



WESTON
COLLEGE



ANOTHER EXCEPTIONAL YEAR

Outstar



The dynamism and commitment of my staff have ensured exemplary provision for all our learners.



WELCOME The last 12 months have certainly been challenging and have included development of a new contract for Offender Learning alongside massive growth in student numbers. Everything we do is designed to create impact for our learners and to contribute to the entrepreneurial focus of our organisation. A Weston College learner can expect to achieve beyond expectation and make a major contribution to working life, business and industry.

The vision 'Creating Brighter Futures' remains paramount to all we do. Our partnerships are extensive and our work with funding agencies, the Department for Work and Pensions, North Somerset Council, West of England Local Enterprise Partnership and our key partner schools and universities demonstrates outstanding vision and collaboration.



The quality of Weston College shines through our people. My staff, Governors, students and partners engender success and ambition in all that they do. Belief and calculated risk are integral to all that we do and our reputation is based upon students who realise their ambitions by continuously growing in strength and confidence. Every year thousands of students progress to Higher Education and significant employment routes.

Dr Paul Phillips OBE
Principal and Chief Executive



Weston College represents the very best in inspirational learning which is combined with dynamic leadership to produce 'Brighter Futures' for every one of our learners. The economic situation has proved a catalyst for even greater levels of inspiration and dynamism.

Jude Ferguson
Chair of Corporation

IN THE NEWS



A Level stars: Our A Level students achieved a 97% pass rate.



Top degree results: 22% of our students achieved a first class honours degree – significantly above the national average of 16%.



Golden girl: Former beauty student Emma Rogers, who now runs her own beauty salon, won the UK National Apprentice of the Year title.



99% gain employment: 99% of our 2012 Honours graduates gained employment within 6 months of graduating.



Jobs for apprentices: More than 90% of our apprentices are offered permanent jobs at the end of their programmes.



Driving success: A £1million scheme has transformed a former car showroom into a state-of-the-art technology centre for students.



Recipe for success: Top professional chefs shared their skills with students at a major event marking the College's new partnership with the Chefs' Forum.



Showstopper: Performing Arts student Claire Lisette landed the role of Janet in the Rocky Horror Show at Bristol Hippodrome.

Weston's got talent: Emerging talent from Art, Design, Media and Music courses showcased their skills at the annual Creative Arts Summer Show.



Weston Bay: A former hotel became the UK's first bespoke residential training facility for people on the autism spectrum, providing independent living and social skills.



The best in the west: Weston College is the best in the west for the second year running for student satisfaction, in a poll by the Skills Funding Agency.



Result for footballers: Three Weston College football graduates and a BTEC student were selected to play in an England Select Under-23 squad.



Multi-million pound investment: The first phase of an £11million scheme to transform the South West Skills Centre into a 21st century learning space is completed.



SkillBuild success: 17 Weston students took part in an annual construction skills competition, winning three gold, three silver and one bronze medal between them – Weston's best ever haul.



Good aspirations!: The ASPIRE programme, which gives unemployed people the skills, confidence and motivation to find work, attracted 830 students (the target was 600).



Jobcentre Plus link success: Ngage, a radical scheme devised by Weston College and Jobcentre Plus, is targeting long-term unemployed and aims to go UK-wide.



OUR HIGHLIGHTS

A Level
pass rate

97%

22%

of students
gained a
First Class
Honours
Degree.

Work-based
vocational
qualifications
pass rates:

LEVEL 3

98%

90%

Over 90% of
apprentices
are offered
permanent
jobs.

LEVEL 2

99%

££££

Major
investments
create state
-of-the-art
new facilities.

LEVEL 1
and
Foundation
Learning

98%

www.weston.ac.uk

Dynamic new website is launched

New students can now apply for courses online.



OUR CURRICULUM 16-18 YEARS

The 2012/13 year was an outstanding success for Weston College. Our results were well above national averages with record numbers of 16 to 18-year-old students progressing to further study, Higher Education, work-based learning or employment.

The curriculum is designed to provide outstanding and inspirational educational opportunities for students. This helps to ensure that, when they progress from Weston College, they are confident, enthusiastic, and highly skilled and qualified to enter Higher Education, further specialist training, apprenticeships, or to move effectively into the workforce.

The learning environment enables all students to realise their full potential whatever their ability or previous attainment. Students are taught by highly-effective and experienced teachers, in the best facilities, using innovative approaches that effectively connect with their academic or vocational expertise. This encourages students to achieve to a higher level than they may have thought possible.

The introduction of new provision in areas such as game design, painting and decorating, barbering and hotel and event management have helped assure further growth in recruitment this year.

HIGHLIGHTS

- 97% A Level achievement A*-E.
- Outstanding vocational results with 100% achievement in the majority of areas.
- 45% of vocational students achieve the highest distinction grade.
- Superb progression for students, which is a testament to the strong partnerships with employers and Higher Education.
- Fantastic opportunities for students to participate in enrichment activities that add real value to their educational experience.
- Excellent recruitment with a 12% growth in the number of 16 to 18-year-old students.
- An up-to-date, exciting curriculum taught by outstanding staff in a state-of-the-art environment.
- A national survey ranked Weston College as the top college in the region for student satisfaction for the second year in succession.

97%

A Level achievement A*-E



Major profile change over 13 years

Comparison Table	2000	2013
A Level achievement A*-E	69%	97%
A Level achievement A*-C	33%	78%
University-level courses	6	31
Number of full-time college courses (not including A Level courses)	45	100+
Number of A Level courses	23	25
<small>*16 to 18 year olds</small>		
Number of different apprenticeship areas	0	50+

OUR CURRICULUM 19+ YEARS

Weston College has responded to the significant challenges of Government reform and the associated national, regional and local priorities linked to skills for sustainable growth and the unemployment agenda. Our visionary responses, coupled with our strong partnership work with key stakeholders, is seen as best practice at ministerial level.

We continue to diversify at pace across the curriculum. Despite the challenges of the 'More for Less Agenda', we continue to witness rapid growth and high levels of success which have led to strong progression into Higher Education and employment.

HIGHLIGHTS

- Launch of Offender Learning and Skills (OLASS 4) £10 million contract
 - Over 18,900 enrolments.
 - Launch of the first innovative social enterprise project at Eastwood Park women's prison.
 - Recognised as best practice for our business planning and financial achievement by the Skills Funding Agency and National Offender Management Service.
- In partnership with the Local Enterprise Partnership, secured £1,574,000 funding to Support Skills for the Workforce.
- 25% increase in adult enrolments, with 7,818 adult enrolments in September 2012/13 compared to 6,250 in 2011/12.
- £8.6 million investment in the adult curriculum during 2012/13, of which £1.6 million supports adult apprenticeships.
- 38% growth in adult learners studying short courses for the construction industry.

- Overall success rates at Level 1, 2 and 3 are well above national benchmarks despite significant growth.
- 95% of Access to Higher Education learners progress to Higher Education or employment.
- Association of Accounting Technician courses continue to be highly commended by the Professional Body with outstanding success at levels 2, 3 and 4. This supports the West of England Local Enterprise Partnership Skills for Growth Plan.

In partnership with the Department for Work and Pensions/Jobcentre Plus:

Since the conception of a strong collaborative approach to strategically plan a suite of training and activity that supports the unemployed and Welfare Reform, over 1,400 adults have engaged in training activities with 98% success and 40% positive outcomes.

Over 800 unemployed adults trained through the innovative 'ASPIRE' programme with positive outcomes well above national average. This was noted at ministerial level as highly successful.



£8.6m investment in the adult curriculum


OUR CURRICULUM LEARNING DIFFICULTIES AND DISABILITIES (LDD)

This year has again seen 100% success for our students with learning difficulties/disabilities.


Students continue to benefit from an inclusive approach and specialist support to develop a range of skills and knowledge to help them manage and overcome their learning barriers. With this kind of innovative support, students have been able to progress to supported employment, employment with training, further and Higher Education courses and independent living.

HIGHLIGHTS

- This year the Foundation Degree in Inclusive Practice was awarded a Beacon Award by the AoC for its commitment to training in the field of LDD. “The Beacon Award recognises outstanding practice in staff development at Further Education level, rewarding innovation that delivers identifiable results and benefits.”
- Weston Bay, a unique residential training facility and the first of its kind in the UK for a general Further Education (FE) college, opened in January 2013. This bespoke training facility will enable us to provide learners on the autism spectrum with training in independent living, personal and social development and employability skills alongside their Further Education and Higher Education qualifications.
- The autism team was commissioned by LSIS to deliver training to LDD delegates from FE colleges and sector institutions throughout the country.
- Weston College’s specialist model for supporting learners was one of eight FE college’s nationally to be selected for inclusion in the sector’s Good Practice Guide. The guide shares best practice in inclusive learning across the sector.
- Steven Philp gave a third speech at Westminster to highlight the needs of students on the autism spectrum. Steven spoke at The Autism Alliance Conference in October 2013 about the transitions people on the autism spectrum have to make between school, college and university. He spoke in front of more than 150 people, including Minister for Health, Norman Lamb.



*The Beacon Award
recognises outstanding
practice in staff
development.*



OUR CURRICULUM HIGHER EDUCATION

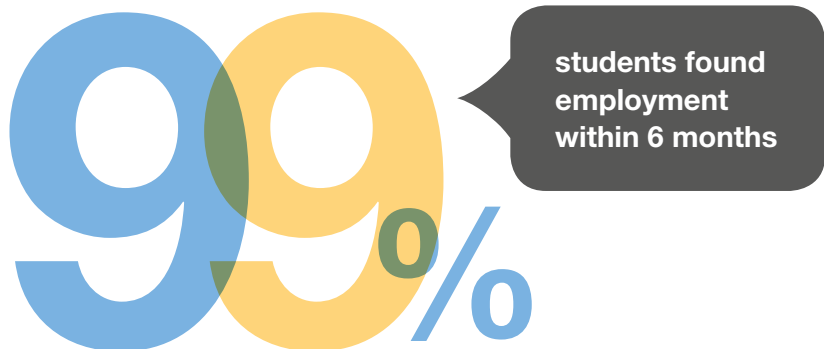
Weston College's university level provision continues to perform at an outstanding level. In the year following the Quality Assurance Agency's "confidence" and "reliance" in Weston College's Higher Education provision, our key university partners, Bath Spa University and the University of the West of England, confirmed these findings with positive review and due diligence activities.

2012/13 also marked the beginning of Weston College direct funding for Higher Education; a major vote of confidence by the Higher Education Funding Council for England (HEFCE).

HIGHLIGHTS

- Outstanding results. 2012/13 saw 74% of Honours graduates achieving First Class and Upper Second Class degrees, compared with the university average of 62%. (First Class was 22% compared with university average of 16%).
- 99% of our students found employment within 6 months of graduation.
- Student numbers continue to grow. In 2012/13 there were 660 full-time equivalent Higher Education students, an increase of 10% on the previous year.
- Weston College is attracting high calibre students to its Higher Education provision, with 27% of the current intake achieving ABB or higher at A Level, or equivalent.
- Graphic Design student, Amelia Hurrell secured a First in Graphic Design and won a national graphic design award at the New Designers Exhibition in London.

Weston College moves forward with a positive and optimistic view of Higher Education opportunities for the future. Working with employers, the students and our partner universities there will be continued growth in Higher Education addressing local, regional and national opportunities.



APPRENTICESHIPS AND TRAINING IN THE WORKPLACE

We've seen a phenomenal 1,200 apprentices studying with us in the last year thanks to the focus on apprenticeship growth from our Business Enterprise Centre (BEC).

We are now working with more than 1,000 employers across the country. BEC's strength is its ability to tailor training to employers' needs so that it has a positive impact on their business.

Over 100 new businesses have accessed the new Apprenticeship Grant for Employers through Weston College and as a result are taking on apprentices for the first time.

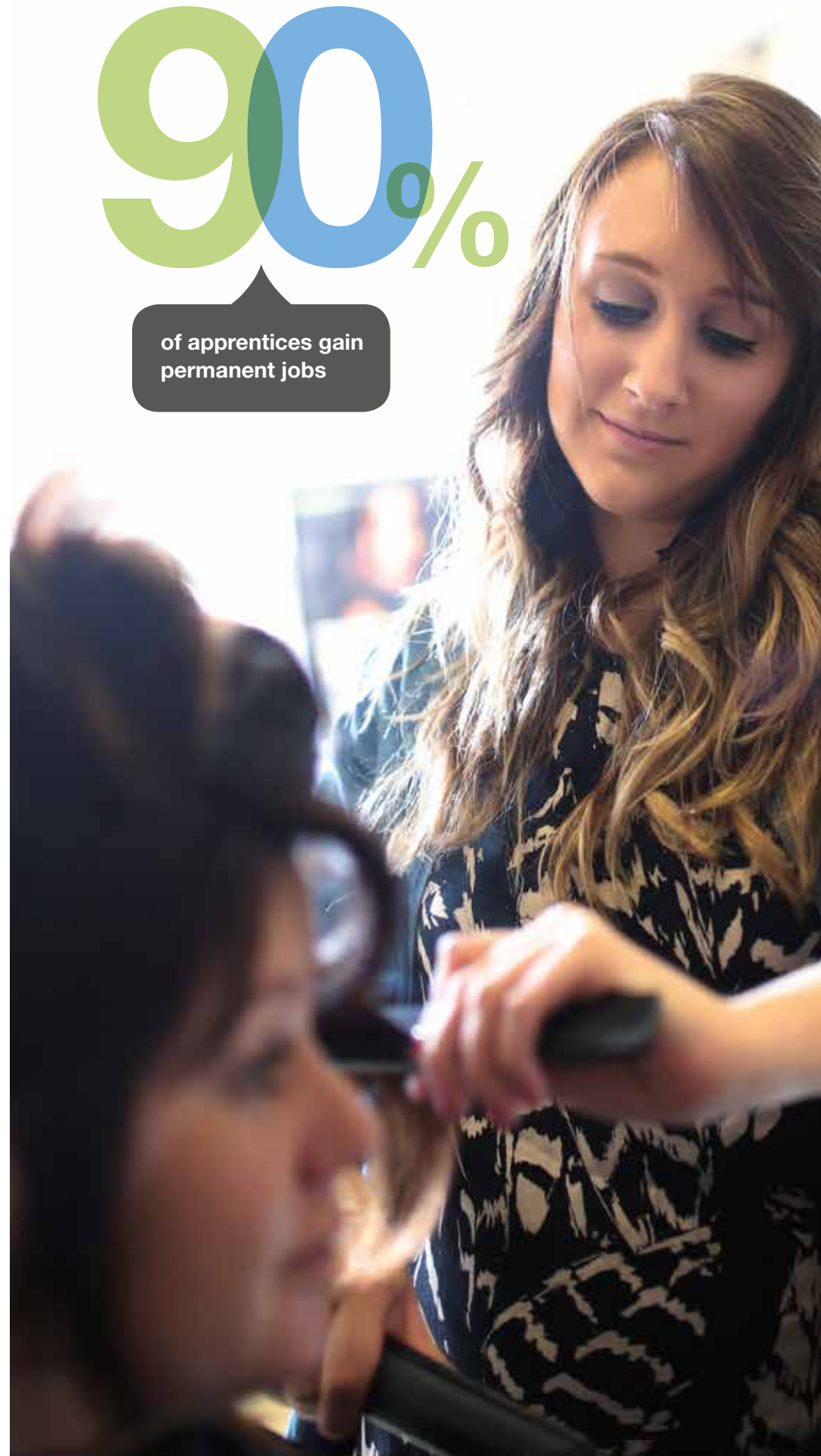
HIGHLIGHTS

- Emma Rogers won National Apprentice of the year 2013.
- 15% increase in the number of apprentices being placed through our dynamic Recruitment Team.
- 100% growth in the number of young people seeking advice through the Business Enterprise Centre regarding apprenticeships.
- 18% growth in employer vacancies for apprentices.
- Over 75% of learners studying an apprenticeship with us are under the age of 24 compared to 60% in the previous year.
- Apprenticeship success rates are well above the national benchmarks for both overall and for timely success.
- A strong strategic partnership has developed with Jobcentre Plus to support the unemployed to become 'job ready'.
- More than 20 new apprenticeship job vacancies are available each month.
- Over 90% of apprentices gain permanent jobs by the time they complete their apprenticeships.
- Higher level apprenticeships now delivered in Accountancy, Business Administration and Management.
- Specialist apprenticeship recruitment team in place to support employers and apprentices.
- 103% growth in Business Administration and Management apprenticeships.
- More than 50 different apprenticeships available in all key employment sectors.
- Weston College is a National Career Service Provider.



90%

of apprentices gain permanent jobs



EMPLOYER TESTIMONIALS

“At Alliance Homes we view our relationship with Weston College as a key strategic partnership as they help us to deliver one of our stronger community objectives which is to create hope through training and employment. Weston College is forward thinking, innovative and works collaboratively to create solutions that ensures learners have the right skills and behaviours to compete in a competitive job market.”

Michael Williams, Alliance Homes

“We are proud of our association with Weston College and all of the good we have done together for the community and the young people. We are also looking forward to the future and creating more exciting opportunities for the local area and the learners.”

Judy Clibbett, Training Supervisor, Sainsbury’s, Worle

“Our needs and requirements were fully understood and we were impressed with the standard of candidates that were put forward for our vacancies. We would be more than happy to use Weston College for any further suitable vacancies that occur in the future.”

Elaine Hayes, John Hodge Solicitors

“It has been very easy to form good working relationships with the Weston College staff. The candidates they supplied were of a very high calibre.”

Niki Taylor, Brunelcare

“Weston College has worked in a professional and co-operative manner to develop supportive and beneficial links with our school. This partnership worked effectively to ensure the Apprentices’ training was collaborative and of a consistently high standard.”

Gerald Kloska, Our Lady of the Rosary RC Primary School, Lawrence Weston, Bristol

“Locking School has worked very successfully with Weston College in securing placements for Apprentices completing Classroom Assistant courses. These Apprentices have been well supported and have been offered permanent employment once they qualified.”

From Locking Primary School

“I have seen a marked difference in attitude when claimants complete the Ngage course; they are more positive and their self-confidence is greatly improved. For those who have not found work as a direct result of Ngage it is much easier to plan their next steps and their motivation is much higher.”

Karen Rockach, Department of Work & Pensions (DWP) Advisor Manager, Jobcentre

“The College has demonstrated a flexible and adaptable approach to learning for all unemployed people; from young jobseekers with limited or no work experience to the longer-term unemployed who need up-skilling for the 21st Century labour market – the partnership between DWP and the College has been first class and the results have been bespoke training with a clear work-focused outcome.”

Nick Browning, District Manager for Jobcentre Plus

“It’s been a real pleasure working with Weston College on the Ngage project and the ideas that the team presented to us were amazing. We’ve been so impressed and will definitely be taking the project further.”

Rebecca Jones, the North Somerset Community Learning Manager

“Museum manager, Adam Brown, was so impressed with the apprenticeship candidates that he interviewed from the College that he asked me for permission to take on two Apprentices instead of one!”

Tania Middlemiss, Assistant Town Clerk, Weston Town Council

“Key partnerships are the cornerstone of our ‘Into Work’ strategy and with the support of Weston College we’re able to provide our residents with access to high quality learning, volunteering, and employment opportunities. I’ve been impressed by the College’s commitment and support to the programme, and the way they’ve engaged our residents with new, innovative, ideas. We’re proud to be taking on six new Apprentices in January 2014, and are delighted that Weston College will be supporting us all the way as our learning provider for the future.”

Phil Barker, Knightstone Housing

CAPITAL / REVENUE INVESTMENT

The 2012/13 year was another exceptional year for investment in College infrastructure with on-going building projects and system enhancements.

HIGHLIGHTS

- New University Centre created at Knightstone Campus with open plan areas, new laboratories, large lecture spaces and tutorial rooms.
- Extended training kitchen at Knightstone Campus to enable the Grove Restaurant to expand the catering offer.
- Refurbished Learners with Learning Difficulties and/or Disabilities (LDD) kitchen on the third floor at Knightstone Campus.
- New performing arts entrance way and new artwork installed in the performance spaces.
- Refurbished roofs at Knightstone Campus and the University Campus
- New plumbing teaching bays, multi-operations bays and painting and decorating areas created at the South West Skills Campus.
- Major refurbishment of the South West Skills Campus entrance way building is now underway at a cost of circa £11 million.
- New motor vehicle centre opened at the Skills Campus in bespoke accommodation.
- The Hub building has been refurbished and extended to create a new home for the Business Enterprise Centre, new campus welfare facilities and a Bistro.
- The open plan office at Knightstone has been extended further to accommodate additional support staff.
- Refurbishment of the Weston Bay Hotel to create superb accommodation for learners with autism.



£11m

refurbishment
of the South West
Skills Campus

FACTS AND FIGURES

More and more people are choosing to study with us as a result of our reputation for excellence and outstanding facilities.

We generated an operating surplus of £1,320 for 2012/13 and remain financially stable while investing in buildings and technology.

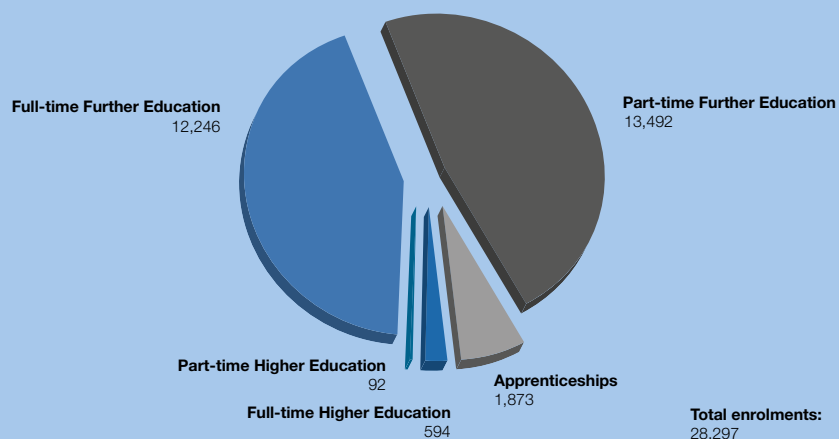
Financial statement

Income	(000s)	Expenditure	(000s)
Funding body grants	46,015	Staffing	22,391
Tuition fees & educational contracts	2,820	Other operating expenses	24,404
Other income	840	Depreciation	912
Investment income	215	Interest and other costs	863
Total	49,890	Total	48,570

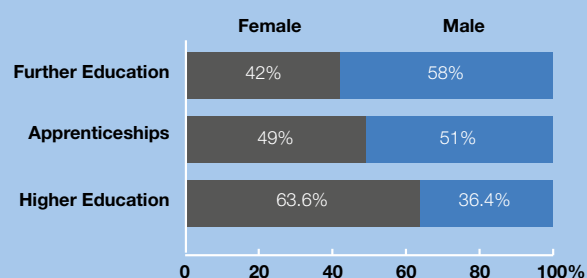
*Source: Year-end management accounts. All accounts unaudited and subject to approval at time of going to print.

Further & Higher Education enrolments

(excluding Offender Learning)



Percentage of enrolments by gender



The dynamic leadership of the College and the learner at the centre of everything we do sets us apart at a local, regional and national level.

Jude Ferguson Chair of Corporation



Governor	Role	Background
Mark Canniford	Lead Governor for Safeguarding	Commercial
Chris Carter	Chair of Finance	Legal
John Cocks	Lead Governor Equality and Diversity	Education
Chris Ellicott	Governor	Education incl. Higher Education
Jude Ferguson	Chair of Corporation	Guidance
Jane Hadfield	Governor	Human Resources
Andy Headdon	Governor	Capital
David Jacobs	Chair of Audit Committee	Finance
Grant McKechnie	HE Student representative	Student
Fabiola Mimba	FE Student representative	Student
Maxine Park	Staff representative	Education
John Penrose	MP for North Somerset	MP North Somerset Associate Governor
Dr Paul Phillips	Principal and Chief Executive	Education, Business and Finance
Ian Porter	Lead Governor for Health and Safety	Industry
George Reah	Vice Chair of Corporation	Industry
Sheila Smith	Governor	Education
Fiona Waters	Staff representative	Education
Emma Zeeman	Governor	Human Resources

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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



University of the West of England



European Union
European Social Fund



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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.