

Accountability Statement 2024-2025

CREATING BETTER FUTURES



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➤ Purpose

Creating Better Futures

On 01 August 2023, the formation of South Hampshire College Group marked a significant milestone achieved through the merger of City College Southampton, Eastleigh College, and Fareham College. This strategic consolidation, prompted by a thorough review by the Department for Education (DfE) of post-16 education provision in the local area, aimed to create a robust, financially sustainable structure that ensures comprehensive and accessible Further Education (FE) and Skills offerings tailored to meet the needs of the region.



Central to the mission of South Hampshire College Group is the advancement of students, apprentices, and the local business community. By delivering high-quality further education where it is most needed, the college group seeks to attract investment in skills development, thereby fostering economic growth. The amalgamation of the colleges facilitates enhancements in learning and teaching practices, upgrades in facilities and resources, strengthens support services for students, and enriches the overall learning experience, all contributing to the College's overarching goal of creating better futures for its diverse student body.

Since the merger, South Hampshire College Group has leveraged the strengths of its constituent colleges while charting a course of ambition and clarity. The College remains committed to providing exceptional support for students and achieving consistently excellent outcomes. By forging strong ties with local and regional employers, the college group enhances the value of its educational offerings, preparing students for successful futures.

The College's prominent position as a leading provider of technical and professional further education in the region is underscored by Fareham and Eastleigh Colleges' substantial apprenticeship programmes, Fareham College's success with T Levels, and its role as the primary FE provider for the South Coast Institute of Technology (IoT). Furthermore, Eastleigh College and City College Southampton boast strengths in ESOL provision and progression pathways, with ample opportunities for further development.

In September 2024, South Hampshire College Group will streamline its curriculum offerings to better align with regional needs, remove unnecessary duplication, and invest in state-of-the-art facilities and resources. As the college group enters the second year of its strategic plan, it remains committed to consistency in approach while acknowledging the importance of localised responses to community needs. Progress towards these goals has been recognised by an Ofsted monitoring visit in April 2024, which commended the college group's strides in establishing a shared vision and effective management and governance structures, as well as improvements in apprenticeship provision and

education quality.

The strategic plan of South Hampshire College Group is anchored in the business case presented to the DfE for grant funding, incorporating key performance indicators and metrics. Oversight of this plan is entrusted to a high-performing Board comprised of strategic leaders and domain experts, tasked with supporting and challenging the executive to fulfil the college's purpose.

This strategic plan serves as a guiding roadmap for South Hampshire College Group, outlining both long-term objectives and the operational frameworks for achieving them. Through ongoing performance measurement and flexibility in response to internal and external factors, the college group remains poised to adapt and thrive in pursuit of its mission.



Context and Place

The three campuses of South Hampshire College Group sit within the Solent LEP region and are within Hampshire County Council. City College Southampton is within the Southampton City Council Local Authority, Fareham and Eastleigh are local government districts with borough status.

The colleges all sit within the region covered by the Hampshire Chamber of Commerce. The Hampshire Chamber is leading the development of a Local Skills Improvement Plan set within the existing boundaries of the Solent LEP (a separate LSIP is in development for the north of the County, EM3 LEP boundary).



The Solent economy has a population of 1.24 million, 42,000 businesses, GVA of £31 billion, and is part of the wider Southeast economy valued at £240 billion GVA. It has a range of assets that are globally renowned, a strong SME and skills base, and a thriving research community through its universities and research institutions.

Economic Outlook- Solent LEP

Data from the Office for National Statistics ('ONS') puts total employment in the Solent at around 522,500 jobs (2021) and lists health (14.7%), retail (11.1%) and education (9.4%) as the three largest employment sectors locally. Other important employment sectors in the Solent include tourism and hospitality (8.0%), recreation (4.2%) and construction (5.7%).

Overall, the labour market engagement rate in the Solent stands at 78.0%, which is lower than the averages across Hampshire (79.8%) and the wider Southeast region (80.4%). In addition, data shows that within the Solent there are over 54,000 economically inactive people who want to re-join the labour market.

Solent Local Skills Improvement Plan

➤ Mission (our actions)

To enable all our students and apprentices, and our region's businesses to be successful in their future, achieving their highest aspirations and standards, through exemplary technical and professional education and training.



> Vision (our future aspirations)

- > We will lead a **better** distributed, accessible, and **collaborative** group of South Hampshire Colleges.
- > Through this, and with the commitment of our **highly-valued** people, we will provide **excellence** in professional and technical education and training across a wide community of students and employers in the Solent region.
- > Our work will **support** the skills needs of employers and **improve** regional productivity, economic development and social mobility.
- > We will be an **agile** organisation, constantly developing and improving.
- > We will be **responsive** to policy and reforms in further education, and be **adaptive** to the changing needs of the region's employers.
- > We will be a financially **resilient** and **sustainable** Further Education college, valuing the need to invest in its people and infrastructure.





Summary of Our Contribution to National, Regional and Local Priorities in 2023-2024

Progress Update

- Short courses for construction and civil engineering are being identified with input from the employer board. Three courses have been launched this year, including two skills bootcamps and a full-cost hand skills course for Babcock (logistics, healthcare, and engineering).
- T Level development aligned with centres of excellence is on track, with healthy enrolments expected for the 2024-2025 launch.
- Key performance indicators (KPIs) for 10% increase in ESOL enrolments have been met, with focus now on tracking destinations to demonstrate impact, while adapting delivery models to support progression to SWAPs and apprenticeships.
- Positive outcomes have been observed for learners in online functional skills courses, with strengthening MULTIPLY contracts, particularly Southampton.
- SWAP enrolments have improved, although skills bootcamp numbers remain low. Engagement with the Department for Work and Pensions (DWP) has significantly increased across Fareham, Southampton, and Eastleigh, positively impacting SWAP enrolments.
- Apprenticeship recruitment remains strong, particularly in key priority sectors, with 54% of apprenticeship starts being young people aged 16-18.
- An Industry Advisory Board (IAB) plan is in place, with the first round set to launch across the group this term for all key sectors.
- Key performance indicators for employer engagement have been exceeded via stands at conferences, business expos, visits to new employers, and events hosted at the colleges with CITB, BIFA, Hampshire Chamber of Commerce, Solent Business and Skills Solutions and project work conducted via the Local Skills Improvement Fund and Further Education Innovation Fund.
- Intended destinations for students are strong across all provisions, with further work planned for 2024-2025 in improving our data capture.
- Survey data highlighted that the overwhelming majority of our students were clear of their career progression opportunities and next steps.
- Progress has been made in work experience and industry placements, with an enrichment tracker now in place for the group, monitoring attendance at employer talks, trips, visits, careers fairs, and charity fundraising events.

➤ Approach to Developing Annual Accountability Statement

The South Hampshire College Group strategic plan sets out a clear vision of ensuring a cohesive response to local, regional, and national skills priorities in collaboration with other education and training providers. Our three strategic priorities underpin this vision and have influenced our agreed objectives outlined within the accountability statement.



We have also reviewed the initial findings of the Solent Local Skills Improvement Plan, which prioritises the following emerging themes:

Priority 1: Awareness and aspiration - Ensure the skills ecosystem can improve the life chances of all communities across the Solent.

Priority 2: Navigating the skills ecosystem - Reduce complexity and improve complementarity within the skills ecosystem in the Solent.

Priority 3: Proactive employer engagement - Encourage employers to play a greater role in shaping local provision and promote the benefits of engagement.

Priority 4: A more agile skills ecosystem - Improve responsiveness by building on increased digitalisation and the requirement for flexibility.

Priority 5: Pathways to skills - Acknowledge that career pathways are not linear and facilitate greater brokerage within the skills ecosystem.

Priority 6: Managing the skills transition - As technology advances towards Industry 5.0, future-proofing the skills ecosystem is key to securing success.

South Hampshire College Group engaged with a wide range of stakeholders to inform the overarching college strategic plan and the college accountability statement. The following activities have enabled the college to tailor its approach towards meeting local, regional, and national skills priorities:

- LMI (Labour Market Intelligence) gathered directly from employers through business development activities and sector related industry boards.
- LMI published via Vector and Nomis used to inform objectives and curriculum intent.
- Established partnerships with local and county councils, and the Department of Work and Pensions to ascertain priorities across the region.
- Feedback gathered from employer representative bodies such as the Solent LEP, Maritime Solent UK, Business South and Shaping Portsmouth.
- Skills priorities published by the Solent LEP.
- Ongoing engagement with Hampshire Chamber of Commerce, who are leading the local skills improvement plan for the Solent region.
- Projects funded through the Strategic Development Fund and the Institute of Technology, which have identified skills gaps across the region and fostered collaborative working with FE providers and HEI's across the Solent region.
- Gained governor feedback and approval of our strategic plan and the objectives set out in the accountability statement.
- The college have responded to the following national skills priorities, identified by the Government, and published within the ESFA accountability agreement guidance document for 2024-2025:
 - Construction
 - Manufacturing
 - Digital and Technology
 - Health and Social Care
 - Haulage and Logistics
 - Engineering
 - Science and Mathematics



Contribution to National, Regional and Local Priorities in 2024-2025



College Objectives	Impact and/or Contribution towards National, Regional and Local Priorities for Learning and Skills	Link to Strategic Aim	Link to LSIP Priority
We will increase the number of short courses provided across priority sectors.	The college will commit to commissioning at least three new courses in 2024-2025 in partnership with employers in response to regional and national skills priorities.	Strategic aims 1, 2 and 3	<p>Priority 1: Awareness and Aspiration</p> <p>Priority 2: Navigating the Skills Ecosystem</p> <p>Priority 3: Proactive Employer Engagement</p> <p>Priority 4: A More Agile Skills Ecosystem</p> <p>Priority 5: Pathways to Skills</p> <p>Priority 6: Managing the Skills Transition</p>
We will further develop our curriculum offer relevant to workforce and student demand	<p>Faculties will develop and deliver new T Level offers in line with national priorities, student demand and awarding body qualification development timelines.</p> <p>Southampton College</p> <ul style="list-style-type: none"> T Level in Education and Childcare T Level in Digital Production <p>Eastleigh College</p> <ul style="list-style-type: none"> T Level in Design, Surveying and Construction T Level in Electrotechnical Engineering T level in Legal, Finance and Accountancy T Level in Health T level in Management and Administration <p>Fareham College</p> <ul style="list-style-type: none"> T Level in Craft and Design (Fashion) T Level in Media Broadcasting and Production <p>We will introduce two new higher education courses across priority sectors:</p> <ul style="list-style-type: none"> HNC in Robotics HTQ Healthcare Support (modular) 	<p>Strategic aims 1 and 2</p> <p>Strategic aims 1 and 2</p>	<p>Priority 1: Awareness and Aspiration</p> <p>Priority 2: Navigating the Skills Ecosystem</p> <p>Priority 3: Proactive Employer Engagement</p> <p>Priority 4: A More Agile Skills Ecosystem</p> <p>Priority 6: Managing the Skills Transition</p>

College Objectives	Impact and/or Contribution towards National, Regional and Local Priorities for Learning and Skills	Link to Strategic Aim	Link to LSIP Priority
We will expand our ESOL, literacy and numeracy provision in response to local demand	<p>Our ESOL enrolments will increase by 10% in 2024-2025</p> <p>Our Adult Literacy and Numeracy course enrolments will increase by 10% in 2024-2025</p>	Strategic aims 1 and 2	<p>Priority 1: Awareness and Aspiration</p> <p>Priority 5: Pathways to Skills</p>
We will expand our transition to employment programmes such as SWAPs (Sector Based Work Academy Programme), Essential Digital Skills, Free	Enrolments across our transition to work programmes will increase by 10% in 2024-2025	Strategic aims 1, 2 and 3	<p>Priority 1: Awareness and Aspiration</p> <p>Priority 3: Proactive Employer Engagement</p>
Courses for Jobs, Skills Bootcamps, Traineeships, Supported Internships and Short courses, facilitated within the community and local Job Centres (where appropriate)			<p>Priority 4: A More Agile Skills Ecosystem</p> <p>Priority 5: Pathways to Skills</p>
The destinations of all students will be tracked by sector area in 2024-2025	The college will be able to better ascertain its contribution to skills priorities across the Solent region for students progressing into apprenticeships and employment in priority sectors	Strategic aims 1, 2 and 3	<p>Priority 1: Awareness and Aspiration</p> <p>Priority 5: Pathways to Skills</p>
We will increase apprenticeship enrolments across priority sectors in line with regional and national priorities	<p>An increase of 10% in apprenticeship enrolments across priority sectors in 2024-2025</p> <p>We will introduce a Higher Apprenticeship in Digital 2024-2025</p>	Strategic aims 1 and 2	<p>Priority 1: Awareness and Aspiration</p> <p>Priority 3: Proactive Employer Engagement</p> <p>Priority 4: A More Agile Skills Ecosystem</p> <p>Priority 5: Pathways to Skills</p>
We will increase the number of employers we engage with	Continue to develop our industry advisory boards across all key national and regional sectors to strengthen our curriculum offer and inform our capital equipment spend 2024-2025	Strategic aims 1 and 2	<p>Priority 3: Proactive Employer Engagement</p> <p>Priority 4: A More Agile Skills Ecosystem</p>

College Objectives	Impact and/or Contribution towards National, Regional and Local Priorities for Learning and Skills	Link to Strategic Aim	Link to LSIP Priority
	Engage with 200 new employers and employer representative bodies across priority sectors in 2024-2025		
In 2024-2025 we will further develop the employability skills of our students, with a strong focus on careers guidance, transferable skills, sustainability, and progression pathways	<p>All students will have a greater awareness of career pathways and the varying roles within the sectors that they study (100% survey)</p> <p>All students will engage in work experience, industry placements or employer and community engagement activities such as trips, guest speakers, employer led projects and volunteering</p>	Strategic aims 1 and 2	<p>Priority 1: Awareness and Aspiration</p> <p>Priority 2: Navigating the Skills Ecosystem</p> <p>Priority 3: Proactive Employer Engagement</p> <p>Priority 4: A More Agile Skills Ecosystem</p> <p>Priority 5: Pathways to Skills</p> <p>Priority 6: Managing the Skills Transition</p>



Local Needs Duty

Chairs and CEOs / Principals from the Solent region's General Further Education Colleges, and most Sixth Forms / post-16 Multi Academy Trusts, met as a 'Local Needs Duty Forum' on 01 March. Alongside the colleges, representatives from Hampshire County Council, Portsmouth City Council, Southampton City Council and the Hampshire Chamber of Commerce came together to discuss the skills agenda and collaborative working.

This collaborative event came at the end of the AoC Colleges' Week, which celebrates the contribution that colleges make to their communities. The day was facilitated by Amanda Melton CBE, ex-Principal of Nelson and Colne College and a previous expert panel member of The Independent Commission on the College of the Future.

The event offered a unique opportunity for key representatives from the county's public sector organisations to discuss their goals and objectives for skills growth in Hampshire, identifying areas in which greater collaboration would help.

The agenda included a review of the success of the collaborative projects funded through the Strategic Development Funds and Local Skills Improvement Fund. Prior to the meeting, research was commissioned to review the colleges publishes accountability statements and draw conclusions on their collective response to the skills priorities identified in the Solent LSIP.

This review concluded that skills priorities are well met in Engineering, Health & Social Care and Childcare although there is more work to do in measuring the impact on progression into employment. And there are gaps in the Digital sector beyond Esports, ICT and T Levels and the Science and Maths offer for the region is generic, therefore requiring further development and engagement with employers to establish the wider need.

The meeting resulted in a proposed action plan for future collaboration.

- **Agree a meeting structure and governance approach** that facilitates ongoing collaboration and makes best use of the existing and proposed forums in place in the region
- **Develop the research** to better map supply and demand
- **Focus our collaboration** on high-impact regional skills challenges
- **Consider the benefit of continued wider collaboration** for efficiency, improvement and value for public money.
- **Enable governors to collaborate** on specific roles, e.g. link governors for skills or careers

Corporation Statement

The South Hampshire College Group Corporation reviewed and approved this Annual Accountability Statement at a meeting held on 03 May 2024.

Approved by the Governing Body



Sandra Prail
3 May 2024

Website Hyperlink

www.shcg.ac.uk

Supporting Documentation

- [Ofsted Monitoring Visit Report April 2024](#)
- [Self-Assessment Report 2022-2023](#)
- [Financial Statement 2023 - Fareham College](#)
- [Financial Statement 2023 - City College Southampton](#)
- [Financial Statement 2023 - Eastleigh College](#)
- [SHCG Strategic Plan 2023-2026](#)
- [Strategic Framework for the Civil Engineering Training Centre \(CETC\)](#)
- [Strategic Framework for the Centre for Excellence in Manufacturing and Advanced Skills Training \(CEMAST\)](#)
- [Solent Local Skills Improvement Plan](#)
- [Solent LEP Skills Action Plan and Local Skills Report](#)

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