

**Grantham College Accountability Agreement  
2023/24**

## College Mission and Purpose

Our Mission is to deliver inspirational vocational, technical, professional and higher education and training that empowers people, businesses and the community to achieve their goals. We seek to achieve our mission by ensuring that we are an accessible, essential, relevant and trusted partner that delivers improved skills and a love of lifelong learning. We firmly believe this leads to:

- Better progression opportunities and careers for our students,
- Increased productivity and profitability for employers,
- A thriving local economy and community.

The College's most recent Strategic Plan was developed and approved by the Board in 2022 and sets out our strategic direction and curriculum intent for the next 3 years. Progress against the key themes is reviewed at SLT and Board level on a regular basis with relevant actions being put into place at operational level where appropriate. Our Strategic Plan 2022-25 sets out four clear goals, which underpin our fundamental purpose:

1. Ensure that student and apprentice progression, employability and career opportunities are central to everything we do so that we help to improve social mobility, reduce employers' skills gaps and support the creation of a thriving and sustainable local economy and community.
2. Develop and deliver a vocational, technical, professional and higher education curriculum which supports the above whilst increasing access and inclusivity.
3. Maintaining a financially robust and sustainable organisation that allows us to continue to invest in delivering our mission.
4. Create a values-driven organisation where all staff are supported and empowered to deliver the above, continuously improve & inspire our students to strive for and achieve the highest standards.

**During the recent review of the Strategic Plan the Board recognised the statutory duty to review provision and under Goal 2 included the action to :**

*"Increasingly involving employers in our business & curriculum planning including having due regard to the Local Skills Improvement Plan, ensuring all curriculum areas engage with employers, their representative organisations, the LEPs and local authorities to identify skills gaps and priorities when developing curriculum."*

**In their inspection of the college in January 2023 Ofsted noted that**

*"Leaders and governors set a clear and relevant strategic plan for the college. They offer suitable courses that meet the needs of students, employers and the community." and that "The college makes a reasonable contribution to meeting skills needs."*

## Grantham College Context and Place

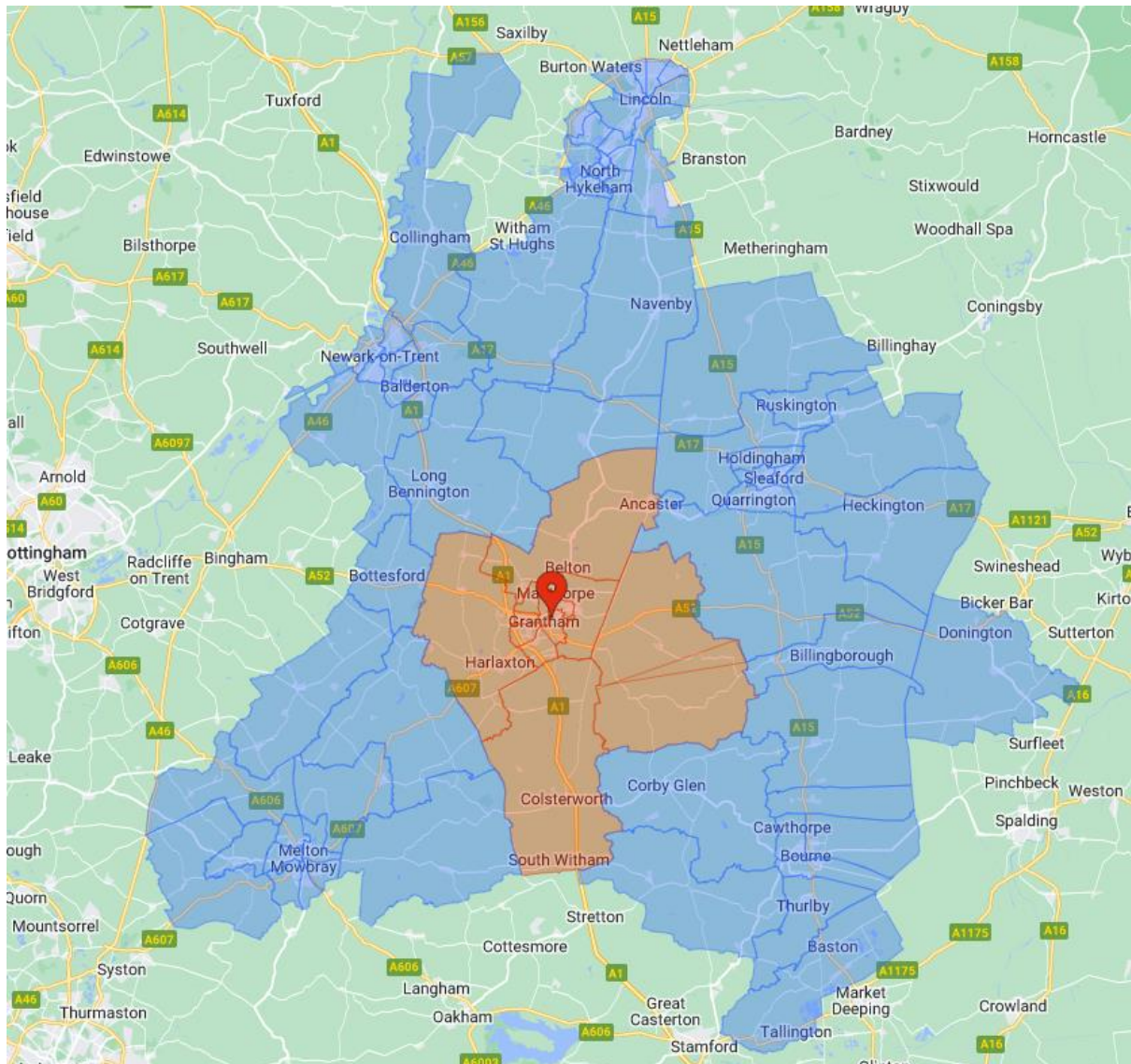
Grantham College is a College of Further Education, based in a relatively small market town with a population of around 45,000. The college serves the town of Grantham and the neighbouring environs, which are largely rural in nature. Whilst Grantham is in Lincolnshire, it is very close to the county border with travel to learn patterns incorporating both Lincolnshire and Nottinghamshire, as well as parts of Leicestershire. Annually, the college delivers learning and training to over 700 learners aged 16 to 18, around 1000 adult learners and 400 apprentices.

In order to meet the needs of the local community, Grantham College offers part time and full time courses and training from Entry Level right through to Level 5 via BTEC, HE, apprenticeship, T Level, adult and community courses. The offer stretches across many sectors, including but not limited to Engineering, Construction, Health and Social Care, Hair and Beauty, IT, Automotive, Supporting Teaching and Learning, Childcare, Business and Accountancy.

The College sits in a town flush with grammar schools and other 6th form provision. Over the last few years we have therefore designed our offer to be increasingly vocational rather than academic in nature to ensure that school leavers have a breadth of choice in their next steps. We also ensure that adults with no/few qualifications or who are working at lower levels have access to appropriate upskilling opportunities, for instance approximately one third of our learners are enrolled on entry level/level 1 provision. This reflects the local demographic, with approximately one third of the local population being classed as being in the lowest 3 bands of deprivation.

Working with our local community and key stakeholders to improve the skills of local people has always been fundamental to our work as a small College of Further Education and is fully embedded into our curriculum planning process and delivery. As such, we have developed many relationships with a raft of bodies and organisations over the years to ensure we are best placed to deliver our mission of providing *inspirational, vocational, technical, professional and higher education and training* which enables *people, businesses and the community to achieve their goals* and contributes to *a thriving local economy and community*.

Main (red) & Outer (blue) recruitment areas



## **Developing this Accountability Statement – Engagement with Key Stakeholders and Providers**

We recognise the importance of the College and its contribution to a thriving and sustainable local community and economy. Working collaboratively with key stakeholders enables us to ensure our curriculum is relevant and meets skills gaps across most sectors, but especially those identified at local, regional and national level as “priority” areas. This particularly includes provision centred around “green” technologies, construction, engineering, manufacturing, digital and technology and elements of Health and Social Care.

Senior leaders and curriculum representatives collaborate closely and regularly with strategic partners such as the DWP, Local and County Councils, Greater Lincolnshire LEP and D2N2 (Nottinghamshire/Derbyshire) LEP, The Chamber of Commerce and The Federation for Small Businesses (FSB) to ensure our provision remains very closely aligned to the needs of local and regional businesses, people and communities. Senior Leaders have been active members of various forums such as the regional Employment and Skills Board, which helps local colleges shape our response as a collective to the needs of local businesses and learners and relevant central and local government agendas and papers.

Employer engagement is integral to our day-to-day operations and the vast majority of our work is with smaller, local organisations. This is reflective of the local demographic – over 99% of businesses in Greater Lincolnshire are defined as SMEs. We regularly engage with employers at external events, our own employer focussed breakfasts and forums and organically through our daily communications with employers. We also undertake regular employer reviews, carrying out Training Needs Analysis and evaluations where appropriate and ensuring that information, suggestions and requests are fed back to the relevant curriculum area. This “on the ground” intelligence is integral to our curriculum planning process.

We contribute to and utilise data from sources such as the LEP Skills Advisory Panel Analysis and VECTOR, and have, along with other local providers and employers, been liaising with the Federation of Small Businesses (FSB) on the development of the Local Skills Improvement Plan (LSIP). At the time this Statement is being drafted, the FSB in both Lincolnshire and Nottinghamshire have only released a provisional, first draft copy of the LSIP. However, our initial analysis of these draft documents gives us great confidence that our existing Strategic Plan and direction is fit for purpose as it appears to be closely aligned to priority areas already identified by the SAP and Local Skills Plans. Information derived from such sources, along with documents such as the Government’s Skills for Jobs white paper, have informed our curriculum and strategic planning process for many years. Thus, we expect that the content of the final LSIPs will be strongly reflective of our own priorities and aims for the forthcoming academic year.

Our FE and HE education and training programmes are designed in conjunction with employers and other key stakeholders, which results in good progression outcomes and opportunities. Vocational and subject specific delivery is complemented by our recent

investment in SkillsBuilder; a programme to support and build learners' employability and essential skills. The D2N2 LSIP specifically highlights the implementation of this or a similar skills system as an actionable priority for pre and post 16 education and the Lincolnshire LSIP also highlights the need for such a framework and response.

The college is a founding member of the Federation of Lincolnshire Colleges. Strong, collaborative relationships with other local FE colleges, universities and employers have enabled us to successfully bid for and deliver on numerous projects resulting in a direct benefit for students across the region. The college recently collaborated successfully with employers, Lincoln University and the majority of FE Colleges in Lincolnshire to successfully launch the Lincolnshire Institute of technology to meet higher level skills needs in STEM subjects. The LSIPs identify further collaboration as key to meeting skills needs and we are well placed to engage in that collaborative activity. We have a demonstrable track record of meeting or exceeding targets on projects such as the Strategic Development Fund, BBO and LEAP and have plans to continue working alongside key partners across the region to address some of the challenges and opportunities presented to us by the Government's Skills for Jobs white paper and levelling up agenda and the inherent need to *"invest in skills to support the local economy"*.

## Contribution to National, Regional and Local Priorities

Meeting national, regional and local priorities has been fundamental to our strategic planning and operational activity for many years.

National Skills Priorities have very recently been identified by Central Government as those areas with:

- High volumes of vacancies which are expected to increase
- Long-term structural barriers to recruitment, retention, and progression
- Particular importance in providing opportunities for employment in key growth areas, green jobs, creative industries and science and technology (including AI and quantum computing)

and are defined as:

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

Central Government also state that “We would like you to prioritise delivery, where practical, through a small number of high-quality programmes that have been co-designed with employers and have a strong track record of delivering good outcomes for learners. These programmes are: T levels, Apprenticeships, Free Courses for Jobs, Skills Bootcamps, and Higher Technical Qualifications (HTQs).”

The college is delivering or developing provision for all of the above “high-quality programmes that have been co-designed with employers and have a strong track record of delivering good outcomes for learners”.

Our broad curriculum content incorporates all the national skills priority sectors above, with the exception of haulage and logistics and this is covered by other local providers.

We continuously review our curriculum offer and ensure that our annual business and curriculum planning cycles and the provision we plan and deliver are based on real time analysis of relevant data, stakeholder feedback and local and national need.

Below are some actions for the forthcoming academic year (2023-24) cross referenced to our own strategic goals and the national and local priorities identified in the local draft LSIPs.

Priority identified	Area	Nat.	Lincs LSIP	Notts LSIP	Provision at Grantham College	Relevant Strategic Plan Goal	Action for 2023/4
Construction		Yes			Yes	1,2	Introduce relevant Skills Bootcamps and modules to support decarbonisation.
Manufacturing		Yes			Yes	1,2	Invest in new facilities to support local businesses.
Digital Technology	and	Yes	Yes	Yes	Yes	1,2	Introduce relevant Skills Bootcamps & further promote to raise awareness
Health and Social Care		Yes			Yes	1,2	Work with BGU to expand demand for HE programmes and re-introduce adult care apprenticeships
Haulage and Logistics		Yes			No but covered by other local providers		Covered by other providers
Engineering		Yes			Yes	1,2	Invest in new facilities to support local businesses.
Science and Mathematics.		Yes			Yes	1,2	Continue to promote the Lincolnshire IoT
T Levels		Yes			Yes & expanding.	1,2	Continue to expand our provision building on the T Levels introduced in 2023/4
Apprenticeships		Yes			Yes	1,2	Re-introduce in adult care to meet skills gaps.
Free Courses for Jobs		Yes			Yes	1,2	Further promote to increase awareness



Priority identified	Area	Nat.	Lincs LSIP	Notts LSIP	Provision at Grantham College	Relevant Strategic Plan Goal	Action for 2023/4
							and take up in 2023/4
Skills Bootcamps		Yes			Delivering in digital & Net Zero sectors (construction & engineering).	1,2	Further promote to expand our volume of delivery in 2023/4
Higher Technical Qualifications (HTQs)."		Yes			Yes, in development for Sept. 2023 delivery.	1,2	Implement HTQs in 2023/4
Developing essential & transferable skills to improve work readiness			Yes	Yes	Yes using Skills Builder framework already.	1,2	Fully Implement our Skills Builder platform in 2023/4
More exposure to the workplace for students		Yes	Yes		Yes expanded work experience and industry placements using CDF. Yes through BBO for adults to return to the workforce.	1,2	Continue to expand the number of students undertaking industry placements by expanding T Levels
Decarbonisation / Green Jobs / Net Zero		Yes	Yes	Yes	Yes	1,2, 3	Deliver new courses in Decarbonisation / Green Jobs / Net Zero including Skills Bootcamps
Leadership & Management			Yes		Yes	1,2	Offer flexible options for Leadership &

Priority identified	Area	Nat.	Lincs LSIP	Notts LSIP	Provision at Grantham College	Relevant Strategic Plan Goal	Action for 2023/4
(flexible & online delivery of modules)							Management training.
Greater FE Sector collaboration in bidding & delivery		Yes	Yes	Yes	Yes Joint working with other colleges & universities Examples: IoT, SDF, BBO & other ESF programmes SSU, SSW, LEAP, BGU HE franchise	1,2, 3	Continue collaboration via IoT and LSIF to support efficient delivery.

# Corporation statement

On behalf of the Grantham College Corporation, it is hereby confirmed that the college plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 4<sup>th</sup> July 2023. 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 from the following link:

[Mission, Vision & Values - Grantham College](#)



Chair of Governors



Principal/Chief Executive and Accounting Officer

Dated: 4/7/2023

Grantham College Board of Governors approved this document on 4<sup>th</sup> July 2023. This approval will expire by 31<sup>st</sup> July 2024.

This document has been developed in line with the appropriate government guidance:

[Accountability agreements for 2023 to 2024 \(publishing.service.gov.uk\)](#)

It is therefore focussed primarily on the year ahead and should be read with the college's Strategic Plan: [Strategic-Plan.pdf \(grantham.ac.uk\)](#)

## Supporting documentation

Ofsted inspection report: [50211551 \(ofsted.gov.uk\)](#)

LSIPs:

[Greater Lincolnshire LSIP | FSB, The Federation of Small Businesses](#)

[Derbyshire and Nottinghamshire LSIP | FSB, The Federation of Small Businesses](#)

Annual financial statements: [Governance - Grantham College](#)