



**Annual Accountability Statement
2023-24**

Stanmore College

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1. Stanmore College Mission and Purpose

Our mission is to use innovative and high-quality teaching and learning to provide learners with the skills they need to succeed and achieve their full potential in an ever-changing world.

Our vision is to ensure that all learners will develop the skills and knowledge they need to achieve qualifications and progress into higher-level courses or employment.

All learners will be offered good teaching and learning to allow learners to enjoy their further education and be proud of being members of the College.

Our strategic plan 2023-28 sets out our purpose, mission and values.

Purpose

The central purpose of our curriculum is to offer a broad and balanced education to the learners who study at our College. This is to ensure that they are prepared for the next stage of their lives as active citizens; develop the skills and knowledge they need to succeed; and are prepared for success in the world of work, developing their employability skills and work-ready behaviours.

Our aim is to provide a comprehensive educational offer to better serve the College community. Our catchment area for onsite provision is large and diverse, stretching from Harrow to Barnet, Brent, Hillingdon and Hertfordshire. In order to offer specialist provision to support learners we also have offsite provision in Dunstable, Crystal palace, Kingsbury, Slough and Silver Jubilee.

In line with a curriculum for excellence and ensuring access we aim to:

- To provide learners with the skills and qualifications to continue to develop the widening participation agenda.
- To develop a community College.
- To lead and develop robust local regional and national partnerships.
- To maximise the learning and skills landscape.
- Establish a new College campus that provides a future proof safe, inclusive, high quality and inspiring learning environment.

College of the future

Stanmore College will provide a state-of-the-art exclusive learning canvas in the heart of the Stanmore community that will ensure all local people can benefit from the best possible education and training. The College will be an educational hub providing a unique educational destination for local people to acquire relevant skills, training and education to support them to access and build their career ambitions. Learning campus will be a flexible and accessible place where students will become a lifetime member of an inclusive learning community. The College will provide a core offer that builds foundation and employability skills that guarantees progression into higher skills specialisms designed to access employment and build careers.

Our Strategic Goals

- Putting the learner at the heart of all College activities
- Promoting high expectations and ambitions for all staff and students
- Providing strong leadership enabling outstanding teaching and learning
- Supporting staff to deliver high quality learning experiences
- Creating an environment for our learners to prosper and progress
- Embedding equality diversity and inclusion in everything we do
- Listening to students, staff, employers and stakeholders
- Understanding and meeting local education skills needs
- To deliver impactful external and civic commitment engagement
- To continue to be financially viable, and regularly invest for the benefits of our learners and staff

Our Values

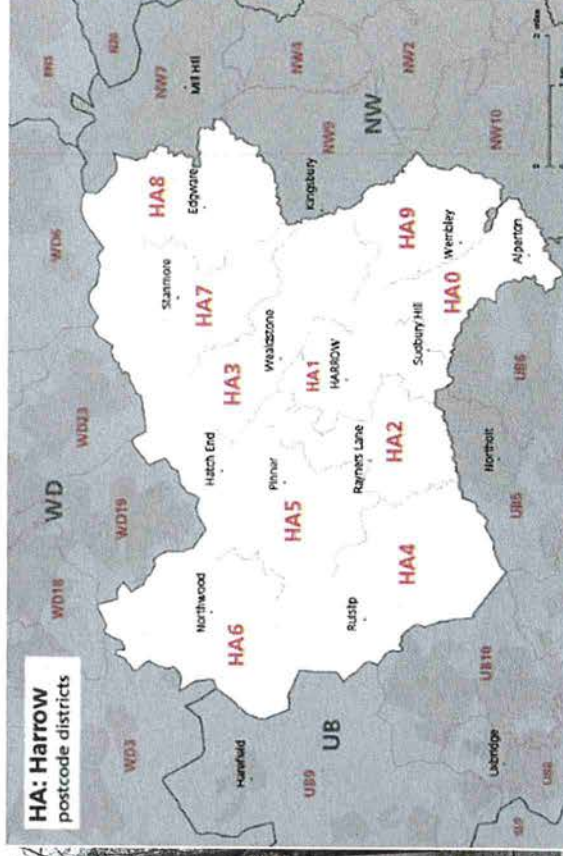
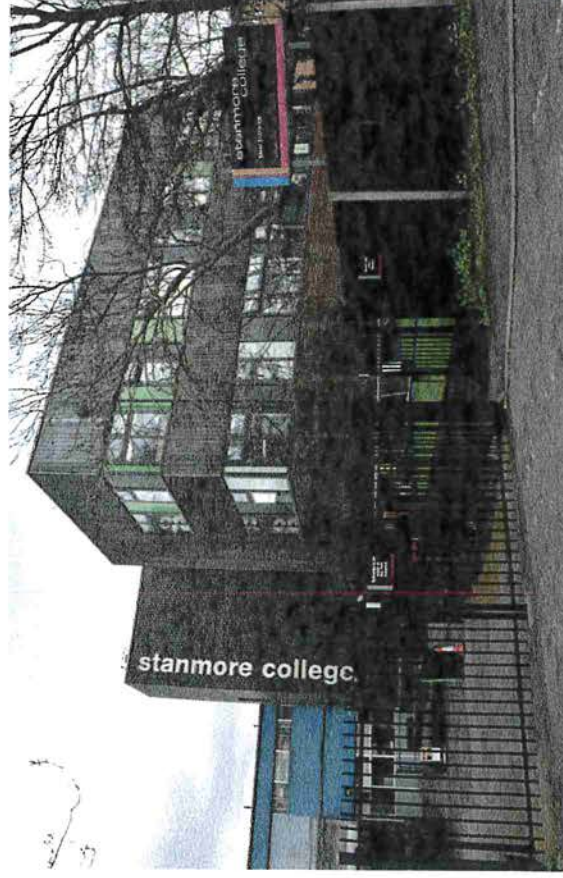
- Inclusive- We value all people
- Supportive- We encourage and support each other
- Innovative- We step outside our comfort zone trying things in new ways
- Respectful- We show consideration
- Honest- We tell the truth and do not try to deceive people
- Aspirational- We want to do our best to achieve a high level of success
- Safeguarding- We believe in protecting people's health, wellbeing and human rights
- Collaborative- We adopt multiple educational approaches

2. Context and place

The Communities we serve

Stanmore College is a General Further Education (GFE) College located in Stanmore, in the London Borough of Harrow. The annual turnover is 13.2m.

The College operates from one main site (Stanmore) and has satellites in Dunstable, Crystal Palace, Kingsbury, Slough and Silver Jubilee. Our aim is to enable learners to gain the qualifications, professional skills, and confidence they need to achieve their career ambitions.



Although our learners come from a wide range of Boroughs in North-West London and Hertfordshire, the majority, especially those learners on 16-18-year-old study programmes, come from three key Boroughs, these being Harrow, Brent and Barnet. All three Boroughs are ethnically diverse. Harrow, where 38% of our learners reside, is one of the most ethnically diverse Boroughs in the country with residents coming from at least 137 different countries and more than 69% of the population are from Black, Asian and minority ethnic (BAME) groups.

English is not the primary language spoken in the home and less than half the children in Harrow primary schools speak English as a first language. 71% of our learners come from these three Boroughs. In addition, in recent years, there has been expansion in the number of families from other parts of Europe, especially Eastern Europe, coming into the area.

The four largest ethnic groups that the College served in 2021/22 were: Asian heritage (28%), "White English/Welsh/Scottish/Northern Irish/British" (13%), "Any Other White background" (12%) and African heritage (11%). 30% of 16 – 18-year-olds were female and 70% were male.

Like most London Boroughs, Harrow and Brent have wide disparities between income levels between wards and both Boroughs have high levels of poverty and other factors which can impact a young learner's life chances.

Data from SAR 21-22

Inequality Measure	Harrow	Brent
Child poverty rate	35%	40%
% earning below living wage	24%	30%
% pupils not achieving GCSE target standard	24%	25%
% of 19 year old's without a L3 qualification	21.5%	27%

The population of Harrow is 261,300 according to the 2021 census, an increase of 9.3% since 2011. At 9.3%, Harrow's population increase is higher than the increase for London (7.7%). The projected population for Harrow (SNPP: Sub National Population Projections) are two trend-based population projections. They both indicate that Harrow's population will continue to grow for the next 25 years and beyond. The ONS have more conservative growth figures than the GLA projections. By 2050 Harrow's population could be as high as 320,100 based on the GLA's.

In Brent, the population size has increased by 9.2%, from around 311,200 in 2011 to 339,800 in 2021. This is higher than the overall increase for England (6.6%), where the population grew by nearly 3.5 million to 56,489,800.

In Barnet, the population size has increased by 9.2%, from around 356,400 in 2011 to 389,300 in 2021. This is higher than the overall increase for England (6.6%), where the population grew by nearly 3.5 million to 56,489,800.

The College's strategic priority is, and will remain, to provide relevant skills and training for local people to ensure full participation in the employment and educational opportunities that are developing in greater London.

Labour Market statistics

- The Nomis website reports that Harrow has strong employment amongst a number of industries, including Services (accounting for 65,200 employees or 90 per cent of the total), Public Administration, Education & Health (22,500 employees or 31 per cent of the total), Financial and other Business Services (16,900 employees, 23.6 per cent of the total), and Wholesale and retail (accounting for 11,100 employees or 15.4 per cent of the total). *Local Market Intelligence: Harrow 2021*
- Potential growth is in professional occupations e.g., managers, directors, and senior officials, real estate, scientific and technical services, administration and support services, accommodation and food, information technology and communications, transport and storage, manufacturing, wholesale services; and in first line roles such as plant, process and machine operations (24%), care (22%), leisure and sales (22%) also a higher proportion of jobs in skilled trades (22%).

Local Facts

In West London the unemployment rate is approximately 5%. The population of the London Borough of Harrow is made up of residents from at least 137 different countries and is based upon the 7 religions listed in the standards tables from the census. Harrow has the highest level of religious diversity of any local authority in England and Wales.

- Harrow is the 5th most ethnically diverse Borough in England.
- It is the most religiously diverse Borough in England and Wales – there is a 62% chance that any two people drawn at random from Harrow will have different religions.
- 53.4% of the population are Black Asian Minority Ethnic (BAME)
- 2 million people live in West London. This is expected to grow by 13% by 2025.
- The elderly, over 60, population is expected to grow by 23%.
- 35- to 44-year-olds are expected to grow by 13%.
- 16–24-year-olds are expected to grow by 8% by 2035.

However, whilst the majority of Harrow's, Barnet and Brent workforce are highly skilled, there remain significant pockets of people with low aspirations and skill levels. Overstretched infrastructure, congestion and a lack of affordable housing are key weaknesses.

Stanmore College provision

Stanmore and the London Borough of Harrow provides the opportunities for 16year olds to pursue either an A level route or take up professional and technical education or training which is either classroom or work based. The College is surrounded by four schools and one academy that all have 6th forms that offer A Levels. Within the London Borough of Harrow there are 12 schools, with 10 having 6th forms.

In 2022-23 1344 16-18year olds engaged in professional and technical study programmes. For adults there have been 2371 enrolments, and this continues to grow throughout the remainder of the year.

In meeting local needs, the College has increased its adult offer particularly around ESOL with Business, Health & Accounting.

The College offers vocational course in a wide range of subjects, range from entry level to level 6. In addition to our full time offer the College also provides a range of part time courses for adults. These include, IT, computing, business, accounting, electronic engineering, science, early years, health and social care, creative art and media, sport and hair and beauty. The College meets skills development needs of around 2500 learners. Programmes can be full or part time break down of the current provision is as follows:

16-18 Full time:	1344 (Heads)
Adults 19+	1058 (Heads) (2371 enrolments)
HE Learners –	18 (Heads)
Adult Loan Learners –	63 (Heads)
Full Cost Recovery Learners	86 (Heads)

Economic and social characteristics Harrow & North West London

- Self-employment accounts for around 14% of total employment in Harrow
- Residents experience a difference in earnings, with those working in the Borough on average earning £519 per week and those working outside the Borough earning £727.
- Economic activity among Harrow's male population (86%) is higher than the London average (83%). However, economic activity among the female population (72%) is lower than the London average (76%).
- Harrow's resident population of 261,300 including the fastest growing and proportionately largest Romanian population in the UK at 39,510 out of 68,050 EU settlement applications (ONS Sept 2021).
- Harrow High streets contain more than 1,200 businesses, providing retail, hospitality and office space. 94% of the 15,280 companies are micro-businesses employing fewer than 10 employees.
- High business diversity in professional and technical information, technology and communications and construction industries.
- 32% of businesses are in the knowledge economy.
- Harrow has excellent rail and underground links: 5 tube lines and 15 minutes to Central London.
- 98% of 16 to 17 year olds are in education, employment or training, one of the highest rates in London.
- More than 10% of residents with low functional abilities require support with improving English, maths and digital skills to address exclusion.
- Currently employability and training programmes across the sub-region have insufficient capacity to meet growing demand.
- Social housing shortages and housing affordability is a major cause of deprivation, having an impact on health, work and quality of life.

The above data supports the Colleges recent changes in our strategic plan. The development of a 55million updated campus (due to commence October 2023) that will enable the College to be an educational hub providing an unique educational destination. The learning campus will be an accessible and flexible place where individuals would become lifetime members of an inclusive community. The College offers 3 T level programmes which are increasing by a further 4 in 2023-24 in light of further demand in these industries. The College has particularly focused on increasing its adult offer embracing programmes such as Multiply, sector-based work academies, Government programmes (SWAPS) to help local communities into employment.

3. Approach to developing the annual Accountability Statement

With a new Principal having joined in September 2022, there has been an increased focus on ensuring that the College offers a robust and demand led curriculum and meets the needs of the local community.

The College has repositioned itself with a launch of a new Strategic Plan 2023-28 and has increased its dialogue with employers across all curriculum areas.

The Principal is a member of the West London Skills Board and the College is represented at Harrow Economic Strategy Steering Group and Harrow 16-19 Schools Forum.

The College is represented at the West London Principals' group, where the Principal and CEO's of Barnet and Southgate College, West Thames College, Harrow and Uxbridge and West London College regularly meet to ensure that our priorities align and that we meet local skills needs and ensure that our organisations meet their objectives. Our other key stakeholders include the Department for Work and Pensions, Adult Skills Centres, Harrow Council, Institute of Education, Royal National Orthopaedic Hospital, and the Premier League.

The College continues to work in partnership with all Harrow High Schools, the West London Alliance (collaboration of FE & HE providers), St Dominic's Sixth Form, the Beacon Community Centre, the Eastern European Hub, Primary schools regarding provision for their pupils' parents, Harrow, Brent and Barnet local authorities and many more community groups). The Colleges Higher Education courses are delivered in partnership with the University of West London (UWL).

4. Contribution to National, Regional and Local priorities

Strategic objectives 2023-2024

Target, aims and Strategic Objective	KPI 1 year success indicators	2023/24	Contribution to National, Regional and Local priorities
1. To provide an outstanding teaching and learning experience	Curriculum aligned with local strategic priorities – to be demand lead	85%	<p>In 23/24 preparation for Work Experience is included in all study programmes. Industry led activity – live briefs, curriculum design and development. We continue to work with key local partners enabling students to gain vital work skills.</p> <ul style="list-style-type: none"> • More enrichment activities outside of the College. • Increase attendance of external speakers by 10%. • Encouraging further student feedback and decision making through the student union, student Governor and student ambassadors. • Creating more exposure to industry experiences. • Student Conferences and end of year shows. • Increasing Employer and HE progression fairs.
	To increase learner satisfaction	85%	
	To increase the delivery of industry endorsed programmes	40%	
	Increase learner attendance rates	80%	
	Achievement rates for all groups to be within 5% of the overall achievement rates	65%	

Target, aims and Strategic Objective	KPI 1 year success indicators	2023/24	Contribution to National, Regional and Local priorities
2. To deliver an innovative and relevant curriculum that is underpinned by employability and work ready skills.	Design and implement a skills passport	100%	We continue to work with Harrow Borough council on fulfilling their local Skills Strategy with a particular focus on residents where English is a second language.
	To develop green skills modules throughout the curriculum	100%	The College engages JCP, SWAP Programmes, RNOH, YOT
	Establish a meaningful employers forum, minimum 5 employers	5	Careers Advisors deliver a detail programme that prepares students ready for employment in partnership in the implementation and delivery of the Gatsby Benchmarks and careers strategy.
	To increase the number of SEND learners	20%	To ensure learners progress into skilled employment and are equipped with softer skills as required by employers at all levels
	Increase the number of learners progressing internally	70%	To ensure learners are moving into skilled employment in shortage areas at the appropriate level
	Learners sustained positive destinations	92%	

Target, aims and Strategic Objective	KPI 1 year success indicators	2023/24	Contribution to National, Regional and Local priorities
<p>3. To provide ambitious, responsible educators and leaders.</p>	<p>Develop and implement staff secondment and work placements</p> <p>Develop a clear recruitment strategy that develops as market changes</p> <p>To create meaningful career paths and job families</p> <p>Implement a management development programme for BAME staff, so that they are able to achieve professional growth.</p> <p>All teaching staff to have an advanced digital skills qualification</p>	<p>30%</p> <p>100%</p> <p>90%</p> <p>100%</p> <p>45%</p>	<p>We are members of the West London Alliance which is made up of several GFE Colleges which is responding to local employment and education needs</p> <p>The College has increased its focus on CPD and has broadened the opportunities for staff to develop their skills through work shadowing, secondments and work placements. In response to an ever-challenging recruitment market, the College has developed trainee roles and graduate trainee schemes for teaching and support roles.</p> <p>College has devised a new people strategy in line with national and local priorities. The College has implemented a management and development program, and a mentoring and coaching scheme</p> <p>The College has employed an additional coach to work with staff to develop their digital skills to enable them to complete and advanced digital skills qualification</p>

Target, aims and Strategic Objective	KPI 1 year success indicators	2023/24	Contribution to National, Regional and Local priorities
4. To provide outstanding learning environments	<p>20% online delivery for all level 2 and 3 qualifications. Current value is 5%</p> <p>Develop and implement a detailed Property Strategy to meet the needs of a modern curriculum</p> <p>To create a 100% net zero campus and reduce all reliance on carbon sourced energy</p> <p>To create a fully accessible campus for learners</p> <ul style="list-style-type: none"> - Allow all learners to enjoy access to education <p>To develop learning environments that are consistent with COP26 and the UK Government's Carbon Reducing Strategy</p>	<p>10%</p> <p>10%</p> <p>10%</p> <p>30%</p> <p>10%</p>	<p>All level 2 and 3 qualifications will have a minimum of 10% online delivery for 2023-24. In 2023/24 learners will have the opportunity to work within the new Green Skills Hub and the state of the art College Campus. Our learners and their feedback are part of the design for the new building. The new Campus plans align with Stanmore Colleges Property Strategy that was approved by the Board on 23rd March 2021. That will create our new Community College</p> <p>The College recycles waste and sources electrical energy from renewal sources. Our new campus build is also being designed to Net Zero standards. The Board will then seek to ensure our legacy building are also energy efficient.</p> <p>The College has level issues in forms of accessibility however, these will be reviewed by the creation of our new Campus build. We will work with staff, students, employers and stakeholders to ensure the new campus meets the accessibility needs for all.</p> <p>The College is committed to sustainability and ensuring we reduce our carbon impact through our teaching and learning activities. We are following ESFA and AoE guidance on how to deliver our Sustainability Strategy.</p>

Target, aims and Strategic Objective	KPI 1 year success indicators	2023/24	Contribution to National, Regional and Local priorities
5. To develop new ways to further embed and promote Equality, Diversity, and Inclusion	<p>To increase female engagement in enrichment activities</p> <p>To achieve investors in diversity</p> <p>All staff to complete level 2 Qual in EDI</p> <p>Create an environment in which individual contributions are recognised and valued</p> <p>Increase number of SEND learners entering into employment</p>	<p>40%</p> <p>develop plan</p> <p>50%</p> <p>75%</p> <p>10%</p>	<p>The College has revisited the membership of the equality diversity and inclusion committee. The student union have led on a respect campaign.</p> <p>Equality and diversity module in every curriculum area, further embedding through tutorial</p> <p>The College has developed a more effective careers strategy, which contributes to amazing aspiration for all our learners.</p> <p>The College is developing a model of careers guidance that will meet the needs of all our learners to improve motivation and overcome barriers to success</p> <p>We use staff and students' voice in our decision making and we challenge ourselves to think and act differently</p> <p>We will provide safe forums for our BAME students and staff to share their life experiences.</p> <p>Within lesson and schemes of Work, E & D is embedded into the delivery and pedagogy</p> <p>The College is increasing its local partnerships with employers, particularly where there is under representation in line with the 7 protected characteristics</p>

Target, aims and Strategic Objective	KPI 1 year success indicators	2023/24	Contribution to National, Regional and Local priorities
<p>6. To continue to be financially viable and to regularly invest for growth and sustainability to deliver outstanding curriculum and outstanding learning experiences</p>	<p>EBITDA</p>	<p>10.07%</p>	<p>The College has been financially outstanding with a healthy EBITDA ratio in recent years. Our 5 year financial forecasting and resource management will ensure that this ratio remains. The College has an approved Reserves Policy. The Resources Committee are planning alongside our DfE build, to ensure our legacy buildings are also updated by 2028.</p>
	<p>Cash Days</p>	<p>121 Days</p>	
	<p>Borrowing as a % of income</p>	<p>5.13%</p>	<p>The College borrowing has been falling as planned. The Resources Committee have received informed reports on our capital and loans. Therefore, this ratio will continue to fall as a percentage of income and there are no plans to extend borrowing. The College pay to income ratio is higher than sector norms and there are plans to ensure there is efficiency within our curriculum. The aim is to bring the pay to income ratio closer to 60-65% within the first 2 years of the financial forecast.</p>
	<p>Pay to Income Ratio %</p>	<p>69%</p>	
	<p>Achieve funding contracts</p>	<p>ESA £9,264m</p>	<p>Through robust curriculum and business planning the College will work with local and regional stakeholders to ensure our curriculum is demand led and meets the skills needs of NorthWest London. By identifying curriculum inefficiencies and ensuring savings are spent on learners in the classroom. For example ensuring there are minimum class sizes of 18 and courses are planned with appropriate GLH to their funding band.</p>
	<p>To increase income year on year</p>	<p>GLA £2.252m FY 2023 £23k</p>	<p>The College has a good track record of achieving educational contracts though in the last 2 years has not met 16-18 ESFA learner number contract. With robust planning and identifying opportunities the College plans to submit growth cases for the areas in which we operate. Growth in curriculum will be demand led and meet the needs of all stakeholders. The College has also been successful in bidding for DfE Capital Improvement funds for our new build as well as SDF capital for our New Green Skills Hub.</p>

5. Response to LSIP Priorities

- Stanmore College is one of six Colleges to benefit from the Capital Transformation Fund to update and refurbish College estates to provide facilities fit for the future.
- The College is working with the West London Alliance; students are embracing workshops and industry insight days and participating in Recruitment and Careers fairs in addition to holding on site.
- Stanmore College is working with the local authority and neighboring Colleges to provide a demand-led provision improving socio-economic status and community wellbeing and increase SEND provision for Harrow's growing SEND population.
- The College is offering ESOL provision and progression from entry to level 5 (teaching) on site and in the community in centers and in schools for parents.
- Stanmore College has a newly developed Green Skills Hub, Health and Social Care and Media provision and business includes elements applicable to hospitality such as customer service. The College is working closely with employers and sharing good practice to improve quality.
- As mentioned earlier, the College works closely with multiple organisations and digital skills are available face-to-face, online and in person.
- Retail skills are included in work experience opportunities.
- The College liaised with 90 schools in Harrow and the surrounding Boroughs and increases awareness of T levels and the wider curriculum.
- Employers and businesses are invited to attend the College and view latest facilities, influence the curriculum and discuss project work to develop aspects of their business and better prepare the future workforce.
- Communications campaigns via traditional and digital methods include information on Lifelong Learning entitlement, loans, free courses and other opportunities and are shared in multiple languages.

5.1 Response to the LSIP Priorities and National Skills Priorities

West London annex to the London local skills improvement plan was completed in April 2023

West London LSIP Cross cutting skills priorities

LSIP Priority	Existing Provision	Future opportunities
Digital	<ul style="list-style-type: none"> Through all 16-18 study programmes all learners take part in directed digital studies, which is timetabled Generic digital skills are taught across all subject areas including use of Microsoft office and a focus on being safe online 	<ul style="list-style-type: none"> In 2023-24 T levels in digital will be delivered as well as a transition programme at level 2 The College has developed partnerships with Stanmore chambers of commerce, Action accountant, Inhalation and Lemon Group to continue to seek innovative ways to embed digital skills throughout the curriculum
Green including construction	<ul style="list-style-type: none"> Through all 16-18 study programmes all learners from 23/24 will complete a unit on green skills and sustainability. New green skills hub will be opened in June through this green skills courses will be delivered. Study programmes, students will all have tutorials that have content related to sustainability, carbon literacy and how to plan for Net0 	<ul style="list-style-type: none"> The College is working with the West London skills alliance and local employers to develop: <ul style="list-style-type: none"> Programmes in carbon literacy Training programmes in electrical/hybrid technologies Clear progression pathways particularly focusing on environmental safety and sustainability for business in partnership with West London green skills hub the College will develop

LSIP Priority	Existing Provision	Future opportunities
<p>Inclusive recruitment and in work progression</p>	<ul style="list-style-type: none"> The College has increased its offer of its provision in ESOL young and adult providing an appropriate English or maths qualification for all 16-18 who do not have a level 2 pass- This is to support the individual and local needs Numeracy programmes have been offered to adults by Multiply The College has increased its numbers in mainstream and EHCP's 	<ul style="list-style-type: none"> Increasing the number of learners on EHCP's working with London Borough of Harrow Developing supported internships Providing further opportunities to deliver, Maths, English and Science programmes in conjunction with employers Provide SWAPS in H&SC, Childcare, Customer Service and Retail
<p>English for speakers of other languages (ESOL)</p>	<ul style="list-style-type: none"> Currently offering Entry level, Level 1 and Level 2 	<ul style="list-style-type: none"> The College is developing skills development programmes which embed English as a second language. 'ESOL with portfolio'- ESOL with Health, Engineering, Business, Digital and Early years
<p>Careers Advice and Essential Skills</p>	<ul style="list-style-type: none"> All students complete a BKSB assessment other than ESOL, they have a bespoke assessment Regular careers fairs Careers team deliver careers advice on a variety of topics: Progression Apprenticeships UCAS Individual career advice and programme Applying form jobs CVS and application guidance Mock interviews Work placements Alternative routes other than university 1:1 advice and support 	<ul style="list-style-type: none"> Create a comprehensive plan to deliver careers provision to all students working closely with West London Careers Hub to raise awareness of the realities of the West London economy and to reduce the current mismatch between aspiration and expectation of young people in West London To further develop the technical career pathways available in the locality

LSIP Priority	Existing Provision	Future opportunities
Aligning and increasing funding	<ul style="list-style-type: none"> • Although the College currently offers T levels, take up has been incredibly slow as there is still a lack of understanding of progression routes and many learners and parents and learners are still favouring BTEC • The College is funded for students on a T level programme and if it doesn't hit the required number, the funding cannot be transferred to another level 3 programme eg BTEC • Multiply programme is being delivered through our adult program (level 2) to help with further development of maths skills which is in line with government priorities 	<ul style="list-style-type: none"> • The College has applied for Jobs for Londoners funding- and is awaiting the outcome of this application • Received £250,000 GLA funding to develop more skills related programmes particularly for those re-entering the job market • The College will be working in partnership with local employers to pilot a community 'give back' programme that benefits both parties. • The College will increase liaison with the employers around the design and delivery of skills programmes

<p>LSIP Priority Communications and engagement with employers</p>	<p>Existing Provision</p> <ul style="list-style-type: none"> The College has created an employer's breakfast where local employers are invited into the College. As a College, we have shared the LSIP and the priorities. This will be a termly event for all employers who are working to shape the curriculum but also to meet the skill shortage 	<p>Future opportunities</p> <ul style="list-style-type: none"> The College is going to set up an employers advisory forum and a business strategic alliance where all members will receive benefits for their participation including live projects College will provide opportunities to the members of the strategic alliance for a meaningful relationship and genuine partnerships, Opportunities to use the Colleges facilities will also be provided Opportunity for employers to have a greater understanding of the skills and education landscape Employers forum will provide better and effective communication channels There will be a number of access points to this forum The College will develop a student transition programme from study to work and there will be opportunities as part of the employer skills hub in the new campus
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LSIP Priority	Existing Provision	Future opportunities
Health & Social Care	<ul style="list-style-type: none"> Currently deliver level 2 & 3 for 16-18 study programme and 19+ access programmes including access to nursing. In addition, we have 2 T levels one in health and one in science 	<ul style="list-style-type: none"> Working with RNOH and Northwick Park Hospital to develop Business with Health courses and Engineering with health programmes to support skills shortages The study programme has been further developed to include a skills passport, digital skills and mental wealth (soft skills) including team working, time management, resilience, communication, and mental health Opportunity to develop alternative pathways into the health and social care sector
Creative Media and Digital	<ul style="list-style-type: none"> Creative courses level 2 & 3 16-18 and adult Level 2 & 3 media which include pathways in tv, film, game design, animation and multi media Level 3 applied in architecture, engineering and product design Level 1 in art, design and media Level 4 foundation diploma in art & design 	<ul style="list-style-type: none"> Working with the West London creative skills hub and JGA Developing closer links with business and creative industries Students undertaking creative and media courses will have the opportunity to complete a business module around setting up a business, self employment and general business skills Developing partnerships with Ravensbourne, UAL, Coventry University, University of West London Developing stronger partnerships with local film studios (eg Pinewood), Developing 'try before you apply', and job SWAPS programme

LSIP Priority	Existing Provision	Future opportunities
Transport & logistics	<ul style="list-style-type: none"> No current curriculum 	<ul style="list-style-type: none"> Working with local and regional motor vehicle companies, employers and training providers to deliver the programmes below: Service, maintenance and repair / electric hybrid vehicles maintenance
Manufacturing including food	<ul style="list-style-type: none"> No offer currently 	<ul style="list-style-type: none"> We are currently developing industry relevant professional skills programmes in the following areas: Engineering & manufacturing/ Mechatronics L2 Metrology L2
Retail Hospitality	<ul style="list-style-type: none"> No offer currently No offer currently 	<p>We currently have a transition programme with Shaftesbury School to meet the huge demand for post 16 SEND provision. We will be developing hospitality, retail and horticulture pathways for foundation learners progressing to supported internships</p>

In addition to the LSIP priorities the DfE have identified 7 national skills priorities. These have been agreed due to high and increasing volumes of vacancies. The 7 national skills priorities are:

Engineering, Construction, Manufacturing, Digital and Tech, H&SC, Haulage and logistics, Science & Maths

National Priorities	Existing Provision	Future Opportunities
Engineering	<ul style="list-style-type: none"> • Level 1 Certificate in engineering • Level 2 Diploma • Level 3 Extended diploma 	<p>T level Engineering</p> <p>Electrical and electronic engineering</p> <p>Level 4 HNC in Engineering</p> <p>Level 4 HNC Electronic & Electrical</p> <p>Level 5 Mechanical Engineering</p> <p>Level 5 Electrical and Electronic Engineering</p> <p>To increase female participation in engineering and other STEM programmes</p> <p>'Engineering Heros' programme developing engineering skills to armed forces personnel who are leaving the sector</p>
Science & Maths	<p>Level 2 & study programmes</p> <p>Access to higher education science and health pathways</p> <p>GCSE maths and science programmes</p> <p>Science pathway 16-18</p> <p>GCSE Maths and GCSE science for adults</p> <p>Adult learners completing Multiply programme</p> <p>T Level in Science</p>	<p>Further activity through Multiply</p> <p>Developing Access to HE portfolio</p> <p>Developing science programmes with RNOH and Northwick Park Hospital</p> <p>Providing Bio Engineering, digital science and technical sciences facilities to business and employers</p>

Other West London local skills priorities

The West London Local Skills Improvement Plan also identified a number of other priorities, these being: prior attainment being included within an upskilling programme, tutor shortages in green skills. The cost of training courses, the lack of flexibility in some of the funding machines. Clarity of benefits when transitioning into employment.

Corporation Statement

On behalf of Stanmore College, it is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the corporation.

This plan will be published on the College website within three months of the start of the new academic year and can be accessed on the Stanmore College website.


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Principal & Chief Executive:

Dated: 17th July 2023


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Chair of Governors:

Dated: 17th July 2023

Supporting documentation

- Stanmore College Strategic Plan
- West London LSIP
- Harrow Development Strategy
- Harrow Economic Strategy
- Financial Statements- 2022
- Ofsted reports – April 2023- Not available yet

All supporting documents including the accountability statement will be available on our website