

Bath College Annual Report

2017-2018

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Chair's Introduction

As the Chair of Bath College Board I continue to be proud to be part of a thriving and successful college which meets the needs of its community. I am especially pleased that this year Ofsted endorsed again our status as a 'Good' college and that the Office for Students has recognised us as a provider for Higher Education. Both of these indicate the quality of our provision to all those who benefit from what the college offers.

We work with people and organisations to improve outcomes for individuals, businesses, communities and economies, with a core purpose and mission as *talent development, career development and self-development*.

Our student success continues to be above national rates in most areas and we are joint 5th in the annual FE Week league table which measures student and employer satisfaction for colleges across England.

The year has seen continued improvement in our financial position and we have continued to examine how we can develop our main site to respond best to the development at Bath Quays and to ensure our requirements are met for our long term future. At Somer Valley we have been very pleased to bring into full use our new Construction centre and I have been particularly delighted to see how students have benefited from these excellent facilities.

I look forward to the College continuing to serve the community of Bath and North East Somerset and the region beyond.



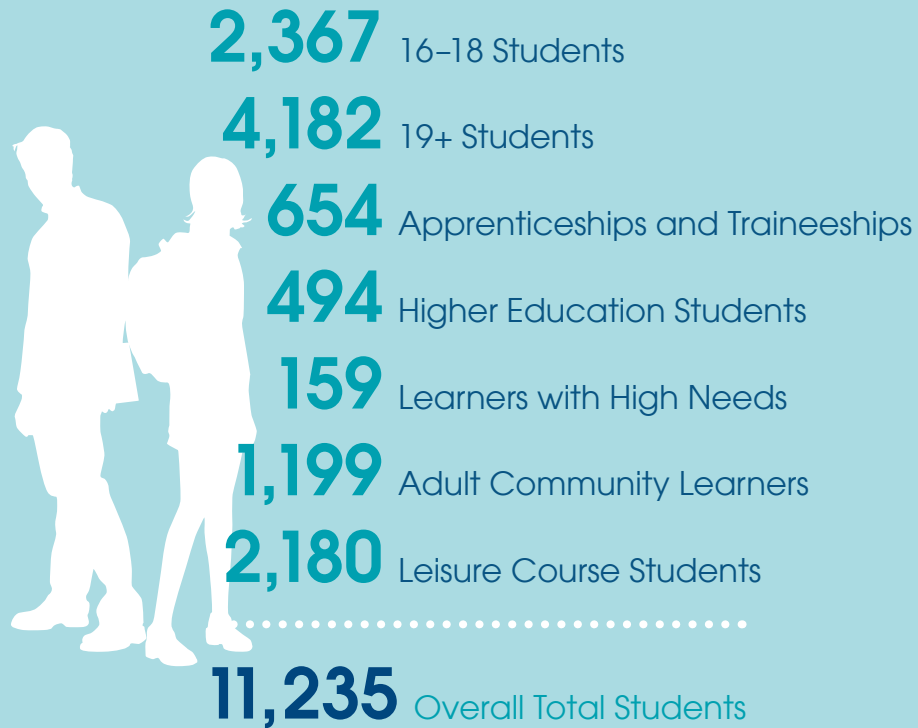
From the Principal and CEO

I am very pleased to have this opportunity to reflect on the real progress we have made as a college over the past year.

The highlight of this of course was the Ofsted inspection in January. There are many good aspects recorded in the inspection report, but I should like to highlight just a few things here. Inspectors recognised the clear focus we have had on improvement which has led to good outcomes for learners and they saw that learners received good teaching and learning and the college provides a diverse range of courses and apprenticeships for learners and employers. They commented positively on the excellent relationships that college staff have with partners, stakeholders and local employers and how as a result of these strong links our courses meet local and regional priorities. I was also delighted to see that inspectors recognised that a high proportion of our learners achieve their qualifications, that they gain good interpersonal and practical skills and have excellent, respectful behaviour and attitudes which equip them well for employment. The continued recognition of Bath as a ‘good’ college is a testament to the hard work of our staff.

The 2017/18 year has been one of some financial austerity, as I anticipated when writing this report last year. However, I am pleased that in spite of some tough decisions, we have ended the year in a better position than forecast at the start, which puts us in a strong place for meeting future challenges and continuing to provide the warm and welcoming college that the inspectors witnessed. Thank you to all students, staff and Governors for making Bath College what it is. I hope that you enjoy reading more of what we have achieved in the information in this annual report.

Key Facts

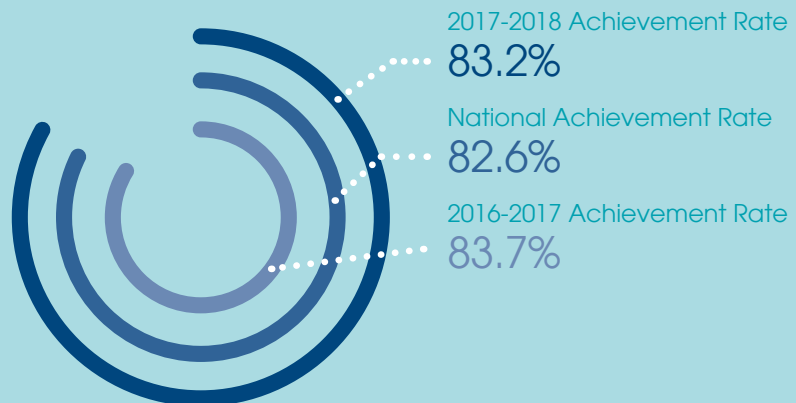


The College delivered training, qualifications and courses (up to Level 6), on College sites, in the workplace and across the community, including:

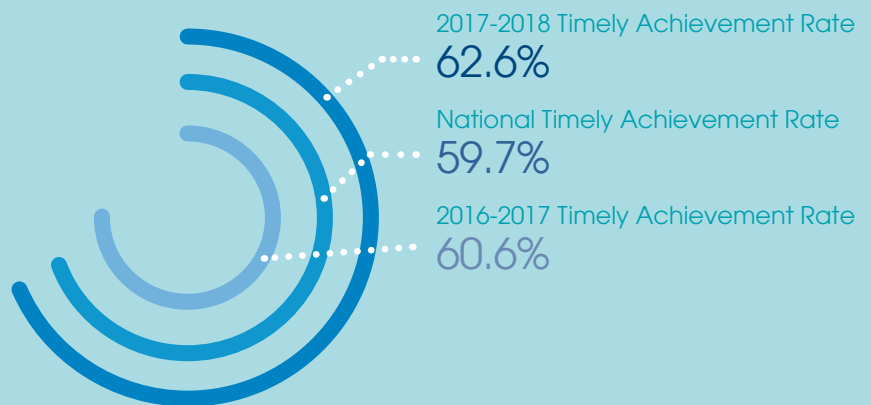
- Apprenticeships and Higher Apprenticeships
- Full and part-time university level courses
- Dedicated Job Centre Plus provision
- Various vocational and general applied courses for 16–18 and 19+ learners
- A variety of self-funded leisure courses
- Short, specific courses and refreshers
- International Foundation Year with University of Bath
- International summer schools
- Working with a number of subcontractors
- Care Academy
- Business Academy
- Hotel School

Our Student Performance

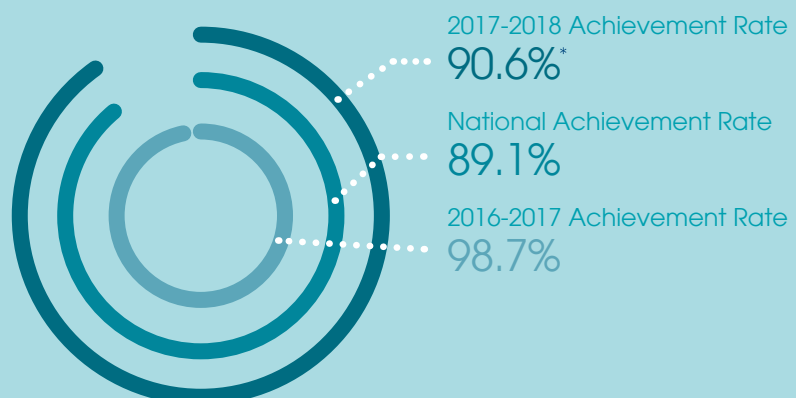
Further Education



Apprenticeships

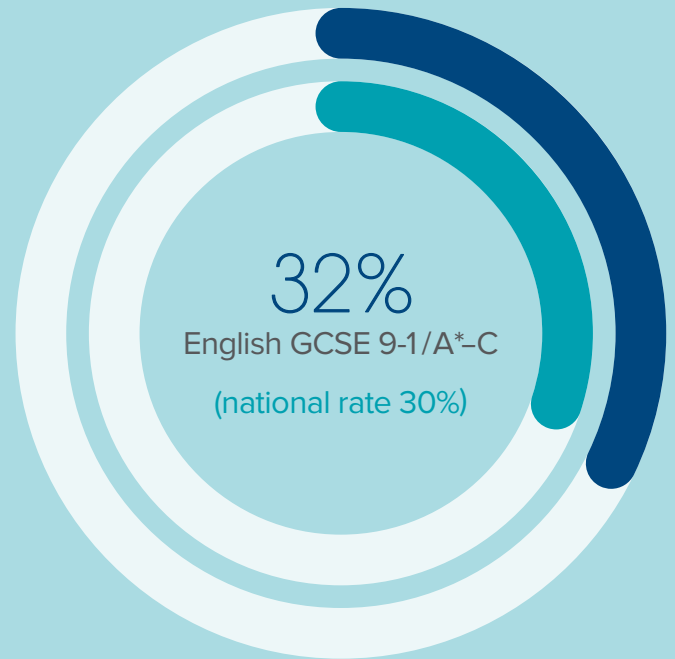
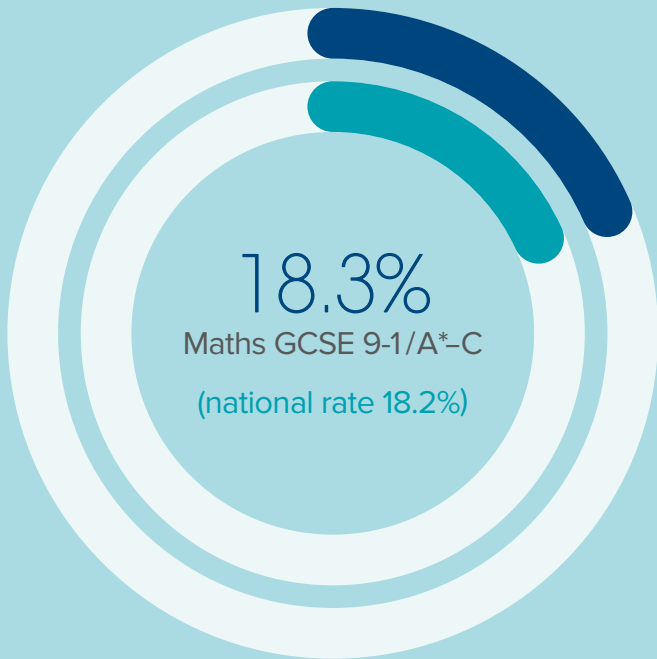


Adult Community Learning



*This figure incorporates a wider range of new qualifications that have been introduced.

Maths and English Achievement Rates



Destinations



Our Students Say...

91%

of students feel that they are always challenged to do better

99%

of students feel the college is a safe place to learn

97%

of students would recommend Bath College to friends

98%

of students understand what support is there at college to help them succeed

99%

of students say that their teachers have explained to them the rules and expectations of the college

Working With Employers

The College vision, ‘**Open for Business**’, supported by the Medium Term Business Plan provided a responsive and flexible approach to working with employers and the community. Here is a selection of some of the main employers we work with:



Partners and Community

The College is committed to working with its many partners to increase opportunities for learners as well as overall prosperity in the region. Some of our key partners include:

**Bath & North East
Somerset Council**

WEST OF ENGLAND
Combined Authority



2017-18 Highlights



- Music** - European Tour • Bruges, Cologne, Rotterdam
- Sport, Leisure and Care** - Seville
- Hospitality & Catering** - Seville
- Hair, Beauty and Spa** - Crete
- Travel and Tourism** - Seville
- Business** - Prague
- IT** - Prague



Teaching Excellence Framework

HE Provision awarded TEF Silver Rating

Four Finalists, three winners at WorldSkillsUK

Complementary Therapies/Spa work with top Spas and Hotels

Social Media reach up by 420%

The College was in Top 15 in FE Week's Report

Apprenticeship Fair attended by over 1,000 young people

Funding secured to build new SEND Centre

Students worked with Michelin-starred chefs

100% of Access to HE students gained a University place

We provided over 500 apprenticeships

Deficit reduced from £3million to £309k



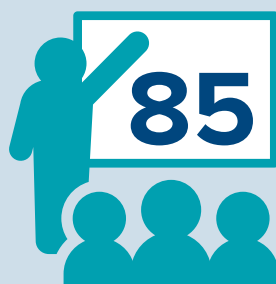
'Good' grading by Ofsted in the first inspection since the merger of City of Bath College with Norton Radstock College (2015)



Bath College has **increased the size** of its student body despite a declining 16-18 population.

Student Welfare & Participation

At the end of 2016/17 the Student Participation Department became the Student Welfare & Participation Team, with some changed responsibilities and a smaller team, but retaining the brief for the Learner Voice Strategy. The new team has nonetheless continued to deliver a number of successful events to the College and wider community. Some of our highlights are presented below:



group tutorials that reached over 1,400 students



students attended the annual **positive mental health** awareness festivals.



events were held to celebrate local, national and **global diversity**



was raised by students to **support 18 local charities** and students also raised funds for one learner to buy a stand up mobility chair.



506 students have been involved in community partnership



Our Staff

At 1st April 2018 the college employed a total of **477**.

Gender data

285 (60%) 192 (40%)



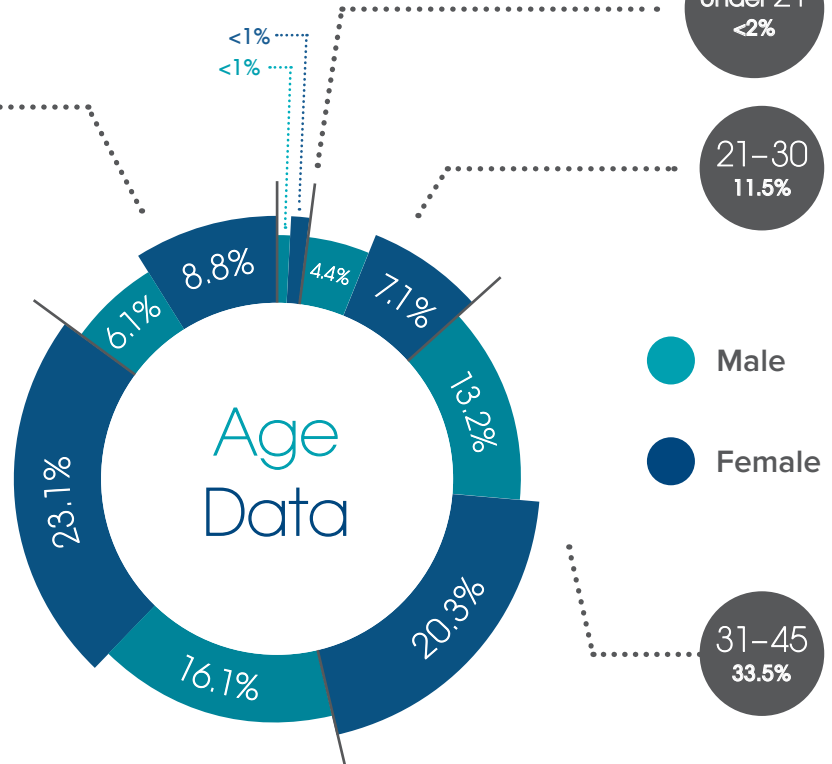
This gender proportion is unchanged since April 2016.

The gender breakdown from the 2011 Census **Females** 51.1% for **BANES** is: **Males** 48.9%



Gender pay gap data

The mean gender pay gap has reduced from **5.4%** in March 2017 to **2.9%** in March 2018. This figure is based on a **mean male hourly rate of £13.34** and a mean female hourly rate of **£12.95**.



The age profile of the workforce has remained similar in most categories over the past 12 months, although the proportion of staff aged under 30 has reduced and there has been an increase in the proportion of staff aged over 60.

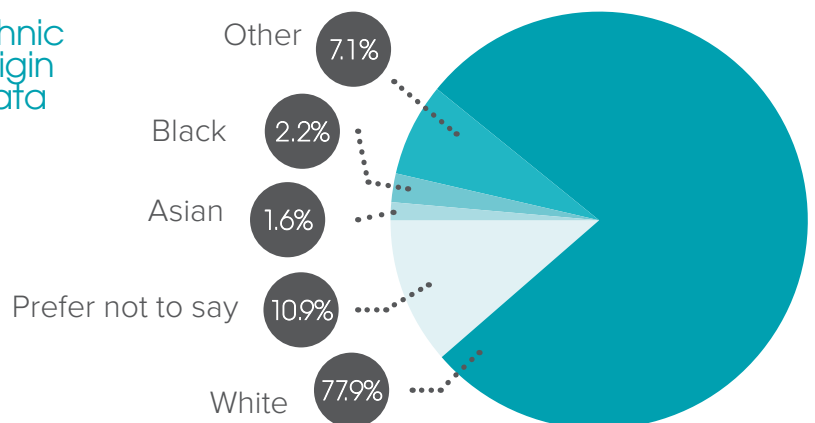
Facilities Time Report - 1st April 2017- 31st March 2018

Number of employees who were relevant trade union officials during the relevant period: **9**

Percentage of total paybill spent on facility time: **0.10%**

Number of full-time equivalent employees who were relevant trade union officials during the relevant period: **7.05**

Ethnic origin data

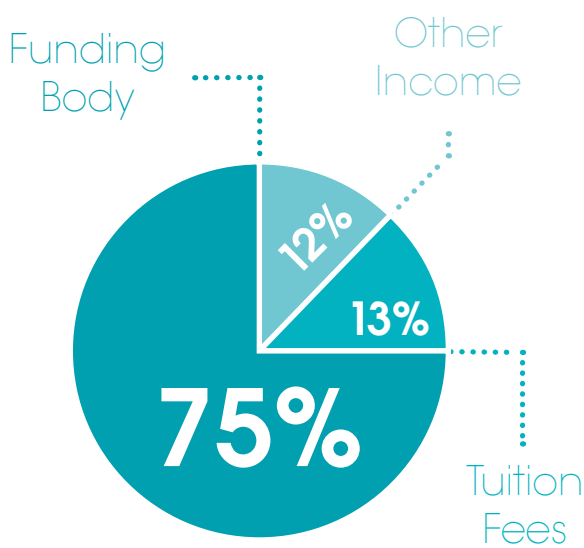


Our Resources

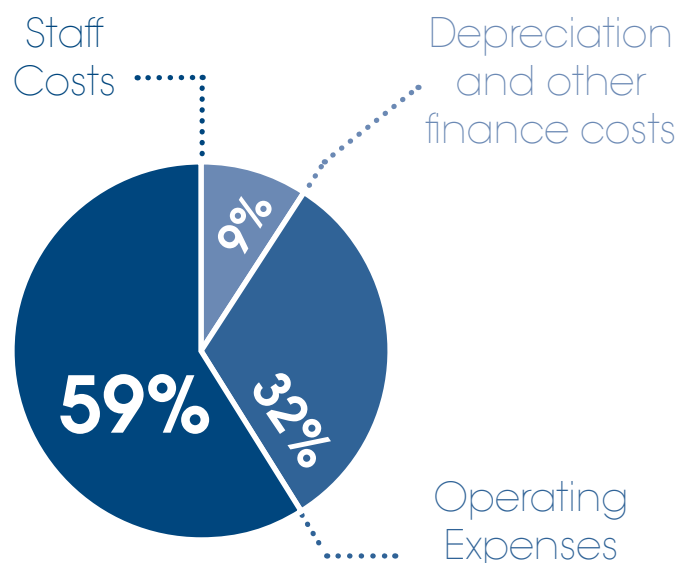
Total Income



Total Expenditure



Income Breakdown



Expenditure Breakdown

*It is acknowledged that the F.E sector is currently working in a financially austere environment.



College Governors

The Board of Bath College

Our Board is a mixture of highly committed external members who are volunteers, drawn from a range of backgrounds in our community, as well as student and staff members.


Membership from 1 August 2017 to 31 July 2018

Carole Stott	Chair
Andy Furse	Vice-Chair
Laurel Penrose	Principal
Paul Blenkinsopp	Staff Governor
Erica Draisey	Member of Quality Working Group
Victor Da Cunha	Member of Finance and Estates Working Group
Teixeira Baber	Student Union President
Mike Oram	<i>(from July 2018)</i>
Andy Parker	<i>(from July 2018)</i>
Jane Shaw	Chair of Quality Working Group
Gary Waylen	Chair of Finance and Estates Working Group
Jenny Williams	Member of Quality Working Group <i>(from July 2018)</i>
Neil Wilson	Member of Finance and Estates Working Group
Julian Young	Chair of Audit Committee
Heather Cross	Clerk to the Board

Senior Management Team


Laurel Penrose	Principal and CEO
Jayne Davis	Deputy Principal
Rachel Hepworth	Director of Finance and Corporate Services <i>(from Nov 2017)</i>
Barbara Owen	Director of HR
Daisy Walsh	Interim Commercial Director



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