a competitive process with the University receiving many more excellent applications than it has places available.

b In the interests of fairness and transparency, all applications are assessed on their own merits, in competition with each other, and according to the relevant criteria for the programme applied to, by designated staff of the University.

c All staff involved in the review of applications are fully trained to ensure their knowledge of selection and admissions practice, policy and procedure remains current and that applicants are not disadvantaged by participating in the selection process.

d Wherever possible, the University aims to acknowledge receipt of applications within 24 hours.

e Applications will be assessed against academic and non-academic selection criteria specific to the programme for which an application has been made. Methods of assessing applications may vary between programmes, however, will normally include, but not be limited to, existing academic achievements and the context in which they have been achieved, any predicted academic achievements, English language proficiency, the applicant’s personal statement and/or research proposal, and academic/professional references.

f Selection criteria for BM4, BM5 and BM6 Medicine programmes will apply as set out in the Selection Procedure and Policy for the Faculty of Medicine.

g In addition to the application assessment in order to further assess suitability for the programme applied to it may also be necessary to request examples of candidates' written work, to interview candidates, and/or set admissions tests. In the case of applicants for research degrees, an interview may additionally be used to discuss in detail the applicant’s suitability for their chosen project.

h When assessing applications for research degrees, an offer will only be made where a suitable supervisor/supervisory team can be identified for the full period of enrolment (taking account of any study leave or other temporary absence which are already known to the University). In some cases, it will also be necessary for Admissions Controllers or Faculty Directors of Graduate Schools (or their authorised nominees) to satisfy themselves that appropriate other resources are in place to support the applicant’s research project.

i The University permits faculties to recognise credit gained from other institutions or from experiential learning and to exempt suitably qualified applicants from modules of study in their chosen programme if it is deemed to be of equivalent standard. Faculties are therefore encouraged to include details of any opportunities for progression from work-based learning pathways in their information to applicants. For further information, please refer to the University’s policy on the Recognition of Prior Learning.

j In the assessment of an application, it may be appropriate to make a candidate an offer for a different programme to the one applied to. Such decisions may be made where it is determined that the applicant would be better suited to the alternative programme, or where the applicant has already covered some of the content of the programme originally applied to.

k Where an applicant is made an offer by the University, the offer will set out clearly if it is conditional upon the applicant achieving a stated academic or other standard, and/or on the provision of suitable references, and/or on evidence demonstrating the applicant has satisfied all non-academic conditions. In all cases, where evidence required by the University to inform its decision whether or not to admit an applicant is written in a language other than English, the applicant will be responsible for providing a notarised translation of the same into English and for arranging the submission of both the original and translated copies to the University.

l Applicants made an offer will be informed as to how they should accept or decline the offer, and by when. For undergraduate applicants, the date by which they will be required to confirm their acceptance will be specified on their UCAS Hub. For
postgraduate applicants, the date by which they will be expected to confirm their acceptance of an offer will be stated on the offer of admission. The University cannot guarantee to hold open places for offer-holders who have not confirmed their acceptance within the specified timeframe.

m Applicants made a conditional offer may not enrol with the University, nor embark upon their programme of study, nor commence any research in connection with their programme of study, until all conditions have been satisfied in full and the applicant is in receipt of an unconditional offer. The offer letter will make clear the timeframe in which applicants are expected to provide evidence that conditions have been met.

n An offer is not a guarantee of funding.

o Applicants in possession of an unconditional offer of a place may request that it be deferred to the next intake. The University does not typically permit more than a single deferral. Applicants who must undertake military service may, exceptionally, request that their offer be deferred for one additional intake. Requests should be submitted in writing to the relevant Admissions Team or Doctoral College Faculty Office responsible for the programme of study. No guarantee is made that such a request will be approved with consent normally given where the applicant presents compelling evidence in support of their request. The decision of the Admissions Controller/Tutor (or their authorised nominee) in relation to requests to defer is final.

G. Applicants with a disability and/or additional support needs

1. The University welcomes applications from candidates with a disability, medical condition or additional support needs. Such applicants will be considered against the same criteria as all other candidates following the process outlined in section F of this policy.

2. In the event that a candidate with a disability or additional support needs is deemed qualified and eligible for an offer of a place, the University’s Student Disability and Wellbeing staff will contact the applicant to discuss the additional support the applicant is likely to require in order to manage their circumstances. Applicants should be aware that in cases requiring physical works, it may not be possible to implement such adjustments in time for the beginning of the academic year for which the application has been made.

3. Where the needs of the applicant are complex, the University may issue an offer based on academic and other eligibility criteria, which remains subject to investigation as to whether suitable adjustments can be implemented. Notwithstanding any offer made based on academic and other eligibility criteria, in the unlikely event that the University decides that the adjustments required to support the applicant could not reasonably be made, the University reserves the right not to make such adjustments. In such a case, the University will contact the applicant directly to confirm this decision.

4. Further information for prospective students regarding disabilities and additional support needs may be found online at www.southampton.ac.uk/edusupport.

H Applicants with special circumstances

1. Applicants with special circumstances that have affected previous study or are likely to affect academic performance in current studies should provide this information at the point of application.

2. If these circumstances are encountered after the submission of an application, applicants should inform the Admissions Team or Doctoral College Faculty Office as soon as possible.

3. Applicants are expected to have reported any special circumstances to their previous/current institution or examining body so that appropriate adjustments can be made when results are awarded. Where special circumstances have already been taken into account, for example by the relevant examination board, further allowances will not be made.
I. Applicants with a criminal record

1. Having a criminal record does not prevent an individual from applying to study at the University. For most programmes, you will not be required to declare this information. This information will have to be declared for applications made to subjects exempt from the Rehabilitation of Offenders Act (1974) or where the applicant will require a Student visa to study in the UK.

2. Detailed guidance to support applicants with a conviction can be found on the Applying with a Criminal Record information page. This page also provides full details regarding the programmes that will require a disclosure to be made.

J. Consideration of occupational health assessments

1. The University has a responsibility to the general public and to individuals. It therefore reserves the right to deny admission to applicants who are unable to supply a satisfactory occupational health assessment for those programmes that require such an assessment as a condition of entry.

2. Where such an applicant is deemed unacceptable as a result of an occupational health assessment, feedback will be provided to the candidate to this effect. All information provided by an applicant relating to their occupational health assessment remains confidential between the applicant and the designated occupational health assessor.

3. The University reserves the right to deny admission to students in accordance with contracts established with the National Health Service.

K. Fraudulent and misleading information

1. The University expects that applicants will have provided full, honest, and accurate information on their application form and in all subsequent communications with the University. Where the University has reason to suspect that this may not be the case, it reserves the right to investigate the matter fully.

2. Cases referred to the University by the UCAS Fraud and Verification Unit will be investigated.

3. The University reserves the right to request additional information to verify an application (including verification of results with third parties such as other universities, test providers, schools and other external parties assisting with admissions; suspend the application/visa sponsorship process while investigating an alleged fraudulent application and/or plagiarism; request to see original academic transcripts or certificates provided in the admissions application.

4. If, in the course of an investigation, the University finds that an applicant has made fraudulent or misleading claims in their application, the University reserves the right to terminate any offer it has made.

5. Where an applicant has omitted to provide all relevant information on their application form (including, but not limited to, qualifications commenced but not completed, qualifications resulting in a fail grade, exclusions) it similarly reserves the right to terminate any offer it has made.

6. In some cases, the Admissions Team/ Doctoral College Faculty Office may require an applicant to provide additional information and/or their consent to support an investigation. If a response has not been received within the agreed specified timeline, the application will be automatically considered unsuccessful or any previous offer withdrawn, and the applicant will be advised of the decision.

7. In the event that an offer is terminated for the reasons set out above, the University may also, where appropriate, inform any other relevant professional bodies and/or third parties about the misrepresentation and termination.

8. In cases where the fraudulent and/or misleading information is discovered at any time after the applicant has enrolled as a student of the University, the University reserves the right to
carry out its own investigations. If, after the completion of the investigation, it is found that there has been a deliberate attempt to use fraudulent and/or misleading information, or relevant information was withheld, in order to obtain a place on one of the University’s programmes, the University may take action to permanently exclude the student. In the event that a student is permanently excluded for the reasons set out above, the University may also, where appropriate, inform any other relevant professional bodies and/or third parties about the exclusion.

9. Applicants who have previously submitted fraudulent applications will not be allowed to submit additional applications.

L. General Right to refuse admission

1. The University has a diverse global population and expects all interaction between applicants, representatives of applicants, students and staff to be conducted with courtesy and respect. Inappropriate behaviour towards any members of the University community will not be tolerated and viewed seriously.

2. If such behaviour is deemed to be unacceptable in accordance with the University’s Equal Opportunities or Dignity at Work and Study Policy or any other relevant policy of the University or the University values, the University reserves the right to reject an applicant, withdraw an offer and/or discontinue correspondence with an applicant or their representative during any part of the application process.

M. Feedback, Complaints, and Appeals

1. The University of Southampton is committed to providing applicants with appropriate feedback within resource constraints upon request. Each Faculty will document appropriately the decision it has reached on each application and will respond to requests for feedback in that context. Such requests should be directed to the relevant Faculty. Requests for feedback must be submitted by the applicant. Requests for feedback from third parties on the behalf an applicant are not permitted.

2. The regulations governing complaints from applicants may be found in the Regulations Governing Complaints from Applications.

3. Applicants do not have the right to appeal against the academic or professional judgement made in respect of their application, including the outcome of any selection interviews.