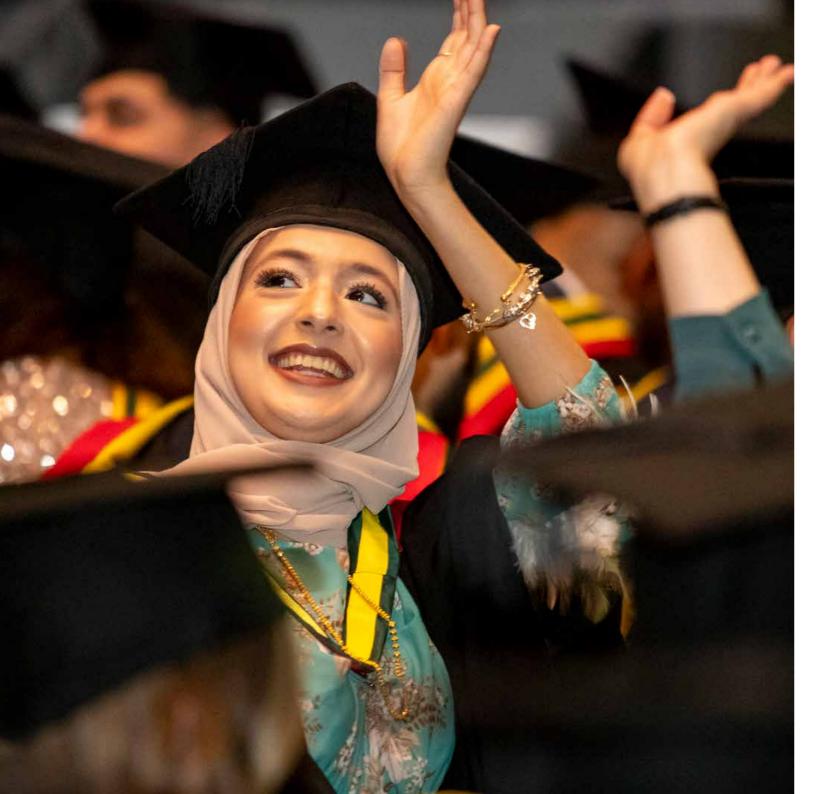
# ANNUAL REPORT 2022-23

**Bradford** College



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The information in this Annual Report covers the period of 1 August 2022 to 31 July 2023 and is correct at point of publication.



### INTRODUCTION

# 2022-23 was a year of transformation for Bradford College

After our first full academic year post pandemic, where we supported so many learners coming out of schools with myriad needs, 2022-23 became our year of ambition, where we would grow and transform so many more lives.

Our communities told us what they needed and our College family responded! More learners aged 14-18 were supported, more adults, undergraduate and postgraduate as well as almost 10,000 people in the community – all taking that vital next step, supporting our core vision, 'Creating a Better Future for all through Education and Training'.

# WHO WE ARE & WHAT WE DELIVER

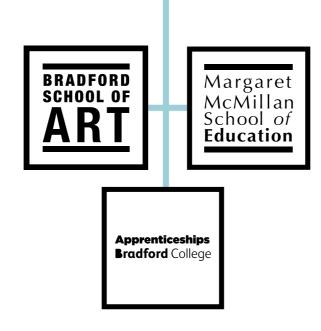
Bradford College offers a broad range of vocational and academic qualifications to young people and adults. The College is the largest institution, providing 16-19 education and training within the Bradford local authority area, with the main campus situated close to the city centre and 26+ satellite sites and community venues across West Yorkshire.

Strong progression routes exist from Entry Level to Level 7 across a broad and responsive curriculum, designed in partnership with employers. The curriculum is agile to the needs of the public and private sectors of the region.

We deliver a range of higher technical and professional qualifications, degrees and postgraduate study as part of our higher education offer in partnership with the University of Bolton (a Guardian Top 40 university).

Our Apprenticeship provision has a local, regional and national footprint and is a dedicated department within the College, situated in the heart of Bradford's business district, serving a broad base of organisations and sectors.

**Bradford** College



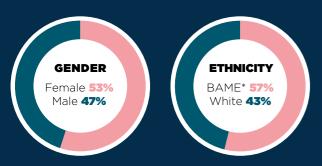
## OUR CURRICULUM



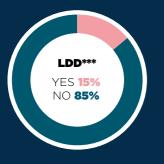


# BRADFORD COLLEGE IN A SNAPSHOT

#### OUR STUDENTS







# OUR STAFF







<sup>\*</sup>Black, Asian and Minority Ethnic

<sup>\*\*</sup>Index of Multiple Deprivation

<sup>\*\*\*</sup>Learning Difficulties and Disabilities

# OUR VISION AND STRATEGIC OBJECTIVES



# OUR 6 STRATEGIC OBJECTIVES DEFINE HOW WE WILL GO ABOUT ACHIEVING THIS VISION FOR OUR CITY DISTRICT...

#### **SO1** To be a truly inclusive College

Being inclusive cannot be something we take for granted just because we have a diverse range of students, it's not something that happens automatically.

Being truly inclusive involves making conscious steps to ensure that every learner, member of staff and stakeholder feels valued and very much part of our Bradford College community.

# **SO2** To deliver a curriculum that meets the needs of students, employers and our community

Delivering a curriculum that meets the needs of our learners, employers and the community is essential to delivering our core value of Transforming Lives and fundamental to the role the College plays in its community.

The work that is being done by curriculum teams, with the backing of support services, is setting our curriculum apart from our competitors and ensuring we are the first choice for education in the city and beyond.

### **\$03** To deliver an outstanding student experience

Once again, our staff have worked tirelessly to deliver an outstanding experience for all our students in what has been a challenging but really rewarding year.

The combination of high-quality learning, teaching and assessment, combined with exceptional support services and a burgeoning student enrichment programme has created a 'whole college experience' we can be proud of.

#### **SO4** To be an employer of choice

The College remains committed to improving all aspects of the employee life cycle, including the embedding of best practice in ED&I, to ensure that the College is a great place to work and provides a fulfilling career experience for everyone.

The sector challenges remained focused on the recruitment and retention of staff, particularly around some specialist areas.

Focus on the 'employer of choice' strategic objective means that the College has maintained turnover levels well below the national averages and our staff engagement levels remain high.

Focus has continued on staff development and training with 'digital transformation' being a key area, particularly for our curriculum areas, as well as ongoing programmes to deliver excellence in line management and leadership. Health and wellbeing of staff and the management of their workload continues to be a priority and the College continues to review improved ways of working to offer flexibility and work-life balance.

#### **SO5** To maintain a sustainable college

Sustainability is central to the College, from embedding topics across curricula to our new buildings.

We have a dedicated staff member working to improve day-to-day sustainability practices.

We also supported the Bradford energy network development as part of our carbon reduction plan and have just been awarded a tremendous £2.6 million grant from Phase 3 of the Public Sector Decarbonisation Scheme.

The project will enhance our energy efficiency and support our goal of becoming carbon neutral.

#### **SO6** To grow the College's income through student recruitment

The College has now seen a second successive year of growth in 16-18 recruitment, and adult and undergraduate recruitment has exceeded targets.

In-year growth has allowed us to invest in our staff and student experience, and make a step change in our estates strategy, which will redefine the footprint of the College.

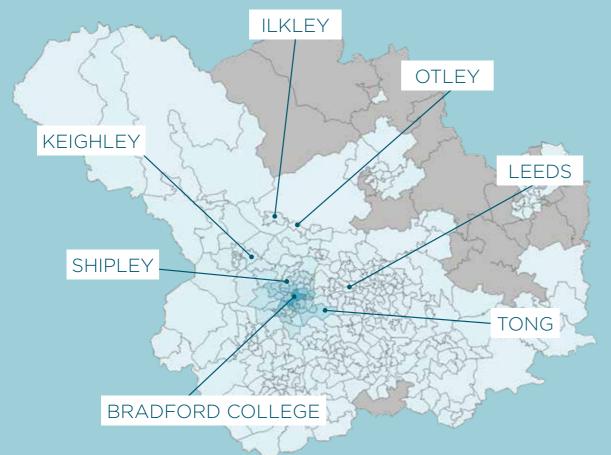
#### Our focus remains to:

- deliver a successful recruitment strategy to achieve growth ambition (achieving budget targets across all segments)
- **improve** and protect the College's reputation
- build and utilise stakeholder relationships in a strategic way, engage effectively with schools in a planned strategic and data led approach and to continue to develop and grow employer relationships.

# WHERE WE OPERATE THE PEOPLE WE SUPPORT

#### WHERE OUR LEARNERS COME FROM





## COMMUNITY VENUES

17. Ukrainian Centre



### 2022-23 IN FOCUS:

FINANCIAL PERFORMANCE AND ENROLMENT OUTCOMES

#### Financial statement (income and expenditure)

Financial Year 1 August 2022 - 31 July 2023

	2023	2022
	£'000	£'000
INCOME		
Funding body grants	40,098	33,152
Tuition fees and education contracts	10,184	10,311
Other grants and contracts	1,410	1,323
Other income	723	704
Investment income	93	3
Donations	-	139
Total income	52,508	45,632
EXPENDITURE		
Staff costs	31,852	31,836
Restructuring costs	367	562
Other operating expenses	16,778	14,926
Depreciation	3,127	3,293
Interest and other finance costs	882	1,463
Total expenditure	53,006	52,080
Deficit before other gains and losses	(498)	(6,448)
Gain on disposal of tangible fixed assets	230	-
Surplus/ (deficit) before tax	(268)	(6,448)

### ENROLMENT OUTCOMES

2,858

NEW LEARNERS ON AGED 16-18 ON FURTHER EDUCATION (FE) COURSES

1,895

PROGRESSING LEARNERS AGED 16-18

5,644

NEW FE ADULT LEARNERS 600+

NEW HIGHER EDUCATION (HE) LEARNERS

600

PROGRESSING LEARNERS IN HE PROGRAMMES

700+

NEW APPRENTICES IMPROVED
DELIVERY AND
MANAGEMENT OF
APPRENTICESHIP
PROGRAMMES
HAS RESULTED
IN RETENTION
IMPROVING
FROM

61.8% (21/22) TO 70.6% (22/23)



# 2022-23 IN FOCUS: LEARNER PERFORMANCE AND OUTCOMES

#### **FURTHER EDUCATION**

Our overall achievement rate for FE qualifications was **84.3%**, an improvement on **82.7%** from academic year 2021-22.

- **1,450** students gained a Level 3 qualification, including A Levels and BTECs.
- 36 Level 3 courses achieved a 100% pass rate.
- Science provision came out on top with a 100% pass and achievement rate for the BTEC National Extended Diploma in Applied Science. Of these students, 27% received triple distinction, which is equivalent to three A\*s.
- The Bradford School of Art achieved a 100% pass rate for all Level 3 learners.
- Public Services, Business Management,
  Hospitality & Catering and Early Years
  Education & Childcare all had **100% pass rates.**
- Health & Social Care BTEC Extended Diploma achieved 14% above the national pass rate.
- Hairdressing BTEC Diploma and Public Services
  BTEC Certificate achieved
  10% higher than the national benchmark.
- Another ten Level 3 courses at Bradford College received above

  90% pass rate, all above national averages.

#### HIGHER EDUCATION

- Overall, HE module pass rates for 2022-23 were marginally lower than 2021-22 (43.1% vs 45.3%), as was the overall module pass rate (**90.1%** vs 90.9%).
- Although marginally lower, these results consolidate the **major performance gains** in the two previous years when the overall module pass rate was 84.2% (2020-21) and 85.5% (2019-20).
- Student-level continuation and attainment were both lower compared to 2021-22 (from 51.2% to 46.2%).
- Over 400 of our students graduated in November 2023 with Higher Technical Qualifications, undergraduate degrees, master's degrees and postgraduate qualifications.



#### **APPRENTICESHIPS**

There has been a three-year trend of improvements across 16-18 Apprenticeship Standards Success:

2020/21 44.4%

2021/22 46%

2022/23 60%

The quality of education is of a high standard and continually improving, overall achievement rates have increased by 4% from 2021/22 to 2022/23 which is 8% above the national average.

The below apprenticeship programmes continue to out-perform national averages whilst also being above the Apprenticeship Accountability Framework (AAF) quality benchmark of 60%, including:



#### Level 2

Customer Service 81.8%

Early Years Practitioner 72.7%

Engineering Operative 100%

Healthcare Support 73.9%

Pharmacy Level 61.4%

#### Level 3

Dental **75.7%** 

Early Years Educator **66.7** 

Pharmacy 73%

Team Leader 61.3%

#### **Higher Level Apprenticeships**

Teacher Level 6 75.6%

- Overall, **94% satisfaction** across all our apprentices.
- Overall, **95.1% satisfaction** across the Employee Engagement Survey.
- Bradford College 96% of employers agreed that Bradford College **understands the training needs of their organisation.**



#### NATIONAL STUDENT SATISFACTION (NSS) SURVEY 2023

- Bradford College ranked in the top three institutions in England offering Ophthalmic Dispensing (Dispensing Optician) higher education courses. Feedback from Ophthalmic Dispensing undergraduates placed Bradford College in the top three education institutions nationally for six out of the seven survey categories.
- The College was ranked first place nationally by these students for the theme of student voice (listening and acting on individual and collective student views). This result was an impressive 20.8% above the national benchmark.
- The College's Ophthalmic Dispensing also came in **second place nationally** for the themes of learning opportunities (11.6% above benchmark) and academic support (13.9% above benchmark) and ranked third place for marking & assessment (11.2% above benchmark), organisation and management (22.5% above benchmark), and learning resources (6.9% above benchmark).
- The NSS results also showed that **across all higher education courses,** Bradford College students believe their feedback on a course is acted on, it is easy to contact teaching staff when needed, they receive assessment feedback on time, and teaching staff make the subject engaging (4.7%, 4.4%, 3.3%, and 3.4% above national benchmarks respectively).

### PARTNERSHIPS TO BE PROUD OF

As a college embedded in Bradford's community, we are constantly building new partnerships and strengthening existing ones with local, regional and national employers and organisations. These irreplaceable partnerships benefit our learners who gain invaluable industry insights, masterclasses, work experience and exciting opportunities as a result. Our partnerships enrich our student experience and enhance our curriculums.

#### **Chefs Forum**

The nationwide masterchef network continues to enhance the curriculum on offer to our hospitality and catering students. A number of exceptional chefs have joined us throughout the year at the David Hockney Building to deliver masterclasses in various culinary specialties.

The Chefs' Forum, based in Bristol, sees some of the UK's finest culinary artists work with colleges to inspire and nurture the next generation of budding chefs. At the heart of the organisation lies the aims to mentor, share ideas, motivate, nurture and inspire the talent of tomorrow.

Director of The Chefs' Forum, Catherine Farinha, said this about their continued relationship with Bradford College: "I'm full of praise for Bradford College. We can't wait to see how our visiting chefs get on when they bring in their specialist knowledge and subject-specific expertise to Level 3 Professional Cookery students."

#### **Energas**

Bradford College has become the first education partner in the UK to launch the Energas Fabrication Excellence Student Support Scheme for its Construction and Engineering students.

The programme is part of a wider initiative by Energas. an Air Liquide Group company specialising in cylinder gases and equipment, to address the global shortage of welders that governments and industry bodies are urgently trying to reverse.

The new initiative is helping to stem a national decline of skilled welders and support Bradford College deliver its range of welding courses.

Our partnership with Energas will enhance existing College welding equipment, offer grassroots exposure to Energas products and services, and deliver safety and technical advice.

#### **Greenpower Education Trust**

Greenpower is a UK-based charity with an outstanding track record in kick-starting careers in Science, Technology, Engineering and Maths (STEM). They work hard to unlock potential and spark enthusiasm for STEM through the excitement of motorsport.

In partnership with Greenpower, we have joined an initiative that aims to provide students with the opportunity to excel in STEM subjects through a unique challenge: to design, build and race an electric car.

#### Mission 44 -**Ignite Partnership**

Bradford College has teamed up with Mission 44 as part of the Ignite Partnership to create more opportunities for young people from underserved communities to progress into STEM careers and motorsport.

Ignite, launched by Sir Lewis Hamilton and the Mercedes-AMG PETRONAS F1 Team, was founded to improve diversity in STEM and motorsport. To date, Ignite has committed over £1.1m to fund initiatives supporting young people from underserved communities across the United Kingdom.

A series of grants will support Bradford College in raising awareness of motorsport STEM career opportunities, in working with employers to increase the number of available apprenticeships and in providing financial bursaries and wraparound support.



# AWARDS AND ACCOLADES



# Margaret McMillan School of Education Ofsted 'Good' Rating for teacher training

In May 2023, teacher training was awarded a 'Good' rating by Oftsed. This rating covers all areas of primary, secondary, and further education and skills teacher training, as well as quality, leadership, and management.

The report praised how trainees are well prepared for the day-to-day realities of the classroom. Students learn how to manage behaviours and meet the wider needs of pupils with special educational needs and disabilities (SEND) or who speak English as an additional language.

Inspectors also commended how staff consider the needs of disadvantaged trainees and recruit from a local area to meet the demand for teachers in Bradford.

### Sarah Applewhite, Bradford College Vice Principal for **Quality, Teaching and Learning, said:**

"Staff at Bradford College work tirelessly to transform lives, and this report confirms that we are significantly improving outcomes for our students, schools and education providers, and the local community."

#### West Yorkshire Apprenticeship Training Provider of the Year 2023

The Apprenticeships team won Training Provider/ Programme of the Year category at the annual West Yorkshire Apprenticeship Awards 2023 - the second consecutive time they have won this award.

Bradford College apprentice Elise Sherry from Low Moor Primary School was also a finalist in the Advanced Apprentice of the Year category, sponsored by FDM Group. Elise was selected for her grit and determination, overcoming barriers, and being a role model for the children she works with every day, showing them hard work pays off.

#### Kelly McAllister, Head of Apprenticeships and Business Development at Bradford College, said:

"We were over the moon to get both our nominations shortlisted for the finals of this year's West Yorkshire Apprenticeship Awards. To then be selected as the top apprenticeship provider in the region for the second year running is a fantastic achievement for the team and Bradford College."

# **Social Mobility Award at Bradford Means Business Awards 2023**

The Apprenticeships team won the 'Social Mobility' category in the Bradford Means Business Awards 2023 thanks to its partnership with Bradford Teaching Hospitals NHS Foundation Trust.

This partnership has provided a steady stream of frontline workers to the trust for over six years, across adult, maternity and pediatric services, with apprentices progressing on to a range of healthcare career paths.

#### **Asa Gordon, Vice Principal for Curriculum, said:**

"We are delighted to be recognised for what we've achieved, and continue to do so, in partnership with the Trust, supporting apprentices and staff to secure long-term futures in the health sector.

We look forward to continuing to work with the staff at Bradford Teaching Hospitals and thank them for their hard work and dedication in building such a successful partnership, which is benefiting both employees and nationts"

#### HE/FE Student Experience Award at Educate North Awards 2023

The Progression to Learning and Work and 14-16 School Provision team won the HE/FE Student Experience category at the ninth Educate North Awards – selected over seven other award entries.

This award recognises a further or higher education institution, or team, that puts students at the heart of their institution and exceeds expectations, delivering an outstanding experience and value.

Judges chose Bradford College due to the range of phenomenal outcomes for Progression to Learning and Work and 14-16 School Provision students, as well as life-changing experiences like international sports work experience in Valencia.



## A YEAR RICH IN STUDENT EXPERIENCE



#### School of Art students take centre stage at Deershed Festival

More than 50 School of Art students were lucky enough to perform or take on technical roles at the Deershed Festival in July 2023. Deershed is a three-day festival described as a 'wonderland of creativity', in the scenic village of Topcliffe in North Yorkshire. The annual event attracts over 10,000 people each year.

A specially assigned 'Bradford School of Art' tent featured as part of the festival's agenda and acted as a hub of all things creative for our talented students. The tent saw various music and theatre performances, as well as incredibly popular face painting and hair braiding.



#### **ESOL students perform at Shakespeare's Globe Theatre**

In June, award-winning playwright David Edgar travelled to Bradford College to watch English for Speakers of Other Languages (ESOL) students perform his script 'Because'. Entry 1 and 2 students learnt simplified scripts that explain the outline of their scene, while Entry 3 and Level 1 students performed their scenes in Shakespearean English.

The students then went on to perform at the world-renowned Shakespeare's Globe Theatre during Refugee Week as part of a fundraising event 'Moving Stories' to mark the finale of Refugee Week – the world's largest arts and culture festival celebrating the contributions, creativity, and resilience of refugees and people seeking sanctuary.



#### **Bradford College at the home of the British Grand Prix**

Four lucky students got the opportunity of a lifetime, when they were invited on an expenses-paid trip to Silverstone Racing Circuit by Mission 44.

The opportunity came as part of a larger project between our College, Mission 44, and the Leap - a charitable foundation that supports organisations, leaders and ideas to reimagine the future and transform the lives of young people from underserved communities.

The group of students, together with John Hughes, Team Leader for Motor Vehicle, participated in several activities and met the team, before taking part in an enthralling race day.



#### A special visit from rugby league legend, Jamie Peacock, MBE

Jamie Peacock, England's most decorated rugby player turned motivational speaker, paid a visit to our Sixth Form students as part of a wider Wellbeing Day, designed to help students manage stress and prepare for their upcoming exams.

Now a wellness expert and mentor, Peacock delivered a bespoke afternoon session called 'Be a Champion' where he spoke about his own experiences and explained how success is about making good day-to-day decisions in a number of areas to maximise their talent. He also praised the College for providing outstanding opportunities that raise students' aspirations.



# Travel, Aviation, Hospitality and Events students take over the Great Victoria Hotel

Level 3 Travel, Aviation, Hospitality and Events students took part in a week-long 'hotel takeover,' at the Great Victoria Hotel in Bradford, receiving mentoring from industry professionals and taking on board all there is to know about running a successful hotel.

Between Monday and Thursday of that week, students had to apply for positions, attend interviews and undertake their job role in the hours that they were required – whether it was an early breakfast service or late finishing shift. On the Friday, they were then given the chance to oversee the running of the hotel, showcasing their skills learnt to both hotel and College staff.

# CELEBRATING A YEAR IN THE HEADLINES

#### **College of Sanctuary Award Presented to Bradford** College

In October 2022 Bradford College was formally presented with the FE College of Sanctuary award. This is the first time a college in West Yorkshire has received this accolade from City of Sanctuary UK.

This sought-after title recognises the exceptional level of assistance the College provides to some of the most vulnerable learners seeking sanctuary in the city. Supporting just one Refugee/Asylum Seeker in 2010, Bradford College has now helped nearly 2,000 and is one of the largest support providers in the UK.

The region receives around 13% of the UK's Asylum Seekers, and migration data shows Bradford to be one of four locations to receive the highest proportion of these individuals (although this still represents just 0.46% of the district's population).





#### **Principal and CEO, Chris** Webb, joins MPs and other education leaders to campaign for fairer funding

Bradford College Principal and CEO, Chris Webb. joined other leaders from colleges across the region at the Houses of Parliament in London in March 2023 to support the Mind the Skills Gap campaign, launched by the Future Skills Coalition.

A campaign event was attended by education and training leaders such as Chris Webb, as well as MPs and peers. Webb urged Chancellor Jeremy Hunt to increase funding in the budget for technical education in the upcoming spring statement.

#### **Student Gymnast Wins Gold at British Gymnastics Championship**

In March 2023, Level 3 Sports Coaching and Development student Patrick Watkinson won gold in the U18 Pommel Horse category at the British Gymnastics Championship, one of 6 specialist apparatus he competes on.

Watkinson scored 12.750, beating eight other finalists. The win came following a score of 13.050 in the qualifiers, which saw him initially top the category against 36 other gymnasts.

Next year he will compete as an adult for the first time, going up against Olympians that he's admired since his gymnastics journey began at the age of eleven.





#### **Bradford College ESOL** lecturer receives royal invite to meet the King

English for Speakers of Other Languages (ESOL) tutor Esther Wilkey visited Windsor Castle in July 2023 for a day celebrating the legacy and contributions of William Shakespeare to UK

Both King Charles and Queen Camilla were in attendance on the day, as well as various other royals. The event consisted of a 45-minute performance, followed by a drinks reception in one of Windsor Castle's Great Halls.

Esther received the invitation due to her continued efforts to keep the legacy of Shakespeare alive within her day-to-day teaching. Our ESOL department works with the Royal Shakespeare Company to utilise Shakespearian texts within their curriculum, from Entry Level 1 through to Level 1.

# INVESTING IN BRADFORD'S **AMBITION**



IN 2022-23 AMBITION [HUB] WORKED WITH:

In academic year 2022-23 we successfully launched the **Ambition** [HUB], an exciting two-year professional development programme exclusive to Bradford College.

Students in a select number of Level 3 courses in Construction Management, Software Development, Education and Childcare, Performing Arts, Sports Coaching and Travel, Aviation, Hospitality and Events, were enrolled onto this special career-focused programme.



Ambition [HUB] focused on developing students' non-perishable and transferable skills such as leadership, self-awareness, resilience, communication and confidence, as well as building a work-ready tool kit with a number of industry partners local to the city. The goal of Ambition [HUB] is to future-proof our students' skills.

Through a series of masterclasses, group projects with organisations in Bradford and trips, Ambition [HUB] helped students gain professional skills needed for their future careers, in addition to new and exciting life experiences.

The students also met a wide range of industry mentors who shared invaluable insights on their careers as well as lessons on succeeding in life both professionally and personally. They have been able to develop working relationships and rapport with local employers which in the long term will set them apart from other job applicants.

Ambition [HUB] is now running in its second year.

- All Saints CE Primary School
- Better Start Bradford
- **Bradford Bulls**
- Dance United
- Everything Is Possible
- Exa Networks
- Royal Shakespeare Company
- The Chefs' Forum
- Wilmott Dixon
- The Great Victoria Hotel Bradford



# INVESTING IN BRADFORD'S FUTURE

### £1.29 MILLION

The Department for Education awarded £1.29m of capital funding to Bradford College in support of new T-Level routes that launched in September 2023. The grant has been used to create world-class teaching facilities for New Digital, Education and Childcare, and Health and Science T-Levels.

# £5.8 MILLION

The Office for Students awarded £5.8m for the Garden Mills project. This will see the building on the College grounds transformed into flexible higher education **STEM training** and educational facilities for digital, science and allied health subjects.

### £13 MILLION

£13m of funding has been secured from the Department for Education, as part of their Further Education Capital Transformation Fund (FECTF), to deliver a

#### modern automotive curriculum

This will allow the College to demolish the existing Junction Mills building and rebuild a purpose-built Future Technologies Centre in the heart of Bradford, set to open in Summer 2025.



# £28 MILLION

Bradford College won Capital Grant funding of £28m to improve its estates and curriculum offer to students.



# **Bradford** College

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