

Bath College Annual Accountability Statement

2023/24





Introduction

As the only Further Education College and largest provider of apprenticeships in Bath & North East Somerset (B&NES) Bath College has a long tradition of delivering skills education and training to individuals and businesses in the county and region. We pride ourselves in the work we do to gain maximum reach and impact with quality provision.

We believe in strong partnership with local and regional institutions that provide with important synergies that result in positive learner outcomes for a wide range of residents and organisations.

Relationships with local, regional and national employers play a vital part in the College's ability to make a positive contribution to the closing of priority skills gaps and we value each and every one. Bath in particular has a high proportion of small and medium sized enterprises which brings a unique richness to our work and enables us to assist in the creation of new businesses as well as servicing existing ones.

This skills statement seeks to demonstrate the close relationship the College has with not only employers, but residents, other educational institutions, civic partners and funding bodies, all resulting in a very strong curriculum intent where provision is matched to the skills needs in our county and region. Our strategic pillars reflect our ambition to always strengthen our positive influence over our economy.

What is an already strong skills match will go from strength to strength as the College expands into new markets and we are excited for the future.

Jayne Davis
Principal & CEO



'We will deliver a dynamic, flexible and influential curriculum that meets targeted skills needs locally, regionally and nationally'

Strategic Plan 2020-25

The current Bath College Strategic Plan outlines our intentions to meet local, regional and national skills needs and is due to be replaced in 2025.

Since the Plan was consulted on and written, there have been significant changes in the national and regional economy, culture and society as well as health and mental health, for the most part influenced by the global Coronavirus pandemic. It is for this reason that the staff, leaders and managers and governors re-set the strategic objectives to better reflect the College's priorities and the changing needs of our learners, staff, community, employers and partners.

Our current strategic pillars have been reshaped to reflect the College's key priorities which remain rooted in quality skills provision and the learner experience.

Bath College Overview

Bath College was formed in 2015 when City of Bath College, merged with Norton Radstock College in Westfield. The College now employs approximately 530 staff and educates over 8,000 students per academic year across a wide range of provisions, with approximately 2,000 full-time learners.

The College also has a number of learners based in the community both locally and regionally, delivered directly by the College and with valuable partners to reach learners otherwise disengaged with education and learning. Additionally, the College has a number of national learners undertaking home learning for various reasons including rural isolation, time commitments and flexibility.

Bath College has a wide ranging curriculum that includes a wide range of vocational and academic programmes from pre-entry to level 5. Due to the adult learning provision there is a large proportion of level 2 delivery, though for full-time students the spread across the levels is more balanced.

The College is at the forefront of new, innovative delivery and provision includes T-Levels, T-Level Transition, Skills Bootcamps, Multiply and HTQs.



Approach to Developing the Plan

Bath College has a strong relationship with its key stakeholders and as part of our commitment to providing the best possible education for the communities we serve, we liaise, collaborate and create partnerships to achieve this. In developing the plan, the College worked with:

Key partners:

- **West of England Institute of Technology (WEIoT):** where the College collaborates with three FE Colleges, one university and several key anchor employers to design and deliver flexible, higher-level technical learning to equip people with the skills to fully participate in, and contribute to, economic growth driven by digital innovation and emerging technologies. As key providers in the region, provider accountability statements and plans have been discussed, compared and shared.
- **Bath Spa University (BSU):** in response to national, regional and local employer needs, the College is working with BSU to co-create with employers more complete learning pathways at all levels where there are skills gaps. The first sector being targeted is Health & Social Care.
- **FWD (Forward):** A collaboration due to launch in July 2023 between Bath & North East Somerset Council, Bath College, Bath Spa University and University of Bath has been partially funded by WECA plans to combine, in the same space, the benefits of skills delivery with innovation and research. In response to national, regional and local skills needs, this collaboration is unique and will focus on Health, Digital, Creative and Green skills.
- **Youth Connect and Bath Rugby Foundation:** To help meet the needs of the communities we serve the College works in partnership with these organisations in delivering alternative provision to young people who are NEET or pre-NEET. As an important objective of the Local Council and MCA, this work is vital to the College's contribution to local needs.
- **Bath & North East Somerset Council:** The majority of the College's High Needs Learners are B&NES-based and therefore, the Local Council are partners in ensuring that HN funding is used effectively to meet the needs of learners with Education, Health & Care Plans. Most recently this work has included a joint project on developing a SEND residential facility on the Somer Valley Campus to help meet the needs of learners who often need to travel out of county for provision or who are unable to live independently.
- **Women's Work Lab:** via the College's Adult Education Budget allocation, we help fund the Women's Work Lab who play a vital regional role in rebuilding the lives and confidence of women in the community via training, placement and work experience.

Other stakeholders

- **Employer groups/boards:** the College has a strong employer base and carries out sector based employer boards to gain input and where possible co-design of curriculum with employers. These interactions includes the planning of specialist and generic curriculum.
- **WECA:** Bath College's Adult Education programme is partially funded by WECA. In addition to this the College inputs into the WECA Skills & Employment Plan and sits on the Skills Advisory Panel for the area.
- Department for Work and Pensions
- Other FE providers in the area
- Local secondary schools



Context and Place

The communities the College's serves are focused on the West of England Combined Authority area (below). Though the College's learners come from a wider area communities in Bath & North East Somerset (B&NES) and the wider Mayoral Combined Authority (WECA) area are the focus of our curriculum.

Bath College is the only Further Education College in B&NES and with main campuses in the city of Bath and Westfield, as well as a learning hub in Twerton (one of the most deprived wards in England) and community venues over the county, serve priority communities and employers.

The vast majority of businesses in B&NES are SMEs with the majority of those microbusinesses, which fills our local economy in particular with many opportunities and challenges. Combined with the fact the College's City Centre Campus is in a World Heritage city, the College's market is unique and creates potential for creative curriculum planning.

Bath & North East Somerset

B&NES has 193,400 residents (2021) having grown 9.9% since 2011. The shape of the population is largely influenced by the number of university students (Bath Spa University and University of Bath), which is also reflected in the high proportion of the population with qualifications at NVQ Level 4 and above. The employment rate is at 79% which is higher than the West of England and England and there are 8,635 businesses (seeing growth of 22% between 2010-2021 - 10% less than nationally)

Despite pockets of wealth, the most qualified workforce outside London and high house prices, B&NES is ranked 269 out of 317 Local Authorities in England for overall deprivation. Two areas in particular are in the top 10% nationally (Twerton and Whiteway). In addition to this B&NES has a NEETs rate that is the eighth worst out of all local authority areas in England at 81% and a disadvantage gap that is one of the worst in the country.

B&NES has industry specialisms in Professional, Scientific and Technical, Creative & Digital, Advanced Engineering and Agriculture which are linked to regional strengths in emerging Low Carbon, FinTech, AgriTech and Sustainable Fashion Industries. This is, of course, as well as hospitality and tourism (Visitor Economy).

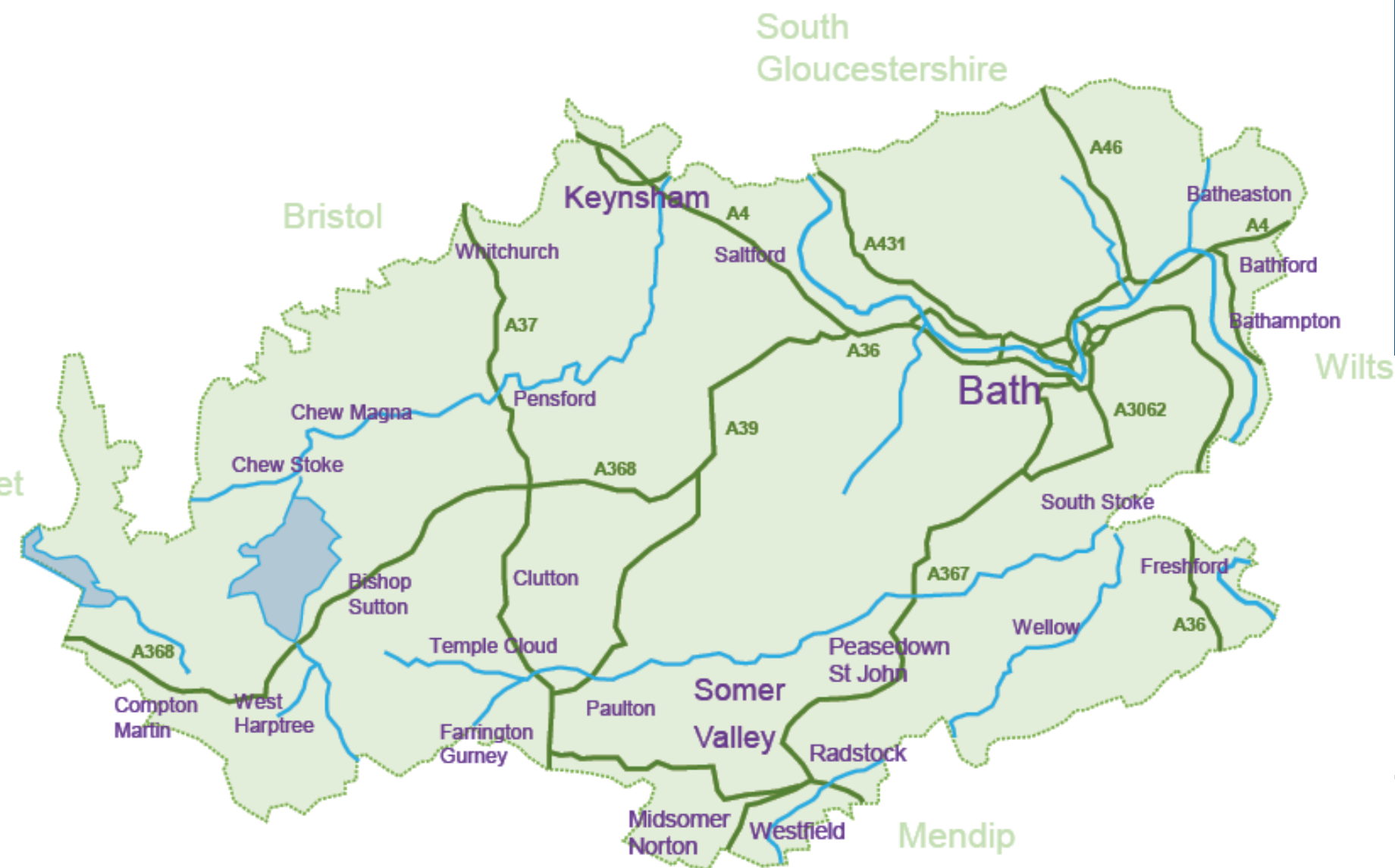
West of England

The West of England has a population of 1.1m. It is home to more than 46,000 businesses, employing 627,000 people.

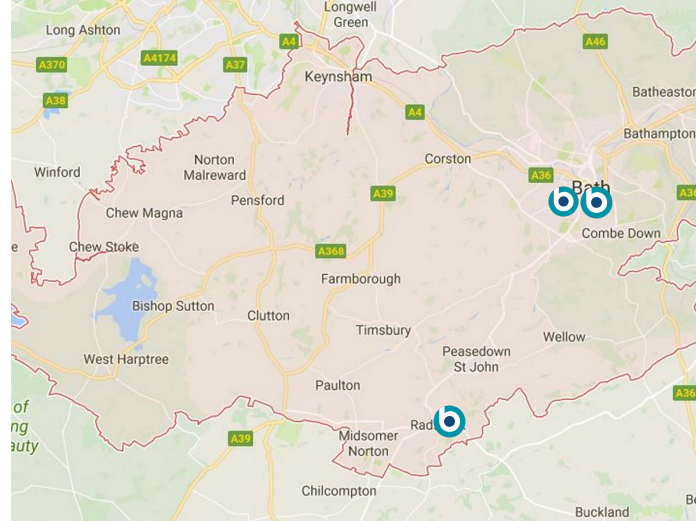
Adult Education in the West of England has been devolved to the West of England Combined Authority (WECA). The West of England has a successful Institute of Technology (IoT) - a partnership between Weston College, Bath College, Gloucestershire College, Yeovil College and the University of the West of England (UWE).

Priority industry sectors in the West of England are highlighted as:

- Aerospace & Advanced Engineering
- Construction
- Creative, Cultural and Media
- Digital & Technology
- Finance & Professional Services
- Life Sciences



Our Campuses



Somer Valley Campus (SVC) is situated in Westfield near Radstock and is home to the College state of the art Construction Skills Centre. Provision in Carpentry, Bricklaying, Refrigeration, Electrical Installation, Painting & Decorating and Stonemasonry is held at this campus near Somer Valley Enterprise Zone. Somer Valley Campus is also the base for Wellow House, a SEND centre for learners with more profound and complex needs. Our Animal Care department is one of the most popular features of this campus housing hundreds of animals including reptiles, birds and pygmy goats.

Twerton Learning Centre (TLC) is on the main high street in one of the county's most deprived and growing areas. The Learning Centre is aimed at learning in the community and provides courses across a wide spectrum for residents, for example, English, maths, digital skills, employability and engagement courses such as art & design.

The College also delivers adult community learning out of a large number of community venues across B&NES, e.g. Percy Community Centre.

Bath City Centre Campus (CCC) is situated in the World Heritage City and is the base for our digital, creative, service industries and SEND provision. It is home to the Institute of Technology floors in one of the tallest buildings in Bath, brand new science labs, creche teaching facility, gym and employer lounge. It also has a brand new restaurant, The Willow Tree, two commercial -quality kitchens and a hair, beauty and spa salon, The Academy.



... — Purpose - Strategic Objectives — ...

Create and deliver a dynamic, flexible & influential curriculum

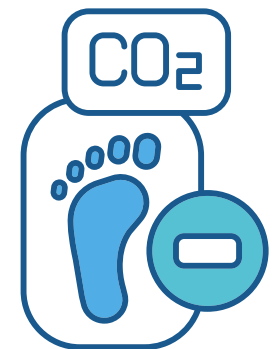
Be known for delivering the highest quality curriculum

Achieve growth on an enhanced estate

Create strategic partnerships to benefit learners

Be at the heart of the community where there is a place for everyone

Commit to a net zero future now



National, Regional & Local Skills Needs Mapping

	PILLAR 1: Influential Curriculum	PILLAR 2: High quality outcomes	PILLAR 3: Growth on an enhanced estate	PILLAR 4: Partnerships that benefit learners	PILLAR 5: A place for everyone	PILLAR 6: Commit to a net zero future now
B0 B&NES Advanced Engineering Agriculture Creative & Digital Health & Social Care Professional, Science & Technology	B1 Objective 3: Building a diverse, resilient and sustainable business base.	B2 Objective 2: Supporting residents to access and thrive in good work.	B3 Objective 1: Delivering net zero and protecting our national assets.	B4: Establishing B&NES as a centre of inclusive innovation	B5 Objective 2: Supporting residents to access and thrive in good work. Objective 6: Enabling people and places to share in prosperity.	B6: Objective 1: Delivering net zero and protecting our national assets.
W0 WECA Aerospace & Advanced Engineering Construction Creative, Cultural & Media Digital & Technology Finance, Professional & Business Services Life Sciences	W1 Priority 1: Strengthen and simplify the skills system. Priority 5: Address employer needs and skills shortages.	W2 Priority 2: Enable all young people to achieve their potential Priority 4: Support people to progress to work.	W3 Overall: Commitment to net zero and the development of net zero skills	W4 Priority 1: Strengthen and simplify the skills system.	W5 Priority 3: Support unemployed and inactive people into work.	W6 Cross cutting theme: Deliver green skills for our low carbon ambition.
L0 LSIP Aerospace & Advanced Engineering Construction Creative, Cultural & Media# Digital & Technology Finance, Professional & Business Services Life Sciences	L1 3.1 A new approach to skills, training and design. 3.3 Leadership & Management Skills	L2 Changing the paradigm: a career not a job	L3 Overall: Regional commitment to net zero and the development of net zero skills	L4 3.2 System approaches to workforce planning - cross sector planning ahead. 3.4 Shifting reputations, driving up recruitment. 3.6 Building the co-ordination infrastructure,	L5 3.5 Changing the paradigm: a career not a job,	L6 Overall: The early development of transferrable skills to serve future 'green' roles
N0 NATIONAL Construction Digital & Technology Engineering Haulage & Logistics Health & Social Care Manufacturing Science & Mathematics	N1 Growth in key national programmes, e.g. Skills, Bootcamps, National Skills Fund	N2 National commitment to CEIAG and strong learners outcomes.	N3 Climate emergency journey to net zero.	N4 National projects, e.g. IoTs and associated funds (SDF).	N5 Commitment to reducing inequality and achieve inclusive growth.	N6 Climate emergency: journey to net zero

*West of England plus Trailblazer LSIP - 'What Needs to Change and Why'

LSIP Match

Leadership & Management Skills: There is a shortage of leadership and management skills in Aerospace & Advanced Engineering (not limited to this sector). One of the College's aim to increase the provision of courses at different levels (line management to leadership, short courses to higher apprenticeships).

Need for shorter modular qualifications in Health & Engineering
 Need for more transferable, accredited qualifications in Health that allows for greater labour market flexibility - portability and modularity

Clearer training options relating to career pathways - careers not jobs - via the addition of some key levels 3, 4 and 5 qualifications in partnership work BSU targeted at social care and key employers such as Royal United Hospitals Bath

Flexible delivery via digital badging where accredited qualifications are less important. As part of the Strategic Development Fund (via WEIoT) the College has increased the use of digital badges which allow learners

Contribution to National, Regional & Local Skills Needs - 2023/24 Commitments

PILLAR 1: Create and deliver a dynamic, flexible and influential curriculum

1.1 To deliver a careers-led, employer co-designed curriculum that creates skills routes for the locality/region that solve specialist and generic skills needs.

1.2 To achieve targeted growth in green skills, construction, health and digital provisions.

1.3 To lead on developments in health education with chosen partners to become the go to employer in the area.

1.4 To attract, recruit retain and develop a well-trained, resilient workforce to deliver the College's strategic objectives.

Accountability Statement 2023/24

We will:

1. Enhance the College's Employer Board input into the curriculum with co-creation as the leading principle. Via our membership of the West of England Institute of Technology, develop innovative solutions in the FE/HE delivery space putting skills acquisition at the forefront of planning and partnership work. We will solve the significant need for 'critical or soft' skills in most sectors by introducing the golden threads of resilience, communication and leadership/management,
2. Grow our green skills, construction, health and digital provisions by 25% using the LSIP conclusions as a baseline for employer needs. We will create flexibilities in our curriculum such that growth in these key sectors are via the most appropriate provision and create new opportunities swiftly to match market demand.
3. Work with Health Education England and other organisations to create bespoke health offers to local and regional employers, harnessing the best of technology and focused on skills training needs for our health & social care providers.
4. Working as part of the Workforce for the Future project, the College will continue to contribute directly to employer and employee knowledge and understanding of training opportunities for residents, particularly SMEs.
5. Via the People Plan principles are 'we are valued, development, successful and ambitious, heard and one team, attract the best possible workforce for excellent, high quality results.

Contribution to National, Regional & Local Skills Needs - 2023/24 Commitments

PILLAR 2: Be known for delivering the highest quality provision

2.1.

2.1 Provide clear, **employer-led career pathways** for learners resulting in very high levels of achievement and positive destinations across all provisions.

2.2

2.2 Allow our learners to thrive in education and at work by providing **quality teaching, learning and assessment** that is linked to industry and embedded employability.

2.3

2.3 Create '**golden threads**' of digital skills, sustainability awareness and employability in all provisions.

2.4

2.4 Provide the local, regional and National economy with **agile quality provision** that allows our existing and new employer partners to flex training needs according to market forces.

Accountability Statement 2023/24

We will:

1. Further invest in our careers service to provide the best quality advice and guidance for learners in ALL provisions.
2. Work with partner organisations, including B&NEs, West of England IoT, Youth Connect, Women's Work Lab, Bath Spa University & University of Bath to provide innovative and co-created pathways to achieve the best destinations and learning outcomes across the organisation.
3. Continuously improve our teaching, learning and assessment, encompassing digital and other environmental change creating best opportunities for further learning and work.
4. Invest in the College's commitment to creating golden threads to match skills requirements identified by B&NES, WECA and the recent LSIP.
5. Create opportunities for inclusive pathways into employment and further learning for our most disadvantaged learners, breaking barriers to learning and creating better sociology economic futures for local and regional residents.

Contribution to National, Regional & Local Skills Needs - 2023/24 Commitments

PILLAR 3: Achieve growth on an enhanced estate

3.1
3.1. Create growth opportunities in Health, Engineering, Digital and Creative Industries according to College targets

3.2
3.2 Invest in technological innovation on the estate and learning resources, facilitating growth and enriching the learning experience.

3.3
3.3 Develop the College's estate utilisation to create an industry standard resource and commercial property.

3.4
3.4 Create a group of anchor employers linked to different zones of the estate to further support employer-led curriculum with employer-led estates development.

Accountability Statement 2023/24

We will:

1. Enhance our co-created learning and skills programmes with an employer-led estates strategy that future proofs the College's delivery and enables high levels of agility and responsiveness to changes in demand.
2. Work with our partners to reach growth targets in local and regional priority skills areas, identified by B&NES, WECA and the regional Local Skills Improvement Plan.
3. Maximise grant income opportunities and financial investment to match curriculum planning agility with estates flexibility to ensure employers in the locality and region have a state of the art, skills development resource.
4. In line with the local and regional need from employer-led, co-created curricula, the College will develop a set of anchor employers that will undertake estates development and technology innovation evaluations and future plans to ensure that College meets industry current and futures needs.

Contribution to National, Regional & Local Skills Needs - 2023/24 Commitments

PILLAR 4: Create strategic partnerships to benefit learners

4.1

4.1 Work with a minimum of four nationally leading colleges to maximise exposure to best practice in key areas. Become a National leader in one area by 2025

4.2

4.2. Create partnerships that result in direct learner sponsorships and mentoring across the full range of the curriculum to enrich the curriculum even further.

4.3

4.3. With ISTART and WEIOT partners, create a system of portable, modular skills offers that match local and regional skills needs directly.

4.4

4.4 Enhance our set of community partners to further develop our adult community and alternative learning provisions to 60 ?ACL locations and double the number of AP learners.

Accountability Statement 2023/24

We will:

1. Enhance skills development (inking with employer input) by working with nationally leading colleges to further enhance the quality of curriculum by sharing best practice, particularly in the area of specialist skills.
2. Achieve the best levels of achievement in new, innovative and collaborative delivery to directly match provision to skills by combining specialisms in partnership with IoT and ISTART partners, the College will
3. Further enrich the learner experience and employability, create opportunities for employer partners to directly sponsor and or mentor individual learners, particularly those from disadvantaged backgrounds.
4. Expand our adult community learning and alternative learning provisions by working closely with a greater number of partners in a greater number of venues, focusing on those furthest away from work and those in rural or social isolation.

Contribution to National, Regional & Local Skills Needs - 2023/24 Commitments

PILLAR 5: Be at the heart of the community where there is a place for everyone in the internal community

5.1

5.1 Build a SEND residential facility on the Somer Valley Campus to allow learners in transition from learning to living independently to stay in county.

5.2

5.2 Re-launch the College's EDI strategy to promote inclusive growth in the curriculum and enriching the internal College community.

5.3

5.3. Recruit and retain the best staff to create an inclusive and highly successful internal community.

5.4

Further enhance the College's excellent support system to ensure that there is a place for everyone and everyone has the opportunity to thrive.

Accountability Statement 2023/24

We will:

1. Work with Bath & North East Somerset Council to build a state of the art SEND residential facility to avoid learners going out of county and create more inclusive pathways through the curriculum and into independent living.
2. Develop more innovative recruitment and retention strategies to establish the best possible staff resource. Via dual professionalism and teaching, learning and assessment Bootcamps, the College will invest in staff particularly in priority skills areas to ensure that learners get the best of both academic and specialist skills.
3. Invest in the College's support system to ensure that no learner is left behind or disadvantaged in education due to background or circumstance. The support system crosses the entire curriculum and the College will work to ensure that every course and learner has the same opportunities to access the College's 'safety net'.

Contribution to National, Regional & Local Skills Needs - 2023/24 Commitments

PILLAR 6: Commit to a net zero future now

6.1

6.1 Become an 'emerging' business by 2025, harnessing all opportunities to reduce the College's carbon footprint and meet waste reduction, recycling and energy reduction targets.

6.2

6.2 Fully embed sustainability awareness into the College's curriculum.

6.3

6.3 To meet local, regional and national skills needs the College will invest in further developing the 'green skills' curriculum across different provisions.

6.4

6.4 Create financial investment opportunities to increase the College's capacity to delivery increasing volumes of 'green skills' in the long run.

Accountability Statement 2023/24

We will:

1. Work with staff, learners, governors and other stakeholders to create ambitious sustainability targets that will help the College on it's roadmap to becoming and emerging business.
2. Create a mapping tool to embed sustainability awareness wherever possible in all curriculum provision as a 'golden thread', enabling learners to move into employment opportunities in future careers.
3. Utilise learning modes such as portable, modular provision, Skills Bootcamps and online learning to further develop the green skills curriculum, particularly in Hospitality & Tourism, Construction, Health and Engineering.

Corporation Statement

On behalf of the Bath College Corporation, it is hereby confirmed that the plan as set out in this document reflects an agreed statement of purpose, intention and skills impact as approved by the Corporation at their meeting on 24th of July 2023. This version is approved as for submission to the DfE by 31st July 2023.

We are committed to complying with our duty under a new section 52B of the Further and Higher Education Act 1992 to review provision in relation to local needs as proposed in the Skills and Post-16 Education Bill 2022. We will look to hold a review annually to identify how we are meeting national, regional and local needs.

The Accountability Agreement will be published on the College's website two months of the academic year and can be access via the following link www.bathcollege.ac.uk

Signed

Chair of Corporation

Date: 24th July 2023

Principal & Chief Executive

Date: 24th July 2023

Links & Supporting Documents

West of England Combined Authority Employment & Skills Plan (draft)
B&NES Economic Plan
Strategic Evidence for Bath & North East Somerset February 2023
West of England Plus Trailblazer Local Skills Improvement Plan
WECA Skills Connect
West of England LSIP Priority Findings: Creative Industries, Construction & the Built Environment
Building the Bath & North East Somerset New Economy
LSIP Business Engagement Survey

