



WESTON
COLLEGE



ANNUAL REPORT

2022 -
2023

CREATING **BRIGHTER** FUTURES



Animal Management Education Centre

South West Skills Campus

Construction Training Centre

West of England Institute of Technology (WEIoT)

Health and Active Living Skills Centre

Weston Bay

Knightstone Campus

University Centre Weston

Winter Gardens

Loxton Campus

Lauriston Hotel



West of England IoT at GKN's Global Technology Centre

Bristol Training Institute

Bristol Based Locations



Weston-super-Mare Based Locations

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WELCOME

In the pursuit of excellence, our College has navigated the challenges within the Further Education (FE) landscape with resilience and determination. Despite the hurdles, we continue to thrive and progress, showcasing our unwavering commitment to providing exceptional education. This year marks a significant transition as we bid farewell to Sir Paul Phillips, our esteemed Principal and Chief Executive, whose visionary leadership propelled the College to new heights over the past two decades.

Amidst this transition, our annual report reflects the noteworthy achievements and milestones that define the past year. Notably, our investment in the mental wellbeing of our staff emphasises our commitment to fostering a supportive work environment. Initiatives such as the introduction of a dedicated welfare officer, engagement with Health Assured, and the establishment of a Wellbeing Champion role demonstrate our proactive approach to promoting a healthy and resilient staff community.

Our dedication to inclusivity and Special Educational Needs and Disabilities (SEND) is exemplified by the launch of the 15th Career Excellence Hub (CEH), the Support Employment Excellence Hub, catering specifically to the Foundation Learning curriculum. This initiative, along with over 200 career-related activities, reflects our comprehensive approach to empowering learners and fostering a diverse and inclusive learning environment.

In the realm of the 16-18 curriculum, we celebrate a 100% pass rate for T-Levels and the successful launch of Skills Bootcamps in HGV, Plant, and Project Management. Additionally, our commitment to learners engaging

in provision for the unemployed is evident in the impressive 91.88% positive destination rate. We have also expanded our offerings to include ESOL provision for asylum seekers in hotel accommodations, demonstrating our commitment to addressing diverse learning needs.

The Apprenticeships sector has witnessed remarkable growth, with a 73% increase over three years, surpassing the government's apprentice achievement target. Noteworthy accomplishments include a success rate 16% above the national benchmark for apprenticeship standards and the launch of an Integrated Degree Apprenticeship in Project Management. Through strategic partnerships, such as the one with UWE Bristol, we have expanded our Degree Apprenticeship Portfolio, providing a wider range of opportunities in engineering, digital, environmental health, and healthcare.

Our innovative Traineeship model, offering pre-apprenticeship employability and work placement, has seen an 80% transition rate to other training or apprenticeships. Moreover, our collaboration on the 'Rate my Provider' project has enhanced experiences for apprentices

and employers, demonstrating our commitment to continuous improvement.

As we present this annual report, we acknowledge the collective effort of our dedicated staff, the support of excellent employers, and the collaboration with stakeholders. It is through this collective commitment that we have built a robust foundation, positioning the college for continued success in the upcoming year.

Jacqui Ford
Interim Principal and Chief Executive



GOVERNING BODY RESPONSE

This report serves as a testament to the dynamic and adaptive approach adopted by the Weston College Group, aligning seamlessly with the evolving needs of learners, businesses, and the community.

The past year has been marked by remarkable achievements, with noteworthy results that emphasise the dedication and hard work of the entire college community. It is with mixed emotions that we bid farewell to our long-standing outstanding Principal and Chief Executive, who has played an instrumental role in shaping the institution over the past two decades.

The collaborative efforts of the College and the Corporation, acting as a critical friend and scrutineer of finances, have yielded exceptional outcomes. The results achieved bear witness to the effective partnership, ensuring the College's financial integrity and performance.

In the face of persistent challenges within the Further Education sector, Weston College continues to not only persevere but thrive and expand its offerings. The success of the University Centre Weston is particularly noteworthy, having been awarded TEF Gold, placing it among the top 20% of Higher Education providers in the UK. Additionally, the substantial growth in apprenticeships, surpassing the government's target, is a testament to our commitment to vocational education.

The achievements in the Prison Education Framework (PEF) further highlight our leadership role, ranking among the top four large organisations delivering the PEF contract in the UK. The retention of Dynamic Purchasing contracts, positive service transfers, and innovative staff attraction strategies showcase our dedication to excellence in this crucial area.

Internationally, the college has made significant strides with ventures in China, the United States, and Europe, marking a notable expansion of our global footprint. These partnerships reflect our commitment to providing diverse and enriching educational experiences.

The College's inclusive approach and commitment to Special Educational Needs and Disabilities (SEND) are exemplified by its role as the Home to the National Centre for Excellence in SEND. Supporting over 350 senior leaders and 3,000 SEND Managers and Practitioners, we continue to contribute meaningfully to the advancement of inclusive education.

As we look ahead, we anticipate with enthusiasm the continuation of this successful journey. The prospect of

transitioning into the reclassified public sector brings its own set of challenges, but with the resilience and dedication demonstrated by the college community, I am confident that we will navigate this transition successfully.

I extend my sincere gratitude to the governing body and all members of the college community for their unwavering commitment to excellence. Together, we will continue to build on our successes and contribute positively to the education sector.

Andrew Leighton-Price
Chair of Governing Body



STRATEGIC PARTNERSHIP

Partnership working is a key focus of the Weston College Group. We work with businesses and organisations across the region and beyond to provide the skills that employers need for their future workforce.

“ With the desperate shortage of talent in our West of England economy, as well as the emergence of new industries and thus skillsets, the interplay between the business community and the local providers of training and education is of vital importance. Business West, as the leading Business Organisation in the area, is delighted with the two way rapport we have with Weston College and the IoT . The College listens to what we say our businesses are needing and they respond. ”

Phil Smith
Managing Director Business West



“ Key to overcoming the challenges facing the UK economy and wider society is access to local high quality responsive education and skills for all. Through ongoing investment, innovation and collaboration, Weston College has ensured that students receive the support and resources to develop, progress and achieve success regardless of starting point and that employers can access the skills they need to move their businesses forward. Weston College plays a leading role regionally and nationally, demonstrating why FE Colleges are such a critical partner to social mobility and inclusive economic growth. ”

Jo Watson
Area Director South West Association of Colleges



“ The partnerships we share with Weston College, and our involvement with University Centre Weston, are highlights to us at Bath Spa University. The outstanding work of the College, and its national recognition as an education provider of excellence, make it a privilege to work with them. The combination of business acumen and profound care for the student experience are unique in the region and a beacon for others to emulate. ”

Sue
Bath Spa University



“ The West of England Combined Authority, led by Metro Mayor Dan Norris, has a very strong focus on skills. We are focused on ensuring that every young person and working adult is able to gain the skills they need to meet their own ambition, and our region’s need. We work closely with Weston College to ensure that collectively we are delivering on that vision, and are proud of Weston’s achievements in working with people and business to deliver strong skills and training provision. As part of our regional planning fora, Weston is a valued partner in helping shape provision and feeding in key insights from business. Weston’s delivery to young people, to adults and to business is an essential part of our regional skills offer. ”

Dan Norris
WECA Mayor



“ Working with Weston College from an apprentice perspective, it really does feel like a partnership; they genuinely care about the students they teach and want to engage with employers to ensure the learners have the right knowledge, skills and behaviours. They are flexible and really do strive to meet our targets, matching them to the best interests of the learners. ”

Micaëla Owen
Head of Skills and Workforce Transformation National Composites Centre



“ UWE and Weston College enjoy a special relationship, built on a long and successful history of collaboration, focusing on student experience, graduate employability, and skills. This collaboration results in enduring and impactful employer partnerships that deliver great outcomes for the West of England region and beyond. Together, we actively partner with our region to equip the current and future workforce with the skills they need. We have been particularly proud of the collaboration we have forged through the work of the West of England Institute of Technology which is leading the sector in providing new routes through further and higher technical education. ”

Jo Midgley
Pro Vice Chancellor University of the West of England



16-18 CURRICULUM

T-LEVELS
THE NEXT LEVEL QUALIFICATION

The College's innovative approach to Study Programmes ensures that learners are able to access a range of high quality technical, vocational and academic programmes. Underpinned by our Careers Excellence Hubs, which put employability at the heart of the curriculum, learners develop the skills, knowledge and behaviours to be successful in their progression to further/higher study or employment. Learners benefit from state-of-the-art facilities/resources, are taught by industry experts and access a range of external opportunities. This includes participating in industry placements and extensive work related activities, which underpin qualifications such as T Levels, which the College continues to lead the way with nationally.

THE HIGHLIGHTS

100% ✓
100% pass rate for T-Levels.

92.4% ↑
92.4% of learners achieved their technical or vocational programme (+2.35% from the previous year).

 **85 learners involved in WorldSkills** (the 2nd highest number of entrants by a college in the country).

CEH Innovative study programme design underpinned by **14 CEHs**.

 **A coherent, well planned and structured curriculum** that is ambitious and influenced by a range of stakeholders.

6% ↑
English GCSE resit high grades are **6% above the national average** (MIDES Data).

UCAS **94%** of UCAS applicants **receive an offer of a place**.

“I HAVE EXPERIENCED REAL NURSERY AND SCHOOL SETTINGS, ENABLING ME TO BE A BETTER PRACTITIONER. I HAVE ALSO BENEFITTED FROM GUEST LECTURES FROM NURSERY MANAGERS AND BEHAVIOURAL SPECIALISTS – ALL THIS HELPED ME SECURE A JOB IN THE INDUSTRY.”

Hannah
Education & T Level Graduate




ADULT PROVISION

The adult curriculum at Weston College aims to be responsive and agile to the changing skills needs of the region, alongside supporting unemployed learners to make steps towards getting back into work, retraining for a new career, or becoming active members of the community. The College works closely with key partners such as WECA, North Somerset Council, Job Centre Plus, a range of community sector organisations, and employers, to design and continuously develop an adult curriculum that can act as a catalyst for change and meet the needs of key groups.

THE HIGHLIGHTS


88.37%  **88.37%** achievement rate.

 **Learners with neurodiversity achieve as well** as their neurotypical peers.

 Launched and delivered **successful Skills Bootcamps in HGV, Plant, and Project Management.**

Multiply **Successful delivery** of the Multiply national scheme for maths.

 **North Somerset Council** **Launch of ESOL provision** for asylum seekers in hotel accommodations in partnership with North Somerset Council.

91.88%  **91.88%** of learners who engaged in provision for the unemployed secured a positive destination.

“MY LIFE WAS GOING THROUGH A BAD PATCH. I WAS GETTING IN TROUBLE A LOT AND I BECAME HOMELESS. THERE WEREN’T MANY OPTIONS FOR ME, BUT I WAS DIRECTED TO THE COLLEGE. THEY EXPLAINED TO ME ABOUT THE PLANT BOOTCAMP, AND WHAT WAS ON OFFER. I HELD ONTO THAT, GRABBED IT, PURSUED IT, AND IT HAS CHANGED MY LIFE.”

Lee
Plant Bootcamp graduate



APPRENTICESHIPS



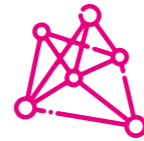
Weston College stands as a beacon of success in apprenticeship provision, defying national norms with consistent growth and surpassing benchmarks. Its robust partnerships with leading industry players like Avon Fire and Rescue, GKN Aerospace, and others, have fuelled tailored apprenticeship programmes that meet the exacting needs of local businesses.

The College's commitment to innovation extends to its educational approach, utilising digital delivery models and hybrid classrooms to enhance accessibility and engagement. Notably, its collaborative efforts have garnered national recognition, with Weston College being honoured as the Training Provider of the Year at the Bristol and Bath Apprenticeship Awards for the fourth consecutive year.

THE HIGHLIGHTS

73%+

Apprenticeship Growth 73%
We've seen consistent improvement over three years and we're now among the few nationally exceeding the government's 67% apprentice achievement target.



A unique Traineeship model allowing pre-apprenticeship employability and work placement leading to an apprenticeship.



Project Manager Integrated Degree Apprenticeship launch supporting organisations across the region with these in-demand management skills.

30%↑

30% Increase in our Degree Apprenticeship Portfolio helped by a strategic partnership with UWE Bristol, has enabled us to expand the offer in the region, including engineering, digital, environmental health, and healthcare.

80%

80% of Traineeships moved into other training or apprenticeships significantly higher than the national picture.



Led a successful project on **'Rate my Provider'** funded by ETF and the Association of Colleges with regional colleges and UWE Bristol, **with the goal of enhancing the experiences of both apprentices and employers.**



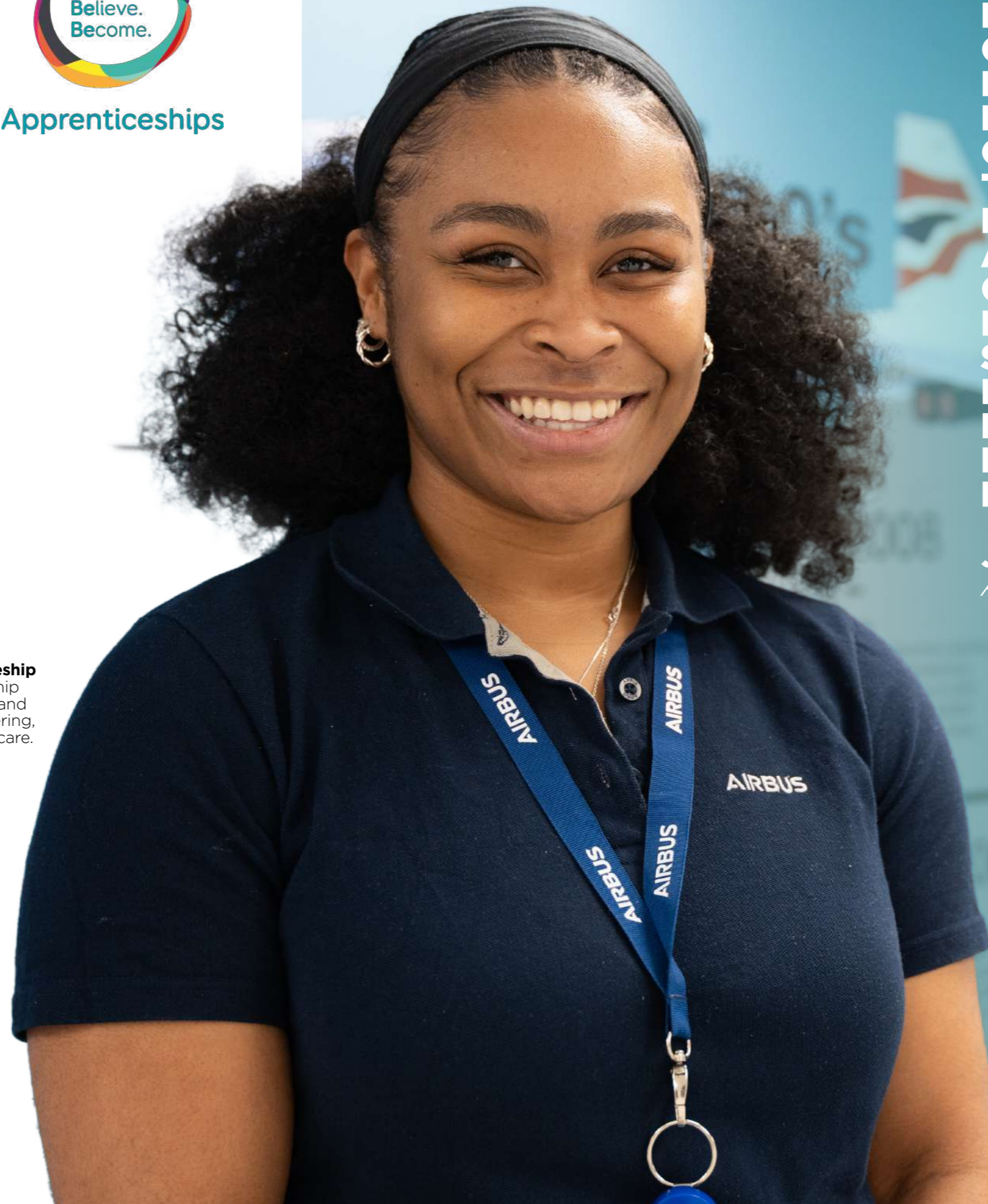
Innovation in Education Delivery: 20 councils across the UK access our Environmental Health Practitioner Degree Apprenticeship through a blended learning approach.

16%

Success Rate 16% above when comparing our apprenticeship standards with the national benchmark.



Our apprentices have shone with **Gold and Silver awards at WorldSkills** and were named as some of the top-performing apprentices in the country.



“THIS APPRENTICESHIP HAS PROVEN TO BE A GREAT OPPORTUNITY TO DEVELOP MY CAREER AND BUILD MY NETWORK. THE COMBINATION OF THE THEORY ALONGSIDE THE ON-THE-JOB EXPERIENCE HAS BEEN BRILLIANT. BOTH AIRBUS AND WESTON COLLEGE CARE ABOUT MY PERSONAL DEVELOPMENT, THEY HAVE BEEN SO SUPPORTIVE AND THERE HAS BEEN NO DOWNSIDE TO THIS EXPERIENCE. I REALLY DO HAVE MY FOOT IN THE DOOR FOR MY FUTURE CAREER.”

Jodie
Aerospace Engineering Apprentice

SEND

SPECIAL EDUCATIONAL NEEDS AND DISABILITIES



Dedicated to fostering an inclusive environment, our College has an ambitious and innovative approach, providing extensive support to learners with Special Educational Needs and Disabilities (SEND). Our core focus lies in the co-creation of personalised programmes that empower learners to cultivate sustainable, transferable skills, enabling their progression to higher-level courses, employment opportunities, or independent living. By tailoring approaches to each individual's needs and aspirations, our dedicated team collaborates closely with teachers to integrate inclusive learning strategies into classrooms, workshops, and work placements. This proactive approach not only addresses the diverse needs of our learners but also equips them with strategies to advocate for their preferred learning methods. Moreover, our commitment extends beyond the College walls through high-quality training for employers and community staff, fostering a wider understanding of SEND. As an institution committed to adaptability, we've established specialised hubs to support NEET (Not in Education, Employment, or Training) young people and continually evolve to meet changing needs, earning recognition as a National Centre for Excellence in SEND. Our efforts have drawn widespread acknowledgment, with numerous educational professionals visiting to witness our innovative SEND provisions firsthand.

THE HIGHLIGHTS



Innovative support for over **1,400** learners with SEND, of which **537** have High Needs and **338** with an Education and Health Care Plan.



High-quality SEND training and CPD for employers and staff across the community working in SEND, to specialise from Level 2 to degree Level.



Learners receiving support have indicated a **96.26%** satisfaction rate.



The college continually adapts to changing needs, establishing an **Assessment Hub for NEET young people** through the re-engage programmes and the 'Alternative Classrooms.'



Over **600 people from 80 different colleges and local authorities** have visited us to see our innovative SEND provision.

94.4%

94.4% success rate for learners with SEND.



12 College SEND reviews completed in the last 12 months.



A National Centre for Excellence in SEND, supporting over **350 senior leaders and 3,000 SEND Managers and Practitioners** through communities of practice.



“I STARTED WITHIN FOUNDATION LEARNING, PROGRESSED TO A LEVEL 3 PROGRAMME, AND THEN ACHIEVED THE TOP RESULT D*, D*, D*. I RECEIVED SPEECH AND LANGUAGE SUPPORT THAT HELPED ME TO MAKE INDEPENDENT STRATEGIES TO SUPPORT MY STAMMER. MY WORK EXPERIENCE FROM THE COURSE OFFERED ME A JOB AS A LEARNING SUPPORT ASSISTANT AND NEXT YEAR I AM OFF TO UNI!”

Bailey
Health and Social Care Graduate

UNIVERSITY CENTRE WESTON



University Centre Weston (UCW) provides higher education (HE) within the Weston College Group.

UCW continues to grow; in 2022-23 three new Apprenticeships, two new Honours Degrees and five new Higher Technical Qualifications were developed to ensure students can obtain qualifications which provide them with the knowledge and skills employers require.

UCW was placed within the top 20% of all HE providers in the UK when it was awarded Teaching Excellence Framework (TEF) Gold. The overall quality of UCW's provision and the student experience were both rated Gold, placing UCW among the country's best universities and colleges delivering HE.

THE HIGHLIGHTS



UCW awarded TEF Gold placing it within the **top 20% of providers in the UK** and one of only 6 colleges nationally.



National Student Survey results **above the national average sector-wide** figures in 8 out of 9 aggregated areas. (academic support, marking and feedback and mental wellbeing services all scored particularly highly).

1st

48% of students got First Class Honours.

83%

83% of students achieving 'Good Degrees' (First or 2:1 Classification) (latest HESA benchmark figure of 78%).



A successful bid to The Turing Scheme - students from the performing and production arts will undertake a month's study abroad in either New York or Los Angeles.



BEng Aerospace Engineering Degree Apprentice named the **Institute of Engineering (IET) Apprentice winner 2022**.



BSc (Hons) Counselling student invited to present her research at the **British Association for Counselling and Psychotherapy (BACP) Conference**.



BA (Hons) Professional Music and Production student **won the Classic Rock and Blues Trophy** at the Radio Wigwam International Music Award.



“I HAVE NEVER FELT AS SUPPORTED AND AS VALUED AS I HAVE WHILE I HAVE BEEN A STUDENT AT UCW, AND I WOULD LIKE TO THANK THOSE TEAMS AND INDIVIDUALS THAT EMBODY THIS INCLUSIVE ETHOS AND MAKE UCW SUCH A SPECIAL PLACE TO LEARN.”

Kimberley
BA(Hons) Counselling Graduate

WEST OF ENGLAND INSTITUTE OF TECHNOLOGY



The West of England Institute of Technology (WEIoT) is a strategic consortium led by Weston College, made up of 17 anchor partners (5 Educational, 12 Employer). WEIoT was formed in 2019 to meet the regional skills gaps and spearhead the delivery of higher technical education, providing individuals with accessible routes to higher skilled and higher paid employment opportunities. One of the most successful IoT's in the country, the IoT has been offered a 10 year relicence.

WEIoT focuses on skills development in the region's growth industries: Digital, Advanced Engineering, Construction, Green Skills, and Health, and are on track to deliver all KPIs:

- STEM-led education to 2000 individuals (Level 4+ qualification).
- 70% of learners are apprentices.
- Successfully widening participation to reach learners from underrepresented groups: women; SEND/Disabilities; ethnic minorities; mature learners.

THE HIGHLIGHTS

138%+

138% against target for new starts (830 achieved against 601 target).

314%+

314% against target for women into L4+ technical qualifications (160 achieved against 51 target).

120%+

120% against target for Underrepresented Groups into L4+ technical qualifications (232 achieved against 194 target).

116%

116% achievement rate (142% for women, 165% for URGs).

Awarded the following new projects:



Local Skills Improvement Fund **will support the FE sector to address the key high-growth, high-value and high-need sectors identified** in the Local Skills Improvement Plan: Construction, Creative, Engineering and Health (£2.9m for the region).



Skills Injection Fund 2 **will support providers delivering HTGs** from September 2024 through capital and resource funding (£900k).



Gatsby Communication grant to **promote the work of the WEIoT** and boost learner recruitment.



CAREER EXCELLENCE HUBS



In 2022-23, the College's Career Excellence Hubs (CEH) continued merging education with industry, empowering learners. CEH-endorsing employers validated programmes, enhancing technical skills and knowledge for career readiness. Teaching staff stayed updated through employer-provided opportunities, remaining experts inspiring learners. CEH broadened learners' horizons with live projects, work experiences, and industry placements, fostering employment chances. Guest lectures and mentoring further enriched skill sets. Employers' involvement extended to coaching, assessment panels, and elevating technical skills beyond qualifications, nurturing aspirations. All of this was bolstered by a commitment to WorldSkills and a 'competence to excellence' philosophy, fostering a strong link between academia and industry for learner success.

THE HIGHLIGHTS

86 ↑ We grew the number of CEH endorsing employers to 86.



The launch of the **Support Employment Excellent Hub** that works specifically with learners within our Foundation Learning curriculum.

200+ Over 200 career-related activities such as guest speakers, masterclasses and live briefs were facilitated across the 14 CEHs.

18 ↑ 18 Industry Forums were held, allowing our curriculum staff greater insight into current industry trends and skill requirements.

33% ↑ CareersFest, the College's flagship careers fair, saw a 33% attendance surge, engaging 1,227 learners. It provided unbiased information and exploration opportunities for future education, employment, or training, fostering readiness. [Click here to see how.](#)

100% ✓ The College scores 100% on 7/8 of the Gatsby Benchmarks, well above the school and college average of 4.9 benchmarks at 100% (the benchmark not yet at 100%, has a high score of 80%).



90.6% of college study programme learners feel the College does a good job of helping them navigate career options (up 1.0% on 2022).



Over 500 local schools students and parents attended the College's What Next? Careers Showcase, which provided them access to CEH employers to help them make an informed decision about their college options.



MENTAL HEALTH AND WELLBEING



Weston College champions education's pivotal role in community support, prioritising mental health investment for brighter futures. Through Wellbeing@Weston, it emphasises both internal and sector-wide wellbeing initiatives. Significant investments foster an authentic environment for staff mental health discussions, employing a dedicated welfare officer, Health Assured, new staff mentoring, and Wellbeing Champions. Despite a 13% decrease in college welfare service interventions and a 20% drop in specialised mental health team referrals, the severity and complexity of issues have surged. This trend partly owes to increased faculty support, refined referral strategies, and proactive staff training aligning with Wellbeing@Weston's goal of embedding mental health into the curriculum and serving as a SEND Centre of Excellence.

THE HIGHLIGHTS



The College released its second student wellbeing survey that demonstrated the impact of Wellbeing@Weston strategy:

- **93.2% described their overall wellbeing as positive (up 14.7%)**
- **93.2% described their physical health as positive (up 9.3%)**
- **80.4% described their emotional health as positive (up 4.1%)**



99% of learners feel safe at the College.



Of the 1,900+ learners who accessed welfare support, **99.5% completed and achieved their college programme**. The College delivered **25 8-week targeted wellbeing packages** across study programmes, reaching an audience of over **500 learners**. These packages include a core focus on healthy lifestyles and are then targeted to address low responses to areas of questioning within the wellbeing survey (including resilience, positive mindset, teamwork, and communication).



The College's more proactive approach to transition work for learners who started working with college support services to aid their progression to college from school has been effective. **312% increase in transition intervention compared to summer 2022, with 98% retention of learners who engaged.**



20 staff Wellbeing Champions recruited.



Through cross-college activities, targeted intervention, and curriculum packages, significant progress has been made in improving the physical activity levels of learners. **33.7% of learners stated they did less than one hour of physical activity per week (was 76.7% in 21/22).**

300+

Over **300 academic staff** received training on trauma-informed classrooms.



INTERNATIONAL



With the global pandemic behind us, Weston College's foray into the international arena has seen significant progress throughout the 2022/23 academic year. Utilising technology to overcome vast geographical distances, and with planning well underway for in-country ventures in China, the United States, and Europe, our international ambitions are coming to fruition.

In China, our work with Jingjiang Jiangsu School, in developing a bespoke aerospace manufacturing training centre, has continued to progress on schedule. The project involves the development, implementation, and ongoing quality assurance of aerospace manufacturing training, onsite at Jiangsu School. In addition, our Higher Education Performing Arts students are preparing for an exciting partnership across the pond in the United States, where they will undertake overseas study at the Broadway Dance Centre in New York. Also, we are seeing good progress in developing a unique partnership with Hildesheim University of Applied Sciences and Arts in Germany. Another example of our international work is captured through our visit to the Falkland Islands to conduct the first international SEND review with the aim of supporting children and young people with Autism, and those with Social Emotional and Mental Health needs, and creating accessible classrooms that meet the neurodiverse needs of young people.

THE HIGHLIGHTS



The **first** of its kind in the Jingjiang Jiangsu Province an aerospace manufacturing joint venture facility at Jiangsu School is underway, training the employees of the future. This includes developing skills and capabilities in manufacturing and assembling metallic and composites aircraft structure.



Bespoke Aerospace Curriculum has been completed as 'train-the-trainer' CPD for Jiangsu School staff, whereby delegates have been brought into our workshops and classrooms through digital technologies to experience our pedagogical approaches to aerospace training delivery.



Starting the process of **RAeS (Royal Aeronautical Society) accreditation** of our Aerospace Manufacturing training programme to become the premier education provider of Aerospace Manufacturing training in the Jiangsu province (China).



Hosting a delegation from Shanghai Zhiwai Education Technology (SZET) who visited Weston College to explore a multifaceted collaboration including joint-college programmes, student initiatives, teacher training and curriculum development. Both the College and SZET formalised the commitment by signing an MoU.



Our **Animal Management department has commenced a partnership with Guangdong Polytechnic of Science and Technology (GPST)**, a vocational college situated within the Guangzhou province of China. This budding partnership has already seen the sharing of teaching practice and knowledge via online masterclasses and guest lectures.



Weston College SEND Centre for Excellence was selected to provide support for the Falkland Islands' education provision, carrying out a SEND review across Primary, Secondary, and Post-16. The project will continue post visit with the aim of developing transformational change in inclusivity through sharing of best practice.



PRISON EDUCATION



Prison Education

Weston College is one of the top four large organisations delivering the Prison Education Framework (PEF) contract throughout the UK. A highly experienced team provides purposeful education to nine prisons across the South West and one private prison in Northamptonshire.

The estates comprise a variety of prisons including Local Remand, Training, Resettlement, Open, and Female, all of which have their own specific requirements but are ultimately focused on reducing reoffending through employment or progression opportunities for learners.

The fifth year of the PEF contract has seen a strategic change of direction with the College's decision not to continue with the PEF extension in the South East, followed by not bidding for the new South West PES contract and focusing on core College activity. Despite the decision and many challenges of delivering education within a secure setting, there were significant achievements.

THE HIGHLIGHTS



Retaining Dynamic Purchasing System (DPS) contracts for Information, Advice and Guidance (IAG) services at HMP Eastwood Park, Portland and The Verne.



Being awarded DPS contracts for Reading Support, PAT testing and Resettlement at HMP Eastwood Park, Portland and Channings Wood.



Restructure of the Specialist Support practitioner role with the inclusion of Neurodiversity and Reading support.



Maintaining delivery during a time of unstable regimes and significant prison staff shortages.



Positive and seamless transfer of services to Milton Keynes College for the delivery of education in the South East.



Creation of a new teacher training programme to upskill new and existing staff.



Continual mobilisation of the delivery of education in partnership with G4S at HMP Five Wells in Northamptonshire.



Implemented new and innovative ideas to attract staff during a national skills shortage when finding qualified and suitable staff has been challenging.



Revised staff induction programme to provide additional support at the start of their career of working within a prison.



Introduction of new robust systems and procedures to support and monitor delivery in response to new contractual requirements.



Creation of a PEF staff recognition process to recognise those who are going the extra mile to support their learners and colleagues.



A large number of Koestler Arts entries resulting in **awards for learners across the South West and HMP Five Wells.**



FORWARD FUTURES



As the primary onsite temporary recruitment service provider to Weston College, Forward Futures Ltd has continued to provide academic and support services/cover associates at its Weston-super-Mare campuses and more widely throughout the South West and South East under the Prison Education Framework contracts in Kent, Surrey and Sussex. The ongoing growth across the College Group continued to create opportunities in the 22/23 academic year for those wishing to begin or further develop their careers in the FE and HE sector, and Forward Futures is often the first step for applicants interested in a career with Weston College. The development of teaching, learning, and assessment across the Group is a continual focus in terms of striving for excellence and, in turn, improving the learner experience.

A bespoke new Forward Futures induction programme is being scoped for development to provide more extensive and flexible support with the onboarding of Associates.

THE HIGHLIGHTS



Improved website and wider use of social media platforms.



Blended approach to interviewing candidates with face-to-face and online.



Creation of **customer-focused communications** via iTrent.



Collaborations with HR to automate learning events for an easy onboarding process.



Partnerships with The Jobs Fair to target South East vacancies.



UNIVERSITY CENTRE WESTON

Partnership with UCW to support the successful recruitment of Student Ambassadors.



Creation of an Associate SharePoint page with central location 'quick links' for an easy onboarding process.



A continued effective, responsive service to associates and in-College clients. The organisation has continued to recruit industry-based associates, especially within the digital sector, construction, and engineering sectors. This has benefited the departments and students by imparting first-hand and current knowledge of the requirements and standards expected by employers in their chosen industries. There is also a continued supply of learning support assistants to the College's Faculty of Inclusive Practice.



IMPACT ON EMPLOYERS



HGV CAREERS FAIR

The College hosted a career fair for people who recently completed the HGV Skills Bootcamp. Students had the opportunity to meet organisations who were recruiting, such as Turnbull Infrastructure & Utilities Ltd, SUEZ, Blue Arrow, AmeyBriggs, and Arthur David (Food with Service) LTD.



MERCEDES BENZ CELEBRATES THE IMPACT OF THEIR T LEVEL LEARNERS

Head of Business at Mercedes Benz Weston-super-Mare, lauds the impact of T Level learners since they joined the prestigious dealership in April 2023. The students have seamlessly integrated into the team and have proven themselves to be valuable assets to the business.



ANNUAL BUSINESS AWARDS CELEBRATE TALENT ACROSS THE REGION

The College's event brought together 250 distinguished guests for an inspiring celebration of learners and local employers who have worked closely with the college to offer work-placed opportunities to people taking their first steps in their careers.



200+ LOCAL BUSINESS EMPLOYEES ACCESS NEURODIVERSITY TRAINING

A new workshop, delivered by the College, attracted over 200 individuals taking part in Neurodiversity for Business; aimed at supporting businesses to become more aware of neurodivergent individuals and advising on key knowledge and the skills required to recruit, retain, support, and inspire neurodiverse staff and customers.



REVERSE CAREERS FAIR SUCCESS

The College hosted its first 'Reverse Careers Fair' for learners with SEND within the Faculty of Inclusive Practice. Each student created poster boards showcasing themselves, their accolades, and their skills, for employers from across the South West to review and find potential new members for their workforce.



OCS TURNS INDUSTRY PLACEMENTS INTO PAID EMPLOYEES

OCS at Bristol Airport looks after the Airside Coaching and PRM (Passengers with Reduced Mobility) contracts. OCS offers industry placements to learners at the College, and have been so impressed that they have offered them paid employment as Customer Care Agents and a Banksperson.



BUSINESS ENTERPRISE CHALLENGE RAISING MONEY FOR WESTON HOSPICECARE

Learners raised £5,170 for Weston Hospicecare. The challenge sees students tasked with raising money for the charity, with 18 local Business Mentors, and a £50 donation for a start-up budget. The challenge is to turn their £50 into the most profit, with all proceeds going to the charity.



EMPLOYERS SPEED INTERVIEW CONSTRUCTION LEARNERS

Participants of the Plant Training Skills Bootcamp were joined at the College by Kier Infrastructure and Utilities, Milestones Trust (Part of the M-Group), and Hays Recruitment, who were actively recruiting Plant Machine Operators in utilities, construction, and infrastructure sectors.



HYDROCK DELIVER WORKSHOPS TO ENGINEERING STUDENTS

Hydrock, who are passionate about addressing global challenges through smart engineering solutions, delivered three engaging sessions to our learners, which focussed on sustainability, and also developing key soft skills required by employers.



PUXTON PARK EMPLOYER COLLABORATION

Puxton's 'Phobia' Halloween event saw students gain industry experience, designing and applying makeup to the 40 student actors each night. Puxton commented that the students' passion and enthusiasm truly shone.



MUSIC LEARNERS MANAGE MAIN STAGE AT WATCHET FESTIVAL

Learners studying Creative & Digital Media and Music recently had the unique opportunity to manage the main stage at Watchet Festival. The incredible crew got the opportunity to support and assist world-renowned acts like the Fratellis, best known for their No.1 hit 'Chelsea Dagger', as well as major Southwest superstars, the Wurzels.



'WHAT NEXT?' CAREERS SHOWCASE

The showcase welcomed over 300 enthusiastic Key Stage 4 school learners to our 'What Next?' Careers Showcase, providing a unique platform for them to explore a multitude of exciting career opportunities. The event featured more than 50 local and national employers, including Wessex Water, Ministry of Defence, Ashton Gate Stadium, Boeing, Jet2, and Thatchers Cider.

THE YEAR IN NUMBERS

Finance *subject to final audit outcomes

Income

| |
|---|
| £37,444,000 Funding Body Grants |
| £7,891,000 Tuition fees & contracts |
| £5,096,000 Other Grants and contracts |
| £22,630,000 Other Income |
| £181,000 Investment Income |
| £73,242,000 Total Income |

Surplus

| |
|---|
| £38,000 Surplus before other gains and losses |
| £1,068,000 Surplus before pension adjustments (ESFA Specific) |

Expenditure

| |
|---|
| £43,841,000 Staff Costs |
| £94,000 Restructuring Costs |
| £24,690,000 Other operating expenses |
| £3,740,000 Depreciation |
| £839,000 Interest & other finance costs |
| £73,204,000 Total Expenditure |

Demographics

Students by Gender

| |
|------------------------|
| 51.5% Male |
| 48.5% Female |

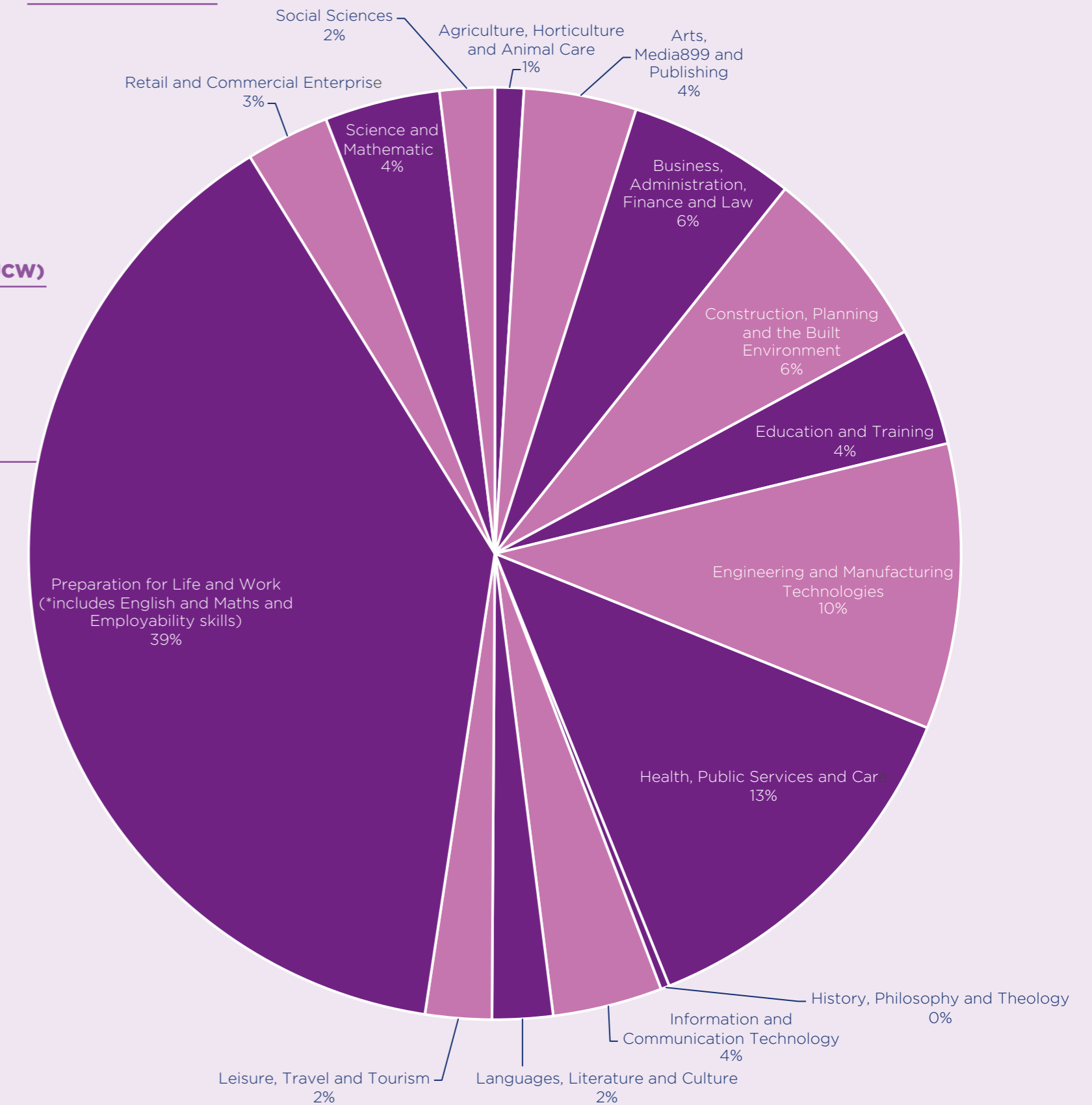
Students by Age

| |
|--------------------------|
| 46.7% Under 21 |
| 19.8% 21-30 |
| 33.5% Over 30 |

Adults

More than 6,414 people aged 19 or over are enrolled at the College, with 1,653 on an apprenticeship and 1,097 studying higher education courses at University Centre Weston.

Enrolments by Area



Number of enrolments (UCW)

684
Full-time

413
Part-time

Number of enrolments

509
Under 16

10,181
16 to 18

15,294
19 and over

25,984
Total

CORPORATION DURING ACADEMIC YEAR 22-23

| Governor | Role | Background |
|-----------------------|---|--|
| Sir Paul Phillips | Principal and Chief Executive | Education, Business and Finance including NLFE |
| Andrew Leighton-Price | Chair of Corporation, Chair of Remuneration Committee, Chair of PEF, Contracts and Commercial and Subsidiary Boards | Audit and Finance |
| Jo Midgley | Vice Chair of Corporation Chair of CQC Governance Committee Chair of Curriculum Committee | Higher Education |
| Ian Porter | Lead Governor for Health and Safety and Sustainability | Industry |
| Grahame Paine | Lead Governor for Safeguarding | Finance |
| Paul Ashbee | Link Governor Industry | Industry |
| Gemma Day | Link Governor for Student Governors | Commercial and HR |
| Ann Driver | Governor | Education and Governance |

| Governor | Role | Background |
|----------------|--|-------------------|
| John Turner | Governor | Business |
| Alex Nestor | Governor | HR and Commercial |
| Mark Canniford | Chair of Audit Committee | Commercial |
| Jacqui Mills | Governor | Public Relations |
| Fiona Waters | Staff Governor (non-academic), Chair of Search Committee | Education |
| Maxine Park | Staff Governor (Academic) | Education |
| Jill Clarkson | Clerk to the Corporation | Education |
| George Reah | Associate Governor | Industry |
| Sophie Solomon | Student Member | N/A |
| Lewis Westcott | Student Member | N/A |

CONTACT US

Knightstone Campus

Knightstone Road, Weston-super-Mare,
BS23 2AL

Loxton Campus

Loxton Road, Weston-super-Mare,
BS23 4QU

South West Skills Campus

Locking Road, Weston-super-Mare,
BS22 8NL

Construction Training Centre

Locking Head Drive, Weston-super-Mare,
BS24 7NA

Winter Gardens

South Parade, Weston-super-Mare,
BS23 1AJ

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Disclaimer: All details correct at the time of completion. It is advised to check the website for the most up to date information.
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