

# A BRIGHT & THRIVING FUTURE.

Brooklands College  
Accountability Statement 2024/25  
Our Commitment to Our Community

## Accountability Statement 2024/25

### Professor Craig Mahoney Chair of the Corporation

*"As Chair of Brooklands College Board, I am delighted to support our latest Accountability Statement 2024. As a leading provider of professional and technical education, dedicated to serving the needs of our communities, Brooklands College works closely with local partners and other FE providers, to understand and respond to skill needs in the region. This ensures our courses align with industry requirements and prepare learners for successful careers as is evidenced by the EM3 LSIP."*



*Our commitment extends beyond academics. We provide valuable careers advice, break down barriers to learning, and equip learners with the professional skills and values they need to thrive.*

*We are currently undergoing an exciting period of development, including a new campus transformation project and an evolving curriculum that reflects industry demands and compliments government policy."*

### Ofsted Quote (January 2024)

*"Leaders work effectively with stakeholders to understand and plan for the skills needs in the region. They work closely with the M3 local enterprise partnership and chamber of commerce to share intelligence and respond to labour market needs. Leaders work efficiently with local partners to identify where the college can most usefully provide appropriate programmes to meet local skills improvement plan's (LSIP) skills priorities."*

*Leaders work collaboratively with other educational providers to ensure that they do not duplicate provision but do ensure gaps in LSIP's skills priorities are met."*

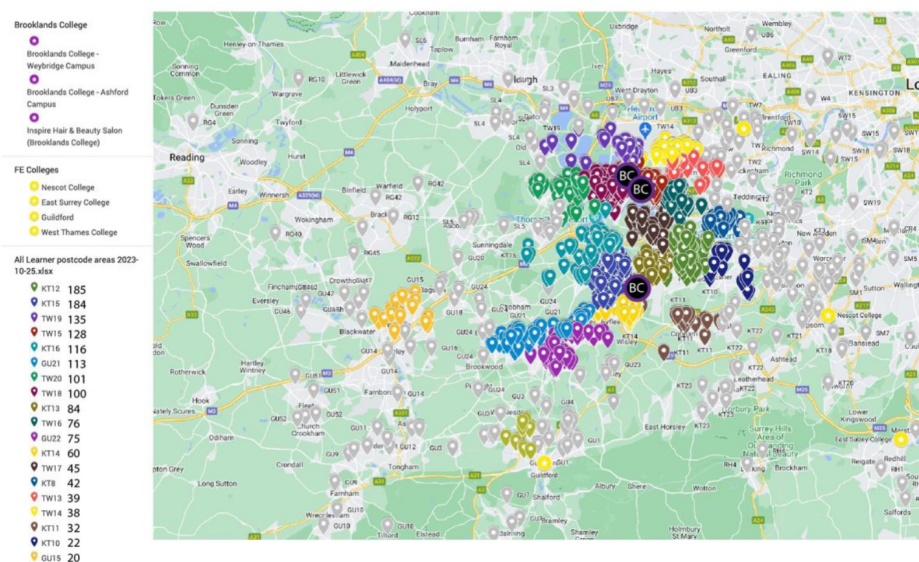


## 1. Brooklands College Our Purpose

*Brooklands College is committed to supporting the needs of the communities that we serve, thus enabling all learners to progress into the world of work and to increase their life chances. We enable access to digital and technical skills training, provide valuable careers advice and guidance and break down barriers to learning. As a result, we equip all learners with the professional behaviours, skills and values that they will need to achieve their career ambitions.*

Brooklands College is a leading provider of professional and technical education in the region, including recently introduced T Levels, and prides itself on the holistic experience it provides to learners and apprentices. The College has a long history of providing highly relevant technical and professional education in partnership with industry. Our work across the region, and in key sectors, ensures our staff have the very latest industry knowledge and our learners leave us ready for the world of work.

## All Learners by Postcode 2023



The College is proactive, ambitious and forward thinking, and this is expressed in the Strategic Plan (2021-2026) that was co-created with governors and stakeholders to reflect the needs of the locality and the region. The plan sets the context of an exciting period of transition, to include an ambitious estates development project and an evolving curriculum to meet industry requirements and demand.

In 2023/24 the College secured planning permission for the Weybridge campus and development work is underway. This will transform the Weybridge campus to create a College of the future. Ofsted Good (January 2024) reported that the College provides a high-quality, inspirational and safe learning environment for learners of all abilities and that the College makes a reasonable contribution to skills needs<sup>1</sup>. The College has a bright and thriving future.

This Accountability Statement reflects the College's responsiveness relative to the Strategic Plan (2021-2026) and priorities detailed in the Local Skills Improvement Plans (LSIPs). The Corporation as defined under the Further and Higher Education Act (1992), comply with their duties as Governors and in March 2024, validated how well the education and training at the College meets local needs (refer to section on Local Needs Duty). Collectively, we are committed to serving our local communities.

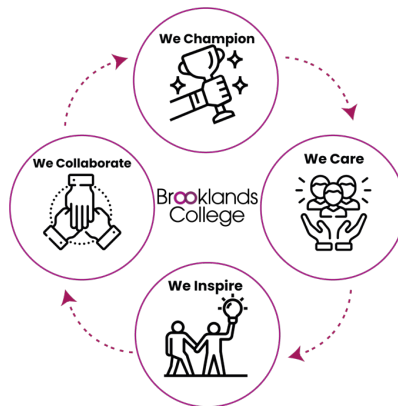
The College Values underpin the strategic plan and with the accountability statement, demonstrate how together, we model our behaviours in the college community.

### College Values

- > We Champion
- > We Care
- > We Inspire
- > We Collaborate

**Vision:** An inclusive inspirational centre for lifelong learning.

**Mission:** Develop a skilled workforce within an inclusive inspirational environment, to help build our community for the future.



### Strategic Priorities (2021 -2026)

1. Produce highly qualified and skilled people ready to enter the workforce. (Learners).
2. Be a leading community asset with a strong reputation in order to play a part in driving in the local and regional economy. (Community).
3. Attract and develop the right staff to deliver a high quality, inclusive learning experience. (Staff).
4. Continue to invest in our facilities to create a high-quality learning environment and be a resource to the community. (Facilities).
5. Ensure robust and self-sustaining finances capable of funding its strategic aims. (Finance).

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<sup>1</sup> Since September 2023 to current, 123 Enhanced inspections have taken place with 64% of colleges (78) judged as making a reasonable contribution (Ofsted, May 2024).

## 2. Context & Sense of Place

*The College is a general further education College in North Surrey and deeply rooted in the community. The College has two campuses located close to the town centres of Weybridge and Ashford. The College also operates working beauty salons in Weybridge and Ashford town centres. Learners travel to the campuses from the boroughs of Elmbridge, Runnymede and Spelthorne. The vast majority of learners attend the Weybridge campus which is in the borough of Elmbridge. Since 1951, Brooklands College continues to be the only technical college in Elmbridge.*

The College provides courses from entry level to level 3 and works in partnership with regional universities to offer courses at level 4 to level 6. Our inclusive approach, provides all learners with the opportunity to progress and advance their potential.

The College is surrounded by a number of high performing sixth form Colleges who mostly deliver A Levels. There are 21 main feeder secondary schools within a 5-mile radius of each campus, 8 of which do not have a sixth form.

As an inclusive centre for lifelong learning, the College provides high quality education and training for learners with SEND (Special Educational Needs and Disabilities) with specialist provision in ASC (Autistic Spectrum Condition). In 2022/23 the College secured capital funding from Surrey County Council (SCC) to enable growth in High Needs. In 2024/25, +7% growth will be achieved and year on year growth is planned to meet increasing local demand.

For young people, the curriculum develops the knowledge, skills and behaviours that they need to prepare for next steps (Level 1 including Entry – 46.4% of the provision), careers development is in place from the outset and at the core of the learner journey, improving progression and with a 77% level of internal progression.







For Young People, 249 have an Education Health Care Plan (EHCP) which is 18% of the learner population. 120 students at the College have High Needs and this is a relatively higher proportion when compared to other larger further education providers in the locality. A significant number of young people require Exams Access Arrangements and/or Additional Learning Support (57%).

The College provides a bridge between those from poorer backgrounds locally and the world of work. 35% of young people join the College without a GCSE English and Math's compared to 26% for GFEs. This sets the College apart from our local providers.

Most adult learners have distinctive needs; Spelthorne has the highest unemployment rate in Surrey at 3% (South East average is 2.9%) and unemployment in Elmbridge is 2%. The vast majority of adult enrolments are part time and studying on either a professional course, English for Speakers of a Second Language (ESOL), literacy and /or numeracy. The development of literacy and numeracy skills continues to be fundamental to the career progression and the general life skills of many of our adults. This makes a significant contribution to meeting local needs, especially in the borough of Spelthorne. In response, a revised adult strategy is in place for 2024/25.

*The College is an anchor in the local community, with a strong sense of place. It has a unique heritage and serves the community well. The curriculum at each campus location is distinctive in meeting the economic needs of its locality whilst responding to regional and local economic priorities. The Apprenticeship programmes align to the specialist areas of growth in construction and engineering. Employer partners are strengthening and innovative work with large employers is progressing, putting employers at the heart of the skills system so that education and training leads to jobs that improve productivity and fill skills gaps.*

The College provides the local community with access to specialist training and vocational learning, alternative education for 14-16-year olds and specialist provision for those with learning difficulties and disabilities. The College specialises in STEM (Science, Technology, Engineering and Maths) and these areas are engineering, construction, hair and beauty and health care all of which make an essential contribution to the local economy.

Whilst not identified as a specific local or national priority, the College will continue to offer Public Services and Hair & Beauty programmes. These programmes play a key role in raising participation in education, with strong local demand. They are leading to employment with many of our young people in Public Services choosing the army, the police force and paramedics as a chosen profession. The College has a very good relationship with the Surrey Police Force and many of our young people successfully progress into employment/further training.

Whilst a national priority, the College has no intention to offer land-based provision, aerospace and/or space provision at this current time, which are met by others providers. The College is currently reviewing logistics and screen industries as potential new provision.



#### **4. Surrey Context People & Place** (Our County, Strategic Context, Census, 2021)

Surrey located in the South East of England is one of the Home Counties. The county borders Greater London, Kent, East Sussex, West Sussex, Hampshire, and Berkshire and is divided into 11 boroughs and districts.

- Surrey has a population of 1.2 million residents, made up of approximately 481,800 households. This is expected to grow to 1.21 million by 2030.
- The College serves the boroughs of Elmbridge (population 137,215), Runnymede (population 90,327) and Spelthorne (population 99,873). Elmbridge is the borough with the third largest population in Surrey.
- Surrey is more urban than England as a whole but some areas of the county have large numbers of residents living rurally.
- Surrey has a strong economy worth £43.5 billion with a high (and increasing) proportion of large businesses, contrary to a national decline.
- A low unemployment rate averaging about 2.1% in 2022, compared to 2.9 per cent in the South East, and 3.6 per cent nationally. In Surrey, 12.8% of unemployed are registered in the Spelthorne area.
- Residents in Surrey have average [full-time] earnings of £38,418pa (£42,770 for men and £34,066 for women), over £7,000 above national average of £31,383pa (£33,770 for men and £28,996 for women).
- Surrey has a high proportion of 'micro-businesses' at around 91.4 per cent, compared to the national average of 89.5 per cent.
- Surrey is attractive to business with a 25 per cent higher business density than the national average, but the rate of business births and growth in active businesses are falling in comparison to regional and national levels.
- The middle workforce (aged 25-44), who make up a large proportion of the skilled workforce and are a key driver of economic growth is expected to "decline by 8 per cent by 2030", with signs of this decline already starting to show an impact. Despite this, Surrey is still seeing a much higher rate of its residents employed as managers, directors, senior officials or professional occupations (63.8 per cent compared to 51.4 per cent nationally).



## 5. The LSIP geography and providers

*In 2016, the Surrey and Hampshire Principals joined together with the EM3 LEP, to work collaboratively on bidding and sharing good practice. This work has had a significant impact with for example; SDF (Skills Development Fund) and LSIF (Local Skills Improvement Fund) funding for capital investment and professional development and training. To date, the College has benefited from over £1m of funding (capital & revenue) from the SDF and LSIF.*

*Since 1 April 2024, the LEPS' economic development functions and responsibilities - including skills - transferred to the two, upper-tier local authorities: Hampshire County Council and Surrey County Council. Going forward and informally at this stage, the Surrey and Hampshire Principals agreed that collectively we would look at where we can continue to work together and in consideration of the good work that has already progressed.*

The College is located within the Enterprise M3 (including all of Surrey) Local Skills Improvement Plan (LSIP) geographical area (Reference: <https://www.surrey-chambers.co.uk/future-skills-hub> ), which sits across both Hampshire and Surrey counties, and situated between London and Kent at one end and Portsmouth and Southampton at the other. It includes 17 boroughs and districts (Basingstoke & Deane; East Hampshire; Elmbridge; Epsom and Ewell; Guildford; Hart; Mole Valley; Reigate and Banstead; Runnymede; Rushmore; Spelthorne; Surrey Heath; Tandridge; Test Valley; Waverley; Winchester; Woking).

The area comprises:

- 99,485 local businesses
- 1.2m working age population
- Two Local Authorities and 17 district/borough councils
- 16 Further Education and 5 Higher Education institutions
- ALPS ALPHI, representing over 60 training providers across Surrey, Hampshire and The Isle of Wight
- Two Local Enterprise Partnerships and two Careers Hubs.



# OUR LSIP REGION



The LSIP in the region is led by the Employer Representative Body (ERB), Surrey Chambers of Commerce. Surrey Chambers of Commerce acts as the catalyst to support local businesses.

The LSIP (July, 2023) identifies a number of priorities and these provide a strong platform for taking forward and embedding new ways of working between employers and providers:

- Priority 1: Improve information, advice, and guidance
- Priority 2: Facilitate responsive and inclusive curricula
- Priority 3: Coordinate networks and collaboration
- Priority 4: Build dynamic relationships between businesses and providers.

**Economic and Social Characteristics of the LSIP Region (Enterprise M3 LSIP, July 2023)** <https://www.surrey-chambers.co.uk/wp-content/uploads/2023/08/EM3-Including-all-of-Surrey-LSIP-Final-report.pdf>




- The area benefits from a large economy of around £80bn GDP (Gross Domestic Product) – ¼ of the South East GDP – and is a major contributor to the Exchequer with an above average contribution of £7.3bn in indirect taxes on products.
- The area is about a quarter (27%) more productive than the national average. This productivity is driven by concentrations of digital and professional services jobs as well as strengths in education and research and development.
- A closer look at which industries have the most jobs reflects both a knowledge and services economy with high concentrations of professional, scientific & technical and ICT employment relative to both national and regional averages, as well as those in Construction and Financial & Insurance Activities.
- The area also has over one in five workplace jobs in knowledge intensive services; well above regional and national averages. Research also suggests that there are around 35,000 green jobs in the LSIP area, which represents 3.8% of total employees (23% higher than the UK as a whole)<sup>10</sup>. This is forecast to grow 6% per year to 57,000 up to 2030 (which would outstrip the growth of the digital sector between 2009-2019- around 4%).
- The concentration of jobs in knowledge intensive services and green occupations also reflects the distribution of skilled jobs across the local economy with an above average concentration of high skilled occupations (44%) compared to the region (39%) and the nation (37%). This contrasts with below average concentrations of lower intermediate and elementary occupations.
- The resident workforce is highly qualified with more than four in ten (44%) holding a degree or equivalent compared to the region (39%) and the nation (37%). The workforce has a history of strong economic activity, strong employment and low unemployment, when compared to the region and the nation.
- Of the 17,437 Key Stage 4 pupils from 2020-21 across the LSIP area, over 90% went into sustained education with around 4% going into either apprenticeships or employment.
- A higher concentration of businesses compared to the region and the nation.
- Around 8/10 businesses in the LSIP area are micro-businesses although the majority of the workforce are employed by larger organisations.
- Strong employment and there has been a surge in administrative & support activities and jobs in ICT.
- Very low economic inactivity and the area has a tight labour market due to low unemployment and high numbers of job vacancies - especially in health, social care, sales and IT roles.

The providers in this LSIP region are:

- Activate Learning (Guildford and Merrist Wood Colleges + online courses)
- Basingstoke College of Technology (BCoT)
- Brooklands College
- Farnborough College of Technology (FCoT)
- Hampshire County Council (Skills Bootcamps)
- HSDC (Alton College)
- Nescot
- Orbital South Colleges (East Surrey College)
- Peter Symonds College
- Sparsholt College Group (Andover and Sparsholt Colleges and the Innovation South Virtual Campus, ISVC)
- Surrey County Council (Adult Learning and Skills Bootcamps)
- Windsor Forest Colleges Group (Strode's College)














### Key Sectors and cross cutting skills

The table below, outlines the strategic sectoral priorities for the two County Councils and the two Local Enterprise Partnerships:

Name of sector / cross-cutting themes	 Hampshire County Council	 SURREY COUNTY COUNCIL	 enterprise m3 Delivering prosperity through innovation
Aerospace and Defence			
Construction (incl. Retrofit activity)			
Creative Industries			
Digital (incl. Cyber Security)			
Financial and Professional Services			
Health & Social Care			
Hospitality, Leisure and the Visitor Economy			
Land based / Rural (incl. Animal Health)			
Leadership & Management			
Life Sciences			
Low Carbon / Green			
Manufacturing and Engineering			
Marine & Maritime			
Med Tech.			
Space			

Local strategic priorities – County Councils and Local Enterprise Partnerships. Source: Peins.



Key sectors for the LSIP			
	Advanced manufacturing & engineering		Hospitality & tourism
	Aerospace, space & satellite		IT
	Construction		Land based (incl. Animal Health and welfare)
	Creative		Professional services
	Health & Social care		Green economy
Cross-cutting skills for the LSIP			
	Employability skills		Professional skills
			Digital skills

## 6. How the College works with partners

*The Strategic Plan sets out the strategic intentions for the College over the next five years and is aligned to priority areas of growth which are engineering, hair & beauty, construction and SEND. These areas are identified as sector priority areas in the LSIP, with SEND identified as a long-term sufficiency gap in Elmbridge at post 16. In developing the aims and objectives of the Accountability Statement, the College has carefully considered national, regional and local priorities and in particular where they align with the LSIP. These aligned areas are being given priority.*

Brooklands College works effectively with stakeholders to understand and plan for the skills needs in the region. This predominantly covers Surrey (Elmbridge, Runnymede and Spelthorne) and Hampshire. The College works closely with the M3 local enterprise partnership and chamber of commerce to share intelligence and respond to labour market needs.

The College is delivering significant provision meeting local skills needs and LSIP priorities. The College is meeting 8 of the 10 sectors and of note is the high demand for engineering and construction.

For example:

- Strong routes into construction trade qualifications.
- Critical skills needed to decarbonize the energy system, such as, electrical.
- T Levels (introduced September 2023) aligned to the skills shortages primarily in Health, Early Years, and Digital, as well as Building Services and Engineering for September 2024.

The College works in a variety of collaborative groupings and projects with other providers to identify where the college can most usefully provide appropriate programmes to meet LSIP skills priorities. This approach is helping to ensure a collective approach to responding to LSIP needs and priorities, thus reducing unnecessary duplication and gaps.

- The College is working with a University to develop degree apprenticeships in motor sports, health, education and construction, providing excellent progression routes from college programmes.
- The College worked with the local NHS trust to map the Health T-level to the mandatory care certificate that NHS employees need to complete. As a result, learners are using the workbooks put together with the Trust so that they are confident that all learners meet the requirements of the care certificate ready for their placement.
- The College is proactively working with other educational partners to address teaching shortages and improve teaching skills in Surrey. The College organises joint teaching, learning and assessment conferences, where staff share best practice and learn how to teach in virtual classrooms. Creative media students benefit from weekly sessions at Brooklands Radio, where they learn aspects of radio broadcasting, such as scripting programmes, conducting interviews and creating sound effects.
- The College is working collaboratively with stakeholders to utilise the strategic development fund and local skills improvement fund to build programmes which meet key local needs, such as green skills in ultra-low carbon vehicles and retrofitting. The Low Carbon Passive Technology Centre opens on the Weybridge campus in September 2024.
- With the department for work and pensions the college provides courses to facilitate employment for disadvantaged groups. Also, staff teach ESOL and IT courses for refugee and asylum seekers and teach sector-based work academy programmes courses to support the hospitality sector.

<b>LSIP Priorities</b>	<b>National Priorities</b>	<b>College Strategic Plan Our Response</b>
Advanced Manufacturing & Engineering	Manufacturing & Engineering	Manufacturing & Engineering
Aerospace, Space & Satellite		
Animal Health & Life Sciences	Science	Science
Construction	Construction	Construction
Creative	Creative	Creative
IT	Digital & Technology	Digital
Health & Social Care	Health & Social Care	Health & Social Care
Hospitality & Tourism		Hospitality
Land Based		
Professional Services		Accountancy
	Haulage & Logistics	
	Mathematics	Mathematics

The LSIF commissioned a joint report across Surrey and Hampshire to feed into individual Accountability Statements which maps sectors against supply/demand.<sup>2</sup> This report is attached as an appendix to the Accountability Statement and was discussed at a joint meeting of Chairs/Governors, CEOs/Principals and Governance professionals in March 2024.

## **7. Key Partners and Stakeholders**

The College continues to work in partnership with a number of employers and key stakeholders to address the skills gaps across the Surrey region. These relationships will enable the College to achieve the objectives that are set out in the Accountability Statement. For example:

**Surrey County Council** – SCC is a key stakeholder for the College and in particular for our collective work on the skills agenda. SCC have been integral to the estate's strategy for the College and they are providing significant capital investment for a new build for SEN provision. This will enable the College to grow High Needs provision and to meet a long-term sufficiency gap for High Needs in Surrey. In addition, as part of the estate's development project, the College will create new communal venues for Weybridge, such as the sports hall and community hub, together with opening 12 hectares of woodland for public access. All of which, support SCC's Community Vision for Surrey 2030.

<https://www.surreycc.gov.uk/council-and-democracy/finance-and-performance/vision-strategy-and-performance/our-organisation-strategy/community-vision-for-surrey-in-2030>

**Elmbridge Borough Council (EBC)** – the College works closely and productively with EBC. The College sits on the Elmbridge Business Leaders Board, which brings together local business leaders such as Amazon, Mercedes Benz, Brooklands Museum, Proctor and Gamble, Knights PLC and Chelsea Football Club. In addition, the College works in partnership with EBC and Runnymede Borough Council to deliver the Youth Hub on the Weybridge campus and in local community spaces. The Youth Hub continues to work in partnership with charities based in Elmbridge and the Department for Work and Pensions to support clients into employment. Since its inception the Youth Hub has supported over +404 16 -24-year olds into work.

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<sup>2</sup> Accountability Statements Report Enterprise M3 (incl. all of Surrey) Local Skills Improvement Plan – Dr Jamie Mackay, LSIP Project Manager, March 2024

**Runnymede Borough Council** – Dovetailing with the work of Elmbridge and Runnymede Youth Hub to improve employment for 16- to 24-year-olds, the College is leading on delivery of the Shared Prosperity Fund. This will be utilised to upskill residents in the local areas of greatest deprivation, levelling up opportunities towards entering work, mitigating the current mismatch between skills and vacancies in the borough and supporting growth of the local economy. In partnership with Runnymede Borough Council and through a range of resources delivered by the College, we are building stronger pathways for our hard-to-reach adult communities to help them back into education, skills, and employment.

**Spelthorne Borough Council** – The College has recently engaged with Spelthorne Borough Council as part of their ambitious work to rejuvenate Ashford town. The Ashford Campus to meet growing demand, will become a specialist centre for Building Services (Electrical Installation) and for adults. It will provide career progression and choices for more mature workers planning to retrain or extend their qualification base for future job opportunities. The provision at the Ashford Centre will be closely aligned to employability and local skills priorities. Modes of delivery for adults will be flexible, to address barriers to participation and so that adult learners can balance life, work and caring responsibilities. As Spelthorne has the highest unemployment rate in Surrey at 3% (South East average is 2.9%), Spelthorne Borough Council acknowledge that this will support meeting the needs of the unemployed in the borough.

**CALA Homes** – The College and Cala Homes have put together an extensive education agreement, aligned to the Gatsby framework, which will give learners multiple opportunities to work with their construction teams, including industry placements, apprenticeships and informing curriculum design for courses. This will establish a conduit that offers CALA Homes opportunities to recruit well qualified future employees throughout the project and beyond.

**London South Bank University (LSBU)** – The College is embarking on a new partnership with London South Bank University to deliver the degree in Motor Sport, setting the ethos of a strong career pathway with innovative work around training post-grad students to be teachers. LSBU have strong STEM and Health courses so are well aligned to Brooklands.

**NHS Trust** – The College has a strong partnership with the NHS Trust for the delivery of T Level Health and this resulted in successful work placements for all our T Level Health learners. In addition, our teachers and their specialist practitioners, are co creating resources and assignments for the T Level which ensures current industry relevance.

**In addition**, the College works with voluntary and community sectors, charities, schools, universities, the Police, and business representative groups.



## 8. Collaborative Planning and Projects with other Providers

### SurreyFE



*In 2023, the four SurreyFE Colleges (Nescot, East Surrey, Brooklands and Activate Learning (Guildford, Merrist Wood & Farnham)) launched SurreyFE as an umbrella brand and vehicle to demonstrate our commitment to collaborative working.*

*SurreyFE acts as a voice for the county's Further Education sector and its Colleges, to ensure it delivers the personal and practical skills and training needed by students, employers and the community. SurreyFE is at the heart of the strategic intention to deliver the local, regional and national targets, for 16 -18 education and training, Apprenticeships, Higher Education and Adult Training and upskilling, in the county and supporting areas. The Local Skills Improvement Plans and the Surrey Skills Plan, underpins this work.*

### Our Purpose:

- To share and celebrate good practice, bringing together specialist teams to share and learn from each other's expert, skills and knowledge.
- To develop strategic collaborations that result in successful and sustainable outcomes for the benefit of all colleges and our students.
- Oversee implementation and direction of collaborative projects led by our specialist teams.
- Bring together governors from the respective colleges for project work, professional development and collaborative working.
- Build and steer productive relationships at all levels of the respective organisations, seeking benefits wherever possible and building a strong partnership of trust and professional support.
- Seek new mechanisms for working across Surrey e.g. through funding and bid applications for the benefit of all organisations, our students and our communities.

Our work has created a platform for relationships and collaboration and as a result, SurreyFE is working on a number of pillars of activity to meet the Local Needs Duty.



In 2023/24 the scope included:

### **Governance**

- Joint meetings with Principals/CEOs, Chairs and Governance Professionals.
- Equity Diversity and Equality training in September 23.
- Local Needs Duty - March 2024. Bringing together our governors to review provision and identify any collective actions to better meet local needs and the LSIP priorities. In particular, a collaborative discussion on the implications of Surrey Devolution and collective action going forward.

### **Strategic Leadership**

- Monthly meetings with the Principals/CEOs, with contributions from Surrey County Council and the AoC (Association of Colleges). SCC provide frequent updates on the Surrey landscape, the skills agenda and Surrey devolution as part of the County Deal.
- Sharing of responsibilities to represent SurreyFE on key Surrey Boards/groups e.g. LSIP, Surrey County Council Groups. For example: Activate and NESCOL on the One Surrey Growth Board (Coast to Capital representation), East Surrey College and NESCOL on the Surrey Skills Leadership Forum (Coast to Capital representation). Brooklands College chairs the SurreyFE group (three-year tenure). SurreyFE Principals/CEOs collectively attend the Phase Council.

### **Continuous Professional Development (CPD)**

- Teaching & Learning Conference 2 July 24 – FE Surrey is using funds from the LSIF to hold a joint teaching & learning conference in July 2024. The conference will have a theme around behaviours and attitudes recognising this as a cross-cutting challenge that we all face and the benefit of devising joint strategies and approaches to address a sector-wide issue. The conference will bring together our practitioners to share and develop good practice. The intention is that this will become an annual event.

### **Thematic Peer Groups**

- Immersive technologies for teaching & learning – including procurement and implementation
- HR and recruitment
- Marketing
- Business Development & Sales

**Skills Competitions for learners** – with support and engagement from employers and charities:

- Logo competition
- Construction – Carpentry
- Creative Digital
- SEND
- Service Industries – Hair & Beauty

**Enrichment activities for learners**

- Inter College football
- Hospitality & Catering – bake off (NESCOT & Brooklands)

**Next Steps:**

1. To launch the FE Surrey website/portal and related branding to support recruitment and progression across Surrey Colleges.
2. To work with Surrey County Council on collectively addressing barriers to participation e.g. participating in Bootcamps, programmes with Job Centre Plus and the voluntary & community sector.
3. To develop proposals for further project-based collaboration and continuation of competitions, CPD and the annual Teaching & Learning conference.
4. To work collectively with large employers to address skills needs e.g. NHS, Ringway and airports.
5. To work collectively with Surrey County Council on the planned devolution of Adult Skills in 2026/7 and their desire/request to Government to align the LSIP/LSIF area with the County Deal from 2025.
6. Collectively, continue to map curriculum against LSIP/regional priorities and in response, further develop the curriculum to meet local needs.



## 9. The Estate

*The College is deeply rooted in the local community. The ambitious estates strategy will create new communal venues for Weybridge, such as the sports hall and community hub. As a result, we will connect the community to the heart of the College. This will create opportunities for commercial development at marginal cost and we will increase utilisation of our resources outside of the traditional College academic year.*



*The ambitious plans will realise the refurbishment of the current buildings on the Weybridge campus, improve the campus orientation, enhance the landscape, and create a College campus of the future, aligned to the curriculum strategy. As a result of this capital investment the campus will align with DfE estates benchmarks and space guidance, and be as environmentally efficient as possible whilst accommodating increasing learner demand.*

The development will commence on the 1 July 2024, with a forecast end date of two years. The improvements and benefits to the Weybridge campus will be:

- The creation of a true safe and secure campus environment.
- Strong SEN Provision that provides a pathway onto next steps within an exemplar new building. This excellent provision is recognised by SCC.
- Provide new science and digital facilities for all sciences and T Levels.
- Real work environments for hair, beauty and catering affording public access.
- New integrated sports and fitness facilities that will be open to the community and provide high quality training environments.
- Greater pedestrian and cycle connectivity to Heathside school, physically and educationally taking pressure off Brooklands Lane.
- Opening up 12 hectares of woodland including SANG for newly accessible public use and improving accessibility through the site, including working with SCC and Network Rail to reopen the pedestrian bridge and as result, connecting the college to the Heritage Trail.

In addition, the Ashford Campus to meet growing demand, will become a specialist centre for Building Services (Electrical Installation). The improved facilities will open in September 2024 as a result of T Level capital investment.





## 10. Local Needs Duty – EM3 Group

In response to the Skills and Post 16 Education Act 2022 on the 15 March 2024, the governing bodies across the **EM3 LSIP** (Activate Learning, Basingstoke, Brooklands, Farnborough, Havant & South Downs, NESCOL, Orbital South Colleges and Sparsholt College Group) conducted a review of the existing curriculum offer, determining how well this meets local needs and ensuring that learners have the skills needed to secure local employment.

Collectively we agreed that we make a strong contribution to meeting local and national skills needs, and wish to continually improve this by proposing to:

- **Expand** the curriculum offer to respond to emerging needs, relating to securing employment in both local and national skills priority sectors.
- **Collaborate** with other providers and organisations to strengthen the quality and resilience of local provision.
- **Promote** clearer progression pathways into local employment opportunities in priority sectors.
- **Capitalise** on duplication, as opposed to saturation, to offer more choice and opportunities to employers.

### Local Needs Duty – SurreyFE

In response to the Skills Act (2022) representatives from the Corporations across SurreyFE (NESCOL, ESC, Activate and Brooklands College) in March 2024, conducted a review of how well the curriculum across the Surrey landscape meets local skills needs. The Governors considered the LSIP priorities to identify any potential gaps and further opportunities for collaborative working.

### Outcome

#### SurreyFE Governors:

- Broadly agreed that the local skills needs are being met by the Surrey Colleges.
- Governors acknowledged the impact of the introduction of SurreyFE in developing strategic collaborations for the benefit of all our colleges and students.
- Governors identified the need to better understand the 19+ demographics in the context of devolution and the adult skills budget.

## **11. Challenges /Barriers**

### **The County Deal for Surrey**

- A County Deal for Surrey was confirmed in the Budget on 6 March 2024. As an outcome, the adult budget and funding for Free Courses for Jobs will be devolved to Surrey County Council (SCC). The Local Enterprise Partnerships (LEPs) will also be integrated into the Borough Councils.
- The adult budget will be fully devolved from 2026/27 subject to readiness conditions and parliamentary approval. In 2024/25 and 2025/26 funding will be available for transition whilst plans for implementation are formalised. As part of this work, there is a commitment to consider the LSIP (Local Skills Improvement Plan) boundaries in 2025. This is a significant change for Surrey and the Surrey Principals are proactively engaging with SCC at an early stage. In England 60% of the adult budget has been devolved to Mayoral Combined Authorities.
- In practical terms this will mean that SCC will decide how much adult budget is proportioned to each College and training provider in Surrey. In addition, it is likely that the College will also need to manage an adult budget from the DfE (Department for Education) and the GLA (Greater London Authority) which could create some complexities and bureaucracy, that will need to be managed and coordinated carefully.

### **Other Challenges**

- Curriculum reform at Level 3 and Level 2.
- Advice and Guidance to schools/parents/carers - more complex and difficult to navigate. Young People need to understand better the connection between education, training and jobs.
- T Level - industry placements - hard to source especially for Digital. Education and business need to come together.
- Recruitment of specialist teachers - electrical, construction & engineering – competing with higher salaries in the industry.

## 12. Accountability Statement 2024/25 Objectives

Theme	Aims and Objectives	Contribution towards national, regional and local needs
Curriculum Design, Delivery & Innovation	<p>Continue to be responsive to curriculum reform and national, regional and local skills needs, with the implementation of new programmes.</p> <p>Carbon Passive Technology Centre – 10 programmes</p> <p>T Levels – 2 additional pathways 24/25. T Level recruitment target of 114 new starts achieved.</p> <p>SEND in partnership with SCC, collectively develop programmes to meet need e.g. Social, Emotional and Mental Health (SEMH) and ASC. Target of 15 new starts achieved.</p>	<p>Contribute to meeting the needs of the LSIP.</p> <p>Extend L3 provision with a broader range of T Level programmes that meet LSIP needs e.g. Building Services and Engineering.</p> <p>Support SEND learners into fulfilling careers, whilst meeting skills needs.</p>
Adults	<p>Implement the revised adult strategy 2024/25 in response to funding changes.</p> <ul style="list-style-type: none"> <li>Develop a full range of at least 4 short courses in each sector area.</li> <li>SWAP (Sector Based Work Academy Programmes) developed in LSIP priority areas - warehousing, customer service, security and construction. (Pop up location for GLA).</li> </ul> <p>Introduce</p> <ul style="list-style-type: none"> <li>5 new employability programmes.</li> <li>Comprehensive free short courses for adults.</li> <li>10 Sector Based Work Academy Programmes for DWP.</li> </ul>	<p>All adults will have the opportunity to retrain and/ or update their skills to move into local growth sector areas such as digital, green energies, health &amp; social care and finance.</p> <p>Meet the aspirations of our adult learners and the needs of employers.</p> <p>Adults gain the skills that they need to improve their job prospects and succeed in LSIP priority areas.</p>
L3 & L4 Technical Education	<p>Increase participation of young people and adults in L3 and L4 technical education.</p> <ul style="list-style-type: none"> <li>3 Free to access programmes (GLA).</li> <li>3 ESFA/GLA Free to Access FCFJs in LSIP priority areas.</li> <li>Strengthen HE Strategy – provide more local progression opportunities for adults after level 3 – further developing partnerships</li> </ul>	<p>Enable adults and young people to fulfil their potential and increase their positive participation in their local area.</p>

Cross Cutting Skills	<p>Embed high quality English and maths, digital skills and employability into all programmes, to enable positive progression to the next level. Digital strategy implemented 2024-25 to include digital awards for staff and students.</p>	<p>Employers will be an integral part of College life, with established employer partnerships with employers for every sector area.</p> <p>Enable adults with little or no English language skills to fulfil their potential.</p> <p>Enable young people to develop the core and cross cutting skills that they will need to confidently progress to the next level.</p>
Learner Engagement	<p>Provide a distinctive learner engagement programme to include, enrichment activities, social inclusion and volunteering.</p> <p>Dedicated hours on learners' timetables to develop the cross-cutting skills that are an LSIP priority:</p> <ul style="list-style-type: none"> <li>• Digital skills.</li> <li>• Industry placements.</li> <li>• Skills Competitions.</li> <li>• Volunteering (social inclusion).</li> </ul>	<p>All learners are equipped with the professional behaviours, skills and values that they will need for their careers.</p>
Advice, Information & Guidance	<p>In response to curriculum reform, strengthen information, advice and guidance and map clearer career/sector pathways for all learners.</p>	<p>Career / sector pathways formalised across all sector areas.</p>
SurreyFE	<p>Work with SCC to collectively address barriers to participation re. Bootcamps, programmes with Job Centre Plus and the voluntary and community sectors.</p> <p>Work collectively with SCC on the planned devolution of Adult Skills in 2026/27 and their desire to align the LSIP /LSIF area with the County Deal from 2025.</p> <p>Develop proposals for further project-based collaboration, the continuation of competitions and the annual Teaching &amp; Learning Conference.</p>	<p>Develop strong strategic collaborations that result in sustainable outcomes for the benefit of our learners and the local communities that we serve.</p> <ol style="list-style-type: none"> <li>1. Joint investment in a Marketing Officer to support in the development of the website and the coordination of activities and projects – Sept 24</li> <li>2. Annual Teaching &amp; Learning Conference - July 25</li> <li>3. Curriculum &amp; Quality Group – July 24</li> </ol>



### 13. Supporting Documentation

Document	Link
Brooklands College Strategic Plan 2021/26	<a href="https://www.brooklands.ac.uk/about/vision-mission-and-values/">https://www.brooklands.ac.uk/about/vision-mission-and-values/</a>
Brooklands College Ofsted Report (January, 2024)	<a href="https://reports.ofsted.gov.uk/provider/31/130825">https://reports.ofsted.gov.uk/provider/31/130825</a>
Surrey Context People and Place (Census, 2021)	<a href="https://www.surreyi.gov.uk/jsna/surrey-context/">https://www.surreyi.gov.uk/jsna/surrey-context/</a>
Local Skills Improvement Plan	<a href="https://www.surrey-chambers.co.uk/future-skills-hub/">https://www.surrey-chambers.co.uk/future-skills-hub/</a>
Economic and Social Characteristics of the LSIP Region (July, 2023)	<a href="https://www.surrey-chambers.co.uk/wp-content/uploads/2023/08/EM3-Including-all-of-Surrey-LSIP-Final-report.pdf">https://www.surrey-chambers.co.uk/wp-content/uploads/2023/08/EM3-Including-all-of-Surrey-LSIP-Final-report.pdf</a>
SCC Community Vision 2030	<a href="https://www.surreycc.gov.uk/council-and-democracy/finance-and-performance/vision-strategy-and-performance/our-organisation-strategy/community-vision-for-surrey-in-2030">https://www.surreycc.gov.uk/council-and-democracy/finance-and-performance/vision-strategy-and-performance/our-organisation-strategy/community-vision-for-surrey-in-2030</a>
Surrey Skills Plan	<a href="https://investinsurrey.co.uk/wp-content/uploads/2022/11/Surrey-Skills-Plan.pdf">https://investinsurrey.co.uk/wp-content/uploads/2022/11/Surrey-Skills-Plan.pdf</a>

**Approved by the Corporation – 28 June 2024**



Professor Craig Mahoney  
Chair of Corporation



Christine Ricketts  
Principal/CEO



Brooklands College

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