



Waltham Forest College 

# ACCOUNTABILITY STATEMENT 2022/23



## Annual Accountability Statement

### 1. Introduction

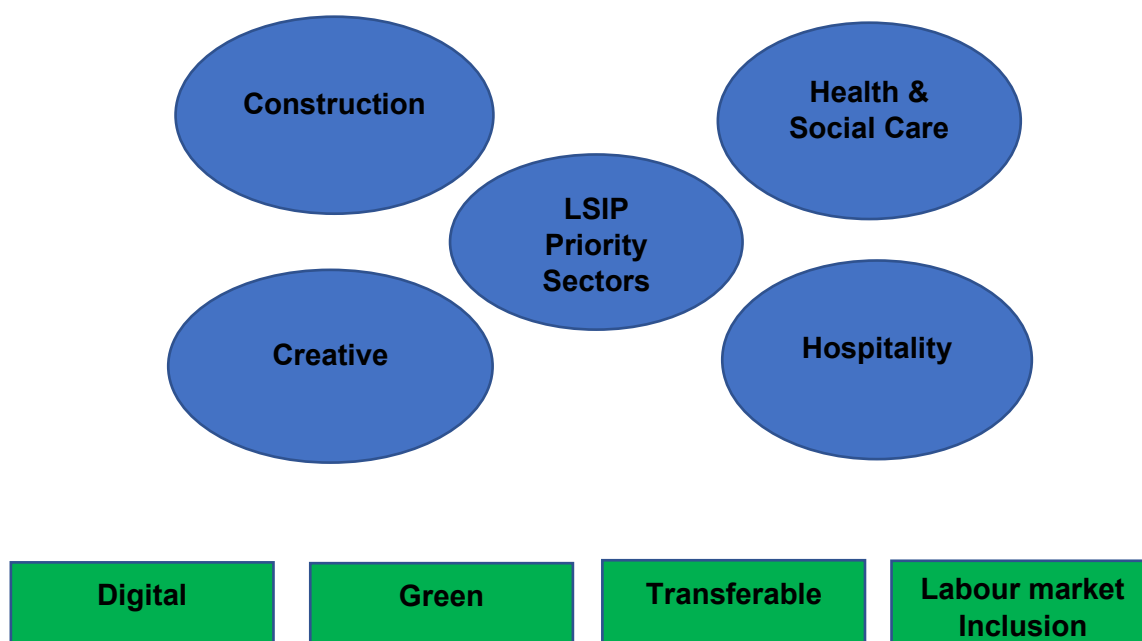
The Accountability Agreement is part of the Government's reforms to Post 16 Education and Skills, that set out statutory duties (Skills and Post 16 Education Act 2022) for providers to contribute towards meeting local, regional and national skills needs. Providers should pay due regard to priorities identified by the Local Skills Improvement Plan (LSIP) within their region; for Waltham Forest College (the College) this is London.

The LSIP is "a statutory employer-led and data driven plan for understanding current/future skills needs and better matching training provision to this employer demand, in order to help employers meet their skills gaps, fill vacancies and ultimately to get more Londoners into jobs", (BusinessLDN).

In London much of the Adult Skills Funding is devolved to the Mayor of London, who also has specific key priority areas that recipients of AEB funding need to meet. The College has worked closely with BusinessLDN throughout the development of the draft LSIP; the final report and recommendations will be published later this year.

- The draft LSIP for London aligned with the Mayor of London priorities and identified key sector areas as: Construction (including Engineering, built environment etc)
- Creative
- Health and Social Care
- Hospitality

In addition to these, the LSIP identified four cross cutting themes, again aligned to the priorities identified by the mayor of London and Business LDNs Skills Commission; these were Digital Skills, Green Skills, Transferable Skills and Labour Market Inclusion.



## 2. Purpose

Waltham Forest College has been supporting its local communities with education and skills for 85 years. The College's mission is *"to deliver outstanding technical and professional learning, which raises aspirations develops skills and creates futures"*.

The curriculum intent is stated below:

*Waltham Forest College's ambitious curriculum is designed to prepare learners with the knowledge, skills and behaviours needed to enter employment and progress their careers, forming the skilled, resilient and adaptable workforce that our local and regional employers need. Learners are equipped with the confidence to actively participate in their communities, significantly contributing to social cohesion and inclusion within the local and surrounding boroughs of the College.*

The achievement rates for students are well above the national average and the College is ranked the third top performing Further Education College in London; 95% of learners progress to a positive destination.

The Key Strategic Aims are:

1	EXCELLENCE AND INNOVATION	To shift the College to 'outstanding' through innovation in teaching and learning and excellence in curriculum offer and delivery
2	PEOPLE AND CULTURE	To recruit, retain and reward talented staff who will enable learners to reach their full potential and take the college forward to 'outstanding'
3	EMPLOYABILITY AND FUTURE CAREERS	Develop skilled individuals what are employment ready and meet employer needs and the economic priorities of Waltham Forest, London and beyond
4	GROWTH AND SUSTAINABILITY	To be a future proofed, financially viable organisation able to invest for growth and sustainability
5	ESTATE AND FACILITIES FOR 21 <sup>ST</sup> CENTURY LEARNING	To provide a great environment for students and staff by continuing to improve our learning and social spaces and our sports facilities

The College invests in a Local Market Intelligence data system and effectively uses LMI data, as well as working closely with employer representative bodies including Business LDN, CBI and Chamber of Commerce, and with Greater London Authority, Waltham Forest Council, Local London, Job Centre Plus and other external stakeholders to inform curriculum developments. This ensures the curriculum offer aligns to meet local and regional needs and priorities. Through effective partnerships, the College has been highly responsive and has been able to adapt provision swiftly in order to meet changing local and regional economic needs as well as national policy changes.

The College has worked closely with BusinessLDN in the research and development of the London LSIP. The findings of which will further feed into the new strategic plan for the College which is currently being developed.

### 3. Context and Place

Waltham Forest College is a medium-sized General Further Education College in North-East London and operates from a single campus. The College provides education programmes for young people, adult learning programmes, apprenticeships and provision for learners with high needs across a full range of technical and vocational areas ranging from pre-entry level to level 5. Waltham Forest College supports around 7000 students, of which just over 2000 are aged between 16-18 years of age.

As an anchor institution and the third largest employer in the borough, Waltham Forest College is an integral part of the local and regional community, equipping local people with the skills that employers need and enabling students to progress to positive destinations.

The London Borough of Waltham Forest is a diverse and vibrant borough, with around 271,200 residents; half the local residents are from a minority ethnic background. The large majority of employers in the area (93%) are micro-businesses, employing fewer than 10 people. Waltham Forest is currently ranked 35<sup>th</sup> most deprived Borough nationally according to the 2015 Index of Multiple Deprivation. Only 32% of the residents have secondary qualifications as their highest academic achievement while 25% are with either no schooling or only up to primary level education.

Travel to learn patterns highlight the College attracts students from a wide catchment area across North and East London, including Waltham Forest, Haringey, Enfield, Redbridge, Newham, Hackney, Barking and Dagenham.



Waltham Forest is one of the boroughs that make up the Local London sub-region. Local London is one of four sub-regions in London and is a Leader / Mayor-led partnership of nine London boroughs comprising of Barking and Dagenham, Bexley, Bromley, Enfield, Greenwich, Havering, Newham, Redbridge and Waltham Forest. The region covers 2.6 million people and 100,000 businesses.

The economy in the Local London region has performed better than the rest of London in recent years. Between 2015 and 2021, the total number of employees in employment in Local London increased by nearly 10%, which represents a larger increase than in London or Great Britain (9.7% in Local London compared with 8.4% in London and 5.7% in Great Britain). The largest growth area was in Construction, which saw growth of 56%. Other employment areas significantly above London and national average included Health and Social Care, Education and Retail.

As the travel to learn patterns highlight, the College serves communities and employers within and outside of the Local London region and so this, together with aligning to the Mayoral priorities for London, means the College considers the wider overall London priorities when developing its curriculum offer.

London is home to around 8.8 million people and accounts for over 20% jobs in the country and 28% of the economic output. Research by the Greater London Authority found that over the last decade, employment opportunities in London have increased by over 25% with total workforce jobs rose to 6.3 million in the latest period (December 2022). The composition of the labour market varies across London, with sectors such as business, finance and IT more prevalent in concentrated areas whereas sectors such as construction, Health and Social Care and Hospitality are more widely distributed across the capital.

Nearly a third of employers are struggling to recruit to live vacancies with highly specialist roles the hardest to recruit. Digital Skills at all levels as well as basic English and maths together with transferable skills (also known as employability skills) are set to continue to be key skillsets employers need in the next 2-5 years. In addition, a growing need for green skills across sectors has been highlighted as cross cutting theme, (draft LSIP, 2023).

#### **4. Approach to developing the annual accountability statement**

Waltham Forest College significantly contributes towards meeting local, regional and national skills needs. The curriculum strategy is derived from the effective use of local market intelligence and working closely with the Greater London Authority, Local London Sub-region, Waltham Forest Council, Job Centre Plus and Employers to identify priority sectors and skills shortages. College Employer Industry boards comprising large national employers and local micro and SMEs help inform curriculum developments and delivery.

This supports the effective and highly responsive curriculum, meeting learners' needs and interests well, with a clear focus on employment and careers. The Curriculum offer has particularly focussed on developing key priority areas including Construction and the Built Environment, Engineering, Health and Care, Digital and emerging markets such as Green and Sustainable Technologies. A range of short courses aimed at improving learners' knowledge and skills, including employability (transferable) skills, managing money, mental health, behaviours and attitudes, Infection Prevention etc further develop skills and aid progression.

The inclusive curriculum supports adults to develop essential skills in literacy, language and digital skills to promote economic mobility, employment, and social cohesion. English and maths is fundamental to the local and regional community and the College's curriculum makes a highly significant contribution to the development of literacy, numeracy and language skills for many adults and young people, enabling better economic mobility and social inclusion for many London citizens.

The College works in collaboration with other providers for example:

- Colleges across the Local London region worked in partnership as part of the SDF project to develop expertise and skills in green technologies. This successful project shared expertise amongst staff and investment in specialist equipment and facilities in colleges.
- The College is part of the London Borough of Waltham Forest's Post 16 Strategy Group and works collaboratively with promoting the post 16 offer within the borough as well as other projects including sustainability and mental health.
- The College works closely with the Adult Learning Service in Waltham Forest Council, including seconding College staff to the Council, to support with the 'no wrong door' policy. This facilitates a single point of contact and enables residents to be supported with ESOL and basic skills such as English, maths and digital skills, through effective and streamlined referral services across collaborating institutions within the local region.

The College is represented on several local, regional and national boards which ensures it is contributing towards the ongoing research and development of policies and priorities. Some examples include the Mayor of London's Anchor Institution Hiring and Skills Group with key employers and the Mayor of London's Partnership Board with key stakeholders across London, Green Skills Advisory Board, London Borough of Waltham Forest Adult Skills Board and South-East Region Job Centre Plus Partnership.

Through its effective partnerships, the College is able to be highly responsive and adapt provision swiftly in order to meet changing social and economic needs.

## 5. Contribution to local, regional and national priorities

### Priority Skills Areas

Aims and Objectives	Contribution towards National, Regional and Local Learning and Skills Priorities	Timeframe
<p><b>Priority Skills Area: Construction &amp; Built Environment:</b> Further develop the skills, expertise and capacity of the future workforce to meet the skills needs identified in the LSIP</p> <p>Increase provision to support higher demand for technical specialist roles</p>	<ul style="list-style-type: none"> <li>• Increase student recruitment in key priority areas of Construction, Built Environment and Engineering by 12%</li> <li>• Investment in new industry standard facilities for plumbing, carpentry and electrical engineering to further support capacity and skills development in key priority areas</li> <li>• Introduction of level 4/5 programmes in Engineering</li> </ul>	<p>July 2024</p> <p>June 2024</p> <p>October 2023</p>
<p><b>Priority Skills Area: Creative</b> Further develop the skills, expertise and capacity of the future workforce to meet the skills needs identified in the LSIP</p> <p>The majority of employers in this sector are freelancers who need support with space and facilities</p> <p>LSIP identified the need to match supply and demand for</p>	<ul style="list-style-type: none"> <li>• Increase student recruitment in key priority area of Creative by 20%</li> <li>• Investment in new industry standard Creative studio suite</li> <li>• Creation of entrepreneurial Hub providing space for freelancers and new business start ups</li> <li>• Careers event with local and national employers from the Creative Sector to raise awareness of careers in creative sector, match talent to skills shortage and encourage more diverse recruitment from a range of backgrounds into this industry</li> </ul>	<p>July 2024</p> <p>September 2023</p> <p>August 2025</p> <p>November 2023</p>

skills and encourage those from a range of backgrounds into the sector		
<p><b>Priority Skills Area: Health &amp; Care</b></p> <p>Further develop the skills, expertise and capacity of the future workforce to meet the skills needs identified in the LSIP</p> <p>Raise awareness amongst prospective employees and students of the roles and careers within the health and social care sectors</p> <p>Substantial need identified in the care sector to support development into treating more complex needs, such as dementia and learning difficulties.</p>	<ul style="list-style-type: none"> <li>• Increase student recruitment in key priority area of Health and Care by 12%</li> <li>• Investment and creation of industry standard specialist health science facility</li> <li>• T level Health Science introduction</li> <li>• Dementia training included in curriculum provision</li> <li>• Mental awareness included in curriculum provision</li> <li>• Introduction of level 4/5 programmes in Health and Care</li> </ul>	<p>July 2023</p> <p>August 2024</p> <p>September 2023</p> <p>September 2023</p> <p>September 2023</p> <p>October 2023</p>
<p><b>Priority Skills Area: Hospitality</b></p> <p>Further develop the skills, expertise and capacity of the future workforce to meet the skills needs identified in the LSIP</p>	<ul style="list-style-type: none"> <li>• Increase student recruitment in key priority area of Hospitality by 15%</li> <li>• Raise the profile of careers within the hospitality sector by preparing learners to compete in local, regional and national competitions</li> <li>• Create an Industry specialist employer advisory board to further support the development and delivery of industry standard programmes</li> </ul>	<p>July 2024</p> <p>June 2024</p> <p>November 2023</p>

### Cross Cutting Themes

Aims and Objectives	Contribution towards National, Regional and Local Learning and Skills Priorities	Timeframe
<p><b>Cross Cutting theme: Transferable Skills</b></p> <p>Develop provision to meet future requirements and improve attainment to new labour market entrants and for those already in the workforce including sub-degree qualifications.</p> <p>Universal Skills Builder to increase employability capabilities</p>	<ul style="list-style-type: none"> <li>• Increase student recruitment in transferable skills - basic skills (English and maths) by 5%</li> <li>• Increase student recruitment in transferable skills - ESOL by 5%</li> <li>• Expand delivery of digital essential skills for adult learners and further embed for 16-18 year old programmes</li> <li>• Development and introduction of new T levels for 2023/24 in: <ul style="list-style-type: none"> <li>○ Building Services Engineering for Construction</li> </ul> </li> </ul>	<p>July 2024</p> <p>July 2024</p> <p>July 2023</p> <p>September 2023</p>

Aims and Objectives	Contribution towards National, Regional and Local Learning and Skills Priorities	Timeframe
Team leading/train the trainer development to support management capability	<ul style="list-style-type: none"> <li>○ Engineering</li> <li>○ Health</li> <li>○ Childcare &amp; Education</li> <li>○ Preparatory work on Media Production for 2024/25 delivery</li> <li>● Development and introduction of level 4 and 5 qualifications including: <ul style="list-style-type: none"> <li>○ HNC/D Health</li> <li>○ HNC/D Engineering</li> <li>○ HNC/D Business</li> </ul> </li> <li>● Further develop higher level skills by delivering £1,996,266 of provision for level 3 Free Skills for Jobs</li> <li>● Further develop numeracy skills of existing and future workforce by delivering £570,928 of multiply training</li> <li>● Further develop CBI Transferable skills already embedded in college full time programmes and explore the use of Skills Builder</li> <li>● Management training included in curriculum provision</li> </ul>	<p>June 2024</p> <p>October 2023</p> <p>July 2024</p> <p>July 2024</p> <p>September 2023</p> <p>October 2023</p>
<b>Cross Cutting theme: Digital</b> Develop provision to meet future requirements and improve attainment to new labour market entrants and for those already in the workforce including sub-degree qualifications	<ul style="list-style-type: none"> <li>● Embed digital training in all college programmes</li> <li>● Increase student recruitment in key priority curriculum area of digital by 15%</li> <li>● Further invest in industry standard facilities to provide specialist training for new entrants and upskilling for existing work force with a new digital suite to support increased capacity</li> </ul>	<p>June 2024</p> <p>July 2024</p> <p>December 2023</p>
<b>Cross Cutting theme: Green</b> Develop provision to meet projected expansion in green priority sectors	<ul style="list-style-type: none"> <li>● Embed Sustainability award in all full substantial training programmes for Construction and Built Environment</li> <li>● Further invest in industry standard facilities to provide specialist training for new entrants and upskilling for existing work force to include: <ul style="list-style-type: none"> <li>○ Air Source Heat Pump</li> <li>○ Battery Storage</li> <li>○ Electric and hybrid cars &amp; EV charger installation</li> <li>○ UV panels</li> <li>○ Smart home technologies</li> </ul> </li> <li>● Completion of new industry standard Green Technology facility to deliver training for sustainable energy</li> </ul>	<p>June 2024</p> <p>December 2023</p> <p>December 2023</p>
<b>Cross Cutting Theme: Labour Market Inclusion</b>	Provide support and opportunities to access and progress further in employment	July 2024



<b>Aims and Objectives</b>	<b>Contribution towards National, Regional and Local Learning and Skills Priorities</b>	<b>Timeframe</b>
Provide opportunities and support to develop skills and confidence for Londoners from disadvantaged groups to progress to employment	for groups of the community facing barriers including: <ul style="list-style-type: none"> <li>• Unemployed</li> <li>• Disability or learning difficulty</li> <li>• Aged 50 and above</li> <li>• Learning support</li> <li>• Low paid employment</li> <li>• Care leavers</li> </ul>	

## 6. Corporation Statement

On behalf of Waltham Forest 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 23 May 2023. The Corporation will regularly review progress of the agreed aims and objectives to monitor progress and impact. [The plan is published on the College's website.](#)

**Paul Butler**



**Chair of Governors**

**Dated: 25/05/23**

**Janet Gardner**



**Principal & CEO**

**Dated: 25/05/23**

## 7. Supporting documentation

- [Draft LSIP](#)
- [GLA research](#)
- [Financial Accounts](#)
- [Ofsted Report](#)
- [Strategic Objectives](#)