	Key: Activity Change mechanism Assumption Behavioural outcome Non-behavioural outcome Evidence link –	
	Inputs Open link	Act
	Den init	Offer-holder and post- entry transition stages A1.1;A1.3-5; A2. A3.3 Multi-day support programme
		Offer-holder and post- entry transition stagesA1; A1,
Open link	Information and ^{A3.1, A3.4–3.5} resources	Offer-holder and post- entry transition stagesA1,: A1,3-5; A2 A3,3JuncJuncUnitTailored ponlik
	Individual and ^{A2.2, A3.6} institutional time Systems A3.7	Pre-offer, offer-holder, or post-entry transition stages A1.1-5; A2.2 A3.
	Systems A3.7 and processes Data A3.2	Needs Assessment
	Senior leadership A2.1 buy-in and support	Post-entry transition stages A1.1; A1.3-5; A2 A2.7; A3 Mentoring buddying/ tutoring
	Open link	Pre-offer and offer- holder transition stages A1.1; A1.3-5; A A3.3
		HEP 'Taster' D

11・ A1 つ に・ A

