

Bradford College

Annual Accountability Statement 2024/25

Our Mission

Our mission: 'Working Together to Transform Lives' is at the heart of every conversation, every strategic plan and everything we do. The College is aware of the positive impact it can have on the lives of Bradford residents and beyond and has developed a curriculum that provides the skills and qualifications needed to support all learners in achieving their potential.

Our Curriculum

Bradford College offers a broad range of vocational and academic qualifications to young people and adults. The College is the largest institution providing 16-19 education and training within the Bradford local authority area. The College operates the majority of its provision from a city centre campus, with Construction, Motor Vehicle and Sport provided at alternative venues across the city. The College meets the needs of its wider community with an Adult Learning Centre located in the heart of the city alongside a range of community venues.

Strong progression routes exist from Entry Level to Level 7 provision across a broad and responsive curriculum. Designed in partnership with employers, the curriculum is agile to the needs of the public and private sectors of the region. The College has begun the introduction of T Levels and Foundation T Levels in response to the *Skills for Jobs* white paper and has also implemented its own Ambition Hub programme at Level 3 to support the development of non-perishable skills for a number of qualifications not becoming T Levels. Higher Technical Qualifications and Higher-Level Apprenticeships have been implemented at Level 4 and Level 5 as part of the College's wider curriculum strategy to have a technical qualification offer in line with the *Skills for Jobs* white paper recommendations.

We deliver a range of higher technical and professional qualifications, degrees and postgraduate study as part of our higher education offer in partnership with the University of Bolton (a Guardian top 40 university). From September 2024 the College will partner with Leeds Trinity University to continue to offer Teacher Education in Bradford.

Our Apprenticeship provision has transitioned from being City Training Services (part of the Bradford College Group) to a discrete department within the College; situated in the heart of Bradford's business district it serves a broad base of organisations in Bradford (60%), the Yorkshire region (34%) and nationally (6%). We have a focus on STEM Apprenticeships and are developing our curriculum offer to meet current and future skills shortages in STEM employers.

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Our Purpose

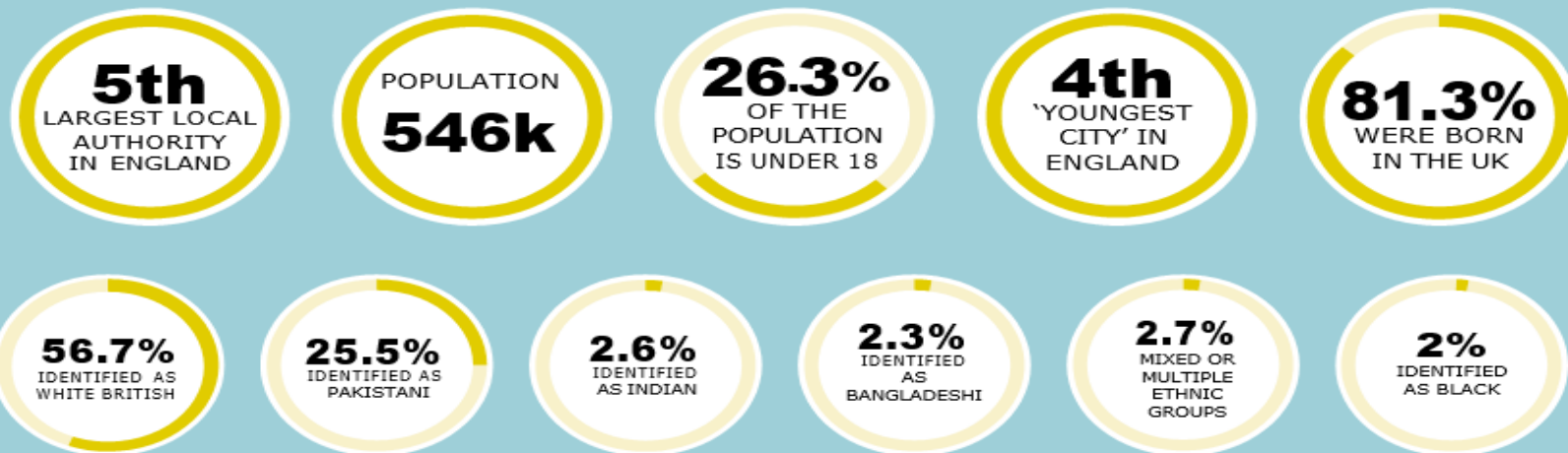
The College implemented a 4-year strategic plan in 2022 with a vision to 'Create a Better Future for all through Education and Training'. To support this vision the College's missions is 'Working Together to Transform Lives'.

To achieve this vision the college has set 7 strategic objectives:

- SO1 To be a truly inclusive College
- SO2 To deliver a curriculum that meets the needs of students, employers and our community
- SO3 To deliver an outstanding student experience
- SO4 To be an employer of choice
- SO5 To maintain a sustainable college
- SO6 To grow the college's income through student recruitment
- SO7 Empowering education through digital transformation

The Communities We Serve

BRADFORD DISTRICT CENSUS 2021



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Key Stakeholders

Bradford College has a commitment to engage with a range of partners that will support our mission to transform lives. All departments within the organisation share a passion to establish relationships and partnerships that support the College in achieving our strategic objectives. In developing our strategic plan and creating our annual accountability statement we have engaged:

- West & North Yorkshire Chamber of Commerce in the production on the Local Skills Improvement Plan (LSIP)
- West Yorkshire Combined Authority (WYCA)
- Bradford Employment & Skills Board (BESB)
- Bradford Skills House Advisory Board (SHAB)
- Bradford Council
- Bradford Chamber of Commerce
- Local MPs

In addition to these stakeholders, Bradford College works with a number of other partners to deliver our mission:

- **West Yorkshire College Consortium (WYCC)** – In November 2023, WYCC were successful in securing £6.9 million from the Department for Education to digitise teaching and learning in key sectors. The funding is part of the Local Skills Improvement Fund (LSIF) and will launch a West Yorkshire digital innovation project, led by colleges, to build capacity to meet local skills priorities identified in the Local Skills Improvement Plan (LSIP). Working through the consortium, colleges and partners will collaborate for maximum impact to develop current and new digitised training provision and curriculum for key industries. Bradford College will open specialist hubs and academies in Construction, Engineering and Health & Social Care alongside College partners to offer high level curriculum using immersive and digital technology and artificial intelligence. The capital investment will include equipment and resources needed to use virtual reality, augmented reality, artificial intelligence and robotics to equip colleges with the means to develop relevant and in-demand skills.
- **Schools** – The College is actively engaged with all 36 schools in the Bradford City region, providing opportunities for progression at 16 as well as alternative vocational provision to 200 young people aged between 14-16. The College is working with schools to increase the number of collaborative projects, with inter-school competitions taking place in Catering and Sport and bi-annual School open days, which provide young people with the opportunity to understand the range of courses and facilities available to them. In 2024 the College launched the Green Power racing competition, supporting 8 schools to engage with curriculum teams to build green cars as part of commitment to developing a sustainable curriculum.

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- **Sixth Forms** – The College works with two large sixth forms: New College Bradford & Dixons Sixth Form, to share information on attendance and punctuality strategies and support progression between institutions to meet the specific needs of learners. In 2023/24 academic year the College stopped its A Level offer as part of wider consultations with 6th form providers, schools, the local authority and governors to continue its development of technical skills at Level 3 (T Levels and Ambition Hub) and to ensure the residents of Bradford have a diverse curriculum offer at 16-19.
- **Bolton University** – The College delivers a substantial HE curriculum in partnership with Bolton University as a validating partner. The College delivers an applied curriculum offer, with programmes developed in partnership with employers and clearly linked to regional skills opportunities.
- **Bradford University** - The College works with Bradford University and the Local Authority as part of tri-partite teaching partnership to develop the future social workers needed for Bradford. The College and Bradford University are working together in the development of a higher-level Management apprenticeship programme to support future Bradford managers and have established an Engineering Board to ensure local employers are involved in the design of the curriculum offer and pathways between further and higher education are meeting local needs. The University are engaging with students as part of the College's Access to HE offer to ensure there is increased progression to Bradford University.
- **Leeds Trinity University (LTU)** – From 2024/25 academic year the College's Teacher Education provision will move under the validation of LTU, ensuring that the College can continue to work with local schools to develop the future teaching workforce of Bradford.
- **Careers Technical Education Partnership (CTE)** - The College has an established working relationship with Bradford Council and Bradford University through the CTE to deliver engagement and progression projects for those aged 14-19. In the last year this has included development of Skills Badges in Health & Social Care linked to the mandatory Care Certificate, Careers Surgeries in partnership with Bradford Teaching Hospitals, Young Enterprise projects with Business and a collaboration with the Police, Fire Service, Army & RAF to look at units required by employers for practical fitness skills linked to employment entry requirements.
- **Bradford City of Culture 2025** - In 2024 the College has worked with Bradford City of Culture to offer a L4 Young Producers Programme that will see 12 young people secure paid employment alongside skills and qualifications as part of the City of Culture 2025 plan.

Contribution to National, Regional & Local Priorities

Skills for Jobs (January 2021)

The College has used this paper as the blueprint for the development of a curriculum that meets the needs of learners, employers and the community. Through a rigorous curriculum development and quality assurance process, the College has built an agile, responsive and engaging curriculum that is meeting the following key targets:

- Putting employers at the heart of the system so that education and training leads to jobs that can improve productivity and fill skills gaps.
- Investing in higher-level technical qualifications that provide a valuable alternative to a university degree.

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- Making sure people can access training and learning flexibly throughout their lives and are well-informed about what is on offer through excellent careers support

National Priorities (April 2023)

In April 2023, the updated national priority list was published. This identified the following as key priority areas;

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

Vallance Review (Autumn 2022)

Sir Patrick Vallance led a review considering how the UK can better regulate emerging technologies, accelerating their rapid and safe introduction. The review identified concrete actions to develop a 'pro-innovation regulatory environment' of science and technology sectors with high potential to attract investment and drive business-led growth. This focused on five growth sectors:

- Digital technology
- Life sciences
- Green industries
- Advanced manufacturing
- Creative industries

LSIP (March – May 2023)

The West Yorkshire Chamber of Commerce has been awarded the contract to develop the Local Skills Improvement Plan. The 3 key objectives of that have supported the development of the plan:

- Engagement of employers to ensure that people have the skills they need to thrive in their jobs over a lifetime
- Focused on skills needed for long term business success and growth, that builds on the existing work by the region's training providers
- That the plan aligns with existing national programmes and initiatives

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Initial findings completed by LSIP, through evidence already collected and initial employer engagement, have identified the following:

- West Yorkshire is home to the UK’s fastest growing digital sector
- West Yorkshire’s biggest specialisms are in manufacturing, with emerging strengths in tech’ services
- Total employment in the green economy is projected to grow by 104% between 2020 and 2030
- 24% of all vacancies in West Yorkshire are skill shortage vacancies and many relating to higher skilled “STEM” professional roles
- Health (e.g. nursing & midwifery), Engineering (concentrated in manufacturing), Digital Professionals (largely in information & communication businesses) and Skilled Trades (e.g. food preparation & hospitality, building trades and vehicle trades) face acute shortages
- 59% of shortage vacancies are due to a lack of specialist /job-specific skills and knowledge
- Generic skills that are in most demand are communications, management, customer services and sales
- Specialist skills that are in most demand are marketing, finance, agile methodology and auditing
- Replacement needs will create broad-based labour requirements across most of the industries and sectors, even in the low skilled occupations
- There are skills gaps in 15% of employers (accounting for 51,000 gaps)
- The majority of skills gaps are in business services, education, hotel & restaurants and wholesale and retail
- Skills gaps are operational skills needs mainly in lower skilled staff, often reflecting staff turnover and recent recruitment
- There are also significant management skills gaps
- There are upskilling needs amongst 64% of employers
- The main drivers for upskilling are new working practices, development of new products and services, new technologies or equipment and new legislative or regulatory requirements
- 400,000 adults in West Yorkshire lack foundation digital skills and nearly 0.5million workers lack essential digital skills for the workplace.

In demand jobs (by sector)		Skills shortages jobs (by sector)	
Engineering	Production Operatives, Maintenance Engineers, Vehicle Technicians	Engineering	Production Operatives, Maintenance Engineers, Metal Fabricators, Electrical Engineers, CNC Machinists
Construction	Civil Engineers, Quantity Surveyors, Electricians, Electrical Fitters	Construction	All trades, especially Electricians & Electrical Fitters

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Digital	Programmers & Software Developers, IT Business Analysts, IT User Support Technicians	Digital	Software Developers, Programmers, Cloud & Data Science roles, Research & Data Analysts, Digital Marketing Apprenticeships (Level 3 & 4)
		Creative	Copywriters, Creative Design roles, Production Manager, Editor

Bradford Employment & Skills Board Annual statement of need (November 2023)

Bradford’s economy is worth over £12bn, the third largest in the Yorkshire region after Leeds and Sheffield, with over 17,000 businesses and more than 230,000 jobs. It is also an entrepreneurial district and has consistently ranks amongst the best cities in the country to start a business in surveys by the likes of The Times and Barclays Bank.

Through the pandemic, and since, there have been consistent levels of job openings for higher skilled jobs. The resilience to the economic shock is also critical because despite this positive trajectory, Bradford and the wider West Yorkshire area have lower than national opportunities for higher skilled employment.

The District retains a strong manufacturing base, employing a considerably higher proportion of people than is the case nationally. This is part of a diverse sectoral base with other strengths including Health and Social Care, Digital, Financial and Professional, and Cultural and Creative Industries. In terms of employee size, the three largest sectors are Wholesale and Retail, Health and Social Work, and Education. This reflects priority sectors identified in the LSIP, with Health and Social Care and Wholesale and Retail also being the two largest sectors for employment in West Yorkshire (Education is also high, but across the sub-region Manufacturing and Administration are both slightly larger).



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Strategic Objectives	
Bradford College has set a curriculum vision for 2022-26 to ensure its meeting local, regional and national priorities:	
Aims & Objectives	Contribution towards National, Regional & Local priorities
Collaboration with employers to design a Study Programme Curriculum that develops technical and non-perishable skills and provides learners with access to high quality work experience and curriculum enhancement.	Increased exposure to local and regional opportunities alongside both technical and non-perishable skills development will provide young people with an understanding and increased knowledge of the careers available to them.
Growth of L3 curriculum offer to include T Levels in Construction, Engineering, Digital, Health, Sciences & Business by the 24/25 academic year.	Development of curriculum specialisms to meet local, regional and national need. Enhanced work experience alongside an employer endorsement model will promote the careers available on completion of these T Levels.
Ambition Hub model to encompass 10 curriculum subjects at L3 working together through an employer masterclass model developing a range of employer skills, including teamwork, customer service, communications, sales & management, alongside vocational offer.	To address continued challenges amongst employers around the development of non-perishable, transferable skills to meet current and future job shortages.
Achieve a 93% positive destination for the Level 3 cohort completing in 24/25 with positive destinations being identified as progression to HE (Bradford College or alternative providers), Apprenticeships or Employment.	Ensuring that job and skill shortages are being met by the young people studying at Bradford College upon completion.
100% of all 16-19 Study Programmes to be endorsed by employers, identifying the skills and opportunities linked to the completion of the qualification.	Clear demonstration by the College to engage employers in the design and delivery of all Study Programmes, supported by a Curriculum Blueprint to increase hours of Work Experience and positive promotion of opportunities available locally.

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Launch the Future Technology Centre for Motor Vehicle in 25/26 to support skills development associated with decarbonisation and increased use of Green Technologies in the Motor Vehicle Industry.	Contribution to meeting the needs of a significant sector within the region, alongside a specific Bradford led initiative around the introduction of the Clean Air Zone.
That the College offers a responsive curriculum for adults, (identified by employers and JCP and delivered through SWAP programmes) that sees 44% of completers secure employment within 6 months of completing their course.	Having a responsive curriculum that engages employers to support people into sustained employment to meet current skill shortages. In 24/25 there will be a clear focus on development of digital skills for adults, linking community provision through to technical skills and progression into employment/apprenticeships.
Enhanced Maths programme for 16-18 year olds addressing key skills including problem solving and data analysis to improve progression into L3 occupations.	Shortage of people within Bradford with a Level 3 or higher qualification, impacting the opportunity for business to grow in Higher Technical occupations within the city.
Introduce Skills Bootcamps alongside an enhanced Sector Work Academy Programme (SWAP) to increase progression to sustained employment.	Addressing skills and unemployment issues identified within Bradford, increasing the prosperity and wellbeing of Bradford residents.
To develop a range of community programmes, including Maths & English to provide first steps into vocational education, supporting progression to employment.	To support those furthest from the labour market to gain the essential skills to progress to vocational skills development and secure employment (challenge specifically in Bradford with unemployment higher than regional and national averages).
Develop a Higher Technical offer around HNC/HND and Higher-Level Apprenticeships in Construction, Engineering and Digital to meet skills shortages.	In line with Skills for Jobs plan, alignment of curriculum offers to provide progression routes to L5 across a mixture of face to face, blended and apprenticeship delivery.

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Statutory Duty			
<p>We are committed to complying with our duty under section 52B of the Further and Higher Education Act 1992 to review provision in relation to local needs, as proposed in the Skills and Post-16 Education Bill 2022. We will review our Accountability Agreement at least every three years to ensure our Curriculum is meeting the needs of learners, employers and the communities we serve. We will publish a report on our main website following this review. We will factor in any actions from this report into our Accountability Agreement plan and this will also influence our Strategic Plan.</p>			
Corporation Statement & Sign-Off			
<p>On behalf of the Corporation, we can confirm that we have reviewed the statement and that this meets the purpose and objectives approved by the Corporation at the annual review. This statement was presented on the 21st March 2024.</p>			
Role	Name	Signature	Date
Chair of Governors	John Williams		25.04.24
Principal & Chief Executive Officer	Chris Webb		25.04.24
<p>This plan will be published on the College website for the start of the 24/25 academic year</p>			
Hyperlink			
<p>Policies and Statements (bradfordcollege.ac.uk)</p>			
Supporting documentation			
<ul style="list-style-type: none"> • Bradford College Master Targets • Annual Financial Statement • Latest Ofsted Report • LSIP • Bradford Employment & Skills Strategic Targets 			

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:
[Policies and Statements \(bradfordcollege.ac.uk\)](https://bradfordcollege.ac.uk)