



WESTON
COLLEGE

ANNUAL REPORT 2021-22

CREATING BRIGHTER FUTURES



**Animal Management
Education Centre**

**South West
Skills Campus**

**Construction
Training Centre**

**West of England
Institute of Technology
(WEIoT)**

**Knightstone
Campus**

**University
Centre
Weston**

**Winter
Gardens**

**Lauriston
Hotel**



Health and Active Living Skills Centre

Weston Bay

Loxton Campus



West of England IoT at GKN's Global Technology Centre

Bristol Training Institute

Bristol based facilities



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Section 1



WELCOME AND OVERVIEW

- WELCOME
- GOVERNING BODY RESPONSE
- OVERVIEW OF THE WESTON COLLEGE GROUP
- A CATALYST FOR REGENERATION
- STRATEGIC PARTNERSHIP

WELCOME

The past academic year has proved to be one of both challenge and opportunity as we migrate from the full impact of COVID 19 on both the organisation, our staff and the learners and industries we serve. We have learnt to adapt to a very different world, to address some of the challenges of covid at the same time to shape our future.

Within this multiplicity of change, the College has continued to demonstrate entrepreneurship, creativity and agility in order to respond to our challenges and opportunities. Our uniqueness continues to be recognised including winning Gold in the TVET championship in San Sebastian earlier in the year. We continue through our two Centres of Excellence to work locally, regionally and nationally and the acquisition of two further beacon awards confirms the connectivity and impact of our college in the fields of Further and Higher Education. Success levels in 16-19, Adult Education, Apprenticeships and Higher Education set us apart from the norm!

Our vision of 'Creating Brighter Futures' has been complemented this year by our focus on every learner achieving their potential and the 'Don't Limit Me' objective has featured in all our strategic planning. The West of England Institute of Technology has had huge impact working directly with employers; the SEND Centre of Excellence has worked nationally and won work directly with the Falkland Islands and at HE level we have seen national take up of our provision in Environmental Health. There is much to be proud of.

Change has been inevitable but the way in which learners, staff and governors have responded has been both intuitive and impactful. We continue to respond

in a proactive manner to the major societal issues including mental health, and recruitment against a background of poor investment in Further Education and our initiatives and approaches are now being utilised across the sector. We are here for our students and the whole community we serve. We cannot do this alone; our partnerships are key especially as we innovate and design an impactful set of solutions for skills. When I look at our work with the public sector, industry and central government, I am convinced of our prominence and of our impact.

This has been a very different year. A year in which we have made difficult decisions but have stood firm in our belief on inspirational teaching and learning alongside dynamic and resilient financial control. We have delivered a sensational set of outcomes with ethos and culture maintained and have also increased our geographical spread including a campus in central Bristol for future delivery.

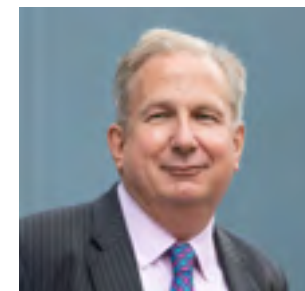
The annual report you read is testament to the many brilliant people inside and outside our organisation who are committed to enhancing the lives of those who study and engage with us. The vitality and dedication of our staff combine with multi-faceted imperatives of academia, social development, cultural change, transformational learning and economic

sustainability to catalyse us into dynamic and innovational solutions to learning. We are Weston College – we are GIANTS in learning.

Sir Paul Phillips, PhD; DLit; EdD

Principal and Chief Executive

TES and FREDIE Principal of the Year





GOVERNING BODY RESPONSE

This report once again sets an agenda for the Weston College Group that is both dynamic and responsive to the needs of the learners, businesses, and the community. It is a year that has seen incredible results within the confines of COVID 19, and its many variants. Despite the obvious challenges the College has continued to achieve and grow. The Corporation fully endorses and recommends this report.

The report sets out how the College has adapted and innovated to produce an exceptional set of results and how it has adapted its skills offer to meet the needs of both the Local Skills Plan (LSIP) and national skills priorities. Many of the processes that have been developed by this College are now seen as exemplars of practice and are being used throughout the FE and wider education sector.

The College's results speak for themselves, in collaboration with the Corporation who together act as the critical friend and scrutineer of strategy, finances, curriculum and ethos of the organisation. Once again, this year we have been involved in all the new initiatives e.g. the Career Excellence Hubs and this has further strengthened our partnership as a Governing Body with other key organisations that the College works with.

The FE sector continually faces unique challenges and through the leadership of our Principal and Chief Executive, Sir Paul Phillips, we have navigated a course that has enabled us to be a leading college in our delivery and associated quality. Being adaptable, agile and most importantly financially prudent, has ensured that this College is still the master of its own destiny, unique within the sector. This year has once again seen the growth of our new capital facilities, one of which is to act as the lead college for the West of England Institute of Technology (WEIoT), a key government initiative. The WEIoT is connecting a dynamic partnership of four Colleges, one University and thirteen anchor employers, to inclusively bridge the higher and emerging skills gaps for the region, including the

emergence of green skills to achieve collective progress towards Net Zero. Once again, the WEIoT led by the College is seen as an exemplar of best practice and is trailblazing in the sector. In addition, we have now established a central Bristol facility, the Bristol Training Institute for training to continue to meet localised demand, engaging with the West of England Combined Authority (WECA), and Business West Chambers of Commerce as the ERB (Employer Representative Body), as well as North Somerset Council, in order to continue to deliver outstanding industry standard training for the region.

This means that there are even more opportunities available for our learner population and, simultaneously, this College continues to win national, regional and international awards, at the same time continuing to maintain outstanding quality. Our most recent international award (GOLD for Strategic Leadership) at the World Federation of Colleges and Polytechnics Global Awards of Excellence in San Sebastian, is testament to this dramatic profile and recognition.

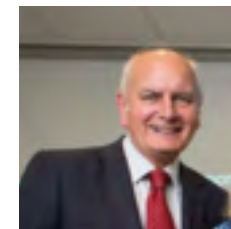
The 2021-22 year however called on the College to show all its adaptability and ingenuity once again. The College continues to respond to all challenges, ensuring it can deliver the full range of provision which is now predominantly face to face but where needed using innovative technology such as the Virtual Classroom for online/blended provision. The resilience and tenacity at both leadership and delivery levels is exemplary and despite everything, the College met (and in many cases exceeded), its targets.

For the year ahead, the College will continue to advance with the learner at the heart of all it achieves, whilst also recognising the need to enhance management structures. As a result, Sir Paul Phillips will now become President and Chief Executive and we will recruit a Principal (Operations) to lead on the day-to-day activities of our core business.

The Institute of Technology is already widening horizons. Our students and businesses are enhancing the local and wider economy and the work as a National SEND Centre for Excellence is inspiring. With our reputation for quality embedded with our partners, we are now a key driver in the future of our town and region, by leading skills and entrepreneurship for the wider economy. I look forward to working and continuing this amazing and exciting journey in 2022-23.

Andrew Leighton-Price

Chair of Governing Body



OVERVIEW OF THE WESTON COLLEGE GROUP



A general college of further and higher education in Weston-super-Mare, delivering education and vocational training to students aged 16 and above. It is regarded as one of the top further education colleges in the UK and is the only college in the West of England to be rated 'Outstanding' by Ofsted.



Offering more than 35 courses across a number of vocational and academic subject areas. UCW delivers courses in partnership with Bath Spa University, UWE Bristol and Hartpury University. UCW was awarded University Centre status in 2016 and continues to build upon its identity bucking the national trend of HE in FE offering high quality learning opportunities to increasing number of students.



A subsidiary company of the Weston College Group. It runs the Winter Gardens Pavilion, Lasseter's restaurant, the Green House eatery, and the Lauriston Hotel. The company was incorporated in March 2017 and has already made a significant contribution to the regeneration of Weston-super-Mare.



This provision is a top performing provider of offender and detainee learning. The service is recognised for its excellent teaching, learning and assessment; the positive outcomes it achieves for learners; and its partnership approach to business planning, which ensures that the curriculum meets learners' and employers' needs.



Is the Weston College Group's inhouse recruitment agency. It provides high calibre associates to the Group and its key services, such as Prison Education. Forward Futures is often the first step for applicants interested in beginning a career with the College, either on a cover/supply or longer assignment basis.



This arm of the business is a logistics training centre based at the College's Construction Training Centre in Weston-super-Mare, near Junction 21. It offers over 30 training courses and qualifications, both practical and classroom training designed to meet the needs of employers in the sector.



Licensed by the Department for Education in April 2020, as one of twelve IoTs nationally, to support local employers to develop higher level technical skills and train employees for the jobs of tomorrow. Weston College is leading a regional partnership of education providers and key employers to collaborate, design and deliver flexible, higher-level technical learning to equip people with the skills to fully participate in, and contribute to, economic growth driven by digital innovation and emerging technologies.

A CATALYST FOR REGENERATION

Weston College is a large £70,000,000 provider of training and skills. It makes a major contribution to regeneration in North Somerset as well as part of the West of England. Our extensive provision encompasses delivery to over 35,000 learners and key businesses – locally, regionally and nationally.

North Somerset is a diverse area, with coastal, urban and market towns and rural villages. Generally, it is prosperous, with an increasing population, but has eight LSOAs (Lower-layer Super Output Areas) within the most deprived 10% in England, all within Weston-super-Mare. By providing high-quality education, training and support, the College encourages learners to stretch and achieve their academic, career and life aspirations. By mapping our training offering to regional employer needs and employment opportunities, we deliver the skilled workforce to support employers and local economic growth now and in the future.

OUR INVESTMENT STRATEGIES HAVE CONTINUED DESPITE THE CHALLENGES OF COVID 19 AND INCLUDE:

- West of England Institute of Technology
- New centre for Early Years Education and Training
- Centres of Excellence in Mathematics and SEND
- New workshops in Construction and Engineering
- New central Bristol training facility – Bristol Training Institute

SUPPORTING ADULTS TO RESKILL AND UPSKILL FOR EMPLOYMENT

The implication of COVID 19 has impacted employment sectors disproportionately leaving many adults needing to retrain, upskill or apply existing skills in new occupational roles. The adult curriculum at Weston

College is designed to be responsive and agile to the changing skills need of the region alongside supporting those impacted by COVID 19 to get back into work. In addition, we have massively invested in the Bootcamp initiatives from Central Government assisting shortages in recruitment for example in the logistics industry.

We have been working closely with key partners including the LEP, WECA, North Somerset Council, employers and Job Centre Plus to design and develop an adult curriculum that can act as a catalyst for change for adults requiring new skills and support to find and sustain employment. Sector-based work academies and bespoke training pathways for the unemployed are broadening the range of learning options for adults looking to secure employment.

Employers have worked with the College to devise sector specific programmes that include both a recognised industry qualification and a guaranteed interview at the end of the programme. 85% of learners who attended a sector-based work academy received a suitable job offer. This approach is key to enabling change in recruitment to shortage areas.

The West of England Works project funded by the Big Lottery has enabled Weston College to build and strengthen its partnerships and develop its adult community provision in the West of England area. Weston College leads the partnership that aims to engage adults and young people who are furthest away from education and employment. It has supported many young people and adults from disadvantaged

backgrounds to gain employment through a community-based support programme. Flexible and blended learning packages have been expanded to better enable adult learners to study, re-train and learn around life and work. Blended programmes in areas such as accounting, health and learning support are enabling adults who work in these to upskill through a delivery model that better fits around their job roles.

CENTRES OF EXCELLENCE

Our Centres of Excellence in Maths and SEND have developed regional and national reputation for their work. The centres engage in bespoke and national training with the principal often speaking on the embedding of SEND in colleges and other training organisations.

WEST OF ENGLAND INSTITUTE OF TECHNOLOGY

The West of England Institute of Technology was licenced by the Department for Education in April 2020, as one of twelve IoTs nationally, to support local employers to develop higher level technical skills and train employees for the jobs of tomorrow. Weston College is leading a regional partnership of education providers and key employers to collaborate, design and deliver flexible, higher level technical learning to equip people with the skills to fully participate in, and contribute to, economic growth driven by digital innovation and emerging technologies. The results to date place the West of England IoT in a recognised and prominent position regarding skills delivery now and in the future.



STRATEGIC PARTNERSHIP

Partnership working is a key focus of the Weston College Group. We work with businesses and organisations across the region and beyond to provide the skills that employers need for their future workforce.

“SIMIAN’s partnership with Weston College at the Construction Training Centre has enabled the delivery of specialist scaffolding and work at height training in a high-quality facility. The Centre is now firmly established a first-class provision that is meeting the skills and employment needs of businesses and learners, not only in North Somerset, but the wider South West region.

As a private training provider, we have enjoyed a close professional relationship with the Weston College team and benefited greatly from the sharing of outstanding practices through this collaboration, that we hope will continue for many more years and together celebrate continued success. Through strong leadership, uncompromising quality and forward-thinking strategies, Weston College sets an example for the whole FE Sector for collaborative working focused on meeting the needs of industry, and we are proud to be associated with them.”

Simon Hughes

Managing Director, Simian

SIMIAN

“The UWE and Weston College partnership continues to go from strength to strength in delivering on our shared endeavour to have positive social and economic impact with and for our region. We combine our strengths to focus on meeting employers needs by partnering with them to equip the current and future workforce with the skills they need. We have been particularly proud of the collaboration we have forged through the work of the West of England Institute of Technology which is leading the sector in providing new routes through further and higher technical education.”

Jo Midgley

*Pro Vice-Chancellor,
University of the West of England, Bristol*



“We continue to work closely with Weston College to ensure that our residents get access to good quality education and jobs and our young people are able to pursue their aspirations. We have worked closely together on the Accelerate and North Somerset Works Together projects as part of the Community Renewal Fund to support the economic recovery of local businesses following covid and bring our residents closer to employment.”

Jo Walker

Chief Executive, North Somerset Council



“ The challenges facing the UK economy at this time have never been greater where education and skills are central to our economic recovery. This presents enormous challenges for partners, employers, and many thousands of students in North Somerset. However, Weston College continues to work tirelessly to support its community through this difficult period; they have developed and implemented new ways of working with both creativity and passion to ensure students receive the support and resources to develop, progress and achieve the success they deserve.

Through the leadership of Sir Paul Phillips and his dedicated team, the College continues to play a leading role both regionally and nationally, demonstrating why FE Colleges are such a critical partner to the UK government and its growth plans. Weston College has once again shown that with effective leadership, partnership working and targeted investment what can be achieved and ensures that the right skills and training are available to support employers, industry and provide a secure future for North Somerset and the South West region. ”

Ian Munro

Area Director (South West), Association of Colleges



“ Working with Weston College, not only on specific skills programmes in Composites and Digital but in their role as West of England Institute of Technology lead has been exceptional. They engage and inspire the region to drive for change in the provision of technical skills. ”

Katy Riddlington

Director, National Composite Centre



“ The partnerships we share with Weston College, and our involvement with University Centre Weston, are highlights to us at Bath Spa University. The outstanding work of the College, and its national recognition as an education provider of excellence, make it a privilege to work with them. The combination of business acumen and profound care for the student experience are unique in the region and a beacon for others to emulate. ”

Sue Rigby

Professor of Higher Education and Vice-Chancellor, Bath Spa University



“ Skills and training are a really important part of my role as Metro Mayor. We have a skills shortage in the West of England which is why I'm proud to work so closely with Weston College, funding projects to equip our young people to bridge that gap, improve their life chances, develop a career and help drive our amazing region forward.

The team at Weston do such great work to secure some really incredible opportunities for the talented youngsters there with some of the West of England's biggest and best companies. They are a much-needed addition to our education offer. And the young people I meet there are so clear about the skills they need, and the full-time jobs they're going to get at the end of their studies thanks to Weston - a testament to the work of Sir Paul and his brilliant team.

“I look forward to working with Weston College in the future to create even more opportunities for people ready to gain new skills and ensure the West of England is a region where all our young people leave education with the skills and attributes they need to succeed. ”

Dan Norris

Metro Mayor, WECA



STRATEGIC PARTNERSHIP

“ Being a business partner of Weston College has proven valuable to not only our numerous business initiatives but also to our employees. We have collaborated on several successful projects across various departments and many of our staff members have furthered their educational ambitions and have received exceptional training at the College.

Our on-site Animal Management countryside classroom is truly a cutting-edge facility and an asset to both Weston College and Puxton Park. We take great pride in providing our future animal keepers, farmers, veterinarians, and veterinary technicians an environment that feeds their desire to learn and develop the skills necessary to follow their career dreams.

This year we have collaborated on an exciting new project, a Forest School Training Facility, located in the grounds of Puxton Park Estate. This location is ideal for learners to experience the multi-sensory

experience of forest school learning which can help children gain more independence and self-confidence, reduce anxiety, build resilience, and improve their communication skills.

It is a genuine privilege to work with such a forward thinking, pioneering and innovative organisation that brings so much talent and value to the South West. ”

Alistair Mead

Managing Director, Puxton Park



“ GKN Aerospace is proud to be partnering with Weston College by having them within our Global Technology Centre. With the whole Aerospace sector committed to Net Zero 2050, this is a hugely exciting time for our industry, full of opportunities for future talent in developing the next generation of advanced technologies such as composite materials, automated manufacturing, hydrogen propulsion and additive manufacturing. Having a learning space in our world-class Centre, enabling Weston’s students to see first-hand the exciting developments taking place in Aerospace, is a great demonstration of our two organisations’ shared ambitions and commitment to support the sector with its future skills needs. This partnership between the Institute of Technology, Weston College and GKN Aerospace, is exactly the kind of collaboration needed to attract, train and inspire the Aerospace engineering workforce of the future. We look forward to continued success together. ”

Sameer Savani

Vice President GTC-UK at GKN Aerospace



“ Throughout the 21/22 academic year, Rolls-Royce has continued to work in collaborative partnership with Weston College for the delivery of all our level 3 apprenticeships programmes. Weston are a very proactive college who are both responsive and flexible in their approach to the delivery of our programmes. The College is very forward-thinking, an example of this is the Sustainability Conference delivered in September for recently started full-time students and apprentices. This was supported by local engineering and construction companies. This conference really brought to life, in an engaging way for all parties: employers, employees and education, what an influence we can/will have in ensuring we are all operating in a sustainable way. We look forward to working with the College in 2023. ”

Andy Davies

*Learning Delivery Manager - Apprenticeships,
Rolls Royce*



“ Bristol Law Society are a strategic partner of Weston College. Collaborative activity this year included our former Bristol office being transformed to become the Bristol Training Institute, the home of the West of England Institute of Technology in Bristol, to create adult training opportunities in the heart of the city. ”

Edd Thompson

President, Law Society



Section 2

EDUCATION PROVISION

- 16-18 CURRICULUM
- T LEVELS
- ADULT AND PART TIME PROVISION
- APPRENTICESHIPS
- SPECIAL EDUCATION NEEDS AND DISABILITIES
- LAW AND PROFESSIONAL SERVICES ACADEMY
- UNIVERSITY CENTRE WESTON
- WEST OF ENGLAND INSTITUTE OF TECHNOLOGY
- PRISON EDUCATION
- INTERNATIONAL
- FORWARD FUTURES LIMITED
- INSPIRATIONAL EVENTS AND INVESTMENTS



16-18 CURRICULUM

The College is committed to putting employability at the heart of study programme design and delivery for young people. Learners benefit from a curriculum that develops academic and vocational knowledge as well as opportunities to apply this learning in practical and work settings. Each element of the learner's programme is constructed and sequenced to support learners to be 'ready to learn, ready for work and ready for life'.

An inclusive approach to learning is supporting students to build confidence and bounce back from the disruption of COVID 19. An effective package of well-being support, catch up classes and specialist interventions have enabled most learners to be retained and achieve. Learners with high needs or an EHCP do exceptionally well enabling them to successfully progress into further, learning, training, or employment.

Support services for young people are excellent. The legacy of the pandemic has required an increasing proportion of learners to access welfare and wider well-being support. Interventions are successfully supporting young people reduce their levels of anxiety and work through the challenges and barriers that might inhibit their success. 99% of learners accessing these services are retained and successfully achieve.

The proportion of learners accessing and completing work and industry placements continues to grow and expand. The introduction of Careers Excellence Hubs has helped increase employer engagement and endorsement of programmes ensuring that they are providing learners with the industry and personal skills they need to progress in the future.

Outstanding facilities and wider learning opportunities are supporting young people to experience a curriculum that goes beyond the qualification. Examples include community-based projects in construction, NHS placements in health and the launch of the College Radio Station in the Media Department. Learners exhibit and test their skills through simulated environments, work-based projects, competitions, and enterprise initiatives.

The removal of COVID 19 restrictions has supported and enabled the curriculum to enrich learning again through visits, industry insights and events that showcase and celebrate learners' achievements. Wherever you look across the College, young people have been engaged in learning and enrichment opportunities that are helping to make them become some of the most employable young people in the country.

The College continues to be the first choice for young people looking to study academic and technical programmes. The number of school leaver applications continues to rise. Open events that promote 'careers not courses' delivered in partnership with employers are helping young people and their parents/carers visualise

the career pathways and skill needs within the region. Skills maps have been introduced to support better sequencing of programme delivery helping learners to better understand what they are learning, when and for what purpose.

The curriculum continues to evolve with essential digital skills training, a reformed group tutorial model, extended diagnostic period and increased support for academic skills being planned and introduced for 2022-23. This alongside the implementation of new technical qualification such as the T Levels is enabling more learners to progress to Russell Group Universities and access alternative higher level learning options such as degree apprenticeships.

The College is leading the way on technical reforms as one of the first colleges nationally to deliver the new T Level and Transition to T Level qualifications.

T Levels are the next generation of college based technical qualifications at Level 3 – academically as challenging as A Levels but with the more than 45 days of industry placement, they provide learners with defined pathways into higher level technical careers. Digital Design and Development was launched in September 2020 and was successfully joined in 2021-22 by pathway routes in Health, Construction and Early Years Education. The expansion of T Level routes will further broaden in 2022-23 through the introduction of pathway routes in Business Leadership and Engineering.

The College has gained national recognition for the development of its Transition to T Level programmes that utilise new flexibilities in curriculum design to better prepare learners for Level 3 learning. The College has worked in partnership with the Department for Education and the Association of Colleges (AoC) on the development of a National Technical Specification that will support the standardisation of these programmes nationally. Our innovative approach that included an employer set project alongside extra time, contextualisation, and development on core skills such as English and maths can be found within the new specification.

The College has successfully applied for capital funding to support the introduction of new facilities and resources to support T Level learning. New state-of-the-art, industry informed facilities for Early Years Education opened in September 2021 and have been followed by state-of-the-art resources for the delivery of Business Management and Accountancy pathways from September 2022.

The College plays a significant role in supporting and sharing practice across the sector. In 2021-22 it was one of only five providers to be selected as a best practice case study. A film was produced in partnership with the AoC designed to help other providers design, develop, and sequence their T Levels at both a curriculum and organisational level. In addition, the College has presented at several national conferences and been a regional T Level CPD delivery hub for the Education Training Foundation (ETF) delivering courses in pedagogy for new and experienced teachers.

New specialist equipment and technology has been rolled out with teachers being supported in its use and application. Aspects such as this along with the growing number of employers who are endorsing the T Level programmes through the Career Excellence Hubs means that learners are getting access to state-of-the-art training resources and the opportunity to showcase their talent.

The College continues to innovate and work with employers to help ensure learners get industry placements that expose them to technical work at Level 3 and above. For example, in Health the College has worked with local NHS providers to enable learners to access clinical placements in different departments such as cardiology, trauma and orthopaedics. The feedback from employers has been exceptional outlining the outstanding skills that the T Level programme has developed in these learners. Some of the feedback can be seen below:

“Student Amy aspires to be a paediatric nurse, after spending some time on the Cardiology ward. Amy has now decided that she would like to specialise in Paediatric Cardiology and has completed most of the competencies required and has been eager to shadow, ask questions and be involved with supporting patients. Amy’s mentor has said ‘She’s amazing! Very switched on and is fab!’”

“Student James’s mentor states that he is ‘amazing and confident!’ James confidently speaks to patients, supports with observations, answers call bells and has monitored food and fluid intakes. James has integrated into the team and is enthusiastic to learn and asks questions.”



20/21 Digital T Level learner celebrating on results day

ADULT AND PART-TIME PROVISION

The core focus of Weston College's adult provision concentrates on being the catalyst for adults in the West of England to access lifelong learning, whether this is supporting them into employment, providing access to higher level qualifications, re-training or re-entering the labour market.

The programmes of study provide adults with the necessary skills, knowledge, and behaviours to operate effectively in life and work. We support adults to develop and achieve the next stage of their unique pathway, be that re-skilling to support a new career, up-skilling to support a promotion, or developing employability skills to successfully transition into a sustainable career.

Proudly standing at the heart of the community, we understand that some adults' circumstances and past experiences may have previously inhibited their participation and achievement in education and training. This is fundamentally why we adapt our adult provision and modes of delivery to meet all our learners' needs. As part of our continued drive to make education more accessible, we widened our community outreach programmes and successfully launched several individualised programmes to support learners with the most complex needs.

The curriculum considers and reflects the skills demanded by employers and industry, both regionally and locally. Working directly with our employer partners our adult provision provides opportunities for lifelong learning to support the aspirations of our adult learners.

Weston College will continue to be at the heart of the community both locally and regionally offering opportunities for adults to re-train, upskill or dual skill in support of employment opportunities, promotions, or pathways to Higher Education. The provisions

offered are agile, flexible, adaptable, developed in collaboration with employers (including LMI data) and Higher Education providers to optimise accessibility and career opportunities for adult learners.

The College Group continues to invest in its curriculum and resources to train adults in sectors that will support the regional economy requirements for the future. Changing demographics in the labour market and the abilities and barriers of the unemployed has meant a real change in the needs of the community. Our Business Growth Team consistently engage with employers and seek new opportunities for our adult learners both with employment opportunities and valuable insights to support effective curriculum design and delivery. In adapting to these changes, the College has developed new courses that focus on the needs of employers and the community.

Re-training courses, pre-employment provision and Skills for Jobs initiatives such as Bootcamps are part of the innovation that Weston College is undertaking in the transformation of provision offered to meet the needs of the local community - now and for the future. This year, we engaged with even more job centres, employers, referral partners and industry specific training providers. Our courses for the long-term unemployed and people with specific barriers have helped learners progress through a structured programme of learning and development while signposting them to the next stage in their personal

journey. This has enabled our adult learners to find appropriate employment including, for instance, employers that have found vacancies difficult to fill.

Provision for the unemployed continued to provide support to those suffering from the effects of the pandemic with successful outcomes including achievement rates above 91%. Positive destinations for unemployed adults in 21/22 was over 90% into further training or employment.





Weston College has bucked the national trend and has continued to grow its apprenticeship provision, across all ages and levels, also exceeding national benchmarks with our success rates being 7% above.

Our enrolments were in the main driven by larger employers utilising their apprenticeship levy funds, however we have seen significant growth in our small, medium employers who were supported by the Government's 'Back for Work' incentives.

As a result of working closely with our employers to develop and grow their Apprenticeship programmes, Weston College was crowned Training Provider of the Year at Bristol and Bath Apprenticeship Awards again this year. The College has been awarded this prestigious award in 4 of the last 5 years and is an impressive achievement in this highly competitive environment. Our achievements didn't stop there - our apprentices also shone with gold and silver awards at the WorldSkills competitions.

We create bespoke apprenticeship programmes tailored to the needs of individual employers and we are seeing the development of our apprentices' knowledge, skills and behaviours culminate in outstanding end point assessment grades. Partnerships with companies such as Avon Fire and Rescue, GKN, Airbus, North Somerset Council, Thatcher's and our local employers have enabled the College to offer apprenticeships in technical and vocational occupations, which are meeting the skill requirements of local businesses. The partnership with Avon Fire and Rescue saw the launch of the new recruitment strategy for apprentice fire fighters resulting in over 45 new apprentices joining the service.

Our strategic partnership with UWE Bristol has enabled us to deliver an increased number of degree apprenticeships in engineering, digital, environmental health and healthcare, utilising both organisations' expertise in apprenticeship and degree level delivery, respectively. The increase in our degree apprenticeship portfolio has seen starts increase by over 30% for a second year running and this opportunity is gaining an interest from both learners and employers which is enabling us to widen our portfolio again to include Project Management and UX Degree in 2022/23. Whilst Degree Apprenticeships are growing in popularity, we remain equally focused on our entry level apprenticeships, with a unique Traineeship model allowing pre-apprenticeship employability and work placement leading to an Apprenticeship. Plans for a growth in our Occupational Traineeships are set for 2022/23.

New provision has been tailored to meet the needs of employers and facilitate greater access to more learners. We have worked with our employers to develop innovative and engaging delivery which maximises the opportunities through digital delivery models, including utilisation of our Virtual Classroom; the Barco WeConnet suite. This is being effectively used with the Environmental Health Practitioner Degree Apprenticeship, where over 20 councils from across the country are able to access this degree programme through a blended learning approach.

We have continued to implement management strategies to counter the impact of COVID 19, enabling our apprentices to effectively continue their learning and obtain valuable support as they re-transition into face-to-face learning. We led a College Collaboration Fund project working with two other colleges to pilot approaches to support apprentices in sectors most adversely impacted by the pandemic. The highly successful project focused on enabling apprentices to expediate their progress as well as building greater capability for apprenticeship staff and employers to support the wellbeing and mental health of apprentices at college and in the workplace.



SPECIAL EDUCATIONAL NEEDS AND DISABILITIES

Weston College has been recognised for its outstanding provision which continues to lead nationally through the Centre for Excellence in SEND. Proactively informing the sector, sharing good practice and developing a highly innovative and successful provision for learners. The College places enablement and personalisation at the heart of its strategic plans, creating a highly inclusive ethos and culture led by the Principal and Chief Executive, driving step change in the sector's approach to SEND.

Learners are central to the planning and delivery process and are empowered to contribute to the strategic initiatives and wider college developments to ensure they are fully involved in the decision-making process and shaping the SEND provision for future learners.

The SEND provision continues to expand and diversify, developing new innovative practice for learners with SEND providing exceptional support in world-class facilities to over 1,300 learners. The overall outcomes for learners with SEND continues to be outstanding with exceptional results including:

- Attendance for learners with SEND meets the 90% college target
- Retaining 95% of learners with SEND and 97% with High Needs
- 86% success for learners with SEND on main programmes with 94% for High Needs and 95% with an EHCP)
- 95% of HN progressed onto positive destinations.

SEND SUPPORTED EMPLOYMENT EXCELLENCE HUB

Following the highly successful launch of this new initiative, in line with the faulties Careers Excellence Hubs, to ensure synergy and parity in working collaboratively with learners, college staff and employers to secure sustainable employment outcomes for learners with SEND, becoming trailblazers in supported employment thus improving social inclusion, self-esteem, social mobility within the local community.

The work skills focus ensures learners are challenged to develop their skills within a real life context and are able to apply these transferable skills into practice, gaining realistic experiences to make informed choices about their progression and employment opportunities through the introduction of four innovative learning companies with the clear ethos of 'recycle, reuse, rethink'. These provide learners the opportunity to take part in a profitable social enterprise business with a central theme of sustainability and environmental awareness ensuring SEND learners are highly visible and unlocking talent in the learners safe and familiar environment.

EMPOWER: INCLUSIVE WORKFORCE

Nationally 5.7% of people with a learning difficulty are in employment with 71% of those working part-time and there is a clear need to increase this statistic. Research identifies that they can and do want to work but are often denied the opportunity because there are many barriers to finding meaningful paid work. Therefore, the College has created a platform to support employers and stakeholders to understand and support a step-change in becoming inclusive organisations and achieving Disability Confidence status, developing their understanding of supporting a neurodiverse workforce, navigating the process of recruitment, access to work funding, job carving and effective mentoring processes. It also provide models to support employee's mental wellbeing and investment in training. This will enhance the local economy, the disability confidence of local employers and decrease the dependence on benefits and social care providers by securing paid employment for people with SEND.



CENTRES FOR EXCELLENCE IN SEND

THE TEAM'S WORK TO CHANGE AND CHALLENGE PERCEPTIONS HAS RESULTED IN:

- 300+ employers engaged annually in inclusive workplace IAG events etc, many featuring SEND students to inform practice and creating resources
- Engagement in collaborative partnerships e.g. 'We Work for Everyone' has ensured holistic early career conversations are in place with employers, and the triangulation of employer support funds/college funding - to remove travel/financial/personal barriers to success
- 'Digital Inclusion' and 'Assistive Technology' expertise shared with employers, as a Microsoft Showcase College - to ensure resources such as AutoMe, Readwrite Gold are transferable into employment
- An unprecedented level of SEND transitional support is offered for employers e.g. support periods can last from 1 month to as much as two years

SEND DUKE OF EDINBURGH AWARD

This year 85 with SEND have taken part in either Bronze, Silver or Gold Duke of Edinburgh awards, the increase can be attributed to the need to be active and be outdoors with friends after a difficult 18-month post COVID. A total of 19 expeditions took place during the summer term, with 100% successful achievement. This incredible achievement was further uplifted by these learners being picked to support the organisation of the Queens Jubilee Walk.



LAW AND PROFESSIONAL SERVICES ACADEMY

The Law and Professional Services Academy is the regional centre of excellence for professional services education. The Academy provides learners with professionally accredited training in law, business, human resources, administration, management, finance, accounting, computing, IT and other professional services.

The Academy offers classroom and work- based learning options and nationally recognised qualifications so employers can train new staff and upskill existing employees. The College supports employers throughout the process, providing expert guidance on how to fund the programmes through either the Government's Apprenticeship Levy or through Government National Skills Funding, apprenticeship funding and subsidised fees.

The Law and Professional Services Academy has enjoyed a number of notable successes this year including:

- Eleven further students achieved Level 6 Chartered Legal Executive Status after successfully completing Level 3 and Level 6 CILEx qualifications
- Learners on CILEx courses once again significantly outperform national result average pass rates in every examination:
 - *At Level 3 - 91% of exam results at Weston College were passes or above, relative to 67% nationally*
 - *At Level 6 - 84% of exam results at Weston College were passes or above, relative to 63% nationally*
- The virtual learning environment for the CILEx provision further expanded to include two further areas of law and practice - Equity and Trusts and Landlord and Tenant

- The Academy launched two brand new Chartered Institute of Personnel and Development (CIPD) courses; Level 3 Foundation Certificate in People Practice and the Level 5 Advanced Diploma in People Management, including the Level 3 and 5 HR Apprenticeships
- Accountancy courses experienced significant growth in demand for the blended learning flexible Accounting (AAT) programmes offered
- AAT Achievement rates at Level 2, 3 and 4 are once again significantly above national benchmarks.
- The expansion of the Academy provision to meet learner and employer needs has led to the introduction of new high quality media rich online/in class blended learning provision in Accountancy, HR, Law and Management, which is facilitating a more flexible blended learning approach for professionals, as an alternative when work or family commitments prevent them from being able to attend classes.

This year also saw the Law and Professional Services Academy provide outstanding ILM Management Training and Apprenticeships from Level 2 to 5 with bespoke training in response to employer needs. In response to COVID 19 a number of new online and blended learning fast track management courses have been developed and delivered to adapt and respond

agilely to the changing needs from employers to rapidly upskill their managers in relation to effectively managing hybrid teams and their performance.

- ILM Management enrolments have increased as a result, from 47 to 138 learners (194% growth) during 21/22 in response to meeting employer and learner demand. Many of these learners have accessed the training for free under the Government National Skills Fund. This training is supporting the immediate economic recovery post COVID 19, by ensuring future skills needs and gaps are met.
- Weston College are one of the only colleges in the UK who are a licensed partner and distributor of Insights Discovery Training. This commercial training has been successfully delivered on a national scale to enable managers within organisations to develop a greater self-awareness that they need to be successful at whatever they do; whether that's developing themselves, working as part of an effective team, or leading others with authenticity. Through Insights Discovery, delegates gain a common language that has wide-ranging benefits, including connecting colleagues across geographical and cultural boundaries, and providing a safe platform for feedback conversation.

University Centre Weston (UCW) is the higher education (HE) division of the Weston College Group and continues to develop and expand. A new three-year strategic plan articulates an ambitious future for UCW which embraces the skills agenda and looks to maximise opportunities for UCW to lead the HE in FE agenda.

In 2021 UCW was the only college nationally to be successful with the Office for Student (OfS) short course trial. These courses are designed to enable greater access to higher level skills, flexible learning and to help students develop skills required by employers and the economy. UCW are now offering seven short courses in education and SEND enabling potential students to get a taste of degree level study and upskill those in employment.

The West of England Institute of Technology (IoT) continues to meet growth targets and bring investment in resources for UCW students in digital, health and advanced engineering. This year saw the first UCW IoT graduates from the Degree Apprenticeship in Digital Technology Solutions where all students obtained “good degrees” achieving either a 2:1 or First-Class Honours classification.

The number of students undertaking Higher, and Degree Apprenticeship continues to grow with UCW partnering with the NHS, public sector organisations such as the Ministry of Defence and companies such as Rolls-Royce and GKN Aerospace to deliver training for

their staff. A new blended approach to the delivery of the Environmental Health Practitioner Apprenticeship has also enabled local authority employees nationally to undertake a degree with UCW which is accredited by the Chartered Institute of Environmental Health.

Four new full BA (Hons) programmes have been developed in Early Years; Education, Society & Childhood; Graphic Design and SEND & Inclusive Practice with delivery from September 2022. A new Degree Apprenticeship in Digital User Experience (UX) was also approved, along with UCW’s first Higher Technical Qualifications (HTQs). These new HTQ programmes have been designed around the knowledge, skills and behaviours employers require within their workforce to meet skills gaps and support employability of students.

Student satisfaction is high, especially considering the circumstances in which the students completed their studies. UCW’s National Student Survey (NSS) results were strong, they were above the National Average in nearly all areas, including teaching on my course, learning opportunities and overall satisfaction.

There are some outstanding individual performances including a BSc (Hons) Applied Computing student winning Gold in WorldSkills Web Design Competition and another student from the same programme being awarded a fully funded scholarship for Masters in Data Science at Exeter University. In addition, five BA (Hons) Hair, Make-up and Prosthetics for Production students were appointed to the Hair and Makeup Team for the opening ceremony of the 2022 Birmingham Commonwealth Games and a BSc (Hons) Counselling Student presented her work at British Association for Counselling and Psychotherapy (BACP) Research Conference.

UCW continues to develop diverse, flexible provision to meet the needs of its strategic partners and employers, delivering a high-quality experience in excellent facilities whilst also offering outstanding support to enable all students from diverse backgrounds to progress and succeed within Higher Education.

WEST OF ENGLAND INSTITUTE OF TECHNOLOGY

The West of England Institute of Technology (WEIoT) is part of the Government's expanding network of Institutes of Technology – collaborations between leading employers, Further Education colleges and universities – specialising in delivering high-quality Higher Technical Education and training in Science, Technology, Engineering and Mathematics (STEM) subjects, such as digital, advanced manufacturing and engineering, providing employers with the skilled workforce they need.

The WEIoT is a consortium of education providers and key employers across the West of England. It is led by Weston College and includes the University of the West of England, Bath College, Gloucestershire College, and Yeovil College as well as a network of key local employers, including GKN Aerospace, Airbus, GE Aviation, Renishaw, University Hospitals Bristol and Weston NHS Trust, St Monica Trust, Jisc, io Academy, National Composites Centre (NCC), North Somerset Council, Leonardo, Rolls Royce and Bamboo Technologies.

Collaborations between employers and industries have shaped the high-level skills courses available. From apprenticeships to degree level course, the WEIoT is armed to develop skills and drive ambition for students, who are preparing for their first step into a career, already in employment or those wishing to retrain. During the year, WEIoT completed a number of pilots for the DfE to test different modes of learning and pilot government policy.

As part of the expansion of the WEIoT offer, a 'Certificate of Future Technologies' was trialled with over 230 people completing the 50-hour course in a 5-month window of delivery.

WEIoT has also successfully worked with Business West and other key partners to deliver the pilot of the Local

Skills Improvement Plan, and the Skills Development Fund to put employer voices and skills needs in the heart of the future skills direction of the region.

As part of our capital plan, we opened the training space in the GKN Global Technology Centre in Sept 21, and in the summer of 22 we completed the redevelopment of 12 Colston Avenue to create a WEIoT training space, the Bristol Training Institute within Central Bristol. This supports the WEIoT commitment to deliver Technical Education within Bristol, and across the wider West of England region.

The WEIoT is regarded as one of the top performing institutes across the country and has delivered its commitments to the Department for Education again this year. With over 1300 students now in learning across the partnership and the expansion into other employer led initiatives, WEIoT will be providing further opportunities for employers to reskill their employees for the future the WEIoT proves that Technical Education Works.

The WEIoT continues to receive recognition nationally with the IoT being shortlisted for a Beacon Award for its work in providing real work examples and experiences to students and international recognition for the leadership of WEIoT at the World Federation of Colleges and Polytechnics, in June 2022.

WEIoT continues to be a leading light in the development of this important Government initiative that will have a positive impact on many lives within the West of England region.





Weston College is one of the top four organisations delivering the Prison Education Framework (PEF) contract throughout the UK. A highly experienced team provides purposeful education to nine prisons across the South West, ten establishments in the South East and one new private prison in Northampton.

The estate comprises a variety of prisons including Local Remand, Training, Resettlement, Open and Female, all of which have their own specific requirements but are ultimately focused on employment or progression opportunities for learners.

The fourth year of the PEF contract continued in a “Cost Plus” model due to PEF funding methodology not being feasible following and during COVID 19 restrictions. Despite many challenges throughout the year, there were significant achievements, including:

- Successful mobilisation of the delivery of the new contract in partnership with G4S at HMP Five Wells in Wellingborough, Northamptonshire
- Retaining Dynamic Purchasing System (DPS) contracts for Information, Advice and Guidance (IAG) services at HMP Bristol, Eastwood Park and Portland
- Successful transition from in cell learning back to face to face in the classroom and throughout the prisons
- A significant number of Koestler Arts entries resulting in awards for learners across the South West and South East
- Continual liaison with Senior HMPPS/MOJ key contacts and other PEF providers to ensure a joint and consultative approach to new ways of working during Covid recovery
- Continued CPD programs to support staff development and progression including English, Maths and LDD
- Neurodiversity Awareness Training for our HMPPS clients
- Maintained achievement rates above national average with significant improvement in the South East
- Continuous delivery during a time with unstable regimes due to prison staff shortages
- Sustained delivery during a national skills shortage when finding qualified and suitable staff has been challenging
- Restructure of the Quality support team to create a dynamic response to the needs of our curriculum departments in the prisons, whilst gaining support and collaborative training from the Weston College Quality team at main site
- Significant increase in supporting learners with neurodiverse needs through rapid and in-depth screening.
- Creation of a Reading Strategy in line with HMIP’s Prison Education: a review of reading education in prisons report of March 2022 and the corporate Action Plan, with the intended impact to improve reading skills of those in prison who are identified as having a low reading ability through systematic monitoring of progress
- Introduction of several initiatives including forming a relationship with ‘The Outsiders Project’ who are a company who work with unheard voices to support literacy development. Through a project is called “Paperchains” artists who are ex-offenders lead workshops, give dramaturgical advice, direct rehearsals, and develop projects through steering groups.

INTERNATIONAL

Following a global pandemic, it would be reasonable to assume that overseas partnerships would have stalled or ceased entirely. Contrary to this, Weston College's initial foray into the international arena has seen significant progress.

Utilising technology to overcome vast geographical distances, our work with Jingjiang Jiangsu School, in developing a bespoke aerospace manufacturing training centre, has continued to progress on schedule.

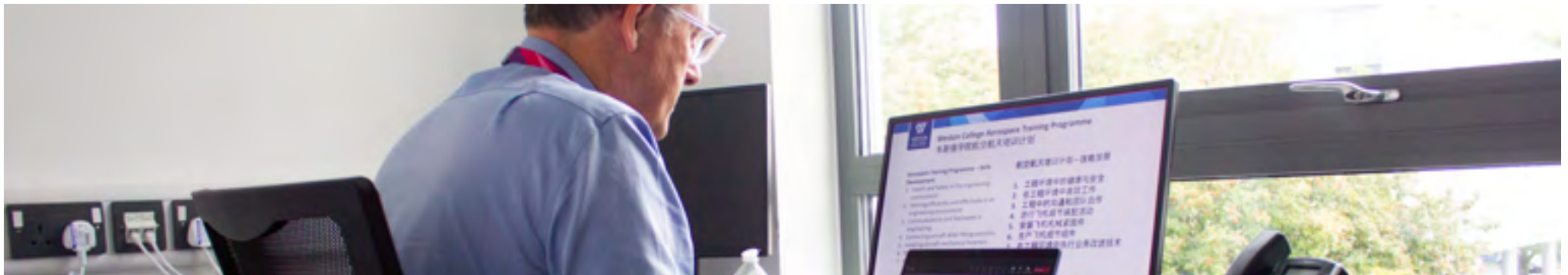
The project involves the development, implementation and ongoing quality assurance of aerospace manufacturing training, onsite at Jiangsu School. Jiangsu School will provide the highly skilled workforce required to operate an aerospace manufacturing facility for a joint venture (JV) partnership involving GKN Aerospace, AVIC International and Shanghai Aircraft Manufacturing Co. Ltd (SAMC – subsidiary of COMAC). The training of the employees for the JV facility involves the development of a range of specific skills and capabilities in manufacturing and assembling metallic and composites aircraft structure, e.g., aircraft fuselage, wings, and empennage. This is the first of its kind in the Jingjiang Jiangsu Province.

The state-of-the-art, 80,000m² facility in Jingjiang will offer COMAC, AVIC and Western customers the opportunity to access an important local supply of advanced aerostructures in the country. The JV builds on COMAC, AVIC and GKN Aerospace's proven track record in the global commercial aviation industry. Production is scheduled to begin in Q4 2023, and the workforce is expected to grow to 1,000 employees.

Our partner education organisation Jingjiang Jiangsu School are a large specialized vocational school that caters primarily to students of a similar age range to UK Further Education colleges. Jiangsu School, similar to Weston College, has an outstanding reputation through delivery of excellent outcomes for learners with employment rates, pass rates and student satisfaction rates in the high 90s year-on-year. The School boasts a national level engineering training centre with 85 practical laboratories and workshops

specialising in electrical and electronic, hydraulics and pneumatics, numerical control machining, computer networking technologies, and automobile maintenance. Aerospace manufacturing will be a new strand of activity for the school, drawing on the expertise and established educational systems currently delivered at Weston College.

To date, Weston College has supported Jingjiang Jiangsu School through developing a bespoke Aerospace Curriculum and has commenced 'train-the-trainer' CPD for their staff. Travel restrictions have led to innovative approaches to this training whereby Jingjiang Jiangsu staff have been brought into our workshops and classrooms through digital technologies to experience Weston College pedagogical approaches to aerospace training delivery.



As the primary onsite temporary recruitment service provider to Weston College, Forward Futures Ltd has continued to provide academic, business support and service sectors cover associates at its Weston-super-Mare campuses and more widely throughout the South West and South East under the Prison Education Framework contracts in Kent, Surrey and Sussex.

The 2021/22 academic year has continued to create opportunities for those wishing to begin or further develop their careers in the FE and HE sector. Forward Futures is known for offering a clear pathway for applicants to secure permanent roles within the Weston College Group, with a number of high calibre associates being successful. Around 90% of Forward Futures associates who apply and interview for a Weston College permanent role are successful in their appointment. Due to the flexibility of the agency and its contract options, Forward Futures help bridge the gap between industry and the classroom, while giving applicants the chance to upskill into a teaching role within the Group.

The development of teaching, learning and assessment practice in agency staff is a continual focus in maintaining the College's excellent outcomes and improving the learner experience.

KEY DEVELOPMENTS

- Improved website and wider use of social media platforms
- Blended approach to interviewing candidates with face-to face and online
- Creation of customer focused communications via iTrent
- Collaborations with HR to automate learning events for smooth on-boarding process
- Further development of an Associate SharePoint page with central location 'quick links' for an easy on-boarding process
- Partnerships with Opportunities North Somerset and Job Centre Plus to fill vacancies and lower unemployment in the local community
- Partnerships with The Jobs Fair to target South East vacancies
- Bi-monthly Recruitment Hubs in the local community
- Partnership with UCW to support the successful recruitment of Student Ambassadors and to build connections with students regarding graduate opportunities within the Weston College Group and Forward Futures

The organisation has continued to recruit industry-based associates, especially within the digital sector, construction, and engineering sectors. This has benefited the departments and students by imparting first-hand and current knowledge of the requirements and standards expected by employers in their chosen industries. There is also a continued supply of learning support assistants to the College's exemplar Faculty of Inclusive Practice. As the number of Forward Futures associates has increased, so has the number of high calibre associates securing permanent roles with the College.

INSPIRATIONAL EVENTS AND INVESTMENTS

While all sectors of the world's economy are affected by the coronavirus outbreak, the hotel, leisure, retail and travel industries have been hit particularly hard. Following a continued increase in the number of positive cases and the signalling of an imminent national lockdown, the Winter Gardens and the Lauriston Hotel temporarily closed in March 2020.

Throughout the period of lockdown both facilities were used by the College and partners to support wider community requirements including being used as a lateral flow test site, vaccination clinics, and teaching and training facilities.

Since reopening the Lauriston, the facility has taken advantage of the 'staycation' boom and numbers of bookings are at a high since the College took over ownership. That said the ability to attract new staff is particularly difficult both in terms of long-term appointments and short-term cover due to exits from the industry as a result of the pandemic.

The College intends to look at new partnerships within this area to create further advancement during the 2022/23 academic year.



Section 3

LEADING THE WAY - VALUE ADDED

- DIGITAL EDUCATION
- MENTAL HEALTH
- CAREER EXCELLENCE HUBS
- WORLDSKILLS UK INNOVATION NETWORK



DIGITAL EDUCATION

The landscape is changing with technological progress continuing to evolve the way we live, learn and work. Demand for new and emerging skills require increasingly flexible and responsive solutions to delivering education and training. Weston College's virtual classroom lead the way in adapting on-campus facilities to deliver high quality virtual training.

Winning the 2021/22 AoC Beacon Award for the effective use of technology in Further Education, Weston College have since progressed a scaling up of virtual classroom installations for launch in 2022/23. New virtual classroom facilities located at each campus will enable simultaneous on-campus and online learner attendance, providing new flexibilities for learners to continue learning from the workplace.

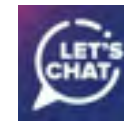
To further enhance our innovative digital education and training, Weston College has continued to invest in new and emerging technologies and resources. Immersive applications are opening new opportunities for extended reality in education, including 360-degree video environments for simulation with Virtual and fully immersive VR applications in Health with SimX. The introduction of new technologies demands a modern IT infrastructure to deliver secure, reliable, and high-quality learning and working experiences. Weston College has continued to invest in its digital estate, introducing new infrastructure upgrades and significantly increasing access to 2-in-1 laptop devices that work seamlessly across campuses. Self-issue technology has been expanded to increase on-demand access to laptops for learners, approaching nearly 600 self-issue devices. Combined with the cross-college 'Get Help With Technology' scheme, learners subject to digital poverty can access the technology they need to succeed.

Weston College's partnership with Microsoft was further strengthened in 2021 with the signing of a shared goals agreement, a statement of intent for developing future ready skills for a digital economy. As learners and staff continue to use real-world digital tools for productivity and collaborative working, new enhancements were introduced to develop higher level digital skills with the introduction of Azure Lab Services and the new Microsoft Certified Fundamentals certifications. The college's work in this area was further recognised by securing Microsoft Showcase College status for a fourth year.

The College's dedicated digital learning team continued to develop innovative and bespoke digital education, including driver simulation for HGV training and a suite of new online programmes for sustainability, employability, and personal wellbeing. New digital content for safeguarding and Prevent was tailored specifically to our college community, adding meaningful context and relevance for these key themes. The introduction of a new project-based blended learning framework underpins continued work with faculties and subject teams to extend and enhance learning with digital content and activities that are relevant, engaging and rewarding.

Weston College's multifaceted approach to digital education represents an end-to-end strategy of

investment in our infrastructure, resources, staff development and innovation process. A commitment that continues to add value by enhancing the quality and flexibility of our outstanding education and training. Throughout the 2021/22 academic year, new capabilities, resources, and approaches were introduced to position Weston College as a leader in creating the workforce of the future.



Weston College continued to pioneer its holistic approach to mental health and wellbeing during another incredibly challenging year.

There may have been no national lockdowns, but the impact of the COVID 19 pandemic is clear to see, and the challenges faced by our community have no doubt intensified. Sir Paul Phillips continues to spearhead the College's innovative approaches, which in the summer of 2021 saw the launch of the College's new mental health and wellbeing strategy – **Wellbeing@Weston**.

Wellbeing@Weston is our own educational mental health and wellbeing innovation framework and brand that aims to optimise the health and happiness of the whole College community by placing wellbeing, connectivity and accessibility at the heart of all we do through. The strategy is designed to ensure that best practice is shaped and shared through a collaborative approach to partnership, placing real emphasis on research and inclusivity, all of which is sustained in a whole College approach that centres on the four cornerstones of Leadership, Prevention, Intervention and Partnerships.

Key achievements in the first year of Wellbeing@Weston included a whole college term under the banner 'You Matter', which raised the profile of mental health and wellbeing which included our own wellbeing festival 'WellFest'. Collaborations with the government's UK Youth Mental Health Ambassador, Dr Alex George and numerous other experts within the field, as well as the launch of our digital wellbeing portal and inaugural learner wellbeing survey that was then used to put in place targeted wellbeing packages across the college community.

In addition to the above, the College continues to work with national partners such as the Anna Freud Centre and the Association for Colleges (AoC) to ensure collaboration and community in our approach to mental health and wellbeing. We were asked to again present at the AoC Mental Health Conference, this year on the topic of behaviour and its correlation with the emotions. The SEND Centre for Excellence also delivered various webinars and conferences on mental health which continues to provide vital support to other colleges.

The College's support services continue to play a vital role in the College's work to support learners to develop their character and help them know how to keep physically and mentally healthy in addition to creating a safe, supportive and positive environment.

- Of the 2,000+ college learners who accessed welfare and pastoral support in 21/22, 99.5% completed their programme.
- The very large majority of learners (91.7%) felt the College did a great job in supporting them with their mental health.
- 99.19% learners feel safe at college.

Mental health training continued and remains an integral part of the College approach to staff development. For the 21/22 academic year, Weston College has become the first college in the country

to support staff achieve the MHFA Suicide First Aid certification in addition to having nearly 200 staff holding the MHFA. All staff that hold a MHFA certification now participate in a steering group led by the Excellence Lead in Mental Health to ensure best practice is shared and the provision continues to evolve.

In the last 12 months, Weston College continues to be recognised for its innovative approach to wellbeing and mental health support. We were proud to see our Welfare and Pastoral Support Services Manager, Mandy Lee be announced as the winner of the 'Outstanding Contribution to Student Services' award at the National Association for Managers of Student Services (NAMSS) Conference 2022. In spring 2022, the College was announced as the first education institution to have achieved the Association Accredited Learning (AAL) People, Culture and Wellbeing Quality Mark. This recognises the College as being at the forefront of employee health and wellbeing support and further validates the impact the College has in terms of developing an inclusive workforce. This was followed in the summer, by becoming the first College in the UK to be awarded the Carnegie Centre of Excellence for Mental Health in Schools 'Further Education Mental Health Award' – Gold Status, which highlighted the College using an evidence-based approach to build an emotionally-happy environment that clearly enhances student outcomes.

After their inception and launch within curriculum at the start of the 2021-22 academic year, the fourteen Career Excellence Hubs (CEH), with their own brand and colour identity, had a significant impact on the development and outcomes of our learners.

With the intention of bringing education and industry closer together through our endorsing employers, in order to bridge the UK skills gap, this innovative approach to our study programmes ensured that learners developed the technical skills, knowledge and behaviours to thrive in their chosen careers.

Employer Trudi Parr, People and Development lead from Mollie's, spoke about what being part of the Career Excellence Hub means to them:

“*The Career Excellence Hub helps us provide additional support and structure and gives us an additional platform to reach and enrich the future lives of people joining the hospitality sector and at Mollie's. We want all our team to have a clear career pathway and for us to be able to provide the tools that enable this. Being part of the Career Excellence Hub will help us achieve our goal and promise our team the investment and support in building a longstanding career.*”

Our endorsing employers also validated the curriculum offer ensuring the skills and content learners were taught met the needs of the sector. These employers provided opportunities for teaching staff to maintain their currency and update their technical skills and knowledge which ensured teaching staff remained as sector experts who inspired our learners.

Learners benefitted from the breadth of opportunities and exposure the CEH provided them which included engaging in live projects, trips and residentials, work experience and industry placements which created employment opportunities for learners. Guest lectures and masterclasses also provided learners with opportunities to learn and develop new skills. In some CEH's, employers provided mentoring and coaching to learners as they supported them through different activities and projects. Employers sat on assessment panels providing feedback to learners and ensured their technical skills were developed beyond the qualification and raised learners' aspirations. This was underpinned by the focus on WorldSkills and our 'competence to excellence' ethos and approach.

“*This year, Unique Hair are so excited that we are getting involved with the Careers Excellence Hub as an endorsing employer. This will allow us to impact the future of our industry by influencing what is taught in the curriculum, delivering master classes and offering more opportunities to learners to gain valuable experience.*”

Emma - Unique Hair

Being part of a CEH ensured that learners were able to study and learn in state-of-the-art facilities and use equipment or resources which were validated by employers. Industry Advisory Boards and wider labour market information ensured that every CEH was meeting the needs of every CEH sector.

To evidence the impact and quality of Career Excellence Hubs, the College has created its own innovative careers audit tool that is firmly embedded into the College's own quality cycle and that triangulates key frameworks including Gatsby, the CDI framework and the College's own Career Excellence Hub charter. As a result, we proud to be able to state that Weston College scores 100% against 7/8 Gatsby Benchmarks with score of 80% on benchmark 8 and achieved national recognition in May 2022 being announced as the winner of the Association of Colleges (AoC) Beacon Award for Innovation in Careers for this approach and the College's wider careers advice strategy - **'Making Careers Everyone's Business'**.

Weston College is proud to have been selected to be part of the WorldSkills UK Innovation Network in 2020/21, as well as being invited to become part of the WorldSkills Centre for Excellence the same year.

The College was just one of twelve institutions to join the first wave of 20 colleges selected, taking part in a national elite CPD training programme in partnership with NCFE.

The work forms part of the College's ambition to embed the WorldSkills UK ethos of teaching 'beyond the qualification' across the curriculum - designed to take learners from 'competence to excellence', increasing both their ambition and earning potential.

The programme led by the College's WorldSkills UK Lead Educator, Jenna Ratcliffe supported by the Quality Team's Libby Tavener has seen an impressive CPD cascade to over 300 teaching staff, (including prison education), and the creation of the "WorldSkills 5' educators to sustain the work - who have spent 60 hours of intensive continual professional development with the renowned WorldSkills UK High Performance Coach, Laura Leong with the following achieved:

- The new tools and practices 'of going beyond the qualification' have been integrated into the college's CPD programme and tailored so they can be mainstreamed across the college curriculum
- The core techniques of 'moving from competence to excellence' and pressure testing have been adopted as key mechanisms to raising standards

- Strong links to industry are embedded to ensure the approaches are in line with the skills employers need
- The College has now taken these approaches further, looking at how they can be used to improve the teaching of HE and exploring how they can be incorporated into their delivery of training in prisons.

As well as becoming a leading member of the WorldSkills UK/NCFE Centre of Excellence programme, the College has substantially increased the number of learners taking part in competitions (13 in 2019 to 62 in 2021), and expanded the range of curriculum areas involved, including foundation learning for 2022.

Further embedding competition skills into the curriculum, is a key strategy to continue to aim for excellence, with feedback on competition practice used to help learners recognise the skills that employers need and improve key employability skills in areas such as problem solving, resilience, confidence and teamwork.

In 2022, five Weston College/UCW learners were crowned national finalists within Digital, Hair and Beauty and Motor Vehicle with two medals secured - a GOLD medal in Web Design for UCW Applied Computing BSc student Jack Kimmins, and a SILVER medal in Automotive Technology for Motor Vehicle

Apprentice (Carbase) Luke Merchant. The College continues to actively develop competition practice, hosting both the regional Hair and Beauty WorldSkills UK qualifiers, and as the national 'Competition Organising Partner' for Web Design overseen by the College's WorldSkills UK International Training Manager Jason Hill.

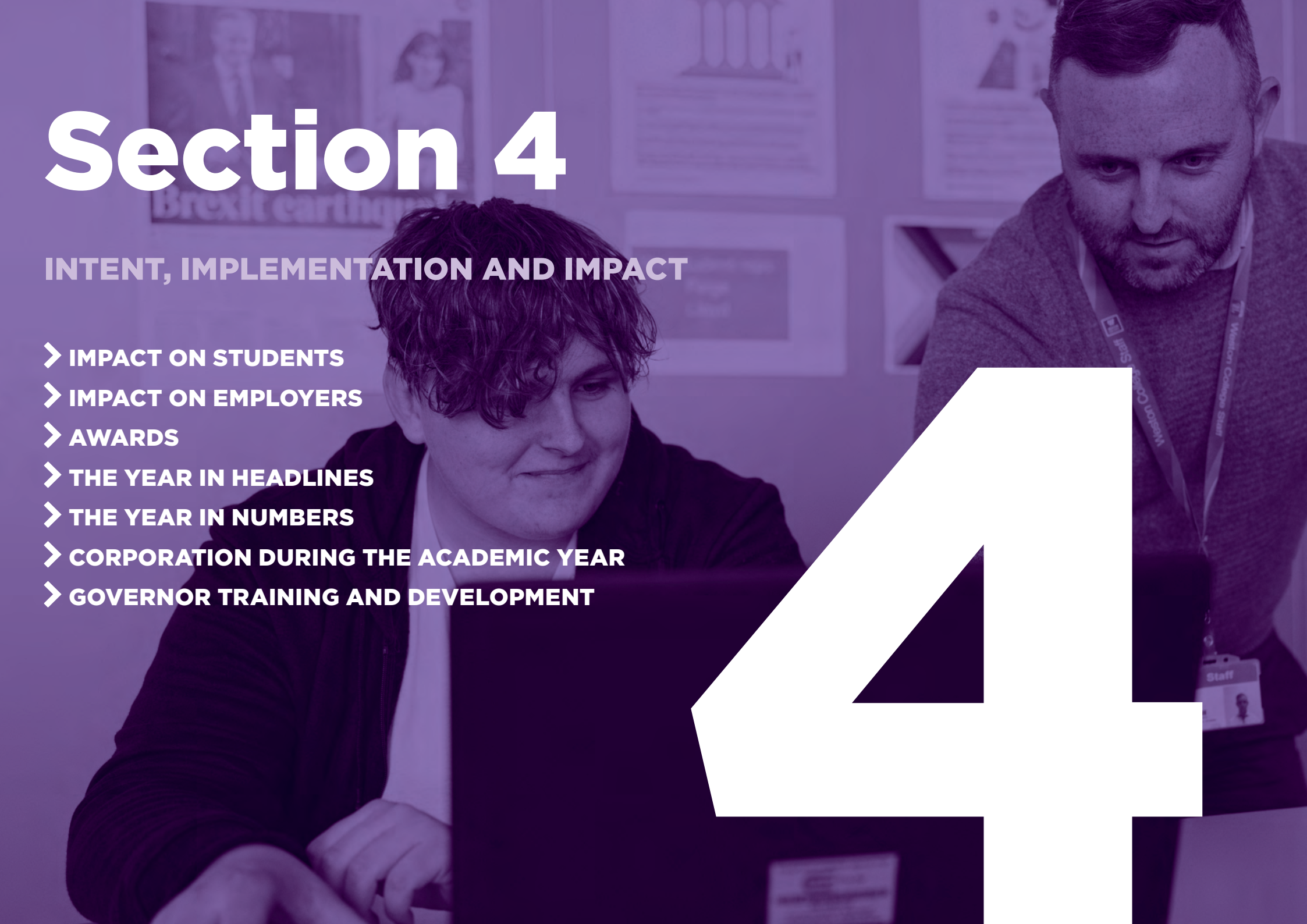


Section 4

INTENT, IMPLEMENTATION AND IMPACT

- **IMPACT ON STUDENTS**
- **IMPACT ON EMPLOYERS**
- **AWARDS**
- **THE YEAR IN HEADLINES**
- **THE YEAR IN NUMBERS**
- **CORPORATION DURING THE ACADEMIC YEAR**
- **GOVERNOR TRAINING AND DEVELOPMENT**

4



IMPACT ON STUDENTS

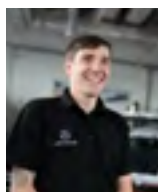


JACOB

After completing his course at Weston College, Jacob completed his Degree in Photography at UCW and further completed his Masters at The University of Gloucestershire.

After starting a pop-up studio in his hometown of Burnham-on-Sea and working as a Creative Director for a charity, Jacob is now focused on his successful freelance photography business.

Course studied: Level 3 Photography BTEC



ROB

Rob commented that completing the course with Weston opened opportunities he otherwise wouldn't have been offered, due to the close working relationships with companies. This was how he was able to begin networking with Mercedes-Benz and has now secured a career with them.

Course studied: Light Vehicle Maintenance and Repair, Level 3 Diploma



GEMMA

Gemma achieved A* French, an A in Law and a B in Politics and is currently in France studying French at University of London Institute in Paris.

Course studied: A Levels student



EMMANUEL

Emmanuel joined the British Army and after being deployed on numerous exercises, he began training with Team Bath, representing the British Army and his home country Ghana in the men's 73 kg Judo event at the 2012 Summer Olympics. Alongside this incredible feat, Emmanuel graduated from University Centre Weston.

“ Life is a journey; it is certainly not a sprint but a marathon. I remember trying to complete my degree at UCW while focusing on my athlete and army career. Thanks to the lovely support and scholarship from Weston I was able to realise my dreams. ”

Course studied: BA (Hons) in Business Management and Sustainability



JACK

Since completing his degree apprenticeship, Jack has taken up a role with Rolls-Royce Submarines, where he works as a mechanical engineer. An exciting role which he is enjoying, and comments that his apprenticeship has really helped prepare him for it.

Course studied: Nuclear Engineering Degree Apprenticeship



BETH

Beth says that completing ILM Leadership and Management Diploma course has allowed her to secure a senior role within her team and given her the skills and knowledge to run the project team confidently.

Course studied: ILM Leadership and Management Diploma

IMPACT ON EMPLOYERS

Partnership working is a key focus of the Weston College Group. We work with businesses and organisations across the region and beyond to provide the skills that employers need for their future workforce.

“ Weston College is an important partner for Visit Somerset, supporting businesses across Somerset and beyond. 2021/22 has been a challenging period for the visitor economy but the College has been visible and supportive, which is the exactly the spirit of our partnership – collaboration. In the past few years, we have successfully worked together to deliver projects including digital media and hosting events regarding the skills agenda, inclusivity and the importance of health and well-being. Going forward, we will collaborate to support businesses with the digital agenda. The value of this partnership is unrivalled, and the relationship is built on a foundation of partnership working and communication, with a shared agenda. ”

John Turner

*Chief Executive Office,
Visit Somerset*



“ We enjoy an excellent working relationship with Weston College. The pandemic has been a hugely challenging time for many businesses and it’s clear that the team are proactively supporting employers with options regarding both skills’ development and talent retention in a tightening labour market. NatWest are proactively engaging with future talent at Weston College through our Accelerator Hubs and Entrepreneurs. The Bank is a Careers Excellence Hub partner, supporting the future workforce, and our digital team are mentoring students in the Spacebar tech hub in Weston. We look forward to developing this rewarding relationship over the next 12 months, inspiring future talent, and helping businesses across the region invest in their people so they can embrace the opportunities the new economy is presenting. ”

Matt Hatcher

*Director,
Natwest Bank*



“ Weston College has been actively supporting businesses during a challenges time for employers. The College places a key focus on supporting SMEs, evidenced by its participation in the Workforce for the Future project funded by the West of England Combined Authority. Their online COVID-19 Recovery Hub provides clear guidance in one place, helpful for employers to understand the various government incentives available. We enjoy an excellent working relationship with the College, and we look forward to further collaboration in 2022 and beyond. ”

Sam Holliday

*Development Manager,
Federation of Small Businesses*



“ With many people being affected by the pandemic, Seetec Pluss continues to work with partners including Weston College to offer employment support to those seeking a new job or career. Weston College are a key partner for Seetec, a responsive training provider with excellent training facilities. The team understand partnership working and we look forward to further joint working in 2023 and beyond, ensuring many people across the region receive employability training and support, transitioning into careers with local employers. ”

Stewart Holdsworth

*Strategic Partnerships Director,
Seetec Pluss*

Seetec
PLUSS

“ Skills and recruitment continue to be a key issue for Lloyds business customers and Weston College offers courses and apprenticeships relevant for employers, providing industry standard training facilities. By working with the team at Weston College, we have successfully delivered business events and they make it easy to work in collaboration in addressing the South West skills gaps. ”

Chris Loach

*Area Director, Bristol & Bath,
Lloyds Bank*



LLOYDS BANK



IMPACT ON EMPLOYERS

“ Weston College is an important and valued member of the West of England Initiative at Business West. 2021/22 has presented many challenges, but the College have responded by being visible and supportive to businesses and stakeholders in the region. The College also continues to invest in high-quality training facilities supported by the West of England Institute of Technology. Through the Government agenda to align industry with skills provision, we look forward to working with Weston College to develop our Local Skills Improvement Plan, ensuring skills provision continues to meet the needs of regional employers. ”

James Durie

*Chief Executive,
Bristol Chamber & West of England Initiative,
Business West*



“ Weston College is an important and valued partner of Somerset Chamber of Commerce. 2021/22 has presented many challenges, but the College has responded by being visible and supportive to both the Chamber and our business membership throughout the pandemic. Skills and recruitment remain an important theme for our region to prosper in 2023 and beyond, and I’m confident that our excellent relationship with the College, which is built on a foundation of strong communication and a shared agenda, will continue to evolve for the benefit of the region. ”

Alistair Tudor

*Commercial Operations Manager,
Somerset Chamber of Commerce*



“ Wessex Water now have over 100 apprentices training with Weston College. Apprenticeships are an important part of our workforce development strategy and we have accessed a range of provision and trained construction civil engineers, to engineering maintenance and water process technicians, and we have maximised our apprenticeships levy to upskill managers. The College understands our business and vision for developing our staff, and through strong account management, we work collaboratively based on a spirit of partnership and collaboration. We look forward to developing our relationship with Weston College in 2023 and beyond. ”

Becca Thurston

*Early Careers Manager,
Wessex Water*



“ Weston College is a key local partner for Weston Chamber of Commerce, supporting businesses in the town to access skills advice and training programmes. We have joined forces on various initiatives during the pandemic through a spirit of communication and collaboration. The College is working with the Chamber to support a new vision for Weston through the Weston Place Agency, ensuring our local businesses thrive following the pandemic. ”

Sue Shillabeer

*President,
Weston Chamber of Commerce*



“ As a large regional employer offering a wide range of exciting career opportunities it is fantastic to collaborate with Weston College across a number of initiatives. Weston College delivers excellent training solutions for local businesses using innovative and leading-edge facilities, with strong community outreach and skills programmes. We look forward to continuing to developing our partnership further in the future. ”

Dave Lees

*CEO,
Bristol Airport*



AWARDS

In 21/22 the College was recognised regionally and nationally for both its leadership and its impact with students and apprentices.

It was a stellar year for Sir Paul Phillips who collected Principal of the Year from the National Centre for Diversity Annual Awards (UK FREDIE) and over the summer was awarded a Knighthood. The Knighthood was made by Her Majesty the Queen in this year's Jubilee birthday honours list in recognition of his services to education and in particular his leadership

commitment to key national educational agendas such as mental health, higher technical education and inclusive practice for which he has shown a lifelong commitment, sharing best practice as the National People Lead, for one of three Department for Education National SEND Centres for Excellence in the UK - a status awarded to the College in 2019.



Winner of international award **(GOLD for Strategic Leadership)** at the World Federation of Colleges and Polytechnics Global Awards of Excellence



Winner of the AAC Awards for Engineering and Manufacturing Apprenticeship Provider of the Year



Winner of the Bristol and Bath Apprenticeship Training Provider of the Year



Winner of the Apprenticeships Campaign of the Year for FE Week and AELP AAC Apprenticeship Award Promoting



AoC Beacon Award winner of the Jisc Award for Effective Use of Digital Technology in Further Education



AoC Beacon Award winner of the Careers and Enterprise Company for Innovation in Careers and Enterprise Award.



AoC Beacon Award finalist of the Edge Award for Excellence in Real World Learning



Outstanding Contribution to Student Services award from National Association for Managers of Student Services (NAMSS) Awards - for our Welfare and Pastoral Support Services Manager, Mandy Lee



The first education institution to have achieved the Association Accredited Learning (AAL) People, Culture and Wellbeing Quality Mark.



The first College in the UK to be awarded the Carnegie Centre of Excellence for Mental Health in Schools 'Further Education Mental Health Award' - Gold Status



The hospitality and catering department were **awarded** the Outstanding Industry Partnerships award at the Professional Association of Catering Education (PACE) awards.

CREATING
BRIGHTER
FUTURES

Knightsstone Campus



THIS YEAR IN HEADLINES



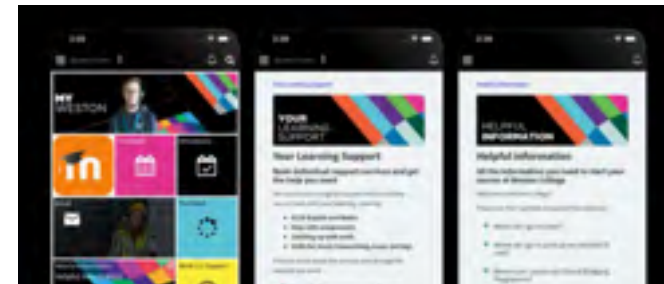
A QUEEN'S GREEN CANOPY TREE

We were delighted to receive a special tree from The Queen's Green Canopy (QGC) "Tree of Trees" which stood tall as a message of hope, regeneration and optimism to the nation and the world as part of the Platinum Jubilee weekend celebrations.



WESTON COLLEGE TRAIN CHINESE TEACHERS

Engineering faculty supporting the team at Jingjiang School, with the development of a range of specific skills and capabilities in manufacturing and the assembling of metallic and composite aircraft structures, e.g., aircraft fuselage, wings, and empennage.



NEW STUDENT APP LAUNCHED

"MyWeston" is an integrated app and portal for Weston College learners which personalises communications and consolidates access to all college systems - Basically, everything students need, all in one place!



CILEX RESULTS EXCEED NATIONAL COMPARATORS AGAIN

At Level three 91% of exam results at Weston College were passes or above relative to 67% nationally for the same units. At level six 84% of exam results at Weston College were passes or above relative to 63% nationally for the same units!



A TOAST TO T LEVELS

Weston College celebrated the success of the first ever Digital T Level cohort with a 100% pass rate, including some highly impressive results, with Distinctions and Distinction *'s, with one learner receiving a scholarship for his university course on the back of such fantastic grades.



INCREDIBLE RESULTS FOR A LEVELS

A 96% pass rate was achieved; across the twenty-one different subjects delivered. The highest grades were achieved by 66% of learners.



INSTITUTE OF TECHNOLOGY ANNOUNCES EXPANSION PLANS TO SUPPORT BRISTOL CITY REGION

With Bristol being one of the largest hubs for digital and professional services industries outside of London, the new centre, named as the Bristol Training Institute, will offer courses tailored to the specific needs of employers in the city region.



PRINCIPAL AWARDED A KNIGHTHOOD

Sir Paul Phillips was recognised for his services to education and in particular his leadership commitment to key national educational agendas such as mental health, higher technical education and inclusive practice for which he has shown a lifelong commitment.



ESPORTS TEAM REACH SEMI-FINAL FOR BRITISH ESPORTS CHAMPIONSHIP

The learners achieved a win in all their games in the lead up to Winter split. Because of their placement and results, the team was placed in Division 1.



WESTON COLLEGE DELIVERS SUSTAINABILITY AND SOCIAL ACTION BUSINESS BREAKFAST

The event reflected on actions being taken by the College, in response to the Government asking the education sector to bridge the skills gaps in order to progress the key national sustainability and social action agendas.



COLLEGE GETS WORLD CLASS SKILLS BOOST

Weston College is one 12 leading institutions (colleges and Independent Training Providers) to have been selected to join the skills revolution by becoming part of WorldSkills UK's Centre of Excellence.



COLLEGE RETAINS CENTRE FOR EXCELLENCE IN SEND

Weston College has been successful in continuing to lead the sector for the next three years in partnership with the Education Training Foundation, as a delivery partner on behalf of the Department for Education's Universal SEND services.

THE YEAR IN NUMBERS

Finance

Income

£33,097,000

Funding Body Grants

£9,125,000

Tuition fees & contracts

£6,660,000

Other Grants and contracts

£20,629,000

Other Income

£3,000

Investment Income

£69,514,000

Total Income

Surplus

£218,000

Surplus before other gains and losses

£3,075,000

Surplus before pension adjustments (ESFA Specific)

Expenditure

£43,488,000

Staff Costs

£92,000

Restructuring Costs

£22,107,000

Other operating expenses

£2,853,000

Depreciation

£756,000

Interest & other finance costs

£69,296,000

Total Expenditure

Demographics

Students by Gender

49.4%

Male

50.6%

Female

Students by Age

46.3%

Under 21

21.1%

21-30

32.6%

Over 30

ADULTS

More than 6,507 people aged 19 or over are enrolled at the College; 1,360 on an apprenticeship and 1,077 studying higher education courses at University Centre Weston.

All numbers presented subject to external audit inspection.

Number of enrolments (UCW)

686
Full-time

391
Part-time

Number of enrolments

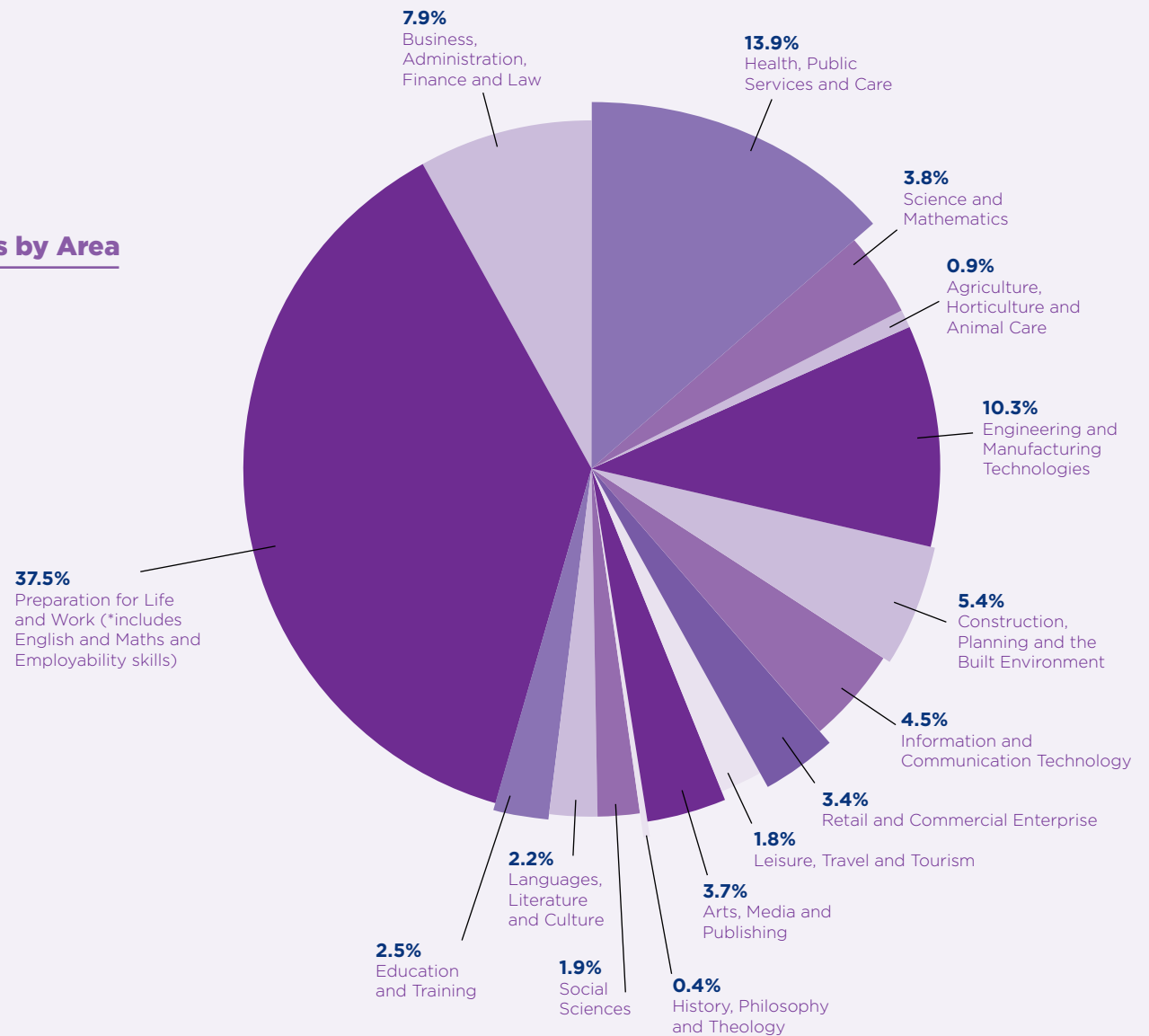
73
Under 16

9,043
16 to 18

16,517
19 and over

25,633
Total

Enrolments by Area



CORPORATION DURING THE ACADEMIC YEAR 2020/21

Governor	Role	Background
Sir Paul Phillips	Principal and Chief Executive	Education, Business and Finance including NLFE
Andrew Leighton-Price	Chair of Corporation, Chair of Remuneration Committee, Chair of PEF, Contracts and Commercial and Subsidiary Boards	Audit and Finance
Jo Midgley	Vice Chair of Corporation Chair of CQC Governance Committee Chair of Curriculum Committee	Higher Education
Ian Porter	Lead Governor for Health and Safety and Sustainability	Industry
Grahame Paine	Lead Governor for Safeguarding	Finance
Paul Ashbee	Link Governor Industry	Industry
Gemma Day	Link Governor for Student Governors	Commercial and HR
Ann Driver	Governor	Education and Governance

Governor	Role	Background
John Turner	Governor	Business
Alex Nestor	Governor	HR and Commercial
Mark Canniford	Chair of Audit Committee	Commercial
Jacqui Mills	Governor	Public Relations
Fiona Waters	Staff Governor (non-academic), Chair of Search Committee	Education
Maxine Park	Staff Governor (Academic)	Education
John Penrose	Corporation Associate	Education
George Reah	Associate Governor	Industry
David Jacobs	External Advisor Audit Committee	Audit

**EDUCATION & TRAINING
FOUNDATION**

GOVERNANCE DEVELOPMENT PROGRAMME



GUIDE TO THE ETF GOVERNANCE DEVELOPMENT PROGRAMME

GOVERNOR TRAINING AND DEVELOPMENT

In preparation for the government's new accountability reforms, the College has been developing its own bespoke Introduction to FE Governance CPD course, having this year been piloted by the Clerk and Vice Clerk to the Corporation – designed to increase understanding of effective governance and collective accountability

This is part of the College's ongoing governor training and development offer, where governors will also have access to all existing College CPD that is currently made available to all College staff, as well as being offered a suite of governance modules within the Education and Training Foundation's Governance Development Programme commissioned by the Association of Colleges (AoC).

For more information click [HERE](#)

INTERESTED IN BECOMING A GOVERNOR?

If you are passionate about education and would like to know more about being a College governor, please visit the governing body webpage [HERE](#) or email the Clerk to the Corporation Jill Clarkson jill.clarkson@weston.ac.uk.

We are always looking for dedicated people from all walks of life that can bring a variety of skills and experience to the role, and who have the qualities to support the College in its goal to become 'outstanding'. Attributes may include:

- An understanding of, and interest in, education
- The ability to work as a member of a team
- Ability to think forward and to be pro-active
- Specific expertise, e.g. financial or audit knowledge

All new governors receive a comprehensive and welcoming induction and are supported in the first instance with their application through their contact with the Search Committee, who offer an inclusive and fair, open recruitment policy. All governors are expected to adhere to the 7 Principles of The Seven Principles of Public Life (also known as the Nolan Principles) [CLICK HERE](#) for more information.

CONTACT US

01934 411 411

www.weston.ac.uk

enquiries@weston.ac.uk

Knightstone Campus

Knightstone Road, Weston-super-Mare,
BS23 2AL

Loxton Campus

Loxton Road, Weston-super-Mare,
BS23 4QU

South West Skills Campus

Locking Road, Weston-super-Mare,
BS22 8NL

Construction Training Centre

Locking Head Drove, Weston-super-Mare,
BS24 7NA

Winter Gardens

South Parade, Weston-super-Mare,
BS23 1AJ



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