This past academic year has proved to be one of the most challenging in our history with the impact of COVID-19 upon our organisation. Despite these quite catastrophic changes to the environment our college continued to thrive through digital transformation and the sheer ingenuity of a brilliant workforce. The strategies we employed were based on achieving excellence and outcomes despite evidence of a ‘cancellation’ culture in many organisations.

Whether curriculum or business support, there has been evidence of creativity and agility in how we have responded to the heads of learners, employers, staff and the funding bodies. Our uniqueness was recognised by the Department for Education featuring us in a best practice guide alongside the exciting launch of T Levels. The launch of Momentum as a communication vehicle alongside My Virtual College ensured connectivity between students and staff across our many campuses.

Whilst the opportunities for face-to-face delivery were somewhat limited, we refused to let COVID-19 frustrate our strategic imperatives. Our Institute of Technology continued to thrive, we grew our apprenticeship delivery and we challenged irresponsible funding decisions and won! Our focus on wellbeing and mental health in general continued to develop through the ground-breaking ‘Let’s Chat’ initiatives and powerful solutions to curriculum delivery were advanced.

Recognition of success has continued with Beacon Awards, a Pearson Gold Lifetime Achievement Award alongside national apprenticeship success. This with our Investors in People Platinum status and the capital works in Engineering plus Care and Early Years has proven our philosophy of maintaining delivery with excellence I am particularly proud of our new ventures, our inclusive support to the College community and my dedicated and professional staff. Our Lead Governors and I continue to vigorously strive or fortuitously ensure robust governance and communication blossomed - exemplary in every way.

At the end of the day, we are here for our students and it has been an incredibly successful year in terms of academic success and financial performance, but complacency has never been part of our culture and we have again driven advancement through partnerships. Our new and latest resources with GKN in Bristol and a new skills partnership with UWE Bristol is testament to this!

We have without doubt experienced a unique year, but the ethos and culture has been maintained. Our partnerships which are in the hundreds have operated as significantly throughout and we look forward to a new year no doubt still with COVID and other challenges but also with a vitality and dedication that is unique. Our multi-faceted imperatives – academic, social, cultural, transformational and economic; will provide the catalyst to once again – ‘Create Brighter Futures’ for all who engage with us. Our strategic plan for the year is entitled ‘Beyond the Impossible’ – the journey has begun!

Dr Paul Phillips, CBE; PhD; DLit; EdD
Principal and Chief Executive
TES and FREDIE Principal of the Year
The Institute of Technology with its purpose-built learning hub within GKN Bristol is already widening horizons. Our students and businesses are enhancing the local and wider economy. With our reputation for quality embedded with our partners, we are now a key driver in the future of our town and region leading skills and the entrepreneurship for the wider economy.

I look forward to working and continuing this amazing and exciting journey in 2021-22.

Andrew Leighton-Price
Chair of Governing Body

This report once again sets an agenda for the Weston College Group that is both dynamic and responsive to the needs of the learners, business and community. A year that has seen incredible results within the confines of COVID 19, and its many variants. Despite the obvious challenges the College has continued to achieve and grow. The Corporation fully endorses and recommends this report.

The report sets out how the College has adapted and innovated to produce an exceptional set of results. Many of the processes that have been developed by the College are now seen as exemplars of practice within the FE and wider education sector. The results speak for themselves, the Corporation together will be the critical friend and scrutinise strategy, finances, curriculum and ethos of the organisation. Once again, this year we have been involved in all the new initiatives, this has further strengthened our partnerships across the governing body and with other key organisations that the College works with.

The FE sector continually faces unique challenges and through the leadership of our Principal and Chief Executive, Dr Paul Phillips, we have navigated a course of delivery and associated quality. Being adaptable, agile and most importantly financially prudent, has ensured that the College is still the master of its own destiny, unique within the sector. The year has seen once again growth of our new capital facilities, one of which is to act as the lead college for the West of England Institute of Technology (WEIoT), a Government initiative, Institutes of Technology will provide first class education that is desperately needed to narrow the skills gap so necessary for our business partners. Once again, the WEIoT led by Weston College is seen as a model of best practice and is trailblazing in this sector.

This means that there are even more opportunities available for our learner population and, simultaneously, this College continues to win national, regional and international awards, at the same time continuing to maintain outstanding quality.

The 2020-21 year however called on the College to show all its adaptability and ingenuity. The College continues to adapt to all challenges, ensuring it can deliver the full range of provision which is now predominantly face to face but where needed using technology and online provision. The resilience and tenacity at both leadership and delivery levels was exemplary and despite everything the College met and, in many cases, exceeded its targets.

For the year ahead, the College still continue to advance with the learner at the heart of all it achieves. The Institute of Technology with its purpose-built learning hub within GKN Bristol is already widening horizons. Our students and businesses are enhancing the local and wider economy. With our reputation for quality embedded with our partners, we are now a key driver in the future of our town and region leading skills and the entrepreneurship for the wider economy.

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GOVERNING BODY RESPONSE
Weston College is a general college of further and higher education in Weston-super-Mare, delivering education and vocational training to students aged 16 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.

University Centre Weston (UCW) offers more than 35 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 was awarded University Centre status in 2016 and continues to build upon its identity bucking the national trend of HE in FE offering high quality learning opportunities to increasing number of students.

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.

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 has already made a significant contribution to the regeneration of Weston-super-Mare.

Forward Futures Limited is the Weston College Group’s inhouse 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.

The West of England Institute of Technology was licenced by the Department for Education in April 2020, as one of twelve IoTs nationally, to support local employers to develop higher level technical skills and train employees for the jobs of tomorrow.

The company is leading a regional 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.
North Somerset is a diverse area, with coastal, urban and market towns and rural villages. Generally, it is prosperous, with an increasing population, but there are significant variations, particularly within the most deprived 10% in England, all within Weston-super-Mare. By providing high-quality education, training and support, the College encourages learners to stretch and achieve their academic, career and life aspirations.

By mapping our training offering to regional employer needs and employment opportunities, we deliver the skilled workforce to support employers and local economic growth now and in the future.

**OUR INVESTMENT STRATEGIES HAVE CONTINUED DESPITE THE CHALLENGES OF COVID-19 AND INCLUDE:**

- West of England Institute of Technology
- New centre for Early Years Education and Training
- Centres of Excellence in Mathematics and SEND
- New workshops in Construction and Engineering.

**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 skills need 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 LEPI, WESC, North Somerset Council, employers and, in the Centre Plus to design and deliver an adult curriculum that acts 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 unemployed are broadening the range of learning options for adults looking to secure employment.

Employers such as Alliance Care, 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 on their experience of delivering sector-based work academies and expand their 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 learners to study, re-train and learn around life and work.

**CENTRES OF EXCELLENCE**

Our Centres of Excellence in Maths and SEND have developed regional and national reputation for their work. The centres engage in bespoke and national training with the Principal often speaking on the embedding of SEND in colleges and other training organisations.

**WEST OF ENGLAND INSTITUTE OF TECHNOLOGY**

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Great local skills are - by far - the most important factor in attracting jobs and investment to regenerate any town's economy, and Weston is no exception. Weston College's continued growth and success means local employers and investors can find capable, qualified staff in almost any sector you care to name. They are a vital cornerstone of our town's future.

John Penrose MP
Weston-super-Mare

The pandemic has presented enormous challenges for the partners, employers and many thousands of students in North Somerset. Weston College has worked tirelessly to support the community and students through this difficult period; they have developed and implemented new ways of working and through their creativity and passion for innovation, have ensured students receive the support and resources to develop, progress and achieve the success they deserve.

Through the leadership of Dr Paul Phillips and his team, the College continues to play a leading role both regionally and nationally; through sharing best practice and demonstrating why FE Colleges are such a critical partner to the UK government growth plans; they have proved how investment in skills and training will achieve economic recovery through sustainable employment and achieve a stable economy.

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

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

We continue to work closely with Weston College to ensure that our residents get access to good quality education and jobs and our young people are able to pursue their aspirations. The College’s status as a Centre for Excellence for SEND practice recognises the vital work they undertake in supporting young people with additional needs to achieve both educationally and socially. This year we worked with the College to deliver the 'We Work For Everyone' project that is supporting adults with special education needs and disabilities into employment.

Jo Walker
Chief Executive, North Somerset Council

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Jo Walker
Chief Executive, North Somerset Council

Skills and training are an exciting part of my role as Metro Mayor. I am proud that the West of England Combined Authority which I lead works closely with Weston College, funding projects to develop training and to improve career opportunities. The team at Weston College secures excellent opportunities with some of the West of England's top businesses. And the young people I meet at Weston College are really enthusiastic and motivated. They are very clear about exactly what skills they need, and they tell me all about the full-time jobs they know they will be able to get at the end of their studies. I look forward to working with Weston College in the future to create even more opportunities for people ready to gain new skills.

Dan Norris
Metro Mayor, WECA

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Jo Walker
Chief Executive, North Somerset Council
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

Being a business partner of Weston College has proven valuable to not only our numerous business initiatives but also to our employees. We have collaborated on several successful projects across various departments and many of our staff members have furthered their educational ambitions and have received exceptional training at the College. Our on-site Animal Management Countryside Classroom is truly a cutting-edge facility and an asset to both Weston College and Puxton Park. We take great pride in providing our future animal keepers, farmers, veterinarians and veterinary technicians an environment that feeds their desire to learn and develop the skills necessary to follow their career dreams. It is a genuine privilege to work with such a forward thinking, pioneering and innovative organisation that brings so much talent and value to the South West.

Alistair Mead
Managing Director, Puxton Park

We are incredibly proud to be working so closely with Weston College and to have them based within our own Global Technology Centre. Having a learning space on our shop floor and giving Weston’s students access to our equipment and resources is a fantastic opportunity to merge learning with doing. It is this kind of close collaboration between the Institute of Technology, Weston College and GKN Aerospace that will inspire and train the engineering workforce of the future, we couldn’t be more thrilled to be working in this partnership.

Kostas Soumilas
Senior Vice President Engineering and Technology, Civil Airframe

We are delighted to have been working so closely with Weston College Digital Industry Advisory Board. The tech industry is evolving at pace and with the demand for talent at an all-time high, the Digital Industry Advisory Board allows us to directly input into the College curriculum and access future-ready talent.

Nick Dean
Managing Director, AdLib

Working with Weston College, not only on specific skills programmes in Composites and Digital but in their role as West of England IoT lead has been exceptional. They engage and inspire the region to drive for change in the provision of technical skills.

Katy Riddlington
Director, National Composite Centre

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Nick Dean
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The 2020/21 academic year was a challenge for us all. On behalf of Rolls Royce, we wish to acknowledge and extend our thanks to the Weston College team for the significant effort and commitment to minimise disruption for our apprentices at this extremely difficult time. The College kept us informed of a changing priority list of requirements dictated by an evolving COVID-19 landscape, and at all times placed the health and safety, and wellbeing of our learners as a key priority. Despite these challenges, the quality of delivery remained very high. Congratulations and thanks everyone.

Andy Davies
Learning Delivery Manager - Apprenticeships, Rolls Royce

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Andy Davies
Learning Delivery Manager - Apprenticeships, Rolls Royce

SIMIAN’s partnership with Weston College at the SOMAX Construction Training Centre has enabled the delivery of specialist scaffolding and work at height training in a high-quality facility. In a relatively short period of time and despite the unprecedented difficulties presented by the global pandemic, our successful collaboration has established a first-class provision that is meeting the skills and employment needs of businesses and learners, not only in North Somerset, but the wider South West region.

As a private training provider, we have enjoyed a close professional relationship with the Weston College team and benefited greatly from the sharing of outstanding practices through this partnership. That we hope will continue for many more years and together celebrate continued success. Through strong leadership, uncompromising quality and forward thinking strategies Weston College sets an example for the whole FE Sector for collaborative working focused on meeting the needs of industry.

Simon Hughes
Managing Director, Simian

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Simon Hughes
Managing Director, Simian
Section 2

EDUCATION PROVISION

16-18 CURRICULUM
T LEVELS
ADULT AND PART TIME PROVISION
APPRENTICESHIPS
SPECIAL EDUCATION NEEDS AND DISABILITIES
LAW AND PROFESSIONAL SERVICES ACADEMY
UNIVERSITY CENTRE WESTON
WEST OF ENGLAND INSTITUTE OF TECHNOLOGY
PRISON EDUCATION
INTERNATIONAL
FORWARD FUTURES LIMITED

Despite the continued challenge presented by COVID-19 it has been another successful year for our full-time, 16-18 curriculum. Learners and staff have once again shown significant adaptability, resilience, and perseverance to produce work of the highest standard.

Curriculum teams have lengthened the diagnostic assessment period, re-sequenced delivery, and modified assessment activity to help ensure learners excelled both in and out of lockdown. Face-to-face teaching was prioritised and a comprehensive support programme that included wellbeing packages, digital literacy, device access and catch-up classes helped make sure no one fell behind. Opportunities to showcase and celebrate learners’ achievements were grasped including the return of the student-led, summer creative arts show for two years. Wherever you look across the College, irrespective of whether it was pre or post lockdown, young people have been engaged in learning and enrichment opportunities that are 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 and curriculum design is helping learners gain the knowledge and skills needed for work or higher-level technical study. Differentiated personal development based on the attributes most demanded within a particular employment sector is supporting young people to develop the behaviours business want as well as enabling them to prepare for life as an independent adult. Skills maps, a revised careers programme and dedicated sessions on building a professional profile are helping increasing numbers of learners to progress into employment or jobs with higher level training. The curriculum has provided a platform for the Careers Excellence Hub to emerge!

Applications and enrolments to the College continue to rise from our local feeder schools. COVID-19 has not discouraged school leavers from making the College their first-choice destination. Applications from our Weston-super-Mare feeder schools rose by 3.8% with increasing numbers of learners applying for programmes in the regional skills priority areas of engineering, construction, health, and professional services. The College has seen engagement with IAG events and activities increase significantly. New initiatives such as virtual parent information evenings, industry insight events and access to a virtual bridging programme designed to support students to get ready to learn and engage with their first year at the College have been established.

Learner outcomes, a broadening range of options at Level 4 and above and expert careers support are encouraging more learners to aim high. EMSI data is widely used in curriculum design and events such as Careers Fest are helping learners decide on their next steps. 88% of learners felt the careers support at the College was good or better. The proportion of students progressing to Russell Group Universities is rising alongside an increasing proportion of learners progressing to higher or degree apprenticeships.

KEY STATISTICS

The following infographic highlights the key statistics and performance outcomes for young people on Study Programmes in 2020/21.

<table>
<thead>
<tr>
<th>Statistic</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Retention</td>
<td>92.8%</td>
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<tr>
<td>Achievement</td>
<td>86.34%</td>
</tr>
<tr>
<td>Attendance</td>
<td>91.1%</td>
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<tr>
<td>A Level Pass Rate</td>
<td>99%</td>
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<tr>
<td>A Level High Grades (A*-B)</td>
<td>46%</td>
</tr>
<tr>
<td>GCSE Maths High Grades (national average = 34%)</td>
<td>38%</td>
</tr>
<tr>
<td>GCSE English High Grades (national average = 39%)</td>
<td>60.5%</td>
</tr>
<tr>
<td>Growth in School Leaver Applications from Weston-super-Mare feeder schools</td>
<td>3.8%</td>
</tr>
</tbody>
</table>
If you are an employer and interested in hearing more about how the T Level can be part of the workforce development plan in your business, please email workplacementteam@weston.ac.uk or call 01934 411641.

The College is leading the way on technical reforms as one of the first colleges nationally to deliver the new T Level and Transition to T Level qualifications.

T Levels are the next generation of College based technical qualifications at Level 3 – academically as challenging as A Levels but with the more than 45 days of industry placement they provide learners with defined pathways into higher level technical careers. Digital Design and Development was launched in September 2020 and is joined by further pathway routes in Health, Construction and Early Years Education from September 2021.

The College has gained national recognition for the development of its Transition to T Level programme that utilises new flexibilities in curriculum design to better explain the learning for Level 3 learners. Our innovative approach includes extra time, contextualisation, and development on core skills such as English and maths to support learners’ learning, progression and success on the T Level.

The College has successfully applied for capital funding to support the introduction of new facilities and resources to support T Level learning. New state-of-the-art, industry informed facilities for Early Years Education opened in September and this will be followed by further investment in physical resources for Business Management, Finance, and Legal pathways from September 2022.

T LEVELS

The College is a regional T Level CPD delivery hub for the Education Training Foundation (ETF) delivering courses in pedagogy for new and experienced teachers. New specialist equipment and technology has been rolled out with teachers being supported in its use and application. Aspects such as this along with the growing number of employers who are endorsing the T Level programmes means that learners are getting access to state-of-the-art training resources and the opportunity to showcase their talent.

Our organisation needed an updated website to help promote our services and for people to discover the support we offer. So, we worked with Weston College T Level learners through the Spacebar, and we were thoroughly impressed! From the get-go the learners were so enthusiastic about the project and they were able to deliver a website that surpassed all our expectations. They took my vision on board and made it a reality.

F.r.I.e.n.D.S Together – a non-profit community group supporting people that have or would like to choose or decide to live with invisible illnesses or disabilities, which includes mental health, loneliness and isolation.
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 them into employment, providing access to higher level qualifications, re-training or re-entering the labour market.

The programs of study provide adults with the necessary skills, knowledge, and behaviors to operate within the changing workplace to support new and existing roles. The focus on pathways to Higher Education, opportunities, promotions, or pathways to Higher Education, re-training, upskill or dual skill in support of employment needs is at the heart of the community both regionally and locally. Working directly with our employer partners, the curriculum considers and reflects the skills demanded by employers and industry, both regionally and nationally. 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 them into employment, providing access to higher level qualifications, re-training or re-entering the labour market.

APPRENTICESHIPS

Despite the significant operational and strategic challenges created by the COVID-19 pandemic, Weston College has bucked the national trend and has continued to grow its apprenticeship provision. Our enrolments were driven by larger employers utilising their apprenticeship levy funds. These employers now account for 80% of all apprenticeship enrolments. This growth and demand has increased the awareness and uptake of the apprenticeship standard in the third year running, with winning the Apprenticeship Recruitment Campaign of the Year from the Association of Employment and Learning Providers and FE Week.

These employers now account for 80% of all apprenticeship enrolments. This growth and demand has increased the awareness and uptake of the apprenticeship standard in the third year running, with winning the Apprenticeship Recruitment Campaign of the Year from the Association of Employment and Learning Providers and FE Week.

The transition from Frameworks to Standards has improved employer responsiveness, giving us greater flexibility and enabling us to create bespoke apprenticeship programmes tailored to the needs of individual employers. We are seeing the development of our apprenticeship programmes continue to mature in sustainable and point assessment grades. For many we have continued to develop and support our apprenticeships both with employer opportunities and partnerships to ensure our community outreach programmes and successfully launch our apprenticeships, including workplace programmes to support individual learners’ needs.

The curriculum considers and reflects the skills demanded by employers and industry, both regionally and locally. Working directly with our employer partners, the curriculum considers and reflects the skills demanded by employers and industry, both regionally and nationally. 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 them into employment, providing access to higher level qualifications, re-training or re-entering the labour market.

Education. The provisions offered are agile, flexible, and adaptable, developed in collaboration with employers (including LMI data) and Higher Education colleagues to optimise accessibility and career opportunities for adult learners.

INVESTMENT IN CURRICULUM AND RESOURCES

The College Group continues to invest in its curriculum and resources to train adults in sectors that will support the regional economy requirements for the future. Changing demographics in the labour market and the abilities and barriers of the unemployed have meant a real change in the needs of the community. Our Business Growth Team consistently engage with local and regional partners to ensure the curriculum and resources are valuable, continued with supporting individual curriculum design and delivery, adapting to those changes, has developed new courses that focus on the needs of employers and the community.

Re-training courses and blended online learning are part of the innovation that Weston College is undertaking in the transformation of provision offered to meet the needs of the unemployed, both regionally and nationally. This, new and for the future. This year, we engaged with every new job centre, employers, external partners, and industry specific training providers. Our courses for adult learners both with employer opportunities and partnerships to ensure our community outreach programmes and successfully launch our apprenticeships, including workplace programmes to support individual learners’ needs.

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

Learning hubs are central to the planning and delivery process and are a significant contributor to the strategic initiatives which has provided learners with SEND with high-quality accessible and sustainable ‘in- county’ provision, including Weston’s residential training facility for learners with autism and the Sensory Learning Base for learners with profound and complex learning difficulties – both highly specialist and critical provision.

The SEND provision continues to expand and diversify, developing new innovative practice, providing exceptional support in world-class facilities for over 1,500 learners. The overall outcomes for learners with SEND with high-quality accessible and sustainable ‘in-county’ provision, including Weston Bay, the residential training facility for learners with autism and the Sensory Learning Base for learners with profound and complex learning difficulties – both highly specialist and critical provision.

Despite the lockdown periods and subsequent restrictions, our Centre for Excellence in SEND has supported significant numbers of college leaders and SEND practitioners in developing inclusive strategies.

- Develop a Whole College Inclusive approach.
- Create a sustainable Specialist Model that incorporates a multi-disciplinary SEND team.
- Ensure the Mental Health, Social and Emotional Well-being of staff and learners remains priority.
- Diversity provision to engage the furthest away from education and training.
- Improve digital inclusion for learners with SEND.

ESSENTIAL TRANSITION PROGRAMMES

The Principal and Chief Executive has been recognised nationally for the strategy programmes which have notably continued to support significant numbers of college leaders and SEND practitioners in developing inclusive strategies.

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- Learners are central to the planning and delivery process and are empowered to contribute to the strategic initiatives which has provided learners with SEND with high-quality accessible and sustainable ‘in- county’ provision, including Weston’s residential training facility for learners with autism and the Sensory Learning Base for learners with profound and complex learning difficulties – both highly specialist and critical provision.

The College supports employers throughout the process, providing expert guidance on how to fund the programmes through either the Government’s apprenticeship levy or through Government funding for small employers.

The Law and Professional Services Academy has employed a number of notable successes this year including:

- The first Level 6 Chartered Legal Executive Apprentice Lawyser completed their apprenticeship in July 2021, becoming fully qualified Chartered Legal Executive Lawyer.
- Learners on CELEX courses significantly outperformed national result averages. At Level 3, 83% of exam results at Weston College were passed or above, relative to 77% nationally for the same units. At Level 4, 90% of exam results at Weston College were passed or above relative to 64% nationally for the same units.
- Students who have sought to include Level 3 Diploma in Law and Practice, the Level 6 Diploma in Law and Practice, the Paralegal Apprenticeship and the Chartered Legal Executive Apprenticeship
- 95% of learners with High Needs progressed onto positive destinations.
- Despite the lockdown periods and subsequent restrictions, our Centre for Excellence in SEND has supported significant numbers of college leaders and SEND practitioners in developing inclusive strategies.

Leaders who had experienced large gaps in their education during the last two academic years. This strategy incorporated a motivational SEND carers structure and effectively reduced anxiety and encouraged positive confidence through the support, structure and routine of our innovative provision which is integral to learners with complex needs. This strategy was developed and delivered to adapt and respond to COVID-19 a number of new online and blended learning fast track management courses have been developed and delivered to adapt and respond to COVID-19 a number of new online and blended learning courses.

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As COVID-19 restrictions slowly reduced, the College journey.

- Facilitating a more flexible blended learning environment for the CILEX courses.
- The virtual learning environment for the CILEX courses possibly include quality media rich online/ in class blended learning provision.
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- Learners who have sought to include Level 3 Diploma in Law and Practice, the Level 6 Diploma in Law and Practice, the Paralegal Apprenticeship and the Chartered Legal Executive Apprenticeship
University Centre Weston (UCW) is the Higher Education (HE) 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 of HE in FE offering high quality learning opportunities to increasing numbers of students. Despite the challenges of COVID-19 and lockdown learning UCW’s continued to ensure student support, learning, teaching and assessment was accessible and high quality. Student outcomes evidence the impact of all that was put in place with over 42% of Honours being Students that was above the top quartile satisfaction rate. The WEIoT is regarded as one of the top performing West of England region.

The WEIoT in part of the Government’s network of Institutes of Technology – collaborations between leading employers, Further Education colleges and universities – specialising in delivering high-quality skills in the areas of technology, engineering and mathematics (STEM) subjects such as digital, advanced manufacturing, and engineering, providing employers with the skilled workforce they need.

The WEIoT is a consortium of education providers and key employers across the West of England. It has been led by Weston College and includes the University of the West of England, with The Doctors’ Chamberlain College, and Yeovil College as well as a network of key employers, private sector, HE, FE, the NHS, Trusts, St Monica Trust, Jo’s Academy, Bamboo Technology. The WEIoT is receiving recognition nationally with the West of England Institute of Technology (WEIoT) by the National Press Moment in July 21 featuring WEIoT and UCW’s planned development with the Global Welding Centre of Excellence at the same site. The WEIoT is part of the Government’s network of Institutes of Technology – collaborations between leading employers, Further Education colleges and universities – specialising in delivering high-quality skills in the areas of technology, engineering and mathematics (STEM) subjects such as digital, advanced manufacturing, and engineering, providing employers with the skilled workforce they need.

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UCW’s National Student Survey (NSS) results were excellent, especially considering the circumstances in which the student completed the survey. Overall satisfaction was 89% and the average across all NSS questions was 82%. Public and Environmental Health all students obtained a First Class Honours, well above the top quartile satisfaction rate. UCW’s National Student Survey (NSS) results were excellent, especially considering the circumstances in which the student completed the survey. Overall satisfaction was 89% and the average across all NSS questions was 82%. Public and Environmental Health all students obtained a First Class Honours, well above the top quartile satisfaction rate.

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Over 1,000 students are now enrolled on its 35+ courses, with a broad range of subjects and degree-level qualifications on offer. The facilities at Weston College in great detail, with the West of England Institute of Technology (WEIoT) in July 2021 from the BSc (Hons) Applied Advanced Engineering. The first students graduated from the regional and national economy. The West of England Institute of Technology (WEIoT) continues to meet the growth targets and bring significant capital investment and the IoT concept.

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Weston College is a top performing Prison Education provider and is one of four organisations delivering the Prison Education Framework (PEF) contract throughout the UK. A highly experienced team provides purposeful education to nine prisons across the South West and ten establishments in the South East of the country.

The estate comprises a variety of prisons including Local Remand, Training, Resettlement, Open and Female, all of which have their own specific requirements but are ultimately focused on employment or progression opportunities for learners.

The third year of the PEF contract commenced in a "Cost Plus" model due to PEF funding methodology not being feasible during COVID-19 restrictions. There were, however, many significant achievements during this most challenging and unusual of years, for example:

- Increased social media presence to share and workshops speakers covering key themes and relevant CPD.
- Increased 25,000 learning resources provided to learners when face-to-face delivery was not possible.
- 300 in-cell learning resources covering a wider variety of subjects created to support learning through COVID-19 restrictions.
- Continual weekly liaison with Senior WRRPS/HSU key contacts and other PEF providers to ensure a joint and consultative approach to new ways of working throughout COVID-19 period.
- Effective partnership working with trade unions to agree procedures as lecturers returned to the classroom as COVID-19 restrictions began to ease.
- Regular review and robust monitoring of health and Safety procedures and risk assessments as COVID-19 restrictions changed.

Utilising technology to overcome vast geographical distances, our work with Jingjiang Jiangsu School, a large specialized vocational school that our partner education organisation Jingjiang Jiangsu School are a large specialized vocational school that is expected to grow to 1,000 employees. Production is scheduled to begin in Q4 2023, and the facility will offer COMAC, AVIC and Western customers the opportunity to access an important local supply of advanced aerostructures in the country. The JV builds on COMAC, AVIC and GKN Aerospace's proven track record in the global commercial aviation industry. It is a joint venture between Airbus, GKN Aerospace, and COMAC, and its components will be used on COMAC, AVIC and GKN Aerospace's future aircraft programs.

Jingjiang Jiangsu School is a national level engineering training centre with 85 practical laboratories and workshops specialising in electrical and electronical, hydraulics and pneumatics, numerical control machining, computer networking technologies, and automobile maintenance. Aerospace manufacturing will be a new strand of activity for the school, drawing on the expertise and established educational systems currently delivered at Weston College.

PRISON EDUCATION

While in the midst of a global pandemic it would be reasonable to assume that overseas partnerships would stall or cease entirely. Contrary to this, Weston College's initial foray into the international arena has seen significant progress.

JINGJIANG JIANGSU SCHOOL
The organisation has continued to recruit industry-based associates, especially within the digital sector, 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. There is also a continued supply of learning support assistants to the College’s exemplar Faculty of Inclusive Practice.

As the number of Forward Futures associates has increased, so has the number of high calibre associates securing permanent roles with the College.

Despite the continuing exceptional circumstances around the pandemic, the 2020/21 academic year continued to create opportunities for those wishing to begin or further develop their careers in the FE and HE sector.

As the primary onsite temporary recruitment service provider to Weston College, Forward Futures Ltd has continued to provide fast-track temporary recruitment and support to organisations and institutions throughout the South West and South East under the Prison Education Framework contracts in Kent, Surrey and Sussex.

KEY DEVELOPMENTS
- Improved website and wider use of social media platforms
- Blended approach to interviewing candidates with face-to-face and online
- Creation of customer focused communications via Trent
- Bespoke Induction Programme for Associate Lecturers and Learning Support positions to maintain outstanding standards of delivery
- Collaborations with CTI to automate learning events for an easy on-boarding process
- Creation of an Associate SharePoint page with central location ‘quick links’ for an easy on-boarding process
- Partnerships with Opportunities North Somerset and Job Centre Plus to fill vacancies and lower unemployment in the local community
- Partnership with The Jobs Fair to target South East vacancies
- Bi-monthly Recruitment Hubs in the local community
- Partnership with UCW to support the successful recruitment of Student Ambassadors
- A continued effective, responsive service to associates and in-College clients providing a ‘business as usual’ approach transitioning out of the pandemic.
While all sectors of the world’s economy are affected by the coronavirus outbreak, the hotel, leisure, retail and travel industries have been hit particularly hard. Following a continued increase in the number of positive cases and the signalling of an imminent national lockdown, the Winter Gardens and the Lauriston Hotel temporarily closed in March 2020.

Throughout the period of lockdown both facilities were used by the College and partners to support wider community requirements including being used as a lateral flow test site, vaccination clinics, and teaching and training facilities.

Since reopening the Lauriston, the facility has taken advantage of the ‘staycation’ boom and numbers of bookings are at a high since the College took over ownership. That said the ability to attract new staff is particularly difficult both in terms of long-term appointments and short-term cover due to exits from the industry as a result of the pandemic.
The Board AGM and meeting were held on 13th October 2020, and subsequently the Board has met only twice this year on 21st April 2021 virtually and 1st September 2021, in person, due to the underlying pandemic issues.

The Board understands the College’s aim is to return the Pavilion to further community use as soon as it is safe and viable. Board members support the gradual and cautious transition back to such usage. Meanwhile members continue supporting and reviewing, as necessary, purpose, governance, and strategy with the focus on ensuring the community will have access to the Winter Gardens post COVID.

Board members appreciated the vital use of the Winter Gardens during lockdown when the building was able to be used to support socially distanced curriculum delivery at Weston College, and as a centre for community vaccinations and lateral flow testing, ensuring the building continued to have a purpose and a community focus despite the challenging times we all faced.

The Board received a detailed presentation from Fosters at its April meeting and look forward to supporting and working with the College and Fosters going forward to achieve a sustainable future for all concerned. The ability to access funding to support community events is something that will be a priority for the Community Board in this next year, together with how the overall plans for the town established by North Somerset Council, Weston Town Council and interested parties, can include and contribute to the strategic direction and use of the iconic Winter Gardens.
Technology continues to reshape the way we live, learn and work. Following the COVID-19 pandemic, Weston College’s forward-thinking approach emphasises more accessible and agile modes of education and training.

Our ambitious curriculum aims to integrate real-world technologies, engaging resources, and meaningful activities where our learners can develop the 21st century skills necessary for the future of work and lifelong learning.

As a Microsoft Showcase College, our learners’ daily experience with technology is designed to create proficient users of real-world digital tools for productivity and collaborative working. Our Careers Excellence Hubs integrate opportunities for digital collaboration and networking, introducing the concept of digital portfolio building and growing a professional network with employers and industry specialists.

Digital credentials including industry recognised certification and a growing range of digital badges enable learners and staff to showcase their individual achievements including digital capability, higher level digital skills and participation in wider skills development opportunities. Underpinned by a rich collection of bespoke learning content and video-based training from LinkedIn Learning and ClickView, learners and staff have the resources to rapidly upskill at any time and in any place.

Weston College’s dedicated development team for digital education has continued to grow to deliver bespoke solutions for the College’s Individual Development (ID) programme, online wellbeing, engineering, and new online provision for flexible adult learning. Weston College’s Virtual Classroom developed in partnership with Jisc in 2020 complements high-quality digital content with a real-time online teaching experience that promotes active learning and participation, featuring within new learning contracts and remote education activities for 2021/22.

Within an increasingly connected world where technology is transforming all areas of industry, Weston College’s digital strategy aims to create brighter futures by preparing our learners for exciting new skills and careers. Our ambition for blended learning continues to focus on building employability and lifelong learning skills through entrepreneurship and independence. Expert instruction is combined with outstanding facilities, online resources, new technologies and employer interaction. This digital vision relies upon co-creation with our employer partners to deliver the real-world challenges, leading edge skills and immersive learning experiences to create the employees of the future.

Weston College’s Virtual Classroom developed in partnership with Jisc in 2020 complements high-quality digital content with a real-time online teaching experience that promotes active learning and participation, featuring within new learning contracts and remote education activities for 2021/22.
Let’s Chat was launched in collaboration with Gateshead College and Somerset Counselling Centre providing a unique and different opportunity to support learners and staff with their emotional health and wellbeing. Let’s Chat provided learners with a timetabled series of awareness-raising sessions for those who want to learn more about their own emotional health and wellbeing, and carers. Wellbeing activities were tailored to an educational environment, and the products and toolkits were easily transferable across educational settings. As a result of Let’s Chat, tips and tools were made available on the college’s mental health language during COVID and additionally held our organisational conference with speakers such as Nigel Owens who addressed many important issues affecting mental health and wellbeing. The SEND Centre for Excellence also spearheaded by Dr Phillip’s visionary and transformational approach.

Let’s Chat also included four GP led workshops for staff and students to address the four pillars of lifestyle Medicine (Relax, Eat, Move and Sleep). These workshops were accessed in group sessions e.g., tutor groups and timetabled sessions, pre-registered so students gained a better understanding of the chosen theme and were also given the opportunity to improve understanding, health and wellbeing. It also recognised the fundamental importance of emotional literacy and emotion recognition, which was vital for learners to be able to problem-solve effectively for their mental health during COVID and additionally held our organisational conference with speakers such as Nigel Owens who addressed many important issues affecting mental health and wellbeing.

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We know that the skills of emotional literacy and emotion recognition are vital for our learners to be able to problem-solve effectively for their mental health during COVID and additionally held our organisational conference with speakers such as Nigel Owens who addressed many important issues affecting mental health and wellbeing. The SEND Centre for Excellence also spearheaded by Dr Phillip’s visionary and transformational approach.

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Weston College became part of the WorldSkills UK Innovation Network a world-class skills boost after being selected to join an elite training programme.

Building on its work with WorldSkills competitions, in 2020/21 the College was successful in its application to become part of the WorldSkills Innovation Network. This allows the College to have the benefits outlined in the infographic on this page in order to share best practice to benefit its students.

The network aims to supercharge the quality and delivery of technical and vocational training by transferring world-class expertise and knowledge to help develop educators and learners.

Weston College was one of twelve institutions which entered the network this year to join the first wave of colleges last September, when the three-year pilot project was launched. Education will receive exclusive train the trainer sessions and 60 hours of intensive continual professional development.

The work forms part of the College’s ambition to embed the WorldSkills ethos of teaching ‘beyond the qualification’ and taking learners from ‘competence to excellence’ increasing both their ambition and earning potential.

**WorldSkills UK Innovation Network**

**Areas of Work**

- **Tools and insights to enable colleges to see how their performance through competition activity compares with other colleges.**
- **Resources and exchange of good practice to support greater use of competition practice across the curriculum.**
- **Insights into good practice from TVET activities in other WorldSkills nations to support the introduction of new techniques in curriculum practice.**
- **Exchanges and sessions with organisations/colleges, both nationally and internationally.**
- **Input from WorldSkills UK employers who are training to top of their game to support practices that raise standards and help meet employer needs.**
Section 5

INTENT, IMPLEMENTATION AND IMPACT

> IMPACT ON STUDENTS
> IMPACT ON EMPLOYERS
> AWARDS
> THE YEAR IN HEADLINES
> THE YEAR IN NUMBERS

**IMPACT ON STUDENTS**

“College is a time to aspire and dream and what makes Weston College different is that they help you every step of the way to reach those dreams.”

A Level student Rosie went on to study Human and Social Sciences at Cardiff University.

“I have enjoyed the hands-on learning and classroom studying which has created a fun and engaging course that has had a great impact on my life and future career.”

Animal Management student Kam progressed to study Veterinary Nursing and Companion Animal Behaviour at the University of Bristol.

“For me it was a fantastic opportunity to get hands-on experience in a live environment, which I have now progressed to the Level 2 Media course.”

“I enjoyed being able to fully immerse myself as a student-athlete, combining my academic studies and sporting participation. I’m so proud to have achieved a grade profile of d*d*d*, alongside captaining county rugby and gaining entry to Bristol Bear’s Centre of Excellence.”

Cassidy was a sport student at the College and has now progressed to Loughborough University to study a degree in Sport Science, Coaching and Physical Education.

“Weston College has honestly changed my life for the better in nearly every way possible, when I first started, I was at my lowest point, but the College has given me, confidence, happiness, friends and a direction. I honestly cannot thank the staff at Weston enough for changing my life for the better.”

Toby studied Into Work and has now moved into paid employment and progressed to the Level 2 Media course.

“The course allowed me to continue working the job that I love while studying for a degree that gave me the opportunity to develop my career further.”

Patrick studied Health and Social Care Practice at UCEW alongside his role as a radiography trainee assistant practitioner.

“The quality of teaching has been really positive, the staff are really understanding about us having lives outside of the course. The teachers are accommodating to the fact, that we need to have a bit more time and understanding, as some of us haven’t studied in years, they understand this and support us where we need it.”

On completion of the Level 3 Management course Vernetta aims to study at University so she can compliment what she’s learnt on the job with a qualification that has enabled her to gain more skills.
Weston College is an important partner for Visit Somerset, supporting businesses across Somerset and beyond. 2020/21 has been a challenging period 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 five 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 wellbeing. Going forward, we will collaborate to support businesses with the digital agenda. The value of this partnership is unrivalled, and the relationship is built on a foundation of partnership working and communication, with a shared agenda.

John Turner
Chief Executive Officer,
Visit Somerset

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.

"We enjoy an excellent working relationship with Weston College. The pandemic has been a hugely challenging time for many businesses and it’s clear that the team are proactively supporting employers with options regarding both skills’ development and talent retention in a tightening labour market. NatWest are proactively engaging with future talent at Weston College through our Accelerator Hubs and Entrepreneurs. The Bank is a Careers Excellence Hub partner, supporting the future workforce, and our digital team are mentoring students in the Spacebar tech hub in Weston. We look forward to developing this rewarding relationship over the next 12 months, inspiring future talent, and helping businesses across the region invest in their people so they can embrace the opportunities the new economy is presenting."

Matt Hatcher
Director, NatWest Bank

"Weston College has been actively supporting businesses during a challenging time for employers. The College places a key focus on supporting SMEs, evidenced by its participation in the Workforce for the Future project funded by the West of England Combined Authority. Their on the COVID-19 Recovery Hub provides clear guidance in one place, helpful for employers to understand the various government incentives available. We enjoy an excellent working relationship with the College, and we look forward to further collaboration in 2022 and beyond."

Stewart Holdsworth
Strategic Partnerships Director,
Seetec Pluss

"Skills and recruitment continue to be 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 Leach
Area Director, Bristol & Bath, Lloyds Bank

With many people being affected by the pandemic, Seetec Pluss continues to work with partners including Weston College to offer employment support to those seeking a new job or career. Weston College are a key partner for Seetec, a responsive training provider with excellent training facilities. The team understand partnership working and we look forward to further joint working in 2022 and beyond, ensuring many people across the region receive employability training and support, transitioning into careers with local employers.

Stewart Holdsworth
Strategic Partnerships Director,
Seetec Pluss

"Weston College has been actively supporting businesses during a challenge time for employers. The College places a key focus on supporting SMEs, evidenced by its participation in the Workforce for the Future project funded by the West of England Combined Authority. Their on the COVID-19 Recovery Hub provides clear guidance in one place, helpful for employers to understand the various government incentives available. We enjoy an excellent working relationship with the College, and we look forward to further collaboration in 2022 and beyond."

Sam Holliday
Development Manager,
Federation of Small Businesses

"Impacts on employers with many people being affected by the pandemic, Seetec Pluss continues to work with partners including Weston College to offer employment support to those seeking a new job or career. Weston College are a key partner for Seetec, a responsive training provider with excellent training facilities. The team understand partnership working and we look forward to further joint working in 2022 and beyond.

Stewart Holdsworth
Strategic Partnerships Director,
Seetec Pluss"
Weston College is an important and valued partner of Somerset Chamber of Commerce. 2020/21 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 and recruitment remain an important theme for our region to prosper in 2022 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
Commercial Operations Manager, Somerset Chamber of Commerce

Wessex Water now have over 100 apprentices training with Weston College. Apprenticeships are an important part of our workforce development strategy and we have accessed a range of provision and trained construction civil engineers, to engineering maintenance and water process technicians, and we have maximised our apprenticeships levy to upskill managers. The College understands our business and vision for developing our staff, and through strong account management, we work collaboratively based on a spirit of partnership and collaboration. We look forward to developing our relationship with Weston College in 2022 and beyond.

Becca Thurston
Early Careers Manager, Wessex Water

As a large regional employer offering a wide range of exciting career opportunities it is fantastic to collaborate with Weston College across a number of initiatives. Weston College delivers excellent training solutions for local businesses using innovative and leading edge facilities, with strong community outreach and skills programmes. We look forward to continuing to develop our partnership further in the future.

Dave Lees
CEO, Bristol Airport

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 various initiatives during the pandemic through a spirit of communication and collaboration. The College is working with the Chamber to support a new vision for Weston through the Weston Place Agency, ensuring our local businesses thrive following the pandemic.

Sue Shillabeer
President, Weston Chamber of Commerce

Weston College is an important and valued member of the West of England Initiative at Business West. 2020/21 has presented many challenges, but the College have responded by being visible and supportive to businesses and stakeholders in the region. The College also continues to invest in high-quality training facilities supported by the West of England Institute of Technology. Through the Government agenda to align industry with skills provision, we look forward to working with Weston College to develop our Local Skills Improvement Plan, ensuring skills provision continues to meet the needs of regional employers.

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

Weston College delivers excellent training solutions for local businesses using innovative and leading edge facilities, with strong community outreach and skills programmes. We look forward to continuing to develop our partnership further.

James Durie
Chief Executive, Bristol & West of England Initiative, Business West
In 20/21 the College was recognised regionally and nationally for both its leadership and its impact within Apprenticeships, and as a leader of Wellbeing (even beyond the sector at the UK National Business Awards).

It was a stellar year for the amount of national GOLD Awards won - with the Principal recognised at the highest level in receiving a GOLD National Pearson Teaching Award (Lifetime Achievement) combined with a GOLD as a leader of Wellbeing, as well as receiving a Platinum Kingsman Award for the Principal of the Year at the National Centre for Diversity (FREDIE) Awards.

The College was also recognised on the world stage at the World Federation of Colleges and Polytechnics Global Excellence Awards winning SILVER for its Student Support Model and the College’s use of technology receiving national recognition as a finalist at both the TES and Beacon Awards.

The College’s wider work as a champion of diversity saw it highly commended at the WorldSkills UK National Diversity and Inclusion Awards for both its leadership and its significant work for widening participation within its Advanced Engineering provision. Finally, the College’s tremendous progress throughout COVID-19 saw all its staff recognised at the South West Business Leader Awards as a finalist in the COVID-19 Hero category.
A LEVEL STUDENTS EXCEL AGAIN!
For the sixth year running the College achieved a 99% pass rate, this year it has been demonstrated across the twenty-three subjects delivered with sixteen of those subjects enjoying 100% pass rates. The highest grades were achieved by 80% of learners.

SMASHED APPRENTICESHIP TARGET!
The College successfully managed to attract 323 apprenticeship opportunities in just 80 days from its campaign 300 in 100.

RESIDENTS GET A GLIMPSE OF FUTURE
The College and the WEIoT held a 3-day ‘Future Tech Weston’ event showcasing technology, from drones to electrical cars, with the aim of demonstrating how future technology will impact our region.

INTERNATIONAL RECOGNITION FOR ACADEMY ATHLETES
Three students achieved international success – Bailey selected for England U19s colleges football team plus Lottie and Katie picked for England U18s TGD Rugby Squad.

FOUR WORLD SKILLS FINALISTS

HEALTH AND SOCIAL CARE ACCOLADE
Health and Social Care learner Ellie wins prestigious Health and Social Care accolade at 2021 BTEC Awards.

GLASTONBURY CREATOR, MICHAEL EAVIS, OPENS COLLEGE'S CREATIVE ARTS FESTIVAL
Celebrating the College’s annual festival which brings together creative talents by showcasing the learner’s exceptional work.

OUTSTANDING APPRENTICE AWARD
Comms Chef Apprentice, Daniel, wins Outstanding Apprentice of the Year in Hospitality, Travel and Customer Service at Bristol and Bath Live Awards.

UCW STUDENT NATIONAL FINALIST FOR THE RETURN TO LEARNING AWARD
University Centre Weston graduate Anna was a finalist for the Return to Learning Award at national Festival of Learning Awards.

APPRENTICES WINNERS AT E.ON
Apprentices Darren and Jake, announced as winners at E.ON awards ceremony, winning Apprentice Ambassador of the Year, and ACE Apprentice of the Year, respectively.

HEALTH AND SOCIAL CARE ACCOLADE
Health and Social Care learner Ellie wins prestigious Health and Social Care accolade at 2021 BTEC Awards.

CURRICULUM LEAD NAMED AS TES FE HEROES
Weston College’s Curriculum Lead for Hair and Beauty, Jenna Ratcliffe features as a TES FE Hero.

COLLEGE LAUNCHES UK’S FIRST VIRTUAL CLASSROOM AS PART OF WEIOT
Weston College has partnered with Jisc and Barco to build trailblazing ‘virtual classroom’ to support West of England Institute of Technology.
THE YEAR IN NUMBERS

Income

£33,122,000 Funding Body Grants
£8,247,000 Tuition Fees & Contracts
£11,458,000 Other Grants and Contracts
£16,521,000 Other Income
£23,000 Investment Income
£69,371,000 Total Income

Expenditure

£40,717,000 Staff Costs
£218,000 Restructuring Costs
£2,350,000 Depreciation
£69,371,000 Total Expenditure

Surplus

£129,000

Demographics

Students by Gender

47.9% Male
52.1% Female

Students by Age

21.2% Under 21
34.7% 21-30
44.1% Over 30

ADULTS

more than 7,197 people aged 19 or over are enrolled at the College; 1,324 on an apprenticeship and 1,045 studying higher education courses at University Centre Weston.

Number of enrolments (UCW)

734 Full-time
311 Part-time

Enrolments by Area

Health, Public Services and Care
Science and Mathematics
Agriculture, Horticulture and Animal Care
Engineering and Manufacturing Technologies
Construction, Planning and the Built Environment
Information and Communication Technology
History, Philosophy and Theology
Leisure, Travel and Tourism
Arts, Media and Publishing
Social Sciences
Languages, Literature and Culture
Education and Training
Business, Administration, Finance and Law
Retail and Commercial Enterprise
Preparation for Life and Work (*includes English and Maths and Employability skills)

All numbers presented subject to external audit inspection.
## Governor Role Background

<table>
<thead>
<tr>
<th>Governor</th>
<th>Role</th>
<th>Background</th>
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<tbody>
<tr>
<td>Dr Paul Phillips</td>
<td>Principal and Chief Executive</td>
<td>Education, Business and Finance</td>
</tr>
<tr>
<td>Andrew Leighton-Price</td>
<td>Chair of Corporation, Chair of Remuneration Committee, Chair of PEF, Contracts and Commercial and Subsidiary Boards</td>
<td>Audit and Finance</td>
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<tr>
<td>Chris Carter</td>
<td>Vice Chair of Corporation Chair of Finance Committee</td>
<td>Legal</td>
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<tr>
<td>Jo Midgley</td>
<td>Vice Chair of Corporation Chair of Curriculum Committee</td>
<td>Higher Education</td>
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<tr>
<td>Ian Porter</td>
<td>Lead Governor for Health and Safety</td>
<td>Industry</td>
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<tr>
<td>Grahame Payne</td>
<td>Lead for Safeguarding from March 2021</td>
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<tr>
<td>Paul Ashbee</td>
<td>Governor</td>
<td>Industry</td>
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<tr>
<td>Gemma Day</td>
<td>Governor</td>
<td>Commercial and HR</td>
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<tr>
<td>Ann Driver</td>
<td>Governor</td>
<td>Education and Governance</td>
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<tr>
<td>Simon Earles</td>
<td>Governor (until Feb 2021)</td>
<td>Industry</td>
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<tr>
<td>Alex Nestor</td>
<td>Governor</td>
<td>HR and Commercial</td>
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<tr>
<td>Mark Canniford</td>
<td>Chair of Audit Committee and Lead Governor for Safeguarding</td>
<td>Commercial</td>
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<tr>
<td>Fiona Waters</td>
<td>Staff Governor (non-academic)</td>
<td>Education</td>
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<tr>
<td>Maxine Park</td>
<td>Staff Governor (Academic)</td>
<td>Education</td>
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<tr>
<td>John Penrose</td>
<td>Corporation Associate</td>
<td>Education</td>
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<tr>
<td>George Reah</td>
<td>Associate Governor</td>
<td>Industry</td>
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<tr>
<td>David Jacobs</td>
<td>External Advisor Audit Committee</td>
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<tr>
<td>Campus Type</td>
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<tr>
<td>Construction Training Centre</td>
<td>Locking Head Drove, Weston-super-Mare, BS24 7NA</td>
<td>01934 411 411</td>
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<tr>
<td>Winter Gardens</td>
<td>South Parade, Weston-super-Mare, BS23 1AJ</td>
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<tr>
<td>South West Skills Campus</td>
<td>Locking Road, Weston-super-Mare, BS22 8NL</td>
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<td>Loxton Campus</td>
<td>Loxton Road, Weston-super-Mare, BS23 4QU</td>
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<tr>
<td>Knightstone Campus</td>
<td>Knightstone Road, Weston-super-Mare, BS23 2AL</td>
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**CONTACT US**

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