



# ACCOUNTABILITY STATEMENT

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2023/24



ROYAL LEAMINGTON SPA  
COLLEGE



RUGBY  
COLLEGE



WARWICK TRIDENT  
COLLEGE



MORETON MORRELL  
COLLEGE



PERSHORE  
COLLEGE



EVESHAM  
NEW COLLEGE

Warwickshire College Group (WCG), Warwickshire College University Centre (WCUC), Royal Leamington Spa College, Warwick Trident College, Moreton Morrell College, Rugby College, Pershore College, Evesham New College and Link Nurseries are trading names of Warwickshire College, an independent education corporation and exempt charity.

## Section 1: Purpose

### **WCG's Mission Statement**

*"Raising aspiration and realising potential through excellence in learning and development".*

### **1.1 OVERVIEW**

WCG is a large further education college with a circa £50m annual turnover operating across Warwickshire and Worcestershire. It incorporates 6 colleges in Royal Leamington Spa, Warwick, Rugby and Moreton Morrell in Warwickshire and Pershore and Evesham in Worcestershire.

Students come here to study a wide range of vocational and academic subjects. We are a truly international college, with links with countries across the world and students who have travelled from five continents to learn here. We are the first college group in the UK to be granted Bachelor Degree Awarding Powers alongside Foundation degree awarding powers by the Office for Students - meaning the academic quality and standards of our degrees are equal to any university.

#### **We have:**

- Approximately 13,000 students
- 1,300 staff
- More than 500 courses across 28 different subject areas
- Strong links with employers - we train over 2000 apprentices every year in subjects including engineering, construction, land-based, health, digital and ICT
- A 90% pass rate for all courses at all levels
- Excellent provision for students with learning difficulties and disabilities - this affects 20% of our students
- Around 1000 students studying a higher education course
- Up to 100 international students each year
- The largest number of 16-18-year-old students enrolled in Coventry and Warwickshire
- Bachelor Degree Awarding Powers from the Office of Students

WCG was awarded The Queen's Anniversary Prize 2020-2022 for Higher and Further Education in recognition of its work with employers in the engineering sector.

Originally known as Mid-Warwickshire College in Leamington Spa, our College Group was formed through a series of mergers with other local colleges that were in difficulty. The first merger was with Warwickshire College of Agriculture in Moreton Morrell in 1996 and the most recent with South Worcestershire College in 2016, bringing Evesham New College into the Group. Through robust planning and processes for integration, we successfully merged to become a group of 6 colleges across Warwickshire and Worcestershire with no financial support from the Government. A key organisational value is to retain provision in accessible locations that has economic impact to the local area and to the region.

## 1.2 OUR MISSION AND VALUES

WCG's Mission Statement was introduced in 2017 through comprehensive consultation with internal and external stakeholders. The mission statement defines the fundamental purpose of WCG, which is:

*"Raising aspiration and realising potential through excellence in learning and development"*

WCG's values underpin the mission statement and summarise organisational behaviours.

1. Put the student first - WCG aims to put students at the heart of the organisation and central in decision-making
2. Deliver the highest quality - WCG strives for excellence in all areas of activity and for a positive experience for all customers
3. Act with fairness, openness and respect - WCG treats all individuals with respect, celebrates diversity and operates an open culture
4. Challenge and innovate - WCG seeks to challenge practice as part of continuous improvement and to innovate

### **CASE STUDY:**

#### **Catering Students Organise Coronation Big Lunches**

Level 1 and 2 Professional Cookery students designed and hosted Coronation Big Lunches at Royal Leamington Spa, Rugby and Pershore Colleges for local community groups. As well as designing the menu and preparing the food on the day, students also performed front of house duties and



decorated the college restaurants with a Coronation theme. It was a great opportunity for students to show off their culinary skills learned at college and to gain experience in catering for an event.

### 1.3 CORPORATE PLAN PRIORITIES

WCG's Corporate Plan 2023-2028 - Delivering Successful Futures II - sets out our strategic direction for the period through 6 Corporate Priorities. The Corporate Priorities intend to deliver growth, inclusivity, excellence, engagement and collaboration. They are measured through annual success indicators and underpinned by aims that meet the achievement of each priority.

The six priorities are:

**Student Success** - to deliver a dynamic and responsive curriculum designed to maximise student outcomes and economic impact

**Economic Success** - to contribute to the local, regional and national economy through supplying and training the workforce

**Financial Success** - to build financial resilience and sustainability

**People Success** - to attract, retain and develop high performing, well-motivated individuals, committed to our mission and our values

**Quality Success** - to be an exceptional provider of education and training delivering excellence in all activities

**Social Success** - to ensure the Colleges are at the heart of their communities and play an active role in achieving equality in society

### 1.4 RESPONDING TO LOCAL NEEDS

WCG prides itself on working in partnership with employers locally, regionally and nationally across the full range of our subject areas, delivering apprenticeships, tailored workforce development and an extensive professional course programme. This approach, alongside continuous curriculum review ensures that our programmes and facilities match what is needed in our local and regional economy.

We work with over 1,000 employers in sectors reflecting the make-up of our local communities and national footprint including:

- Engineering and manufacturing including electric vehicle training
- ICT, Digital and Cyber including games design and esports
- Land-based including agriculture, horticulture, equine and animal care
- Health and Social Care including partnerships with the NHS
- Construction including groundworks and rail

#### CASE STUDY: New Electric Vehicle Training Facility at Warwick Trident College

With funding from the Strategic Development Fund, WCG has created a new Electric Vehicle training facility to respond to local needs from the automotive sector. Pictured are a group of staff from Warwickshire County Council who became the first cohort to complete the Level 3 Electric/Hybrid Vehicle Systems Repair and Replacement course. This week-long programme is designed to upskill adults in work and covers health and safety, hazards, working with high voltage components and provides an overview of working with technology associated with electric vehicles.



## Section 2: Context and Place

### 2.1 LOCATION

Operating across the neighbouring counties of Warwickshire and Worcestershire, WCG incorporates 6 colleges in Royal Leamington Spa, Warwick, Rugby and Moreton Morrell in Warwickshire and Pershore and Evesham in Worcestershire. The counties share many similarities including a combination of urban and rural areas, resulting in economies driven by a multitude of sectors that WCG strives to support. They both enjoy vibrant rural economies which WCG is able to serve through Warwickshire's only land-based college at Moreton Morrell and a centre of excellence for sustainable horticulture at Pershore College in Worcestershire. Likewise, advanced manufacturing and engineering are priorities for both areas with Warwick Trident College providing specialist facilities for manufacturing, engineering and motor vehicle and growing provision in engineering and construction at Evesham College.

As a College Group we always seek to serve our local communities, contributing to economic growth through the provision of skills, training and development that aligns to strategic priorities and local employer needs.

#### 2.1.1 A FOCUS ON WARWICKSHIRE

Warwickshire has a population of around 583,786 (2020), covers an area of 1,975 km<sup>2</sup> and includes the five districts of Nuneaton and Bedworth, North Warwickshire, Rugby, Warwick and Stratford-on-Avon. It is a relatively affluent area, although there are marked differences between the north and south of the county in terms of population density and employment rates. Around a third of the county is classed as rural in nature.

The Warwickshire economy is driven by key sectors of manufacturing, wholesale and retails, property and construction. The GVA for all industries in Warwickshire in 2019 was £19,823 million.

Warwickshire's GVA per head of population is higher than both the regional and national equivalent, £4,063 higher than the England figure and £9,959 higher than the West Midlands GVA in 2019.

#### 2.1.2 A FOCUS ON WORCESTERSHIRE

Worcestershire has a population of just over 552,000, covers an area of 1,741 km<sup>2</sup> and includes the six districts of Bromsgrove, Malvern Hills, Redditch, Worcester City, Wychavon and Wyre Forest. Its largest settlement is the cathedral city of Worcester and other significant towns include Kidderminster and Redditch. The north-east of the county is also part of the industrial West Midlands whereas the rest of Worcestershire could be described as mainly rural.

There are just under 30,000 businesses in Worcestershire, of which 90% are micro businesses. The two top sectors by business base are Professional, Scientific and Technical (includes advanced manufacturing) and Business Administration and Support Services. Tourism is an important driver of the local economy in Worcestershire with the direct value of tourism found to be £638m and over 6% of employees working in the sector.

### 2.1.3 KEY DATA

	Warwickshire	Worcestershire	England
<b>Population</b>	583,786	552,292	-
<b>Claimant count</b>	2.8%	2.9%	-
<b>No. of businesses</b>	27,695	29,210	-
<b>Unemployment rate</b>	2.4%	3.5%	4.1%
<b>% of children in low income families</b>	12%	14.2%	19%
<b>% of population with NVQ4 or above</b>	42.9%	43.2%	43.5%
<b>% NEETs</b>	Male 5.2% Female 3.5%	5.9%	6.3% 4.6%
<b>% 16-18 year olds gaining English and Maths grade 5 or above</b>	49%	48.7%	43.4%

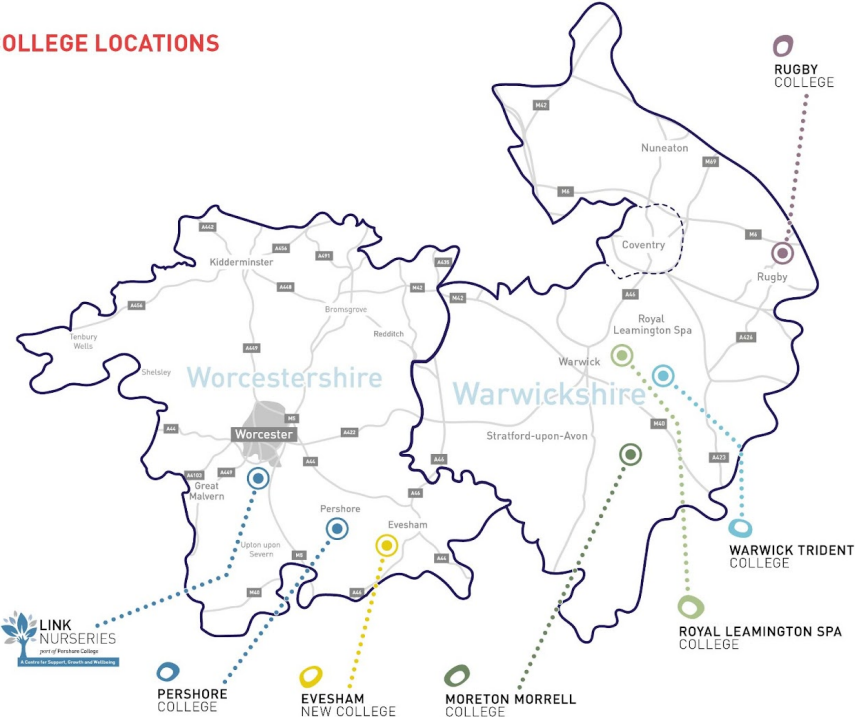
#### CASE STUDY:

##### T Levels in Health – NEW for 2023/24

In September 2023 WCG will launch the T Level Health programme at Royal Leamington Spa, Rugby and Pershore colleges. All three programmes will be supported by new facilities designed to give students realistic, practical spaces to learn in as they progress through the course. At each college rooms have been refurbished and equipped with a variety of industry standard equipment to create mock hospital and care rooms. From hospital beds to nursing skills manikins and patient hoists, these facilities will provide an excellent learning resource for our students studying T Levels.



## 2.2 OUR COLLEGES

<p><b>Moreton Morrell College</b> A specialist land-based college in Warwickshire with subjects including:</p> <ul style="list-style-type: none"> <li>• Agriculture, Animal Welfare and Floristry</li> <li>• Equine and Farriery</li> <li>• Brickwork and Carpentry</li> <li>• Land Based Engineering</li> <li>• Sport</li> <li>• Supported Learning</li> </ul>	<p style="text-align: center;"><b>WCG COLLEGE LOCATIONS</b></p> 	<p><b>Rugby College</b> A General FE college covering:</p> <ul style="list-style-type: none"> <li>• Engineering</li> <li>• Construction</li> <li>• Health and Social Care</li> <li>• Public Services and Sport</li> <li>• Hair and Beauty</li> <li>• Hospitality and Catering</li> <li>• Visual / Performing Arts</li> <li>• Business and Computing</li> <li>• Supported Learning</li> <li>• Reengagement</li> </ul>
<p><b>Pershore College</b> A specialist land-based college in Worcestershire with subjects including:</p> <ul style="list-style-type: none"> <li>• Horticulture</li> <li>• Animal Welfare</li> <li>• Sport</li> <li>• Land Based Engineering</li> <li>• Health and Social Care</li> <li>• Supported Learning</li> <li>• Reengagement</li> </ul>		<p><b>Royal Leamington Spa College</b> A General FE college covering:</p> <ul style="list-style-type: none"> <li>• Health and Social Care</li> <li>• Early Years</li> <li>• Hair and Beauty</li> <li>• Art and Design</li> <li>• Plumbing and Electrical</li> <li>• Computing</li> <li>• Business</li> <li>• Supported Learning</li> <li>• Reengagement</li> <li>• A Levels</li> </ul>
<p><b>Evesham New College</b> Focused on technical subjects including:</p> <ul style="list-style-type: none"> <li>• Engineering</li> <li>• Motor Vehicle</li> <li>• Plumbing and Carpentry</li> <li>• Graphic Design and Esports</li> <li>• Hair, Beauty and Barbering</li> </ul>		<p><b>Warwick Trident College</b> A specialist engineering college with extensive workshops and equipment for:</p> <ul style="list-style-type: none"> <li>• Engineering</li> <li>• Motor Vehicle</li> <li>• Electric Vehicles</li> </ul>

## 2.3 LOCAL CONTEXT

Geographically, all of our Colleges are within the wider West Midlands region but local political boundaries are complicated.

For Warwickshire, Warwickshire County Council is the Local Authority with Rugby Borough Council (Rugby College), Warwick District Council (Royal Leamington Spa and Warwick Trident Colleges), Stratford-on-Avon District Council (Moreton Morrell College) the relevant LAs at local level.

Warwickshire is a part of the Coventry and Warwickshire LEP area, an organisation now closed in line with changing Government Policy and the now established role of the West Midlands Combined Authority. West Midlands Combined Authority includes the three areas formerly making up the three LEP areas of Greater Birmingham and Solihull, Black Country and Coventry, minus Warwickshire.

Coventry City Council is a full constituent member of the West Midlands Combined Authority whereas Warwickshire County Council are a non-constituent member so outside of the scope of any devolved funding arrangements.

Due to this complicated geography, Warwickshire sits with the West Midlands for the development of the Local Skills Improvement Plan. The West Midlands and Warwickshire LSIP is being developed by Coventry and Warwickshire Chamber of Commerce as the designated Employer Representative Body (ERB) to maximise the opportunities arising from the landmark devolution deal granted to WMCA, whilst being mindful that funding Warwickshire's recommendations may not be so straightforward.

The West Midlands and Warwickshire LSIP currently (as at 31st March 2023) has the following draft priorities, cross cutting themes and priority growth clusters:

### **Broad, draft priorities:**

- Strategic leadership
- 'Essential Skills' and practical experience
- Recruiting into education
- Identifying the right providers
- Identifying the right means of delivery

### **Cross-cutting themes:**

- Digital
- 'Green' skills / transition to Net Zero
- Leadership and Management capabilities

### **Priority growth clusters:**

- Manufacturing of electric light vehicles and associated battery storage devices and Aerospace (including manufacturing alternative fuel)
- Logistics and distribution
- Health tech and med tech
- Professional and financial services and supply chain
- Modern and low carbon utility and manufacturing of future housing

For Worcestershire, Worcestershire County Council and Wychavon District Council are the relevant Local Authorities covering Evesham and Pershore. Worcestershire LEP area is still firmly in operation. Herefordshire and Worcestershire Chamber of Commerce are leading the development of the Worcestershire Local Skills Improvement Plan.



The Worcestershire LSIP seems to be maintaining close links with previous, comprehensive skills planning, existing successful delivery structures and LEP priority growth clusters. Early recommendations from the work are more focussed on meeting employer demand across 3 types of skills - Foundational, Flexible and Common skills plus workplace behaviours, rather than being prescriptive about courses or occupations at this stage.

### **CASE STUDY:**

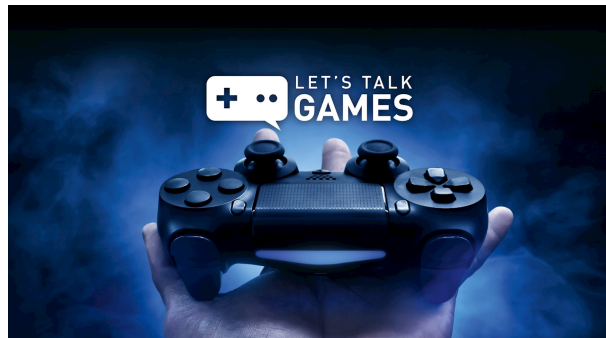
#### **Let's Talk Games**

Let's Talk Games is a flagship event that Warwickshire College and University Centre (WCUC) hosts in Leamington Spa, a nationally recognised hotbed of games development, from small 'indie' teams up to international studios working on highly anticipated blockbuster games.

WCUC invites talks by games industry experts that have covered a wide range of

subjects, such as the history of game development in Leamington, specialist skills and techniques in animation, 3D modelling and concept art, and also crucial help and advice on how to get that first job in the competitive world of games development.

This year, representatives from a wide range of studios attended, including Ubisoft Leamington, Playground Games, Sumo Digital, plus many more. Matt Western MP opened the event and WCG CEO Angela Joyce chaired an all-female panel of industry experts who also happened to be WCUC alumni.



## Section 3: Approach to Developing the Annual Accountability Statement

WCG is continuously reviewing its provision to ensure that it is fit-for-purpose both in terms of specific content but also to meet the needs of the relevant local, regional and national economies.

This year WCG launched the new Corporate Plan for the period 2023-28 - Delivering Successful Futures Part II. As a result, much of the process for developing the Accountability Statement was already contained within the development and approval process for the new Plan.

This Accountability Statement for 2023/24 represents a summary of our current provision, recognising its strengths in serving the needs of priority sectors and local economies, and key targets we have set in specific areas of curriculum delivery. These all link back to our Six Corporate Plan Priorities and the targets contained within.

In developing the Corporate Plan, and agreeing this Annual Accountability Statement, we have undertaken the following:

### Internal Consultation

- Annual curriculum planning process
- Curriculum reviews for suitability and viability
- SLT / CLT consultation
- WCG Board of Governors
- Staff engagement through meetings and presentations in all Colleges, with opportunities for feedback

### External Consultation

- Newly introduced Stakeholder Boards for Warwickshire and Worcestershire - meeting termly to feed into college strategy at a geographical level
- Employer Forums - meeting regularly to allow employer partners an opportunity to feed in their specific skills needs and gaps
- Employer engagement - our Business Development and Industry Partnership team collect ongoing feedback from employers at every meeting and via specific events
- FE college partnerships in Warwickshire (with West Midlands) and Worcestershire
  - Strategic Development Fund projects in Worcestershire and West Midlands Warwickshire - resulting in new facilities in engineering, construction and health
  - Coventry and Warwickshire Adult Learning - a collaborative approach to adult learning provision
  - Colleges Worcestershire - an SDF funded partnership focusing on the needs of the domiciliary care sector in Worcestershire
- Stakeholder engagement - for example Coventry and Warwickshire Integrated Care Board co-creating a strategy to engage the NHS Trusts in T Levels

**CASE STUDY:  
T Level Engineering -  
insight into industry**

T Level engineering students from Rugby College and Warwick Trident College visited Lisi Aerospace's factory for an exclusive insight.

Students received a presentation, full factory tour, process development insight including an in-depth talk

about in-house development of electronics, MMS system and databases, as well as a review of Lisi's Smart Factory project and a Q&A. Simon Smithers, Head of Engineering at WCG, said:

*"Working with industry is very important to us. It exposes the students to the latest technologies and working practices that industry has to offer. Manufacturing components as efficiently as possible, ensuring that all components are accurate to a few microns, is a skill that needs to be truly admired. Lisi Aerospace are one of our local companies in Rugby and we are so grateful that they have opened their doors recently to show our students what the world of industry has to offer."*

Lisi Aerospace, based in Rugby, offers industry placements for successful students looking to enter the engineering industry.



## Section 4: Contribution to National, Regional and Local Priorities

### 4.1 CONTRIBUTING TO NATIONAL AND REGIONAL PRIORITIES

As a group of colleges, WCG seeks to meet national and regional skills provision through excellent, adaptive and responsive provision, co-developed with employers. Our Six Corporate Priorities enable us to structure this work and measure our success through a set of Key Performance Indicators that are renewed for each academic year.

In response to demand and in consultation with employers, WCG focuses on the following areas linked to identified priorities:

#### National Skills Priorities:

- Engineering
- Manufacturing
- Construction
- Digital and Technology
- Health and Social Care

#### Priority Growth Sectors (Regional):

- Engineering and Manufacturing
- Manufacturing of electric light vehicles and associated battery storage devices
- Land-based including Agri-Tech
- Construction
- Professional and financial services
- ICT and Digital

#### Local Skills Improvement Plans (Regional):

- Transition to Net Zero
- Digitisation and use of new technologies
- Leadership and Management skills
- Essential Skills provision
- Sector specific skills aligned to the above national and regional priority growth sectors

## **CASE STUDY:**

### **HRH Princess Royal visits Pershore College Agri-Tech Research Centre**


The Princess Royal visited the college and spoke with staff, students, apprentices, employers and local dignitaries at the Warwickshire College and University Centre (WCUC) Agri-Tech Research Centre.

The Agri-Tech Research Centre at Pershore College combines state-of-the-art equipment, laboratory, teaching facilities and a STEM Centre. The combination of facilities and industry expertise enables us to increase our course provision, engage with young people from schools and colleges across Worcestershire and provide support for businesses in the Agri-Tech sector.

- Research / teaching laboratory specialising in development of plant diagnostic technologies to support integrated disease management systems.
- Indoor vertical farm utilising LED lighting to facilitate improved growth and yield.
- A 3D protected system applying the latest in hydroponic science and technology to investigate improved yield of horticultural crops.



The table below outlines how our Corporate Priorities translate to supporting national and regional priorities.

Strategic Priority	Contribution to National, Regional or Local Priority Area
 <p><b>Priority 1</b> – <b>Student Success</b></p> <p><b>To deliver a dynamic and responsive curriculum designed to maximise student outcomes and economic impact</b></p>	<p><b>1. Engineering and Manufacturing</b></p> <ul style="list-style-type: none"> <li>- Specialist engineering facilities at Warwick Trident, Rugby and Evesham Colleges</li> <li>- Engineering provision from L2 to L6 including full time FE and apprenticeships</li> <li>- T Level Engineering - Manufacturing, Design and Development from 2022/23 - most closely aligns to local employer needs</li> <li>-</li> </ul> <p>Recent curriculum changes in Engineering and Manufacturing</p> <ul style="list-style-type: none"> <li>- New Electric Vehicle and Battery Technology workshop at Warwick Trident College reflecting demand from automotive sector</li> <li>- New Simulation Rail Track facility at Moreton Morrell College - responding to skills needs from HS2 in the Midlands</li> </ul> <p>Future Plans</p> <ul style="list-style-type: none"> <li>- Increased electric vehicle and battery technology provision to respond to local demand</li> <li>- Increase number of Engineering apprenticeships to pre-Covid levels</li> <li>- Use Degree Awarding Powers to provide degree apprenticeships in two engineering disciplines (manufacturing and electrical) in response to local and regional demand</li> </ul> <p><b>Target: Deliver additional courses with employers using new facilities in electric vehicle and battery technology</b></p> <p><b>2. Construction</b></p> <ul style="list-style-type: none"> <li>- Construction provision at Royal Leamington Spa, Moreton Morrell, Rugby and Evesham Colleges at Levels 2 and 3</li> <li>- T Level Design, Surveying and Planning for Construction at Royal Leamington Spa and Rugby Colleges - responding to increased demand from significant new housing and industrial developments across Warwickshire</li> </ul> <p>Recent curriculum changes in Construction</p> <ul style="list-style-type: none"> <li>- Groundworks facility at Moreton Morrell College</li> <li>- Scaffolding and Mobile Tower Access Operations facility at Moreton Morrell College</li> </ul> <p><b>Target: Deliver additional courses with employers using new facilities in groundworks, scaffolding and mobile tower access operations</b></p>

### 3. Health and Social Care

- Health and Social Care provision at Royal Leamington Spa, Rugby and Pershore Colleges at Levels 2 and 3
- New mock hospital rooms at the 3 colleges to support the delivery of the T Level in Health
- New mock domiciliary care suites at the 3 colleges to support the delivery of skills training to adults seeking to enter the care sector or undertake CPD - responding to employer demand across Warwickshire and Worcestershire

Recent curriculum developments in health and social care:

- The Coventry and Warwickshire Integrated Care Board (ICB) have asked WCG to take over the running of their level 2 apprenticeship in Adult Care Worker

**Target: Launch T Levels in Health and Education and Early Years**


### 4. ICT, Digital and Games Technology

- Provision at Royal Leamington Spa and Rugby Colleges including T Level Digital Support Services, plus digital design and e-games at Evesham College
- New T Level Digital classrooms at Rugby College
- Provision at Royal Leamington Spa College from Level 2 to level 6 supporting the games industry in Leamington Spa
- Specialist provision in Games Art and Animation with strong industry links
- Growing ESport provision at Royal Leamington Spa and Evesham Colleges

Recent curriculum developments in ICT, digital and games technology

- HTQ in Digital Support Services (Network Engineer standard) as part of the College's Foundation Degree in Computer Networks and Cyber Security

**Target: Approve for development HE provision in ESports to support progression from Level 3**

	<p><b>5. Land Based Sector</b></p> <ul style="list-style-type: none"> <li>- Moreton Morrell College is a specialist land-based college with programmes in agriculture, equine, animal care and land-based engineering</li> <li>- Pershore College is a specialist land-based college with a focus on horticulture, agri-tech and animal care</li> <li>- New degree programme from WCUC - BSc (Hons) Sustainable Horticulture Technology - responding to local priorities in Worcestershire as horticultural businesses adapt to new technologies available for innovation</li> </ul> <p><b>Target: Growth of land-based apprenticeships particularly in animal care, horticulture and land-based engineering</b></p> <p><b>6. Leadership and Management</b></p> <ul style="list-style-type: none"> <li>- Leadership and Management is emerging as a priority in both the West Midlands and Warwickshire and Worcestershire LSIPs - modular or micro credential courses, plus Skills Bootcamp models as potential solutions</li> </ul> <p><b>Target: Develop leadership and management training in response to LSIPs priorities</b></p>
 <p><b>Priority 2 – Economic Success</b></p> <p><b>To contribute to the local, regional and national economies through supplying and training the workforce</b></p>	<ul style="list-style-type: none"> <li>- Establish collaborative Health and Social Care Skills Strategy with C&amp;W ICB and local Colleges in 2023/24, supporting NHS and related organisations with future workforce planning through skills</li> <li>- Collaborative proposal with West Midlands and Warwickshire colleges for LSIF</li> <li>- Collaborative proposal with Worcestershire colleges for LSIF</li> <li>- Targeted Employer Engagement Programmes to increase the numbers of employers with apprentices or placement students</li> <li>- Continue to work in collaboration with the other 3 colleges in C&amp;W as CWAL to support adult skills.</li> </ul>





**Priority 3  
– Financial Success**

**To build financial resilience  
and sustainability**

- Develop plans for investment at Moreton Morrell College funded through the FE Capital Transformation Fund
- Deliver Energy Efficiency improvements funded through the FE Energy Efficiency Grant
- Continue to proactively seek grant funding opportunities to support curriculum development and capital projects
- Deliver the 'Careers and Engagement Hub' project funded through the Worcestershire Curriculum Development Fund



**Priority 4  
– People Success**

**To attract, retain and  
develop high performing,  
well motivated individuals,  
committed to our mission  
and our values**

- Work with West Midlands and Warwickshire FE partners to tackle difficulties recruiting into FE - responds to identified draft priority in WMW LSIP
- Trial innovative recruitment and employment models to increase specialist staffing for priority sector programmes
- Increase numbers of employers releasing employees to contribute to course delivery or providing CPD opportunities for WCG staff
- Implement an ongoing Over 50s community campaign with supporting web pages
- Improve the digital skills of WCG staff to enable them perform their roles more efficiently.



**Priority 5  
– Quality Success**

**To be an exceptional provider of education and training delivering excellence in all activities**

- Deliver high student and apprentice satisfaction through the provision of good quality experiences for all learners
- Achieve good outcomes for learners through high quality teaching and assessment practices
- Provide safe learning environments at college and online
- Seek good outcomes from all regulatory bodies, e.g. Ofsted, Office for Students, RoAPT
- Provide excellent mentoring support for talented, skilled experts joining the teaching team at the college and continue to deliver high quality teacher training qualifications using hybrid delivery models including the 12-week introductory award in teaching and education.
- Further embed the T-Shaped Employability Behaviours into full-time study programmes to provide students with essential skills such as problem solving, innovation and business awareness.
- Via the e-learning modules introduce students to some of the 'soft skills' for work such as answering the phone, writing letters and office etiquette.



**Priority 6  
– Social Success**

**To ensure the Colleges are at the heart of their communities and play an active role in achieving equality in society**

- Promote social mobility for students and apprentices through educational opportunities during their time at college.
- Maintain Planet Mark certification recognising our commitment to reducing our Carbon Footprint year on year
- Deliver Energy Efficiency improvements funded through the FE Energy Efficiency Grant

## 4.2 INDIVIDUAL COLLEGE PRIORITIES - RESPONDING TO LOCAL NEEDS

Our colleges are unique and have their own culture and identities that our staff and students take pride in. They reflect the needs of their local communities and provision is tailored to suit that demand. Each college has its own set of aims defined within the WCG Corporate Plan 2023-28 to ensure these local needs are at the forefront of planning.

### 4.2.1 EVESHAM NEW COLLEGE



**Evesham College**, a general Further Education college is located just 5.5 miles from Pershore College in the riverside market town of Evesham, which has a population of over 24,000. A small but friendly and well equipped site, Evesham New College is located a mile from the town centre, between a residential area and a large industrial estate and its curriculum has been designed to serve the educational needs of a wide urban and rural catchment area. From 2022/23 academic year, Evesham New College has a renewed focus on technical skills, serving local industry priorities in engineering and construction, ICT and digital including Esports and Games Design, as well as hair and beauty.



#### To support our local area we aim to:

- Become a technical college serving South Worcestershire focusing on specialist subjects
- Grow the numbers of apprentices studying at the college in partnership with local industry
- Work in partnership to promote social mobility and ensure opportunities for all

## 4.2.2 MORETON MORRELL COLLEGE



### MORETON MORRELL COLLEGE

*part of WCG*

Moreton Morrell College is Warwickshire's only specialist land based college with a history dating back to the 1940s when it became Warwickshire College of Agriculture. It is now one of only 3 colleges accredited to train Farriers, home to specialist equine facilities including stabling for 100 horses and an equine therapy centre as well as a full working farm that operates as a commercial unit and a valuable learning resource for agriculture students. WCG also has a reputation for excellence in sports and sport education and all sport provision for Warwickshire is located at Moreton Morrell College. The



construction industry is also well served at Moreton Morrell College with courses in Carpentry and Bricklaying benefitting from facilities in the 'Construction Barn'. Facilities for construction and engineering at Moreton Morrell College were further enhanced recently in response to industry demand, and in partnership with STIHL and PASMA, funded through the Strategic Development Fund, enabling the build of:

- a simulation rail track to support skills in rail engineering and track maintenance
- a groundworks facility that enables learners to experience the ground level stage of commercial and industrial construction projects
- A scaffolding and mobile tower access operations facility supporting industry recognised qualifications

#### **To support our local area we aim to:**

- Maintain a national profile for excellence in land based education and training at all levels
- Invest in the estate to improve student experience and to enhance the curriculum at further and higher education levels
- Enhance the supported learning curriculum to provide high quality opportunities for students with special educational needs

### 4.2.3 PERSHORE COLLEGE



## PERSHORE COLLEGE

*part of* WCG Worcestershire

Pershore College is a 60-hectare site located between the towns of Pershore and Evesham in the Wychavon district and a centre of excellence for horticulture. In response to industry demand for a greater focus on technology aligned to the WLEP priority sectors of agri-tech and agri-food, the college underwent major development to open a contemporary new building and the Agri-Tech Research Centre. Pershore



College's location in rural Worcestershire makes it a valuable resource in an area where horticulture, agriculture, food processing and distribution are integral to the local economy. Alongside horticulture, Pershore College also provides education and training in animal welfare, veterinary nursing, treecare, floristry, food production and processing and land based engineering.

#### **To support our local area we aim to:**

- Maintain a national profile for excellence in sustainable horticulture training, research and education
- Increase the higher and further education student numbers across specialist curriculum
- Enhance the supported learning curriculum to provide high quality opportunities for students with special educational needs

#### 4.2.4 ROYAL LEAMINGTON SPA COLLEGE



### ROYAL LEAMINGTON SPA COLLEGE

*part of* WCG

**Royal Leamington Spa College** is the only General Further Education College within Warwick District, serving the towns of Leamington Spa, Warwick and Kenilworth and surrounding areas with the catchment area extending into neighbouring Stratford-on-Avon district. Major industries include construction, wholesale and retail, professional, scientific and technical services, tourism, health and social work, administration and support services.

The college is ideally placed to meet the needs of the local area through its state-of-the-art facilities located a short walk from the town centre that allow students to 'learn by doing,' with technology integrated into the building and 'learning zones' that are flexible, open-plan spaces. Our provision spans construction, arts and creative industries, health and social care, business and professional services, science, digital and ICT



#### **To support our local area we aim to:**

- Become a national centre of excellence for the creative sector and games industry
- Grow international provision and the number of overseas students
- Maintain a broad curriculum providing high quality opportunities at further and higher levels

## 4.2.5 RUGBY COLLEGE



# RUGBY COLLEGE

*part of* WCG

With its proximity to major road and rail networks, including the proposed HS2 development, and affiliation with the power industry, Rugby College has been designed to support major industry growth in the area over the coming years. It has specialist facilities for engineering, construction, hair and beauty and performing arts. The Power Industry Academy was developed as a direct response to employer demand in the area and now works with major industry partners to support the training needs of the power generation and manufacturing industry. Likewise, Rugby College has specialist facilities for the delivery of skills to the construction industry which will support infrastructure and housing growth planned for the area. Dedicated training kitchens and a refreshed offer in hospitality and catering reflecting the importance of the culture and tourism sector in Warwickshire.



### **To support our local area we aim to:**

- Grow and diversify apprenticeship training to match the changing economy of the area
- Enhance the higher education curriculum
- Maintain a broad curriculum offer to match the growing economic needs of Rugby and the surrounding area

#### 4.2.6 WARWICK TRIDENT COLLEGE



## WARWICK TRIDENT COLLEGE

*part of* WCG

**Warwick Trident College** is a specialist centre for engineering and motor vehicle aligned closely to the Coventry and Warwickshire priority sector of advanced manufacturing and engineering. The college is ideally located at Trident Park in Warwick, a site with historical ties to manufacturing in Warwickshire and still home to many major industry employers. Due to the nature of its provision, it has a much larger catchment area than neighbouring Royal Leamington Spa College and also serves many national business with their specific training needs through block release and residential provision.



#### To support our local area we aim to:

- Become a national centre of excellence for engineering and advanced manufacturing skills training
- Develop a higher level skills curriculum including higher and degree apprenticeships
- Build partnerships with industry to embrace technological development and national strategies, such as electrification and green skill

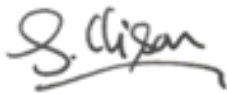


## Section 5: Corporation Statement

We are committed to complying with our duty under a new section 52B of the Further and Higher Education Act 1992 to review provision in relation to local needs, as proposed in the Skills and Post-16 Education Bill 2022. We will look to hold a review at least every three years to identify how well we are meeting local needs associated with securing suitable employment.

On behalf of the Warwickshire College Corporation, it is confirmed that this document sets out an agreed statement of purpose, aims and objectives as approved by the Corporation Board at the meeting on 26th May 2023.

The plan will be published on the College's website as part of our [Publication Scheme here](#) within three months of the start of the new academic year.



Gill Clipson MBE  
Chair of Governors



Angela Joyce  
Chief Executive

Date: 26th May 2023

## Section 6: Supporting Documentation

[WCG Financial Accounts for the year ended 31/07/2022](#)

[Delivering Successful Futures Part II - Corporate Plan 2023-28](#)

Information about Worcestershire LSIP can be found [here](#)

The West Midlands and Warwickshire LSIP have created a [Skills Observatory website](#) and the full report can be viewed [here](#).