



Weston College  
Annual Report  
2014/15



## This year in numbers...

99%

A Level  
pass rate

97%

Work-based  
vocational  
qualification  
pass rate  
Level 3

98%

Work-based  
vocational  
qualification  
pass rate  
Level 2

98%

Level 1 and  
Foundation Learning  
pass rate

22%

Graduates  
who received  
First Class  
Honours Degrees

90%

Apprentices were  
offered permanent  
positions by their  
employers at the  
end of their training  
programmes



TES FE College of the Year 2015  
and Overall FE Provider of the Year 2015



# Welcome

The 2014/15 academic year has been challenging for the education sector nationally, but one in which we maintain a strong position.

Last year, we achieved Ofsted's highest rating; I am very proud to say Weston College remains the only Ofsted outstanding college in the West of England.

This year, we earned the coveted 'College of the Year' title in the prestigious Times Educational Supplement Further Education Awards 2015, and also won the Overall FE Provider of the Year category. The judges praised our focus on staff development as well as our cultivation of strong links with employers and external partners.

Weston College is successful because we put the quality of provision at the top of our agenda, ensuring that the learner comes first in everything we do.

Looking ahead, building further on that quality provision alongside maintaining a strong fiscal approach is key to our future. This will be further reinforced by ensuring we offer a unique, diverse, provision which will give us greater resilience and strength in depth.

That's why we're moving apace with some exciting developments, including the Bristol Futures Academy, the Inspirational Futures Trust, the Future Technology Centre and the Law and Professional Services Academy, while also striving to achieve University Centre status.

We could not do it without the support of our key partners, including North Somerset Council, West of England Local Enterprise Partnership, Skills Funding Agency, Educational Funding Agency, Higher Education Funding Council for England, the Department of Work and Pensions, the Association of Colleges, Bath Spa, UWE and our growing number of school and business colleagues.

Together, we're building an even brighter future for Weston College, recognising that we will achieve much through partnership, as we continue to create brighter futures for everyone we work with.

Dr Paul Phillips OBE  
Principal and Chief Executive



Weston College continues to thrive and produce outstanding outcomes for all learners.

The TES Award judges called Weston "the outstanding further education institution", "forward-thinking and innovative, with strong links to employers and external partners."

As sponsor of the Inspirational Futures Trust, I am delighted by the continuing growth in response to the diverse needs within North Somerset and beyond.

Our latest facility, Bristol Futures Academy, opens in September 2016, providing education for people aged 14+ who find mainstream school challenging.

I am very proud of our ongoing work, with our many partners, to create inspirational opportunities for all.

Jude Ferguson  
Chair of Corporation



## College of the Year!

Weston College took two top titles in the 2015 TES FE Awards: College of the Year and Overall FE Provider of the Year.

*"It is fantastic for the work that has been carried out at Weston College to be recognised on a national level."*

*"It was very pleasing that the judges recognised our aim of providing Further Education for as many members of the community as possible."*

*"This marks a fantastic achievement in moving from a college in poor financial health, providing poor quality education, in 2001, to one rated outstanding by Ofsted, and in a good financial position."*

*"Our policy of putting the needs of students first in everything we do means we meet the educational needs of everyone in the community."*

Principal and Chief Executive  
Dr Paul Phillips OBE

*"It is a tremendous accolade for Weston College to win a TES award, but to win two awards in one year is a fantastic achievement and recognises the absolute commitment of all the staff towards its students and their success."*

Ian Munro, Regional Director,  
Association of Colleges (SW)

*"Weston College has a track record for excellent standards of achievement, and is key to our area's success in providing a highly-skilled workforce to support our thriving local economy. The College's plans to develop as a University Centre are key to our ambitions for Weston-super-Mare town centre as a place which combines the best in learning, living and lifestyle. It's great that the College's excellent work has been recognised with these highly-regarded industry awards."*

Mike Jackson, Chief Executive,  
North Somerset Council

*"First as a Governor and, for the past 10 years, as MP for Weston-super-Mare, I have seen the College grow out of all recognition to become a centre of excellence for skills and learning, the envy of many other parts of the South West."*

*"All that progress culminated in being named outstanding by Ofsted and winning the College of the Year Award; this success has been down to the leadership of Dr Phillips and his team, and a lot of very hard work by the staff and students of Weston College."*

John Penrose, MP for  
Weston-super-Mare



**College of the Year**

Weston College won the coveted TES FE College of the Year Award and the Overall FE Provider of the Year Award, 2015.



**Apprenticeship recruitment agency**

Brighter Futures Recruitment is a new Apprenticeship Training Agency (ATA) supported by the Weston College Group.



**Outstanding A Level results**

In 2015, 99% of The Sixth Form students passed their A Levels.



**Record graduations**

Three ceremonies were needed for the 2014-15 graduating students because, once again, there was a record number of them.



**GKN choose Weston**

GKN Aerospace chose Weston College as its partner for a prestigious flagship apprenticeship programme, which started in September 2015.



**New law apprenticeships**

Leading law firm Foot Anstey took on the first six students under a new three-year law programme for apprentices.



**Business awards boom**

The annual Weston College Business Awards attracted more than 160 nominations – a massive 200% increase on the previous year.



**Employability Chartermark**

Weston College earned an Employability Chartermark for Education in recognition of its work to get students 'work-ready'.



**Top awards for talented teachers**

Offender learning tutor Jerry Nightingale was named FE Lecturer of the Year, winning Gold at the prestigious Pearson Teaching Awards UK Ceremony, with plumbing lecturer Scott Austin taking a Silver Award.



**Law academy plans approved**

Plans to transform parts of Weston-super-Mare's historic Winter Gardens into a new Law and Professional Services Academy have been approved and will proceed as soon as LEP funding is confirmed.



**Future Technology Centre**

Work is well underway on creating a flagship new facility at the South West Skills Campus to provide a technology-ready workforce.



**Primary provider joins IFT**

Heron's Moor Academy became the first primary to join the Inspirational Futures Trust, which aims to raise aspirations and offer inclusive learning at all levels.



**Gearing up for engineering**

New state-of-the-art machinery is at the heart of Weston College's expanding engineering provision.



**NSETC all set**

A multi-million pound project to build the new North Somerset Enterprise and Technology College (NSETC) within the Junction 21 Enterprise Zone is on schedule to open its doors in September 2016.



**Sensory learning base opens**

A new bespoke base for students with Profound and Complex Learning Difficulties has been created at Weston College's Knightstone Campus.



**BFA Principal appointed**

Bristolian Caroline Down is the first Principal of the new Bristol Futures Academy, a free school in East Central Bristol for those who find mainstream education challenging.





# Partnerships



Developing and maintaining positive professional partnerships is playing an increasingly vital role in the Weston College Group success story, as well as making a significant contribution to the economic growth of the region.

Weston College Group believes in developing inclusive, mutually-beneficial relationships that contribute to the success of learners at all levels.

The College therefore continues to work with a wide range of partners to support regional regeneration and growth, to meet the individual needs of learners and to ensure businesses are actively involved in curriculum decisions so that our learners are equipped with the specific skills that employers are seeking.

Weston College is also working with a number of partners and agencies to ensure that local people and businesses are as well prepared as possible to take advantage of the many opportunities which the proposed Hinkley Point C development

will generate.

The Weston College Group continues to sponsor the further development of Inspirational Futures Trust (IFT), a multi-academy trust, to provide further opportunities of outstanding education through its three current academies.

Highlights include:

- The on-going development of the North Somerset Enterprise and Technology College, with its STEM focus (Science, Technology, Engineering and Maths), and emphasis on a workplace culture that opened its doors to 180 sixth formers and has three academies.
- Herons' Moor becoming the first primary to join the Inspirational Futures Trust, to offer children enriching academic, professional and technical programmes and encouraging learners from a young age to start thinking about their future aspirations.
- The development of the Bristol

Futures Academy, an alternative provision-free school in Bristol to meet the needs of young people aged 14-16 who find mainstream school challenging.

- Responding to the skills requirements of the West of England LEP's priority employment sectors by developing innovative new schemes and programmes, such as the Future Technology Centre and the development of state-of-the-art engineering facilities.
- Creating a blueprint for collaborative skills planning across the West of England area with the LEP, employers and other key stakeholders to maximise impact of education and skills training. This approach has been recognised nationally as best practice.





# Partnerships

“Weston College’s success reinforces the vision of the West of England LEP, in supporting growth of key sectors and driving innovation and creativity, and the development of new technologies. Within the challenging education environment, it’s good to see Weston College continue to maintain a strong position, both in its increasingly diverse offering and strong financial position. The College continues to be a significant asset to the prosperity and development of the region.”

Colin Skellett OBE, Chairman of the West of England Local Enterprise Partnership

“The North Somerset Enterprise Agency has worked closely with Weston College for many years, and its status as ‘College of the Year’ is well-deserved. The College is very important to North Somerset, not only because of the excellent skills training it provides, but because of the many spin-off opportunities, particularly for small businesses, who make up 97% of the local economy. We are very pleased to be continuing to work collaboratively with the College on a number of areas which will further strengthen the economy. The success of Weston College is a vital element in the wider success of Weston-super-Mare and North Somerset.”

Angela Hicks, Chief Executive, North Somerset Enterprise Agency

“University of the West of England Bristol is proud of the strong and successful partnership it has developed with Weston College; a truly outstanding college and one with which we are very proud to partner. Our relationship continues to flourish with many hundreds of students choosing to undertake UWE degree programmes at Weston College. Good National Student Survey results for the programme, along with the excellent employability outcomes enjoyed by graduates, provide evidence of the strength of the collaboration. We are confident that our partnership will continue to broaden and deepen and will result in an enduring and sustainable relationship which benefits students, employers and communities across our region.”

Professor Steven West, Vice-Chancellor and CEO, University of the West of England

“Herons’ Moor opened as a new school in 2003 and has developed into a popular and successful Primary Academy. We have established a reputation for being forward-thinking and are delighted to have been given the opportunity to join the Inspirational Futures Trust. We are looking forward to working as part of the Trust to enhance the excellent education we provide for all our pupils.”

Julie Fox, Headteacher, Herons’ Moor Academy



WEST OF ENGLAND



“The support provided by our sponsor, Weston College, and the Inspirational Futures Trust (IFT), has been crucial to the development of the North Somerset Enterprise and Technology College (NSETC). As a 14-19 provider, NSETC is set to revolutionise learning and recruitment in the region. The days of measuring success by academic qualifications alone are gone. Transferable skills, justifiable confidence and real-world experience is what employers are asking for. The range of facilities and experiences available to our students from across the Trust will provide a richness of experience that would not be possible without the ongoing support from IFT and our sponsor, Weston College.”

Karen Cornick,  
Principal, NSETC





# Our Curriculum: 16-18 years



The 2014/15 year was one of outstanding success. Our results continue to place us in the top 25% of colleges nationally and our curriculum continues to effectively enable 16-18 year old learners to progress onto further study, higher education, work-based learning and employment.

The College has continued to embrace the new study programme methodology that was first introduced in 2013/14. Study programmes for 16-18 year olds are designed to enable learners to develop the knowledge, skills and personal attributes necessary to successfully progress into further learning or into the world of work. Each learner's study programme is made up of the following elements:

- Academic, vocational or technical qualifications
- English and/or maths skills development
- Work experience and/or employability skills
- Personal and social development
- Independent study skills.

This curriculum framework, coupled with increased opportunities for learners to experience and get involved in competition work, social enterprise, volunteering, fund raising events and a range of sports and enrichment activities, has helped enable young people at Weston College to meet the 'Success Equation':

Personal Development  
+ Academic Progress  
= Success and Progression

2014/15 saw the introduction of the condition of funding for English and maths. It is now a requirement of funding that learners without a grade 'C' in GCSE English and maths continue to work towards achieving these while at College. This has resulted in a four-fold increase in the number of students completing English and maths qualifications. More than 2,000

learners worked towards and completed exams in English and maths with good levels of success. Ofsted praised the strategic approach adopted by the College in meeting this increased demand in a recently published 'good practice' survey.

Continued investment in facilities, alongside a relentless focus on the development of teaching, learning and assessment, is supporting a positive student experience. Learners once again rated Weston College as the best in the West for the fourth successive year!

Other highlights from the year include:

- Construction students win a record eight medals at SkillBuild South West
- Increasing numbers of students gain medals at WorldSkills regional events in computing, health and social care and hair and beauty. A record four students will represent the College in the national finals in web design and IT software solutions for business
- 99% A Level achievement A\*-E with 27% gaining the highest grades A\*-A
- 50% of vocational students achieved the highest grades
- Continued growth in recruitment with a 7% growth in the numbers of 16-18 year olds choosing to study full time at the College

- Growth in 16-18 apprenticeships in law, business, engineering and construction
- Traineeship programme gains recognition by DfE for initial assessment and transition support for learners
- Focus on curriculum expansion in regional priority areas including engineering, creative and digital, high tech and professional services
- Record numbers of students being offered university places
- Seamless support enabling learners from all backgrounds to succeed and progress.



## Major profile change over 15 years

Comparison table	2000	2015
A Level achievement A*-E	69%	99%
A Level achievement A*-C	33%	75%
University-level courses	6	33
Number of full-time College courses (not including A Level courses)	45	100+
Number of A Level courses *16-18 year olds	23	26

Student enrolments	2013/14	2014/15	Growth (%)
16-18 Full-time	2,683	2,919	9%



# Our Curriculum: 19+ years

Weston College continues to drive forward career opportunities for adults that are relevant and respond to national, regional and local priorities linked to 'Skills for Sustainable Growth'. Significant, innovative partnership work drives forward a relentless agenda to prepare adults to work within our communities and gain the skills that are relevant in terms of key growth sectors, i.e. a 'fit for purpose' curriculum which is well informed and directed by key stakeholders.



## HIGHLIGHTS

- Lead partner in the successful delivery of European Social Funding for Skills Support for the Workplace.
- More than £9 million of adult provision successfully delivered in 2014/15, of which £1.7 million was through adult apprenticeships.
- 19% increase in adults studying towards funded qualifications over the last three years - 7,681 in 14/15 compared to 6,250 in 2011/12.
- Over 340 24+ students utilised the new Adult Loan System for Level 3 and above qualifications. The uptake of adult loans has equated, in financial terms, to a growth of 15% between 2013/14 to 2014/15. Overall success rates for adults at Levels 1, 2, and 3 are well above national averages and continue to place the College in the top 25% nationally.
- 95% of Level 3 Access learners progress on to Higher Education.
- 35% increase in adult full-time (19+) enrolments 1082 in 2013/14 to 1684 in 2014/15.





## LDD facilities update

The specialist facilities for learners with Learning Difficulties and/or Disabilities (LDD) continues to expand at Weston College, offering inspiring, innovative and high quality programmes that continue to improve the progression opportunities for LDD learners as well as influencing the delivery of inclusive practice nationally.

The Sensory Learning Base is now in its second year providing a purpose-built, safe, self-contained, specialist facility at Weston College's Knightstone Campus for learners with Profound and Complex Learning Disabilities (PCLD). A specialist curriculum has been designed around each individual and implemented to provide innovative, supportive and engaging learning opportunities. The curriculum focuses on developing an understanding of the world around the learners, social interactions and relationships. The sessions incorporate a wide range of sensory experiences, visual, auditory, tactile, proprioceptive, vestibular, olfactory and gustatory with opportunities developing the learner's attention skills, levels of alertness and focus of attention as well as environmental awareness, developing their personal skills which can be transferred into their daily lives.

With the re-development of the multi-trade workshop facility this year we have further enhanced the learning opportunities, ensuring learners have access to a stimulating workshop environment in order to develop their practical skills, preparing them to progress onto higher level courses within the construction area.

Our unique Weston Bay residential training facility for learners with Autism continues to grow and in 2014/15 the numbers of learners enrolled on Aspirations doubled. We have created another training area within Weston Bay to accommodate this high demand for places from across the South West. Bristol City Council is very keen to replicate the Weston Bay provision in the Bristol area and the planning for this is in the initial stages.

### Prep for Work

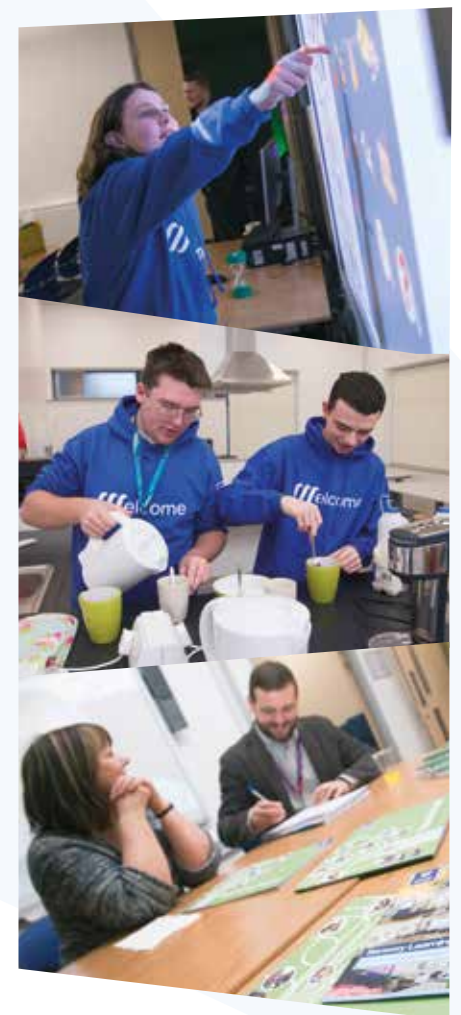
Beth, a student on the Preparation for Work for Life programme, was very anxious about coming to Weston College and through a successful transition programme she has excelled, engaging in a wide range of curriculum options developing her independence and confidence. She has, for the first time, attended a residential away from home and has now taken on the role of student representative for her peers, a noteworthy achievement.

### Aspirations

Aspirations, our bespoke training programme for individuals on the autism spectrum, enables young people to focus on the skills required for employability and living independently. In 2014, Ollie started on the Aspirations course at Weston Bay.

Ollie successfully completed two prestigious work placements while on Aspirations. This included the opportunity to work with one of the most dynamic refrigeration, heating, ventilation and air conditioning service providers in Europe - Space Engineering.

Ollie has also achieved his long term goal of securing a weekend job at Sainsbury's. He started university in September 2015, studying computer science; Ollie is now in an excellent position of gaining employment in the future with his growing and impressive CV.





# Our Curriculum: Degrees

Weston College remains ambitious, strategically focused and forward thinking in its delivery and development of new university-level provision.

The College's new 'Strategic Plan for Higher Education' was published this year, providing a commitment to the mission "to deliver an outstanding higher education experience, enabling success and inspiring ambition."

The College continues to work in partnership with Bath Spa University and the University of the West of England to help deliver our degree-level provision.

## HIGHLIGHTS

- Student achievement is again impressively high, with 21% of Honours Degrees awarded at First Class, significantly above the national average of 18.6%.
- In 2014-15, there were 809 full-time equivalent Higher Education students, an increase of 6.3% on the previous year.
- The outstanding professional achievements of our students this year are testament to the College's focus on employability. Adam Rush, graduating from the BA (Hons) in Contemporary Art and Professional Studies, had his talents recognised when he secured a commission from the Order of St John to sculpt a bust of the Duke of Gloucester. Also, Gareth Robinson graduates from the BSc (Hons) in Public and Environmental Health with First Class Honours and begins a career in Environmental Protection, despite suffering a serious illness in his final year.
- The College continues to explore opportunities to take part in innovative activity. This year, Performing Arts and Musical Theatre students successfully jointly staged a ground-breaking devised piece in two time zones with students at the University of Nevada, Las Vegas, via Ultragrid technology.
- Quality continues to be recognised as high: a number of degree programmes have been subject to periodic review with our partner universities this year; all secured re-approval with full confidence and no conditions.
- Weston College looks forward to Higher Education Review (HER) by the Quality Assurance Agency this year, and is entering the year with confidence of a successful outcome.





# Apprenticeships and training in the workplace



Further developing and growing the Weston College Group's acclaimed and well-respected apprenticeship provision is a key priority over the coming year.

We are now working with more than 2,500 employers, locally, regionally and nationally, in more than 40 sectors – and are always looking to expand and improve the provision further. Apprenticeships enable people to enhance their careers, endorse their existing skills with nationally-recognised, professional qualifications, and can provide the foundations for building brighter futures.

More businesses across the South West are offering apprenticeships because they recognise their effectiveness at increasing productivity, improving business performance and ensuring a committed and competent workforce

An increasing number of businesses are using the apprenticeship scheme to provide continuing professional development for their existing team from entry level to senior management. You're never too late to learn! Age is not a barrier to apprenticeships. Weston College has a number of learners aged over 60 and a key priority over coming months is to raise awareness of this.

## Brighter Futures Recruitment

A new recruitment agency has been launched to help companies take on apprentices by offering several different employment models.

Brighter Futures Recruitment will enable employers to enjoy the many proven business benefits of having an apprentice without the worry of the bureaucracy or a long-term commitment.

There are three models available, the first being the 'traditional' model, where the apprentice is employed directly by the business, with Weston College as the training provider.

The second model is the Apprenticeship Training Agency (ATA) Probation Model, where the apprentice is employed by the agency for an agreed amount of time, and the prospective employer can observe them in the working environment before deciding whether or not to offer direct employment.

The third option is the ATA Model, which involves the apprentice being employed by Brighter Futures Recruitment for the duration of the apprenticeship.

## GKN choose Weston

GKN Aerospace chose Weston College as its partner for a prestigious flagship apprenticeship programme.

The choice of Weston as GKN's training provider for its September 2015 intake at Filton followed a rigorous and highly competitive selection process.

Dr Paul Phillips OBE, Principal and Chief Executive of Weston College, said: "We're delighted to be working with GKN Aerospace.

"We're committed to creating an engineering training and skills programme which directly supports the development of a highly-skilled, innovative and valuable workforce."

## Three year law programme for apprentices

Weston College launched a new year three-year law programme for apprentices, with well-renowned firm Foot Anstey taking on the first six learners.

The Business Administration Level 2 with Legal Pathway Apprenticeship can progress to an Advanced Apprenticeship in Legal Services, which can then lead to a variety of legal careers.

The programme was set up in response to requests from legal firms.



## Fact file:

- Weston College has helped to recruit twice as many apprentices in the last 12 months compared to the previous year.
- Nominations from employers for the annual Weston College Apprenticeship Awards increased by 200% this year.
- More employers were nominated by their own apprentices than employers nominated themselves.
- 90% of Weston College apprentices are offered permanent positions by their employers at the end of their training programmes.
- A lesser-known fact is that apprenticeships do not only apply to new members of staff; businesses can upskill their existing employees by making them apprentices.
- Weston College was the first in the South West to launch Higher Apprenticeships, enabling employees to gain university level qualifications while working.
- Weston College has received excellent employer satisfaction feedback with 95% of our employers rating us outstanding.
- New provision this year includes engineering, civils, technical and construction operations and facilities. Please visit our website for more information.
- 82% said their apprenticeship had improved their ability to do the job and 79% said that their career prospects had improved.



# Employer testimonials

"The support we have had from the College has been brilliant; I have a great relationship with our assessor, who is very flexible and fully understands the challenges of a working kitchen; he ensures the business comes first when he is arranging to come and see us."

"I would say to any employer that taking on an apprentice is well worth it. If you give it 100%, you will get 100% back."

Gilly Chu,  
Gilly's Café

"We have a great relationship with Weston College and BEC. They are happy to support us with anything we need and we find this an invaluable partnership."

Sarah Hallaran, Beauty  
Oasis Day Spa

"Working with Weston College has given us a real opportunity to develop home-grown talent in what is otherwise a very competitive marketplace for new people coming into law."

Rebecca Kibby,  
Foot Anstey

"Weston College supported us with apprenticeships and working with them is absolutely brilliant because it has given us a one stop shop to go to; they understand the education system, they understand the needs of young people and what they need to get through their apprenticeships. The College has been able to allow me to try and close the gaps between education and business."

Andrew Blunsdon,  
Priddy Engineering

"Our apprentices have a diverse range of qualities and skills, have brought with them a fresh outlook and approach to the workplace, are flexible, adaptable, enthusiastic and innovative. They also represent an opportunity to 'grow our own' workforce, as they learn about us from the grassroots: our working culture, practices and systems."

Knightstone Housing

"We see great value in having apprentices as this enables us to help young people to gain nationally-recognised qualifications while extending their knowledge about our company. In 2014 we took on three apprentices, working in partnership with Weston College. Two of them have already been offered permanent contracts."

Sita UK

"It is sometimes hard to find candidates that haven't got into 'bad habits' in the workplace. By having an apprentice, we get the best of both worlds; someone who wants to learn, who is enthusiastic and someone who we can help grow in their roles. We have had a number of apprentices over the past few years; one has now set up his own business, others have spread their wings into other sectors and some are still with us. We believe in investing in people, and this is a great way of getting the right person for your company."

BluQube

"I was really impressed with the facilities, staff and students that I met. The drive and enthusiasm of the staff are impressive, and the goals of the College are certainly aligned with the needs of local industry – that is, to provide suitably qualified and motivated students ready to enter into employment or further education."

Neil Douglas,  
Viper Subsea Technology Ltd

"We have been working with Weston College for five years and really appreciate the business partnerships we have with the College team, who have supported us wholeheartedly with the training and development of our learners. As a company, we are totally committed to the development of our team, and working with an 'Outstanding' College has definitely supported us in being rated Ofsted Outstanding ourselves. Thank you to all the Childcare team at Weston College, who really take the time to listen to our views and work tirelessly to ensure our learners get the very best opportunities."

Zoe Parson, owner, Lakehouse and  
Stationhouse Nurseries, Portishead

"We have employed three apprentices through Weston College and have been extremely happy with both the support from the recruitment team as well as the quality of the individuals we've received. The recruitment team has been very knowledgeable each time I have spoken to them and I've been impressed with how well they know the candidates they recommend. We would proudly recommend Weston College apprentices to any other business."

Laura McFetridge-Smith,  
HR Director, Macrail Systems

"It's been great working with Weston College, and I think that the service to employers has developed hugely over the last six years. The quality of the tutors is fantastic, the back-up they give and the support we get is also very good. I would say Weston College is up there among the very best."

Debbie Fortune,  
Debbie Fortune Estate  
Agents





# What our students say:



"At school, I never achieved top grades but on my Weston College course I got the top grade possible; my tutors were amazing, and made sure I was always happy and that I was always going to get my dream goal."

Katy Denny earned a triple distinction star on her BTEC Health and Social Care Level 3 course, and is studying dental hygiene at the University of Essex.

"I don't think I would have had as good an experience at any other college, and I should thank my tutors every day for how much they changed my life."

Emma Hopkins, Graphic Design graduate who is now Global Creative Design Specialist at Twitter.

"The College has absolutely lived up to my high expectations. Staff are very professional and helpful, and now I am full of confidence about my new profession."

Former convenience store manager Srikanth studied Electrical Installation Level 2 and 3 in order to change career and become an electrician.

"The College has really helped me with my applications to university and student finance, and without Weston College's help, I would not have had the confidence to apply."

Apprentice Joshua Shapland wants to train to become a teacher.

"Weston College has totally transformed me. If you met me two years ago, you would not believe the difference."

Jorrell Jemmett completed a Level 2 Maintenance Operations Diploma and is now in full-time employment after his former school teachers told him he would achieve nothing in life.

debbie fortune  
ESTATE AGENTS



"Without Weston College, I wouldn't be where I am today. The College actively inspired me to consider an apprenticeship, they fully supported me, and their positive attitude towards individual choice and on-going learning made me feel comfortable to explore my options."

Rebecca Millard, Weston College Apprentice of the Year 2015.

"Weston College provided me with fantastic advice, and the Advanced Learning Loan has really opened doors for me."

Self-employed builder James Moodhoo is studying towards becoming a fully-qualified electrician.

"Studying here has made me the person I am today. I have never thought university was an option for me, but the encouragement I have had at Weston College pushed me and now I couldn't be happier."

Kayleigh re-took GCSE English and Maths nine years after leaving school and is now studying for a foundation degree in inclusive practice.

"I'm really excited to be going to Oxford to study Maths. Weston College has helped me get where I want to be. The teachers here have been amazing. I wouldn't have been able to do it without them."

Oscar Smith, whose two A\* and A grades at A Level secured his place at Oxford University.

"Studying at Weston College has been really brilliant; it's a great environment, and the teachers are really friendly and supportive."

Anny Stephen, who is studying Medicine at Southampton University after achieving As in Maths, Biology and Chemistry at A Level.

"I've been at Weston College for the last four years, and it has been brilliant. The important thing you get there is really good support. I had mental health issues, and the College was so supportive, I would definitely recommend it to anyone with any special needs."

Early Childhood Foundation Degree graduate Lizi Williams, who is now studying at Bath Spa University.

"I commuted from my home in Basingstoke and in terms of my career the course was exemplary; I really could not have asked for anything more. It was a huge decision at the time to change careers, but the course at Weston College has enabled me to do it."

Gareth Robinson, now an Environmental Protection Officer after leaving a career in the arts sector behind to take a degree course at Weston College.



# Offender Learning Services annual report

Weston College is a top performing provider of OLASS (Offender Learning and Skills Service) 4 recognised for:

- Its learner-centred focus
- Exceptionally high success rates particularly for Functional Skills
- Full prison partnership approach and Governor endorsement of curriculum planning based on learners' and labour market needs
- Meeting key financial targets every year of the contract.

### Highlights

- Success rate of 92% for all vocational courses
- Success rate of 76% for Functional Skills English and 75% for Functional Skills maths
- Celebrations of Success events for learners in all prisons including some inviting relatives to attend and support, strengthening family ties
- Three learners graduated with Open University degrees (Erlestoke and Guys Marsh)
- Piloting L3 unit delivery in some prisons
- From over 8,500 entries in the creative arts Koestler Awards there were prize winners from eight of the South West prisons and the IRC – including two Gold Awards from Eastwood Park and Erlestoke and three Platinum Awards from Eastwood Park and Portland

- Seven of the South West prisons achieved awards in the Reading Agency's Six Book Challenge with eleven prisons nationally achieving Gold Awards, including three from the South West – Eastwood Park, Erlestoke and Leyhill

- Participation in NIACE and NOMS projects and development of an engagement curriculum for the women's estate
- New vocational workshops – Tiling at Dartmoor, Horticulture at Exeter, Barbering Salon at Guys Marsh, Fork Lift Truck at Guys Marsh, Carpentry at Leyhill, Painting and Decorating at Leyhill, Maintenance Operations at Portland
- Employer engagement and events leading to interviews and job offers on release
- Ex-offenders securing employment on release in many sectors including hospitality and catering, cleaning, construction, manufacturing, warehousing and distribution, recycling and barbering plus specialist niche markets such as dry stone walling
- Lecturer from Channings Wood is named FE Lecturer of the Year in the prestigious Pearson Teaching Awards UK ceremony for 'Britain's Classroom Heroes'
- Successful visit by the Duchess of Cornwall to the education department at Erlestoke
- Full refresh of the IT system in the nine prisons in the South West region and the Verne Immigration Removal Centre with nearly 400 updated computers from Weston College

- 85% Lesson Observation grades at good or better – an improvement of 15% from previous year
- Positive inspection report for the education provision at the Verne IRC praising breadth of provision and quality of teaching
- We delivered a successful Institute of Leadership and Management endorsed leadership programme for managers from OLASS, HMPS and partners
- 3rd successful OLASS Conference in October 2014
- Advanced Practitioners have a positive impact supporting teaching staff in the prisons
- Regional approach to support the learner journey and quarterly South West In-Custody Group meetings promoting partnership working between HMPS, OLASS, the National Careers Service, the Community Interest Company.



Locations Prisons in the South West we deliver to.

### OLASS 4 FINANCES For the year ending July 2015

	Income	Expenditure
Funding	£11,576,536	
Staffing		£7,562,510
Other operating expenses		£3,450,818
TOTAL	£11,576,536	£11,013,328
Surplus		£563,208

Source: year-end management accounts.  
All accounts unaudited and subject to approval.





2014/15 was yet another exceptional year for investment in College infrastructure and resources. Buildings have been enhanced and IT systems expanded. The Weston College Group has also seen expansion to the Inspiration Futures Trust property portfolio.

## Capital/ revenue investment

In addition a significant amount of work has also been undertaken to secure funding for the next stage of the College's development.

### Highlights

- South West Skills Campus – new motor sports centre opened in September 2014.
- Worked with the local authority to create a multi-use games area on the old tennis courts in Grove Park at a cost of £115,000.
- A new £15 million campus is underway which will be the permanent home of the North Somerset Enterprise and Technology College; this is located near the Helicopter Museum and will be completed in July 2016.
- A permanent site has been identified and secured for the Bristol Futures Academy at Beam Street in Bristol. It is due to open for the first intake of students from September 2016.
- In order to accommodate an increased number of performing arts students an additional performance practice space was created over the summer of 2015.
- Success in bids to deliver engineering for GKN Aerospace and others has resulted in the creation of state of the arts engineering workshops at the South West Skills Campus.
- The College has secured funding from the Local Enterprise Partnership to create a £4.2 million Future Technology Centre at the South West Skills Campus, this will be completed before the end of March 2016.
- The Local Enterprise Partnership has agreed funding for the first phase of the Law and Professional Services Academy and work is underway for this to be completed in the 2015/2016 academic year.



# Facts and figures

More and more people and organisations are choosing the Weston College Group for their education and training needs as a result of our reputation for educational excellence, fantastic facilities and proven progression.

We generated an operating surplus of £850,000 (tbc) for 2014/15, and remain financially stable while still carefully investing in buildings and technology to ensure we offer a continually evolving diverse provision.

## Financial statement

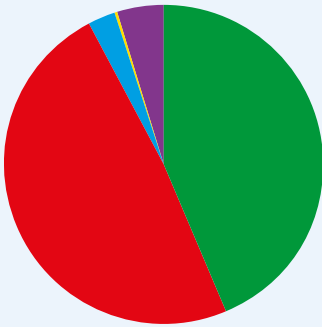
Income	(000's)	Expenditure	(000's)
Funding body grants	39,548	Staffing	35,228
Tuition fees & educational contracts	10,617	Other operating expenses	13,354
Other income	732	Depreciation	1,065
Investment income	97	Interest and other costs	497
Total	50,994	Total	50,144

Source: year-end management accounts.  
All accounts unaudited and subject to approval at time of going to print.

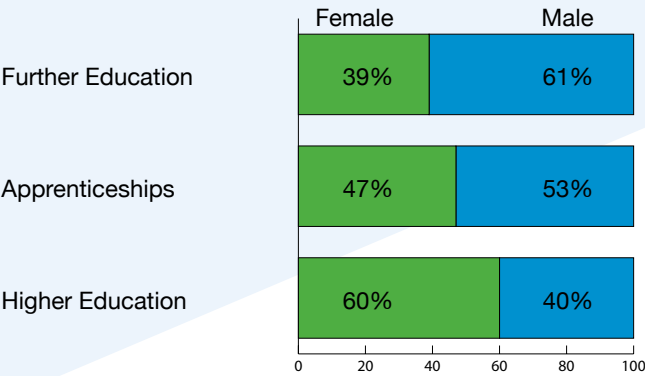
## Further and Higher Education enrolments

(Excluding offender learning)

Further Education (full-time)	13,120
Further Education (part-time)	14,661
Higher Education (full-time)	822
Higher Education (part-time)	30
Apprenticeships (inc. partners)	1,366
Total enrolments	29,999



## Percentage of enrolments by gender



Governor	Role	Background
Mark Canniford	Lead Governor for Safeguarding	Commercial
Chris Carter	Chair of Finance Committee	Legal
Tim Cowley (from 12/14)	Governor	Industry/Legal
Gemma Day	Governor	Commercial/Human Resources
Chris Ellicott	Chair HE Curriculum and Quality	Education including Higher Education
Jude Ferguson (Chair)	Chair of the Corporation Chair of Forward Futures Board	Guidance
June Hadfield	Corporate Associate	Human Resources
David Jacobs	Chair of Audit Committee	Audit/Finance
Andrew Leighton-Price (from 12/14)	Governor	Audit/Finance
Jo Midgley (from 05/15)	Governor	Education including Higher Education
Kasha Miller	HE Student Governor	Student
Sophie Newton	FE Student Governor	Student
Maxine Park	Staff Representative	Education
John Penrose	Corporate Associate	MP Weston-super-Mare
Ian Porter	Lead Governor for Health and Safety	Industry
Dr Paul Phillips OBE	Principal and Chief Executive	Education, Business and Finance
Dr George Reah (Vice Chair)	Vice Chair of Corporation Chair of FE Quality and Curriculum Chair of Offender Learner Services Board	Industry
Sheila Smith	Governor	Education
Donna Turner-Kot	Vice Chair Audit Committee	Industry
Fiona Waters	Staff Representative	Education



**www.weston.ac.uk**

**enquiries@weston.ac.uk**

#### **Knightstone Campus**

Knightstone Road, Weston-super-Mare BS23 2AL  
01934 411 411

#### **University Campus**

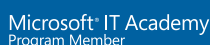
Loxton Road, Weston-super-Mare BS23 4QU  
01934 411 600

#### **South West Skills Campus**

Locking Road, Weston-super-Mare BS22 8NL  
Construction and Engineering Centre of Excellence  
01934 411 777  
Business Enterprise Centre  
01934 411 594



**European Union**  
European  
Social Fund



Every effort has been made to ensure that the information contained within this guide is fair and accurate at the time of going to press. However, the courses, services and other information included may be subject to changes from time to time. Consequently, no guarantee can be given that changes will not be made following publication due to circumstances beyond our control.