

# SCC Group Annual Accountability Statement 2023-2024 Academic Year



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## Statutory Requirement

As of June 2022, governing bodies of institutions within the further education sector have a duty under a new 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.

SCC Group has introduced a process to meet this statutory requirement which maximises the local knowledge and expertise of its College Board to review their college's provision in relation to local needs. The College Boards already have the responsibility to review and agreeing the College Strategy and this has been extended to include the colleges accountability plan. The College Board Terms of references includes: *'The College Board will seek assurances that the college curriculum offered is carefully considered and researched to meet the needs and requirements of the community, national and regional skills priorities, and any specific requirements of local students, employers and stakeholders.'*

The Board provides the appropriate steer and challenge to the college senior leadership team in the production of the accountability plan and setting of strategic aims/objectives. This has been added to the College Boards schedule of work. The Board of SCC Group has a responsibility to ensure that the overarching strategic aims/objectives the SCC Group accountability plan is presented to the Corporation Board for final comment and approval. This has also been added to the Corporation Schedule of Work.

## Vision, Shared Purpose and Values

At SCC Group we believe in the value of *Education for a Successful Future*. The College's overarching vision is to be a beacon of educational excellence transforming the lives of the individuals and communities we serve, and this underpinned by our values of respect, integrity and kindness.

SCC Group sets out the following objectives through the SCC Group Strategic Plan 2022-25:

### People

To be an exceptional employer where staff and students are developed and thrive because they feel valued, engaged, and challenged.

### External Presence

To develop a clear eco system with productive links to schools, universities, employers, and other key partners, whilst raising the external profile of the College.

### Resources & Business Operations

To manage the College's finances, estates, and resources effectively to provide an exceptional and sustainable learning environment.

### Sustainability

To lead by example on environmental sustainability, providing solutions through collaboration and engagement, underpinned by our commitment to the Green agenda.

### Teaching and Learning

To inspire people in our city and region through the provision of an outstanding, inclusive, and ambitious curriculum that provides an engine for social mobility.

### Welfare

To safeguard and promote the health, safety, and positive well-being of all who study and work at the College.



The College's overarching teaching and learning strategic objective is underpinned by a framework of Curriculum Intent that sets out the expectation that all learning programmes deliver an inclusive, high quality and consistent curriculum that supports the development of literacy and numeracy, embeds a focus on careers and skills development and provides a supportive and enriching learning environment in which to study.

# CURRICULUM INTENT

INCLUSIVE HIGH QUALITY LITERACY & NUMERACY CAREERS & SKILLS SUPPORT



SCC Group is committed to working with stakeholders and other providers to ensure that we deliver a curriculum that aligns to local skills needs, and provides the knowledge, skills and behaviours that our learners will need to be successful in their next steps.

## Context and Place

Salford is ranked the 18<sup>th</sup> most deprived local authority area in England, out of 317 in the Index of Multiple Deprivation (IMD). It has a higher than national average number of pupils who leave school without achieving a Level 2 qualification, a higher than the national average of adults claiming Universal Credit, (6.3% compared to a national average of 4.6%) and a higher than national average of young people who are not in employment, education, and training (NEET). Some areas in the city, notably Broughton, Langworthy and Little Hulton, experience unemployment rates of 11% compared to the national average of 4.3%. Salford's overall unemployment figure is 4.4% compared to a national average of 5.1%.

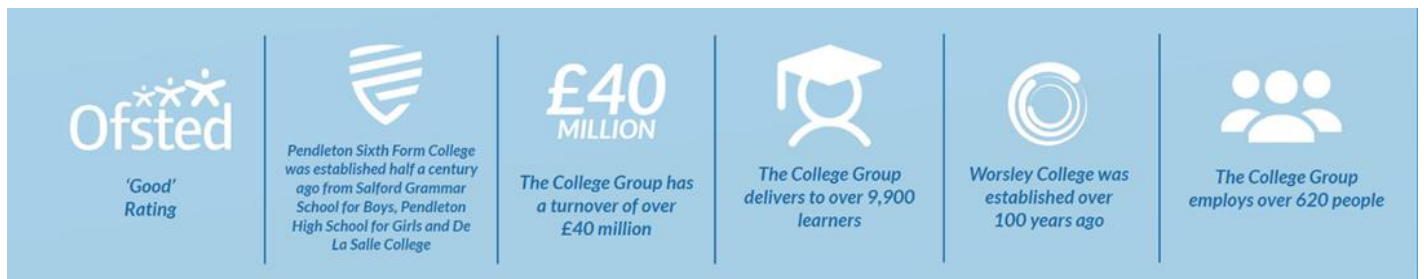
The percentage of pupils achieving a 9-4 pass in English and maths is considered one of the key outcomes for children in Salford. Currently Key Stage 4 (KS4) outcomes for the young people in Salford are in the bottom 10% of local authorities nationally and this has been the picture for the past three years. Salford success rates for GCSEs are amongst the lowest in England. Salford has the third lowest average Attainment 8 score, and third lowest average Progress 8 score out of 150 local authorities in England. Overall performance at the end of Key Stage 4 in 2019 for Salford is 'well below average' at -0.54 compared to -0.03 national state-funded schools in England.

There are 2,000 individuals in Salford supported by high needs funding via Education Health and Care Plans (EHCPs). This is 3.4% of children in Salford (the national average is 2.9%). The number of children in the city with EHCPs has risen by 50% since 2016 and is projected to increase further over the next few years. These socio-economic challenges have been further exacerbated by the ongoing impact of the pandemic and successive lockdowns.

However, against this backdrop, Salford remains a city of great contrast as it is also contributing to the increased economic vitality, growth and competitiveness of the Greater Manchester region. A number of key developments such as the MediaCityUK development at Salford Quays, works to build Port Salford, the completion of Greengate Square, the revitalisation of key areas along Chapel Street and the riverside corridors of the Bridgewater Canal and the River Irwell are underway and there is recognition that these developments will provide training and employment opportunities for Salford residents in notably the Western Gateway and Centre Cluster identified as growth areas by the Greater Manchester Combined Authority.

The population of Salford has also increased by 15.4%, from 233,900 in 2011 to 269,900 in 2021. This is higher than the overall increase for the North West (5.2%) and England (6.6%) and over the next two decades Salford is forecast to experience the fastest percentage growth in Greater Manchester, with the local economy expected to grow by over 46% with over £3 billion of growth.

SCC Group recognises that education enriches people's understanding of themselves and the world, improves the quality of their lives and brings broad social benefits to individuals and society. Through our curriculum offer we enrich the lives of the individuals and the communities we serve, and will use our extensive links with stakeholders and analysis of intelligence to ensure our curriculum provides the opportunities for skills development and positive progression into work or further study.



## Our Place in the City

Salford City College Group is a family of colleges which all have a distinctive culture and curriculum. We are committed to ensuring that every person can reach their full potential through a wide range of post-16 education and training from Entry Level to Level 7.

We support our learners in developing their academic, personal and social skills so they are fully equipped for future progression to higher education, apprenticeships, or employment. At all our colleges we are proud to offer unrivalled mental health services and welfare support, ensuring that every student has access to the advice and guidance they need. The College's inspiring team of teachers go above and beyond to help their students achieve not only their qualifications but also to guide them on their journey into work, further education, and university. Our engaging and inclusive curriculum is delivered across six campuses and various community venues.

## Our Colleges

Our aim for SCC Group is to be exceptional in everything that we do. To achieve our vision, we are seeking to build on our outstanding success, history and upward trajectory by recognising that we cannot afford to stand still. Eccles Sixth Form, Pendleton Sixth Form and Salford College (Worsley College and City Skills College) merged in 2009 to form Salford City College, due to our successes and the opportunity to create a college in the heart of MediaCityUK, we opened Future Skills College in 2013.

### City Skills

This College focusses on providing industry standard teaching expertise, and facilities that support the development of skills in the Construction Industry. The college has a regional reputation for excellence and is regarded as a Centre of Excellence for Construction by employers and key stakeholders across the region. In recognition of its reputation and growth in student numbers, City Skills has recently been the recipient of government funding to support its ongoing growth and development as a leader in the sector.



### Worsley College

This College provides outstanding learning experiences for learners of all ages who wish to pursue a career in the Hospitality, Retail, Enterprise and Hair and Beauty Sector. It is also widely recognised for its development of widening participation programmes such as The Prince's Trust, Passport to College and Build Salford Traineeship.



### Pendleton Sixth Form College

Pendleton is renowned as a Centre of Academic Excellence for young people, that places high-quality teaching, pastoral care, and strong student support at its heart. More than 2,300 students study A-Levels (1,300) and Level 3 Advanced Study Programmes. The Pendleton Performing Arts Department has a national reputation for excellence that supports students to progress to prestigious destinations such as the Royal Academy of Performing Arts (RADA) and the Guildhall School of Music and Drama.



### **Eccles Sixth Form College**

Eccles is recognised as a Centre of Vocational Excellence. It boasts outstanding facilities and provides exceptional learning experiences delivered by teachers who use well established industry experience and links to support students into specialist employment and higher education programmes. Eccles Sixth Form College also has well established links with Manchester United and Salford Reds. The college's Inclusive Learning Department delivers outstanding provision for learners with high needs.



### **FutureSkills at MediaCityUK**

Located in the heart of MediaCityUK, FutureSkills boasts outstanding industry standard facilities and highly committed teachers and specialists in their field of expertise support digital natives with the skills that they need to be successful in what is a fast moving and evolving industry. The University Centre at Salford City College is regarded for its university-style campus, outstanding facilities, and care for students on HE (Higher Education) programmes in their sector.



### **The Business Centre at Frontier House**

The Business Centre is home to the Employer Services and Apprenticeship team. The principal focus is to support businesses across the Northwest and beyond to develop today, for their workforce of tomorrow. The Business Centre affords employers meeting and training space, as well as networking opportunities. A growing number of key employers are also signed up as Salford City College Industry Partners, meaning they help co-design curriculum development and design, ensure high quality work experience for students and support our staff to be world class through industry placements and mentoring. The Industry Partners concept ensures long term, strategic relationships, where employers ensure we can deliver the highest quality and most up to date learning for our students, who in turn are better prepared than ever before to meet the changing needs of the sectors they are moving into.



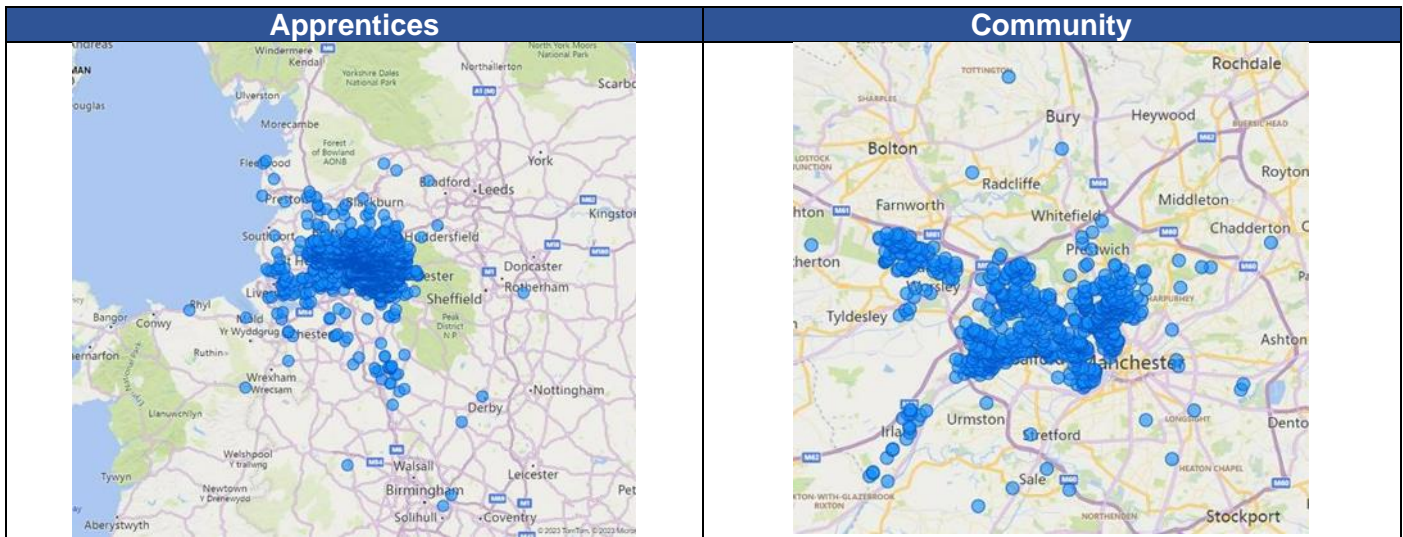
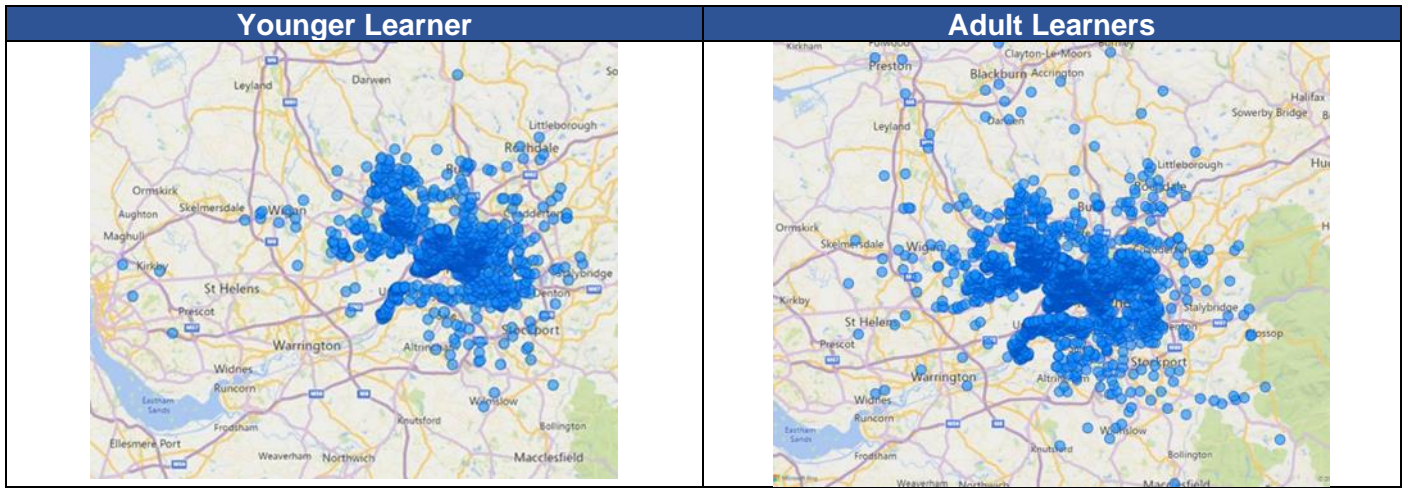
### **Our Community Partners and Venues**

We work with eight community partners to deliver first steps into education programmes at The Broughton Trust, Salford Gateway, Pendleton Gateway, Little Hulton Skills Centre and the Eccles Skills Exchange. The Community Education Programme is an integral element of the Adult Skills offer. The purpose is to encourage Salford residents to engage in learning to improve their wellbeing, develop individual skills and to support progress to further training, volunteering and/or sustainable employment. A wider ranging number of introductory courses are designed to get adults back into education and develop their skills in alignment with the local skills needs in Salford.

### **Travel to Learn**

Analysis of travel to learn patterns identifies that the provision is predominately place based, particularly so for Community Provision. The highest proportion of school leavers come from Salford schools. However, the travel to learn data for learners accessing Study Programmes also shows that young people are attracted to our provision from outside of area in notably specialist provision such as Performing Arts, Digital and Creative and Animal Care.

It also shows that adult learners and apprentices are more likely to travel from outside of area, and apprentices in particular travel from locations such as Birmingham, Liverpool, and Leeds to access regionally renowned provision, notably to access the Building and Services Apprenticeship provision based at City Skills.



The College is a highly successful, thriving, and dynamic multi-site college. We offer a very wide range of academic and technical programmes to young people and adults within Salford, across Greater Manchester and beyond. Our turnover has increased to over £40 million over the last five years.

The college employs 620 people, and our financial health is, at the time of writing, assessed as 'Outstanding'. We have a passion for teaching, learning and the student experience. During all Ofsted inspections we have been rated as 'Good' and we are committed to ensuring students have a rich curriculum and pastoral offer which prepares them for positive destinations, *'Leaders and curriculum managers ensure that the content of the curriculum prepares learners effectively for their next steps in their education or career pathway'* (Ofsted 2019).

**Our Approach**

The College uses an evidence- based approach to measure and advance college progress in meeting local skills needs. This is underpinned by The Skills and Post-16 Education Act to level up and drive economic growth across the whole country aligned to national, regional and local priorities.

Through the SCC Group Strategic and Continuous Curriculum Cycle, the college uses analysis of labour market information, destinations, learner, employer and stakeholder feedback to inform its curriculum offer and support learner progression.

At a macro level, the College has used information provided by The Greater Manchester Local Enterprise Partnership (LEP), the Greater Manchester Strategy, the Greater Manchester Industrial Strategy, and the Greater Manchester Employment Skills Advisory Panel (ESAP) and the SCC Local Skills Improvement Plan (LSIP) to inform its approach. It is also a key stakeholder in the formation of the new Salford Skills and Work Strategy.

Leaders play a prominent role as members of local and regional skills forums and participate in a wide-ranging number of city wide and regional partnerships such as The Skills and Work Board, the Widening Participation Steering Group, the NEET Reduction Strategy Group, the Salford Key Stakeholders Communications Cell, the 0-25 Board at the local authority, and the college is a proactive member of the Salford Secondary Heads and Principals Association (SSHAPAS) to ensure the College has a voice and informs policy making at a strategic level.

In 2020/21 a Head of Employer Engagement was appointed to support the forward-thinking strategic direction of SCC Group. The postholder horizon scans, enhances our links with industry/employers, identifies key stakeholders to raise our external presence which are sustainable and lead to education and training opportunities for the college.

The College ensures a responsive adult learning curriculum is developed in collaboration with wider stakeholders and other providers. It meets regularly with the local authority, the Department for Work and Pensions, Job Centre Plus, The Growth Company, The National Careers Service and The Salford ESOL (English for Speakers of Other Languages) Advisory Service to develop courses and progression routes from First Steps, Next Steps, preparation for accredited learning programmes at the college in a range of areas ESOL, English, Maths, Digital and vocational linked provision that is aligned to local skills need. It has also worked to develop short course offers in direct collaboration with local employers such as Sector-based Work Academy Programmes (SWAPs) in Health and Social Care working with local care providers, Hospitality and Catering working with McDonalds and Horticulture working with the Royal Horticulture Society.

The College has excellent working relationships with the local authority, partnership schools and other external stakeholders in the City to support and actively promote all aspects of learner welfare, which is a key strategic objective for the College. It has well established links with external stakeholders including Salford Royal, Pure Innovations, Mencap Positive Futures, Salford Council, Local Authority Children and Families Board, Social Services Parent Voice, Connexions, SEN (Special Educational Needs) Independent Travel Training, NHS Health Improvement Team, Social Services (0-25 Journey to Independence Steering Group), Next Step, PEP Reviews, Children and Adult Services, NHS Support, Speech and Language, occupational, physiotherapy, mental health, CAMHS and Independent Development Service, and the CHANNEL and PREVENT Oversight Panel.

The College appointed a Lead Governor for Local Skills and in June 2022, the Quality and Standards Committee received a presentation from the Group Principal outlining the SCC Cycle (Strategic and Continuous Curriculum Cycle) to outline the college's approach to ensuring that curriculum planning is responsive to local skills. The annual Governor Strategic Away Day in May 2022 and May 2023 had a clear curriculum planning focus allowing consultation between senior leaders and the college corporation. Governors were invited to scrutinise the curriculum planning process.

## **Meeting National, Regional and Local Needs**

### **National**

National Skills priorities have been identified across Government as areas with high volumes of vacancies which are expected to increase in the following sectors and provide opportunities for employment in growth area such as green jobs, creative industries and science and technology (including AI (Artificial Intelligence) and quantum computing):

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

## Regional

The ten districts of Greater Manchester are home to over 2.8 million people, with a further 7 million living within a 1-hour commute. The region is home to over 124,000 businesses and employment growth has been positive for the last decade.

The Greater Manchester Industrial Strategy outlines the need to raise productivity and pay in notably the retail, hospitality/travel and tourism and social care *foundational* sectors, whilst at the same time ensuring that Greater Manchester is at the vanguard of developments in *frontier sectors* that are Health Innovation, Advanced Materials and Manufacturing, Digital Creative and Media and Clean Growth as part of the 4<sup>th</sup> Industrial Revolution.

It identifies growth locations which have the potential to drive inclusive economic growth, attract inward investment, capitalise on some of the city-region's innovation assets, and create jobs at scale. The Central Cluster and the Western Gateway will create opportunities and jobs for residents and learners in Salford. It also set out the region's short to medium term Sector Specific Strategic Priorities in Construction, Digital, Education, The Green Economy, Health and Social Care, Education, Logistics, Hospitality, Manufacturing and Engineering.

The Greater Manchester Local Skills Improvement Plan identifies 8 sector areas Construction, Digital, Education, Health and Social Care, Education, Logistics (and Warehousing), Hospitality, Manufacturing and Engineering and Financial Business and Professional Services (FBPS)\*, which is a new addition when compared to the priorities identified in the Greater Manchester Industrial Strategy. FBPS also appears as a priority sector with vacancies to fill in Salford.

<b>Construction</b>	Provision in Building Envelop Design, Core Construction Skills, Digitalisation in Construction Methods are all identified as having good provision. Structural Fabrication, Steel Erection, Construction Process Management, Site Engineering, Project Management, Quantity Surveying and Retrofitting have all being identified as priority areas.
<b>Digital and Technology</b>	Provision in Cybersecurity, Emerging Technologies (AI), Essential IT Skills for Business, Software Provision are all identified as having good provision. Data analytics, cloud computing have been identified as priority areas.
<b>Education</b>	Provision in Teaching is described as excellent but specialist areas in STEM, Digital and Construction are hard to find. Supporting Teaching and Learning provision is also excellent, but specialist areas are difficult to recruit to.
<b>FBPS*</b>	There is good provision in Accountancy and Finance, Law and Administration although demand is increasing. There is a priority for Sales and Business Development.
<b>Health and Social Care</b>	There is an urgent priority for nursing and evidence suggests that the degree route for nursing is having a negative impact on recruitment. There is excellent provision for Social Care although it remains difficult to recruit to posts in a sector where there is significant demand.
<b>Logistics and Warehousing</b>	The need for skills in the sector is relatively new and linked to notably the creation of the trimodal freight hub at Port Salford, part of the Western Gateway development identified by Greater Manchester as one of the growth areas. HGV Driving and Bus Driving, Forklift Truck Operation, Warehousing are priority areas. Future Skills in Logistic centred around coding. Courses for coding are well established however there is a need to support skills development linked to the use of automated lines and drones.
<b>Manufacturing and Engineering</b>	There is excellent provision in Computer Aided Manufacturing but providers should be mindful of the increase and pace of technological change. There is good provision in Electrical Trades, although employers continue to have recruitment issues. Skills linked to lean manufacturing and sustainability, particularly linked to energy efficiency, waste management and robotic and automation techniques are priority areas. Provision in Welding is well resourced but demand is anticipated to grow.
<b>Retail and Hospitality</b>	Chef and cooking skills and customer facing skills provision is very good, but there are high levels of demand from employees in this area.
<b>Upskilling /Training</b>	The Greater Manchester LSIP Skills Matrix identifies key training areas in Construction, Digital and Technology, Education, Financial Business and Professional Services, Health and Social Care, Logistics and Warehousing, Manufacturing, Retail and Hospitality.



## Local

The local authority has a vision to create 'A fairer, greener and healthier Salford' and identifies the Great 8 as the key priorities to achieve this vision. As *the Further Education College in Salford*, SCC Group is an integral part of the education eco system in the city.



Salford has a dynamic and rich heritage; It was home to the first ever gaslit street, Chapel Street, courtesy of the Salford Bible Christian Church; it's home to the first ever free public library at the Salford Museum and Art Gallery; the first public park in the country at Peel Park and the city even boasts the region's first five-star hotel at The Lowry. The BBC, ITV and Kellogg's are also proud to call the city home. The University of Salford is a leader in innovation with a clear future focus on robotics, the environment and health. Alongside Salford's industrious heritage, over half of the land across the city is green space, which represents the largest concentration across any area in the country.

Salford can expect to benefit from growth in jobs in notably the Central Cluster and the Western Gateway. The Central Growth Cluster will create over 90,000 new jobs. Employment creation will be generated through the regional centre with direct opportunities through the Oxford Road Corridor, Manchester Piccadilly and Salford's Innovation Triangle comprising Media City and The Quays (including future growth at Wharfside), Salford Crescent and Salford Royal Foundation Trust. Salford Crescent will be connected to the wider world with a thriving transport hub, enabling easier access to Manchester wide city region and beyond. This will include improved cycling and walking routes and the transformation of Salford Crescent Train Station to include a Metrolink Stop. Salford Royal is a large University teaching hospital, within walking distance of two of our colleges and is one of the 'Top 100 Hospitals in the World.'

The Western Gateway is a key development for Greater Manchester, developing connections with the Port of Liverpool, and the rest of the world. The Port of Liverpool now has Freeport Status, and can accommodate the largest container vessels. Greater Manchester's further development of trade connections with the Port of Liverpool are therefore paramount. The Western Gateway also provides for the economic growth of the Central Growth Cluster core economic area through the development of a tri-modal freight hub at Port Salford. Port Salford's further development will provide sustainable freight transport operations which will include rail and road links, on-site canal berths, rail spur and container terminal.

The Western Gateway has the potential to create 25,000 new jobs, capitalising on the unrivalled port connectivity and planned employment space at Carrington, Port Salford, Partington and Trafford Park, alongside the regional leisure, retail and hospitality destination at Trafford City. Logistics and distribution sector employment will be created, with opportunities accessible to local communities with existing skills in this sector and further opportunities for development. Employment growth will also be created in the low carbon energy sector, linked to the development of a low carbon energy innovation park at Trafford Park.

Employment growth in the city is expected to be concentrated in a number of major sectors of the local economy including health, construction, creative, digital and media, business, financial and professional services. This provides a significant opportunity for SCC Group to continue to develop talent pipelines with partners within these sectors to support pathways into employment, education and/or training.

The local authority *Salford Plan* identifies the following sector areas as priorities for the city:

- Financial, Professional and Business Services
- Advanced Manufacturing
- Creative and Media
- Digital and Technology
- Life Science and Health Care
- Construction

Work conducted by the Chamber of Commerce has identified priorities and made a series of recommendations to support skills in the city. In some instances, intelligence identifies that there is good provision in the area. It is important to note however that even where there is judgement that good provision currently exists, stakeholders anticipate further growth and demand and so the college should continue to plan for growth as part of its overarching curriculum planning strategy. The intelligence highlights that the sectors with the largest

employment are Health and Social Care, Business Administration and Support Services, Professional Scientific and Technical services, Education and Construction. All but one of these sectors show a marked increase in jobs and Construction, Health and Social Care and Manufacturing are the three sectors that represent high Gross Value-Added performance.

It also identifies the importance of the Central Growth Cluster to Salford presenting the potential for employment and skills development in the following sector areas:

- Construction
- Digital, Creative and Media
- Professional Services
- Logistics
- Health
- Education
- Manufacturing

In addition, feedback from employers and intelligence from the LSIP identifies the importance of the knowledge, skills and behaviours required for work. Employers identify the need for non- sector specific skills in functional literacy maths and digital and other soft skills that are specific to the workplace such as customer service, communication and people skills. They have also identified the need for teamworking skills, the ability to learn from experience and the value of being receptive to ideas and having the flexibility to adjust between quickly changing environments and situations. Being well presented, being able to manage your time well and having a can do and positive attitude have also been cited as key elements of a successful employee.

Recommendations specifically reference very high demand for roles in Health and Social Care, notably nursing and this includes making sure that learners and employees are prepared for the increasing digitalisation of work activity as a key priority. Manufacturing is also a key priority linked to large scale digitalisation and the adoption of automotive technologies including robotics. There is a need to ensure that learners and employees are able to apply digital skills in manufacturing sectors. This is likely to extend to computing, the Internet of Things (IoT) sensors and manufacturing data analytics.

The Western Gateway development highlighted above and the other logistics hubs such as Logistic North may require the need for more warehouse workers, forklift truck operators and drivers. Given the scale of domestic and commercial construction linked to future development projects, demand for all construction trades will increase. This includes house building but will also include warehousing and commercial development in for example, dry lining, structural and steel erecting trades. Digital, technology and creative sectors are key priorities in Salford because of MediaCityUK The increasing trend of digitalisation and technology in all sectors is a key skill that providers should be aware of when preparing learners going into the world of work.

College Strategic Aims and Objectives	Impact and/or Contribution towards National, Regional and Local Priorities for Learning and Skills
<p><b>To inspire people in our city and region through the provision of an outstanding, inclusive, and ambitious curriculum that provides an engine for social mobility.</b></p> <ul style="list-style-type: none"> <li>• To develop a comprehensive local skills plan that commits to local people securing local jobs.</li> <li>• To develop a clear eco system with productive links to schools, universities, employers, and other key partners, whilst raising the external profile of the College.</li> <li>• To further develop transition arrangements and support student integration into life at college</li> </ul>	<p>Through the Strategic and Continuous Curriculum Cycle (SCC Cycle) the college will continue to use a wide range of intelligence to test, and quality assure the college curriculum offer.</p> <p>The college has well established relations with employers, civic, community and education stakeholders and will continue to build on those relationships to ensure that the curriculum offer is fit for purpose and prepares learners in a way that will support their next steps.</p> <p>The college has well established relationships with the Careers Enterprise Company, the National Careers Service, School Careers Leaders and is a member of the GM (Greater Manchester) Careers Hub. It will continue to ensure that learners can access experiences the advice and guidance they need to make informed decisions about their next steps.</p> <p>The college will continue to plan activities and experiences that will develop excellent personal and employability skills through a variety of career and work-related, work experience and curriculum enhancement and enrichment activities as part of their learning programmes.</p> <p>The college will maintain its focus on delivering an ambitious curriculum to ensure that learners gain access to a variety of learning experiences with external stakeholders that link to their curriculum and provide information about routes into industry and/or HE (Higher Education). This will include visits from guest speakers, visits to employers and Higher Education Institutions (HEIs), academic and skills workshops, participation in live briefs and through participation in local and national skills competitions.</p> <p>The college has seen an increase in learner numbers on all types of learning programmes over the last three years, and the number of adult enrolments in the city has increased year on year and bucks the trend in Greater Manchester. As the population continues to increase the college will continue to develop innovative and ambitious programmes leading to increased enrolment and reach to support skills development and opportunities for adults in the city.</p> <p>As an integral element of the college Curriculum Intent the college will continue to monitor, develop and create more opportunities for learners to develop their awareness and understanding of what the world of work and further study will entail.</p> <p>The impact of this activity will be monitored at a quantitative and qualitative level through analysis of recruitment numbers, key performance indicators, positive and sustained destinations and the capture of learner voice through teaching and learning surveys, learners and stakeholder focus groups feedback.</p>

**To inspire people in our city and region through the provision of an outstanding, inclusive, and ambitious curriculum that provides an engine for social mobility.**

- To develop a comprehensive local skills plan that commits to local people securing local jobs.
- To identify the area of shortage/skills need and plan, deliver and promote provision that support learners into positive destinations in these priority sectors.

Continue to develop deliver and build capacity in provision in key regional priority sector areas leading to growth in recruitment numbers, notably in Health and Social Care, Construction and Digital *and* Creative and Finance, Business and Professional Services, a key priority for Salford.

Continue to add to T Level portfolio offer in Business Administration and Design, Surveying and Planning, Building and Engineering Services.

Develop more transition pathways into employment in the sectors highlighted above for adult learners, including the introduction of more ESOL Sector Specific Bridging Programmes, Sector Based Work Academies and Bootcamps for adult learners.

Deliver more Free Courses for Jobs courses with a particular focus on customer service and sales.

Explore further opportunities for Apprenticeship pathways in notably in clinical care, digital and leadership and management.

Enhance the Supported Internship offer for learners with special educational needs and introduce an SCC College Supported Internship in 23/24.

Explore opportunities to deliver programmes that support the logistics and manufacturing sector. This is not something that the college has historically delivered programmes in due to resource and infrastructure constraints, and the limited options for progression. However, the college will seek to diversify and explore alternative options given intelligence that this sector will have increasing skills and recruitment needs linked to future development projects planned in Salford and the region linked to the Central Cluster and Western Gateway Growth Clusters.

Deliver sector specific digital skills as part of all learning programmes to upskills and prepare learners and/or employees already in the sector to support their positive progression.

The impact of this activity will be monitored through the Strategic and Continuous Curriculum Cycle (SCC Cycle) Impact Report and a quantitative and qualitative level through analysis of recruitment numbers, key performance indicators, positive and sustained destinations and the capture of learner voice through teaching and learning surveys, learners and stakeholder focus groups feedback. It will also be monitored and scrutinised by the Governance Corporation committee and meeting schedule, notably in the Strategy, Finance and Resource Committee and the Quality and Standards Committee but also throughout the academic year through meetings with the Lead Governor for Skills.

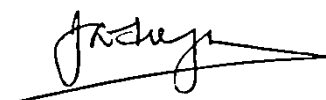
<p><b>To manage the College's finances, estates, and resource is effectively to provide an exceptional and sustainable learning environment.</b></p> <ul style="list-style-type: none"> <li>To continue to seek out opportunities to ensure that improvements to the college estate support and align to local skills agenda.</li> <li>To continue to seek out bids that support the development of a varied curriculum that will engage and upskill learners and employees in areas that are aligned to the local skills offer.</li> </ul>	<p>Continue to pursue opportunities that will build capacity for growth in provision in key sector areas.</p> <p>Apply to continue the delivery of the Multiply Programme for an additional year to support the development of numeracy skills for adult learners.</p> <p>Bid for further opportunities to broaden the Bootcamp Curriculum Offer in line with local skills needs.</p> <p>Continue to work with stakeholders and resource to deliver additional Sector Based Work Academies.</p> <p>Continue to resource additions to the suite of Apprenticeship Standards that are aligned to local skills needs.</p> <p>The impact of this activity will be measured through the SCC Cycle process, monitoring of recruitment numbers, and ongoing feedback from stakeholders.</p> <p>It will also be monitored and scrutinised by the Governance Corporation committee and meeting schedule, notably in the Strategy, Finance and Resource Committee but also throughout the academic year through meetings with the Lead Governor for Skills.</p>
<p><b>To lead by example on environmental sustainability, providing solutions through collaboration and engagement, underpinned by our commitment to the green agenda.</b></p> <ul style="list-style-type: none"> <li>To use labour market intelligence and stakeholder feedback to anticipate and plan new provision that is aligned to the Green Economy.</li> <li>To educate students, staff and stakeholders to build a more sustainable future.</li> <li>To deliver green skills and support green jobs as part of the curriculum offer.</li> </ul>	<p>Complete the build of the Low Carbon Heating Skills Centre at City Skills, in partnership with local renewable experts Groundtherm. Technology will include operational air source heat pumps and solar thermal roofing and installation kit, as well as demonstration ground source heat pump.</p> <p>Deliver more Low Carbon Heating Technician Bootcamps, in partnership with the Greater Manchester Combined Authority.</p> <p>Support the development of the new apprenticeship standard in Low Carbon Heating Technician, which is pending final approval by the Institute for Apprenticeships and Technical Education.</p> <p>Participate in the Mayor's Taskforce Subgroup: Skills Net zero Construction</p> <p>Through the SCC Cycle ensure a responsive and ambitious curriculum offer that responds to the needs of the green economy across sector areas.</p> <p>As part of the overarching SCC Curriculum Intent, ensure that curriculum specialists respond to labour market intelligence and stakeholder feedback so as to embed green skills through their curriculum design, skills development and planned academic and extracurricular enhancement activity.</p> <p>Ensure an increased focus on sustainability and low carbon unit and topic choices in programme areas across the group.</p>

	<p>Ensure that the college leads by example through its strategic objective to develop a net zero college and pro-actively seeks opportunities to promote the green agenda.</p> <p>Educate learners and staff about how they can support the green agenda through tutorial, curriculum and wider college activities, such as the sustainability tutorial programme, RHS Big Seed Week, No Mow May, the Re-use clothing initiative, Swish, the SCC Group Green Car scheme, the SCC Group 'Green Teams'.</p> <p>Through the SCC Group Low Carbon and Sustainability Action Group with staff and student participation from across the group.</p> <p>The impact of this activity will be monitored at a quantitative and qualitative level through the SCC Cycle, the capture of learner voice through teaching and learning surveys, learners and stakeholder focus groups feedback and the monitoring of destinations.</p> <p>It will also be monitored and scrutinised by the Governance Corporation committee and meeting schedule, notably in the Strategy, Finance and Resource Committee and the Quality and Standards Committee.</p>
<p><b>To inspire people in our city and region through the provision of an outstanding, inclusive, and ambitious curriculum that provides an engine for social mobility.</b></p> <ul style="list-style-type: none"> <li>To embed the development of non-sector specific skills that will support learners to develop their interpersonal, literacy, numeracy, digital and work place specific skills as part of all learning programmes.</li> </ul>	<p><b>Non-Sector specific Skills</b></p> <p>Feedback from employers and intelligence from the LSIP identifies the importance of the knowledge, skills and behaviours required for work. Employers identify the need for non-sector specific skills in functional literacy maths and digital and other soft skills that are specific to the workplace such as customer service, communication and people skills.</p> <p>Continue to ensure learners are very well prepared for their next steps and staff plan access to a wide-ranging programme of work related and enrichment activity as part of the overarching enrichment strategy with a focus on academic, tutorial, and extra-curricular enhancement that supports the development of the whole person. Staff will continue to use a wide variety of information taken from Industry Days, Employer Curriculum Boards, Industry Partners, and stakeholder feedback to inform and develop their curriculum planning to best support the learners in their care.</p> <p>The impact of this activity will be monitored at a quantitative and qualitative level through the SCC Cycle, the capture of learner voice through teaching and learning surveys, learners and stakeholder focus groups feedback and the monitoring of destinations.</p> <p>It will also be monitored and scrutinised by the Governance Corporation committee and meeting schedule, notably in the Strategy, Finance and Resource Committee and the Quality and Standards Committee.</p>

## Corporation Statement

On behalf of the Salford City College Group 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 on 25 May 2023.

The plan will be published on the college's website within three months of the start of the new academic year and can be accessed from the following link: [SCC Group Accountability Statement 2022-23](#)



Jackie Flynn  
Chair of Governors  
Dated:



Rebecca Parks  
Principal/Chief Executive and  
Accounting Officer

## **Supporting Information**

[Strategic Plan - Salford City College \(salfordcc.ac.uk\)](https://www.salfordcc.ac.uk)

[Salford City College - Open - Find an Inspection Report - Ofsted](#)

[The Post-18 Education Review \(the Augar Review\) recommendations - House of Commons Library \(parliament.uk\)](#)

[16 to 19 funding: 16 to 19 tuition fund - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Introduction of T Levels - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Levelling Up the United Kingdom - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Skills for jobs: lifelong learning for opportunity and growth - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Multiply: funding available to improve adult numeracy skills - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Our priorities, the Great Eight • Salford City Council](#)

[Adopted Salford Local Plan: Development management policies and designations](#)

[Greater Manchester Independent Prosperity Review - Greater Manchester Combined Authority \(greatermanchester-ca.gov.uk\)](https://greatermanchester-ca.gov.uk)

[Greater Manchester's Local Industrial Strategy - Greater Manchester Combined Authority \(greatermanchester-ca.gov.uk\)](https://greatermanchester-ca.gov.uk)

[Greater Manchester's Growth Locations \(aboutgreatermanchester.com\)](https://aboutgreatermanchester.com)

[13A GM ESAP Local Skills Report update March 2022 FINAL.pdf \(greatermanchester-ca.gov.uk\)](https://greatermanchester-ca.gov.uk)

[GMCA \(Greater Manchester Combined Authority\) Part A Report Template \(greatermanchester-ca.gov.uk\)](https://greatermanchester-ca.gov.uk)

[Unit for Future Skills - GOV.UK.pdf](https://www.gov.uk)

[Careers advice - job profiles, information and resources | National Careers Service](#)

<https://www.salfordcc.ac.uk/about-us/college-annual-reports-accounts/>