



SHIPLEY COLLEGE  
**LIFE-CHANGING LEARNING**

# LIFE AT SHIPLEY COLLEGE

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ANNUAL REPORT | 2024/2025



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\*Information from September xxxx to August xxxx

# SHIPLEY COLLEGE DELIVERING LIFE-CHANGING LEARNING

BY DIANA BIRD

**ShIPLEY College is Bradford's catalyst for transformation; dedicated to delivering life-changing learning that empowers every individual, strengthens every business and builds a brighter, kinder future for Bradford City Region.**

We are a learning community built on a profound culture of care and kindness. We understand our students are shaped by their pre-college lived experiences and work to understand their barriers to learning; moving quickly to enable access to learning and becoming a place of trust, therapy and advocacy around which many students anchor their life.

We work in true partnership with employers, teaching what they tell us is important now and in the future and co-deliver through masterclasses, employer-set briefs and work placement - to ensure all learning experiences are designed from the ground up with real-world application at their core.

Our dedicated, expert staff work tirelessly, not just to scaffold qualification success, but to build the person as a whole. Forging the behaviours needed to be successful in learning, life and work; such as resilience, empathy and inquisition, our colleagues preparing students for their next steps and independence - enabling students to acquire high value cultural capital through community projects, enrichment and helping students see beyond their current horizon.

**> ShIPLEY College is a safe place where students learn who they are and what they want to become, and when students are inspired to dream big and see their place in the world, they leave us - ready to change it.**



Diana Bird, Principal and CEO of ShIPLEY College

# SHIPLEY COLLEGE'S MISSION STATEMENT

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**TO BE A BEACON OF  
OPPORTUNITY,  
TRANSFORMING LIVES  
THROUGH LEARNING**

## SHIPLEY COLLEGE'S VALUES

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### TRANSFORMATIONAL:

We champion lifelong learning, leading by example and fostering a culture of growth for all.

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### HERITAGE:

We value our history and invest in our future.

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### RELATIONSHIPS:

We build strong partnerships and work together to achieve shared goals.

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### INCLUSION:

We foster a welcoming, caring and equitable environment for everyone.

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### VISION:

We inspire and support the pursuit of personal and professional ambitions, responding to a rapidly changing world.

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### EXCELLENCE:

We are dedicated to delivering exceptional education and achieving outstanding outcomes.

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### OUR FIVE STRATEGIC OBJECTIVES:

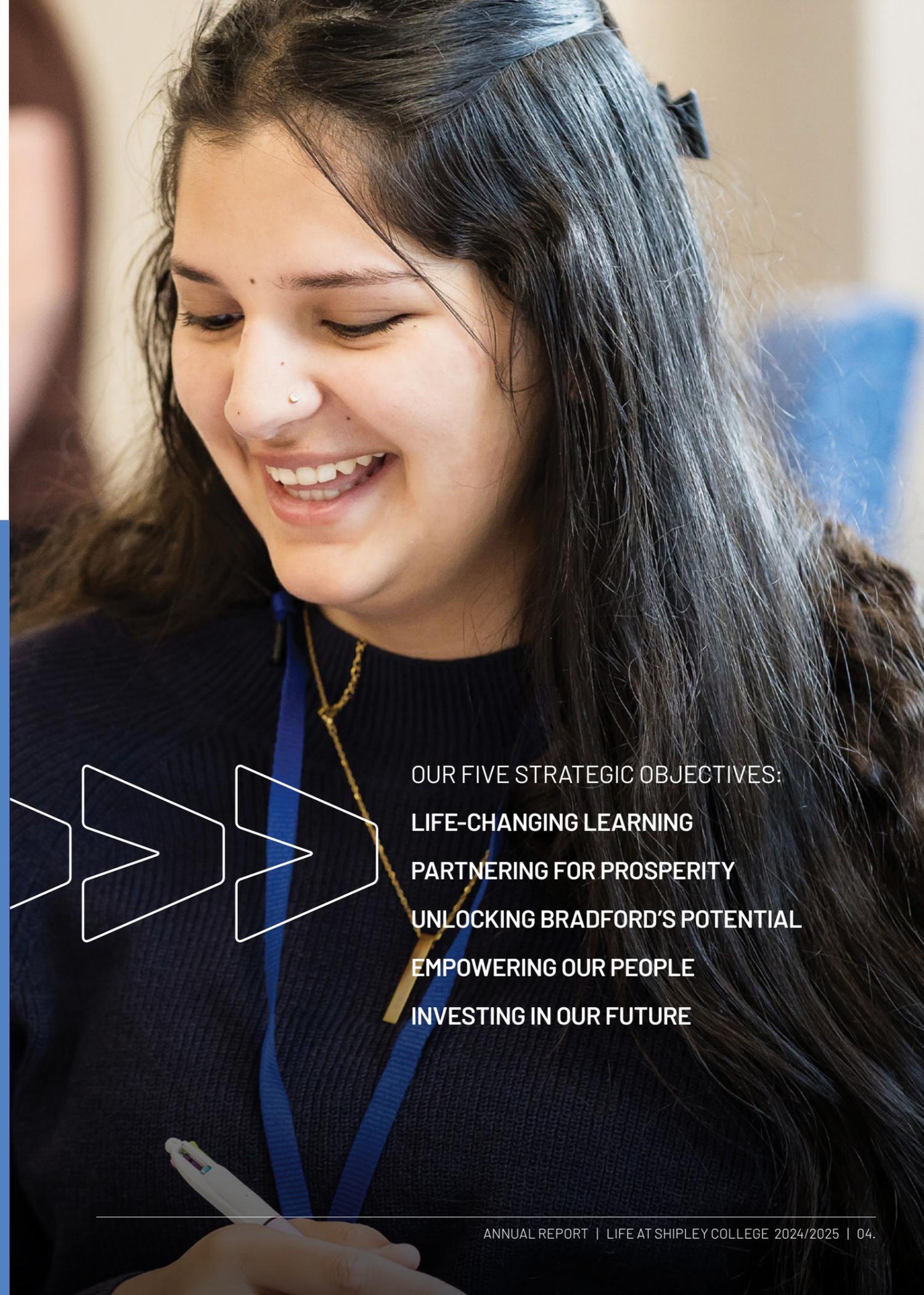
**LIFE-CHANGING LEARNING**

**PARTNERING FOR PROSPERITY**

**UNLOCKING BRADFORD'S POTENTIAL**

**EMPOWERING OUR PEOPLE**

**INVESTING IN OUR FUTURE**



# WE ARE DEDICATED TO NURTURING THE POTENTIAL OF EVERY STUDENT

Through personalised support and opportunities to make new friends, industry connections and to build a more enriched life, we equip students to achieve their full aspirations and realise their dreams.



## ADULT COURSES

Our adult students are empowered to achieve their goals through a range of qualifications, whether they are seeking employment, a promotion, or a career change. We provide the foundation they need to succeed with courses in essential skills like English, maths and ESOL, before supporting their progression into key sectors such as Health and Social Care, Creative Arts, Education and Childcare, Digital, Business and Marketing and Floristry.

Furthermore, our adult students can unleash their creativity, improve their well-being and expand their social circle by engaging with our wide range of leisure programmes. Our courses, including Ceramics, Sewing, Life Drawing, Photography, Languages, Pilates, Yoga, Ballroom Dancing, Cake Decorating, Gardening for Pleasure and Flower Arranging.



## T LEVELS

ShIPLEY College continues to be recognised as a pioneer in T Level delivery, leading the way with this innovative qualification since the 2020/21 academic year. Each year, we strategically enhance and broaden our T Level curriculum to align with the evolving needs of regional employers and the ambitions of our students.

These robust Level 3 qualifications, which carry the same weight as three A levels, offer students a comprehensive learning experience that includes substantial, real-world industry placements. Our T Level provision is defined by our strong employer partnerships and as a result, many of our students secure full-time jobs with the NHS and other major regional employers immediately following their placement.



## ESOL

We recognise that English for Speakers of Other Languages (ESOL) is a powerful tool that opens doors to countless opportunities for individuals.

By mastering English, our learners gain essential access to a world of information, education and employment. ESOL is instrumental in empowering learners to communicate effectively, build vital relationships and participate fully in their communities.

As a catalyst for personal and professional growth, our ESOL provision works to break down language barriers, foster cultural understanding and promote social integration. We are dedicated to enabling every learner to achieve their goals and reach their full potential.

## THE MILL SCHOOL OF ART: CRAFTING FUTURES

The Art and Design team offers an industry-relevant education, allowing students to showcase their talent and impress audiences with their craft.

We integrate real-world experience into the curriculum through partnerships with major employers such as Cecil Green Arts, Saltaire Inspired, Hallmark Cards and Leeds Art Gallery. These collaborations include industry briefs and placements, preparing students for higher education or employment in creative industries.

Our students are highly active, participating in key projects such as the production of the college magazine CRAMM, the Saltaire Festival and Makers Fair, the annual art exhibition and the vibrant Lantern Parade.

Furthermore, our popular leisure programmes attract a large and engaged community, offering a wide array of skills-based courses including digital photography, ceramics, sewing, life drawing, conductive thread, jesmonite and printmaking, perfect for learning new skills and making new friends.



## PROMOTING SKILLS AND WORKPLACE BEHAVIOURS

ShIPLEY College collaborates with Bradford Council's CTE Partnership to provide our students with opportunities to develop in-demand skills. By participating in industry-focused projects, such as leading on Bradford Businesses Unlocked and the Apprenticeships Unlocked Events, our students gain valuable insights and experience, equipping them to enter high-demand careers within the Leeds City Region.

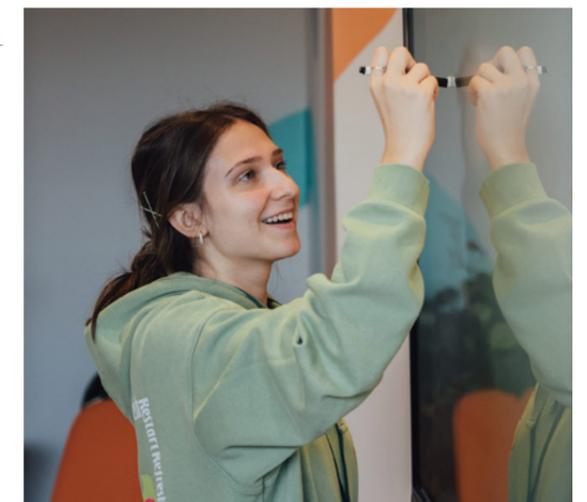
CTE fosters collaboration among schools and colleges in the region, coordinating provision and pathways and it is with pride that all providers within the region come together to celebrate our collective achievements and individual student successes annually.

At the last CTE Awards, Team ShIPLEY were proud to be presented with the Business Student of the Year, testament to the hard work and dedication of our Business Curriculum Team and the work of our Business Development Team in creating the opportunities for our students to shine in the workplace.

## BESPOKE CUSTOMER SERVICE TRAINING

ShIPLEY College delivered bespoke Customer Service training to individuals and businesses across the region. This included WorldHost Principles and Advanced Level 2 City & Guilds Certificates in Customer Service. These programs were designed to upskill and re-skill individuals to help them re-enter the workforce.

By integrating customer service training into Pre-Employment programs, such as Sector-Based Work Academy Programs, in partnership with JobCentre Plus and specific industries, the College empowered individuals looking to return to work, to secure employment and meet the evolving demands of the local job market.



# APPRENTICESHIPS: BRADFORD'S PROVIDER OF CHOICE

## SHIPLEY COLLEGE IS A GO-TO PROVIDER FOR APPRENTICESHIP PROGRAMMES ACROSS THE DISTRICT.

We are the preferred choice for many of our region's employers due to our highly flexible attendance models and our sector-leading support services, which include comprehensive and transformative English and maths tuition. Our commitment to high-quality teaching and learning, coupled with our efficient recruitment and selection process, ensures that our employer partners receive well-prepared, highly skilled and job-ready apprentices.



### THE PARTNERSHIPS TEAM

Hello, we're Sonia and Lucy from the Partnerships Team at Shipley College! We, alongside our wider team, are consistently eager to meet new and existing businesses across the district and find out how we can work together to help you grow or close a productivity gap.

From managing your recruitment of new apprentices, training your existing team or helping you begin shaping the lives of one of our future professionals by offering work experience, we have the experience, systems and enthusiasm to make it work.

Reach out to us at:  
[partnerships@shingley.ac.uk](mailto:partnerships@shingley.ac.uk)  
Let us help you write the next chapter in your business story!

## SOME OF THE EMPLOYERS WE WORK WITH INCLUDE:

### Healthcare and Social Care

- National Health Service (NHS)
- Bradford District Care Trust (BDCT)
- Bradford Teaching Hospital NHS (BRI)
- 121 Field Hospital
- Abbeyway Health Care
- Lynfield Mount
- The Heathers Nursing Home
- The Keighley and Shipley Health Visiting Team
- Marie Curie Hospice
- Care Dynamics
- New Vision
- New Choices
- Staying Put
- Tracks MHHE (and MNHES, formerly TRACS)
- The Cellar Project

### Creative, Media and Digital

- Allstar
- Bradford Community Broadcasting
- Bradford Museums
- The Science and Media Museum
- Sairo (independent game development company)
- Impact Gamers
- Ockerby Academy
- Shoo Media
- Spirit Studios
- The Unit
- ITV
- Endpoint (Esports team)
- Jamboo (Esports Pro)
- Nocturnal Esports

### Retail, Finance and Commercial

- Morrisons (including Head Office)
- Yorkshire Building Society (YBS)
- RRG Toyota
- DF TaxAssist
- ACS
- Citizen Coin

### Manufacturing, Logistics and Engineering

- CarnaudMetalbox Engineering)
- Acorn Stairlifts
- GXO Logistics (GXO)

### Transport and Travel

- Jet2
- Northern Rail
- CTM

### Horticulture, Floristry and Environment

- Beardsworth Nurseries
- Rudding Park
- Harlow Carr Gardens
- Pink Ginger
- Smithers Oasis
- Flowers by Karen
- Yorkshire Water

### Education, Community and Public Sector

- Bradford Council
- Westfield Nursery
- Lidget Green Primary School
- Saltaire Primary School
- Wellington Primary School
- Baildon CofE Primary School
- Hanson School
- Ashfield Nursery
- St Edmund's Children's Centre
- Rainbow House
- Windhill Community Centre
- Barnados
- The British Red Cross
- InCommunities
- Welcome Space
- Fresh Futures
- Space Hub Yorks (SHY)
- BD25

# EMPLOYER TESTIMONY

**Employers value the true partnership model that we work within, appreciating that we are in this together, working together - to develop the absolute best employee for their business as is possible.**

Employers hold our students, whether full-time students on industry placement, or our apprentices, in the highest possible regard and each attest as to the valuable contribution they make to their businesses:



They set the benchmark for professionalism in a new starter. They are articulate and really stand out. They have developed excellent office behaviours and would be an asset to any organisation. They are engaging, helpful and show a willingness to give every task 100%.

**WEST YORKSHIRE PENSION FUND**



L is very good at picking things up quickly. She is a smiley and welcoming presence behind the counter, customers always approach her as she always looks ready to serve. She works very well in a team and is very quick at what she does. She would be an asset to any setting and has been a pleasure to work with.

**CHARLOTTE, MASTERS CAFE, ROYAL ARMOURIES**



T has been a pleasure to work with. He is friendly, hardworking and is keen to take on new tasks and responsibilities. He is happy to work on his own or as part of a team and has an excellent work ethic and attitude. His confidence in the workplace has greatly improved and he is just an all-around great person.

**JASON, ACORN STAIRLIFTS**



A is a friendly member of our team who works conscientiously to complete tasks. She is always interested and keen to learn new skills. She has a great ability to talk and interact with others. It has been a pleasure to have A here, she has been a great help around the school.

**PHILIP, BUSINESS MANAGER, BILDON PRIMARY SCHOOL COFE**



J has always been polite and helpful and generally has demonstrated a lot of enthusiasm and motivation for the work.

**BRADFORD TEACHING HOSPITAL NHS TRUST**



L is well suited to a role in healthcare, showing a caring attitude and an interest in people and providing customer service. She has shadowed Donor Carers and supported them with interest and enthusiasm.

**LAURA, BRADFORD BLOOD DONOR CENTRE**



H is always respectful to other members of staff and adheres to company policy in relation to dress code and behaviour. H meets his deadlines and often seek support if he is unsure what to do.

**CMG ACCOUNTANTS**



As you know, we think our apprentices are amazing and it is a real pleasure to watch them grow as individuals and skilled early years practitioners. They really do make a valued contribution to our school and more importantly, the lives of the children in Manningham.

**SALLY, ABBEY GREEN NURSERY**



They exceeded all of the learning goals they were set, consistently demonstrating professional behaviours. Their attitude, enthusiasm and interest in their work was excellent - meeting all deadlines and planning and prioritising their work effectively.

**LLOYDS BANKING GROUP - CYBER SECURITY AND FRAUD TEAM**



A is a kind and caring person, she takes pride in her work and is happy to support any day to day tasks. She works well within small teams but can also complete tasks independently. A is very creative and artistic, she thrives when supporting arts and craft activities or designing large art murals.

**THE VALLEY PROJECT**



E has a strong eye for detail and completed tasks to a high standard. For example, we asked E to measure the walls of one of our spaces to do a room plan and his drawings were extremely thorough and accurate, more so than I expected. He is very good at creative problem solving. E was extremely helpful during his work placement at South Square Centre. He has a strong eye for detail and completed tasks to a high standard. He is very good at creative problem solving and has natural artistic talent.

**SOUTH SQUARE CENTRE**



S continues to be an exemplary member of staff, I'm sure she will pass her EPA with flying colours.

**ANGELA, WIBSEY PRIMARY SCHOOL**

# WORKING AND LEARNING WITH EMPLOYERS

Our students have become a key part of so many of Bradford's Businesses, making a real contribution to the success of their operations whilst on work experience or substantial industry placement.

Many of our employer partners have year on year increased the amount and regularity of placements they offer, as they love the value, energy and skill that our students bring to their business – with many of our students being offered full time employment when they finish their courses.

For those employers new to working with Shipley College, or offering young people an opportunity to practice their skills, our Business Development Team is a great source of comfort – managing the recruitment, liaison and quality of the employers experience.



“OUR PEOPLE ARE OUR GREATEST ASSET”

Leon Oakley,  
People Manager, ACS



# STAFF INDUSTRY UPDATING



**Our teachers are dual professionals, meaning they are constantly studying new qualifications, learning about learning within the College's Professional Learning Network, conducting action research or working in their communities of practice to make sure their teaching practices are at the forefront of current thinking.**

Though alongside their commitment to becoming the best teacher they can be, they also need to make sure they stay at the top of their vocational game - whether it is becoming expert with the latest scanning technology used by the NHS or learning how Businesses are embracing AI to manage their data analysis - and it is our partnership with industry that allows us to do so.

Employers understand we need their support to deliver them the very best talent pipeline, which is why they welcome our teachers into the workplace, to become part of their team. That's why we allocate time to our colleagues, to release them into industry, as we know how important our teachers staying current is for our students' skill development and our employer partners' future success.

## HERE ARE SOME OF THE MANY EXAMPLES OF INDUSTRIAL UPDATING THAT HAVE TAKEN PLACE THIS YEAR:

### RETURN TO INDUSTRY FOR TEACHERS:

- **Early Years Teachers worked at Ashfield Nursery and St Edmund's Children's Centre** to learn how they were incorporating the recent changes to the statutory framework for early years development, so they could adapt how they teach it in college.
- **Staff completed TSI training and job coaching training via NDTI and BASE.** This gave them an insight into Supported Employment and relevant training techniques.
- **Various colleagues worked at Tracks MHHE** Learning strategies used in settings to support young people with complex medical needs.
- **Teachers worked at the Cellar Project** to learn how the provision helps students improve their mental health.
- **Teachers worked at Morrisons Head Office** to refresh their skills in digital asset management.
- **Teachers worked at Bradford Council** within the customer service department to observe real-world scenarios and see how modern CS skills have evolved.
- **Travel and Tourism Teachers worked at Jet-2,** to learn more about their approach to the customer journey and sustainability initiatives.
- **Staff worked at the Science and Media Museum** to explore how project management tools are being used to ensure its success.
- **Horticulture staff worked at Harlow Carr Gardens** to learn about emerging garden design trends and how they plan their exhibitions and installations.
- **Floristry Staff worked at The Discovery Centre Leeds** - reviewing the curation of a selection of antique plants, supporting classroom delivery as to how flowers and foliage has been preserved over the years.
- **Staff worked at MNHES (formerly TRACS)** to further understand their provision and learn how they are working with those that experience mental health barriers to participation and learning.
- **Staff worked across various local care providers** to upskill and support the residents in their care.
- **Whole team worked at Leeds Trinity University,** to learn advanced first aid and MHASAWA skills.
- **Staff worked at ITV on Kirkstall Road** where, over two days, they were given insights into different departments within the company, broadening their specific specialist knowledge with how it works as a whole.
- **Creative Media team worked with 'The Unit'** to learn how talent is supported to access roles in the film sector.



## STAFF INDUSTRY UPDATING

### EMPLOYERS ENJOY WORKING WITH SHIPLEY COLLEGE,

as it is a true partnership. They tell us what they need us to teach and we change our curriculum to make sure it matches the skills needs of the region. Here are some examples of how we have worked collaboratively with employers to deliver them the talent they need to thrive:

#### CO-DESIGN & COLLABORATION:

- **Teachers from Westfield Nursery** helped SC teachers to create the reflective journaling sessions to help students focus their practice to be better prepared for placements.
- **BDCT and Lynfield Mount** helped us refresh the curriculum specifically for working in mental health including acute admissions and Dementia services.
- **New Vision** helped colleagues design the curriculum to meet the needs of the largest provision in Bradford for recovery and criminal justice.
- **Jet2 re-sequenced the curriculum**, specifically addressing the critical area of responsible tourism, improving students professional knowledge and ability to meet sector needs.
- **The AfLW employability curriculum** has been strategically shaped through collaboration with Welcome Space to develop professional behaviours for successful work experience and employment.
- **Acorn Lifts** shaped the sequences of the units and spoke to learners about the importance of 'a strong work mindset' in a workplace.
- **Abbeyway Health Care** helped teachers to choose curriculum specific optional units that are relevant to their area of practice and are in-demand within Bradford City Region.
- **Bradford District Care Trust (BDCT)** sequenced and prioritised the curriculum to bring acute and trauma practice to be a more significant part of our health courses.
- **Amy Brack and Zubeida Zaman, part of Bradford Council's Wellbeing team**, co-designed a new module to help equip students with effective strategies for coping with mental health challenges. This targeted intervention aimed to improve the students' mental health and build their resilience.
- **The Heathers Nursing Home** helped teachers to select and sequence delivery of the optional units on Level 5 management.
- **Barnados** worked with the Supported Internship Team to redevelop their retail skills and behaviours unit in preparation for placement at Bradford Foster Square.
- **L3 Business, teachers worked with ACS** to sequence their curriculum and enhance students development of their leadership skills within their programme
- **BDCT** sequenced the H&SC curriculum to ensure safeguarding and fall prevention were made into bigger units, to keep this essential practice up to date for those preparing for successful placement.
- **Carnaud/Metalbox Engineering** worked with tutors on designing the unit interview skills to help students develop their confidence and communication.
- **L2 Business, teachers worked with Morrisons** to sequence their curriculum and raise the profile of professional communication within the curriculum
- **T Level Health, Bradford Teaching Hospital NHS (BRI)** sequenced and prioritised the curriculum to bring acute and trauma practice to be a more significant part of Year 1 and 2 study
- **121 Field Hospital** helped teachers create more opportunities within the curriculum to develop skills that support improved multi-disciplinary team working within healthcare FT/PT provisions
- **T Level Accounting, teachers worked with DF TaxAssist** to sequence their curriculum and embed digital accountancy skills as a fundamental competence.
- **NHS** reviewed and refreshed the T-Level Cadet program (in collaboration with the Bradford District Care Trust - BDCT) ensuring learning from 23/24 was incorporated into the 24/25 delivery.



**AFTER SHAPING OUR CURRICULUM WITH EMPLOYERS INPUT,** we deliver the skills and knowledge they ask for - side by side, shoulder to shoulder with industry - helping to bring learning to life and giving it the real life context needed to make it important:

#### EMPLOYER SET BRIEF AND MASTERCLASS:

- **Employer Set Brief:** CarnaudMetalbox Engineering worked with our Entry Three students to design and deliver an engineered product.
- **Masterclass:** Dion Russell Freelancer in the Media Industry, taught students the digital image manipulation tools and competences needed to work quickly in the industry.
- **Masterclass:** Bradford University delivered a masterclass to Foundation for Choice students to help them develop their personal presentation and communication skills.
- **Masterclass:** St George Park, England National Football Centre Level 1 Sport (15 learners) visited the National Centre for Sport and learned about the different jobs involved in a large organisation.
- **Employer Set Brief:** Wellington House Nursing Home Health and Social Care students were tasked with leading art therapy with the residents to create a collage using different materials, helping them develop empathy and art skills.
- **Masterclass:** ESports students visited 'End Point' in Sheffield for a masterclass in entrepreneurship in E-Sports from their Production Manager.
- **Masterclass:** Rainbow House and Westfield Day Nursery Team Leaders taught our L1 Childcare students how to connect and interact with children, as they learned from staff members how to be an effective EYP practitioner.
- **Employer Set Brief:** Next Steps students worked with Esholt Church on a brief to redevelop an area of land to create a community healthy food space.
- **Employer Set Brief:** Next Steps worked with Heaton Tennis on a brief to create a flower bed at the front of the building. The students learnt how to work towards a collective goal, adhering to health and safety rules, following instructions and giving simple updates on progress.
- **Employer Set Brief:** ESports students worked with Jambo to design a logo and catchphrase/branding for his business. The students developed their digital design tools, colour theory, logo design fundamentals, catchphrase/slogan writing and presentation skills.
- **Employer Set Brief:** L1 Business students worked with RRG Toyota to complete an employer brief to teach them fundamental skills when working with customers. The students learnt customer service skills, planning and how to produce a professional email within specific brand guidelines.

# GOVERNORS SERVING ON THE COLLEGE BOARD DURING 2024/25

## Governors serving on the College Board during 2024/25 and up to the date of signature of this report

Name	Date of appointment	Term of Office	Status of appointment	Committees serves
Mr P Whittle	Apr 2021 Reappointed Apr 2025	4 Years	Member	Chair of the corporation. Member of F&R, GSR
Ms D Bird	Sept 2022	N/A	Principal (Accounting Officer)	Member of F&R, Search, C&Q
Mr P Goodridge	March 2023 Reappointed March 2024	4 Years	Member	Vice Chair of the corporation. Member of F&R, GSR
Ms Ranjit Arora	Jan 2022	4 years	Member	Member of C&Q
Ms J Beaumont	Oct 2012 Reappointed Oct 2022	3 years	Member	Member of C&Q, F&R, Remuneration, Chair of GSR
Mr D Butcher	Apr 2015 Reappointed Apr 2022	4 years	Member	Chair of F&R
Mr N Hainsworth	Jul 2007 Reappointed Jul 2023	3 years	Member	Chair of Audit
Dr P Hunter	Dec 2016 Reappointed Dec 2023	3 years	Member	Chair of C&Q
Ms G Jeffrey	Jan 2021 Reappointed Jan 2025	4 years	Member	Member of F&R
Ms C O'Connor	Mar 2020 Reappointed March 2024	3 years	Member	Member of C&Q
Ms K Robinson	March 2020 Reappointed March 2024	3 years	Member	Member of C&Q and Search
Mrs S Tinsley	Apr 2021	4 years	Member	Member of C&Q

Name	Date of appointment	Term of Office	Status of appointment	Committees serves
Mr S Kundu	December 2023	1 Year	Member	Member of F&R
Mr Q Naqvi	March 2024 Resigned September 2024	1 Year	Member	Member of Audit
Mr P Riley	Sept 2024 Reappointed Dec 2025	4 Years	Member	Member of Audit
Ms S Cowling	February 2024 Resigned May 2025	4 Years	Staff Member	Member of C&Q
Ms R Hoyland	July 2024 Resigned May 2025	4 Years	Staff Member	Member of C&Q
Ms L Pripachailo	May 2025	4 Years	Staff Member	Member of F&R
Ms S Hussain	May 2025	4 Years	Staff Member	Member of C&Q
Mr L Masters	From Dec 24	1 Year	Student Member	
Ms M Hussain	From Dec 24	2 Years	Student Member	
Vacancies: Up to 2 external members				
<b>Director of Governance: Mrs D Carter</b>				

# GOVERNANCE UPDATE

## CHAIR OF THE CORPORATION PETER WHITTLE

Peter was born in Birmingham and has been mostly based in West Yorkshire since being an undergraduate at Leeds University.

On graduation he joined the banking world and worked in the finance industry for 35 years in a wide variety of roles, in the later years specialising in credit and risk assessment and finally managing problematic lending situations, before taking early retirement in 2011 and moving to Baildon.

He has been actively involved with educational governance for nearly 30 years having been a parent

and sponsorship governor and fulfilling the roles of Vice Chair, Chair and Trustee at schools attended by his children and became a member of Shipley College Board four years ago to further this interest.

Since retirement Peter has pursued his hobbies of motor sport and golf having being treasurer for a number years for his motor and golf clubs, in addition he has used his experience to advise several small businesses. He remains an active golfer with his other interests now centred on travel, photography and grandchildren.

## GOVERNANCE, SEARCH AND REMUNERATION COMMITTEE



Following approval by the Corporation the Search and Remuneration Committees were joined in 2024 and renamed Governance, Search and Remuneration Committee.

The Committee met four times in 2024/25. The Committee considered the 2024 Skills Audit which informs the Recruitment Policy and Practice of the Corporation. They considered the outcome of the Corporation and Committee Performance Reviews and considered areas to improve performance. They considered a review of the Code of Good Governance for English Colleges and reviewed the 2024/25 individual member attendance report.

They reviewed training and development undertaken, updated the Committee's Terms of Reference and recommended the reappointment of members whose term of office was due to expire during the academic year.

The Committee considered the composition of the Corporation in terms of experience, skills, ethnicity, gender and age group. The members reaffirmed that the diversity of the Corporation in terms of ethnicity, gender and age group is important and is considered when vacancies are filled. However, this depends on the applications received and meeting the skills and experience required to meet the Corporation's strategic objectives. The Committee reviewed the External Board Review action plan.

## EQUALITY, DIVERSITY AND INCLUSION

During 2024/25, the Curriculum & Quality Committee met three times. The members considered the 2024/25 EDI Annual Report covering student and staff data on age, disability, ethnicity and gender. This report is available on the College website. They also considered two HR reports, including a report on gender pay. Outcomes for learners were considered as part of the annual Self Assessment Report, whilst the updated EDI Policy was reviewed and approved.



## MEETING THE SKILLS NEEDS OF THE DISTRICT

The 2024/25 Curriculum & Quality Committee's primary focus was to ensure that the college's curriculum aligned with the evolving needs of the district's workforce. To achieve this, the committee supported college strategies that would strengthen industry partnerships and provide students with practical, real-world experiences.

### Key initiatives discussed and implemented included:

- Work Placements: Facilitating opportunities for students to gain hands-on experience in industry settings, applying their classroom knowledge to real-world challenges.
- Employer-Set Briefs: Collaborating with local employers to develop projects that mirror industry demands, providing students with authentic learning experiences.
- Employer Masterclasses: Inviting industry experts to deliver specialized workshops and share insights into current industry trends and best practices.

- Co-Created Course Programs: Working closely with employers to design courses that directly address the specific skills and knowledge requirements of the local job market.
- Staff Industry Placements: Encouraging staff to undertake industry placements to gain firsthand experience of industry practices and bring this knowledge back into the classroom.

## SAFEGUARDING

Our OFSTED inspection, monitoring visit and our own internal audits report that our arrangements for safeguarding remain effective.

Governors, leaders and managers place a high importance on keeping all students safe. Those responsible for safeguarding are suitably trained and deal with safeguarding disclosures and concerns swiftly and effectively. Leaders responsible for staff recruitment have ensured that managers follow effective safe recruitment guidelines with thorough pre-employment checks before new employees begin working at the college.

The PREVENT Duty Risk Assessment and Action Plan is in place to stop people becoming drawn into, promoting or supporting terrorism and is part of a suite of policies and procedures that ensure our staff are safe and able to keep our students safe.

The Safeguarding Link Governor is an integral part of the Safeguarding Management Group.

**> All governors are provided with key updates and complete mandatory safeguarding, PREVENT and ACT training. Governors approve the Annual Safeguarding Report, which provides information on student referrals, positive learner behaviour, College security, online safety, safe procedure on contractors and subcontractors on premises, safety of learners on work experience and reporting of staff mandatory safeguarding training.**

# COMPLIANCE

## THE COLLEGE ENDEAVOURS TO CONDUCT ITS BUSINESS:

1. **In accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership);**
2. **In full accordance with the guidance to colleges from the Association of Colleges in the Code of Good Governance for English Colleges (“the Code”);**

In the opinion of the Governors, the College is working towards compliance with all the provisions of the Code. The Governing Body recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times. In carrying out its responsibilities, it takes full account of The Code of Good Governance for English Colleges issued by the Association of Colleges in September 2023.

The Director of Governance ensures compliance with all applicable procedures and regulations and maintains a register of financial and personal interests of the members of the Corporation.

## THE TOWNS FUND, £25M HAS BEEN SECURED FOR SHIPLEY.

£5.39m has been made available for a new Community, Heritage & Future Technology Centre on Caroline Street to support the Colleges expansion with T Level or equivalent courses, plus other community uses.

### The building will consist of:

1. **Future Technology Centre:** will focus on T-level qualifications, in particular multimedia, digital, medical technology and business. The project would provide five additional College classrooms and include our Registry and Reception services
1. **Heritage Hub:** will include a tourist information point and permanent and temporary exhibition space. The permanent space will host the Saltaire Collection, a collection of items that reflects all aspects of living in the village since its creation in the 1850s. There will also be a community classroom for groups of visiting school children and other groups

### In addition:

- Toilets available to the public, to respond to Saltaire visitors’ demand. Note that Shipley Town Council have allocated an additional £88k capital to fund the public toilets and will commit to revenue spend for future cleaning costs
- A changing space for outdoor enthusiasts.
- A rooftop public exhibition garden.
- The open space at the front of the building will provide a public civic square and garden space.

## ADDITIONAL DFE GRANTS

### Three further capital grants were received from the DfE in 2023:

1. **£89,571 to be spent on improving the energy efficiency of our estate.** This funding was committed to providing a net zero / decarbonisation study and replacing the building energy management system across the campus.
1. **£224,244 (ONS reclassification fund)** to be spent on capital projects, prioritising condition improvement of the college’s estate. This funding was committed to refurbishing the teaching kitchen in the Exhibition Building, minor refurbishment of the kitchen in the JSB and replacing the campus wide access control system.
1. **£229,000 (FECTF 2nd round)** also to be spent on capital projects, prioritising condition improvement of the college’s estate. This funding was committed to redecorating (complete) and replacement flooring in the JS Building, replacing the servery in the Exhibition Building, upgrading lighting, painting and masonry work at the Salt Building and additional roof works at the Mill Building.

The above funding has been allocated in proportion with the revenue funding of our institution received in 2021 to 2022 and has to be spent before the 31st March 2025.



# CULTURAL CAPITAL AND YOUTH SOCIAL ACTION

THE COLLEGE IS PASSIONATE ABOUT CREATING AND CONNECTING STUDENTS WITH OPPORTUNITIES TO DEVELOP THEIR EMPLOYABILITY, ACTIVE CITIZENSHIP AND LEADERSHIP SKILLS THAT BUILD COMMUNITY COHESION AND PREPARE STUDENTS FOR THE MODERN WORKPLACE.

Our students engaged in a fantastic range of activities that saw them make a real difference to their community.



## HERE ARE JUST SOME EXAMPLES OF THEIR TRANSFORMATIVE ACTIVITIES:

### ABILITY COUNTS FOOTBALL AND SPORTS

- The college runs the AC programme to empower differently abled young people to participate in sports (in college and community venues), gaining skills in leadership, communication and resilience

### WORKING WITH NORTHERN RAIL

- On the "Try the Train" programme, Catherine Kingdom provided learners with blended training, combining classroom sessions with practical experience, helping entry-level learners improve their confidence and ability to follow instructions when using public transport.

### CONSERVATION

- 100 students adopted and managed a specific area of nature for conservation. Through this hands-on experience, they gained a deeper understanding of their personal impact on the environment and learned valuable skills in conservation.

### BRITISH RED CROSS

- The British Red Cross delivered a series of workshops, including how to cope with challenges, basic first aid and understanding the experiences of others through topics like empathy and migration. The workshops provided students with a deeper understanding of the world around them, enriching their personal knowledge and helping them become more compassionate and aware citizens.

### EDI SUMMIT

- The EDI summit provided a platform for students to deepen their knowledge and understanding of EDI principles, practice teamwork and communication, learning to articulate their ideas effectively while also listening to and respecting the viewpoints of others. This experience built confidence and fostered a sense of shared responsibility for creating a positive and inclusive culture.

### VOLUNTEERING

- Students volunteered at a local community venue that provided warmth and food to those in need, equipping them with a deeper understanding of social responsibility, empathy and community engagement, which are essential skills for their personal and professional development.

### YORKSHIRE DALES NATIONAL PARK

- Students nurtured saplings at college that they then transplanted to the National Park to learn about reforestation and decarbonisation of the planet - learning outdoor skills, communication and teamwork.

### WELCOME SPACE

- Students volunteered at a local community venue that provided warmth and food to those in need, equipping them with a deeper understanding of social responsibility, empathy and community engagement, which are essential skills for their personal and professional development.

### PRIDE

- Students designed PRIDE T-Shirts to celebrate diversity, inclusion and self-expression. Dept A students gained Silver and Bronze awards, as they developed their planning skills, imaginative skills and learned how to work to a timescale.

### BRADFORD MUSEUM

- Students became part of the Young Ambassador programme at Bradford Museums and took part in supporting events and promoting the museums to engage schoolchildren in history and art.

# CULTURE DAY

SHIPLEY COLLEGE HOSTED A VIBRANT CULTURE DAY IN THE EXHIBITION HALL, SHOWCASING THE RICH TAPESTRY OF CULTURES REPRESENTED WITHIN THE COLLEGE COMMUNITY.

Students from over 30 different countries shared their heritage through language, music, dance, food and games. The atmosphere was filled with excitement as students dressed in traditional attire, taught each other new dances and learned how to say things in other people's first language.

Culture Day was a resounding success, fostering a sense of global citizenship and appreciation for our diversity among students and staff alike.



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