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Weston College experienced two very different periods of time in its 2019-20 academic year, caused by the impact of Covid-19 from March this year.

Despite the catastrophic changes and challenges that had to be faced, the College transformed its delivery to digital platforms within a day and continued to deliver teaching, learning and training to thousands of learners and local, regional and national businesses.

Our reputation in maintaining delivery in exciting and responsive ways was recognised by central government and some of our practices featured as national exemplars. The Minister for Apprenticeships and Skills, Gillian Keegan, paid a virtual visit to our College and we were also invited to a launch of T Levels by the Secretary of State, Gavin Williamson. These systems, supplemented by the launch of ‘Momentum’ (a cross-college fast response reporting and action group) enabled rapid mobilisation of strategies and comprehensive reporting mechanisms across the many campuses of the Weston College Group.

The latter part of the year has certainly provided significant challenges to the staff and the introduction of a comprehensive mental health strategy and ‘Let’s Chat’ initiatives have had major impact. The combination of skills and support has therefore enabled us to continue delivering unique and powerful solutions to the skills agenda, with impactful quality education, supplemented by strong partnerships that have influenced change locally, regionally and nationally.

Recognition of success has occurred at numerous levels and has included United Kingdom Business Awards in Leader of the Future and Wellbeing at Work as well as Pearson Silver Award for Lifetime Achievement, alongside Beacon shortlisting and regional apprenticeship delivery awards. Add to that investors in People Platinum status and there is much to celebrate from the perspective of both profile and reputation.

Our current capital investments now include a Health and Active Living Skills Centre, as well as a purposefully designed Animal Management unit in North Somerset. Weston College was also successful in leading the West of England Institute of Technology bid which has created a partnership with UWE Bristol, Bath Spa University and Hartpury University – alongside work with North Somerset Council, the West of England Local Enterprise Partnership and the Combined Authority in the West of England, reinforces our ambitions and excellence in training.

As I look back on a year of challenge, I have been impressed by the dedication and tenacity of everyone involved within the College – Governors, staff employers and the learners themselves. Irrespective, we have developed our organisation, even further and our achievements both at a quality and financial level buck the national trend. The magical ‘sparkle’ of my staff surpasses norms and has taken the College to even greater levels of inspirational delivery. It has been a year where we have had to really grasp the digital agenda in ways never anticipated, work with the MoJ in terms of prison education and leading on T Levels and other initiatives.

I must thank everyone who has been part of our unique journey. The 2020/21 year will no doubt bring another set of challenges, but the College’s tenacity, its strategic approach and its resilience will again provide the very best academic, technical and vocational education to all who study and train with us.

‘Creating Brighter Futures’ remains our strapline and indeed we do create a value-added environment for all who study or engage with us.

Our academic results place us at the top of the league tables and include 40% first class honours, 99% A Level pass rate and high vocational course success, alongside major apprenticeship growth. This is in addition to the success of our Centres for Excellence in both Mathematics and SEND by the Government and our bid as the lead partner in the Institute of Technology, focussing on the digital agenda.

Ambition must remain paramount and we have continued to refine staffing structures; appointing and retaining the very best staff in the field. Our work with key employers, including NHS, MoD, GKN, Airbus, Rolls Royce, Weasex Water, MoJ and many others, must be sustained and built upon. Partnerships with our HE partners - UWE Bristol, Bath Spa University and Hartpury University – alongside work with North Somerset Council, the West of England Local Enterprise Partnership and the Combined Authority in the West of England, reinforces our ambitions and excellence in training.

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Principal and Chief Executive
TES FE Leader of the Year

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Phillips, we have navigated a course that has enabled us to be a leading light in our delivery and associated quality. The approach of adaptability, agility and financial prudence, has ensured that this College is still the master of its own destiny, recognising that many colleges no longer have this luxury. With the new capital facilities now completed, even more opportunities are available for our learner population and, simultaneously, this College continues to win national and regional awards, including Centres for Excellence, emphatically proving that growth does not compromise quality at Weston College!

The 2019-20 year however called on the College to show an adaptability that is quite unique. Despite all of the challenges, the College turned its business operation around within 24 hours and unlike many institutions our College continued to deliver the full range of provision with a high proportion delivered face to face. New technologies were quickly implemented and for learners it was clearly business as normal. The resilience and tenacity at both leadership and delivery levels was exemplary and despite everything the College met its targets.

I have had the privilege of being Chair of Governors of the Weston College Group for two years after serving as a Governor of the College for many years. I have great pleasure in commending the 2019/20 Annual Report to you. The report sets out a dynamic agenda and a journey that has delivered exceptional results, despite the very obvious challenges of Covid-19 and the lack of sector investment. The results speak for themselves which are fully endorsed by the Corporation, who together act as the critical friend and scrutineer of strategy, finances, curriculum and ethos of the organisation. This year we have been involved in a range of new initiatives, and I am thrilled by the partnership that has been developed across the governing body and with other key organisations. The FE sector at present faces unique challenges and through the leadership of our Principal and Chief Executive, Dr Paul Looking forward, this College will continue to advance with the learner at the heart of all it achieves. The Institute of Technology and the new Animal Management facility at Puxton Park are already widening horizons. Yet again, our students and businesses are enhancing the local and wider economy. As our reach grows, the importance of partnerships becomes increasingly relevant - the skills and the entrepreneurship of our partners are highly valued as we share and merge our vision and ethos on this journey together. The higher we climb, the better the view - a view that will be enhanced by sharing it with our colleagues and partners alike.

Andrew Leighton-Price
Chair of Governing Body
Weston College is a general college of further and higher education in Weston-super-Mare, delivering education and vocational training to students aged 14 and above. It is regarded as one of the top further education colleges in the UK, and is the only college in the West of England to be rated ‘Outstanding’ by Ofsted. The College provides education to approximately 30,000 learners across the UK.

Inspirational Events and Investments Limited is a subsidiary company of the Weston College Group. It runs the Winter Gardens Pavilion, Lasseter’s restaurant, the Green House eatery, and the Lauriston Hotel. The company was incorporated in March 2017 and has already made a significant contribution to the regeneration of Weston-super-Mare.

University Centre Weston (UCW) offers more than 40 courses across a number of vocational and academic subject areas. UCW delivers the courses in partnership with Bath Spa University, UWE Bristol and Hartpury University. UCW is rated ‘Gold’ in the Teaching Excellence Framework, meaning the learning, teaching and outcomes it provides for students are of the highest quality in Britain.

Forward Futures Limited is the Weston College Group’s in-house recruitment agency. It provides high calibre associates to the Group and its key services, such as Prison Education. Forward Futures is often the first step for applicants interested in beginning a career with the College, either on a cover/supply or longer assignment basis.

Weston College’s Prison Education provision is a top-performing provider of offender and detainees learning. The service is recognised for its excellent teaching, learning and assessment; the positive outcomes it achieves for learners; and its partnership approach to business planning, which ensures that the curriculum meets learners’ and employers’ needs.

The West of England Institute of Technology (WEIoT) is one of only 12 national Institutes of Technology licenced by the Department for Education to support local employers develop higher level skills and train employees for the jobs of tomorrow. It is a consortium of education providers and key employers across the area. Led by Weston College and involving industry, education and research collaborating to design and deliver flexible, higher-level technical learning to equip people with the skills to fully participate in, and contribute to, economic growth driven by digital innovation and emerging technologies.

The Somax arm of the business is a logistics training centre based at the College’s Construction Training Centre in Weston-super-Mare, near Junction 21. It offers over 30 training courses and qualifications (practical and classroom training), designed to meet the needs of employers in the sector.
A catalyst for regeneration

West of England Institute of Technology

A significant development this year has been to launch the Centre for Excellence in SEND. The Centre is designed to be responsive and agile and has developed flexibility in new occupational roles. The adult curriculum at Weston College is designed to be responsive and agile to the changing needs of the region alongside supporting those impacted by Covid-19 to get back into work. We have been working closely with key partners such as the LEP: WECA, North Somerset Council, employers and Job Centre Plus to design and develop an adult curriculum that can act as a catalyst for change for adults requiring new skills and support to find and sustain employment.

Supporting Adults to Reskill and Upskill for Employment

Covid-19 has impacted employment sectors disproportionately leaving many adults needing to re-train, upskill or apply existing skills in new occupational roles. The adult curriculum at Weston College is designed to be responsive and agile to the changing needs of the region alongside supporting those impacted by Covid-19 to get back into work. We have been working closely with key partners such as the LEP: WECA, North Somerset Council, employers and Job Centre Plus to design and develop an adult curriculum that can act as a catalyst for change for adults requiring new skills and support to find and sustain employment.

Sector-based work academies and bespoke training pathways for the university are broadening the range of learning options for adults looking to secure employment. Employers such as Alliance Cara, Bristol Airport, and EDF have worked with the College to devise sector specific programmes that include both a recognised industry qualification and a guaranteed interview at the end of the programme. 85% of learners who attended a sector-based work academy received a suitable job offer.

The West of England Works project funded by the Big Lottery has enabled Weston College to build and strengthen its partnerships and develop its adult community provision in the West of England area. Weston College leads the partnership that aims to engage adults and young people who are furthest away from education and employment. It has supported many young people and adults from disadvantaged backgrounds to gain employment through a community-based support programme.

Flexible and blended learning packages have been expanded to better enable adult groups to re-train and learn around life and work. Blended programmes were successful in 2020, as one of twelve IoTs nationally, it is leading a national partnership of education providers and key employers to collaborate, design and deliver flexible, higher-level technical learning to equip people with the skills to fully participate in, and contribute to, economic growth driven by digital innovation and emerging technologies.

Projects and Innovations in SEND

At Weston College we are delighted to be a designated Centre for Excellence in SEND, focussing on people, creating a highly motivated and skilled workforce where inclusion is everyone’s responsibility. Working with the ETF and providers we have embarked upon a journey of impact, entrepreneurship and inclusion for the SEND agenda, ensuring it is at the top of the organisation. Since its inception in May 2019 the College is supporting the co-ordination and dissemination of best practice and CPD to other providers and employers nationally.

Centre for Excellence in Maths

The Centre for Excellence in Maths has quickly established a strong regional network of colleges. Ten colleges are working with the Centre on piloting new approaches to the delivery of maths. Action research into learner motivation, engagement and pedagogical practice is being implemented across the network. The Centre is also engaging with national networks and institutions across the South West region.
The past year has seen continued investment by the Weston College Group in new training centres, providing a high quality learning environment for students and helping to address the skills gaps in priority sectors in the region.

Following the delivery in the previous year of the Health and Active Living Skills Centre and the Construction Training Centre with funding from the West of England Local Enterprise Partnership and by working in partnership with North Somerset Council, this year has seen the opening of the Animal Management Education Centre.

Working in partnership with Puxton Park and opened in January 2020, this facility will meet the growing demand of learners, including SEND learners, to access industry-standard facilities. Furthermore, the centre will facilitate the growth of training to meet the skills needs of the visitor economy and land-based sectors in the region.

The new centre has created an inclusive education facility for delivery of the practical elements of the animal management curriculum and includes classrooms, an IT suite, wash-space and a student breakout area catering for over 250 students each year. It is located within the grounds of the Puxton Park visitor attraction, just off M5 junction 21, and through the innovative and forward thinking approach of both Puxton Park and the College, learners and staff will have invaluable access to the park’s wide range of farm, domestic and exotic species in addition to an extensive acreage of farmland, facilities and resources. Students will gain a real-life appreciation and experience of working with animals within a busy working farm environment and popular visitor attraction, significantly enhancing their employability skills. The centre will deliver broad-ranging study programmes offering a complete progression pathway from Level 1 to foundation degree.

Our other significant capital development this year has been the progressing of the Institute of Technology (IoT). The capital programme for the IoT within Weston College has been conducted in three phases with Phase 1 being completed in Summer 2019, Phase 2 being completed in Summer 2020, and Phase 3 scheduled for completion in March 2021. The Phase 2 works created the IoT Hub, including a new suite of teaching and high-spec IT rooms in the Lord Baker Building in South West Skills Campus, and a ‘state of the art’ virtual classroom, the first in a UK FE setting. Within the engineering department the area has been reconfigured to improve access to specialist equipment and in March 2021 we plan to open our dedicated Welding facility providing support to local employers and to finish the modifications. Our investment in digital technologies has been well timed, with the creation of Teams Rooms and other digital capabilities to enable the College to capture teaching for students not able to attend lessons due to distancing or self-isolation. The IoT Hub at the Skills Campus provides a dedicated space for higher education learners on the campus.

Looking ahead, 2020/21 will see, in addition to the completion of the IoT capital programme in Weston-super-Mare and North Bristol, much needed investment in the condition of our existing estate via the DfE condition fund capital monies and we hope to support the delivery of T Levels by introducing a bespoke early years practical learning centre, jointly funded by the DfE and the College, an asset much needed in Weston town centre.
Despite all the challenges presented by Covid-19 it has been another successful year for our full-time, 16-18 curriculum. Learners and staff have shown significant adaptability, resilience and perseverance. Lockdown saw staff and students expertly switch their teaching and learning online developing new and innovative ways to collaborate, share practice and showcase their work. Examples were wide and varied and included creative arts students showcasing their talent at their virtual summer show, hospitality students completing online cookery challenges, and health students working in placement throughout the first wave of the pandemic. Wherever you look across the College, irrespective of whether it was pre or post the pandemic, young people have been engaged in learning and enrichment opportunities and helping to make them become some of the most employable young people in the country.

The College continues to be the first choice for young people looking to study academic and technical programmes. The College focus on ‘careers not courses’ has shaped a curriculum that is providing learners with extended work and industry placements. Industry Advisory Boards and employer involvement in assessment days of industry placement they provide learners with defined pathways into higher level technical careers. Digital Design and Development has been launched with further pathways in Construction, Education and Health to follow in 2021. The College has gained national recognition for the development of a transition programme at Level 2 that provides a ‘gateway’ to the T Level. The programme provides extra time, contextualisation and development on core skills such as English and maths that are crucial to learner’s progression and success at Level 3 and above.

Learner Outcomes
A broadening range of options at Level 4 and above and expert careers support are encouraging more learners to aim high. A new and bespoke personal development programme (ID Pro and ID6) is supporting final year Level 3 and A Level learners to develop their professional profile and associated network. The proportion of students progressing to Russell Group Universities increased by more than 10% in 2019/20. The proportion of learners progressing to higher apprenticeships or degree apprenticeships continues to rise. The proportion of advanced and higher apprenticeships increased by 10% in last academic year. The following highlights the key statistics and performance outcomes for young people on Study Programmes in 2019/20.

Retention
94.21% (+2.7%)
Achievement
87.16% (+1.62%)
Attendance
90.04% (+0.61%)
A Level Pass Rate
99%
Proportion of learners on track to complete Work or Industry Placement
85% (+5%)
Proportion of Level 3 learners progressing to higher level learning
75%
Proportion of Level 3 learners applying to UCW
36%
Conversion rate of Level 3 learners applying to UCW
54.1% (+5%)

Growth in School Leaver Applications
9.4%
Growth in School Leaver Applications
37%
Adult and part-time provision

The core focus of Weston College’s adult provision concentrates on being the catalyst for adults in the West of England to access lifelong learning, whether this is supporting adults into employment, providing access to higher level qualifications, re-training or re-entering the labour market. The programmes of study provide adults with the necessary skills, knowledge and behaviours to operate effectively in life and work. The provision helps them to achieve the next stage of their unique pathway, be that a new career, a promotion or a new hobby.

Proudly standing at the heart of the community, Weston College has worked hard to provide an agile response to Covid-19 lockdowns. We exacerbated our strategy to make education more accessible to meet the needs of all adult learners through online learning to support the challenges many members of our adult community faced considering increased unemployment. In a world that changed beyond recognition due to the global pandemic, Weston College ensured we remained focused on providing support at the heart of the community both locally and regionally offering a curriculum to support:

- Learners who require employability skills and transition support to find and sustain employment
- Learners to re-train and pursue a career in new professional or technical disciplines
- Learners wanting to secure their first full Level 2 or 3 qualification in a vocational discipline
- Learners to achieve key qualifications in English and maths
- Learners to gain higher-level qualifications
- Learners who want to gain access to higher education
- Learners who want to diversify their skills through a new hobby

In the 2019/20 academic year 90% of adult learners successfully completed their courses. Increased flexibility in the learning approach for adults studying English and maths has continued to achieve impressive results, with year on year improvements for GCSE English at 50% and 9% of maths students passing their GCSE courses.

Achievement rates

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- Learners to achieve key qualifications in English and maths
- Learners to gain higher-level qualifications
- Learners who want to gain access to higher education
- Learners who want to diversify their skills through a new hobby

The Weston College portfolio for adult learning continually adapted, the flexible approach allowed learning to continue and support to be provided throughout the national restrictions.

Investment in curriculum and resources

The College Group continues to invest in its curriculum and resources to train adults in sectors that will drive and fuel the regional economy to support the significantly challenging economy resulting in the changing needs of the community due to the pandemic. Our Business Growth team are constantly engaging with employers and seeking new opportunities for our adult learners both with employment opportunities and valuable insights to support curriculum design. In continuously adapting to these changes, the College has developed new adult provision that focuses on the rapidly changing needs of employers and the community.

This year we continued to engage with job centres, employers, referral partners and industry-specific training providers to support the significant challenges created by the pandemic. Our re-training courses and online learning are part of the innovative approach at Weston College to support the needs of the long-term unemployed and people with specific barriers. This has successfully supported adult learners progress through a structured programme of individualised learning and development.
Apprenticeships

Despite the significant operational and strategic challenges created by the Covid pandemic set out by employers, and the ongoing reforms for apprenticeships by streamlining processes and having a clear focus leading to the creation of our Apprenticeship Hub team to strengthen both financially and quality focussed, implemented the End Point Assessment (EPA) flexibilities to ensure our Standards apprenticeship provision with both current apprentices and employers.

The College was also able to successfully implement the End Point Assessment (EPA) flexibilities to ensure our Standards apprenticeship provision with both current apprentices and employers.

Our focus for the next 12 months is to continue to improve the outcomes for all apprentices and mitigate the further impact of Covid-19, especially on apprentices who are at risk of redundancy or require a break in learning.

The College will continue to support apprentices and employers with the Covid-19 recovery planning and to build on the last few years growth, with the overall aim of retaining a high quality employer responsive provision.

The ongoing reforms for apprenticeships since 2017 have continued to shape the landscape for the College, this has led to a strategic review of our offer, both financially and quality focussed, by streamlining processes and having a clear focus leading to the creation of our Apprenticeship Hub team to strengthen the quality of delivery in each faculty area.

The level of apprenticeships that were enrolled this year saw a noticeable shift towards degree apprenticeships. The increase in our degree portfolio has seen starts increase by 31% since 2018/19. Additionally, Level 2 Intermediate apprenticeships have increased by 11% this year. However, this will decline in 2020/21 with the removal of the Historical Standards in many occupational areas.

Partnerships with companies such as Wessex Water, Airbus, Rolls Royce, North Somerset Council and The Bristol Port Company have enabled the College to offer apprenticeships in vocational occupations such as the Water Process Technician for Wessex Water. In addition, the College has also renewed this year a partnership with The Football Association to increase the participation of underrepresented groups in football through apprenticeships.

Our strategic partnership with UWE Bristol has led to a joint delivery of degree apprenticeships in engineering, digital, environmental health and healthcare, utilising both organisations’ expertise in apprenticeship and degree level delivery, respectively. This has resulted in supporting growth in higher level apprenticeships and expanded our apprenticeship portfolio, which continues to be a strategic growth area for the coming years.

The newly opened Institute of Technology (IoT) at our South West Skills campus is supplying innovative and cutting-edge digital technology that is being used to improve the quality of teaching and learning and enables a truly virtual classroom experience.

The Health and Active Living Skills Centre has focussed on expanding our offer in healthcare and developing new apprenticeships in healthcare science and for 2021, Nurse Associates.

New provision has been tailored to meet the needs of employers, and includes new apprenticeships in health, digital, engineering and professional services. The Health and Active Living Skills Centre has focussed on expanding our offer in healthcare and developing new apprenticeships in healthcare science and for 2021, Nurse Associates.

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The challenges created by Covid-19 on our apprenticeship provision with both current apprentices and employers"
Special educational needs and disabilities (SEND)

Weston College has been recognised for its outstanding provision which continues to lead nationally through proactively informing the sector, sharing good practice and developing a highly innovative and successful provision for learners through the SEND Centre for Excellence. The College places empowerment and personalisation at the heart of its strategic plans, creating a highly inclusive ethos and culture.

Leaders are central to the planning and delivery process and are empowered to contribute to the strategic initiatives and wider college developments to ensure they are fully involved in the decision-making process and shaping the SEND provision for future learners. This provides SEND learners with high-quality accessible and sustainable ‘in-county’ provision, including a residential training element for learners with autism and the Sensory Learning Base for learners with profound, complex and multiple learning difficulties – both not usually seen outside of specialist colleges.

The Principal and Chief Executive as a visionary and an influential leader has been recognised nationally and internationally for his integral support for other colleges and training providers becoming inclusive organisations. This exceptional achievement allows Weston College to share best practice and drive a step change in the sector’s approach to SEND and support FE providers to create a culture that is truly inclusive.

Leadership hub: influencing from the top

Despite the pandemic, our leadership hub and communities of practice within the SEND Centre for Excellence continued to create truly inclusive FE cultures by supporting a significant number of college leaders and SEND practitioners at other organisations to ensure learners achieve their aspirations, through:

- Improving the quality of provision through motivating staff and learners
- Creating an inclusive culture with SEND learners at its heart
- Making SEND learners a top priority to ensure they succeed in adult life.

The SEND Virtual Platform

Throughout the national lockdown periods our EdTech strategy focussed on “digital inclusion”, including #MyVirtualCollege and the abundance of digital and assistive technologies provided the most complex learners with SEND, the opportunity to engage in the virtual curriculum.

Despite the pandemic

We have:

- Seen the attendance of learners with SEND exceed the 90% college target
- Retained 95% of learners with SEND
- Achieved 87% overall success rates for learners with SEND (93% for HN and 96% with an EHCP)
- Engaged with over 1300 SEND practitioners and employer across the sector to share best practice
- Continued to expand our innovative practice for learners with SEND providing exceptional support in world-class facilities to over 1,500 learners.

The Alternative Classroom

We have continued to significantly invest in our resources including providing truly innovative, alternative re-engagement opportunities within Butcombe Farm enabling ‘engagement to employment’ from garden to market.
The Weston College Group’s Law and Professional Services Academy is the regional centre of excellence for professional services education.

The Academy provides learners with professionally accredited training in law, business, human resources, administration, management, finance, accounting, computing, IT and other professional services.

The academy offers classroom and work-based learning options and nationally recognised qualifications so employers can train new staff and upskill existing employees.

The Group’s Business Growth team supports employers throughout the process, providing expert guidance on how to fund the programmes through either the government’s apprenticeship levy or through government apprenticeship funding for small employers.

The Academy has enjoyed a number of notable successes this year. The number of students on the six Chartered Institute of Legal Executive (CILEx) courses on offer at the academy increased by 20% in 2019/20.

Learners on these courses significantly outperform national averages in terms of results, for the fourth consecutive exam window, with a 100% pass rate on almost all CILEx Level 3 and 6 units.

The first CILEx graduates from the academy are now working as legal professionals and the first Legal Apprentices have successfully completed the new Paralegal and Chartered Legal Executive Apprenticeship standards.

The Academy also offers Chartered Institute of Personnel and Development (CIPD) courses including the Level 5 Certificate in Human Resources Management and Level 3 and 5 HR Apprenticeships.

The five Association of Accounting Technicians (AAT) courses offered by the Academy are equally popular and learners studying the AAT qualifications achieve well with achievement rates significantly above national benchmarks.

During 19/20 the Law and Professional Services Academy has expanded the provision further to meet learner and employer needs with the introduction of new high-quality media rich online/in class blended learning provision in Accountancy.

The VLE (Virtual Learning Environment) for the CILEx provision also allows learners access to over 200 online recorded lessons and other online resources. These facilitate a more flexible blended learning approach for professionals, as an alternative when work or family commitments prevent them from being able to attend classes.

The Law and Professional Services Academy also offers a wide range of management courses and work-based learning options at Level 3 through to degree level. The academy provides bespoke provision and is responsive to employer’s needs. As a result of Covid-19, a plethora of new online fast track courses have been developed to respond to a growing need from business to upskill their existing workforce to support managing remote teams and remote performance management.
University Centre Weston

University Centre Weston (UCW) is the higher education division of the Weston College Group. It was awarded University Centre status in 2016 and continues to build upon its identity bucking the national trend by continuing to grow its student numbers. The number of HE students grew by 8% in 2019-20.

Over 1,000 students are now enrolled on its 40+ courses, with a broad range of subjects and degree-level qualifications on offer. The number of students undertaking Higher and Degree Apprenticeship continues to grow with UCW partnering with the NHS, public sector organisations such as the Ministry of Defence and companies such as Airbus and GKN Aerospace to deliver training for their staff. Increasingly the Higher and Degree Apprenticeship agenda is driving growth of higher technical skills for the regional and national economy.

With the West of England Institute of Technology (IoT) status being awarded to Weston College in April, there has been significant capital investment in resources for digital, health and advanced engineering UCW learners. The IoT is designed to respond directly to higher technical skills gaps in the regional and national economy, supporting many more people in our communities to upskill and reskill for higher technical careers working closely with a range of employer partners.

New full Honours Degrees in Games and Animation Production, Applied Computing and Hair, Make-up and Prosthetics for Production, have contributed to growth. A new Environmental Health Practitioner Degree Apprenticeship was developed and Foundation Degrees in Applied Computing and Public and Environmental Health successfully converted to full Honours Degrees for delivery from September 2020.

Part of the reason for UCW’s continued success in such a competitive marketplace is the quality of the provision on offer. The coveted Teaching Excellence Framework Gold award UCW first achieved in 2017 was extended until summer 2021 based on the quality of data outcomes.

UCW has received a number of accolades and awards in 2019-20. UCW’s support staff were asked to deliver an OFS (Office for Students) good practice webinar regarding UCW’s integrated approach to inclusion in relation to enabling student achievement. Business graduate Henry Green was AOC Business Graduate Henry Green was AOC Business Graduate Henry Green was AOC HE Student of the Year runner up, and UCW staff and students were nominated for multiple Chartered Institute of Environmental Health (CIEH) Excellence Awards, winning Team of the Year.

UCW will continue to focus on offering quality, work-based courses in outstanding facilities to meet the strategic aim of appealing to students from diverse backgrounds, and fulfil its commitment to provide an outstanding higher education experience, enabling success and inspiring ambition.

UCW's national student survey results were positive, with seven of the eight aggregated assessment areas scoring above the national average sector wide figures, with assessment and feedback being 2% higher than the top quartile figure. Three programmes, Early Years, Film and Media Arts Production and Popular Music all had 100% student satisfaction rates. Two additional courses rated above the top quartile satisfaction rate of 90% - Business Management and Sport Studies.
The Covid-19 pandemic and resulting UK lockdown was a catalyst for rapid adoption of technology in teaching, learning and working. Since 2017, the College’s education technology strategy set the goal to embed Microsoft Office 365 cloud applications into the digital teaching and learning.

Microsoft Teams was first introduced at scale in 2018 as the core application for learners to access their ‘community of learning’, course resources and enhance the connectivity with course tutors and other learners. This foresight ensured Weston College was well-placed to switch to a digital delivery model, alongside wider student support services for what became the #MyVirtualCollege initiative.

The emergency response to remote teaching highlighted the digital capability and resilience of the Weston College workforce, rapidly integrating more efficient working practices through digital collaboration and communication. The College has committed to a forward focus on planning for learning and developing effective digital curriculum. Employing a practitioner-based Digital Coach team to support staff in planning engaging digital delivery and devising solutions to the many challenges faced by educators in response to Covid-19.

Development of digital learning resources has continued to grow with the creation and launch of a full suite of online modules for the College’s Individual Development (ID) programme. This included bespoke modules for work placement and careers guidance, and more. Fully online qualifications have also been developed for Access to Healthcare, Sport and Enterprise. The implementation of two industry-leading video learning platforms (ClickView and LinkedIn Learning) has also extended the high-quality digital learning resources for learners and staff.

The newly installed Virtual Classroom using Barco WeConnect technology was completed in October 2020 as a joint development project with Jisc. This UK first for further education will seek to further develop digital delivery models, including active learning and participation to improve challenge and engagement. With ease of accessibility, the Virtual Classroom will also present a valuable facility for adult retraining in the current climate, providing a high-quality digital classroom experience for those that may be re-entering education.

The opportunity to rethink and reshape curriculum to embed blended learning and flexible digital delivery models has never been greater. Our education technology strategy has ensured the resources, support and facilities are well-aligned to realise flexible and innovative approaches to curriculum delivery as part of 2021/22 curriculum planning. The College’s medium and long-term vision for digital education will respond to the national demand for highly flexible, responsive and accessible learning opportunities, underpinned by skilled digital practitioners and outstanding learning resources.
As the primary onsite temporary recruitment service provider to Weston College, Forward Futures has continued to provide academic, business support and service sectors cover associates at its Weston-Super-Mare campuses and more widely throughout the South West and South East under the Prison Education Framework contracts in Kent, Surrey and Sussex, covering 19 prisons.

Despite, however, the exceptional circumstances around the pandemic, the 2019/20 academic year continued to create opportunities for those wishing to begin or further develop their careers in the FE and HE sector. The Forward Futures recruitment company is often the first step for applicants interested in beginning a career with Weston College, either on a cover supply or longer assignment basis – and there were opportunities for associates to take up assignments before the pandemic took hold, with the hope that a significant number of these could re-start in the next academic year with a re-opened College.

Regardless, the same yearly challenges around the pandemic, the 2019/20 academic year continued to create opportunities for those wishing to begin or further develop their careers in the FE and HE sector. The Forward Futures recruitment company is often the first step for applicants interested in beginning a career with Weston College, either on a cover supply or longer assignment basis – and there were opportunities for associates to take up assignments before the pandemic took hold, with the hope that a significant number of these could re-start in the next academic year with a re-opened College.

Key Focus

Although the pandemic and resulting College and Prison Education department closures have limited the opportunities for further onsite development and support of associates, this has also provided an opportunity to test and further develop the remote operational capabilities of the Forward Futures head office.

With a new recruitment manager at the helm in 2019/20, an increased level of customer focus and an improved/simplified electronic agenda has been apparent. Regular service review meetings now occur with deans of faculties and other line manager clients within the College, and guidance is given to them regarding the legalities and considerations of the securing and management of agency workers with their faculties or departments.

Key developments:

- Improved website and use of social media
- Social media collaborations with Weston College to specifically target candidates in wider demographic area
- Use of of online interviews via Skype / Teams
- Creation of standardised communications via iTrent
- Improved registration forms adhering to paperless agenda
- Creation of iTrent electronic expense and petty cash forms
- Working with HR to simplify the staffing structures on iTrent and cost codes
- Simplification of timesheets, ensuring a more user-friendly process with loss delays and associate errors
- More flexible timescales for timesheet submission process
- Implementation of a reminder report one day prior to payroll cut-off
- An effective and responsive service to associates and in-college clients providing a business as usual approach as much as was possible during the pandemic

Covid/lockdown-dependent and where possible, the organisation has continued to recruit industry-based associates, especially within the performing arts as well as the construction and engineering sectors. This has benefited the departments and students by imparting first-hand and current knowledge of the requirements and standards expected by employers in their chosen industries. These cases of continued opportunities for learning support assistants to the College’s exemplar Faculty of Inclusive Practice.

Under normal circumstances, the high calibre of many Forward Futures associates is recognised with increasing numbers securing permanent roles with the College, year-on-year. However this year and due to Covid-19 limitations, this figure was predictably lower – but still demonstrating that this flexible workforce is highly beneficial to the college and the learner experience.
This year, the hospitality sector has been particularly hard hit. Following a continued increase in the number of positive cases and the indication of an imminent national lockdown, the Winter Gardens and the Lauriston Hotel temporarily closed in March 2020.

Whilst the Lauriston Hotel was able to temporarily reopen in September, the ability for the Winter Gardens to reopen its doors to the programme of events and special occasions booked remains impossible in the current climate - with the prospect of large numbers of guests mixing being an unsafe proposition or the limited number of guests allowed to conform with social distancing making events financially unsustainable and/or failing to meet their intended purpose.

Despite the reopening of the Lauriston in September, this meant that the high season was completely lost and the impact of this on the financial performance of the company is extremely clear. It presented a position that could not be allowed to continue, and together with concerns over both financial and operational performance at the Winter Gardens, change was clearly essential.

Therefore, whilst the Covid-19 position was continually reviewed, the College progressed two pieces of work. Firstly, we have transferred the use of the ballroom temporarily into teaching space, primarily for the use by performing arts students where social distancing rules are even stricter, and the lounge room at the Lauriston for use by inclusive practice students.

Secondly, recognizing the need to learn from activities since it took over control, (especially in the area of economic viability and sustainability), the College has engaged with a market leader to evaluate processes and protocols with the aim of ensuring the Winter Gardens continues to meet its objectives of providing an outstanding community facility while ensuring a secure and sustainable operating model. We look forward to implementing the findings of the review during 2020/21.
While all sectors of the world's economy are affected by the coronavirus outbreak, the hotel, leisure, retail and travel industries have been particularly compromised.

Prior to lock-down, details of the continuing wide-range of events were shared and noted, coupled with the commendable fact that every weekend was booked throughout 2020. Mid-week activities remained a challenge, but a summer tea dance programme was prepared to run from March until September. The work of the Committee was reported but progress has been delayed on the establishment of the Friends Charity.

Sadly the premises closed in March 2020 due to the impact of Covid-19 and government advice on entertainment venues. Interim meetings have not been held face to face but continuous communications between the Chair and the College have continued during the pandemic.

The work of the Board has hit a hiatus but the College’s aim is to return the pavilion to community use as soon as it is permitted, safe and viable. Board members do retain responsibility for overseeing a transition back to such usage when the time comes.

Recent changes have included: re-allocation of Board administrative support, addition of Community members and fallout from election shifts in Council representation. This is something the Board has managed despite the current 'hold' position and intends to return to a revised dialogue with the College after the current facility review has concluded, and we look forward to contributing to a positive and sustainable future for the Winter Gardens.
Weston College is one of the “Big Four” key prison education providers in the UK. Following 6 years’ successful delivery of the OLASS 4 contract in 10 South West prisons which concluded at the end of March 2019, Weston College commenced delivery of the new Prison Education Framework (PEF) contracts in 19 prisons in 2 Lots in the South West and 1 Lot in the South East from April 2019.

Key points and highlights:
- Timely commencement of the new Prison Education Framework (PEF) contracts in the South West for Lot 1 (5 prisons in Avon and South Dorset) and for Lot 4 (4 prisons in Devon and North Dorset) and in the South East for Lot 8 (10 prisons in Kent, Surrey and Sussex including 3 women’s prisons and 1 foreign national prison) on 1st April 2019.
- New prison education contractual, academic and financial year now runs from April to the end of March.
- New PEF contracts increased annual income from £9,315,530 to £15,943,203 (April 2019 to March 2021).
- Second year PEF contract increased annual income from £15,943,203 to £16,370,160 per annum (April 2020 to March 2021), with further funding and ongoing bids for DPS contracts.
- Successful Dynamic Purchasing System (DPS) contracts for information, advice and guidance (IAG) service at HMP Bristol, Eastwood Park and Portland.
- DPS contracts secured for the delivery of art, virtual campus co-ordination and assessors qualifications.
- Unprecedented level of investment in new IT hardware and software coupled with broadband roll-out and virtual campus enhancement.
- Successful bid for Investors in People accreditation gained by PEF as well as Weston College main site staff.
- Increased library service contracts within the PEF contract to 7 prisons in the South West at HMP Bristol, HMP Portland and HMP The Varne in Lot 1 and HMP Channings Wood, HMP Dartmoor, HMP Exeter and HMP Guys Marsh, developing and extending Library and Learning Resource Centre (LLRC) services to provide community hubs for information; enhancement, equality and diversity; resettlement activities in addition to promoting and supporting improved library for life and work.
- Large scale CPD programmes roll-out in order to upskill the high volume of unqualified or underqualified staff transferred by previous provider.
- Production of a new PEF Operating Manual defining quality assurance processes in line with Weston College format and new Ofsted Education Inspection Framework (EIF).
- Introduction of New Teacher Quality Management Plans (TQMP) produced to meet PEF contract specifications and financial KPI.
- Multiple creative art entries submitted to the Koestler Trust Awards with many prize winners.
- Art lecturer from HMP Standford Hill was nominated for a prestigious national Butler Trust Award.
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Covid-19:
- Weston College led the way in the development of a robust large scale in cell learning resource provision to maintain engagement at the start of the Covid-19 epidemic.
- Implementation of robust health and safety procedures and risk assessments to maintain staff welfare during the Covid-19 epidemic.
- A number of HMPPS/MOJ short scrutiny visits took place from HMIP inspection team with considerable success seen at HMP Bristol.
- Successful virtual PEF Academic Conference took place focusing on EIF.
- HMP Bristol was the first adult prison in England to recommence face to face delivery during Covid-19.
- Introduction of online CPD programs including CET, TAQA and Business Administration Apprenticeships.

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

Sue Rigby
Professor of Higher Education and Vice-Chancellor, Bath Spa University

Strategic partnership

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

Weston College is a key local partner for North Somerset Council. This year we’ve been working closely with Weston College to develop and deliver our Employment and Skills Strategy for North Somerset. This document will help us to bring together partners to support our residents into good quality jobs and progression opportunities. The College is a vital part of North Somerset’s employment and skills landscape and their provision and support to our residents is outstanding.

Jo Walker
Chief Executive, North Somerset Council

UWE’s partnership with Weston College goes from strength to strength. It is a genuine privilege to work with such a forward thinking, innovative and entrepreneurial organisation who share our commitment to student experience, collaboration and impact for the West of England region. With a continued and unwavering focus on exceptional quality they have many very happy learners, customers and partners who, like us, are champions and advocates of Weston College.

Jo Midgley
Pro Vice-Chancellor, University of the West of England, Bristol

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Pro Vice-Chancellor, University of the West of England, Bristol
Skills is a key issue for Lloyds business customers and Weston College offers courses and apprenticeships relevant for employers, providing industry-standard training facilities. By working with the team at Weston College, we have successfully delivered business events and they make it easy to work in collaboration in addressing the South West skills gaps.

Chris Loach
Area Director, Somerset, Lloyds Bank

Weston College is one of the largest and most successful colleges in our region, a great champion of AoC’s '#LoveOurColleges' campaign and central to raising the awareness of the strategic importance of all our South West FE colleges. Over the last six years, Principal and Chief Executive Dr Paul Phillips has been the South West College representative on the AoC National Board and has ensured that the views of the South West members has informed the work and campaigning of AoC. The College is another excellent example from the South West of how an FE College can assist and lead the national debate on the skills agenda.

Ian Munro
Area Director (South West), Association of Colleges

Weston College has continued on its growth trajectory this year, playing an important role in the regeneration of Weston and beyond. It delivers a range of excellent training solutions to local businesses, has modern state of the art facilities across all its campuses and demonstrates a strong tradition of innovation. We are pleased to work alongside Weston College on a range of business support initiatives helping to make sure that North Somerset is a place where ideas can flourish and businesses can grow.

Angela Hicks
Chief Executive, North Somerset Enterprise Agency

Weston College is a key local partner for Weston Chamber of Commerce, supporting businesses in the town to access skills advice and training programmes. We have joined forces on initiatives during the pandemic, creating a spirit of communication and collaboration, including the successful Wednesday Working Lunch series and the Weston Place Agency to ensure a bright future for our local economy and business community.

Sue Shillabeer
President, Weston Chamber of Commerce

Weston College is a key strategic partner offering a vibrant and employer focused provision. The College is working with us to attract talent from our local communities for a wide range of NHS careers whilst developing our staff with future focused skills for transforming care. The Health and Active Living Skills Centre is providing new opportunities for close partnership working and co joined delivery of skills and training.

Robert Woolley
Chief Executive, University Hospitals Bristol NHS Foundation Trust
As one of the region’s largest single location employers offering a wide range of exciting career opportunities it is fantastic to collaborate with Weston College across a number of initiatives. Weston College consistently delivers excellent training solutions for local businesses and with leading edge facilities, community outreach and skills programmes. We look forward to developing this partnership further in the future.

Dave Lees
CEO, Bristol Airport

Weston’s skills rebirth has moved up a gear, with new centres for health and sport, construction skills, maths and special needs to complement the university centre. They mean local employers and investors can find capable, qualified staff in almost any sector you care to name. Weston can be proud of its College.

John Penrose
MP, Weston-super-Mare

Weston College is an important partner for Visit Somerset, supporting businesses across Somerset and beyond. 2020 has been an incredibly challenging year for the visitor economy but the College has been visible and supportive, which is the exactly the spirit of our partnership – collaboration. In the past few years, we have successfully worked together to deliver projects including digital media and hosting events regarding the skills agenda, inclusivity and the importance of health and well-being. The value of this partnership is unrivalled and the relationship is built on a foundation of partnership working and communication, with a shared agenda. This will ensure we continue to support the region, together, during and following the Covid-19 pandemic in 2021 and beyond.

John Turner
Chief Executive Officer, Visit Somerset

It has been a real inspiration for locals to see Weston College not only thrive but achieve Ofsted Outstanding status as well as expanding its offering and recently providing university degrees for its own brand as well as its partner universities. Its outreach into the community in the last few years offering time, effort, expertise and collaboration has been very welcome by businesses small and large. We look forward to seeing the continued rise of its student numbers so that we can truly call ourselves a university town.

Michelle Michael
Director, Grand Pier

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Sam Holliday
Development Manager, Federation of Small Businesses

ADLIB are proud to have been invited to be on the Weston College Digital Industry Advisory Board. With the tech industry evolving at pace, with Weston College, this Digital Industry Advisory Board has a purpose for us to have direct input into the College curriculum.

Nick Dean
Managing Director, ADLIB

Weston College is an important and valued partner of Somerset Chamber of Commerce. 2020 has presented many challenges, but the College has responded by being visible and supportive to both the Chamber and our business membership throughout the pandemic. Skills remains an important theme for our region to prosper in 2021 and beyond, and I’m confident that our excellent relationship with the College, which is built on a foundation of strong communication and a shared agenda, will continue to evolve for the benefit of the region.

Alistair Tudor
Operations Manager, Somerset Chamber of Commerce

We enjoy an excellent working relationship with Weston College. Covid-19 has been a hugely challenging time for lots of businesses and it’s clear that the team are proactively supporting employers with options regarding skills development, and as a key stakeholder of the College, we are regularly informed of their plans and progress. We look forward to developing this positive relationship over the next 12 months, helping businesses across the region invest in their people and the opportunities the new economy is presenting.

Matt Hatcher
Director, NatWest Bank

Weston College is an important and valued member of the West of England Initiative at Business West. 2020 has presented many challenges, but the College have responded by being visible and supportive to businesses and stakeholders in the region. We look forward to developing this relationship for the benefit of the region in 2021 and beyond.

James Durie
Chief Executive, Bristol Chamber & West of England Initiative, Business West

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Impact on students

As soon as I started my apprenticeship I saw how important it would be in my development. I was introduced to an entirely new concept of leadership.

Joe
A Levels

The Art Foundation Diploma really opened my eyes to the fashion world. It provided the perfect balance between business and creativity.

Harriet
Art and Design

It’s fantastic to get the results I was hoping for. I’ve learnt a lot of skills that have prepared me for university. I set tough targets but the tutors were really accessible which helped me get the results.

Joe
A Levels

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Dan
Leadership and Management

I went on to win Gloucestershire Apprentice of the Year 2020 and am currently the Director and joint owner - ASGuk (Systems) Limited

During my course, I completed a placement at PureComms. It gave me an understanding of the industry and opened my eyes to potential future career paths.

Josh
Computing and IT

Studying at Weston College enabled me to achieve my ambition to work with animals.

Arianne
Animal Management

After graduating, Harriet moved to Ohio, USA to work for Abercrombie and Fitch. Harriet then progressed to become a fashion designer for Old Navy in San Francisco.

After a college placement at Green Pasture Vets, Arianne gained employment there too.

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Weston College is a key part of the business community both within Weston and the wider region. Albert Goodman is actively supporting this agenda by partnering with the College to deliver the NextGen Speaker Series, bringing inspirational business speakers to Weston, highlighting the town as a fantastic place to study, live, work and grow a business.

Weston College is a significant and valued partner not only in the Weston Area Health Trust but increasingly with University Hospitals Bristol NHS Foundation Trust. They have an innovative and ambitious approach to training, development and learning and are leading the way for others to follow.

Jeff Farrar
Chairman, Weston Area Health Trust

Weston College is a key part of the business community both within Weston and the region. Investment in skills training and facilities, working collaboratively with employers, and providing skilled graduates are all important to the prosperity of Weston-super-Mare, North Somerset and the wider region. Albert Goodman is actively supporting this agenda by partnering with the College to deliver the NextGen Speaker Series, bringing inspirational business speakers to Weston, highlighting the town as a fantastic place to study, live, work and grow a business.

Chris Walford
Partner, Albert Goodman

Weston College works with employers across the South West and beyond to deliver training solutions to address their skills needs and provide them with high-quality training, including apprenticeships. We believe there is a true partnership with the College. The College listens and reacts to us and our apprentices over suggestions for improvements and areas that require attention. The marketing and recruitment team have gone out of their way to support us in our unique requirements for candidate assessments.

The option for our first year apprentices to live in halls is also a major plus point for our scheme and undoubtedly helps to put both apprentices, and parents, minds at rest when leaving home for the first time. All of this is reflected in the excellent results across the four year groups and 90+ apprentices we currently have under training with University Centre Weston.

Philip Rotherham
Senior Apprentice Scheme Manager, Ministry of Defence

This is our fourth year of working with Weston College in the delivery of a range of specialised engineering degree apprenticeships. I believe we have a true partnership with the College. The College listens and reacts to us and our apprentices over suggestions for improvements and areas that require attention. The marketing and recruitment team have gone out of their way to support us in our unique requirements for candidate assessments.

The option for our first year apprentices to live in halls is also a major plus point for our scheme and undoubtedly helps to put both apprentices, and parents, minds at rest when leaving home for the first time. All of this is reflected in the excellent results across the four year groups and 90+ apprentices we currently have under training with University Centre Weston.

Philip Rotherham
Senior Apprentice Scheme Manager, Ministry of Defence

Weston College has supported our Young Talent Programme, helping us to reach over 10,800 people in 12 months, which has received national and regional recognition. Our bespoke Thatchers Brand Academy Apprenticeship, created in partnership with Weston College, has created a new source of talented employees and we were delighted to not only win the Weston College Employer of the Year Award, but also our apprentice Molly received the Apprentice of the Year Award at the 2019 Weston College Business Awards.

We look forward to developing this successful partnership in the future.

Martin Thacher
Managing Director, Thatchers

The 2019/20 academic year was once again a year of strong collaboration between Weston College and industrial partners such as ourselves in spearheading the development of the West of England Institute for Technology. As an Anchor employer GNK Aerospace continues to be excited to support the continued development of the West of England IoT. We see it as key to helping us to develop our talent pipeline.

Vital to its success will be employers working with the College to assist in the development of the curriculum, therefore ensuring the learning it delivers keeps pace with emerging digital and innovative technologies. This is essential to enable our present and future employees to fulfill their potential and therefore for businesses to grow.

Looking towards 2021 we are hoping to see this collaboration strengthened further with exciting developments on the horizon regarding the Bristol delivery provision of the IoT.

Paul Ashbee
Technical Training Manager, GNK Aerospace

We have also undertaken the following additional training: BE - Car and trailer driver training, BE - Car and trailer duty of care training, BE - Car and trailer driver training, BE - Car and trailer driver training.

David Brown
CEO, The Bristol Port Company

The Bristol Port Company relationship continues to grow momentum and the 19/20 academic year has seen Level 3 Management apprentices complete their studies, all passing with Distinction and gaining their Functional Skills qualifications where required.

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The year in headlines

Lecturer wins English Veterans Award
A lecturer has won a major accolade for his service as a Royal Marine and achievements since leaving the forces. Dave Benfield, who is a Royal Marines veteran, received the Lifetime Achievement Award at the English Veterans Awards.

Learner wins regional apprenticeship award
James Morris, who has been named the Civil Engineering Contractors Association South West Apprentice of the Year. James picked up his award at CECA’s Annual Members’ South West Lunch.

Learners benefit after lecturers join elite Microsoft group
Louise Pratt, Shaun LaTouche, and Lynne Richards have been awarded Microsoft Innovative Educator Expert status, giving them the opportunity to join Microsoft’s global network of educator experts. This means a wealth of benefits and possibilities for learners.

Apprentices continue to provide invaluable support to the frontline
Weston College had just over 350 apprentices in key worker roles during the pandemic, this represents about 18% of the College’s total apprenticeship provision. These ‘exceptional’ apprentices continued to battle the frontline in hospitals and care homes, utilities services, childcare settings, emergency services, plus, transport and logistics organisations.

Leading Tech employers endorse Weston College’s new Digital T Level programme
Leading digital companies, Wiltshire based Zircon Software, and Somerset based Efficient Technologies and Cardstream, have pledged their support to Weston College and the new qualification, by committing to take on Digital T Level learners for their Industry Placements.

Animals Management alumni wins Scholarship Award
Marcus Banks from Clevedon received an award from Professor Iwan Davies, Vice-Chancellor of Bangor University. Marcus previously studied the Animal Management BTEC Extended Diploma at College and is now studying zoology with Herpetology at Bangor University.

Weston College and Dr Paul Phillips CBE win Double Gold at the UK Business Awards
The UK Business Awards was held virtually for the first time, but this didn’t stop Dr Paul Phillips CBE winning GOLD and being crowned Leader for the Future for his leadership shown during Covid-19 in creating #MyVirtualCollege.

National Employer of the Year – A Landslide Victory for the College
This year’s winner of the prestigious Employer of the Year at the Lloyds National Business Awards.

Tutor from Weston College at HMP Standford Hill wins Butler Trust Award
Nikki Dennington, tutor and assessor at HMP Standford Hill won a well-deserved award for her outstanding contribution to using the arts, often with prisoners experiencing additional difficulties.

Students selected nationally for FA Leadership Academy
Seven college students across the UK have been selected to attend the annual FA Leadership Academy (FALA) - two of those seven were Weston Sport learners Katie Sharkey and Ethan Reed.

Platinum Status for Weston College
Building on its existing Gold accreditation and Champion status, the College received Platinum as a result of a whole-College approach to prioritising the development and well-being of its employees.

Weston College and Dr Paul Phillips CBE win Double Gold at the UK Business Awards
Two learners were celebrated at the prestigious BTEC Awards. Finley Nock received the Silver award in Health and Social Care Student of the Year category and Emma Browning received the Bronze Award in the category Engineering Student of the Year.
The year in numbers

### Finance

<table>
<thead>
<tr>
<th>Income</th>
<th>Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>£33,610,000</td>
<td>£42,022,000</td>
</tr>
<tr>
<td>£8,958,000</td>
<td>£420,000</td>
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<tr>
<td>£4,552,000</td>
<td>£18,641,000</td>
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<tr>
<td>£17,140,000</td>
<td>£2,201,000</td>
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<tr>
<td>£18,000</td>
<td>£909,000</td>
</tr>
<tr>
<td>£64,278,000</td>
<td>£64,193,000</td>
</tr>
</tbody>
</table>

**Surplus** £85,000

**Surplus before other gains and losses** £2,109,000

**Surplus before pension adjustments (ESFA Specific)** £18,000

### Expenditure

<table>
<thead>
<tr>
<th>Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total expenditure</strong></td>
</tr>
<tr>
<td>£33,610,000</td>
</tr>
<tr>
<td>£18,641,000</td>
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<tr>
<td>£909,000</td>
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<tr>
<td>£64,193,000</td>
</tr>
</tbody>
</table>

**Total expenditure** £42,022,000

### Demographics

**Students by gender**

- Male: 48.7%
- Female: 51.3%

**Students by age**

- Under 21: 48.0%
- 21 to 30: 17.5%
- Over 30: 34.5%

**Number of enrolments (UCW)**

- Full-time: 765
- Under 16: 94
- 16 to 18: 9,723
- 19 and over: 13,873
- Total: 23,690

**Number of enrolments (excluding PEF)**

- Full-time: 297
- Under 16: 94
- 16 to 18: 9,723
- 19 and over: 13,873
- Total: 23,690

### Enrolments by faculty

- **Arts, Media and Publishing**: 6.4%
- **Agriculture, Horticulture and Animal Care**: 0.6%
- **Business, Administration, Finance and Law**: 8.0%
- **Construction Planning and the Built Environment**: 5.6%
- **Education and Training**: 1.3%
- **Engineering and Manufacturing Technologies**: 6.8%
- **Health, Public Services and Care**: 11.6%
- **History, Philosophy and Theology**: 0.4%
- **Information and Communication Technology**: 3.6%
- **Languages, Literature and Culture**: 3.7%
- **Leisure, Travel and Tourism**: 3.2%
- **Preparation for Life and Work (Includes English and Maths and Employability skills)**: 38.5%

**Adults**

More than 6,465 people aged 19 or over are enrolled at the College; 1,521 on an apprenticeship and 1,062 studying higher education courses at University Centre Weston.
## Corporation during the academic year 2019/20

<table>
<thead>
<tr>
<th>Governor</th>
<th>Role</th>
<th>Background</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paul Ashbee</td>
<td>Governor</td>
<td>Industry</td>
</tr>
<tr>
<td>Mark Canniford</td>
<td>Chair of Audit Committee and Lead Governor for Safeguarding</td>
<td>Commercial</td>
</tr>
<tr>
<td>Chris Carter</td>
<td>Vice Chair of Corporation and Chair of Finance Committee</td>
<td>Legal</td>
</tr>
<tr>
<td>Tim Cowley</td>
<td>Vice Chair of CQC Governance Committee</td>
<td>Industry and legal</td>
</tr>
<tr>
<td>Gemma Day</td>
<td>Governor</td>
<td>Commercial and HR</td>
</tr>
<tr>
<td>Ann Driver</td>
<td>Governor</td>
<td>Education and Governance</td>
</tr>
<tr>
<td>Simon Earles</td>
<td>Governor</td>
<td>Industry</td>
</tr>
<tr>
<td>Andrew Leighton-Price (Chair from Feb 2019)</td>
<td>Chair of the Corporation, Chair of Forward Futures, Prison Education, SOMAX, Inspirational Events and Investments, and Releasing New Potential</td>
<td>Audit and Finance</td>
</tr>
<tr>
<td>Jo Midgley</td>
<td>Vice Chair of Corporation and Chair of CQC Governance Committee</td>
<td>Higher Education</td>
</tr>
<tr>
<td>Alex Nestor</td>
<td>Governor</td>
<td>HR and Commercial</td>
</tr>
<tr>
<td>Maxine Park</td>
<td>Staff Governor (Academic)</td>
<td>Education</td>
</tr>
<tr>
<td>John Penrose</td>
<td>Corporation Associate</td>
<td>MP for Weston-super-Mare</td>
</tr>
<tr>
<td>Dr Paul Phillips</td>
<td>Principal and Chief Executive</td>
<td>Education, Business and Finance</td>
</tr>
<tr>
<td>Ian Porter</td>
<td>Lead Governor for Health and Safety</td>
<td>Industry</td>
</tr>
<tr>
<td>George Reah</td>
<td>Corporation Associate</td>
<td>Industry</td>
</tr>
<tr>
<td>Fiona Waters</td>
<td>Staff Governor (non-academic)</td>
<td>Education</td>
</tr>
<tr>
<td>Katie Wilkinson</td>
<td>Student Governor (HE)</td>
<td>Education</td>
</tr>
</tbody>
</table>
Contact us

01934 411 411
www.weston.ac.uk
enquiries@weston.ac.uk

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

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

Construction Training Centre
Locking Head Drove, Weston-super-Mare, BS24 7NA

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

South West Skills Campus
Locking Road, Weston-super-Mare, BS22 8NL

Disclaimer: All details correct at the time of going to print. It is advised to check the website for the most up to date information. ©2021 Weston College Group
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