

# Bradford College

## Annual Accountability Statement 2025/26

### Our Mission

Our mission: 'Working Together to Transform Lives' sits at the heart of this Accountability Statement. The College works across the city of Bradford to deliver high-quality, relevant and employer-informed curricula to ensure all of its students gain the skills and qualifications needed to pursue highly-skilled careers. The college delivers its mission through meaningful engagement with its civic, employer and community partners. This plan outlines its approach to meeting the local skills need and its development plans for the 2025/26 academic year.

### Our Curriculum

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. The College operates the majority of its provision from a city centre campus, with Construction, Motor Vehicle and Sport provided at alternative venues across the city. The College meets the needs of its wider community with an Adult Learning Centre located in the heart of the city alongside a range of community venues.

Strong progression routes exist from Entry Level to Level 7 provision 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. The College has introduced T Levels and Foundation T Levels in response to the *Skills for Jobs* white paper together with its own Ambition Hub programme at Level 3 to support the development of non-perishable skills for a number of qualifications not becoming T Levels. Higher Technical Qualifications and Higher-Level Apprenticeships have been implemented at Level 4 and Level 5 as part of the College's wider curriculum strategy to have a higher technical qualification offer in line with the *Skills for Jobs* white paper recommendations.

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 Greater Manchester and Leeds Trinity University. The college is accredited by the General Optical Council for Ophthalmic Dispensing programmes and Social Work England for Social Work degree provision.

Our Apprenticeship provision serves a broad base of organisations in Bradford (60%), the Yorkshire region (34%) and nationally (6%). We have a focus on Apprenticeships that meet current skills shortages in STEM employers.

### Our Purpose

The College implemented a 4-year strategic plan in 2022 with a vision to 'Create a Better Future for all through Education and Training'. To support this vision the College's mission is 'Working Together to Transform Lives'.

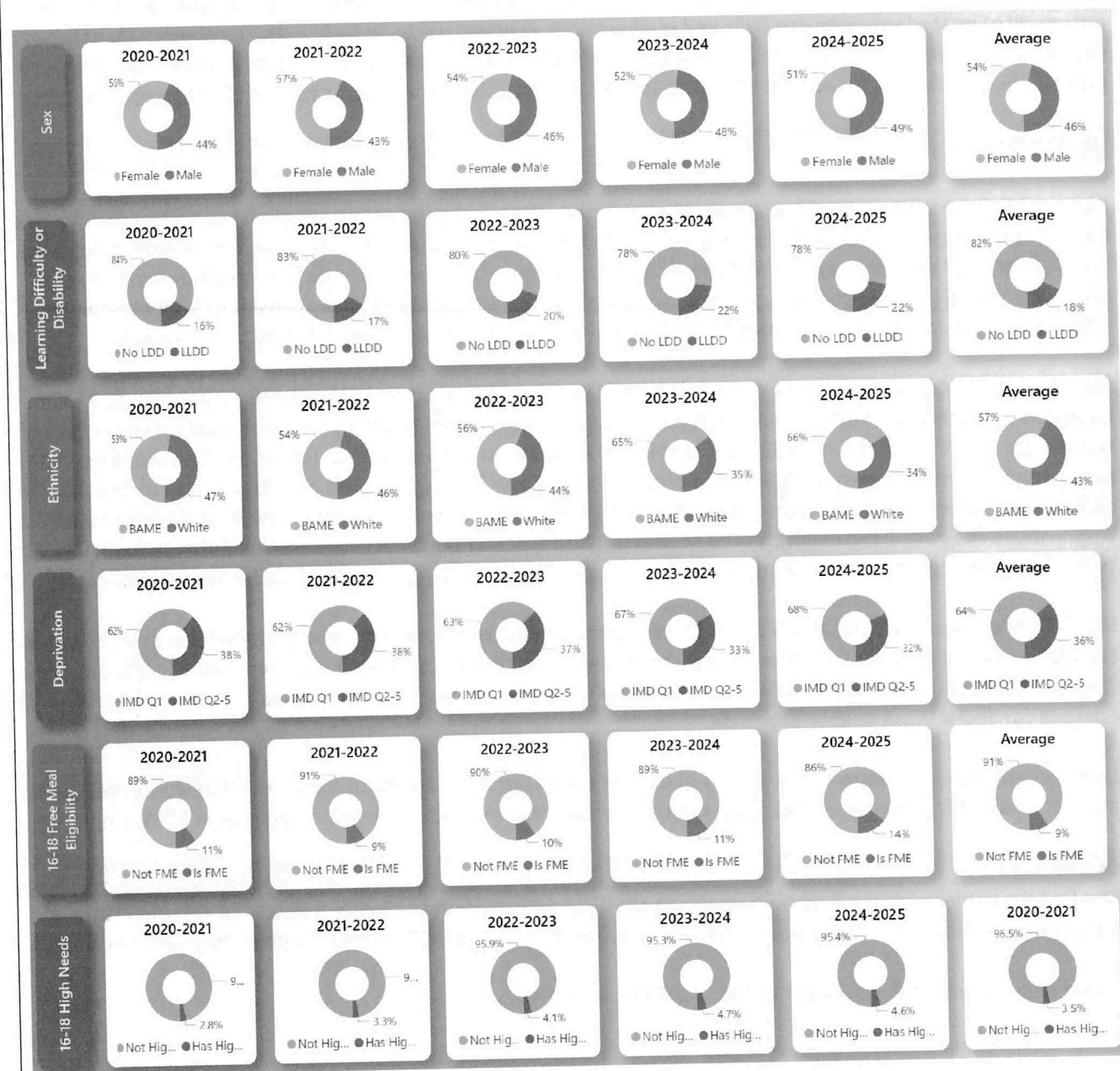
To achieve this vision the college has set 7 strategic objectives:

- SO1 To be a truly inclusive College
- SO2 To deliver a curriculum that meets the needs of students, employers and our community
- SO3 To deliver an outstanding student experience
- SO4 To be an employer of choice
- SO5 To maintain a sustainable college
- SO6 To grow the college's income through student recruitment
- SO7 Empowering education through digital transformation

# Bradford College

## The Communities We Serve

Bradford College serves a predominantly urban community of learners from across the Bradford district. As the tables below illustrate, the college cohort is diverse. In 24/25, 66% of our students were from a Black and Minority Ethnic background, with 68% from IMD Q1. 22% of our learners have a learning disability.



## Key Stakeholders

Bradford College has a commitment to establish relationships and partnerships that support the College in achieving our strategic objectives. In developing our strategic plan and creating our annual accountability statement we have engaged with:

# Bradford College

- West & North Yorkshire Chamber of Commerce in the production on the Local Skills Improvement Plan (LSIP)
- West Yorkshire Combined Authority (WYCA)
- Bradford Employment & Skills Board (BESB)
- Bradford Skills House Advisory Board (SHAB)
- Bradford Metropolitan District Council (BMDC)
- Bradford Chamber of Commerce
- Local MPs

In addition to these stakeholders, Bradford College works with a number of other partners to deliver our mission:

- **West Yorkshire College Consortium (WYCC)** – In November 2023, WYCC were successful in securing £6.9 million from the Department for Education to digitise teaching and learning in key sectors. The funding is part of the Local Skills Improvement Fund (LSIF) and will launch a West Yorkshire digital innovation project, led by colleges, to build capacity to meet local skills priorities identified in the Local Skills Improvement Plan (LSIP). Bradford College has opened specialist hubs and academies in Construction, Engineering and Health & Social Care together with building an immersive room facility to utilise digital technology, virtual reality and artificial intelligence within its curriculum.
- **Schools** – The College is actively engaged with all 36 schools in the Bradford City region, providing opportunities for progression at 16 as well as alternative vocational provision to 250 young people aged between 14-16. The College is working with schools to increase the number of collaborative projects, with inter-school competitions taking place in Catering and Sport and bi-annual School open days. In 2024 the College launched the Green Power racing competition, supporting 8 schools to engage with curriculum teams to build green cars as part of our commitment to developing a sustainable curriculum.
- **Sixth Forms** – The College works with two large sixth forms: New College Bradford & Dixons Sixth Form, to share information on attendance and punctuality strategies and support progression between institutions to meet the specific needs of learners. In the 2023/24 academic year the College stopped it's A Level offer as part of wider consultations with 6<sup>th</sup> form providers, schools, the local authority and governors to continue its development of technical skills at Level 3 (T Levels and Ambition Hub), This supports the city's aim to ensure the residents of Bradford have a diverse curriculum offer at 16-19.
- **University of Greater Manchester** – The College delivers a substantial HE curriculum in partnership with the University of Greater Manchester as a validating partner. The College delivers an applied curriculum offer, with programmes developed in partnership with employers and clearly linked to regional skills opportunities.
- **Bradford University** - The College works with Bradford University and the Local Authority as part of tri-partite teaching partnership to develop the future social workers needed for Bradford. The College delivers a higher-level Management apprenticeship programme for the University to support future Bradford managers and have established an Engineering Board to ensure local employers are involved in the design of this key curriculum offer. The University are engaging with students as part of the College's Access to HE offer to ensure there is increased progression to Bradford University.
- **Leeds Trinity University (LTU)** – From 2024/25 academic year the College's Teacher Education provision moved to a franchise model with LTU, ensuring that the College can continue to work with local schools to develop the future teaching workforce of Bradford.
- **Careers Technical Education Partnership (CTE)** - The College has an established working relationship with Bradford Council and Bradford University through the CTE to deliver engagement and progression projects for those aged 14-19. In the last year this has included development of Skills Badges in Health & Social Care linked to the mandatory Care Certificate; Careers Surgeries in partnership with Bradford

# Bradford College

Teaching Hospitals; Young Enterprise projects with businesses and a collaboration with the Police, Fire Service, Army & RAF to look at units required by employers for practical fitness skills linked to employment entry requirements.

- **Bradford City of Culture 2025** - The College continues to work with Bradford City of Culture to offer a L4 Young Producers Programme that will see 12 young people secure paid employment alongside skills and qualifications as part of the City of Culture 2025. The college will continue to work with the organisation to support the legacy of the year and its positive impact on the city.

## Contribution to National, Regional & Local Priorities

The College has used the *Skills for Jobs* white paper as the blueprint for the development of a curriculum that meets the needs of learners, employers and the community. Through a rigorous curriculum development and quality assurance process, the College has built an agile, responsive and engaging curriculum that is meeting the following key targets:

- Putting employers at the heart of the system so that education and training leads to jobs that can improve productivity and fill skills gaps.
- Investing in higher-level technical qualifications that provide a valuable alternative to a university degree.
- Making sure people can access training and learning flexibly throughout their lives and are well-informed about what is on offer through excellent careers support.

## Skills England: Priority Sectors

The Skills England report, published in September 2024, proposing a suite of skills needs in key sectors, which in turn will inform LSIP revisions and Accountability Statements moving forward. The college is cognisant of these proposed sectors and will continue to evolve core curriculum areas to meet the demands of the Department for Education, notably:

**Digital Technologies:** The college continue to respond to the need to develop digital skills at foundation level to level 5, noting the Skills England research stating that 75% of job adverts require baseline digital skills with 56% requiring specific digital skills. In addition to its core digital curriculum, the college will enhance the non-perishable skills of its learners through a programme of digital skills enhancement to ensure, regardless of vocational area, these skills are developed.

**Green Workforce:** The college will launch the Future Technology Centre for Motor Vehicle in 2026 to support skills development associated with decarbonisation and increased use of Green Technologies in the Motor Vehicle Industry. In addition, the college has invested in resource to embed the education for sustainable development goals across its curriculum and to drive towards ambitious sustainability targets across the estate.

**Life Sciences:** The college's Applied science curriculum remains its largest Level 3 offer, with expansion into T-Levels for 2025-26 onwards. Level 2 and 3 Pharmacy apprenticeships respond to the sector need with an expanding national profile. In addition, the development of higher-level apprenticeships in Ophthalmic Dispensing broadens the reach of this well-established higher-level offer.

**Housebuilding and Construction:** The college continues to increase capacity at Level 1-3 in construction skills as full-time study programmes, adult upskill and reskill provision and trade apprenticeships. In working with a large network of employers the college is able to shape its curriculum to meet the skills required by the Industry – be it through core technical skills or passive house and modular house construction.



# Bradford College

Through this accountability statement, the college responds to the West Yorkshire Local Skills Improvement Plan published in May 2024. The following 3 key objectives have supported the development of the plan:

- Engagement of employers to ensure that people have the skills they need to thrive in their jobs over a lifetime
- Focused on skills needed for long term business success and growth, that builds on the existing work by the region's training providers
- That the plan aligns with existing national programmes and initiatives

The priority sectors within the LSIP align to the college's curriculum:

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

To support its curriculum strategy, the college delivers against the following cross-cutting themes:

- Net zero transition and sustainability
- Transferable skills
- Equality, diversity and inclusion (EDI)
- Leadership and management
- Digitisation and automation.

## **Bradford Employment & Skills Board Annual statement of need**

Bradford's economy is worth over £12bn, the third largest in the Yorkshire region after Leeds and Sheffield, with over 17,000 businesses and more than 230,000 jobs. It is also an entrepreneurial district and has consistently ranks amongst the best cities in the country to start a business in surveys by the likes of The Times and Barclays Bank.

The District retains a strong manufacturing base, employing a considerably higher proportion of people than is the case nationally. This is part of a diverse sectoral base with other strengths including Health and Social Care, Digital, Financial and Professional, and Cultural and Creative Industries. In terms of employee size, the three largest sectors are Wholesale and Retail, Health and Social Work, and Education. This reflects priority sectors identified in the LSIP, with Health and Social Care and Wholesale and Retail also being the two largest sectors for employment in West Yorkshire (Education is also high, but across the sub-region Manufacturing and Administration are both slightly larger).

# Bradford College

## Strategic Objectives

Bradford College has set a curriculum vision for 2022-26 to ensure its meeting local, regional and national priorities:

Priority	Target	Contribution towards National, Regional & Local priorities	Progress
Collaboration with employers to design a Study Programme Curriculum that develops technical and non-perishable skills and provides learners with access to high quality work experience and curriculum enhancement.	100% of all study programmes are endorsed by an employer 30 Tier 1 employers who work across the study programme identified. Active engagement in design, enhancement and work experience.	Increased exposure to local and regional opportunities alongside both technical and non-perishable skills development will provide young people with an understanding and increased knowledge of the careers available to them.	95% of study programmes are endorsed 30 Tier 1 employers identified
Growth of L3 curriculum offer to focus on T Level curriculum	Introduction of 8 T Levels across priority sectors by the end of the 25/26 academic year.	Development of curriculum specialisms to meet local, regional and national need. Enhanced work experience alongside an employer endorsement model will promote the careers available on completion of these T Levels.	T Levels in Construction, Engineering, Digital, Health, Science, Business and Creative Industries approved and delivered
Design and implement an employer masterclass model developing a range of employer skills, including teamwork, customer service, communications, sales & management as an alternative L3 offer.	Ambition Hub model introduced across 10 curriculum areas as an alternative L3 offer.	To address continued challenges amongst employers around the development of non-perishable, transferable skills to meet current and future job shortages.	Ambition Hub now expanded to 10 curriculum areas from the 24/25 academic year.
Increase the positive destination rates for Level 3 learners	93% positive destination for L3 cohort	Ensuring that job and skill shortages are being met by the young people studying at Bradford College upon completion.	72% of learners progressed to further study or paid employment. Further work to understand the categorisation of 28% of learners to be completed in 2025/6.

# Bradford College

Improve facilities to support skills development associated with decarbonisation and increased use of Green Technologies in the Motor Vehicle Industry.	Build and launch the Future Technology Centre for Motor Vehicle in 2026	Contribution to meeting the needs of a significant sector within the region, alongside a specific Bradford led initiative around the introduction of the Clean Air Zone.	Build on track for completion in 2026
That the College offers a responsive curriculum for adults, (identified by employers and JCP and delivered through SWAP programmes).	44% of adult learners secure employment within 6 months of completing their course.	Having a responsive curriculum that engages employers to support people into sustained employment to meet current skill shortages.	46.8% of 23/24 cohort confirmed as having a positive destination into further study or employment
Develop a digital skills offer for adults, linking community provision through to technical skills and progression into employment.			
Maths GCSE success rates for 16-18 year olds to improve to meet L3 technical programme targets	Increase positive progress scores for Maths GCSE to 0.25	Shortage of people within Bradford with a Level 3 or higher qualification, impacting the opportunity for business to grow in Higher Technical occupations within the city.	23/24 positive progress of 0.08
Introduce Adult reskilling and upskilling short-courses that meet priority sectors to increase progression to sustained employment.	10 Adult reskilling and upskilling programmes introduced across priority sectors	Addressing skills and unemployment issues identified within Bradford, increasing the prosperity and wellbeing of Bradford residents.	Courses introduced in construction, engineering, motor vehicle and social care
To develop a range of community programmes, including Maths & English to provide first steps into vocational education, supporting progression to employment.	Adult and Community provision to focus on English, Maths and Digital Literacy to support communities to access further study and employment.	To support those furthest from the labour market to gain the essential skills to progress to vocational skills development and secure employment (challenge specifically in Bradford with unemployment higher than regional and national averages).	Curriculum redesign complete with 6,000 adult achievements across Maths, English and Digital
Continue to develop a Higher Technical offer around HNC/HND and Higher-Level Apprenticeships in Construction, Engineering and Digital to meet skills shortages.	Introduction of HTQs in Engineering, Digital, Social Care and Science. Introduction of HLA in Ophthalmic Dispensing.	In line with Skills for Jobs plan, alignment of curriculum offers to provide progression routes to L5 across a mixture of face to face, blended and apprenticeship delivery.	Programme introduction complete: further work to increase learner numbers on HTQ programmes.

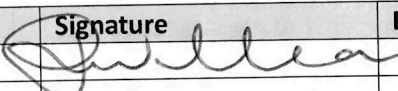

# Bradford College

## Statutory Duty

We are committed to complying with our duty under 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 2022. We will review our Accountability Agreement at least every three years to ensure our Curriculum is meeting the needs of learners, employers and the communities we serve. We will publish a report on our main website following this review. We will factor in any actions from this report into our Accountability Agreement plan and this will also influence our Strategic Plan.

## Corporation Statement & Sign-Off

On behalf of the Corporation, we can confirm that we have reviewed the statement and that this meets the purpose and objectives approved by the Corporation at the annual review. This statement was presented on the 20<sup>th</sup> March 2025.

Role	Name	Signature	Date
Chair of Governors	John Williams		12-6-25
Principal & Chief Executive Officer	Chris Webb		12-6-25

This plan will be published on the College website for the start of the 25/26 academic year

## Hyperlink

[Policies and Statements \(bradfordcollege.ac.uk\)](https://bradfordcollege.ac.uk)

## Supporting documentation

- Bradford College Master Targets
- Annual Financial Statement
- Latest Ofsted Report
- LSIP
- Bradford Employment & Skills Strategic Targets