

# The Cornwall College Group

## Annual Accountability Statement 2023



This document can be found at: [cornwall.ac.uk/downloads-documents](https://cornwall.ac.uk/downloads-documents)

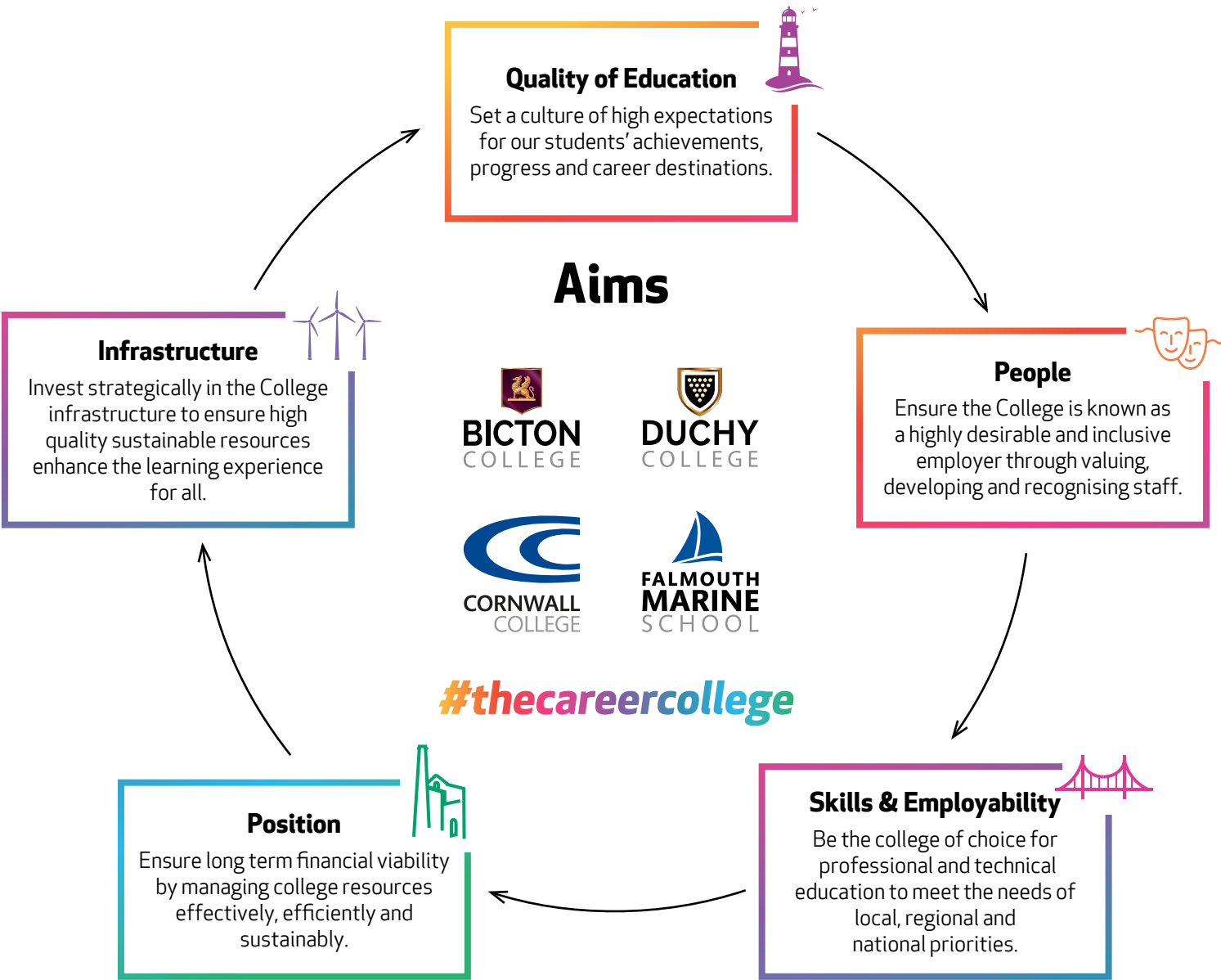
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Mission

Exceptional education and training for every learner to improve their career prospects

Our Values



# Context – The Cornwall College Group

The Group is made up of five core brands: Cornwall College, Duchy College, Falmouth Marine School, Bicton College and Cornwall College Business.

Cornwall College has two general further education campuses in Camborne and St Austell and a specialist marine campus in Newquay.

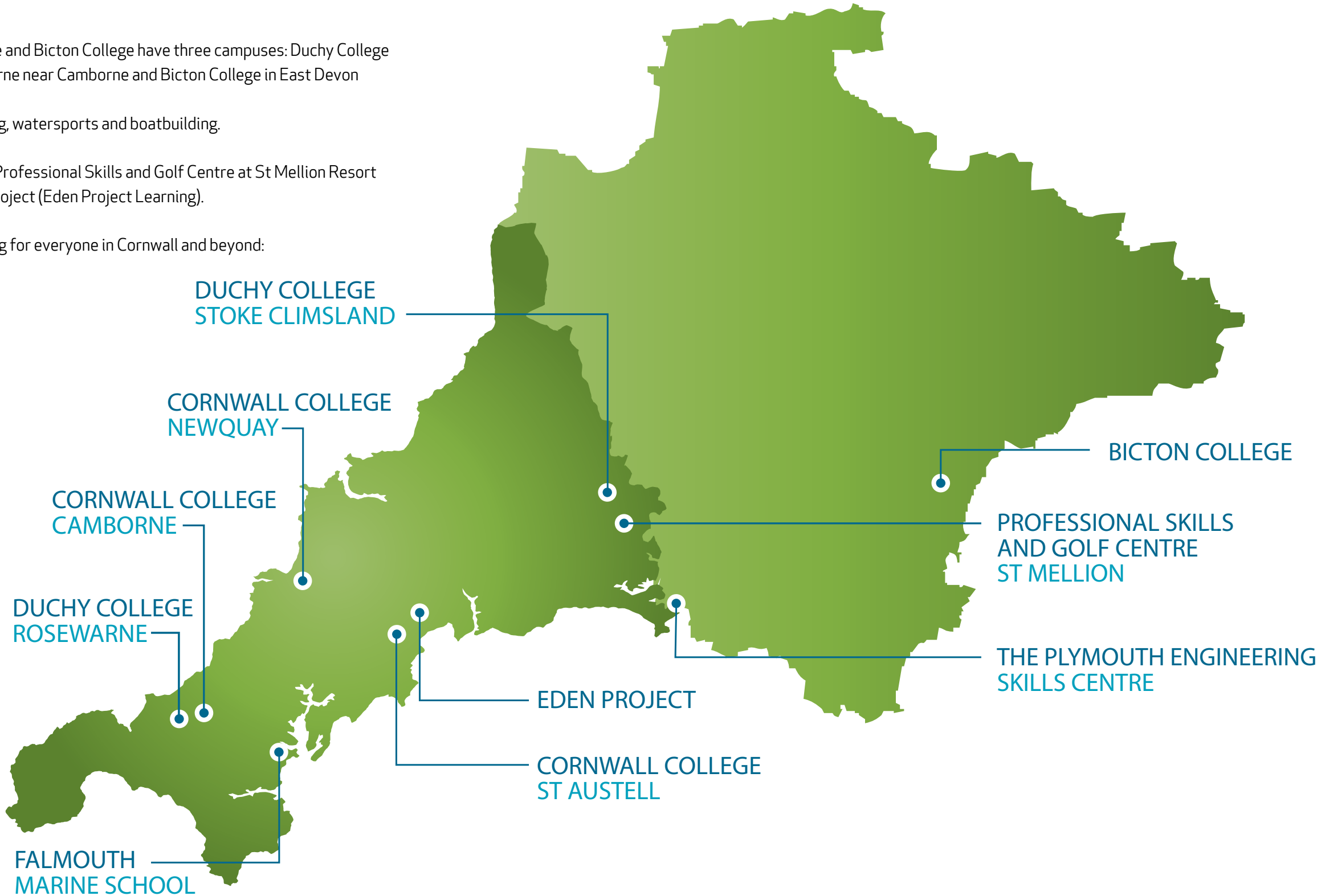
TCCG's two specialist land-based colleges, Duchy College and Bicton College have three campuses: Duchy College Stoke Climsland in East Cornwall, Duchy College Rosewarne near Camborne and Bicton College in East Devon

Falmouth Marine School specialises in marine engineering, watersports and boatbuilding.

We also have The Plymouth Engineering Skills Centre, a Professional Skills and Golf Centre at St Mellion Resort and a training partnership with the world-famous Eden Project (Eden Project Learning).

We offer the widest range of specialist vocational training for everyone in Cornwall and beyond:

- Full-time study programmes for school leavers
- Apprenticeships
- Practical skills training
- Professional qualifications
- Adult, leisure and hobby courses
- Foundation and honours degrees
- Postgraduate study
- Business training division CCB Training
- Concorde Group recruitment and teaching bank
- University-level courses





The Cornwall College Group (TCCG) operates out of Cornwall and Devon, with delivery of our golf programmes in Portugal.

Cornwall is a county of contrasts, where affluence sits alongside some of the most disadvantaged areas in England.

It is the second largest local authority area in the South West region, covering an area of 3,559 sq. km, and has the longest coastline of all English counties at 697 km. The landscapes and environments you'll encounter in the region vary greatly. These include remote rural, coastal and environmentally sensitive areas, interspersed with villages and historic market towns; where areas of affluence are contrasted by high rates of poverty, inequality and insecure work.

Strengthening Cornwall's economy is an ongoing challenge – low economic output (per capita), low wages, low productivity and a lack of big companies have been persistent challenges.

Deprivation is a persistent problem in Cornwall. Around 15.9% of children and young people in the region are part of low-income families. Close to 68,800 people (equating to 34,400 households or 12.7% of the population), live in the 20% most 'deprived' communities in England. In some cases, the deprivation prevalent in these areas has not changed for many years.

Challenges such as income and health inequality, paired with a lack of visible higher-level jobs has impacted on ambition and aspiration in young people in the county. Income inequality is linked to health inequality. Mental health and physical health needs and levels of sickness and disability benefit claimants are closely linked to areas of

known inequality. Also, sadly the suicide rate in Cornwall and the Isles of Scilly is higher than both the South West and national average.

Historically, due to minimal higher education opportunities in Cornwall, local talent has been lost with young people leaving the county to pursue university-level qualifications. Subsequently they struggle to return once qualified, due to the lack of suitable employment opportunities available in the region.

Despite these challenges, the geographic areas served by the Group are witnessing exciting developments in economic sectors, which the College supports, such as sustainable energy generation (off-shore wind), agriculture and food production, leisure and tourism and maritime and space technology, which should generate significant additional demand for skilled employees.

Devon is also predominantly rural, yet boasts a diverse economy including agriculture, tourism, and aerospace industries. The employment rate is slightly higher than the national average at 77.5% compared to 75.1% and the average weekly wage is slightly below the national average. The county has a higher than average elderly population and a lower than average percentage of young adults and the population is projected to increase by 10% by 2041, with the largest increase expected in the 65+ age group.

The tourism industry is a significant contributor to the economy of Devon, with over 40,000 people employed in the industry in 2020. The county attracts around 40 million visitors each year.

Our focus in Devon is primarily through our land-based Bicton College and The Plymouth Engineering Skills Centre.





# Curriculum Strategy and Intent

Our curriculum evolves through extensive work with key stakeholders, always keeping in mind our ethos of being #TheCareerCollege for the South West. We react quickly to market need and are proactive in asking employers about their skills shortages, while using various data sources to make informed decisions.

We develop our curriculum on robust fundamentals, set out in our Strategic Plan 2022-25 under the header of 'The Beacon'.

The plan is delivered with a commitment to setting the highest of expectations, as noted by Ofsted.

***'Governors and leaders have high expectations for learners. Leaders are passionate about the power of education to change lives and benefit the wider community.'*** Ofsted Feb 2022

Objectives that sit within The Beacon include:

- Inspire, be ambitious, respect and support all of our students including those with special educational needs
- Provide consistently inclusive high-quality education and support to maximise students' potential relevant to their starting points
- Deliver consistent innovative and flexible teaching, learning and assessment, making best use of technology and blended learning
- Enhance the development of career ready skills, personal development and resilience to prepare our students for their future

- Listen and respond to our learners in order to create a positive experience and to promote wellbeing
- Provide high quality careers, advice, information, education and guidance at every stage to ensure successful learner progression
- Provide personalised approaches to curriculum, and aspirational support provisions, intended to develop independent, confident and resilient learners that are well-prepared to engage with the wider community
- Provide, where appropriate to course programmes, internal and/or external work placements to build confidence, independence and broaden students' understanding of the world of work

We have set out how we are achieving these objectives:

- Through the realisation of a coherent robust Curriculum Strategy and resulting Curriculum Plan focused on meeting local and regional need
- Implementation of a robust quality assurance cycle in order to ensure clear accountability and ownership of learners and programmes at all levels
- An ambitious teaching, learning and assessment quality cycle to further drive a culture of development and improvement across the Group
- A highly effective data dashboard supporting a data rich/driven culture for all
- Extensive and meaningful links with business, industry and the community across Cornwall and East Devon, always with a focus on understanding their needs when designing curriculum
- Provision personalised to our community through clear curriculum intent and skills building overtime based on the starting point of our learners





# Apprenticeships

As the South West's top performing college for apprenticeships, we are of vital importance in the region in delivering the Government's skills agenda.

Not only do we have the highest achievement rate for our apprentices, we train the second highest amount, with 850 completers in 2021/22.

Critical to this is our focus on quality while ensuring we are bridging the gap between businesses and skilled employees.

Ofsted noted this in its inspection of the College in 2022, finding "Employers work closely with managers to ensure that the apprenticeship curriculum reflects current practice and the needs of industry."

It added that "Apprentices revel in their training and take pride in what they do and assume more responsibility at work".

We work tirelessly within schools to deliver industry awareness and accessibility sessions, raising the profile of apprenticeships across Cornwall and Devon.

There is also a dedicated team of Apprenticeship Advisors, acting as the link between curriculum and business to ensure our quality offering.

This results in some exceptional business relationships whereby we are the trusted apprenticeship provider, alongside exceptionally well-attended apprenticeship events that link potential apprentices with businesses of all sizes.

Many of our apprentices win national awards, whether in skills competitions or the AoC National Apprentice of the Year recently.

We also champion apprenticeships through new ideas and events, notably our Apprenticeship Games, now in its sixth year, which is being adapted across the country.

The Games see apprentices from all industries come together to compete in a series of challenges, giving people the chance to network, raise the profile of apprenticeships and celebrate this important pathway.



# Local Skills Improvement Plans

TCCG has embraced LSIP and our Principal and Chief Executive John Evans is an LSIP panel member.

As the 'Career College', we fully support the LSIP's identification of current and future skills needs and the development of strategies to address these needs.

We know we are well placed to impact the key target areas of Marine, Engineering & Manufacturing (MEM), and Construction & retrofit (CR) to include Groundwork skills.

Educational institutions such as TCCG play a key role in meeting local skills improvement plans by providing training and education that aligns with the identified skills needs.

To meet local skills improvement plans, we have continued to refine and develop our engagement with local employers and industry bodies to understand the specific skills and qualifications that are required for different roles.

We are developing courses and programs that provide students with the necessary skills and knowledge, and work to ensure that these programs are accessible and affordable for all members of the community.

We also ensure that our courses and programs are aligned with the latest industry standards and best practices through engaging with regulatory bodies and professional associations, and seeking feedback from local employers and alumni.

Overall, meeting local skills improvement plans requires a collaborative and forward-thinking approach, with educational institutions such as ours working closely with local employers and industry bodies to provide training and education that meets the needs of the local workforce.





# Our campuses working with and in industry



## Newquay University Centre

- Ben Skinner owner of SkinDog surfboards, and one of best longboarders in the world teaches computer-aided design and hosts students in his factory for work experience
- Zoology students set up their own fund raising and action groups
- Students studying the Conservation Genetics work with Cornwall Reptile & Amphibian Group to carry out the first DNA sequencing on Cornish adders
- Animal Behaviour & Welfare students work with Newquay Zoo to create tour resources for visitors



## Duchy College Stoke Climsland

- Working partnerships with Case New Holland Finance and JCB
- Founding member of the Centre for Innovation Excellence in Livestock, one of the four national agri-tech centres
- Work at the leading edge with academia and industry on research and knowledge exchange projects like Farm Net Zero
- Ambitious natural capital plans being developed with the Duchy of Cornwall Estate, involving the Tamar Valley AONB, Westcountry Rivers Trust and Plymouth University
- Supported Internships, designed with employers to job-carve roles for young people with SEND to support them into employment



## Bicton College

- Satellite catapult – helping landowners and learners understand the behaviour and impact of water catchments and farming in a sensitive landscape
- Beaver Ecology – in conjunction with Clinton Devon estates, Natural England and Devon Wildlife Trust- Looking at training landowners, learners and other external stakeholders in hands on habitat management and creation
- Work with over 78 practices to support and upskill staff, including Clinical Coach Supervisors and Head Nurse
- Partnership agreement with HydroTech which will see new Apprenticeship pathways with direct employment as well as national skills gap training.
- Direct relationship with Devon & Cornwall Police Firearms and Dog Handling Units to facilitate real time scenario training environments



## Cornwall College St Austell

- Train staff from Imerys to weld and provide apprentices
- Training Cornwall Bakery technicians to engineer repairs for their kit
- Training the next generation of much needed dental nurses due to a severe national and local shortage
- Working in partnership with St Austell Family Group having set up the new Pre-16 Academy giving learners a hands-on insight into the hospitality industry
- As a LEP-identified growing need, the college has a vibrant Art, Media and Games offering



## Plymouth Engineering Skills Centre

- Becton and Dickinson with assessment days, employer led curriculum, Hymec, Kawasaki, Oakmount, BD.
- Talent Pool for Hymec, PTG, Oakmount and others
- Host open events at the centre, which are based on recruiting talent for companies such as Hymec and BD
- Employers breakfasts for companies such as Plessey, Schneider, Fine Tubes, followed up by developing Level 4 apprenticeship for their skills requirements/needs



## Falmouth Marine School

- Holding marine-focused events with industry in line with LSIP priorities
- Pendennis Shipyard links to provide marine engineers and specialist skills
- Involved in all Celtic Sea wind and tide projects through Marine-I
- Forefront of SDF2 Building Sustainable Futures and electric outboard development in line with Government emission targets



## Cornwall College Camborne

- Pre-16 Provision for manufacturing developed with the Cornwall Manufacturing Group
- Pre-apprenticeship selection and suitability checks working with our employers to ensure they have a robust recruitment process
- Industry days where local employers are invited in to showcase their opportunities to our learners and local schools
- New employer-led learning walks undertaken with lesson content reviews and how it meets local needs
- Entering learners into World Skills to champion our learners and promote our collaboration with industry



## Duchy College Rosewarne

- Employers visit the college to assist with developing our resources and future curriculum
- Industry standard facilities including aquatics room
- Veterinary nursing training centre for Cornwall
- Heart of the region's 'brassica trials' for more than 30 years assisting the arable farming community with their choice of crops for success
- Commercial concerns include the Rosewarne Nursery and micropropagation lab, allowing close work with industry leaders



## Eden Project University Centre

- At the University Centre Eden Project Campus all our degrees have been designed in conjunction with the Eden Project and our united core focus on environmental education.
- Central partner in the £2.5m Soils Recon Research project, bringing together scientists, industry and educators to revolutionise how waste materials from construction projects are managed, both from a scientific and a regulatory perspective
- Exciting new foundation degree in soil science, relevant across a range of sectors, including horticultural, ecological and agricultural disciplines
- Masters Apprenticeship in Ecology recruits employed apprentices from private consultancies and a variety of Local Authorities and NGOs locally, regionally and nationally



# Approach to Developing our Accountability Statement

With a well-embedded ethos of continual improvement installed by the new leadership team in 2019, we have been well placed to develop our statement in collaboration with key organisations, businesses and fellow academic institutions.

This was reflected in our Ofsted Report in 2022, which noted:

***“Governors, senior leaders and managers have worked relentlessly to establish the college as an influential partner in the region. They work productively with local and regional stakeholders to offer a curriculum that meets the needs of learners, the community and local industry. Working closely with Truro and Penwith College, the Cornwall and Isles of Scilly local enterprise partnership, the local education authority and local schools, senior leaders have adapted the curriculum well to meet local needs and build on the strengths of the college. The college makes a positive and vital contribution to the development of vocational skills, especially in the land-based, construction and building service, engineering, hospitality and catering, health and social care, and hair and beauty sectors.”***

We also placed our value, ‘Learner First’, central to this statement, and have reviewed its contents with our student representatives and governance.

Our Principal and Chief Executive, John Evans, sits on the Cornwall and Isles of Scilly LEP skills advisory board and is an LSIP panel member. This ensures a top level view of the challenges and opportunities that exist in skills need and development in the region.

To translate the overarching themes into meaningful change, it is vital we have relationships with all manner of stakeholders. We have listed some of these below to articulate the breadth of our network and illustrate why we are a vital component of transforming the skills system.

Our relationships:

- |                                |                    |                      |
|--------------------------------|--------------------|----------------------|
| • Cornwall Manufacturing Group | • Piper’s Farm     | • Software Cornwall  |
| • St Austell Family Group      | • RJ Kellow        | • The National Trust |
| • Pendennis                    | • Blue Flame       | • FLOW               |
| • Kier                         | • Cornwall Council | • Celtic Sea Power   |
| • A&P                          | • St Austell FA    | • Cornish Lithium    |
| • Mole Valley                  | • Plymouth Argyle  | • Bennamann          |

We are also determined to find new ways to interact with employers while celebrating skills development. An example of this would be the aforementioned Apprenticeship Games, which has been rolled out nationally, where apprentices from all sectors come together to battle it out in a series of challenges.

To provide further clarity on how we engage employers to ensure we are meeting national, regional and local skills gaps, we developed our Employer-led Skills Cycle 2023/24 (See page 16-17)

In terms of working with other providers, our senior leaders have developed a constructive working relationship with Truro & Penwith College, where we share best practice, plan curriculum and joint resource, and jointly bid to enrich local need. We campaign for fairer FE funding together, a recent example being John Evans travelling to Parliament with T&P principal Martin Tucker.

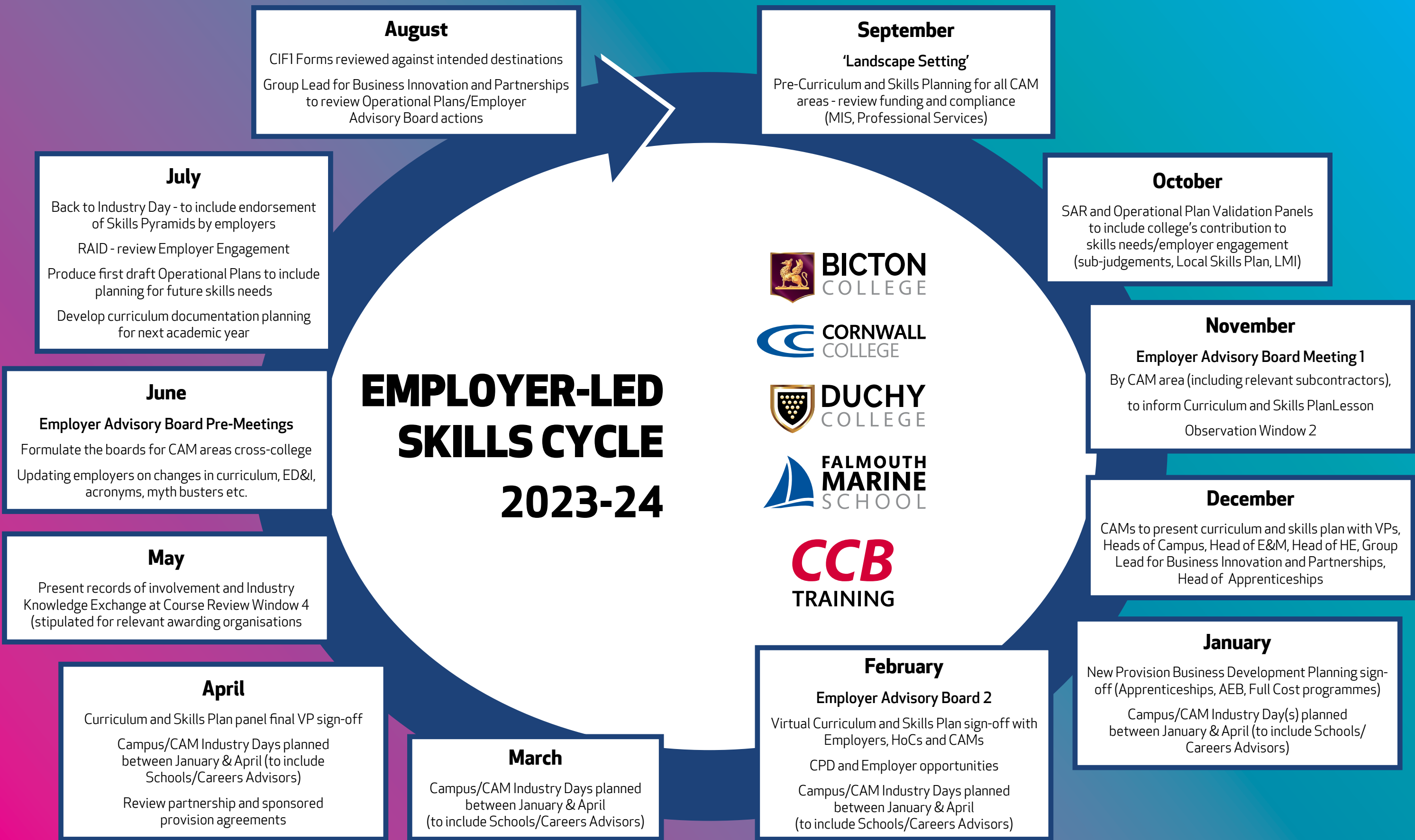
We have strong relationships with Falmouth University, Exeter University and Plymouth University based on validation of our degrees, sharing best practice and ensuring there are suitable pathways for students to follow in the region.

Our schools work has been lauded for our promotion of vocational qualifications, work around the development of key skills and helping schools to ensure there are pathways for all their students, whether through our 14-16 academy programmes, non-attenders or high needs.





# Approach to Developing our Accountability Statement











# Contribution to National, Regional and local Priorities

We are contributing to national skills priorities that are being agreed across Government and are areas with high volumes of vacancies that are expected to increase. Long term structural barriers to recruitment, retention, and progression issues, and are important in providing opportunities for employment in key growth areas, such as green jobs, creative industries and science and technology. These sectors are: Construction, manufacturing, digital

and technology, health and social care, haulage and logistics, engineering and science and mathematics. Further to our contribution to NSP we also have two LSIP emerging priorities. Manufacturing, Engineering & Marine (MEM) and Construction and Retrofit CR).

Strategic Aim for Year Ahead	Alignment with our Core Strategic Aims	How we will Achieve	Why we will Achieve
Fully integrated employer engagement	Skills & Employability – The Bridge <div>  </div>	<ul style="list-style-type: none"> <li>- Implement the Employer-led Skills Cycle 2023-24</li> <li>- Formulation of ‘Employer boards’ across all curriculum areas</li> <li>- Validation panels to factor in Local Skills Improvement Plans, LMI and sub-judgments</li> <li>- Thorough review of all partnership and sponsorship agreement</li> </ul>	Ensure we are doing our part to support the transformation of the skills system in partnership with businesses that require these very skills. It is crucial we support LSIP priorities in line with the visitor economy, hospitality and retail, manufacturing, engineering and marine.
Improved accessibility to skills training and vocational education	Skills & Employability – The Bridge <div>  </div>	<ul style="list-style-type: none"> <li>- Complete work being carried out in removing barriers to accessing courses</li> <li>- Implement changes into bursary offering to challenge cost of living crisis</li> <li>- Expand successful programmes of work with schools, particularly around 14-16 academies and elective home education</li> <li>- We are starting to deliver in T Levels in September</li> <li>- Review and refine Skills Bootcamps offer following work with Devon Council and the DfE</li> <li>- Roll out ‘Returnerships’ as part of the Government’s plan to get over 50s back into the workplace with apprenticeships</li> </ul>	<p>It’s essential to make access to skills training as easy as possible. By removing barriers, both in terms of onboarding and offsetting socio-economic, we should see a greater uptake in those who can progress into and within the UK workforce.</p> <p>We will also be in the position of evidencing core transferable skills to drive new employment opportunities for our learners in identified growth areas.</p>
Champion the Government’s skills agenda and LSIP	Skills & Employability – The Bridge <div>  </div>	<ul style="list-style-type: none"> <li>- Engage with relevant businesses, community groups and schools to showcase the pathways available</li> <li>- Promote new initiatives such as the potential UCAS points for apprenticeships by the end of 2023</li> <li>- Use marketing budget and other activity to engage with isolated audiences</li> <li>- We will introduce new electric and hydrogen fuel cell car provision in 202/23 delivering a short course to a minimum of 20 learners, preparing to deliver substantial qualifications in this area for the 2023/24 academic year. We will collaborate with industry and our employers to identify new technologies within initiatives such as FLOW (floating offshore wind), mineral extraction and methane capture</li> <li>- CR. We will introduce new retrofit green skills provision within electrical and plumbing in 2023/24 year training a minimum of 15 learners. We also introduce groundwork provisions at two of our campuses to a minimum of 30 learners</li> </ul>	By aligning our delivery and intent with the Government’s skills agenda, we will be better placed to offer pathways that tackle skills needs and places ourselves at the forefront of future opportunities for our students – a win, win, win.



Strategic Aim for Year Ahead	Alignment with our Core Strategic Aims	How we will Achieve	Why we will Achieve
<b>Provide outstanding opportunities for students and staff to develop technical skills in the workplace</b>	People – The Stars 	<ul style="list-style-type: none"> <li>- Expand work started this year with Turing to deliver exceptional opportunities for students to develop skills abroad with extended work experience placements</li> <li>- Expand staff Back to Industry Days through additional funding</li> <li>- Update CIF1 forms and Skills Pyramids to ensure in keeping with latest industry standards</li> </ul>	By giving our students experiences of working abroad, we will broaden horizons, introduce new skillsets and create a sense of the possible. Our commitment to ensuring our curriculum meets the skills needs of the sectors we serve, means it is critical we give staff the time and insight to get back to industry to future proof their curriculum plans.
<b>Implement phase one of land-based strategy</b>	Position – The Engine 	<ul style="list-style-type: none"> <li>- Align work with five identified themes within our Land-based Strategy 2022-25:</li> <li>1 - Agile curriculum for a green future</li> <li>2 - Technology for a sustainable future</li> <li>3 - Innovation in our practice for a healthy future for humans and animals</li> <li>4 - Research and knowledge exchange for an informed future</li> <li>5 - Industry interdependence for an effective future</li> </ul>	By delivering the KPIs set out in our land-based strategy, we will develop new skills, new research and become an even more effective partner in skills delivery. Projects underway already include soil regeneration and methane capture.
<b>Deliver transformation of our campuses</b>	Infrastructure – The Turbine 	<ul style="list-style-type: none"> <li>- Decant identified existing provision to improved spaces at Cornwall College Camborne</li> <li>- Construct first new building as part of Cornwall College St Austell redevelopment</li> <li>- Launch Marine Innovation Centre at Falmouth Marine School</li> <li>- Launch laboratory at Eden Project</li> <li>- Continue roll out of VR capability</li> </ul>	Having the right settings and latest equipment is essential when preparing those about to enter the workforce or upskill within it



# Corporation Statement

On behalf of The Cornwall College Group Board, it is hereby confirmed that the Accountability Statement set out above reflects and agreed statement of purpose, aims and objectives as approved by the corporation at its meeting on Wednesday 3rd May 2023. The plan will be published on the college's website within three months of the start of the new academic year and can be accessed from the following link [cornwall.ac.uk/downloads-documents](https://cornwall.ac.uk/downloads-documents)

Chair of Governors



Principal/Chief Executive and Accounting Officer



Dated: 22/05/2023



## Relevant Supporting Documentation

[cornwall.ac.uk/wp-content/uploads/2023/02/TCCG-Strategic-Plan-2022-25.pdf](https://cornwall.ac.uk/wp-content/uploads/2023/02/TCCG-Strategic-Plan-2022-25.pdf)

[cornwall.ac.uk/ofsted/](https://cornwall.ac.uk/ofsted/)

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