



Heart of Yorkshire
Education Group

**Annual Accountability
Statement for 2023-24**

Purpose

As part of the Skills & Post 16 Education Act 2022 and the new section 52B of the Further and Higher Education Act, FE colleges have a duty to review their contribution to meeting skills needs – at a local level, but also at a regional and national level, with a view to ensuring individuals secure employment. This is at the core of our Group strategic plan, our curriculum and skills provision planning and our strategic aims, measures and target setting. Alongside our strategic plan, this annual accountability statement aims to be a relatively concise public statement of our key aims, targets and outcomes for the year ahead.

With three colleges in West and North Yorkshire, together forming the Heart of Yorkshire Education Group, we are committed to delivering the skills needed by our local communities and the wider Yorkshire region, to make a positive contribution to the economy and, ultimately, to people's lives.

Our aspiration is to be outstanding in everything we do. Through the delivery of our strategic plan and supporting strategies, we believe we will be in the best position to continuously improve and be able to deliver on the Government's skills agenda and regional priorities.

With our colleagues across the Group and, working with other stakeholders and partners, we have developed our new vision, mission and values –



Our Vision

Quite simply, our vision outlines what we are aiming for in the future, in terms of our long term goals:-

"To be an outstanding, first-choice education group, passionately serving all of our communities."



Our Mission

Our mission describes why we are here, our purpose and what we do, which is:-

"Our staff positively transform our students' lives and the communities we serve by putting them at the heart of everything we do."



Our Values

Our values act as the moral compass for our organisation. They encapsulate the way we do things, how we behave and how we make our decisions.

Collaboration
Ambition
Inclusion
Respect

&

Our People
at the heart of
everything we do

In addition, we have five strategic objectives –

- 1. Develop a skills offer that is aligned to the needs of the areas we serve through partnership and collaboration**
- 2. Ensure our curriculum delivery is high quality, inclusive and ambitious and we provide an outstanding student experience**
- 3. Develop a strong culture and people who are effective and committed**
- 4. Deliver strong finances to facilitate investment in our resources and our offer**
- 5. Commit wholeheartedly to the development of sustainability within our communities**

All of these objectives are underpinned with specific aims, measures and targets.

Our curriculum intent is to offer the right skills for now and for the future through innovative, relevant courses and qualifications – right for the region, for jobs for our learners and employers. We are working with our local and regional partners to do this and to improve our economy.

In working with our key stakeholders and our employer partners, we aim to develop flexible, relevant programmes that, wherever possible, are bespoke to their needs and right for the workplace, including blended learning approaches.

Our Curriculum & Skills Strategy 2022-25 sets out our approach for the next three years and has three key drivers –

- 1. Developing Advanced Skills for the Region**
- 2. Having an Inclusive Curriculum to engage and progress**
- 3. Having a clear commitment to growing Sustainable and Green Skills**

Context and place

With our Group of Colleges, we serve a wide area across Yorkshire. Castleford College and Wakefield College are based in the Wakefield District, within the Leeds City Region (LCR) Local Enterprise Partnership (LEP) and the West Yorkshire Combined Authority (WYCA) region. Selby College is based in the new North Yorkshire Council, and the York and North Yorkshire LEP. Selby College also does much work in the Humberside and East Yorkshire (HEY) LEP area, East Riding of Yorkshire, and also has some learners in the WYCA area.

West Yorkshire / Wakefield

West Yorkshire (WY) is an internationally significant economy with a GVA of £69 billion – larger than many EU countries. It has a population of 2.3mil, a workforce of 1.1million people and more than 80,000 businesses. It hosts the largest cluster of higher education institutions outside the capital, with seven universities producing world-leading research and 31,000 skilled graduates each year.

It also has a fast-growing young population, with more people aged under 20 than any other area of the North. The population is diverse with 18% of people coming from ethnic minorities (14.5% nationally). WY remains one of the leading locations in the UK for foreign and direct investment, according to the Ernst & Young annual Attractiveness Survey, with significant interest in the digital and business services sectors.

Strengths:

- Significant engineering and manufacturing base employing 144,000 people (well above the national average), representing the largest manufacturing base in the UK and generating £7 billion a year, or 12% of the region's economic output.
- Wakefield has 37% more manufacturing jobs and over double the number of jobs within transport and storage than the national average
- A leading hub for financial, professional and businesses services contributing £19.8 billion GVA and employing over 300,000 people. UK's second centre for banking, over 28,500 are employed in major banks and building societies
- A growing labour force – from 2016-2021 the number of jobs increased by 5.9%, outstripping the national growth rate of 4.1%
- Strategically important geographical location - access to the M62, M1 and fast TransPennine rail brings the potential of a 4 million workforce, 250,000 businesses and a £160bn economy

Challenges:

- Large number of vacancies across WY. Job postings in October 2022 were 23% higher than October 2021, and double October 2020 and 2019
- Higher number of people claiming out-of-work benefits than the national average – 4.8% versus 3.8%
- Unemployment rate in Wakefield is 4.1% - higher than the national rate which is 3.7%
- Higher than average number of economically inactive people – 23.9% as opposed to 21.5% nationally
- Fewer highly paid jobs (2020 Soc Major Group 1-3) than the national average – 47.1% and 51.6% respectively
- In Wakefield too many people are employed in low-skilled, elementary occupations – 8% over the national average

- Only 38.3% of the working age population possess qualifications at level 4 or above as compared to the national average of 43.6% (as of 2021 – last available data).
- In Wakefield only 25.8% of the working age population have a level 4 or above qualification
- Skills shortages reported by many sectors and businesses across the region particularly in relation to high level skilled jobs.

Local Skills Improvement Plan (LSIP) Priority Sectors:

- Health & Social Care
- Engineering & Advanced
- Manufacturing
- Financial & Professional Services
- Low Carbon
- Digital & Technology
- Creative Industries
- Construction
- Logistics & Transport/Distribution
- Education

Themes:

- Net Zero Transition / Sustainability
- STEAM
- Transferable Skills
- EDI
- Leadership & Management
- Digitisation & Automation

Castleford College is primarily home to skills-based courses in areas including construction, hair and beauty, engineering and automotive studies. Square footage is 11,153 m² and purpose-built facilities include:

- Hair and beauty salons open to the public
- Engineering labs covering mechanical and electrical pathways.
- Construction workshops with dedicated working bays for students studying a range of disciplines including joinery, brickwork, plumbing and electrical installation.
- Multiple car service lifts and a spray booth for automotive students.
- Open plan learning resource centre at the heart of the campus.

Wakefield College has grown its footprint over recent years and seen significant investment to ensure students learn in a modern, state of the art environment. Square footage is 21,316 m² and facilities include:

- The Seacole building – a dedicated HE centre and home to the University Centre at Wakefield College. The facility features a 90-seat lecture theatre and flexible teaching and learning rooms.
- The Beaumont building, refurbished and opened in 2019 and home to the award-winning Gaskells Restaurant.
- The Gissing building – a hub of activity for the creative industries and location for the School of Popular Music.

- The Radcliffe Building – spread over four floors, the Radcliffe Building is home to a number of different course areas and also boasts the Digital Industries Centre.
- Harrison building – home to the Sixth Form Learning Resource Centre and popular on-site Starbucks Café.
- The Waterton building, located on Wood Street and home to Performing Arts provision. Boasting a 160-seat performance theatre alongside several performance studios.

York & North Yorkshire / Selby

North Yorkshire (NY) is the largest county in terms of area in England. The York & North Yorkshire (Y&NY) LEP operates in the county. Outside of York the region is largely rural with a population density of 77 people per km², 358 people per km² lower than England's 435 people per km². NY is the 23rd County in England (of 24 total) when ordered by population density. The region generates £16.5 billion GVA and has a total population of 820,000 people. The claimant count for out-of-work benefits is low in the region at only 2% as compared to 3.8% nationally. The region has four universities and 40,000 businesses. The region has low diversity with 92.8% (York) and 96.7% (NY) of residents identifying as white as compared to 81.7% nationally.

Strengths:

- Strong manufacturing sector with 38,000 employees accounting for 10.1% of jobs (7.6% nationally).
- In Selby the number of jobs in the manufacturing sector is even higher accounting for 21% of all jobs – 3 times the national average.
- The accommodation and food services industry is the largest in North Yorkshire based on the number of jobs, accounting for 12% of roles in the area (national average is 7.5%).
- Significant agricultural sector with skilled agricultural and associated trades roles increasing 76% between July 2021 and July 2022
- York has a burgeoning STEAM sector with Science, Research, Engineering And Technology Professional occupations accounting for 11% of all roles in the area.
- 48.4% of the working age population possess qualifications at level 4 or above (higher than the national average of 43.6%, as of 2021 – last available data)
- Lower than national average unemployment, claimant count and economic inactivity (1.8%; 2%; 18.2% respectively, national averages are 3.7%, 3.8% and 21.5%)
- In NY, the highest average wages are found in Selby where the average salary is £38,250

Challenges:

- Ageing population, which is an issue across the UK, is a more acute problem in York and North Yorkshire with 23.6% (nationally 18.7%) of the population over the age of 65 and 14.5% reaching retirement age (between the ages of 55-64 with the national average being 12.7%).
- Rurality and low population density of the region creates problems with recruitment and training due to distance and limited transport links (both roads and public transport).
- Low population growth – NY's population growth rate of -0.28% is 0.61% lower than England's current population growth rate of 0.33%. NY is the 19th county in England (of 24 total) when ordered by population growth rate. This coupled with a faster than average ageing population makes recruitment more difficult. However, it should be noted that within the former Selby District that the population grew by 10.2% between 2011-12, which is a different picture from NY as a whole
- Low average wage per job - £25.3K as compared to £26.8K in West Yorkshire and £30.4K nationally. This is in stark contrast to the high percentage of the working age population

with level 4 and above qualifications – residents find it hard to gain employment where pay is commensurate with their educational attainment

Local Skills Improvement Plan (LSIP) Priority Sectors:

- Digital and Technology
- Agri-Skills
- Engineering & Advanced Manufacturing (including Rail)
- Construction
- Health & Social Care
- Visitor Economy

Themes:

- Low Carbon
- Innovation
- Green Skills
- Emerging Technology
- Rurality

Selby College occupies a site of approximately 18.6 acres comprising 9.4 acres of built-up campus and 9.2 acres of sports and playing fields. Square footage is 17,177 m² and facilities encompass some of the latest teaching aids and technology, aimed at helping our learners to progress, including:

- Professional hair and beauty and beauty therapy salons and a spa
- A fully equipped sports hall and gym
- An award-winning restaurant which is equipped with fully functioning kitchens and a licensed bar.
- Impressive construction workshops
- Following a £600k investment in its Engineering facilities, the College now has a state-of-the-art manufacturing facility on campus, as part of its role within the Yorkshire and Humber Institute of Technology.

Group facts and figures
930 staff members
4,173 16-18 year old students
3,550 Students aged 19+
1,577 Apprentices
618 HE Students
68 Partner Schools
1,344 Partner Employers

Our priorities within our accountability statement and our provision will deliver the priorities outlined within the WY and NY Local Skills Improvement Plans (LSIPs), led by the West & North Yorkshire and Mid Yorkshire Chambers of Commerce and Industry as our employer representative body (ERB). These LSIP plans are due to be submitted on 31st May 2023.

The LSIPs will set out the key priorities needed to make technical education and skills provision more responsive to the changing needs of employers and the local economy. The LSIP process and frameworks will enable us to work effectively with employers to understand their skills needs and how these could be addressed through existing provision and changes to provision locally.

Our priority skill sectors across the Group support the delivery of the priorities outlined within the two LSIPs and include –

- Engineering & Manufacturing
- Automotive
- Construction & Infrastructure
- Health & Wellbeing
- Hospitality & the Service Industries
- Transport & Logistics
- Digital & Creative
- Professional Programmes
- Energy & Low Carbon

Both WY and NY require high level skills development in key priority sectors, and both have pockets of high deprivation and low attainment, resulting in the need for us to be as inclusive as possible within our Colleges, to engage hard to reach young people and adults.

As well as developing advanced level skills, a key part of our curriculum strategy is to offer a wide ranging and inclusive education which is purposeful and meets the skills needs of all individuals within the communities we serve.

Approach to developing the annual accountability statement

Our strategic planning processes and the development of this annual accountability statement have been informed by national priorities, confirmed in April 2023 –

“These National Skills Priorities have been agreed across Government and are areas with high volumes of vacancies which are expected to increase; long-term structural barriers to recruitment, retention, and progression issues; and are important in providing opportunities for employment in key growth areas such green jobs, creative industries and science and technology (including AI and quantum computing)”. These sectors are:

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

In addition, we have determined the priorities identified within key regional and local strategies and documents.

For Wakefield and Castleford Colleges, this includes –

- WYCA Strategic Economic Framework (September 2020)
- WYCA and LCR LEP Employment and Skills Framework (June 2021)
- WY Climate and Environment Plan 2021-24
- Wakefield District Economic Strategy 2018-23
- Wakefield Climate Change Action Plan (September 2020)

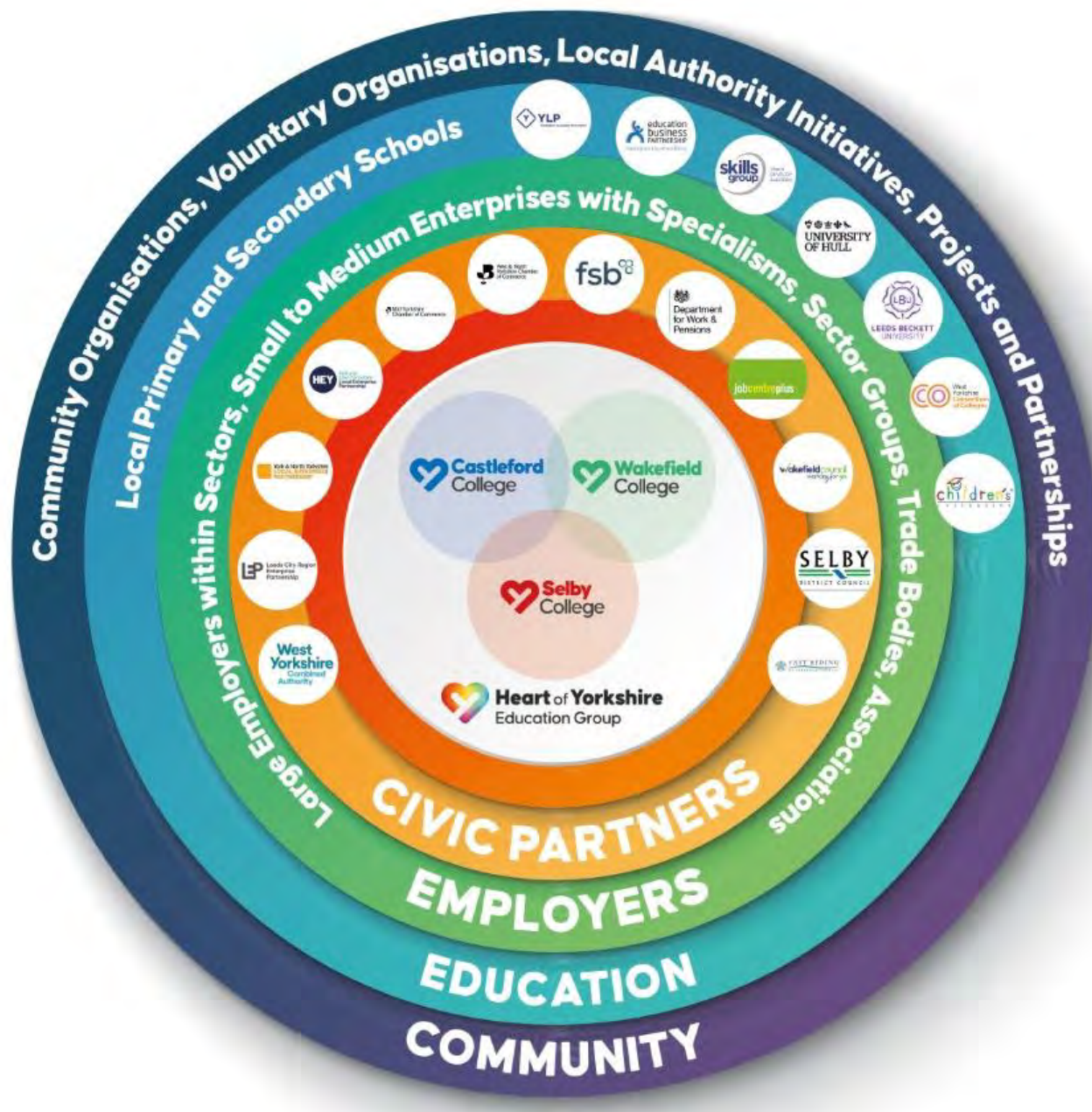
For Selby College, this includes –

- Y&NY LEP Plan to Reshape our Economy – Greener, Fairer, Stronger (October 2020)
- Local Industrial Strategy 2020
- Y&NY LEP Skills Strategy 2021-26
- Y&NY Low Carbon and the Circular Economy: An Assessment of Skills Supply and Demand (February 2021)
- York & North Yorkshire’s Routemap to Carbon Negative – Priorities & Actions for 2022-27
- York & North Yorkshire Sector Study – Sector Profiles and Action Plan (March 2022)
- Selby District Council Plan 2020-30
- Selby District Council - Low Carbon Strategy 2021 – 2030
- The Selby District Economic Development Framework 2017-22 and beyond
- HEY LEP Economic Growth & Workforce Wellbeing Strategy 2021-2026
- East Riding Economic Strategy & Action Plan 2018-2022
- HEY LEP Green Jobs and Skills Analysis (December 2021)

As mentioned, we have worked closely with the Chambers of Commerce in Mid Yorkshire and West and North Yorkshire and have been extensively involved in the development of the Local Skills Improvement Plans (LSIPs) for NY and WY, including attendance at all planning meetings and involvement within all priority skill sector groups, steering groups and employer engagement activities.

Stakeholder Engagement

As well as being informed by national, regional and local strategic priorities, we have identified key priorities and target outcomes through engagement with external stakeholders and partner organisations, as well as our internal stakeholders – our students (and parents and carers) and our staff. These stakeholders and the nature of our partnerships and relationships are fully defined within our Stakeholder & Employer Engagement Strategy 2022-25. They include the following –



Civic Partners

As well as the LSIPs and our relationships with the Chambers of Commerce, we have strong relationships in place with West Yorkshire Combined Authority, York and North Yorkshire Local Enterprise Partnership, Wakefield District Council, North Yorkshire Council and East Riding Council.

We have further cemented relationships with DWP and JCP, as well as skills partnerships within all areas and will continue to do so.

Employers

We currently work with more than 1,300 employers, both large and small, in a variety of ways. We have embedded employer forums in key curriculum areas and have a clear focus on listening to employers to inform everything we do – from ensuring our course offer is aligned to their skills needs, to the development of technical pathways with the launch of additional qualifications, right through to broadening the learning experiences for our students via employer input.

Furthermore, we deliver a large number of apprenticeships, industrial placements and work experiences through working with employers, in order to develop much-needed skills and maximise job opportunities in priority sectors.

Education Partners

We play an active role in the WY Colleges Consortium, and the Y&NY Colleges Group and the Y&NY Institute of Technology. We have strengthened our relationships with our partner universities and increased our engagement with Yorkshire Learning Providers through their much-valued initiatives and opportunities to collaborate, including the Strategic Development Funds (SDF).

Our partnerships with schools is crucial and we have strong relationships with 60+ partner schools across the areas we serve. In addition, we have strengthened relationships with feeder sixth forms, for their students to progress into our HE provision. We engage with New College Pontefract regularly to discuss curriculum developments and plans.

Our Principal chairs the Wakefield Learning City & District Board, which is aiming to achieve a UNESCO Learning City Award by 2025 and connects a wide variety of educational providers in working together to benefit the city. In addition, our Children's University provision enables us to engage effectively with primary schools in Wakefield, with plans to launch in Selby in 2023-24.

Community Partners

We continue to develop our relationships and activities with a wide range of community groups and projects to benefit our students, enhance their experiences and add value to the communities we serve.

We have also strengthened our links to community learning providers, in Wakefield – the Adult Community Education Service, and in North Yorkshire – Community Learning, to avoid duplication of provision and encourage progression routes.

Both our Curriculum & Skills Strategy 2022-25 and our Stakeholder & Employer Engagement Strategy 2022-25 were presented at our recent Strategy Event, involving almost 40 external stakeholders in January 2023. Discussions and feedback from this session and subsequent meetings has informed our planning and priorities to date.

We will continue to take this approach and to engage with all of these stakeholder groups to ensure we meet local, regional and national skills priorities, and this will enable us to refine and monitor our performance against our priorities and targets.

Contribution to national, regional and local priorities

The following strategic aims and objectives are outlined in detail in our Strategic Plan 2022-25 and in supporting strategies and plans, which have been developed in consultation with our key stakeholders.

Strategic aims and objectives

Impact and contribution towards national, regional and local priorities for learning and skills

1. Develop a skills offer that is aligned to the needs of the areas we serve through partnership and collaboration

Through our Curriculum & Skills Strategy 2022-25 and our Annual Curriculum Plans, focus on the delivery of our three key drivers and associated targets –



1. Developing Advanced Skills for the Region
2. Having an Inclusive Curriculum to engage and progress
3. Having a clear commitment to growing Sustainable and Green Skills

Our skills and curriculum offer will –

- Deliver WY and NY LSIP priorities and meet the needs of employers and residents in the areas we serve
- Be informed by extensive stakeholder and employer engagement and partnership working with employer forums in our eight priority skill sectors
- Facilitate delivery and future growth of national and regional priorities, including –
 - T Levels – we will have pathways developed and launched for the 2023-24 academic in Business, Digital, Education & Childcare, Engineering, Construction, Health Science (with planned launches for Catering, Beauty Therapy, Hairdressing, Animal Care & Management, Media, Broadcast & Production – NB, these pathways are in development but have been deferred by the Government until specification finalised)
 - Apprenticeship programmes – growth of 5% in priority sectors, with development of new standards in Construction, Health and Professional Programmes
 - Adult Skills – growth of 10% in priority skill sectors, including new programmes in Green Skills, Engineering, Construction and Health, and programme areas, including Free Courses for Jobs and Skills Bootcamps; 10% growth of priority essential skills programmes, including Level 2 in English and Mathematics and Level 1 Digital
 - Development of a suite of Higher Technical Qualifications in key priority sectors including Health, Digital, Computing, Engineering and Construction
 - High Needs Learners – continue to deliver outstanding provision for our Local Authority partners to maximise confidence and growth of opportunities, including growth of supported internships

	<ul style="list-style-type: none"> • Develop our entry and level one provision at Selby College to ensure greater levels of inclusion and participation within Selby and the surrounding area, with new provision in Health & Social Care, Care & Early Years, Construction (all disciplines), Computing, Animal Care & Management, Hair & Beauty and Art & Design. • Include the further development, delivery and growth of innovative programmes focused on sustainability and low carbon, through the SDF 2
<p>2. Ensure our curriculum delivery is high quality, inclusive and ambitious and we provide an outstanding student experience</p>	<p>Through delivery of excellent teaching, learning and assessment and an outstanding student experience, ensure we have strong student and apprentice outcomes, that deliver our challenging KPIs and outperform GFE national rates for –</p> <ul style="list-style-type: none"> • Achievement – 3% above GFE NR • Retention - 3% above GFE NR • Attendance – 92+% • Positive destinations – 90% • With high levels of student and employer satisfaction - 90% or at least ‘good’ rating <p>Ensure our students feel fully supported and safe and receive wider activities that build cultural capital and life skills, including effective work experience (for 95% of study programme students) and industry placements for 100% of T level students), embedded digital skills and sustainability skills for all.</p>
<p>3. Develop a strong culture and people who are effective and committed</p>	<p>Ensure we have high performing, motivated and satisfied staff who are focused on delivering national, regional and local priorities, measured by staff satisfaction ratings of 86.7%.</p> <p>Ensure that our staff CPD enhances and improves professional practice and impacts on curriculum innovations, relevance, resulting in high levels of student and employer satisfaction (90% or at least ‘good’ rating)</p> <p>Ensure we have effective recruitment, onboarding and support to ensure colleagues are focused on delivering our priorities and objectives with a</p> <p>Develop the very best leaders and managers to ensure we are able to deliver on our strategic aims and objectives and our identified priorities. This will be done through the launch and delivery of our leadership programme with middle managers in 2023-24.</p>
<p>4. Ensure our finances are strong to facilitate investment</p>	<p>Deliver a financially strong performance through effective financial management and growth of core funding streams in priority skill sectors that reflect national, regional and local priorities, resulting in calculated ESFA Financial Health Grade of ‘good’.</p>

<p>in our resources and our offer</p>	<p>Continue to develop estate through delivery of our Infrastructure & Estates Strategy 2022-25, ensuring we have the facilities and equipment to deliver our Curriculum & Skills Strategy 2022-25, with –</p> <ul style="list-style-type: none"> • At least 90% of accommodation in ESFA Category A • Investment of at least £400k in digital learning and IT infrastructure
<p>5. Commit wholeheartedly to the development of sustainability within our communities</p>	<p>Developing green skills for the future through –</p> <ul style="list-style-type: none"> • Maximise the SDF2 projects in WY and NY to further develop the curriculum with green skills, supported by capital developments • Every member of staff to undertake relevant CPD around sustainability, environmental regeneration and / or net zero practices • Every study programme to include sustainability and environmental awareness within curriculum content and pastoral programme • Ensuring sustainability of our estate and our own practices to move towards net zero by 2038 – self generate 244k Kwh of our own electricity as a group; all waste to be recycled or diverted with zero waste to landfill • Working collaboratively with key stakeholders through participation in networks and partnerships, including – <ul style="list-style-type: none"> • Regional Network of the EAUC • York, North and East Yorkshire Sustainability Group • AoC Sustainability Forum • Green & Sustainable Development (GSD) Ambition • Carbon Literacy Trust

<p>Corporation statement</p>	<p>On behalf of the Heart of Yorkshire Education Group Board of Governors, it is hereby confirmed that the Group's Annual Accountability Statement as set out above reflects an agreed statement of purpose, aims and objectives as approved by the Board at their meeting on 3rd May 2023.</p> <p>Signed by -</p>  <hr/> <p>Andrew McConnell OBE Chair of the Board of Governors</p>  <hr/> <p>Sam Wright Principal & Chief Executive</p>
<p>Hyperlink</p>	<p>The Annual Accountability Statement will be published on the Group websites within three months of the start of the new academic year and can be accessed via – Heart of Yorkshire Education Group – Corporate Documents</p>
<p>Supporting documentation</p>	<ul style="list-style-type: none"> • Strategic Plan 2022-25 • Curriculum & Skills Strategy 2022-25 • Stakeholder & Employer Engagement Strategy 2022-25 • Ofsted Report Selby College 2018 • Ofsted Report Wakefield College 2018 <p>Please note that extensive reference documents (national policy and skills priorities, regional and local skills priorities and labour market intelligence) are hyperlinked within our Curriculum & Skills Strategy 2022-25.</p>