



ACCOUNTABILITY STATEMENT

2023/24



INTRODUCTION

Welcome to our Accountability Statement for 2023/24. This document sets out how the College is meeting the current and future skills needs of the district, as set out in the West Yorkshire Local Skills Improvement Plan.

If you would like to read the executive summary this can be downloaded [here for internal stakeholders](#) and [here for employers](#).

As always, we are keen to hear from our stakeholders and invite comments to the Principal's PA via email, sbutler@shingley.ac.uk

Diana Bird
Principal and CEO of Shipley College



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OUR PURPOSE - WHY OUR PROVISION IS IMPORTANT AND THE CONTRIBUTION IT MAKES



ShIPLEY College is a General FE College, positioned at the heart of our community, in the UNESCO World Heritage site of Saltaire, in the city of Bradford, West Yorkshire.

We are proud to both serve and reflect our local community and are active in celebrating our cultural and ethnic diversity through an inclusive and welcoming curriculum offer that broadens horizons, ignites ambition and prepares our students for life in modern Britain.

We support those within our community that are most under-resourced to take their first steps back into learning and we are driven by our commitment to be a transformative source of social value to our community - helping students to lead lives with greater happiness, improved mental health and the active citizenship skills they need to build a bright future for themselves, their families and their communities.



We work very closely with our stakeholders, including other education providers, the voluntary and community sector, employers, and civic partners to contribute to wider plans for the district and ensure that the local curriculum offer supports the current and future ambitions of the district and enables businesses and the local economy to flourish.

The College is committed to having a positive impact on the wellbeing of the wider community which includes providing social and emotional support for students and staff. We are a resource to our community, providing training in English, maths, ESOL and digital skills that enables individuals to become active citizens and to enter and progress within the workplace. We provide employers with a workforce, especially in roles and sectors that experience significant replacement demand.

We take seriously our impact upon the environment and embed sustainability as part of our decision making and ways of working. We develop green behaviours, model positive actions and scaffold our students to become the future leaders of industry with strong 'people and place' ethics alongside their high level technical skills. In 2017, ShIPLEY College became the first college in the world to sign up to the United Nations Sustainable Development Goals (SDG) Accord. This enables us to measure, track and report our progress in aligning with the SDGs and crucially, share best practice and train other employers to better understand how they could help build a more sustainable future.



The College delivers high quality and high value, technical post-16 education and training to young people and adults that raises aspirations and provides them with the technical skills, knowledge, behaviours and experience that they need to secure good, sustainable, productive employment. We develop clear career pathways for individuals to upskill and reskill throughout their lives and ensure that individuals get the support they need to get great jobs and progress in their careers.

The College's activities are guided by the Strategic Plan which is set, approved and reviewed regularly by our Corporation to ensure that the implementation of the Strategic Plan continues to meet local needs.

Section 5 of the Accountability Statement demonstrates how our activities will contribute towards achieving the objectives in the Strategic Plan and shows how these align with the skills needs of the District.

Our Strategic Plan (2021 - 2024) sets targets for each year, with the governing body holding senior management to account on progress against the four following key objectives:

- To ensure student achievement and attainment rates are in the top 10% for education performance
- To meet local, regional and national skills priorities through an innovative and highly responsive curriculum offer
- To ensure an exceptional learner experience leading to fulfilling lives and high value careers
- To maintain financial stability to invest in inspiring education and learning resources

We are guided in the way we achieve these objectives by our mission and values and the following principles which permeate our decisions, behaviours and activities:

- Health and Wellbeing Support for Staff and Students
- The Corporation will be a Listening Board
- Inspirational Teaching and Learning
- Committed to Equality, Diversity and Inclusion
- Providing Additionality and Active Citizenship
- Maintain Financial Stability within a commitment to the United Nations Sustainable Development Goals

Since the Strategic Plan was written the following changes have been made:

- Reorganisation of the departments and our curriculum offer to align more closely to the key sectors and skills needs of the district
- The College has commenced work on our estate to upgrade our facilities to provide state of the art teaching and learning facilities within our historic buildings
- Leading the sector in T Level innovation



SHIPLEY COLLEGE'S MISSION STATEMENT

To provide the highest quality, inspirational education and training that meets and exceeds the ambitions of individuals, businesses and communities.

OUR CORE VALUES

Inspirational Culture of Collaboration and Partnership

A supportive team working closely with our stakeholders in a spirit of trust and integrity.

Aspiration, Professionalism and Achievement

Striving for excellence in a safe, sustainable environment, while supporting all students to achieve their personal best and to progress to their next steps in work and life.

Responsiveness

Meeting the needs and exceeding the expectations of students and employers, both locally and regionally, responding to government initiatives and our local community.

Equality and Respect

Celebrating the diversity and inclusion of our students and staff.



CONTEXT AND PLACE - OUR REGION, OUR CITY, OUR COLLEGE

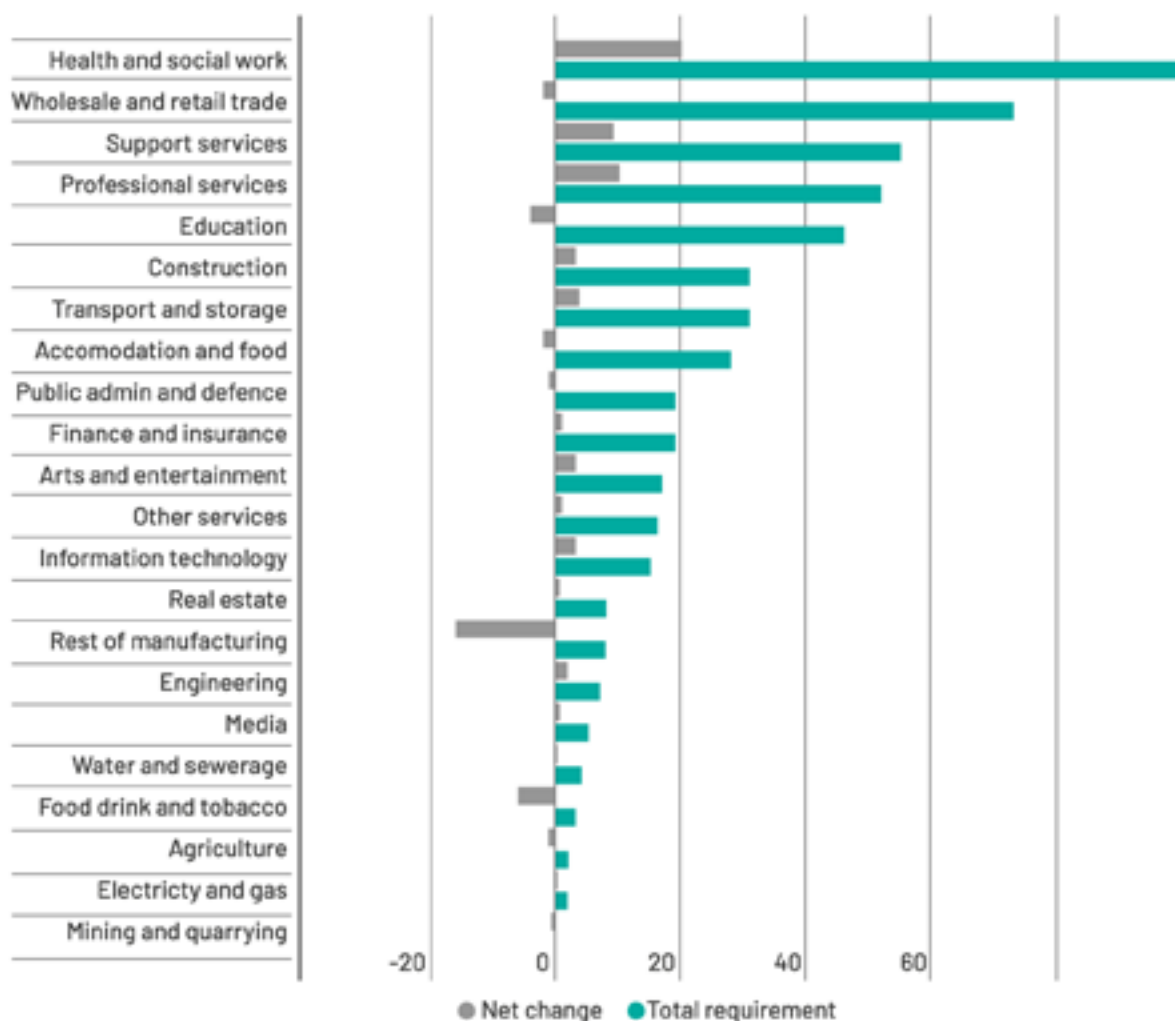
Shiley College is geographically positioned within the City of Bradford, which is one of five local authorities that collectively make up the West Yorkshire Mayoral Combined Authority, alongside City of Leeds, City of Wakefield, Calderdale and Kirklees. West Yorkshire is a vibrant, internationally-significant economy which is the heart of the Northern Powerhouse.



Key facts about West Yorkshire:

- Population of over 2.3 million
- An employed workforce of 1.1 million
- Lower than average gender pay gap - 12% in 2020 against a national average of 17%
- Output of £55 billion
- 92,000 private sector businesses
- There are 7 colleges, including Shiley College, Bradford College, Kirklees College, Calderdale College, Luminare College, Leeds College of Building and the Heart of Yorkshire College
- There are 7 universities with 92,000 students and 30,000 graduates
- Most in demand roles include Health, Care, digital, administrative and accountancy
- Largest sectors in terms of employee jobs are Wholesale/retail, Health and Social Care, Manufacturing, Education, Public Administration and Defence
- Other growth job roles include business professionals, corporate managers and science, research, engineering, and technology professionals
- It is the UK's largest regional finance centre
- There are more manufacturing jobs than anywhere else in the North of England
- The fastest rates of growth in jobs will be Arts and Entertainment, Health and Social Work, Professional Services and Support Services
- It is the fastest growing digital sector in the country
- Replacement demand and higher skilled careers provide opportunities for growth in the area. Over the next decade, replacement demands are expected to generate around 19 times as many job openings in West Yorkshire as those arising from net job growth.

NET EMPLOYMENT CHANGE AND NET REQUIREMENT BY SECTOR 2017-2027, WEST YORKSHIRE



Source: Working Futures

There are fabulous opportunities in the West Yorkshire Combined Authority in terms of employment and skills but in many instances these opportunities arise out of challenges that the region must overcome in order that these opportunities can be maximised for the benefit of individuals, employers and the regional and national economy.

Key challenges

- 22% of neighbourhoods in West Yorkshire are among the 10% most deprived nationally
- Unemployment rates are above the national average and are continuing to rise
- Above average numbers of residents with low or no qualifications and low levels of attainment in the key employability skills of English, ESOL, maths and digital
- The number of people who are qualified to Level 4 and above is below the national average
- Evidence shows that those from the most deprived areas have the lowest levels of skills and qualifications and those from deprived backgrounds are still least likely to progress to Higher Education
- There is a shortage of people employed in high skilled roles compared to the national average
- Wages are lower than the national average
- Too many employers are reporting difficulties in recruiting people with the requisite technical, managerial and employability skills that they need to run their businesses now and in the future

OUR CITY - BRADFORD

Huge opportunities

Shiplacey College's reach is predominantly within the City of Bradford. Bradford has economic and social characteristics in addition to those of the West Yorkshire Combined Authority, that are specific to the City which also shape the need and offer of the College.



City of Culture!

Bradford has been awarded City of Culture for 2025. This accolade recognises the rich heritage of the City, the strength that comes from the diversity of its population and the opportunities which the City promises to all.

The region is home to a thriving Creative sector with Channel 4 based in Leeds and the new Bradford Live music venue next to the Alhambra Theatre in Bradford city centre.



- Bradford is the sixth largest city authority in the UK
- It has a population of 534,000 and a working population of 331,000
- It is the youngest city in the UK with more than 25% of the population aged below 18 and a 5% increase in the number of 16 year olds expected in 24/25
- The City is incredibly diverse
 - It has the second highest Pakistani population in the UK
 - 153 languages are spoken in schools across the district
- The largest employment sector is Health, which accounts for 17% of roles in the area, followed by Manufacturing, Education, Retail and Accommodation and Food Services
- The Financial and Insurance sector employs 3% of the working population which is on par with national average

The Space Hub Yorkshire initiative is developing a world leading regional Space cluster supported by local Shiplacey based businesses such as the aerospace engineering company Produmax, Radio Design, Filtronic and Teledyne.



Key challenges

- The district is ranked the 5th most income deprived local authority in the UK with 34% of wards falling into the 10% most deprived in the country and one in five children living below the poverty line
- Unemployment rates are higher than in Yorkshire and nationally (6.5% cf NA 3.6%) with the following groups most likely to be claiming unemployment benefits: carers, lone parents and those with disabilities / health conditions
- Over representation of young people amongst the unemployed - 25% of registered adult job seekers are age 16-18
- There are 44,000 economically inactive residents (excluding retired persons and students)
- 22% of jobs in Bradford are public sector compared with a national average of 17%
- Almost double the national average of adults have no qualifications



Qualifications (Jan 2021-Dec 2021)

	Bradford (Level)	Bradford (%)	Yorkshire and the Humber (%)	United Kingdom (%)
No Qualifications	40,400	12.3	7.8	6.6
Other Qualifications	23,200	7.1	5.7	5.9
NVQ1 and above	264,000	80.6	86.4	87.5
NVQ2 and above	233,900	71.4	76.3	78.1
NVQ3 and above	178,100	54.4	58.2	61.5
NVQ4 and above	117,200	35.8	38.0	43.6

Source: ONS annual population survey

Notes: Numbers and % are for those of aged 16-64

% is a proportion of resident population of area aged 16-64



- 12.3% of working age population have no qualifications compared with 6.6% nationally
- Far fewer adults are qualified to level 4 and above, 8% lower than the national average
- Young people's levels of attainment by age 19 are significantly below the national average
 - 10% lower at Level 2
 - 14% lower at Level 3
 - Outcomes at Key Stage 4 (GCSE and equivalents) are below the averages for England and regionally
- Growth in roles in the digital sector is failing to keep pace with the rest of the UK
- The number of high-value jobs in Bradford is low compared to West Yorkshire and England with higher skilled people more likely to live and work elsewhere

There is a need to develop the skills and confidence of residents who are unemployed and employed in low paid, low skilled occupations whilst also providing an employer-led higher technical skills offer to meet the immediate and future needs of industry.

Our curriculum offer

Most Bradford Secondary Schools have a sixth form offer which provides education for students up to the age of 18. There are 3 General FE colleges offering a combination of academic and technical education programmes and all of the colleges are graded Good by Ofsted.

The College delivers funded Education Programmes for Young People (including students with Education Health Care Plans); Apprenticeships and Adult Learning Programmes; has a contract to deliver community learning to adults to widen participation; delivers project funded programmes, commercial courses for business, and leisure courses to promote health and wellbeing, lifelong learning and active citizenship that builds stronger communities.

We do not deliver GCSEs (other than English and maths), A levels or award degrees (with the exception of teaching qualifications through the University of Huddersfield).

We are very clear that our role is to deliver technical education that complements the local academic offer which is provided by neighbouring schools and universities. Our main course offer covers Entry level 2 to Level 3, with a small offer from pre-entry level to Level 2 and a growing offer of Higher Technical Qualifications at Levels 4,5,6 and 7.

There are four key areas that we deliver:

- Access to Further Learning and Work (supporting students of all ages to develop key employability skills and gain English and maths qualifications up to Level 2)
- Business, (including Finance, Accounting, and Leadership and Management), Travel, Horticulture and Sport
- Care - Child, Health and Education
- Digital and Creative

Other curriculum includes Horticulture, Greenkeeping and Floristry, Events Management and Tourism, E-sports, and Rail Engineering. Delivery is from our main site in Saltaire, and in community venues and on employer premises across Bradford district and beyond.

The College supports students in the most deprived quartile for FE Colleges nationally: almost a quarter of Study Programme students qualify for Free College Meals and around 70% of students are experiencing economic deprivation.

The College provides technical Study Programmes, apprenticeships and Supported Internships for young students and provides opportunities for students to retake GCSEs in English and maths. At the point of entry, young students at the College have lower levels of English and maths than the average College. Only 41% of young students have both maths and English at Grade 4 or above compared to an average of 57% in the sector. 31% of the College's young students have not yet achieved both maths and English at Grade 4 or above, and a further 27% have only achieved one of either maths or English at that level which is 7% behind the national average.

Our Ofsted Reports are available to view using this link: shipley.ac.uk/student-life-in-saltaire/ofsted





We are a Wave One provider for T levels and offer routes in:

- Education and Childcare
- Health and Science
- Digital
- Business and Administration
- Legal, Finance and Accounting
- Agriculture, Environment and Animal Care

T-LEVELS
THE NEXT LEVEL QUALIFICATION

Two further routes are planned for 24/25 in Media, Broadcast and Production, and Craft and Design.

Our students

The College attracts young students from the immediate locale: 93% of our young students live within 7 miles of the College, with 47% living within 3 miles. Our main feeder schools are very local to the College. Bradford is successful at retaining the talent of the young people who attend Shipley College, with the majority of those who progress to university securing places in Bradford, Leeds and Huddersfield, and going on to work in the district.

The College has a very strong reputation in the District for being highly inclusive: around 1 in 5 of our students has a learning difficulty or disability and the College is very successful at securing positive outcomes for all students. We are also very proud to have a truly diverse student body which is highly representative of the demographic of Bradford District: around 50% of our students are from an ethnic minority group.

In February 2020 the College was inspected by Ofsted and graded as Good. The College achieved Matrix re-accreditation in May 2020 for the period of 3 years.



OUR APPROACH TO PREPARING THE ACCOUNTABILITY STATEMENT

The following documents informed the College's Strategic Plan and therefore this accountability statement:

Policy development and implementation

- The DfE White Paper, 'Skills for Jobs: Lifelong Learning for Opportunity and Growth' (January 2021)
- The Skills and Post 16 Education Act, 2022 and the duty for all colleges to review their contribution to meeting skills needs
- Statutory requirement for governing bodies of institutions within FE to undertake a review of provision in relation to local needs under section 52B of the Further and Higher Education Act 1992 and to publish their findings on the website
- The Ofsted Enhanced Inspection Framework with the additional Skills judgement

District Strategies/Plans and Activities

[WYCA Labour Market Report 2021](#)
[West Yorkshire Economic Recovery Plan](#)
[West Yorkshire Digital Skills Plan](#)
[Employment and Skills framework \(WYCA\)](#)
[Future Ready Skills Commission \(WYCA\)](#)
[People, Skills and Prosperity: Bradford District's Workforce Development Plan](#)
[Bradford District Careers and Technical Education Plan](#)
[Bradford District Digital Strategy 2022 - 2027](#)
[Culture is our Plan 2021 - 2031](#)
[Economic Strategy for Bradford 2018 - 2030](#)
[West Yorkshire LSIP](#)

The wider context in which we work

- The climate crisis and focus on sustainability and green jobs
- Ageing population and the increasing demand for Health and Social Care
- Developments in technology and the impact of digitisation and automation on jobs
- Career changes and the implications for flexible, lifelong training and the Lifelong Learning Entitlement

The governing body approved Shipley College's Strategic Plan which covers the period 2021 - 2024. Objectives and targets in the Strategic Plan have been reconsidered alongside the matters set out above, the LSIP priorities and other stakeholder contributions and are each reflected in this accountability statement. Review of the accountability statement and sign off of plans has been added to the annual plan of activities and is overseen by the Clerk to the Governors.



OUR STAKEHOLDERS

ShIPLEY College is a key anchor organisation in the district and is well connected through an extensive, well established and collaborative network of civic, education, community and employer partners. The College consults regularly with this network of partners in the design, development, delivery and evaluation of its programmes.

Our students, their parents and carers, staff and governors are key stakeholders. We use a range of different mechanisms to seek feedback on key issues such as the accountability statement and our strategic plan. We consulted with staff and Governors in the preparation of this statement.

Our work with our civic partners

The College has been a very active participant in the development of the Local Skills Improvement Plan, contributing to all of the Economic Recovery Board (ERB) led consultation events and workshops alongside other education and community providers.

The West Yorkshire LSIP has confirmed the following priorities:

- Health and Social Care
- Construction
- Logistics and transport/Distribution
- Low Carbon
- Financial and Professional Services
- Education
- Engineering and Advanced Manufacturing
- Creative Industries
- Digital and Technology

The LSIP also agreed the cross cutting themes of Net zero transition/Sustainability, STEAM, Transferable skills, Equality, Diversity and Inclusion, Leadership and Management, Digitisation and Automation. ShIPLEY College delivers AEB contracts managed by the West Yorkshire Combined Authority. The data around supply and demand to which the College contributes has been used to inform the development of the LSIP at district and city level.

Other civic partners in our network include:

- Bradford Council - Employment and Skills Team
- ShIPLEY Town Council
- West and North Yorkshire Chamber of Commerce
- West Yorkshire Combined Authority
- JobCentre Plus, Maximus and SkillsHouse
- Leeds City Region Enterprise Partnership
- Our local member of Parliament



The Shipley College offer is made within the context of the Mayor of West Yorkshire, Tracy Brabin and her ten pledges which inform our planning:

1. Create 1,000 well paid, skilled jobs for young people
2. Prioritise skills and training to ensure everyone in West Yorkshire has the skills they need to secure work
3. Support local businesses and be a champion for our regional economy
4. Lead a Creative New Deal to ensure our creative industries are part of the broader recovery strategy
5. Appoint an Inclusivity Champion to work to ensure that the region's recovery benefits us all
6. Recruit 750 more front-line police officers and staff to fight crime
7. Put keeping women and girls safe at the heart of my policing plan
8. Bring buses back under public control, introduce simpler fares, contactless ticketing and greener buses
9. Build 5,000 sustainable homes including council houses and affordable homes
10. Tackle the climate emergency and protect our environment



Our work with education partners

ShIPLEY College is a member of the West Yorkshire Consortium of Colleges, involved in collaborative bids and projects such as the Sustainable Development Fund, Collaborative Apprenticeships and Skills Bootcamps. One such project, Let's Talk Real Skills, involved collecting detailed information from employers in the region about their current and future skills needs which contributed to the development of the LSIP.

The College has very close relationships with our neighbouring colleges and the University of Bradford and we meet regularly to discuss the emerging skills priorities for the district. Between the colleges, we ensure that we are regularly meeting the needs of the district, managing the quantity and range of offer, by skill and level, and providing a wide variety of progression opportunities.

We work closely with local schools and universities to ensure that our curriculum offer, strategic plan and accountability statement is complementary to the wider provision and that there are well defined progression routes with a clear line of sight to high value careers. For example, we liaise with our local high school to design a T Level offer which compliments theirs, and with a local university to support the development of an Esports degree. We work with a number of high schools to offer technology based workshops to promote pathways into digital careers, especially by minority groups such as women and those of an ethnic minority.

Other education partner groups include:

- Bradford Post 16 Provider Group
- Independent Training Providers
- Leeds Trinity University, Leeds Beckett University, University of Huddersfield
- Bradford SEND Strategic Partnership Board
- The Association of Colleges

Our work with community partners

The College leads a consortium of community providers to deliver key outcomes around widening participation in education for people from under resourced parts of the city by delivering key employability skills including English, maths, ESOL and digital skills in community outreach centres. These groups are consulted in the planning of the curriculum and the preparation of the Accountability Statement.

Community groups we work with:

- Better Start Bradford
- Bradford Essential Skills Partnership: Meridian Centre, QED, Safety First, Womenzone
- Born in Bradford - Digital Makers



"I want to volunteer because now is the time to give back. If I can help others learn English like I have it will make a huge difference in their lives."

Shabana, Bridging the Gap project volunteer

Our work with employers

The College continues to work very closely with a wide range of employers across multiple sectors. We have excellent and well established partnerships with key health employers, digital employers and complimentary education providers such as schools, nurseries and universities.

The College delivers apprenticeships and supported internships with employers and is a wave one provider of T Levels. It plays a leading role in helping employers to understand and navigate the qualification and skills landscape.

Senior managers from the College sit on the sector Careers and Technical Education (CTE) panels and the Principal sits on the CTE Board. These opportunities to listen to the needs of employers are critical in ensuring that the College's offer continues to be relevant and forward thinking. The intelligence gleaned through these interactions has helped to shape the LSIP.

Each year the College hosts events for Bradford Manufacturing Week where employers have opportunities to meet with students and inspire them to consider a range of career opportunities in manufacturing. Through the Centre of Excellence for Business, employers come into College to help students prepare for interview success by delivering master classes, giving feedback on CVs, and undertaking mock interviews.

Teaching staff spend time on employer's premises in order to update their skills and to keep up to date with current practices.

Placements are a key area in which the College collaborates on a practical level with employers. The College is working with partners through the Centre for Workforce Excellence to develop a district wide approach to placements in the health sector in partnership with employers and other education providers.

Employers' contributions to the planning, delivery and evaluation of the curriculum are invaluable in ensuring that the College's offer prepares students very well to progress into high value careers in their sectors.

We understand that many employers are struggling to recruit people with the skills they need for now and that they have concerns about meeting future skills needs. We recognise that the College has a unique role to play in supporting our employers to map out their future skills needs and provide training that will develop talent in the region, for the region and enable our businesses to grow and prosper.



Valuable transferable skills

Employers tell us that transferable skills are invaluable in the workplace and are difficult to come by, especially since the pandemic. Bradford employers have asked us to develop these employability skills. These align with the cross cutting theme of transferable skills in the LSIP.

 <p>COMMUNICATION AND COLLABORATION</p> <p>Uses different form, shared responsibility, works in diverse team with success</p>	 <p>LEADERSHIP AND RESPONSIBILITY</p> <p>Self-regulation, planning and organisation, working memory and critical thinking</p>
 <p>CREATIVITY AND INNOVATION</p> <p>Testing thinking, approaches, new ideas and concepts</p>	 <p>CRITICAL THINKING AND PROBLEM SOLVING</p> <p>Using logic and reasoning to generate solutions to problems, to achieve a goal</p>
 <p>PRODUCTIVITY AND ACCOUNTABILITY</p> <p>Focus, attention and task completion, greater independence and decreased adult guidance</p>	 <p>SOCIAL AND CROSS-CULTURAL SKILLS</p> <p>Developing empathy, learning consequences of behaviours</p>
 <p>FLEXIBILITY AND ADAPTABILITY</p> <p>Handle transition, meet new students, shift strategies and adapt to a new environment</p>	 <p>INITIATIVE AND SELF-DIRECTION</p> <p>Building skills of initiative and self-direction helps to strengthen students' self-esteem</p>

EMPLOYERS AND REPRESENTATIVE GROUPS WE WORK WITH

Employers include Bradford District Care Trust, Bradford Teaching Hospitals, Bradford Council, Macmillan Cancer Support, Northern Rail, Nurture Academy Trust, Exa Networks, Tecnair, Melrose Interiors, Care 24/7, itax Accountants, Don Whitley Scientific Ltd, Tieva, Ashville Care Home, Hope Housing, Future Transformations.

We support local events like Bradford Manufacturing Week and senior leaders from the College are members of the following networks:

- Bradford Employment and Skills Board and Partnership
- Careers in Technical Education (CTE) Board and Sector Subgroups
- Centre for Workforce Excellence
- Growing the Workforce Leadership Group



THE CONTRIBUTION WE MAKE TO LOCAL, REGIONAL AND NATIONAL PRIORITIES

These are the sectors which nationally will see high volumes of vacancies which are expected to increase; have long-term structural barriers to recruitment, retention, and progression; are important in providing opportunities for employment in key growth areas such as Green jobs, the Creative Industries, and Science and Technology (including AI and Quantum Computing).

The Government has agreed the following National Skills Priorities:

- Construction
- Manufacturing
- Digital and Technology
- Health and Social Care
- Haulage and Logistics
- Engineering
- Science and Mathematics

At national level FE Colleges have been directed to prioritise the following courses and qualification types:

- T levels
- Apprenticeships
- Free Courses for Jobs
- Skills Bootcamps
- Higher Technical Qualifications (HTQs)
- English and maths to Level 2
- Digital skills to Level 1
- Progression pathways from low levels

In preparing this accountability statement, we have reviewed our provision and reorganised the curriculum offer into the following 4 key departments:

- Access to Employment (supporting students of all ages to develop key employability skills and gain qualifications up to Level 2)
- Business, (including Finance and Leadership and Management)
- Care (including Childcare, health and social care and education)
- Digital and Creative Industries

By so doing, we have demonstrated our commitment to supporting the LSIP through focussing on those key sectors which are shown in bold and where we have the skills and experience to deliver:

- **Health and Social Care**
- Construction
- Logistics & Transport/Distribution
- Low Carbon
- **Financial and Professional Services**
- **Education**
- **Engineering** and Advanced Manufacturing
- **Creative Industries**
- **Digital and Technology**



We have heard the strong voices of employers that call for technical and managerial skills but also stress the importance of wider employability skills such as communication, teamwork and problem solving

We welcome employers to work hand in hand with us to constantly update and refresh our curriculum offer to make sure it is meeting their current and future skills needs

We commit to joining employers on their journey through the skills landscape and support them to plan for short, medium and long term success

We understand the demographics of our population and are committed to addressing core English, maths, ESOL and digital skills needs that threaten to exclude too many from accessing meaningful work, high value careers and social mobility

We are excited about the possibilities of the Lifelong Learning Entitlement to support people to develop skills throughout their lives, enabling them to progress or to change careers, ensuring that at every stage of their professional transition they have access to independent, high quality careers guidance

We will prepare to celebrate our status as City of Culture 2025, knowing that our strength and value comes from our diversity

We will work with individuals and businesses to raise aspirations, remove barriers and create a prosperous and successful district



OUR KEY SMART TARGETS FOR 2023/24

Objective	Link to LSIP sector priorities and cross cutting themes	Link to College's Strategic Plan
<p>Increase the diversity amongst our staff and governing body to reflect the diversity of our student body</p>	<p>Equality, Diversity and Inclusion</p>	<p>Committed to Equality, Diversity and Inclusion</p> <p>Ensure an exceptional learner experience leading to fulfilling lives and high value careers</p>
<p>Fully utilise capital grants (FEETF and Shipley Town's Fund) to enhance the quality of the estate for teaching and learning of new curricula and to improve the energy efficiency ratings of the buildings</p>	<p>Creative Industries Financial and Professional Services</p> <p>Net zero transition / sustainability</p>	<p>Invest in inspiring education and learning facilities and resources</p> <p>Innovative and highly responsive curriculum offer</p> <p>Commitment to the United Nations Sustainable Development Goals</p> <p>Inspirational Teaching and Learning</p>
<p>Grow our 16-18 provision (to 825), including T levels; 19+ and apprenticeship provision (to 250) especially in:</p> <ul style="list-style-type: none"> • Financial & Professional Services • Creative Industries • Digital & Technology • Leadership and management 	<p>Financial and Professional Services Creative Industries Digital and Technology Leadership and Management</p>	<p>Innovative and highly responsive curriculum offer</p> <p>Ensure student achievement and attainment rates in the top 10%</p> <p>Inspirational teaching and learning</p>
<p>Increase sector specific, substantial work placement opportunities (to 500) for young students to enable students to develop technical and employability skills under the direction of employers</p>	<p>Health and Social Care Financial and Professional Services Education Creative Industries Digital and Technology</p> <p>Transferable skills</p>	<p>Ensure an exceptional learner experience leading to fulfilling lives and high value careers</p>
<p>Support in work progression and retraining / career changes with an increase in delivery of higher level technical qualifications and professional programmes at L3 and above (190)</p>	<p>Health and Social Care Financial and Professional Services Education Creative Industries Digital and Technology Leadership and Management</p>	<p>Innovative and highly responsive curriculum offer</p> <p>Ensure an exceptional learner experience leading to fulfilling lives and high value careers</p>
<p>Increase delivery of programmes that widen participation, promote lifelong learning and support progression into work for adults who have no or low qualifications in:</p> <p>English Maths ESOL Digital</p>	<p>Transferable skills</p>	<p>Ensure an exceptional learner experience leading to fulfilling lives and high value career</p> <p>Progress in maths and English for 16-18</p>
<p>Maximise the opportunities that come with the City of Culture and set the foundations for legacy 2025</p>	<p>Creative Industries</p> <p>Equality and Diversity</p> <p>Transferable skills</p>	<p>Ensure an exceptional learner experience leading to fulfilling lives and high value career</p>

On behalf of the Shipley College corporation, it is hereby confirmed that the college accountability statement reflects an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 16th May, 2023.

Signed by Chair of Governors and Principal and CEO



The plan will be published on the college's website within three months of the start of the new academic year and can be accessed via this link:

shingley.ac.uk/corporate



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