

# Accountability Statement

2024/25



Proud to have the highest achievement rates for 16-18 year olds of all the West Yorkshire Colleges

Plus we are the top college apprenticeship provider in West Yorkshire!



# Introduction

Welcome to our Accountability Statement for 2024/25. This document sets out how the College is meeting the current and future skills needs of the district, as set out in the West Yorkshire Local Skills Improvement Plan.

## ShIPLEY College: Committed to excellence

ShIPLEY College is dedicated to providing a transformative learning experience that empowers our students and enriches our community. We hold ourselves accountable to the highest standards and are committed to:

- **Student Success:** Equipping students with the skills and knowledge they need to achieve their academic, professional and personal goals
- **Educational Quality:** Delivering high-quality programmes that are relevant, engaging, and industry-aligned
- **Building a Skilled Workforce:** Our college partners with local employers to ensure our programmes meet the district's evolving skills needs. This collaboration shapes our curriculum, creates industry-specific programmes, and offers practical learning opportunities, preparing students for success in the local job market
- **Inclusive Environment:** Fostering a welcoming and inclusive environment that celebrates diversity and supports the individual needs of all learners
- **Community Impact:** Contributing positively to the social and economic well-being of the communities we serve
- **Sustainable Practices:** Integrating environmental responsibility into our operations and curriculum

This accountability statement outlines our commitment to our core values and details the measures we take to ensure we are delivering on our promises.

**Diana Bird**  
Principal and CEO of ShIPLEY College



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# 1. Our purpose – Why our provision is important and the contribution it makes

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 our students for life in modern Britain.

We use our Tailored Learning funding to support those within our community that are most under-resourced to take their first steps back into learning. 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 community.



The College recognises that student and staff success extends far beyond academic achievement. We are committed to fostering a vibrant and supportive community that prioritises well-being. We invest in the well-being of those who make our college thrive. We offer a comprehensive range of services to support the social and emotional well-being of students and staff. We actively cultivate a diverse and inclusive environment where everyone feels valued, respected, and supported. We foster a strong sense of community by providing opportunities for students and staff to connect outside the classroom. We recognise the importance of work-life balance for staff. We strive to create a supportive and flexible working environment that allows staff to thrive both professionally and personally. By investing in well-being and self development, we create a positive learning and working environment for all. Students are better equipped to succeed in their studies, while staff feel valued and empowered to contribute their best. This fosters a vibrant and resilient community that has a positive impact on the wider district.

The College delivers high quality and high value, technical post-16 education and training to young people and adults that raises aspirations and provides them with the technical skills, knowledge, behaviours and experience that they need to secure good, sustainable, productive employment. We develop clear career pathways for individuals to upskill and reskill throughout their lives and ensure that individuals get the support they need to get great jobs and progress in their careers.

We forge strong partnerships with businesses throughout the district. Through these collaborations, we gain valuable insights into the current and future skills employers require. This allows us to tailor our curriculum, develop industry-specific programmes, and offer opportunities like work placements that bridge the gap between theory and real-world application. This collaborative approach ensures our students possess the relevant skills and experience highly sought after by local employers, ultimately strengthening the economic vitality of our district. We provide employers with a workforce, especially in roles and sectors that have high volumes of vacancies which are expected to increase; long term structural barriers to recruitment, retention and progression issues; and are important in providing opportunities for employment in key-growth areas.

We work very closely with our stakeholders, including other education providers, the voluntary and community sector, employers, and civic partners to contribute to wider plans for the district and ensure that the local curriculum offer supports the current and future ambitions of the district and enables businesses and the local economy to flourish.

We take seriously our impact upon the environment and embed sustainability as part of our decision making and ways of working. We develop green behaviours, model positive actions and scaffold our students to become the future leaders of industry with strong 'people and place' ethics alongside their high level technical skills. In 2017, Shipley College became the first college in the world to sign up to the United Nations Sustainable Development Goals (SDG) Accord. This enables us to measure, track and report our progress in aligning with the SDGs and crucially, share best practice and train other employers to better understand how they could help build a more sustainable future.



Leon Oakley, ACS



In 2023 Shipley College won the prestigious 'Creating Impact' UK Green Gown award, for a project we led which created sustainability champions across all other West Yorkshire colleges. The judges of these national and international sustainability awards said our project "stands out as exceptional for its impactful leadership in Sustainable Development Goals (SDGs) training" and was "a great example of a collaborative initiative which has led to impact being demonstrated across the sector"

The College's activities are guided by the Strategic Plan which is set, approved and reviewed regularly by our Corporation to ensure that the implementation of the Strategic Plan continues to meet local needs. The College will embark on the development of a new strategic plan in 24/25.

Our Strategic Plan (2021 - 2024) sets targets for each year, with the corporation holding senior management to account on progress against the four following key objectives:

- To ensure student achievement and attainment rates are in the top 10% for education performance
- To meet local, regional and national skills priorities through an innovative and highly responsive curriculum offer
- To ensure an exceptional learner experience leading to fulfilling lives and high value careers
- To maintain financial stability to invest in inspiring education and learning resources

We are guided in the way we achieve these objectives by our mission and values and the following principles which permeate our decisions, behaviours and activities:

- Health and Wellbeing Support for Staff and Students
- The Corporation will be a Listening Board
- Inspirational Teaching and Learning
- Committed to Equality, Diversity and Inclusion
- Providing Additionality and Active Citizenship
- Maintain Financial Stability within a commitment to the United Nations Sustainable Development Goals

Since the Strategic Plan was written the following changes have been made:

- The College has undertaken major work on our estate to upgrade our facilities so we can continue to provide state of the art teaching and learning facilities within our historic buildings
- As a wave one provider of T levels, the College has further expanded our T level offer and introduced foundation courses to support progression onto the T level courses
- Led the district in the teaching of Health and Social Care, investing heavily in technology that provides sector leading learning opportunities for our students and employers

Section 5 of the Accountability Statement demonstrates how our activities will contribute towards achieving the objectives in the Strategic Plan and shows how these align with the skills needs of the District.





## 2. 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.

### Our 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.





# 3. Context and place – Our region, our city, our College

ShIPLEY College is geographically positioned within the City of Bradford, which is one of five local authorities that collectively make up the West Yorkshire Mayoral Combined Authority, alongside City of Leeds, City of Wakefield, Calderdale and Kirklees. West Yorkshire is a vibrant, internationally-significant economy.

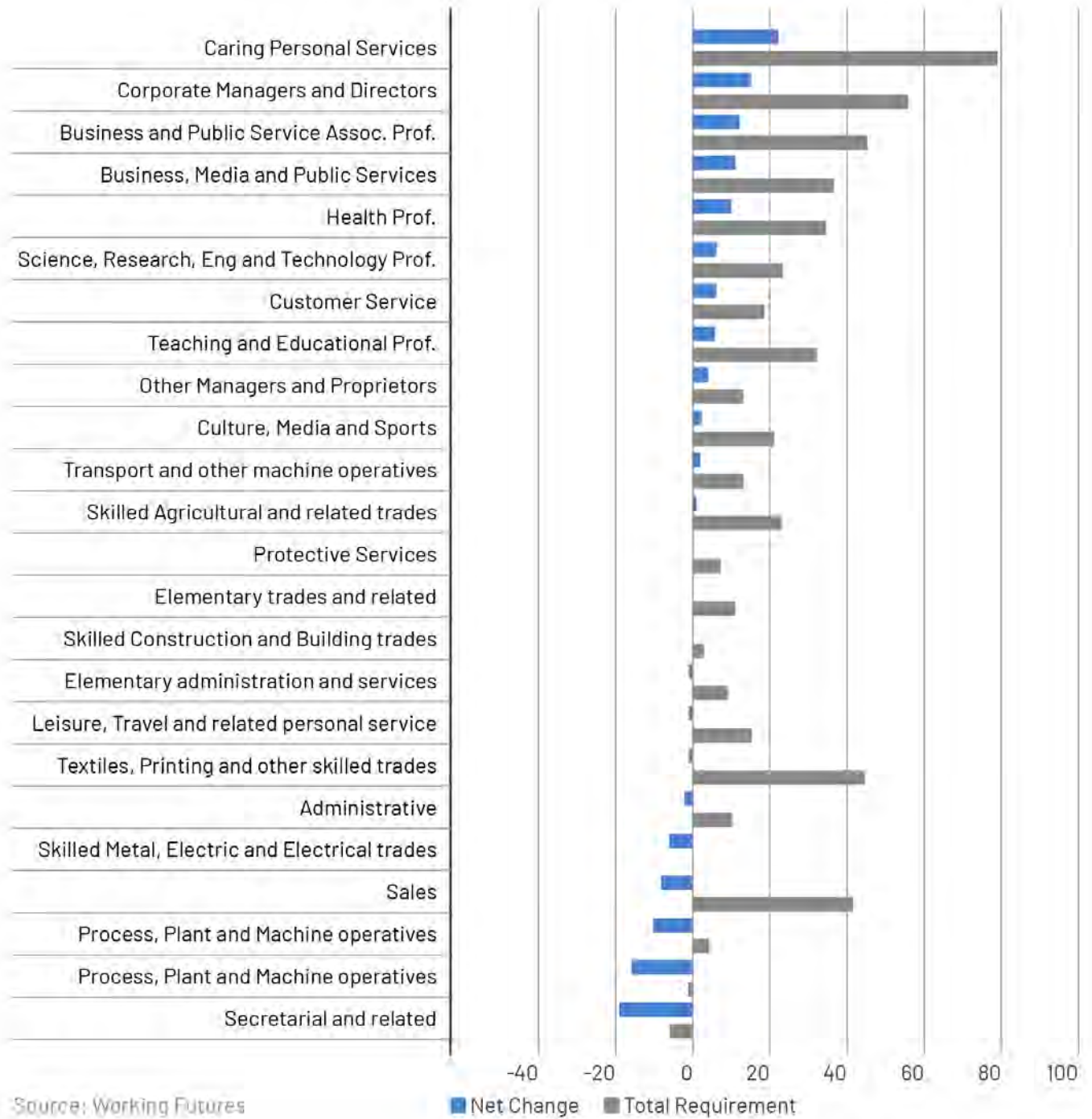


## Key facts about West Yorkshire

- Population of over 2.3 million
- An employed workforce of 1.1 million
- 92,000 private sector businesses
- There are 7 Further Education colleges, including ShIPLEY College, Bradford College, Kirklees College, Calderdale College, Luminate College, Leeds College of Building and the Heart of Yorkshire College
- There are 7 universities with 95,000 students and 30,000 graduates
- Most in demand roles are in Health, Social Care, digital, administrative and accountancy
- Largest sectors in terms of employee jobs are Health and Social Care, Manufacturing, Education, Public Administration and Defence, and Business Administration, Support and Professional Services
- Other growth job roles include business professionals, corporate managers and science, research, engineering, and technology professionals
- It is the UK's largest regional finance centre
- There are more manufacturing jobs than anywhere else in the North of England
- The fastest rates of growth in jobs will be Arts and Entertainment, Health and Social Work, Professional Services and Support Services
- It is the fastest growing digital sector in the country with skills relating to Microsoft packages in strong demand
- Green skills and green jobs will be critical in the future to achieve net zero carbon energy by 2038
- Employment in professional jobs is expected to increase by 11%
- Administrative, accountancy, catering and sales positions are most at risk from automation
- Replacement demand and higher skilled careers provide opportunities for growth in the area. Over the next decade, replacement demands are expected to generate around 19 times as many job openings in West Yorkshire as those arising from net job growth

## Net employment change and net requirement by sector 2017-2027, West Yorkshire

Projected trends in job openings by occupation, Leeds City Region



There are fabulous opportunities in the West Yorkshire Combined Authority in terms of employment and skills but in many instances these opportunities arise out of challenges that the region must first overcome in order that these opportunities can be maximised for the benefit of individuals, employers and the regional and national economy.

## Key challenges

- 22% of neighbourhoods in West Yorkshire are among the 10% most deprived nationally
- Unemployment rates are above the national average and are continuing to rise
- Above average numbers of residents with low or no qualifications and low levels of attainment in the key employability skills of English, ESOL, maths and digital
- The number of people who are qualified to Level 4 and above is below the national average
- Evidence shows that those from the most deprived areas have the lowest levels of skills and qualifications and those from deprived backgrounds are still least likely to progress to Higher Education
- There is a shortage of people employed in high skilled roles compared to the national average
- Wages are lower than the national average
- Apprenticeship take up is down and ethnic minorities are under represented
- 2/3 of employers expect to have future upskilling needs with those in management positions in greatest need
- Around 13% of employers are experiencing staff shortages

## Our City - Bradford Huge opportunities

ShIPLEY College's reach is predominantly within the City of Bradford. Bradford has economic and social characteristics in addition to those of the West Yorkshire Combined Authority, that are specific to the City which also shape the need and offer of the College.

- Bradford is the fifth largest city authority in the UK
- It has a population of 552,000 and a working population of 339,000
- It is the youngest city in the UK with more than 25% of the population aged below 18 and a 5% increase in the number of 16 year olds expected in 24/25
- The City is incredibly diverse
  - It has the second highest Pakistani population in the UK
  - 153 languages are spoken in schools across the district
- The largest employment sector is Health and Social Work, which accounts for 18% of roles in the area, followed by Manufacturing and Education.
- The Financial and Insurance sector employs 4% of the working population which is on par with national average

The Space Hub Yorkshire initiative is developing a world leading regional Space cluster supported by local ShIPLEY based businesses such as the aerospace engineering company Produmax, Radio Design, Filtronic and Teledyne.

## City of Culture!

Bradford has been awarded City of Culture for 2025. This accolade recognises the rich heritage of the City, the strength that comes from the diversity of its population and the opportunities which the City promises to all.

The region is home to a thriving Creative sector with Channel 4 and the new Bradford Live music venue next to the Alhambra Theatre in Bradford city centre.



## Key challenges for Bradford

- The district is ranked the 5th most income deprived local authority in the UK with 34% of wards falling into the 10% most deprived in the country and one in five children living below the poverty line
- Unemployment rates are higher than in Yorkshire and nationally (claimants 7.3% cf NA 3.9%) with the following groups most likely to be claiming unemployment benefits: carers, lone parents and those with disabilities / health conditions
- Over representation of young people amongst the unemployed
  - 25% of registered adult job seekers are age 16-18
- There are 50,000 economically inactive residents (excluding retired persons and students)
- 22% of jobs in Bradford are public sector compared with a national average of 17%
- Almost double the national average of adults have no qualifications



## Qualifications (Jan 2023-Dec 2023)

	Bradford (Level)	Bradford (%)	Yorkshire and the Humber (%)	United Kingdom (%)
No Qualifications	38,400	11.8	7.6	6.5
Other Qualifications	17,000	5.2	4.5	4.6
NVQ1 and above	269,800	83.0	87.9	89.0
NVQ2 and above	259,700	79.9	85.1	86.5
NVQ3 and above	200,000	61.5	64.8	67.8
NVQ4 and above	121,800	37.5	41.2	47.3

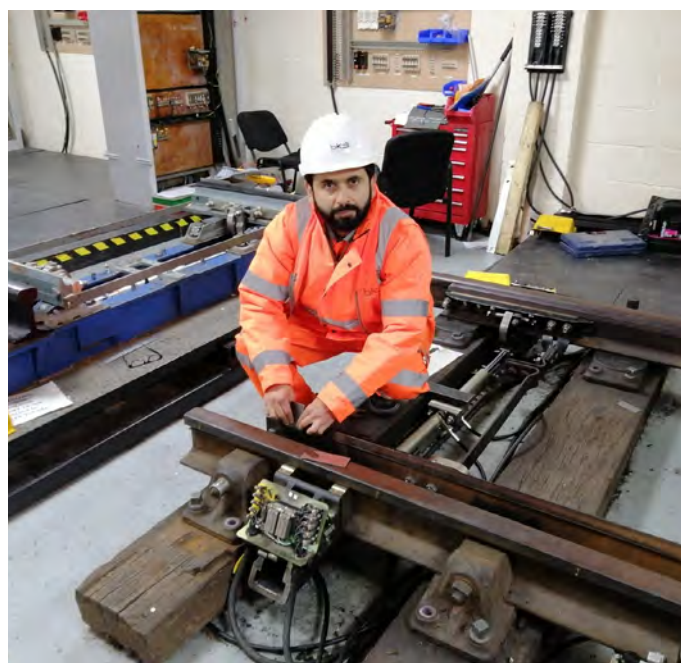
Source: ONS annual population survey

Notes: Numbers and % are for those of aged 16-64

% is a proportion of resident population of area aged 16-64

- 11.8% of working age population have no qualifications compared with 6.5% nationally
- Far fewer adults are qualified to level 4 and above, 10% lower than the national average
- Young people's levels of attainment by age 19 are significantly below the national average
  - 11% lower at Level 2 and Level 3
  - Outcomes at Key Stage 4 (GCSE and equivalents) are below the averages for England and regionally
- Growth in roles in the digital sector is failing to keep pace with the rest of the UK
- The number of high-value jobs in Bradford is low compared to West Yorkshire and England with higher skilled people more likely to live and work elsewhere

There is a need to develop the skills and confidence of residents who are unemployed and employed in low paid, low skilled occupations whilst also providing an employer-led higher technical skills offer to meet the immediate and future needs of industry.

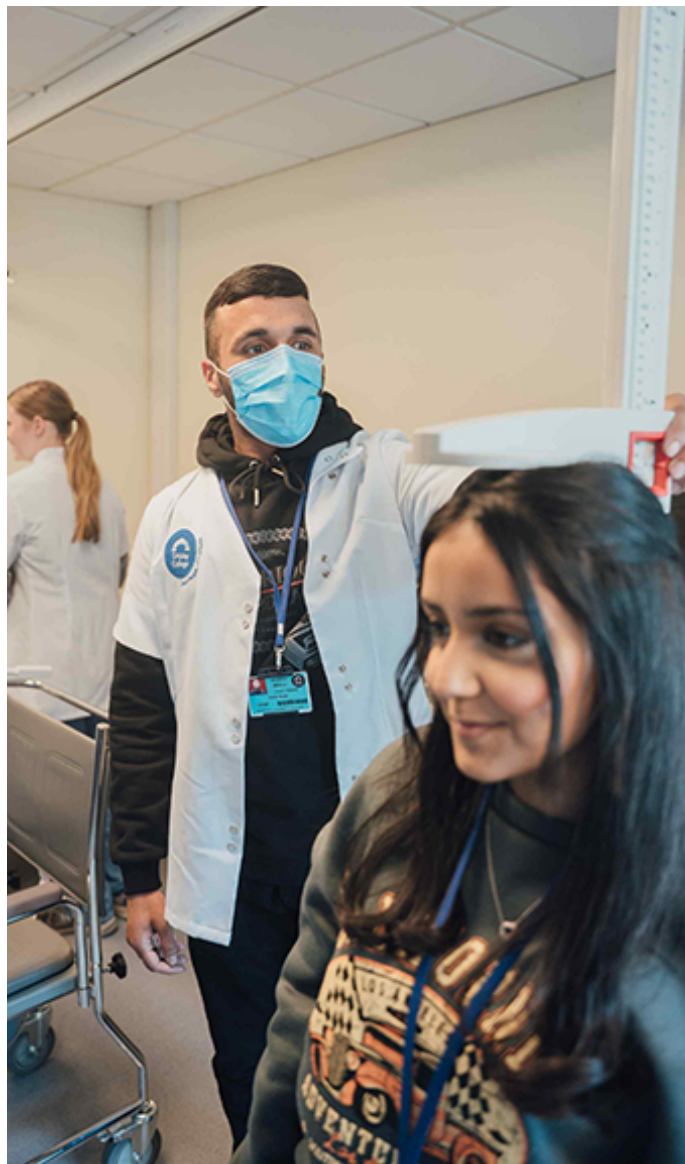
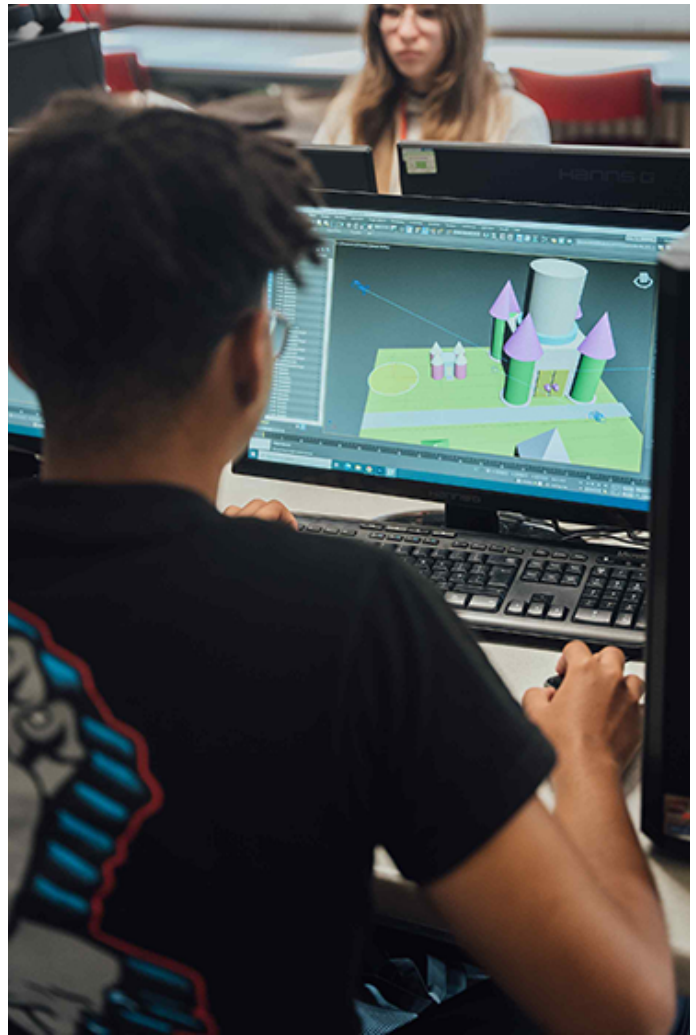


## Our curriculum offer

Most Bradford Secondary Schools have a sixth form offer which provides education for students up to the age of 18. There are 3 General FE colleges offering a combination of academic and technical education programmes.

The College delivers funded Education Programmes for Young People (including students with Education Health Care Plans); Apprenticeships and Adult Learning Programmes; has a contract to deliver Tailored Learning to adults to widen participation; delivers project funded programmes, commercial courses for business, and leisure courses to promote health and wellbeing, lifelong learning and active citizenship that builds stronger communities.

We do not deliver GCSEs (other than English, maths and Biology), A levels or award degrees (with the exception of teaching qualifications through the University of Huddersfield).



We are very clear that our role is to deliver technical education that complements the local academic offer which is provided by neighbouring schools and universities. This supports highly effective inter dependent relationships between the College, our local schools and the University of Bradford. Our main course offer covers Entry level 2 to Level 3, with a small offer from pre-entry level to Level 2 and a growing offer of Higher Technical Qualifications at Levels 4,5,6 and 7.

There are four key areas that we deliver:

- Access to Further Learning and Work (supporting students of all ages to develop key employability skills and gain English and maths qualifications up to Level 2)
- Business, (including Finance, Accounting, and Leadership and Management), Travel and Horticulture
- Care - Child, Health and Education
- Digital and Creative

Other curriculum includes Horticulture, Greenkeeping and Floristry, Events Management and Tourism, E-sports, and Rail Engineering. Delivery is from our main site in Saltaire, and in community venues and on employer premises across Bradford district and beyond.

The College supports students in the most deprived quartile for FE Colleges nationally: almost a quarter of Study Programme students qualify for Free College Meals and around 70% of students are experiencing economic deprivation.

The College provides technical Study Programmes, apprenticeships and Supported Internships for young students and provides opportunities for students to retake GCSEs in English and maths. At the point of entry, young students at the College have lower levels of English and maths than the average FE college. Only 36% of young students have both maths and English at Grade 4 or above compared to an average of 53% in the sector. 36% of the College's young students have not yet achieved both maths and English at Grade 4 or above, and a further 28% have only achieved one of either maths or English at that level which is 7% behind the national average.

Our Ofsted Reports are available to view using [this link](#).

We are a Wave One provider for T levels and offer routes in:

- Education and Childcare
- Health and Science
- Digital
- Business and Administration
- Legal, Finance and Accounting

Two further routes are planned for 24/25 in Media, Broadcast and Production, and Craft and Design.

## Our students

The College attracts young students from the immediate locale: 94% of our young students live within 7 miles of the College, with 49% living within 3 miles. Our main feeder schools are very local to the College. Bradford is successful at retaining the talent of the young people who are educated in Bradford, with the majority of Shipley College students who progress to university securing places in Bradford, Leeds and Huddersfield, and going on to work in the district.

The College has a very strong reputation in the District for being highly inclusive: around 1 in 4 of all students and 1 in 2 of our 16-18 year old students has a learning difficulty or disability and the College is very successful at securing positive outcomes for all students. We are also very proud to have a truly diverse student body which is highly representative of the demographic of Bradford District: around 51% of our students are from an ethnic minority group.

The College achieved Matrix re-accreditation in May 2023 for the period of 3 years.

# T-LEVELS

**THE NEXT LEVEL QUALIFICATION**



# 4. Our approach to preparing the Accountability Statement

The following documents informed the College's Strategic Plan and therefore this accountability statement:

## Policy development and implementation

- The DfE White Paper, 'Skills for Jobs: Lifelong Learning for Opportunity and Growth' (January 2021)
- The Skills and Post 16 Education Act 2022
- Statutory requirement for governing bodies of institutions within FE to undertake a review of provision in relation to local needs under section 52B of the Further and Higher Education Act 1992 and to publish their findings on the website
- The Ofsted Enhanced Inspection Framework with the additional Skills judgement
- The West Yorkshire Local Skills Improvement Plan (LSIP)

## District Strategies/Plans and Activities

[WYCA Labour Market Report 2022](#)

[West Yorkshire Economic Recovery Plan](#)

[West Yorkshire Digital Skills Plan](#)

[Employment and Skills framework \(WYCA\)](#)

[Future Ready Skills Commission \(WYCA\)](#)

[West Yorkshire Economic & Transport Insights Report](#)

[People, Skills and Prosperity: Bradford District's Workforce Development Plan](#)

[Bradford District Careers and Technical Education Plan](#)

[Bradford District Digital Strategy 2022 - 2027](#)

[Culture is our Plan 2021 - 2031](#)

[Economic Strategy for Bradford 2018 - 2030](#)

[West Yorkshire LSIP](#)

## The wider context in which we work

- The climate crisis and focus on sustainability and green jobs
- Ageing population and the increasing demand for Health and Social Care
- Developments in technology and the impact of digitisation and automation on jobs
- Career changes and the implications for flexible, lifelong training and the Lifelong Learning Entitlement

The governing body approved Shipley College's Strategic Plan which covers the period 2021 - 2024. Objectives and targets in the Strategic Plan have been reconsidered alongside the matters set out above, the LSIP priorities and other stakeholder contributions and are each reflected in this accountability statement. Review of the accountability statement and sign off of plans is overseen by the Director of Governance.



# Our stakeholders

Shipley College is a key anchor organisation in the district and is well connected through an extensive, well established and collaborative network of civic, education, community and employer partners. The College consults regularly with this network of partners in the design, development, delivery and evaluation of its programmes.

Our students, their parents and carers, staff and governors are key stakeholders. We use a range of different mechanisms to seek feedback on key issues such as the accountability statement and our strategic plan. We consulted with staff, Governors, the Chamber of Commerce and other local providers in the preparation of this statement.

## Our work with civic partners

The College has been a very active participant in the development, review and update of the Local Skills Improvement Plan, contributing to all of the Economic Recovery Board (ERB) led consultation events and workshops alongside other education and community providers.

The West Yorkshire LSIP has confirmed the following priorities:

- Health and Social Care
- Construction
- Logistics and transport/Distribution
- Low Carbon
- Financial and Professional Services
- Education
- Engineering and Advanced Manufacturing
- Creative Industries
- Digital and Technology



The LSIP also agreed the cross cutting themes of Net zero transition/Sustainability, STEAM, Transferable skills, Equality, Diversity and Inclusion, Leadership and Management, Digitisation and Automation. Shipley College delivers AEB contracts managed by the West Yorkshire Combined Authority. The data around supply and demand to which the College contributes has been used to inform the development of the LSIP at district and city level.

Other civic partners in our network include:

- Bradford Council - Employment and Skills Team
- Shipley Town Council
- West and North Yorkshire Chamber of Commerce
- West Yorkshire Combined Authority
- JobCentre Plus, Maximus and Skillshouse
- Leeds City Region Enterprise Partnership
- Our local member of Parliament





The Shipley College offer is made within the context of the Mayor of West Yorkshire, Tracy Brabin and her pledges which inform our planning:

- 5,000 new affordable homes
- Local control of all buses and spades in the ground on a tram system
- A “region of learning” with a new skills and training system
- A plan to reduce serious violence on our streets
- Increase access to culture and sports for all children
- A programme to insulate all social homes



Tracy Brabin, Mayor of West Yorkshire



# Our work with education partners

ShIPLEY College is a member of the West Yorkshire Consortium of Colleges, involved in collaborative bids and projects such as the Sustainable Development Fund, Collaborative Apprenticeships, Skills Bootcamps and the Local Skills Improvement Fund (LSIF) that is delivering the LSIP.

One such project, Let's Talk Real Skills, involved collecting detailed information from employers in the region about their current and future skills needs which contributed to the development of the LSIP.

The College has very close relationships with our neighbouring colleges and the University of Bradford and we meet regularly to discuss the emerging skills priorities for the district. Between the colleges, we ensure that we are regularly reviewing the needs of the district, managing the quantity and range of offer, by skill and level, and providing a wide variety of progression opportunities.

We work closely with local schools and universities to ensure that our curriculum offer, strategic plan and accountability statement is complementary to the wider provision and that there are well defined progression routes with a clear line of sight to high value careers. For example, we liaise with our local high school to design a T Level offer which compliments theirs, and with a local university to support the development of an Esports degree. We work with a number of high schools to offer technology based workshops to promote pathways into digital careers, especially by minority groups such as women and those of an ethnic minority.

Other education partner groups include:

- Bradford Post 16 Provider Group
- Independent Training Providers
- Leeds Trinity University, Leeds Beckett University, University of Huddersfield
- Bradford SEND Strategic Partnership Board
- The Association of Colleges

## Our work with community partners

The College leads a consortium of community providers to deliver key outcomes around widening participation in education for people from under-resourced parts of the city by delivering key employability skills including English, maths, ESOL and digital skills in community outreach centres. These groups are consulted in the planning of the curriculum.

Community groups we work with:

- Better Start Bradford
- Bradford Essential Skills Partnership: Meridian Centre, QED, Safety First, Womenzone
- Born in Bradford - Digital Makers





Georgi Dyson, Assistant Director of HR - Bradford Teaching Hospitals

## Our work with employers

The College continues to work very closely with a wide range of employers across multiple sectors. We have excellent and well established partnerships with key health employers, digital employers and complimentary education providers such as schools, nurseries and universities.

The College delivers apprenticeships and supported internships with employers and is a wave one provider of T Levels. It plays a leading role in helping employers to understand and navigate the qualification and skills landscape.

Senior managers from the College sit on the sector Careers and Technical Education (CTE) panels and the Principal sits on the CTE Board. These opportunities to listen to the needs of employers are critical in ensuring that the College's offer continues to be relevant and forward thinking. The intelligence gleaned through these interactions has helped to shape our response to the LSIP.

Through the Centre of Excellence for Business, employers come into College to help students prepare for interview success by delivering master classes, giving feedback on CVs, and undertaking mock interviews.

Teaching staff spend time on employers' premises in order to update their skills and to keep up to date with current practices. Employers support in curriculum development and delivery ensuring that our training is industry relevant and current.

Placements are a key area in which the College collaborates on a practical level with employers. The College is working with partners through the Centre for Workforce Excellence to develop a district wide approach to placements in the health sector in partnership with employers and other education providers.

Employers' contributions to the planning, delivery and evaluation of the curriculum are invaluable in ensuring that the College's offer prepares students very well to progress into high value careers in their sectors.

We understand that many employers are struggling to recruit people with the skills they need for now and that they have concerns about meeting future skills needs. We recognise that the College has a unique role to play in supporting our employers to map out their future skills needs and provide training that will develop talent in the region, for the region and enable our businesses to grow and prosper.

## Valuable transferable skills

Employers tell us that transferable skills are invaluable in the workplace and are difficult to come by, especially since the pandemic. Bradford employers have asked us to develop these employability skills. These align with the cross cutting theme of transferable skills in the LSIP.



### COMMUNICATION AND COLLABORATION

Uses different form, shared responsibility, works in diverse team with success



### LEADERSHIP AND RESPONSIBILITY

Self-regulation, planning and organisation, working memory and critical thinking



### CREATIVITY AND INNOVATION

Testing thinking, approaches, new ideas and concepts



### CRITICAL THINKING AND PROBLEM SOLVING

Using logic and reasoning to generate solutions to problems, to achieve a goal



### PRODUCTIVITY AND ACCOUNTABILITY

Focus, attention and task completion, greater independence and decreased adult guidance



### SOCIAL AND CROSS-CULTURAL SKILLS

Developing empathy, learning consequences of behaviours



### FLEXIBILITY AND ADAPTABILITY

Handle transition, meet new students, shift strategies and adapt to a new environment



### INITIATIVE AND SELF-DIRECTION

Building skills of initiative and self-direction helps to strengthen students' self-esteem

## Employers and representative groups we work with

Employers include Lloyds Bank, Bradford District Care Trust, Bradford Teaching Hospitals NHS Foundation Trust, Bradford Council, ACS Business Supplies Ltd, Macmillan Cancer Support, Northern Rail, Nurture Academy Trust, Exa Networks, Tecair, Melrose Interiors, Care 24/7, itax Accountants, Tieva, Ashville Care Home, Hope Housing, Future Transformations, GXO Logistics, Czajka Care, Beckfoot Trust, Hays travel, West Yorkshire Pension Fund, Bradford Community Broadcasting.

Senior leaders from the College are members of the following networks:

- Bradford Employment and Skills Board and Partnership
- Careers in Technical Education (CTE) Board and Sector Subgroups
- Centre for Workforce Excellence
- Growing the Workforce Leadership Group



# 5. The contribution we make to local, regional and national priorities

These are the sectors which nationally will see high volumes of vacancies which are expected to increase; have long-term structural barriers to recruitment, retention, and progression; are important in providing opportunities for employment in key growth areas such as Green jobs, the Creative Industries, and Science and Technology (including AI and Quantum Computing).

The Government has agreed the following National Skills Priorities:

- Construction
- Manufacturing
- Digital and Technology
- Health and Social Care
- Haulage and Logistics
- Engineering
- Science and Mathematics

At national level FE Colleges have been directed to prioritise the following courses and qualification types:

- T levels
- Apprenticeships
- Free Courses for Jobs
- Skills Bootcamps
- Higher Technical Qualifications (HTQs)
- English and maths to Level 2
- Digital skills to Level 1
- Progression pathways from low levels

The College provision is aligned with the LSIP into the following departments:

- Access to Employment (supporting students of all ages to develop key employability skills and gain qualifications up to Level 2)
- Business, (including Finance and Leadership and Management)
- Care (including Childcare, health and social care and education)
- Digital and Creative Industries

We support the LSIP through focussing on those key sectors:

- **Health and Social Care**
- Construction
- **Logistics & Transport/Distribution**
- Low Carbon
- **Financial and Professional Services**
- **Education**
- Engineering and Advanced Manufacturing
- **Creative Industries**
- **Digital and Technology**



We have heard the strong voices of employers that call for technical and managerial skills but also stress the importance of wider employability skills such as communication, teamwork and problem solving

We welcome employers to work hand in hand with us to constantly update and refresh our curriculum offer to make sure it is meeting their current and future skills needs

We commit to joining employers on their journey through the skills landscape and support them to plan for short, medium and long term success

We understand the demographics of our population and are committed to addressing core English, maths, ESOL and digital skills needs that threaten to exclude too many from accessing meaningful work, high value careers and social mobility

We are excited about the possibilities of the Lifelong Learning Entitlement to support people to develop skills throughout their lives, enabling them to progress or to change careers, ensuring that at every stage of their professional transition they have access to independent, high quality careers guidance

We will celebrate our status as City of Culture 2025, knowing that our strength and value comes from our diversity

We will work with individuals and businesses to raise aspirations, remove barriers and create a prosperous and successful district





**“The aim of offering the industry placements within Bradford Royal Infirmary is to get the T Level cadets employment ready, so with this in mind, Bradford Teaching Hospitals will be offering interviews for Health Care Assistant posts to our T-Level students from Shipley College towards the completion of their course.”**

Ben McKay, Education Manager - Bradford Teaching Hospitals

**NHS**  
**Bradford Teaching Hospitals**  
NHS Foundation Trust

# Update on our 23/24 actions

## Celebrating our diversity

ShIPLEY College is proud to be a place where everyone is free to be their authentic selves and where individuality is valued and respected. The College has an incredibly diverse student body, recruiting from all across Bradford and the surrounding areas. We continue to champion diversity across our wider stakeholder groups and have increased the diversity of both our governing body and staff through our recruitment activities.

## Investing in our estate

The College has benefitted from a number of capital grants that have enabled us to further improve our stunning estate in the UNESCO World Heritage village of Saltaire. The funding has enabled us to update our estate and to deliver on our commitment to the United Nations Sustainable Development Goals and journey to net zero by improving the energy efficiency ratings of our historic buildings.



## State of the art equipment to support new course delivery

LSIF funding has enabled our college to enhance our existing clinical wards and social care environments with cutting-edge mixed reality simulation technology. This investment is crucial for cultivating the future professional readiness of healthcare and social care practitioners in West Yorkshire.

We're proud to be the first college in the UK to procure the latest HAL Simulator, the most advanced multidisciplinary adult simulator, and to break new ground by combining our simulators with AI-driven patient interaction software that helps students practise engaging with patients.

The lifelike experiences facilitated by our 4D immersive rooms and AI-powered patient simulators offer safe yet realistic training solutions for high-stakes, real-world scenarios. This comprehensive preparation equips our students to excel as the next generation of the NHS and social care workforce.

## Student enrolment shows upward trend

Student recruitment has seen significant growth, with more young people choosing ShIPLEY College as their preferred provider. While the growth in T level numbers reflects national trends, the College is building capacity through the introduction of Foundation T levels in Digital and Health.





### Strong employer partnerships benefit students

The College has very strong, well-established partnerships with key employers in the district. Employers deliver masterclasses, set and assess real life briefs, support our staff with industrial updating and welcomed our students for their Out and About activities in 23/24 and provide our students with relevant and high-quality work placements in sectors such as Health, Creative, Digital, Education, Finance and Business. These placements allow students to apply their classroom learning in a real-world work environment and develop the broader employability skills such as communication, initiative and team work that our employers tell us they value.

### Focus on Essential Skills and Adult Education

The College continues to make significant contributions to widening participation, promoting lifelong learning, and supporting progression in and through work with considerable investment in much needed provision in English, maths, ESOL (English for Speakers of Other Languages), and digital skills. These essential skills remain a very high priority for the College and represent a considerable portion of our adult education offer. In the academic year 2024/25, the College will focus on supporting adults who are in work to progress in or change careers by gaining higher-level technical qualifications and undertaking professional programmes.

### Supporting Bradford 2025: City of Culture

ShIPLEY College is proud to support Bradford 2025, the City of Culture. We have launched a creative programme across Bradford, working within communities to celebrate Bradford’s unique identities. We have also embarked on an ambitious programme of training for the City of Culture volunteers. This training will be ramped up in 24/25 to ensure volunteers are well-prepared for a year of exciting activities.



# Our key targets for 2024/25

Objective	Link to LSIP sector priorities and cross cutting themes	Link to College's Strategic Plan
Increase the diversity amongst our staff and governing body to reflect the diversity of our student body	Equality, Diversity and Inclusion	Committed to Equality, Diversity and Inclusion  Ensure an exceptional learner experience leading to fulfilling lives and high value careers
Engage with a wide range of internal and external stakeholders in the development a new College Strategic Plan 25/28	Address employer needs and deliver LSIP to support economic growth	Ensure an exceptional learner experience leading to fulfilling lives and high value careers  Innovative and highly responsive curriculum offer
Deliver the Town's Fund project to provide a state of the art learning environment for our students	Creative Industries Financial and Professional Services  Net zero transition / sustainability	Invest in inspiring education and learning facilities and resources  Innovative and highly responsive curriculum offer  Commitment to the United Nations Sustainable Development Goals  Inspirational Teaching and Learning
Redesign our curriculum offer to provide further pathways to provision at level 3 and beyond for 16-18s especially in: <ul style="list-style-type: none"> <li>Creative Industries including Media and Design</li> <li>Health and Social Care</li> </ul>	Creative Industries Health and Social Care	Innovative and highly responsive curriculum offer  Ensure student achievement and attainment rates in the top 10%  Inspirational teaching and learning
Further develop our relationships with employers to increase employer voice, employer input into curriculum design and delivery and increase sector specific, substantial work placement opportunities for all young students to enable them to develop technical and employability skills under the direction of employers	Health and Social Care Financial and Professional Services Education Creative Industries Digital and Technology  Transferable skills	Ensure an exceptional learner experience leading to fulfilling lives and high value careers
Collaborate with employers to provide them with access to our world class training facilities and bespoke training to support skills development in the region	Health and Social Care Financial and Professional Services	Inspirational teaching and learning

Objective	Link to LSIP sector priorities and cross cutting themes	Link to College's Strategic Plan
Refresh our adult offer to provide a holistic, stimulating learning experience which supports in work progression and retraining / career changes with a broader offer of higher level technical qualifications and professional programmes at L3 and above	Health and Social Care Financial and Professional Services Education Creative Industries Digital and Technology Leadership and Management	Innovative and highly responsive curriculum offer  Ensure an exceptional learner experience leading to fulfilling lives and high value careers
Support our staff to embrace the use of Artificial Intelligence and Augmented Reality to enhance teaching, learning and assessment, prepare our students for future job roles and promote staff wellbeing	Health and Social Care Digital and Technology Transferable skills	Ensure an exceptional learner experience leading to fulfilling lives and high value career Ensure student achievement and attainment rates in the top 10%  Inspirational teaching and learning
Expand the reach of our delivery of programmes that widen participation, promote lifelong learning and support progression into work for adults who have no or low qualifications in: <ul style="list-style-type: none"> <li>• English</li> <li>• Maths</li> <li>• ESOL</li> <li>• Digital</li> </ul>	Transferable skills	Ensure an exceptional learner experience leading to fulfilling lives and high value careers  Progress in maths and English for 16-18
Maximise the opportunities that come with the City of Culture and set the foundations for legacy 2025	Creative Industries  Equality and Diversity  Transferable skills	Ensure an exceptional learner experience leading to fulfilling lives and high value careers
Further develop our journey as "a pioneering college in sustainability (AOC 2024)" and embed the UN's SDGs into college culture	Net zero transition / sustainability	Progress on the targets and actions of the EAUC Sustainability Leadership Scorecard (SLS) and continuously improve the sustainability initiative at the college  The college currently has "Silver Award" status on the SLS and will work towards "Gold Award" status

The Corporation has fulfilled the statutory Local Needs Duty. On behalf of the Shipley College corporation, it is hereby confirmed that the college accountability statement reflects an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 14th May, 2024.

Signed by Chair of Governors and Principal and CEO

*Peter [Signature]*      *Diana [Signature]*

The plan will be published on the college's website within three months of the start of the new academic year and can be accessed via this link:

➔ [shingley.ac.uk/corporate](https://shingley.ac.uk/corporate)



**Shipley College Salt Building**

Victoria Road, Saltaire, Shipley, West Yorkshire, BD18 3LQ

☎ 01274 327327

✉ [enquiries@shingley.ac.uk](mailto:enquiries@shingley.ac.uk)

➔ [shingley.ac.uk](https://shingley.ac.uk)

