



ANNUAL ACCOUNTABILITY STATEMENT

2024/25
Academic Year



PURPOSE OF

KIRKLEES COLLEGE



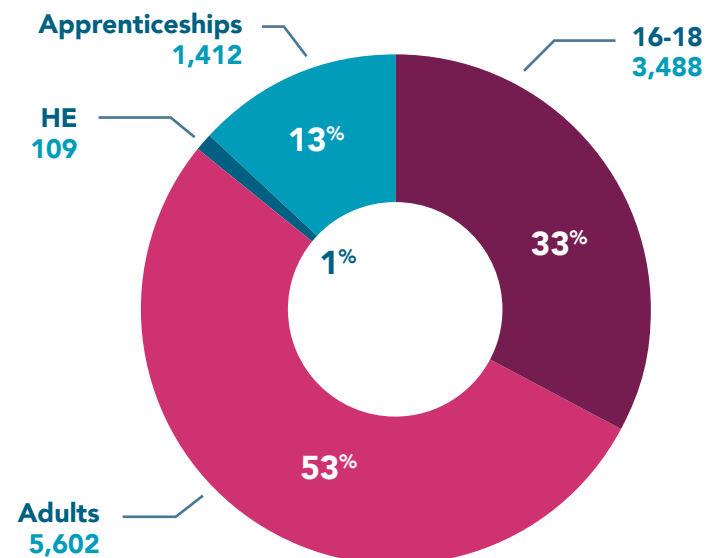
Kirklees College is a uniquely vocational college whose student community reflects the diversity of the local area. We offer inspirational teaching in industry standard, state-of-the-art facilities and ensure curriculum is developed with employers to enable students to progress.

Our mission is creating opportunities, changing lives and this is at the heart of everything we do. The college has a common set of values for both students and staff: Kindness, Unity and Excellence, and they define how we behave and interact with each other. At Kirklees College we aim to foster an honest and compassionate approach to ourselves, our people and environment, develop a shared purpose across our community, and set a culture of high aspiration, expectation and success. We strive to be ahead of the curve in our approach to teaching and learning and be a first-choice provider for students and industry alike.

With over 10,000 students on full-time and part-time courses, and apprenticeships, we provide seven bespoke centres across the Kirklees region, from two main centres based in Dewsbury and Huddersfield, and dedicated learning centres for Animal Care, Construction, Engineering, Process Manufacturing and Higher Education. His contributions to these organisations exemplify his compassion and unwavering commitment to helping others.



**22/23 Kirklees College
Number of Students**



MISSION, VISION & VALUES

Our Mission:

'Creating Opportunities, Changing Lives'

Our Vision:

'A college at the heart of its community providing inspirational teaching and ensuring curriculum is developed with employers, enabling all students to progress.'

Our Values:

Kindness, Unity and Excellence



STRATEGIC GOALS

Our Strategic Plan is updated annually and contains our strategic priorities for the year ahead. These priorities are reviewed by the Kirklees College Corporation every year.

Our Strategic Goals 2022-2025 are:

2022-2025



People

- An excellent culture in which to work and learn
- A dynamic interconnected digital learning experience



Performance

- A fantastic student learning experience with great outcomes
- Strong, sustainable financial performance



Position

- Recognised by employers and students as the provider of choice in Kirklees for higher technical skills
- Every centre demonstrates strong civic responsibility
- We play an influential role in combatting climate emergency

THE COMMUNITIES WE SERVE

West Yorkshire

West Yorkshire is the economic, cultural and geographic centre of Yorkshire and is an essential component of the Northern Powerhouse. It has an internationally significant economy with a pre-pandemic output of £55.4 billion, which is bigger than 9 EU countries. West Yorkshire has 2.3 million people, 90,000 businesses and a workforce of 1.1 million. There are seven universities, 91,000 students and 30,000 graduates. There is a highly diverse population, with 18% of people coming from ethnic minority backgrounds (compared to 14.5% nationally).

West Yorkshire has a long history of innovation and industry. Key features of the economy include:

- A diverse geography with a population of over 2.3m across five districts with relatively distinct sectoral specialisms and the city of Leeds providing an economic hub
- A business base of 95,000 private sector businesses, predominantly small and medium-sized
- An employed workforce of 1.1m, and a broad base of employment growth across diverse manufacturing and service sectors
- Steadily increasing employment rate, mainly in employed and full-time jobs; unemployment rates are currently similar to those nationally but differ across West Yorkshire local authorities
- Large skills and education provider base at further and higher education levels, offering diverse provision, including apprenticeships at all levels to address technical needs
- Apprenticeship starts grew by 9% in 2021/22
- Productivity levels below the national average and a gap that has not narrowed over the last decade – this is impacted in part by skill levels below the national average at Level 4+, and an overrepresentation of residents with low or no qualifications
- Lower than average pay levels, reflecting weaker productivity
- Advanced manufacturing - specialisms in textiles, furniture and clothing
- A fast-growing digital sector with major tech employers
- Being a global leader in healthcare technology with six government health headquarters - over 22% of the UK's digital health jobs are based in West Yorkshire

CONTEXT AND PLACE



THE COMMUNITIES WE SERVE

Kirklees College

Kirklees College is at the heart of its local community, offering a range of provision from Entry Level to Higher Education. We deliver high-quality learning opportunities for young people and adults. We offer academic, applied, technical, vocational and professional programmes that enable our students to meet and exceed their aspirations, ensuring that each individual reaches their fullest potential. We provide every student with the opportunity to succeed, enabling them to progress to further learning and employment.

We ensure our students leave us with a broad set of skills that provide them with a solid foundation to continue to develop both personally and professionally.

Kirklees College offers a highly inclusive provision which supports both young people and adults from all communities and particularly those from most disadvantaged backgrounds to progress and develop skills leading to job outcomes or higher study. Kirklees College has a strategic focus on providing the knowledge, skills, behaviours and expertise needed to address skills shortage areas and support economic growth in Kirklees.

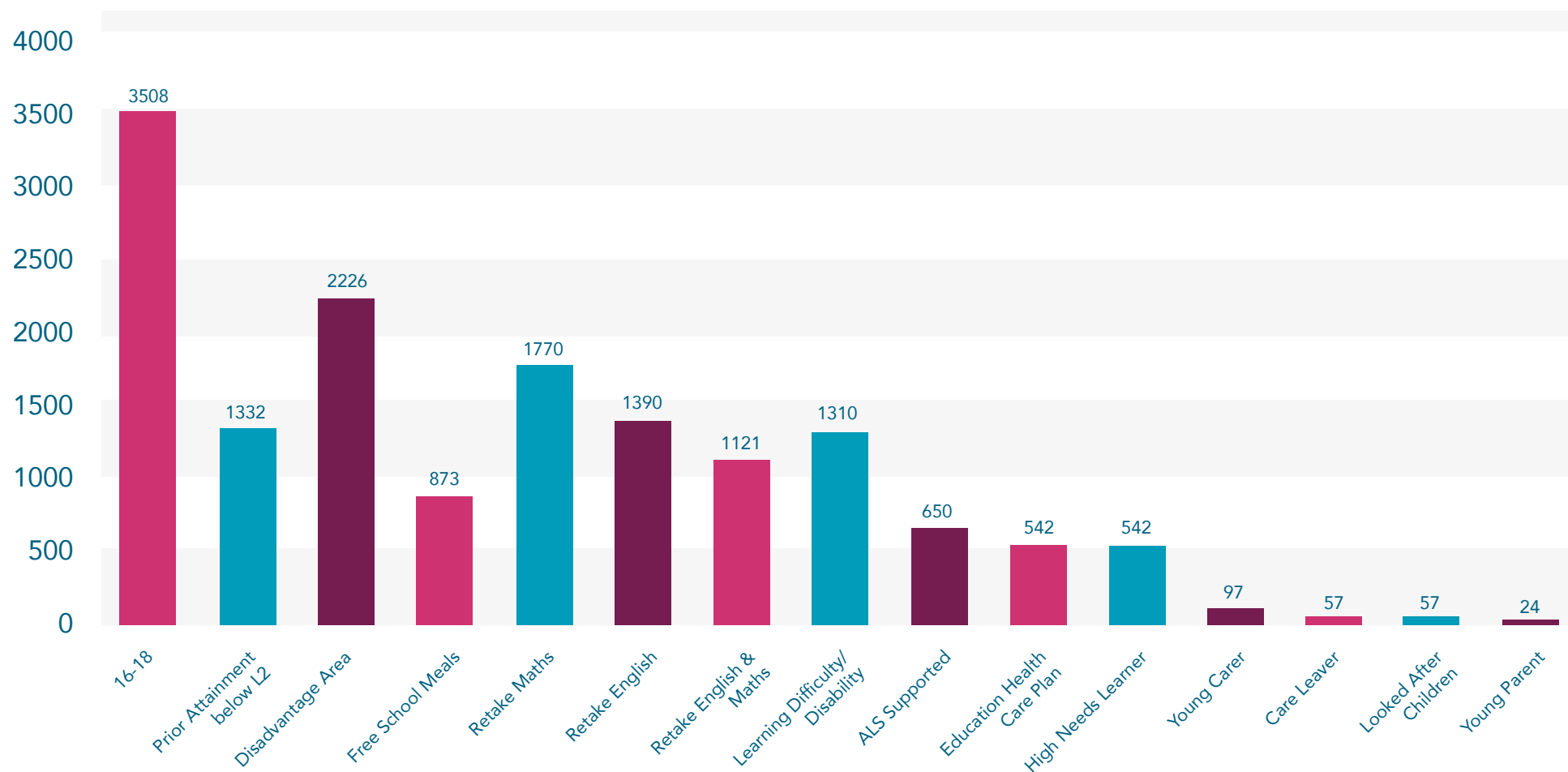
The college continues to offer a curriculum strong in breadth and depth, including courses from Entry Level to Higher Education opportunities. Rising skills requirements in the region will put more of an emphasis on students to leave college with the right qualifications and ability to progress to further study or employment.

The college makes a significant difference to improving the lives of those who are most disadvantaged and at risk of long-term unemployment and cross-generational poverty because of poor educational outcomes. Although the Kirklees district has areas of relative affluence, it also has areas of significant deprivation. Using Indices of Multiple Deprivation, around 64.5% of the college's 16-18 students and 67.5% of our 19+ students were in the three bands of highest deprivation. This is significantly higher than GFE (General Further Education) colleges, where these figures are 41.4% and 46.5% respectively. Our students have significantly lower than average starting points. Only 54% of our students have English at grade 4 or higher at the start of the academic year, putting us 201 out of 222 GFE colleges. For maths, only 42% of students have grade 4 or higher, which puts us at 207 out of 222. 66% of our 16-18-year-olds are doing at least one of these two GCSEs, compared with 47% nationally. Kirklees College is the key provider of post-16 SEND provision in Kirklees and there has been a significant increase in the number of students with EHCPs attending the college in the last three years, from 451 in 2018/19, to 542 in 2022/23.

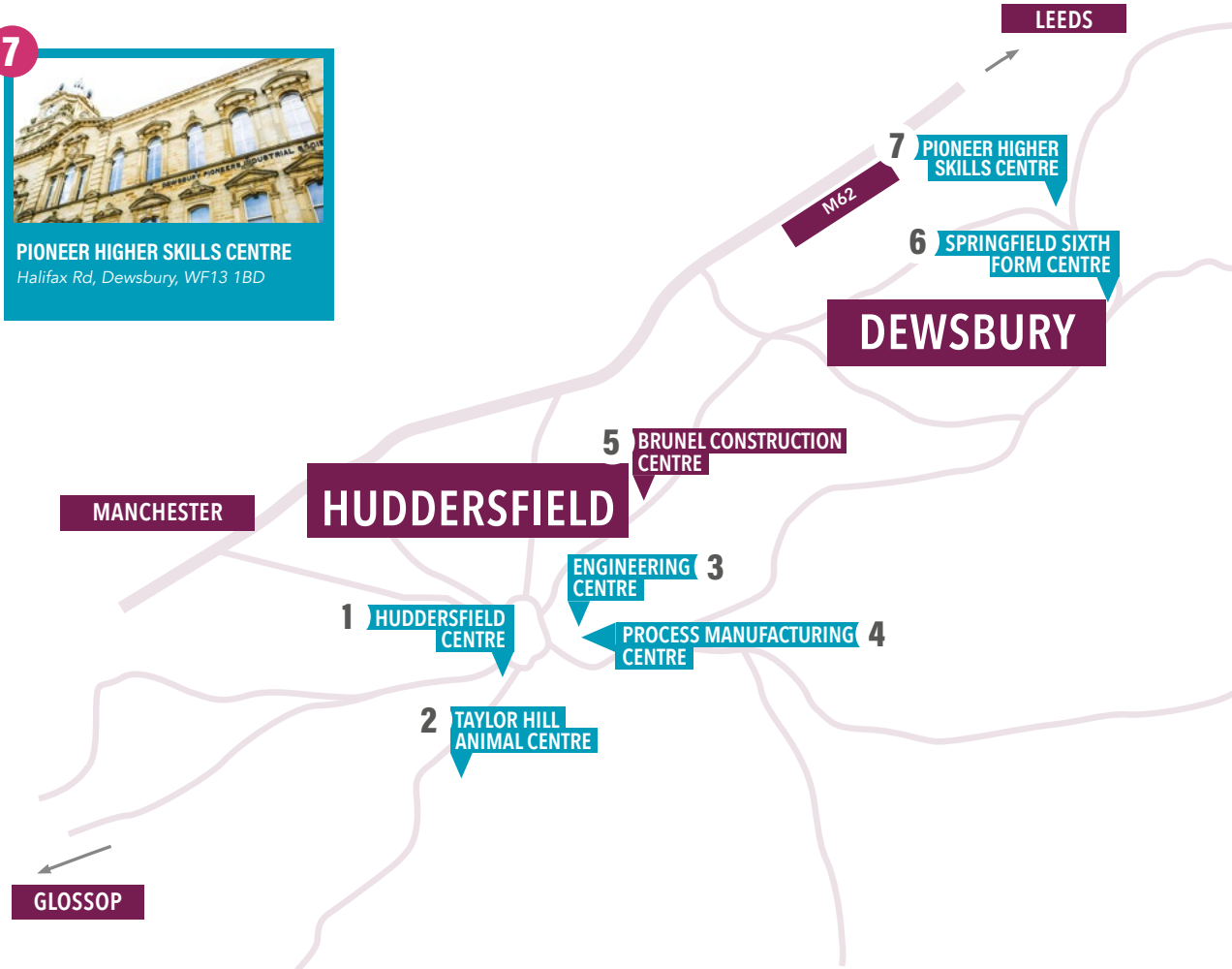
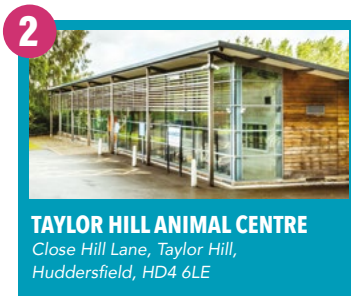
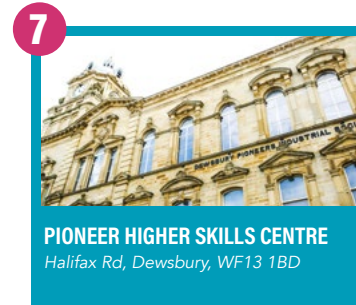
CONTEXT AND PLACE

THE COMMUNITIES WE SERVE

The following graph shows the breakdown of the college's 16-18 cohort:



OUR 7 COLLEGE CENTRES



NATIONAL, REGIONAL AND LOCAL SKILLS PRIORITIES

Our strategic planning processes and the development of this annual accountability statement have been informed by national priorities.

These National Skills Priorities have been agreed across Government and are areas with high volumes of vacancies which 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.



These sectors are:



Construction



Manufacturing



**Digital and
Technology**



**Health and
Social Care**



**Haulage and
Logistics**



Engineering



**Science and
Mathematics**

NATIONAL, REGIONAL AND LOCAL SKILLS PRIORITIES

The Local Skills Improvement Plan for West Yorkshire will play a critical role in shaping our region's economic growth and prosperity.

The 2023 Local Skills Improvement Plan (LSIP) produced by the North Yorkshire and Mid Yorkshire Chamber of Commerce (the Government's designated Employer Representative Body (ERB) for West Yorkshire's LSIP) has so far highlighted priority sectors in the region as:

Health and Social Care

Engineering and Advanced Manufacturing

Financial and Professional Services

Low Carbon

Digital and Technology

Creative Industries

Construction

Logistics and Transport/Distribution

Education

There are also emerging/growth sectors being defined by the LSIP:

- Net Zero Transition Sustainability
- STEAM
- Transferable Skills
- EDI
- Leadership and Management
- Digitisation and Automation

NATIONAL, REGIONAL AND LOCAL SKILLS PRIORITIES

Kirklees College recognises the importance of the Local Skills Improvement Plan for West Yorkshire and is committed to supporting its implementation.

Kirklees College's strategies are also shaped by the needs of the local area. We closely align to the Kirklees Economic Strategy 2019- 2025 and their five priorities, and also the Council Plan 2021-2023 and their nine shared outcomes:

Kirklees Economic Strategy 2019 to 2025

As part of the Local Skills Improvement Fund (LSIF), Kirklees College is currently leading the Advanced Manufacturing and Engineering Strand for West Yorkshire, and is also an active member in the Construction, Health and Care, Creative and Teaching and Learning strands.

NATIONAL, REGIONAL AND LOCAL SKILLS PRIORITIES

Strengths of Local Area

- West Yorkshire has the fastest growing digital sector in the country with areas of professional services seeing strong growth
- Kirklees hosts world-leading manufacturing and engineering businesses, the most pronounced high value sector in local area, employing 25,000 people, double the national average at 16% of the economy
- West Yorkshire has a high performing further education sector offering a diverse provision and good levels of quality
- The number of businesses in Kirklees has increased significantly over the last 12 years, from 11,760 in 2010 to 15,355 at the close of 2022, with a very high number of SME's - this is a 30.57% rise over the 13-year period
- Leading areas of expertise include textiles and products such as gears, valves, pumps and turbo chargers
- Dynamic SMEs and microbusinesses spread across Kirklees, located in our major towns as well as in attractive hubs for enterprise such as the Holme and Colne Valleys
- Higher skilled jobs have been the main driver of recent employment growth and this is expected to continue in the future
- West Yorkshire's heart of the north location through access to the M62, M1 and fast Trans Pennine rail brings the potential of a 4-million-person workforce, 250,000 businesses and a £160bn economy



NATIONAL, REGIONAL AND LOCAL SKILLS PRIORITIES

Challenges of Local Area

- Disadvantaged groups face the greatest risk of unemployment and live in areas that are defined as being the most deprived in England, and the deprivation in the region has worsened in recent years
- The unemployment rate for Kirklees remains substantially higher than at any time in the preceding 15 years. There are fewer high value jobs than in some neighbouring districts and lower concentrations of higher pay/productivity sectors such as finance and insurance, ICT and professional services
- Large numbers of people lack basic literacy and numeracy skills that provide a basis for further learning and progression. English language proficiency is also an issue in parts of Kirklees, evidenced by our high ESOL enrolments at Kirklees College
- There are challenges around unemployment in Kirklees, with 26,500 people classed as unemployed and effects of the cost-of-living crisis are predicted to increase redundancies
- Kirklees residents claiming Universal Credit is in excess of 15,000
- Skills shortages also present challenges to some of our business sectors, with many reporting skills shortages and difficulty recruiting for high level skilled jobs
- There is a high level of net out-commuting (around 25,000 people), especially to access higher skilled, higher paid jobs
- A high proportion of people lack the skills needed to do their jobs. Skills that are recognised as needed to improve are management, digital and literacy and numeracy skills, alongside softer personal skills



STAKEHOLDER ENGAGEMENT

Kirklees College collaborates with a range of local and national stakeholders and organisations to ensure that our curriculum is inclusive, aligned and employer-led. This enables us to provide all of our students with the best learning experiences and opportunities for future employment. We have consulted with the following organisations to ensure our Accountability Statement accurately reflects the needs of the local area.



West Yorkshire Combined Authority (WYCA) – We work in partnership with WYCA. WYCA work alongside local councils and employers to ensure everyone in our region is able to benefit from a strong, successful economy. We have been consulted in their new West Yorkshire Plan and sign up to their ambitious vision and five missions for 2040.

Kirklees Council – As a key stakeholder, we have consulted with Kirklees Council in the development of our plan. We ensure that our priorities align with the targets that they have set out for the region and together we jointly chair an employment and skills group for the local area to ensure we are delivering the skills that are required.

Mid Yorkshire Chamber of Commerce – The college is a member of the Chamber and senior leaders from both organisations work collaboratively to ensure that provision locally meets the breadth and depth of industry training requirements. As the West Yorkshire Local Skills Improvement Plan (LSIP) develops further we will continue to work closely with this key stakeholder to ensure our priorities meet that of local and regional businesses.

STAKEHOLDER ENGAGEMENT



West Yorkshire Consortium of Colleges (WYCC) - The West Yorkshire Consortium of Colleges operates on behalf of FE Colleges in West Yorkshire. They are 'The Colleges' Company'. They offer a gateway for businesses to a unique package of training and support in the Leeds City Region. They bring businesses, organisations and training providers together to deliver workforce training funded by the European Social Fund (ESF), Department for Education (DfE) and the West Yorkshire Combined Authority (WYCA).

Engagement with other Local Providers – Kirklees College works collaboratively with our local sixth form college, Huddersfield New College. Together we plan a curriculum to meet the needs of post-16 students across the region and reduce unnecessary overlap and competition. We also work with local schools providing technical and vocational tasters and learning opportunities for pre-16 students.

Employer Partners – Kirklees College engages with around 1,000 employers on a regional and national basis delivering apprenticeships, work placements and bespoke training solutions. Through our partnerships with employers and from our Employer Boards we are able to influence our curriculum design to meet their needs. These stakeholders and the nature of our partnerships and relationships are fully defined within our Employer Engagement Strategy 2024-2026.

Community Partners – Kirklees College works closely with a range of community partners, all of whom share our purpose in relation to enabling social mobility and economic prosperity through education. This work focuses primarily on adults with a view to raising aspirations and assisting progression into college.

CONTRIBUTION TO NATIONAL, REGIONAL AND LOCAL SKILLS PRIORITIES

Aims and Objectives	Contribution to National, Regional and Local Priorities	Target Date
1. Increase achievement rates across all programmes of study	<ul style="list-style-type: none"> Through delivery of excellent teaching, learning, assessment and an outstanding student experience, we must ensure we have strong student and apprentice outcomes, that deliver our challenging KPIs and outperform GFE national rates. By increasing outcomes across all our provision, we will enable more students to progress through the levels of learning at Kirklees College and enter the job market in priority sectors in the region 	July 2025
2. Develop an integrated curriculum that embeds English and maths with vocational subjects	<ul style="list-style-type: none"> Prioritise integration of English and maths within vocational education. Design learning modules that highlight real-world scenarios and ensure contextual relevance and practical application. By doing this Kirklees College aims to equip students with the skill set necessary to thrive in the dynamic landscape of the modern workforce In addition, Kirklees College must implement a response to the new condition of funding rules for English and maths required to be in place for September 2025 	July 2025
3. Continue to develop an adult offer to support the retraining and upskilling of individuals and employers across the region	<ul style="list-style-type: none"> Development and sustainable growth of our adult offer is needed to contribute to a strong and resilient local and regional economy Increase direct delivery of adult provision which provides Sector Based Work Academy Programmes and Skills Bootcamps in key priority areas. This will mean that adults are accessing work ready programmes that directly reflect employer needs, local, regional and national demand, therefore more adults are able to enter and progress within the most in-demand labour market Deliver all LSIF project strand outcomes 	July 2025
4. To further develop a culture of AI adoption and digital innovation	<ul style="list-style-type: none"> Integrate AI and digital innovation into the curriculum, by providing hands on learning opportunities, staff training and development and creating partnerships with industry experts By prioritising the integration of AI and digital innovation across the college we aim to empower students to embrace technology-driven opportunities and prepare them for success in the digital economy of the future 	July 2025
5. Ensure all students develop employability skills	<ul style="list-style-type: none"> Provide a highly effective personal development programme for all students. Ensure that all students gain employability skills through a combination of vocational curriculum design, teaching methods, enrichment activities, and partnerships with industry. Ensure a learning environment that equips students with the skills, knowledge, and attitudes needed to succeed in their chosen careers. 	Sept 2024
6. Review offer of higher skills and higher apprenticeships, with focus on LSIP priority sectors	<ul style="list-style-type: none"> Develop and review product offer and delivery models of higher skills and higher apprenticeship provision to provide new and improved progression pathways. This will ensure we meet local needs and enhance our higher skills offer for Kirklees and West Yorkshire in LSIP priorities 	Jan 2025

LOCAL NEEDS DUTY

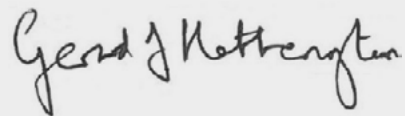
The Corporation of Kirklees College regularly reviews how the college is meeting local, regional and national skills needs through several mechanisms that enable both long-term strategic planning and operational oversight. The Corporation oversees the college's strategic direction, financial performance and quality of services to students. The Corporation Board is made up of highly experienced individuals, who have extensive experience across industry, business, law, finance and community, as well as students and staff.

Key milestones include the annual business planning cycle, which ensures alignment to priority sectors and labour market demand. Corporation and Senior Leadership Team strategy days are held where the main strategic priorities of the college are discussed and agreed. Several Governor committees look at all areas of the college's performance. Key documents are approved by the Corporation, including the college's Strategic Plan, Strategy for Growth and Employer Engagement Strategy which provides a longer-term approach to curriculum and skills development.

This year's Accountability Statement focuses on addressing student needs aligned with priority sector employment sectors and delivery, meeting economic needs, developing wider employability skills and raising aspirations remains a priority.

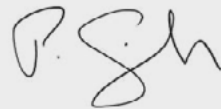
CORPORATION STATEMENT

On behalf of Kirklees College, it is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the Corporation at their meeting on 8 May 2024. The plan will be published on the college's website by 30 June 2024.

A handwritten signature in black ink, reading "Gerard Hetherington".

Gerard Hetherington
Chair of the Corporation

Dated: 14 May 2024

A handwritten signature in black ink, reading "P. Singh".

Palvinder Singh
Principal/Chief Executive and Accounting Officer

Dated: 14 May 2024

SUPPORTING INFORMATION

[50215262 \(ofsted.gov.uk\)](https://www.ofsted.gov.uk/50215262)

[Strategic-Plan-2022-FINAL.pdf \(kirkleescollege.ac.uk\)](https://kirkleescollege.ac.uk/Strategic-Plan-2022-FINAL.pdf)

[Policies & Reports - Kirklees College](#)