



Programme Specification (Undergraduate)

FOR ENTRY YEAR: 2020/21

Date created: 25/2/2021

Last amended: 24/06/2021

Version no. 3

1. Programme titles

LLB Law with Criminology

LLB Law with Criminology (with a Year Abroad)^

Notes

^ Students may only enter this programme by approved transfer by the end of Year 2

a) [HECOS Code](#)

HECOS Code	%
100485	75%
100484	25%

b) UCAS Code

ML26

2. Awarding body or institution:

University of Leicester

3. a) Mode of study

Full-time

b) Type of study

Campus-based

4. Registration periods:

LLB Law with Criminology

The normal period of registration is three years

The maximum period of registration five years

LLB Law with Criminology (with a Year Abroad)

The normal period of registration is four years

The maximum period of registration six years

5. Typical entry requirements

A/AS Levels: Three A levels. General Studies accepted. Typical Offer: AAB from 3 A levels.

Access to HE Diploma: Pass, with at least 45 credits at Level 3, including some at Distinction

International Baccalaureate: Pass with 33 points (with two grade 6s at Higher level)

BTEC Nationals: Overall results of D*D*D and must have a strong GCSE profile.

English Language requirement: GCSE: English Language at grade 4 / IELTS: 6.5.

6. Accreditation of Prior Learning

APL will not be accepted for exemptions from individual modules, however may be considered for direct entry to year 2, on a case by case basis and subject to the general provisions of the University APL policy.

7. Programme aims

The programme aims to

- provide a stimulating intellectual environment informed by the collective research expertise and teaching strengths of the Law School and the Department of Criminology;
- provide a critical understanding of the legal system and the criminal justice process;
- develop skills in legal reasoning, including problem solving, synthesis and logical analysis;
- develop a knowledge and understanding of criminological theories and concepts;
- develop a knowledge and understanding of cognate areas of law and criminology, including an awareness of principles and values, and of ethics;
- develop an appreciation of the social and policy issues underlying the law and the criminal justice process;
- develop an appreciation of the varying approaches to the study of law and criminology adopted by different types of scholars;
- develop a legally- and criminologically-informed understanding of theory and policy relating to crime, criminality and justice;
- develop transferable skills, particularly in oral and written communication, independent learning including engagement with students' own personal and professional development and integrity, and information handling, including the ability to work with a range of data;
- equip students with subject-specific and transferable skills in preparation for employment not only in the legal profession, but also in a variety of highly skilled and analytical roles in business, finance, education, public policy, public service, social services in the UK and internationally.

For those on the Year Abroad:

- provide an opportunity for Leicester students to spend their third year abroad, studying at a partner institution in Europe or a partner institution on another continent as part of the Study Abroad exchange programme;
- develop study skills in another university following a guided programme of learning for the period spent abroad;
- provide an opportunity for exchange students from partner institutions in another country to study in the United Kingdom;
- provide and build on links between the University of Leicester and its partner institutions
- develop an awareness of legal education in another country's jurisdiction;
- develop a critical understanding of the national, international and European legal orders;
- develop an appreciation of the different approaches to the study of law adopted by different types of legal scholars both in the United Kingdom and abroad;
- French, Spanish, German and Italian exchanges: develop linguistic skills in a European language.

8. Reference points used to inform the programme specification

- QAA Benchmarking Statement
- Framework for Higher Education Qualifications (FHEQ)
- UK Quality Code for Higher Education

- [University Learning Strategy](#)
- [University Assessment Strategy](#)
- University of Leicester Periodic Developmental Review Report
- External Examiners' reports (annual)
- United Nations Education for Sustainable Development Goals
- Student Destinations Data

9. Programme Outcomes

Unless otherwise stated, programme outcomes apply to all awards specified in 1. Programme title(s).

a) Discipline specific knowledge and competencies

i) Mastery of an appropriate body of knowledge

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
<p>Demonstrate knowledge of various cognate bodies of Law and the principal features of the national and European legal institutions. (BS2.4iv)</p> <p>Demonstrate awareness of a broad range of criminological issues relating to practice, policy or governance.</p> <p>Demonstrate knowledge of criminological theory, methods and substantive analysis.</p>	<p>Lectures, tutorials, seminars, directed study and independent research across the whole range of modules.</p>	<p>Essays, examinations, seminar presentations and contributions to tutorial discussions, all of which involve problem solving and discussion topics.</p>
<p>Year Abroad</p> <p>French, Spanish, German and Italian exchanges: acquire knowledge of another European language.</p>	<p>Year Abroad</p> <p>French, Spanish, German and Italian exchanges: language classes provided during 2nd year; 3rd year abroad taught in European language.</p>	<p>Year Abroad</p> <p>French, Spanish, German and Italian exchanges: Essays, examinations, seminar presentations and contributions to tutorials.</p>

ii) Understanding and application of key concepts and techniques

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
<p>Demonstrate awareness of and be able to show understanding through explaining a substantial range of major concepts, principles and rules of law and the legal institutions, values of law and justice and of ethics, as well as theories and context. (BS 2.4iii and iv)</p> <p>Recognise and apply key concepts used in criminological analysis and the nature of the crime problem.</p>	<p>Lectures, tutorials, seminars, directed reading and independent research across the whole range of modules.</p>	<p>Essays, examinations, seminar presentations and contributions to tutorial discussions, all of which involve problem solving and discussion topics.</p>

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
<p>Year Abroad</p> <p>Study Abroad & Erasmus exchanges: Syllabus at partner institutions offer an expanded range of theory/topics</p> <p>French, Spanish, German and Italian exchanges: To demonstrate understanding of the principles of phonology, syntax and discourse required to analyse the relevant European language.</p>	<p>Year Abroad</p> <p>French, Spanish, German and Italian exchanges: language classes.</p>	<p>Year Abroad</p> <p>French, Spanish, German and Italian exchanges: tests and examinations.</p>

iii) Critical analysis of key issues

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
<p>Demonstrate intellectual independence including the ability to analyse, synthesise, critically assess and evaluate doctrinal and policy issues in the substantive and theoretical legal subjects studied (BS2.4ix). The ability to ask and answer cogent questions and identify gaps in own knowledge (BS2.4i). This includes the ability to recognise ambiguity and deal with uncertainty in law (BS2.4viii).</p> <p>Demonstrate the ability to analyse key theoretical issues in criminology and the study of crime.</p>	<p>Lectures, tutorials, seminars, directed reading and independent research across the whole range of modules.</p>	<p>Essays, examinations, seminar presentations and contributions to tutorial discussions, all of which involve problem solving and discussion topics.</p>
<p>Year Abroad</p> <p>European Exchanges: Demonstrate the ability to analyse through appropriate methodologies aspects of European culture, linguistic contexts, political and social structures.</p> <p>International Exchanges: Demonstrate the ability to analyse through appropriate methodologies aspects of the host country's culture, political and social structures.</p> <p>All exchanges: communicate effectively in a new academic environment.</p>		

iv) Clear and concise presentation of material

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Demonstrate the ability to communicate orally and in writing, knowledge, legal reasoning and the awareness of policy issues (BS2.4xi).	Lectures, tutorials, seminars, directed reading and independent research across the whole range of modules.	Essays, examinations, seminar presentations and contributions to tutorial discussions, all of which involve problem solving and discussion topics.
Demonstrate the ability to present coherent arguments based on research and personal synthesis of material.	Lectures, tutorials, seminars, directed reading and independent research across the whole range of modules.	Essays, examinations, seminar presentations and contributions to tutorial discussions, all of which involve problem solving and discussion topics.

v) Critical appraisal of evidence with appropriate insight

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Demonstrate the ability to use primary and secondary legal, and other sources to present reasoned and critical analyses and arguments including the ability to recognise ambiguity and deal with uncertainty in law (BS2.4viii). Demonstrate the ability to assess the appropriateness of the evidence and the methods used in criminological studies, their value and their limitations, and the ability to read, analyse and reflect critically on contextually upon criminological texts.	Lectures, tutorials, seminars, directed reading and independent research across the whole range of modules.	Essays, examinations, seminar presentations and contributions to tutorial discussions, all of which involve problem solving and discussion topics.
(Year Abroad) Demonstrate inter cultural awareness and understanding		

vi) Other discipline specific competencies

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Demonstrate the ability to conduct independent legal research using library resources and legal databases. This includes the accurate identification of issues which require researching, retrieval and evaluation of accurate, current and relevant information from a range of appropriate sources, including primary legal sources (BS2.4vi).	Written work; and preparation for seminars and tutorials, directed reading.	Assessed coursework, seminar presentations and contribution to tutorial discussions.

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Year Abroad Demonstrate inter-cultural awareness and understanding.	Year Abroad Studying and living abroad	Year Abroad Studying and living abroad

b) Transferable skills

i) Oral communication

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Display the ability to present reasoned arguments with clarity and coherence, and where requested respond to questions and instructions in relation to legal matters (BS2.4xi). Demonstrate clarity, fluency and coherence in oral expression of legal and criminological problems, and to participate effectively in group discussions. Presenting criminological ideas or proposals to technical and non-technical audiences.	Seminars, tutorials, group work, individual consultations with staff and feedback on presentations.	Oral communication skills are demonstrated and provided with feedback in tutorials/seminars in Leicester, plus equivalent forms of assessment in partner institutions.
Year Abroad French, Spanish, German and Italian exchanges: to display the ability to communicate in a European language in a fluent, accurate and appropriate manner All exchanges communicate effective in a new academic environment.	Year Abroad French, Spanish, German and Italian exchanges: language classes. Other native language options are also available for the Scandinavian exchanges. Residence abroad.	Year Abroad French, Spanish, German and Italian exchanges: exercises, oral presentations.

ii) Written communication

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Demonstrate the ability to write in a suitable academic style; and where required respond to questions and instructions; to be critical and analytical; and to present data clearly in written forms of communication (BS2.4ix and xi).	Provision of writing guides, supervisions, formative coursework, preparation for seminars/tutorials, problem-solving exercises, independent research, individual consultations with staff and feedback on coursework and assessed work.	Assessed coursework, essay-based examinations, dissertation, group projects, and critical commentary.

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Year Abroad French, Spanish, German and Italian exchanges: to produce texts of various types in a European language demonstrating accuracy and appropriate discourse conventions.	Year Abroad French, Spanish, German and Italian exchanges: language classes, formative coursework in partner institutions.	Year Abroad French, Spanish, German and Italian exchanges: assessed language tasks.

iii) Information technology

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Demonstrate the ability to use the internet, specific electronic information retrieval systems, use of new learning technologies.	Support is provided by the Law School staff and open access computer facilities are available to all students. Computer practical classes, use of discussion boards and wikis on Blackboard, and independent study.	Students are expected to word process their written work. Essays, online discussion forums, technology-based exercises, problem-based exercises and other forms of assessed coursework. The 3 rd year of the year abroad programme, communication with students abroad is conducted via the internet.
To be able to produce a word-processed essay or other text in accordance with a standard template.	Support is provided by the Law School staff and open access computer facilities are available to all students. Computer practical classes, use of discussion boards and wikis on Blackboard, and independent study.	Students are expected to word process their written work. Essays, online discussion forums, technology-based exercises, problem-based exercises and other forms of assessed coursework.
Use IT effectively to support their studies including use of IT for bibliographic and archive searches, data analysis and written/visual presentation of work.	Support is provided by the Law School staff and open access computer facilities are available to all students. Computer practical classes, use of discussion boards and wikis on Blackboard, and independent study.	Students are expected to word process their written work. Essays, online discussion forums, technology-based exercises, problem-based exercises and other forms of assessed coursework.

iv) Numeracy

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Demonstrate the ability to analyse, interpret and present relevant data, including textual, numerical and statistical, using statistical and graphical techniques; to make simple mathematical calculations (BS2.4vii).	The use of basic statistics and the ability to make simple mathematical calculations are included in a number of modules and are developed in lectures, tutorials and written work in those modules.	Essays, examinations, tutorials, technology-based exercises, problem-based exercises and other forms of assessed coursework.

v) Team working

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Demonstrate the ability to work in a group as a participant who contributes effectively to the group task including collaborative planning.	Students are expected to collaborate as part of tutorial preparation. In some modules students are required to engage in a group exercise in a tutorial. Students are given the opportunity to participate in the team competitions of mooting, client interviewing and negotiation.	Group work assignments and/or project work, tutorial activities and Blackboard exercises; willingness to work collaboratively (BS2.4i)
(Year Abroad) Build positive working relationships with staff and students at partner institution		

vi) Problem solving

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Demonstrate the ability to apply knowledge to situations of varying complexity and to provide solutions to actual or hypothetical problems. Address problems in Law and Criminology using a range of primary and secondary sources.	Lectures, tutorials, team problem solving exercises and seminars.	Essays, examinations, tutorials, technology-based exercises, problem-based exercises and other forms of assessed coursework. [Year Abroad] Plus equivalent forms of assessment in partner institutions.

vii) Information handling

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Demonstrate the ability, through directed and independent study, to gather, analyse and deploy material.	Lectures, tutorials and seminars, directed reading.	Tutorials, seminars, coursework and examinations.

viii) Skills for lifelong learning

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
<p>Demonstrate the ability to reflect on their learning, to acknowledge and correct errors, to identify gaps in own knowledge, and to make effective use of feedback (BS2.4xii).</p> <p>The development of transferable skills.</p> <p>The ability to plan and undertake tasks in area of law and criminology studied.</p> <p>Demonstrate the ability to undertake independent research; to demonstrate the ability to show intellectual independence through the completion of tasks and the analysing of questions; to demonstrate the capacity for time management; and to demonstrate the capacity for independent study, self-organisation, and self-approval (BS2.4i,ii,vi).</p> <p>Demonstrate engagement with own personal and professional development and academic integrity (BS2.4xii).</p>	<p>Career advice, including on the legal and criminological profession and postgraduate study.</p> <p>Guidance through seminars, consultations and structured feedback sessions to assist planning for personal and educational development.</p> <p>Career development guidance from the School's Careers Tutors, structured sessions with the Career Development Service.</p> <p>Provision of information and guidance on legal and criminological referencing.</p>	<p>The progressive nature of modules from year to year and the corresponding assessment of them and of the programme as a whole.</p> <p>Successful completion of assessment for each module studied.</p> <p>Graduate surveys.</p> <p>Via the award of the Employability Certificate (Leicester Award) or through exercises in classes relating to career planning, volunteering, interview techniques, CV writing, preparing applications and marketing.</p> <p>Completion of online Plagiarism Tutorial.</p>
<p>Year Abroad</p> <p>French, Spanish, German and Italian exchanges: To demonstrate strategies for self-monitoring and continued maintenance and development of skills in a European language.</p> <p>All exchanges: Manage learning in addition to the challenges of living and studying in a foreign country.</p>	<p>Year Abroad</p> <p>French, Spanish, German and Italian exchanges: Development of metalinguistic awareness through language classes, tasks designed to expand a foreign language repertoire.</p>	<p>Year Abroad</p> <p>French, Spanish, German and Italian exchanges: Language assignments, ability to self-correct.</p>

10. Progression points

This programme follows the standard Scheme of Progression set out in [Senate Regulations](#) – see the version of Senate Regulation 5 governing undergraduate programmes relevant to the year of entry.

Students are required to complete 120 credits of taught modules delivered over two semesters each academic year (a total of 60 credits must be studied in each semester). Legal foundation modules must be passed at 40%.

Application to Transfer to LLB Law with Criminology (with a Year Abroad)

Students are invited to apply at the end of their first year to transfer to the LLB Law with Criminology (with a Year Abroad). The application process is handled by the University's Study Abroad Unit and the process, including eligibility and criteria, is set out by the [Study Abroad Unit](#).

Progression from 2nd year to year abroad

Students are required to meet the progression criteria as set out by the [Study Abroad Unit](#) in order to progress to the year abroad element of this programme.

During the year abroad, students are required to attempt to complete the equivalent of 60 ECTS if studying at a European partner institution or an equivalent number of credits at one of the International partner institutions as agreed between the Law School and the partner Law School.

Progression from year abroad to final year

In addition to the requirements set out in the standard Scheme of Progression in the [Senate Regulations](#)

In addition, for a student to progress to the final year of the LLB Law with Criminology (with a Year Abroad) programme the following will apply:

- i) European Exchange: Students are required to attempt approved credits of 60 ECTS as agreed by the Law School. In order to pass the year students must achieve a credit weighted average of 50% for the year, including any resit options as per the partner institution's rules by the August Board of Examiners. If a student fails to achieve a credit weighted average of 50%, the Board will consider whether the student should have to transfer to the LLB Law with Criminology for his/her final year taking into account overall attendance and observation of academic obligations.

- ii) International Exchange: Students are required to attempt an academic load equivalent to 120 Leicester credits as agreed by the Law School. In order to pass the year students must achieve a credit weighted average of 50% for the year, including any resit options as per the partner institution's rules by the August Board of Examiners. If a student fails to achieve a credit weighted average of 50%, the Board will consider whether the student should have to transfer to the LLB Law with Criminology for his/her final year taking into account overall attendance and observation of academic obligations.

The year abroad does not contribute towards the overall classification, and will therefore be assessed on a pass or fail basis.

In cases where a student has failed to meet a requirement to progress he or she will be required to withdraw from the programme.

a) Course transfers

Students who have passed first or second year assessments of the LLB Law with Criminology may, on giving notice in writing to the School not later than the beginning of the first semester of the next academic year, transfer to the second or final year of the LLB in Law, as the case may be.

Students transferring to the final year of the LLB in Law shall be credited with the 30 credits obtained in Criminology modules in the second year and these credits will be attributed to the Part 1 Final Examination.

Students may apply to transfer to the LLB Law with Criminology (with a Year Abroad) at the end of Year 1.

11. Criteria for award and classification

This programme follows the standard scheme of undergraduate award and classification set out in [Senate Regulations](#) – see the version of *Senate Regulation 5 governing undergraduate programmes* relevant to the year of entry. Note: legal foundation modules must be passed at 40%.

12. Special features

Students may apply to transfer to the LLB Law with Criminology (with a Year Abroad) after successful completion of the first year and subsequent successful completion of the second year.

The LLB Law with Criminology (with a Year Abroad) provides for students spending their third year at one of our partner institutions and then returning to Leicester for their final year. For the full list of partner institutions available visit: [Study Abroad Unit](#)

Please note that availability at the partner institutions varies each year and we cannot guarantee places at the destinations listed.

Students for the LLB with a Year Abroad degree must apply originally through UCAS for the LLB degree. Applications to transfer on to the LLB with a Year Abroad degree are made at the end of the first year. Details on how to apply: [Study Abroad Unit](#)

13. Indications of programme quality

- Performance in the National Student Survey
- External examiners' reports
- Degree results and career destination statistics
- Annual Development Review reports
- Periodic Development Review reports
- Peer review of teaching and peer review of marking exercises
- Student-Staff Committee feedback
- Module Feedback

14. External Examiner(s) reports

The details of the External Examiner(s) for this programme and the most recent External Examiners' reports for this programme can be found at exampapers@Leicester [log-in required]

Programme Specification (Undergraduate)

FOR ENTRY YEAR: 2020/21

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Last amended: 24/06/2021

Version no. 3

Appendix 1: Programme structure (programme regulations)

The University regularly reviews its programmes and modules to ensure that they reflect the current status of the discipline and offer the best learning experience to students. On occasion, it may be necessary to alter particular aspects of a course or module.

LLB Law with Criminology

Level 4/Year 1 LLB 2020/21

Credit breakdown

Status	Year long	Semester 1	Semester 2
Core	90 credits	15 credits	15 credits
Optional	n/a	n/a	n/a

120 credits in total

Core modules

Delivery period	Code	Title	Credits
Year long	LW1120	Constitutional and Administrative Law*	30 credits
Year long	LW1130	Contract Law*	30 credits
Year long	CR1004	Introduction to Criminology	30 credits
Sem 1	LW1171	Analysing Law	15 credits
Sem 2	LW1172	Law, Justice and Society	15 credits

*Legal Foundation modules

Level 5/Year 2 LLB Law with Criminology 2021/22

Credit breakdown

Status	Year long	Semester 1	Semester 2
Core	120 credits	n/a	n/a
Optional	n/a	n/a	n/a

120 credits in total

Core modules

Delivery period	Code	Title	Credits
Year long	LW2220	Criminal Law*	30 credits
Year long	LW2240	EU Law*	30 credits
Year long	LW2410	The Law of Tort (Advanced)*	30 credits
Year Long	LW2008	Punishment and Rehabilitation	30 credits

*Legal Foundation modules

Level 6/Year Final LLB Law with Criminology 2022/23**Level 6/Year Final LLB with Criminology Year Abroad variant 2023/24**

Credit breakdown

Status	Year long	Semester 1	Semester 2
Core	60 credits	n/a	n/a
Optional	30 credits	15 credits	15 credits

120 credits in total

Core modules

Delivery period	Code	Title	Credits
Year long	LW3370	Equity and Trust (Advanced)*	30 credits
Year long	LW3392	Land Law (Advanced)*	30 credits

*Legal Foundation modules

Option Law modules

30 credits of Law options must be chosen

Delivery period	Code	Title	Credits
Year long	LW3230	Employment Law	30 credits
Year long	LW3250	Family Law	30 credits
Year long	LW3260	Medical Law	30 credits
Year long	LW3270	Human Rights in the 21 st Century	30 credits
Year long	LW3280	International Law	30 credits
Year long	LW3310	Commercial Law	30 credits
Year long	LW3320	Company Law	30 credits
Year long	LW3350	Criminology	30 credits
Year long	LW3360	Dissertation	30 credits
Year long	LW3380	Intellectual Property	30 credits
Year long	LW3410	Jurisprudence	30 credits
Year long	LW3420	Law of Evidence	30 credits
Year long	LW3430	Law and Political Theory	30 credits

Delivery period	Code	Title	Credits
Year long	LW3460	Immigration Law	30 credits
Year long	LW3550	Bioethics	30 credits
Semester 1	LW3291	Clinical Legal Skills	15 credits
Semester 1	LW3301	Caring and the Law	15 credits
Semester 1	LW3561	Commercial Property Law	15 credits
Semester 1	LW3581	International Commercial Arbitration	15 credits
Semester 1	LW3591	Criminal Justice: Policing, Sentencing and Rehabilitation	15 credits
Semester 2	LW3182	Canadian Constitutional Law ^	15 credits
Semester 2	LW3292	Advanced Clinical Legal Skills**	15 credits
Semester 2	LW3293	Clinical Legal Skills	15 credits
Semester 2	LW3511	Wills and the Administration of Estates	15 credits
Semester 2	LW3531	Gender, Sexuality and the Law	15 credits
Semester 2	LW3571	Dispute Resolution	15 credits
Semester 2	LW3592	Criminal Justice: Prosecutions and Criminal Trials	15 credits

**pre-requisite LW3291 ^only available to students who intend to practice law in Canada

Optional Criminology modules

30 credits of Criminology modules must be chosen

Semester 1	CR3023	Gender and Crime	15 credits
Semester 1	CR3025	Violence	15 credits
Semester 1	CR3028	Hate Crime	15 credits

Semester 2	CR3013	Forensics Science	15 credits
Semester 2	CR3019	Criminal Justice and Mental Disorder	15 credits
Semester 2	CR3020	Drugs, Crime and Society	15 credits

Notes

This is an indicative list of option modules and not definitive of what will be available. Option module choice is also subject to availability, timetabling, student number restrictions and, where appropriate, students having taken appropriate pre-requisite modules. 120 credits of approved optional modules. Credits must total 60 in each semester.

Appendix 2: Module specifications

See undergraduate [module specification database](#) (Note - modules are organized by year of delivery).

Appendix 3: Skills matrix

