

Great people, great place!



LIFE AT SHIPLEY COLLEGE

2023/24



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*Information from September 2023 to August 2024

INTRODUCTION TO SHIPLEY COLLEGE

ShIPLEY College is a General FE College, positioned at the heart of our community, in the UNESCO World Heritage site of Saltaire, in the city of Bradford, West Yorkshire.

We are proud to both serve and reflect our local community and are active in celebrating our cultural and ethnic diversity through an inclusive and welcoming curriculum offer that broadens horizons, ignites ambition and prepares those in our care for life in modern Britain.

Standing as a beacon of opportunity for individuals and businesses within the Bradford City Region, we meet the skills needs of the region by working in close partnership with industry. Best known as the leading provider of clinical skills training in West Yorkshire, and an influencer on a national scale due to our position as Local Skills Improvement Plan Leads in Health, our stakeholders tell us it is our ethos, and how our values become verbs, that makes ShIPLEY College a special place for the development of talent, inspiration and empowerment.

We support those within our community that are most under-resourced to take their first steps back into learning and we are driven by our commitment to be a transformative source of social value to our community - helping students to lead lives with greater happiness, improved mental health and the active citizenship skills they need to build a bright future for themselves, their families and their communities.

We are a college of kindness, an attribute that we consider to be critical for our students' success in the workplace and broader society. Visitors to the college, whether employers,

representatives from other institutions or civic bodies consistently praise the conduct of our students, their visibly positive behaviours and their attitude towards one another - whether they are with a friend or meeting, working or learning with somebody new for the first time.

Being kind means that you are empathic, that you consider the needs of others and that when there is a difference in perspective that warrants discussion, that you do so with patience and respect.

I believe these are skills and behaviors that transcend vocation, yet are critical attributes for a successful career, and are therefore placed at the heart of all we do.

I hope you enjoy reading more about our students' achievements, the way we work and the work that we do to change lives through learning.



Diana Bird
Principal and CEO



SHIPLEY COLLEGE'S MISSION STATEMENT

To provide the highest quality, inspirational education and training that meets and exceeds the ambitions of individuals, businesses and communities.

CORE VALUES

Inspirational Culture of Collaboration and Partnership

A supportive team working closely with our stakeholders in a spirit of trust and integrity.

Aspiration, Professionalism and Achievement

Striving for excellence in a safe, sustainable environment, while supporting all students to achieve their personal best and to progress to their next steps in work and life

Responsiveness

Meeting the needs and exceeding the expectations of students and employers, both locally and regionally, responding to government initiatives and our local community.

Equality and Respect

Celebrating the diversity and inclusion of our students and staff.





SOME HIGHLIGHTS OF 2023-24

We are committed to fostering the growth of every student. By providing tailored support and opportunities, we empower them to achieve their full potential and realise their dreams:

PART-TIME COURSES FOR ADULTS

Our adult learners are empowered to achieve their goals through a range of qualifications. Whether they're seeking employment, a promotion, or a career change, our courses in English, maths, ESOL, and digital skills provide the foundation they need to succeed. By equipping individuals with the skills to thrive in sectors like Health and Social Care, Creative Arts, Education and Childcare, Digital, Business and Marketing, and Floristry, we contribute to a more skilled, talented and vibrant community.

Our adult students unleash their creativity, improve their well-being, and expand their social circle by engaging with our wide range of leisure programs. Our courses in Ceramics, Sewing, Life Drawing, Photography, Languages, Pilates, Yoga, Ballroom Dancing, Cake Decorating, Gardening for Pleasure, and Flower Arranging are designed to inspire and empower.



SECTOR-BASED WORK ACADEMY PROGRAMMES

Our Sector-Based Work Academy programs, delivered in partnership with employers in sectors like Care and Warehousing, provide adults with a clear path to

employment. Through a combination of vocational qualifications, employability training, and customer service courses, our students develop the skills and confidence to succeed.

Working closely with SkillsHouse, Jobcentre Plus, and employers, our advisors ensure that our programs meet industry needs and prepare students for guaranteed interviews and long-term careers.

T LEVELS



As a pioneer in T Level delivery, the College has been at the forefront of this innovative qualification since 2020/21.

We have continued to enhance and broaden our T Level offer each year to meet the needs of regional employers and the interests of our students. These Level 3 qualifications, equivalent to three A levels, provide students with a comprehensive education, including substantial industry placements.

Our strong employer partnerships are at the heart of our T Level provision with many of our students being offered full time work within the NHS and other major regional employers upon completion of their placement, or their place held open for when they return from University. These outstanding successes have led to Shipley College being recognised as a class leader in best practice, supporting other providers across the country with 'how-to do' T-Levels brilliantly.

THE SALT SCHOOL OF MUSIC

The Salt School of Music has enjoyed a remarkable year, with our talented music technology students taking center stage at a variety of events. From Saltaire Heritage Day and the Saltaire Festival to Christmas and Summer performances on Caroline Street, Music on the Lawn, and DJing at the staff summer BBQ, our students have showcased their skills and passion for music.



THE MILL SCHOOL OF ART

The Art and Design team has provided our students with a comprehensive and industry-relevant education, the opportunity to showcase their talents and to wow crowds with their craft.

Through partnerships with employers like Cecil Green Arts, Saltaire Inspired, Hallmark Cards and Leeds Art Gallery, we have integrated industry briefs and extended placement opportunities into our curriculum. This ensures our students are well-prepared for their future endeavors, whether it's higher education, apprenticeships, or direct employment in the creative industries.

Our students have actively participated in a variety of projects, including the production of the college magazine CRAMM, the Saltaire Festival and Makers Fair, the end-of-year art exhibition, and the Lantern Parade.

Additionally, our leisure programmes offered a wide range of courses, including digital photography, ceramics, sewing, life drawing, conductive thread, jesmonite, and printmaking, attracting a large number of participants that make new friends and learn new skills.

PROMOTING SKILLS AND WORKPLACE BEHAVIOURS

ShIPLEY College actively collaborates with Bradford Council's CTE Partnership to provide our students with opportunities to develop in-demand skills.

By participating in industry-focused projects, our students gain valuable insights and experience, equipping them to enter high-demand careers within the Leeds City Region.

CTE fosters collaboration among schools and colleges in the region, coordinating provision and pathways. We celebrate our collective achievements and individual student successes annually. At the last CTE Awards, Team Shipley was honored to receive two prestigious awards: Student of the Year: Digital and Student of the Year: Health. Additionally, our Access to Further Learning and Work Provision students were recognised for their outstanding development of key employability skills.



BESPOKE CUSTOMER SERVICE TRAINING

ShIPLEY College delivered bespoke Customer Service training to individuals and businesses across the region. This included WorldHost Principles and Advanced Level 2 City & Guilds Certificates in Customer Service. These programmes were designed to upskill and re-skill individuals to help them re-enter the workforce.

By integrating customer service training into Pre-Employment programs, such as Sector-Based Work Academy programmes, in partnership with JobCentre Plus and specific industries, the College empowered individuals looking to return to work, to secure employment and meet the evolving demands of the local job market.



ESOL PROJECTS

In 2023/24, we successfully delivered our Better Start-funded ESOL projects.

Our 'ESOL for Pregnancy' programme provided language support to pregnant women, enhancing their confidence in navigating the challenges of pregnancy and childbirth. Our 'ESOL with Infants' project offered short courses for adults and their babies, focusing on literacy, storytelling, and communication skills.

Both projects achieved impressive results, with 100% pass rates and participant satisfaction.

We also continued delivery of our Lottery funded community project, 'Bridging the Gap'.

This project trains volunteers to teach introductory ESOL classes in Bradford and Keighley, addressing a crucial gap in language provision. By partnering with various organisations across the city, we are making a tangible difference to the lives of individuals by improving English language skills - helping them move closer to confidence, independence and employment.

ESOL, or English for Speakers of Other Languages, is a powerful tool that opens doors to countless opportunities. By learning English, individuals gain access to a world of information, education, and employment. It empowers them to communicate effectively, build relationships, and participate fully in their communities. ESOL breaks down language barriers, fosters cultural understanding, and promotes social integration. It is a catalyst for personal and professional growth, enabling learners to achieve their goals and reach their full potential.

One of our 23/24 adult student's journeys is a testament to the power of education and human resilience. Despite facing significant challenges, including visual impairment and a new cultural environment, she has demonstrated unwavering determination and a strong work ethic. By learning English, she has not only empowered herself but also opened doors for her son's future. Her success in passing the Life in the UK test is a significant milestone, and her aspiration to attend college is a testament to her ambition and drive. This inspiring story highlights the transformative impact of ESOL programmes and the potential they hold to change lives.





APPRENTICESHIPS

ShIPLEY College is a go-to provider for apprenticeship programs in the district. Our flexible attendance models and our class leading support services, including English and maths tuition, make us a highly attractive choice for employers.

Our commitment to high quality teaching and learning, combined with our efficient recruitment and selection process, ensures that employers receive well-prepared and skilled apprentices.

Some of the employers we work with include:

HARDEN PRIMARY SCHOOL

STRONG CLOSE NURSERY SCHOOL

GEM COMPLIANCE TRAINING BR

BRADFORD GRAMMAR SCH

PRODUMAX LTD OGDEN FULFILMEN

MORGAN WELLS LTD GREENWAY GARDENING

CHILDREN'S PLACE (HEATON)

GROVE HO

SALTAIRE BREWERY

BRADFORD CARE TRUST

CARRWO

SQUAREFOOT INVESTMENTS (UK) LTD

BRADFORD COU

DENNIS WILLIAMS HAIR AND BEAUTY

ITAX ACCOUNTANTS

INCOMM

SALTAIRE PRIMARY SCHOOL

THE HEATHERS CARE HOME

ST FRANCIS CATHOLIC PR

CORNERSTONES COTTINGLEY

STRONG CLOSE NURSERY SCH

SANDY LANE PRIMARY SCHOOL

YORK MINSTER PA

BRACKENHILL PRIMARY SCHOOL

INGROW PRIMARY SCHOOL

SERVICE 2 (HVAC) LIMITED

LILYCROFT NURSERY SCHOOL

FASTTRACK MORTGAGES LTD.

FARNHAM

HAZELBECK SCHOOL

PJM: DIGITAL

MAYDEN GROUP LTD

ABBEY GREEN NURSERY SCHOOL

SOUTHBROOK ACCOUNTANTS LTD

LAPAGE PRIMARY SCHOOL & NURSER

CORNERSTONES COTTINGLEY

ST EDMOND

SANDY LANE PRIMARY SCHOOL

S K MALIK & CO ACCOUNTANTS

BRA

FARNHAM PRIMARY SCHOOL

VALLEY



BRADFORD CHILDREN AND FAMILIES TRUST (BCFT) **ST LUKES COFE PRIMARY SCHOOL**
YORKSHIRE HOUSING
SANDY LANE PRIMARY SCHOOL **WESTFIELD NURSERY LTD**
UNIVERSITY OF BRADFORD
RAINBOW INTERNATIONAL (CHAND RESTORATION GROUP LTD)
PARKWOOD PRIMARY SCHOOL **BECKFOOT OAKBANK SCHOOL**
CCL COMPUTERS **HAZELBECK SCHOOL**
HOUSE PRIMARY **INCOMMUNITIES**
THE CARERS' RESOURCE
OD PRIMARY SCHOOL **CORNERSTONES COTTINGLEY**
NCIL **TECONNEX LTD** **NORTH YORKSHIRE COUNTY COUNCIL**
UNITIES **SANDY LANE PRIMARY SCHOOL** **J PAXMAN LANDSCAPES LTD**
DL **POPLARS FARM PRIMARY SCHOOL**
PRIMARY SCHOOL **BRACKENHILL PRIMARY SCHOOL**
THE OLD BANK DAY NURSERY (HAYTON CHILDCARE LTD)
OOO **PARKWOOD PRIMARY SCHOOL** **AMBLER WAY SUPPORT**
RKWOOD PRIMARY SCHOOL
HAZELBECK SCHOOL **PENNINE PLUS** **ST FRANCIS CATHOLIC PRIMARY SCHOOL**
THE ACADEMY AT ST JAMES **M J LANDSCAPES**
ACS **MORGAN WELLS LTD** **FARNHAM PRIMARY SCHOOL**
PRIMARY SCHOOL **SEEDBOMB LTD**
DAISY HILL CHILDREN'S PLACE DAY NURSERY
BRADFORD CHILDREN AND FAMILIES TRUST (BCFT)
BBEY GREEN NURSERY SCHOOL **ALL SAINTS' CHURCH OF ENGLAND PRIMARY SCHOOL (CLT)**
NS NURSERY SCHOOL **PARK ASPIRE AP ACADEMY**
DENNIS WILLIAMS HAIR AND BEAUTY
CKENHILL PRIMARY SCHOOL
MENSTON PRIMARY SCHOOL
VIEW COURT **HOME FARM PRIMARY SCHOOL**

APPRENTICESHIPS

Employers value the true partnership model that we work within, appreciating that we are in this together, working together - to develop the absolute best apprentice possible!

Bradford District Care Foundation Trust has been working in partnership with Shipley College for over ten years.

Our organisation works in collaboration with Shipley College course managers & tutors to identify how the college can best meet our training needs with regard to apprenticeship programmes. Shipley College has worked with BDCFT learners to identify suitable learning pathways enabling our staff to progress & achieve their qualifications.

"The tutors are very experienced in delivering the apprenticeship programmes and are always available to offer support to our learners as required.

Many of the learners who undertake apprenticeship programmes at college often progress to further study e.g. nurse associate programmes or are successful in promotion in the workplace".

Jane Hutchinson - Education & Training Facilitator, BDCFT



"Our initial introduction with Shipley College was very welcoming and informative. It was clearly explained to our office staff what was required and if anything was unclear it was always explained or passed to others who could help.

Since taking apprentices we have found the college to be very supportive of their learners.

They are conscientious to ensure all learners attend college each week, and inform us if they are absent. There are regular reviews which I find valuable to be part of too. The college is very prompt in communicating and supportive.

We would not hesitate as a school to take on more apprentices from Shipley College".

Sue Tyson - Early Years Manager, Grove House Primary

AN INSIGHT FROM SOME OF OUR APPRENTICES

"I found the Course very informative, and it has helped me put things into practice and see things differently within my role. I found both John and Karen very supportive and was always willing to help with re-wording questions or changing the way that I am reading them. I specifically liked the teaching classes as I found it very useful when John would prepare the previous week as to what he was going to teach next week and go through the lesson plan with us, joint discussions and flipchart exercises really helped me to gain more knowledge and understanding of the units and the course."

Louise Hamshaw - L5 Leadership and management in adult care

"Firstly, the tutors Hazel and Joanne have been amazing since taking over, the class feels that they both have been very supportive and understanding, as we all have families and full-time jobs. It's a safe learning environment, where you can ask any question without being ridiculed. Both tutors are approachable and always have time to listen. As a whole class we have created an adaptable environment through their guidance. Every Monday when we are all in, the atmosphere is amazing, enjoyable and each person has their own personalities which when mixed together, bring us together as a family."

Lynette Stuart - Residential Childcare

"At first I was worried and anxious about coming to college as I don't like to meet new people. But everyone at college made me feel really comfortable and really supported me with my work. Now I am a few months in, I love attending college and love the class I am in and everyone is very supportive and helpful."

Amy Watson - Health care

"College has been amazing for me from the moment I joined as an apprentice. My course has challenged me in ways I never expected, pushing me to think on the spot and expand my knowledge. I've gained a deep understanding of my role and each lesson has helped me develop skills that will serve me well in the future as well as my current role. My tutor, Jackie has truly been of great support and inspiration throughout my college journey. From the very first meeting, it was clear that she was deeply invested in my success, not only as a student but also as an individual."

What makes my tutor truly exceptional is her unwavering patience and commitment to my learning. Whenever I've encountered difficulties with the material, Jackie has been incredibly understanding and willing to go the extra mile to ensure I grasp the concept fully of each topic by ensuring she was only a message or email away even when it wasn't my college day. Her explanations are clear, insightful, and always tailored to meet the class's learning style. Thanks to Jackie's support, I've gained a deeper understanding of the subject and built confidence in my abilities."

Moreover, my tutor has fostered a nurturing and open environment where I feel comfortable asking questions and discussing ideas without hesitation. Jackie encouraged me to push beyond my limits and has celebrated my achievements, no matter how small, which has motivated me to keep striving for excellence. Due to the excellent experience I have had I would definitely recommend Shipley College to peers if they were wanting to do an L3 Business Admin apprenticeship."

Sofia - L3 Business Admin



WORKING WITH EMPLOYERS

Our students have become a key part of so many of Bradford's Businesses, making a real contribution to the success of their operations whilst on work experience or substantial industry placement.

Many of our employer partners have year on year increased the amount and regularity of placements they offer, as they love the value, energy and skill that our students bring to their business - with many of our students being offered full time employment when they finish their courses.

For those employers new to working with Shipley College, or offering young people an opportunity to practice their skills, our Business Development Team is a great source of comfort - managing the recruitment, liaison and quality of the employers experience.



"Myself and the wider Business Development team are always happy and keen to work with new and existing businesses across the district.

We undertake a training needs analysis with the business and recommend appropriate products and services that meet their needs.

Whether it be recruiting an apprentice, taking on a student for work placement or getting involved in our classroom endorsements, we make the process as simple as possible for the business and ensure we keep in contact throughout. One of the best parts of my job is receiving the glowing feedback from employers about the learners they have worked with and how they have made a real impact within

their organisation or receiving feedback from the learners themselves, where their placement or apprenticeship has made a huge positive difference to their life".

Jacqui Porritt, our Head of Business Development

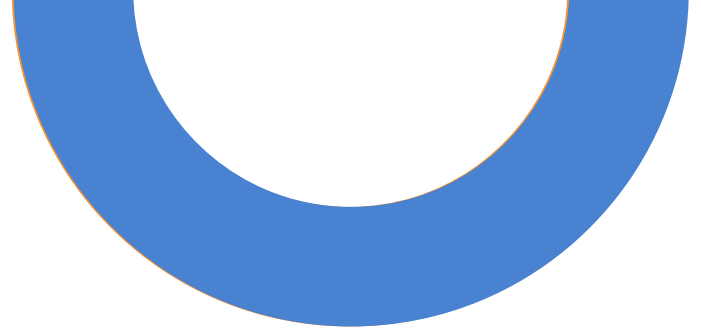
"We've really enjoyed working with Shipley College's T Level students. They've been fantastic - hardworking, eager to learn, and a pleasure to be around. We've been impressed by their skills and dedication, and we're excited to announce that one of them will be joining us permanently as they've exceeded all expectations during their placement. We believe in investing in the next generation of skilled professionals, and it's been a pleasure to be a part of that journey with Shipley College."

Lewis Aird - Technical Support Manager - EXA networks

"As advocates for fostering talent and nurturing future professionals, we commend Shipley College for their dedication to shaping tomorrow's workforce. At iTax Accountants, we believe in investing in the next generation, and working with Shipley College enables us to build a brighter future for these students together."

Shahzad Shah - I-Tax accountants





Here are some examples of how we have worked with employers to shape what we teach and how we teach it:

Masterclasses

Bradford Teaching Hospital and Bradford Royal Infirmary delivered masterclasses and on-site experiences to our T-Level Health students in how AI and automation is influencing clinical delivery

Employer Brief

Level Three Media students worked with Space Hub Yorkshire to create a range of videos to provide insight into the UK Space Industry. The students worked in a professional capacity to meet the needs of employers with the videos then being used on a Mayoral Trade Mission to the United States of America



Masterclasses

Occupational Therapists from Bradford Royal Infirmary delivered a practical skills session to Level Two Health (Therapies) students to show how to work, with respect and sensitivity with people of different heritages

Employer Brief

Level Three Media students worked with Care Dynamics to record 'A Day in the Life' of service users. Employers and stakeholders were invited to the event and provided feedback to the students on their final product

Trips / Visits to Industry

Level Three Games students visited Impact Gamers to use their facilities and begin to use specific software to create their own games. The students then continued this brief in their vocational sessions to produce an end product, reflecting on their creative process



Masterclass

Tim Leaver delivered a masterclass to Level Three Esports, Level Two Esports and Level Three Games students to introduce students to the world of shoutcasting in professional esports. Students were introduced to key concepts and challenged to have a go themselves before taking part in a Q&A session

Employer Brief

Arts students worked alongside 60+ independent artists and creators (British Designers / Makers) to learn entrepreneurial skills and develop their technical competence at the Makers Fair run by Saltaire Inspired



STAFF INDUSTRY UPDATING

Our teachers are dual professionals, meaning they are constantly studying new qualifications, learning about learning, conducting action research and working in their communities of practice to make sure their teaching practices are at the forefront of current thinking.

Though alongside their commitment to becoming the best teacher they can be, they also need to make sure they stay at the top of their vocational game - whether it is becoming expert with the latest scanning technology used by the NHS or learning how musicians are incorporating AI into beatmaking - it is our partnership with industry that allows us to do so.

Employers understand we need their support to deliver them the very best talent pipeline, which is why they welcome our teachers into the workplace, to become part of their team. That's why we allocate time to our colleagues, to release them into industry, as we know how important our teachers staying current is for our students' skill development, and our employer partners' future success.



Industry Updating: Staff were trained by the Football Association on child protection and safeguarding when managing sports for vulnerable children



Industry Updating: Early Years Teachers went to Ashfield Nursery and St Edmund's Children's Centre to learn how they were incorporating the recent changes to statutory framework for early years development so they could adapt how they teach it in college



Industry Updating: Health Science staff visited Bradford University to learn how to carry out forensic investigation - these skills are now delivered as part of a Level One unit on scientific investigation (forensic crime)



Industry Updating: Health and Social Care colleagues visited Tracks MHHE - and learned strategies used in settings to support young people with complex medical needs



Industry Updating: Health and Social Care Teachers visited the Cellar Project to observe how the provision helps students with their mental health



Industry Updating: Staff visited Hanson School and looked at the nurture learning group. It gave the group valuable insight into how to enhance our inclusive offer and transition environment for deaf learners



Industry Updating: Tutors visited the Festival of Learning TeachMeet based at York College



Industry Updating: Teachers visited Morrisons to learn about digital asset management



Industry Updating: Colleagues visited Amazon to learn how AI and automation is revolutionising the speed of customer experience



Industry Updating: Teachers visited Flowers by Karen, to learn how modern bridal arrangements are evolving in light of changing 'insta-influenced' trends



Industry Updating: Colleagues visited Beardsworth Nurseries to see how root stock is being used to nurture endangered and/or at-risk genomic species of trees

COLLEGE STATISTICS

For the last two years, Shipley College has had the highest achievement rates for 16-18 students and apprentices of all West Yorkshire Colleges.

84% In 2023/24, **922** young people studied with Shipley College in 23/24, with achievement on study programmes once again reaching **84%**.

1511 **1511** (2070 enrolments) adults studied with Shipley College in 23/24 - **80%** of adults achieved their course

90% Achievement on Access to HE programmes was **90%** in 23/24 and **70%** went on to university

247 We had **247** apprentices (in learning) - **61%** of those who finished their apprenticeships in 23/24 achieved.



STUDENT TESTIMONIALS

"I really enjoy everything about my course. You're not just learning about the course but about the village as well and its history."

Kaianat, Foundation Learning student

"I want to go to uni to study film production because of this course, and I feel like it has really helped equip me for the next steps."

Shannon, Creative Media student

"The HE to Social Science Team and staff at Shipley College have been incredibly helpful throughout. I have made lots of new friends. All students, particularly mature students, should sign up for a course here because of the encouragement and guidance available."

Iram, Access to Higher Education student

"My tutors have worked with me to help me feel supported in and out of class and I have gone from not having any full qualifications from school, to starting my degree with the Open University."

Leigh, Adult Social Care apprentice

"I really enjoy the course, it's a subject I am passionate about and it's helping prepare me for my next steps."

Aisha, Travel & Tourism student





"My time on my T Level has been one of the most joyous and beneficial experiences I have had. It has opened many doors into different professions ranging from practitioner to teacher to a speech therapist. I was able to solidify my passion to teach through completing two placements and my next step is studying Education Studies and English at Bishop Grosseteste University in the hope to be an English secondary school teacher one day!"

Alanya, T Level student

"By doing different activities, tasks and games, the class learns English at the same time. The students and teachers are all lovely people."

Mohammed, ESOL student

"Through taking part in the training, our team now has more in depth knowledge in terms of providing our guests with exceptional quality service. It has provided team members with the platform to develop new transferable skills whilst enabling cross-functional team development opportunities."

Faye, Group Head of HR & Development, Wentbridge House Hotel

"The best part about the course is that we can run performances and practise in Caroline Street Social Club, it's a really great experience to be able to use an external space away from the classroom!"

Tarqa, Music Technology student

"T Levels were more fitting for me, the staff were very helpful and we have been guided to prepare for university. I would like to study Play Therapy or Cognitive Behavioural Therapy at university."

Charlee, T Level Education & Childcare student

GOVERNORS SERVING ON THE COLLEGE BOARD DURING 2023/2024

Name	Date of appointment	Term of Office	Status of appointment	Committees serves
Mr P Whittle	Apr 2021	4 years	Member	Chair of the corporation. Member of F&R, Search
Ms D Bird	Sept 2022	N/A	Principal (Accounting Officer)	Member of F&R, Search, C&Q
Mr P Goodridge	March 2023	1 year	Member	Vice Chair of the corporation. Member of F&R
Ms Ranjit Arora	Jan 2022	4 years	Member	Member of C&Q
Ms J Beaumont	Oct 2012 Reappointed Oct 2022	3 years	Member	Member of C&Q and Audit
Mr D Butcher	Apr 2015 Reappointed Apr 2022	4 years	Member	Chair of F&R, member of Search and Remuneration
Mr N Hainsworth	Jul 2007 Reappointed Jul 2023	3 years	Member	Chair of Audit
Mr P Hunter	Dec 2016 Reap- pointed Dec 2023	3 years	Member	Chair of C&Q
Mr M Hussain	Jan 2021 Reappointed Jan 2023 Resigned April 2024	4 years	Member	Member of Audit
Ms G Jeffrey	Jan 2021 Reappointed Jan 2023	4 years	Member	Member of F&R
Ms C O'Connor	Mar 2020 Reappointed Dec 23 from Mar 2024	3 years	Member	Member of C&Q
Ms K Robinson	Mar 2020 Reappointed Dec 23 from Mar 2024	3 years	Member	Member of C&Q and Search
Ms W Rowan	Dec 2015 Reappointed Dec 2019 Term ended 12/2023	4 years	Staff Member	Member of C&Q and F&R

Name	Date of appointment	Term of Office	Status of appointment	Committees serves
Mr Q Naqvi	March 2024 Resigned September 2024	1 years	Member	Member of Audit
Mr P Riley	Sept 2024	4 Years	Member	Member of Audit
Ms S Cowling	February 2024	4 Years	Staff Member	Member of C&Q
Ms R Hoyland	July 2024	4 Years	Staff Member	Member of C&Q
Mr S Kundu	Dec 2023	1 year	Member	Member of F&R
Mr S Ratcliffe	Dec 2023 Resigned July 2024	1 year	Student Member	
Ms A Faulkner	Dec 2023 Resigned July 2024	1 year	Student Member	
Mr L Masters	From Dec 24	1 Year	Student Member	
Ms M Hussain	From Dec 24	1 Year	Student Member	

Non Corporation Members co-opted to serve on College committees during 2023/2024

Name	Date of appointment	Term of Office	Status of appointment	Committees serves
Mr P Webley	Dec 2018 - reappointed Dec 2022	4 years	Externally Coopted Member	Search Audit Remuneration
	July 2019 Reappointed July 2022	4 years		
	July 2019 Reappointed July 2022	4 years		
	Resigned December 2023			

Vacancies:

2 external members

Director of Governance:

Mrs D Carter

GOVERNANCE UPDATE

CHAIR OF THE CORPORATION

Peter Whittle

Peter was born in Birmingham and has been mostly based in West Yorkshire since being an undergraduate at Leeds University.

On graduation he joined the banking world and worked in the finance industry for 35 years in a wide variety of roles, in the later years specialising in credit and risk assessment and finally managing problematic lending situations, before taking early retirement in 2011 and moving to Baildon.

He has been actively involved with educational governance for nearly 30 years having been a parent and sponsorship governor and fulfilling the roles of Vice Chair, Chair and Trustee at schools attended by his children and became a member of Shipley College Board four years ago to further this interest.

Since retirement Peter has pursued his hobbies of motor sport and golf having being treasurer for a number years for his motor and golf clubs, in addition he has used his experience to advise several small businesses. He remains an active golfer with his other interests now centred on travel, photography and grandchildren.

SEARCH COMMITTEE

The Search Committee met twice in 2023/24. The Committee considered the 2023 Skills Audit which informs the Recruitment Policy and Practice of the Corporation. They considered the outcome of the Corporation and Committee Performance Reviews and considered areas to improve performance. They considered a review of the Code of Good Governance for English Colleges and reviewed the 2023/24 individual member attendance report and set attendance targets, they reviewed training and development undertaken, updated the Committee's Terms of Reference and recommended the reappointment of members whose term of office was due to expire during the 2023/24 academic year. The Committee considered the composition of the Corporation in terms of experience, skills, ethnicity, gender, and age group.

The members reaffirmed that the diversity of the Corporation in terms of ethnicity, gender, and age group is important and is considered when vacancies are filled. However, this depends on the applications received and meeting the skills and experience required to meet the Corporation's strategic objectives. The Diversity statement was considered and amended. The Committee looked at the External Board Review Report and put an action plan in place.



EQUALITY, DIVERSITY AND INCLUSION

During 2023/24 the Curriculum & Quality Committee met three times. The members considered the 2022/23 EDI Annual Report covering student and staff data on age, disability, ethnicity and gender. This report is available on the College website. They also considered two HR reports, including a report on gender pay. Outcomes for learners were considered as part of the annual Self Assessment Report. The updated EDI Policy was reviewed and approved.

MEETING THE SKILLS NEEDS OF THE DISTRICT

The 2023-2024 Curriculum & Quality Committee's primary focus was to ensure that the college's curriculum aligned with the evolving needs of the district's workforce. To achieve this, the committee supported college strategies that would strengthen industry partnerships and provide students with practical, real-world experiences.

KEY INITIATIVES DISCUSSED AND IMPLEMENTED INCLUDED:

WORK PLACEMENTS:

Facilitating opportunities for students to gain hands-on experience in industry settings, applying their classroom knowledge to real-world challenges.

EMPLOYER-SET BRIEFS:

Collaborating with local employers to develop projects that mirror industry demands, providing students with authentic learning experiences.

EMPLOYER MASTERCLASSES:

Inviting industry experts to deliver specialised workshops and share insights into current industry trends and best practices.

CO-CREATED COURSE PROGRAMMES:

Working closely with employers to design courses that directly address the specific skills and knowledge requirements of the local job market.

STAFF INDUSTRY PLACEMENTS:

Encouraging staff to undertake industry placements to gain firsthand experience of industry practices and bring this knowledge back into the classroom.

SAFEGUARDING

Our OFSTED inspection reported that our arrangements for safeguarding remain effective.

Governors, leaders and managers place a high importance on keeping all students safe. Those responsible for safeguarding are suitably trained and deal with safeguarding disclosures and concerns swiftly and effectively. Leaders responsible for staff recruitment have ensured that managers follow effective safe recruitment guidelines with thorough pre-employment checks before new employees begin working at the college.

The PREVENT Duty Risk Assessment and Action Plan is in place to stop people becoming drawn into, promoting or supporting terrorism and is part of a suite of policies and procedures that ensure our staff are safe and able to keep our students safe.

The Safeguarding Link Governor is an integral part of the Safeguarding Management Group.

All governors are provided with key updates and complete mandatory safeguarding, PREVENT and ACT training. Governors approve the Annual Safeguarding Report, which

provides information on student referrals, positive learner behaviour, College security, online safety, safe procedure on contractors and subcontractors on premises, safety of learners on work experience and reporting of staff mandatory safeguarding training.

COMPLIANCE

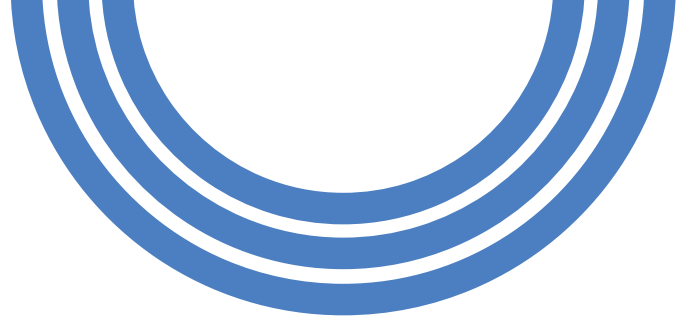
The College endeavours to conduct its business:

- i. in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership);
- ii. in full accordance with the guidance to colleges from the Association of Colleges in the Code of Good Governance for English Colleges ("the Code");

In the opinion of the Governors, the College is working towards compliance with all the provisions of the Code. The Governing Body recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times. In carrying out its responsibilities, it takes full account of The Code of Good Governance for English Colleges issued by the Association of Colleges in September 2023, which it formally adopted 12th December 2023, to be reported against from January 2024.

The Director of Governance ensures compliance with all applicable procedures and regulations and maintains a register of financial and personal interests of the members of the Corporation.





CHANGES TO THE ESTATE

We take pride in preserving the historical integrity of the buildings as well as offering modern facilities to deliver teaching in the 21st century. We work continuously throughout the year to maintain and upgrade our estate and our achievements this year include:

IMPROVEMENTS TO THE ESTATE 2023/24:

FE Capital Transformation Fund - This project has refurbished large elements of the College's 'Mill', 'Exhibition' and 'Salt' Buildings with some minor works at the Jonathan Silver Building. The project has ensured educational space, plus key external building fabric elements, has been improved from Grade B or C to Grade A.

DfE funding has been received after each stage of work has been completed.

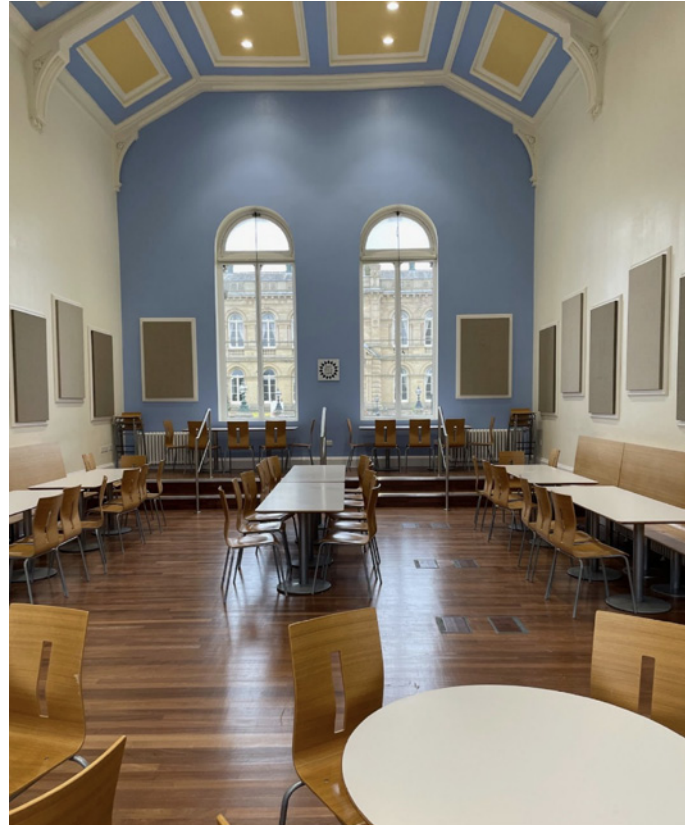
Lodestone Projects Ltd were appointed to carry out the works as main contractor following F&R approval.

Phase 1 works were completed over summer 2023 on Exhibition and JSB, plus we purchased new IT switches. Phase 2 works concentrated on the Salt and Mill buildings using all non-term times including summer 2024 and October half term. These works have now reached practical completion and are in the defects period with snagging 95% complete.

Certain additional DfE grants (see below) were used to help to maximise the extent of the works.

The Towns Fund, £25m has been secured for Shipley.

£5.39m has been made available for a new Community, Heritage & Future Technology Centre on Caroline Street to support the College's provision with T Level or equivalent courses, plus other community uses.



THE BUILDING WILL CONSIST OF:

(i) Future Technology Centre: will focus on T-level qualifications, in particular multimedia, digital, medical technology and business. The project will provide five additional College classrooms and include our Registry and Reception services.

(ii) Heritage Hub: will include permanent and temporary exhibition spaces. The permanent space will host the Saltaire Collection, a collection of items that reflects all aspects of living in the village since its creation in the 1850s. There will also be a community classroom for groups of visiting school children and other groups.

IN ADDITION:

Toilets available to the public, to respond to Saltaire visitors' demand. Note that Shipley Town Council have allocated additional capital to fund the public toilets and will commit to revenue spend for future cleaning costs

- **A changing space for outdoor enthusiasts.**
- **A rooftop public exhibition garden.**
- **The open space at the front of the building will provide a public civic square and garden space.**

ADDITIONAL DFE GRANTS

Three further capital grants were received from the DfE in 2023:

- **£89,571 to be spent on improving the energy efficiency of our estate. This funding was committed to providing a net zero / decarbonisation study and replacing the building energy management system across the campus.**
- **£224,244 (ONS reclassification fund) to be spent on capital projects, prioritising condition improvement of the college's estate. This funding was committed to refurbishing the teaching kitchen in the Exhibition Building, minor refurbishment of the kitchen in the JSB and replacing the campus wide access control system.**
- **£229,000 (ECTF 2nd round) also to be spent on capital projects, prioritising condition improvement of the college's estate. This funding was committed to redecorating (complete) and replacement flooring in the JS Building, replacing the servery in the Exhibition Building, upgrading lighting, painting and masonry work at the Salt Building and additional roof works at the Mill Building.**

Funding has been allocated in proportion with the revenue funding of our institution received in 2021 to 2022 and has to be spent before the 31st March 2025.



LOCAL SKILLS IMPROVEMENT FUND (LSIF)

The local skills improvement fund (LSIF) enabled further education (FE) providers across a geographic area to respond collectively to the priorities in the LSIPs.

The LSIF supports the reforms introduced in the skills for jobs white paper, providing investment in the technical skills system to better support the needs of the local labour market and wider economy.

The LSIF is available across 2 financial years:

- **£80 million in 2023 to 2024 (£40 million revenue and £40 million capital)**
- **£85 million capital in 2024 to 2025**

The LSIF will:

- **Provide investment in new facilities and equipment**
- **Fund the development and delivery of new courses and curriculum**
- **Support excellence in college leadership, governance and teaching to create a sustainable approach to addressing local skills needs, particularly at levels 3 to 5**

The College received £693k from the LSIF fund and has invested in cutting edge facilities for the Health and FinTech sectors.

This included creating two immersive rooms and providing state of the art manikins, Anatomage tables and health care kit. We are also creating a new Skills Hub for students to work with employers to experience the world of work prior to going out to placements.

CULTURAL CAPITAL AND YOUTH SOCIAL ACTION

CULTURAL CAPITAL

The college is passionate about creating and connecting students with opportunities to develop their employability, active citizenship and leadership skills that build community cohesion and prepare students for the modern workplace. Our students engaged in a fantastic range of activities that saw them make a real difference to their community.

Cultural Capital Project: Ability Counts Football and Sports - the college runs the AC programme to empower differently abled young people to participate in sports (in college and community venues)



Cultural Capital Project: Caroline St Club - Music students worked with local venues to deliver music gigs, demonstrating professionalism and technical skill to manage them successfully



Cultural Capital Project: Maker's Fair Stall - Art students worked alongside local community partners and professional creatives to sell their own work at the Saltaire Maker's Fair



Cultural Capital Project: Hirst Wood Community Garden - students (30) help maintain the community garden which supports integration and cohesion as an outdoor space and micro-reserve for nature



Cultural Capital Project: Saltaire Advent - Art students worked with Saltaire Inspired to plan and create a range of window art

Cultural Capital Project: Lantern Parade - Art students worked with Cecil Green Arts to create lanterns for their parade during October half term

Cultural Capital Project: Dogs Trust - Art students planned and ran a social action project to raise awareness and funds for their chosen charity

Cultural Capital Project: Trans Leeds - Art students planned and ran a social action project to raise awareness and funds for their chosen charity. They presented their project and reflected on their success at Shipley Gives

Cultural Capital Project: Bradford Hate Crime Alliance - Music students planned and ran a social action project to raise awareness of how hate crime can affect anybody

Cultural Capital Project: Guide Dogs for the Blind Charity Stream - Esports students planned and ran an esports charity stream to raise funds for a chosen charity

Cultural Capital Project: Duke of Edinburgh - over 70 students engaged in the Bronze Award

Cultural Capital Project: Bradford Food Banks Charity Stream - Esports students planned and ran an esports charity stream to raise funds for BFB. The charity delivered a masterclass to raise awareness of the charity

Cultural Capital Project: The Proactive Care Team from NHS - delivered a talk about the importance of eating healthy and healthy habits during Ramadan and in general to prevent illnesses that are high in ethnic minorities. They also promote blood pressure and weight checks

Cultural Capital Project: L2 and L3 Esports students planned and ran a charity stream for Bradford Food Banks to raise money for the organisation

Cultural Capital Project: Yorkshire Dales National Park - students nurtured saplings at college that they then transplanted to the National Park to learn about reforestation and decarbonisation of the planet - learning outdoor skills, communication and teamwork

Cultural Capital Project: Warm Spaces - students helping feed homeless and lonely people by cooking food and delivering it to the venue, with some students helping in the creche/nursery setting to help parents relax



SHIPLEY GIVES

This year our students have taken part in an 8 week project 'Shipley Gives' which has created the opportunity to learn about social issues, local charities and how to support and tackle these issues.

We embed social action for charity into the curriculum in PSHE as a powerful force that unites individuals and communities to create positive change. By volunteering time, donating resources, or advocating for a cause, people can directly impact the lives of others and address pressing social issues. This collaborative effort fosters empathy, strengthens communities, and ultimately helps build a more just and equitable world.

Shipley Gives is a 8-week project where students get the chance to learn about social issues and what local charities are doing to tackle these issues. As a group, they then chose an issue they think affects their local area and a local charity to support. The teams meet staff and volunteers from their chosen charity and carry out a social action activity to raise awareness and money. At the end of the projects, all groups participate in a final in which presentations of all the work they've done over the course of the project and pitch for £250 prize money, which the winning group gives to their chosen charity. It is clear when watching the presentations that students have seen how socially impactful activities have a clear intended benefit to a community, cause or social problem, and how important it is to take action for what they care about.

CULTURE DAY

Shipley College hosted a vibrant Culture Day in the Exhibition Hall, showcasing the rich tapestry of cultures represented within the college community.

Students from 21 different countries shared their heritage through language, music, dance, food, and games. The atmosphere was filled with excitement as students dressed in traditional attire, taught each other new dances, and learned how to say things in other people's first language.

Culture Day was a resounding success, fostering a sense of global citizenship and appreciation for our diversity among students and staff alike.







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