



Accountability Statement

2023/24 Academic Year

published May
2023

Mission and Purpose

New College Swindon is the only FE College in the town. We offer a fantastic range of vocational and academic courses. Our students benefit from teaching and learning, facilities, enrichment, development opportunities and guidance support that make a real difference to them and the community.

We sit at the heart of our local community, supporting a wide range of students. Our aim is to help our students achieve their ambitions and personal goals – whether that's to gain a university place, the career of their dreams, play a greater contribution to their community, develop a new hobby or skills, or secure promotion

The board of New College Swindon has set out a clear purpose - **Better Lives Through Learning** - for the college and that this will be delivered through seven ambitious themes as follows:

- Great teaching, learning and progression
- An innovative, relevant and responsive curriculum
- Great, digital and physical learning environments
- Meeting employers' and customers' needs
- At the heart of our community
- Financial sustainability enabling re-investment
- A great place to work

We work closely with our local partners to ensure we are delivering the skills needs for the area and we have introduced an innovative Curriculum Intent and Alignment planning model to constantly review and refresh the college offer.

We have invested significantly in facilities and resources in recent years including the Swindon and Wiltshire Institute of Technology, the SWITCH project and continued investment in teaching facilities to support the rollout of T levels across the college.



The college's current strategic plan can be found [here](#)



Great Teaching, Learning and Progression

- Outcomes for students and apprentices in top 10% nationally
 - Good and outstanding technical, vocational, and technical training
 - The highest academic standards
 - High progression rates for students to Higher Education including College based provision, the IoT, Universities and Oxbridge/Russell Group universities
 - A fully inclusive curriculum
 - Outstanding support for students
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At the heart of our community

- Establish strong strategic partnerships with external stakeholders
- Work collaboratively with schools and other providers to ensure great progression for students
- Embed inclusivity and diversity into all that we do
- Champion social mobility



An innovative, relevant and responsive curriculum

- The curriculum we offer will be relevant, inspiring and exciting
 - Work collaboratively to establish a college-based 'University of Wessex'
 - Develop the Swindon and Wiltshire Institute of Technology to support businesses and the economy
 - Develop programmes that meet new and emerging skills gaps
 - Continue to expand our Higher Education offer to meet local demand
 - Develop flexible models for education and training at all levels
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Financial sustainability enabling re-investment

- Deliver an annual surplus to reinvest in learning
- Embed efficient and effective use of resources
- Develop commercial nous across the college
- Diversify income streams



Meeting employers and customers needs

- Work in partnership with employers and employer representative bodies to meet skills needs
- Become the number one Apprenticeship provider on the M4 corridor
- Become the first choice for academic, technical and vocational students in the region
- Achieve high levels of satisfaction in student and employer feedback surveys.

Strategic Aims and Objectives



On August 17 2020, Swindon College merged with New College to become New College Swindon. The college operates from 2 main campuses in central Swindon (North Star and Queens Drive), and also operates satellite Adult Learning Centre in the town centre. The North Star Campus is also home to the Wiltshire Institute of Technology (IoT) for which the college is the lead partner.

New College Swindon is the major provider of Post-16 Further Education, Higher Education, and Apprenticeship Training. Pre-16 pathways provide learners with the opportunities to develop work-based knowledge, skills and behaviours to enhance their educational experience. We employ approximately 650 staff operating across two campuses, plus a small satellite adult education centre. Its core business is to deliver education and training to a learner population of approximately 15,000. Over 50% of the college's provision is in 16-19 full time learners, with a strong supporting cohort of HE and adults, and a smaller but significant apprenticeship provision which is a priority for growth. The curriculum offers a wide range of academic and vocational course from Entry Level to Level 6. The merger has provided an opportunity to combine strengths and specialisms working together to create a vibrant, high performing and sustainable institution. The priority of the college is to achieve a fully inclusive, high quality learning environment.

The merger has presented some genuine challenges given the historic poor achievement at Swindon College for 16 – 18 provision, as identified in Ofsted's inspection report for Swindon College (November 2018). The recent Ofsted report for the newly merged college identified issues around inconsistencies in the learning across both campuses, and matched the college's own findings in their most recent SAR.

Swindon has a rapidly expanding population, growing at 11.6%, well above the national rate, and is currently at 222,000 and forecast to rise to 244,000 by 2026. In addition the number of 15-19 year olds locally is forecast to continue growing until 2030 when overall

numbers will continue to remain above 2022 levels. There are several Sixth Form providers in the town. Swindon has a history of high employment and economic growth, and this has continued despite the recent closure of Honda. It is rated the 7th most investable town in the UK and predicted to one of the ten fastest growing city region economies by the end of 2023 (source: Centre for Cities). Nominal GVA per hour is strong, indexed at 134 vs a national benchmark of 100. This makes Swindon one of the top 25 local authorities nationally by this measure (source: ONS Subregional productivity in the UK: July 2022).

Post-16, many young people are tempted to leave education and go into jobs despite many of these being low skilled and without training. The town is an HE cold spot with one of the lowest levels of progression into Level 4 – 6 in the country. Only 32.6% are qualified to level 4 or higher compared to 43% nationally. There are also significant areas of deprivation and a concern regarding outward migration of high skilled workers.

Swindon is part of the newly formed Swindon and Wiltshire LSIP and the LEP covering the same geographic area. Swindon is the main economic engine for Wiltshire with a high concentration of businesses and historically high levels of employment. Forecast jobs growth through to 2035 in the LSIP areas as measured by the recent ONS data set is strong, with 225,000 new and replacement jobs forecast through to 2035, with a growth rate of 8.8% of new jobs outperforming the national rate of 7.4%. Higher level skills will be an essential element of these new jobs with 55% requiring level 4 or higher qualifications compared to 42% in 2020.

Occupations with a particularly high demand growth include science & engineering, care, and general business and administration roles. The skills needs in these sectors were identified in the recent Swindon and Wiltshire LSIP feedback, where key skills around software, digital, automation and IT literacy were identified, along with wider employability skills such as communication, team work, resilience, problem-solving and customer service.

Approach to Developing the Statement (1)

The college has developed the objectives in this statement after close work with our employer partners through our employer facing teams, and our Future Talent Forums. We have also closely analysed the available Labour Market Intelligence and the findings of the recent Swindon and Wiltshire LSIP consultation. We have supported the LSIP through attending and hosting events, and will ensure our provision reflects and supports the emerging priorities of the LSIP. We will expand this engagement model in the future based on the progress made this year in the limited time available. The final agreement of the LSIP will also play a major role in this consultation, as will the continued development of our employer facing and business development teams.

The priority sectors identified by the LSIP are: Advanced Manufacturing and engineering, Agriculture, Agri-Tech and land Management, Automotive, Construction, Health, Social Care and Life Sciences. Whilst Agriculture, Agri-Tech and Land Management are not a focus for the college, our provision directly supports the other four sectors.

The priority sectors identify needs for higher level skills, core employability skills and digital skills which are reflected in our key objectives.

New College Swindon continues to develop effective strategic partnerships with employers and key stakeholders across the Borough of Swindon and further afield into Wiltshire, South Oxfordshire and South Gloucestershire and is considered to be a key force for change in meeting local and regional skills needs. The Colleges' strategic objectives (Strategic Plan 2021-2026) feature development of the curriculum with employers, raising skills levels in the region and increasing progression into employment throughout.

We engage at a senior level through our Principalship team with Swindon Borough Council, engaging with a wide range of council boards and initiatives, including education and safeguarding forums, and the Adult Community Learning Advisory Board. The college is an active participant in the Swindon and Wiltshire LEP with the Principal acting as a board member and the chair of the Skills and Talent board. These engagement allow the college to ensure our provision dovetails with the council's offer and priorities.

As an anchor institution in the local community, the College supports social cohesion and raising aspirations. This ensure we deliver support to key customer groups including NEETs through the Get Ahead programme in partnership with Wiltshire College and increased ESOL provision to meet the needs of the growing numbers of refugees and migrants arriving in the town.

We have a strong working relationship with Job Centre Plus, particularly through the Adult Learning Centre, including development and delivery of a number of Sector Based Work Academy Programmes (SWAPs) programmes in partnership with Wiltshire College and local employers including Thames Water, the NHS, Rygor and various H&SC employers have supported a wide range of learners to develop employability skills and secure employment and further opportunity. Our Adult Learning Centre also works with a number of partners including the Probation Service, Harbor Project, Seetec Pluss and the Richmond Fellowship to design and develop courses to meet the individual needs of their clients. In 2022-23 around 270 learners completed CSCS courses and since September 40 have completed with 100% achievement.

Over the past three years we have established Future Talent Forums, employer boards engaging directly with curriculum leaders to shape and inform curriculum development. Although disrupted by the pandemic, the Future Talent Forums moved online and many continued to develop. Currently these meet to inform curriculum development in Health & Social Care, Sports and Public Services, with Engineering forums used to design and equip the IoT. Further Forums are planned this year in Animal Care, Hospitality/Travel and Tourism and Hair and Beauty. We have also hosted a number of sector-based employer fairs including Construction, Animal Management and Health and Social Care so far this academic year.

Approach to Developing the Statement (2)

Employer engagement with the college and input into the development of curriculum is a critical priority. We work closely with both Chambers of Commerce; Business West (Swindon Initiative) who are also the ERB leading on the Swindon and Wiltshire LSIP and Thames Valley Chamber of Commerce (TVCC), regularly attending and presenting at events. The Principal is a member of the TVCC Local Chamber Advisory Group (LCAG) and a College Governor is a Board Director with Business West.

The development of the Swindon and Wiltshire Institute of Technology was in direct partnership with a range of anchor employers including Nationwide and Catalent, to ensure that the provision was relevant and impactful at all levels, from higher and degree level qualifications to basic digital skills courses for the community sponsored by Nationwide.

The College's partnership with the Great Western Hospital has broadened and deepened significantly over the past eighteen months with direct engagement including some delivery with H&SC learners at all levels, work placements, volunteering and the hospital accessing college T-Level facilities for staff training. The Deputy Principal has recently joined the Trust's Board.

We also work closely with a wide range of other educational providers. The Principal works with Wiltshire College closely and we have detailed examples of joint projects between the two colleges, and we are directly engaged with headteachers across the area through our Principalship team. Cirencester College, University of Gloucester and Oxford Brookes are partners in the Swindon and Wiltshire IOT and provision has been developed in close partnership with them.

We also work very closely with our wider community, to ensure our courses provide the full support needed for our student's careers and lives. This includes offering leisure courses, community led-courses in digital, and a wide engagement with prospective applicants through taster days and outreach.

The College was successful in a £1.6 million Strategic Development Fund (SDF) bid in 2022, Accelerating Skills Development in Health, Care and Life Science through Technical Innovation in partnership with Wiltshire College and informed by employers. The project aims to upskill the workforce in the Health, Care and Life Sciences sector through the use of technical innovation. Virtual Reality, Audio-Visual software/hardware and real-life simulation manikins will be used to significantly enhance the delivery of the required courses; maximising learning opportunities and enabling accelerated skills development. In 2022 the College also worked with Thames Valley colleges on the Skills Progression Fund SDF project led by Activate on meeting skills needs to deliver green skills.



Contribution to National, Regional and Local Skills Priorities

Strategic Aims and Objectives	Impact and/or Contribution towards National, Regional and Local Priorities for Learning and Skills
Aim/Objective 1: The continued expansion of student numbers and range of T levels across college in an increasing number of subject areas. In academic year 2023/24 New College Swindon wish to offer 9 T levels with over 300 learners enrolled, with 5 transition programmes by 2023/24	The growth of T levels is a national priority following the qualification reform and the T level offer for New College will directly reflect the national, regional and local skills needs. This includes digital skills, wider business and administration skills, health and care demands and manufacturing and engineering, as identified in the Swindon and Wiltshire LSIP feedback. Alongside the T levels, NCS are continuing to launch transition courses to ensure students at varying levels have a pathway to their chosen career.
Aim/Objective 2: Embed wider employability skills identified in the LSIP research across all elements of curriculum. The success of this measure will be demonstrated by feedback in the expected Ofsted monitoring visit, and in the end by the improvement in the skills judgement to at least making a 'Reasonable' contribution. We will also develop these through our Future Talent Forums to ensure employer endorsement of our approach.	The whole curriculum offered by New College Swindon is focused on employment can career development for learners. The core employability skills identified as requirements in the recently published Swindon and Wiltshire LSIP feedback will be embedded in all courses. These skills include the critical communication, digital, teamwork and problem solving referenced by respondents.
Aim/Objective 3: Increase HE provision and take up in line with the forecast needs across the area. In 2023/24 we wish to include the introduction of modular HN flex courses in digital and business, and the launch of new HE provision in digital and beauty. The launch and further development of these courses will contribute to meeting the National Skills Priorities.	The identification in recent ONS data of the need for 55% of all new jobs in the Swindon and Wiltshire area to have level 4 skills increases the need for a wide HE offer. The college will continue to expand and develop its HE offer, both through the Swindon and Wiltshire Institute of Technology and the main college offer. These will continue to support the priority sectors and the wider upskilling need.

Strategic Aims 2023-24

Strategic Aims and Objectives	Impact and/or Contribution towards National, Regional and Local Priorities for Learning and Skills
<p>Aim/Objective 4:</p> <p>NCS will undertake a full curriculum review during the next 12 months using our newly developed Curriculum Intent and Alignment Process (CIAP). This will ensure that all courses meet the needs of the local economy and our learners. The process will work with all stakeholders to ensure that the college's provision meets the needs of partners and the LSIP and ensure we contribute to the National Skills Priorities</p>	<p>New College Swindon have already begun the process of transforming our curriculum review through the new Curriculum Intent and Alignment Plan (CIAP). This assesses each course on need and quality and comprehensively tests proposed new curriculum based on the local need. This process will be enhanced through 2022/23 and will be supported by the development and rollout of formalised review process.</p>
<p>Aim/Objective 5:</p> <p>We wish to enhance and grow our apprenticeship provision to include extending the range of higher and degree level apprenticeships and aiming to launch 3 new standards per year for the next 3 years. For 2023/24 we are targeting small growth whilst continuing to improve the quality of the provision, ultimately measured by Ofsted feedback and the skills contribution judgement. More long term we are aiming to grow to 500 apprenticeship starts per year within the next 3 years. This will contribute to NCS meeting the National Skills Priorities.</p>	<p>The apprenticeship provision offered by New College Swindon, including the apprenticeships available at the Swindon and Wiltshire Institute of Technology, is comprehensive and effective and the college aspires to grow this provision for the long term. This will meet the needs for more apprenticeships reported by local partners, and the need for higher level skills through the provision of level 4 and above apprenticeships. We will focus on engaging more businesses and increasing the opportunities for local learners. We will work with local partners including chambers and the LSIP to achieve this.</p>

National Skills Priority Sectors – indicative numbers

National Skills priority area	22/23	2023/24 indicative student numbers	2023/24 number of programmes
Construction	654	853	26 (four new programmes)
Engineering and Manufacturing	164	270	20 (three new programmes)
Health and Social Care	518	654	40 (30 new programmes through the SWITCH initiative)
Science and Maths	109	183	6

Other Supporting Information

Skills and Post-16 Education Act 2022 -
<https://bills.parliament.uk/bills/2868>

T levels - <https://www.tlevels.gov.uk/>

Institutes of Technology -

<https://www.institutesoftechnology.org.uk/>

Swindon and Wiltshire LEP - <https://swlep.co.uk/>

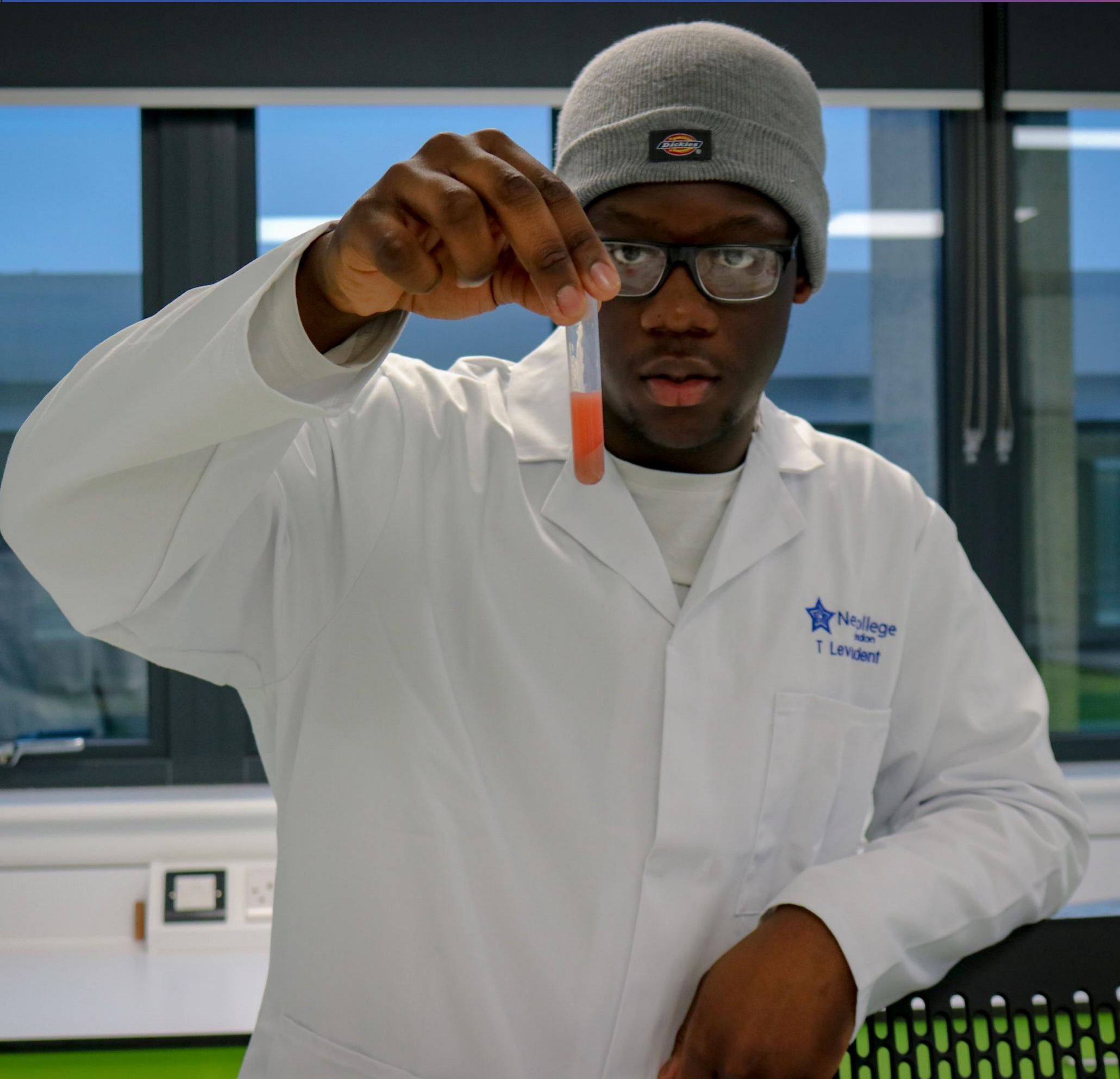
Swindon and Wiltshire LSIP -
<https://www.businesswest.co.uk/grow/LSIP/lcip-swinton-wiltshire>

National Skills Fund - <https://www.gov.uk/guidance/free-courses-for-jobs>

Strategic Development Fund -
<https://www.gov.uk/government/publications/strategic-development-fund-awards-2022-to-2023>



Corporation Statement



On behalf of the New College Swindon Corporation, it is hereby confirmed that the college plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 16th May 2023.

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 from the following link:

<https://www.newcollege.ac.uk/information/policies-and-procedures>

Martin Wyn Griffith - Chair of Governors

Carole Kitching - Chief Executive and Accounting Officer

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Swindon

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