



CREATING OPPORTUNITIES
CHANGING LIVES



ANNUAL REPORT
2023-24



INTRODUCTION

Kirklees College is situated in West Yorkshire and boasts seven specialist centres across the Kirklees region, making it one of the largest further education providers in Yorkshire. Each of our centres are unique and include two main centres in Huddersfield and Dewsbury, and specialist subject area centres for construction, engineering, process manufacturing, animal care and higher education and skills.

Kirklees College is uniquely vocational and offers a wide range of 16 – 18, higher education, adult courses, T Levels and apprenticeships taught by industry experienced tutors to provide learners with hands-on experience in their chosen career path.

As well as full-time and part-time study programmes, Kirklees College is one of the leading apprenticeship providers in the UK. Each year, we train over 1,200 apprentices with over 1,000 employers.

In 2023, we were proud to be ranking in the top 10 as one of the region's top training providers for professional courses and work closely with a wide range of national and local businesses to offer training opportunities for employees.

COMMUNITIES WE SERVE



Our Mission Statement

CREATING
OPPORTUNITIES
CHANGING LIVES

OUR VISION & VALUES

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: Kirklees College welcomes all students who want to learn. The college has a common set of key values for both students and staff that are at the heart of everything we do. The values define who we are and how we behave and interact with each other making Kirklees College a vibrant, inclusive, educational experience.



Kindness

- An honest and compassionate approach to ourselves, our people and our environment
- Embrace a spirit of appreciation and helpfulness
- Be respectful and considerate to our Kirklees College Community
- Speak the truth with courage and professionalism



Unity

- A shared purpose across our Kirklees College community
- Collaborate for the common good and celebrate success
- Establish positive trusting relationships
- Build connections to share our ideas, information and knowledge



Excellence

- A culture of high aspiration, expectation and success
- Take ownership and be ambitious
- Encourage determination and innovation in others
- Always seek to develop and improve performance



STRATEGIC GOALS 2022-2025

The Strategic Plan 2022-2025 is a guide to achieve the best possible outcomes for our students, staff and community. It will also help ensure a thriving college for future generations.

Our strategic goals 2022-2025 are the big-ticket items we need to make progress on by 2025 to deliver our vision. None can be achieved by any small group of individuals, they all need unified and concerted effort from everyone at Kirklees College.

PEOPLE

An excellent culture in which to work and learn

To support our goal of creating an excellent culture in which to work and learn, we focused on several initiatives throughout 2023/24. Key events like staff development days and an end-of-year festival, which brought together over 500 participants, created conditions for personal growth and encouraged a stronger sense of community. These events aligned with strategic priorities, as well as cultivating high-performance habits or encouraging connection. We took significant steps to refresh and align our policy framework with our values. Policies covering discipline, attendance, resolution, and performance were updated to reflect restorative and trauma-informed approaches, ensuring they promote flexibility, clarity, and autonomy while supporting our cultural vision.

We launched the People Help Desk to streamline support, allowing us to gather detailed analytics on employee queries and improve resource management.

We signed up to the Fair Work Charter, which promotes fair pay, flexible working, and inclusivity. When measuring cultural progress, the staff survey provides a useful marker. Our survey was completed by 74% of staff, an 11% increase in engagement from the 2023 survey. The results showed upward trends across all areas, with nearly all categories producing the highest scores on record since 2011. Notably, 90% or more of staff feel respected by their manager, believe their manager is committed to inclusion and diversity, and enjoy the work they do, with overall satisfaction at 87%.



A dynamic interconnected digital learning experience

The college has successfully established a Digital Innovation Hub and interactive Data Dashboard that meets two of the strategic priorities for 2023-24. The Innovation Hub is a zone for trialling new technology and innovative pedagogy establishing digital spaces as integral to teaching and learning.

Some examples of activity include the development of an immersive classroom, podcast room and exploring Virtual Reality technology to enhance creativity and curiosity in learning. The TeacherMatic project involved 60 teachers and explored the use of Artificial Intelligence to save teachers' time and ease workloads. The results have reported an average time saving of 5 hours per week. This critical work is continuing as the college has invested in an additional manager who has already established an FE Artificial Intelligence Network to collaborate across the sector building the digital future for our students.

The college has also successfully established an interactive data dashboard that is being used by curriculum and business support managers as well as senior leaders. The implementation of the dashboard has resulted in numerous benefits that incorporates data from various data sources and provides a centralised platform for access to key college performance indicators. It has enhanced decision making across the college and has enabled management and senior leaders to make data-driven decisions that lead to more informed actions and improved performance.



PERFORMANCE

A fantastic student learning experience with great outcomes

The college has made significant investments in our facilities and teachers to improve our students learning experience in the last two years. Communities of practice were established in 2022-23 with the launch of the SPARC development programme for teachers and Nancy Kline's 'Thinking Environment' for leaders and managers to develop ten behaviours that create the finest thinking. The digital vision was also established last year, leading to a clear framework for digital competencies, and was swiftly followed by the launch of the Innovation Hub in October 2023. Students are benefitting greatly from the technologies in the Hub, developing podcasts and exploring virtual reality (VR) in the immersive classroom, or by using VR headsets. The opening of the T Level Hospital Ward, the Reptile House and Aquatics Centre at Taylor Hill Animal Centre, extended practical workshops at Brunel Construction Centre and the introduction of Construction courses at Springfield Sixth Form

Centre are just some key investments made in our real-world learning facilities. As a result, the college continues to report excellent student satisfaction rates and significantly improving student outcomes.

Our 16 to 18 years olds have seen a 5% increase in achievement from 2021-22, bringing us in line with the national rate. This is a particularly significant achievement when considering our students' starting points. 16 to 18 English and maths achievement continues to improve and both are now above the national rate, with a significant improvement in maths high grades.

Adult achievement is now at 90%, which is 3% above the national rate and apprenticeship achievement is 7% above the national average. The first year of T Level results have celebrated a pass rate of 89%, surpassing the national pass rate of 88%, where many colleges have been delivering these since the first wave.

Strong, sustainable financial performance

2023/24 has once again demonstrated the college's ability to deliver strong financial performance that continues to consolidate and grow its position. This is in line with the College's Financial Strategy and has been achieved despite the UK economy downturn and particular FE funding challenges.

Total income has continued to grow year on year and for the first time exceeded £49m in 2023/24 (having been less than £40m only four years previously). Careful control of expenditure growth, despite inflationary pressures, and sound debt service management have also been maintained.

The overall performance for 2023/24 translates to an FE Financial Health grading of "Good" for the third consecutive year, a sustained improvement upon previous performance.





POSITION

Recognised by employers and students as the provider of choice in Kirklees for higher technical skills

In 2023/24 we continued to work with a broad range of employers both on a regional and national basis. Our curriculum intent is to offer the right skills for now and for the future through innovative, relevant courses and qualifications – right for the region, for jobs for our learners and employers. We are working with our local and regional partners to do this and to improve our economy. In working with our key stakeholders and our employer partners, we aim to develop flexible, relevant programmes that, wherever possible, are bespoke to their needs and right for the workplace, including blended learning approaches.

In 2023/24 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.

As a result of these capital funds, we will develop new provision for our students in Additive Manufacturing, Fluid Power Automation and Virtual Reality for Motor Vehicle. In Construction the funds are providing a digital training hub for plant machinery. For Science we will receive a new Anatomage table and a Laerdal Simulator for our training ward. For Creative Industries, a digital learning environment will be created for our music students. In addition, we have around 40 new Virtual Reality headsets, laptops and other IT related equipment.

In September 2023 we increased our offer to enrolment conversion rate to 74% and grew on Apprenticeship provision.

Future curriculum developments will focus on skills shortage areas, local and regional LEP priorities and employer identified demands.

Every centre demonstrates strong civic responsibility

Each centre has developed to meet the needs of the wider community with implementation of a strong leadership team and site leads. There is an improvement of a positive and meaningful culture across the college, with higher expectations and students and staff sharing and believing in our values of Kindness, Unity and Excellence. We have seen an improvement in both staff and student survey results. 87% staff are proud to work and 88% are happy working at Kirklees College. 98% of students agreed “the college is a welcoming place of all backgrounds.” Each site has developed a curriculum that meets the needs of the community and we have new developments in Animal Care, Construction and the new Innovation Hub. We have seen student numbers grow across all provision types, with a wider and more meaningful curriculum offer.

We play an influential role in combatting climate emergency

Kirklees College has completed a programme to produce its own supply of green energy by installing solar panels on the majority of its buildings. This will support our goal of reducing bought in energy and lowering our carbon footprint. So far, we have generated 492,821 KWh of electricity using solar power which is approximately 7% of our annual usage.

We have also installed a new Hybrid Electric Vehicle End Point Assessment Centre to support the development of green skills to combat the climate emergency at Engineering Centre.

We are improving recycling rates and reducing waste consumption by:

- Engaging a new supplier who can provide better data and analysis for general and food waste
- Rollout of new waste bins with better signage
- Simpler recycling messages to increase recycling

PEOPLE



153

Advance Learning
Loans



1,239

Apprentices



79

Higher Education

3,643

16-19 Study
Programmes

138

T Levels



1,543

Community
Learning



911

Members of Staff

Staff Survey 2024

Our annual staff survey provides valuable insights into our culture, engagement levels, and overall employee experience. With a record 74% participation rate, this year's results highlight positive trends across nearly all categories.

Key findings include:

Positive trends in nearly all categories, including:



+12%

Values
& Culture

+9%

Senior
Leadership

+9%

Overall
Satisfaction

When benchmarking against other colleges, we scored particularly well in terms of staff feeling treated with dignity and respect, overall satisfaction, and willingness to recommend the college as a good place to work.

Our results are positive and improving and provide a solid foundation for continued improvement.



Over

400

Over 400 staff comments identified positive culture, teamwork, inclusivity, and a passion to do the best for our students as key strengths within our college community.

PERFORMANCE

82%

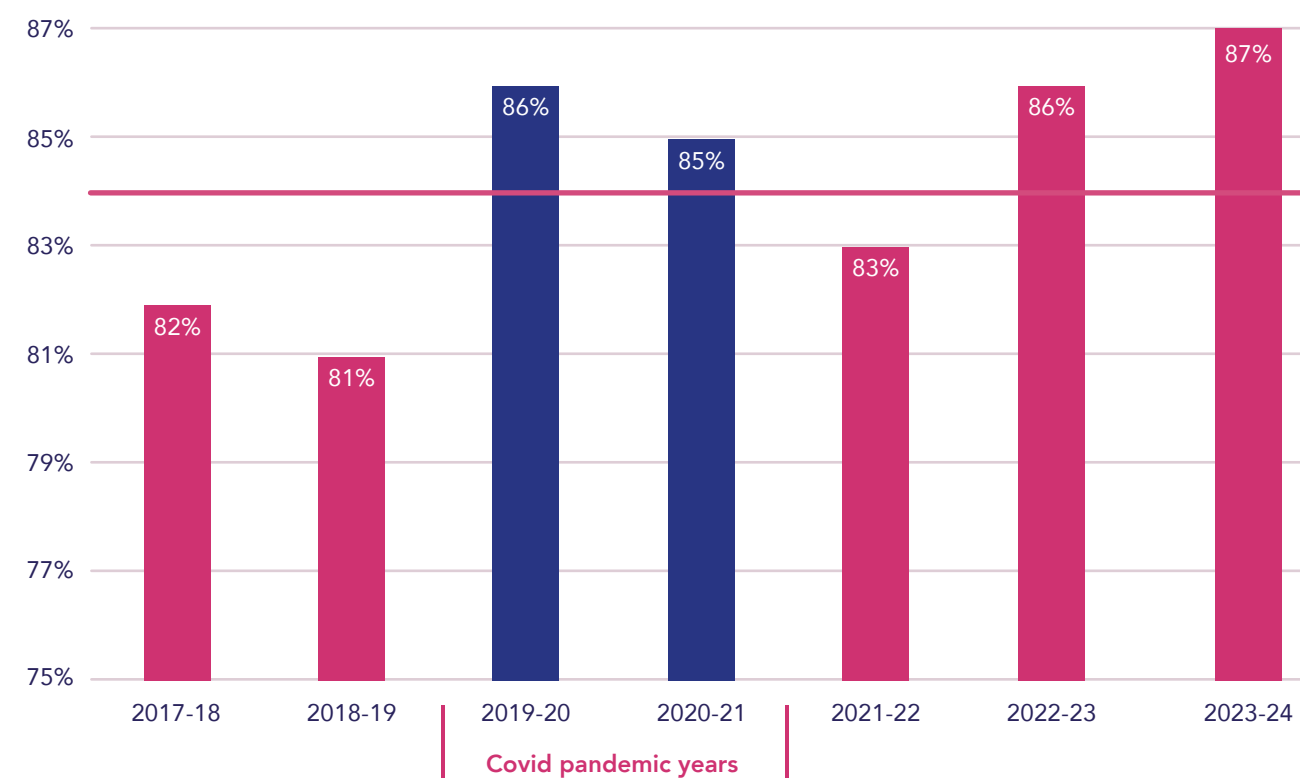
**16 - 18
Achievement
Rates**

2023-24

Kirklees College offers a broad range of vocational and academic qualifications to young people and adults. Strong progression routes exist from Entry Level to Level 7 across a broad and responsive curriculum, designed in partnership with employers. The curriculum is agile to the needs of the local region.

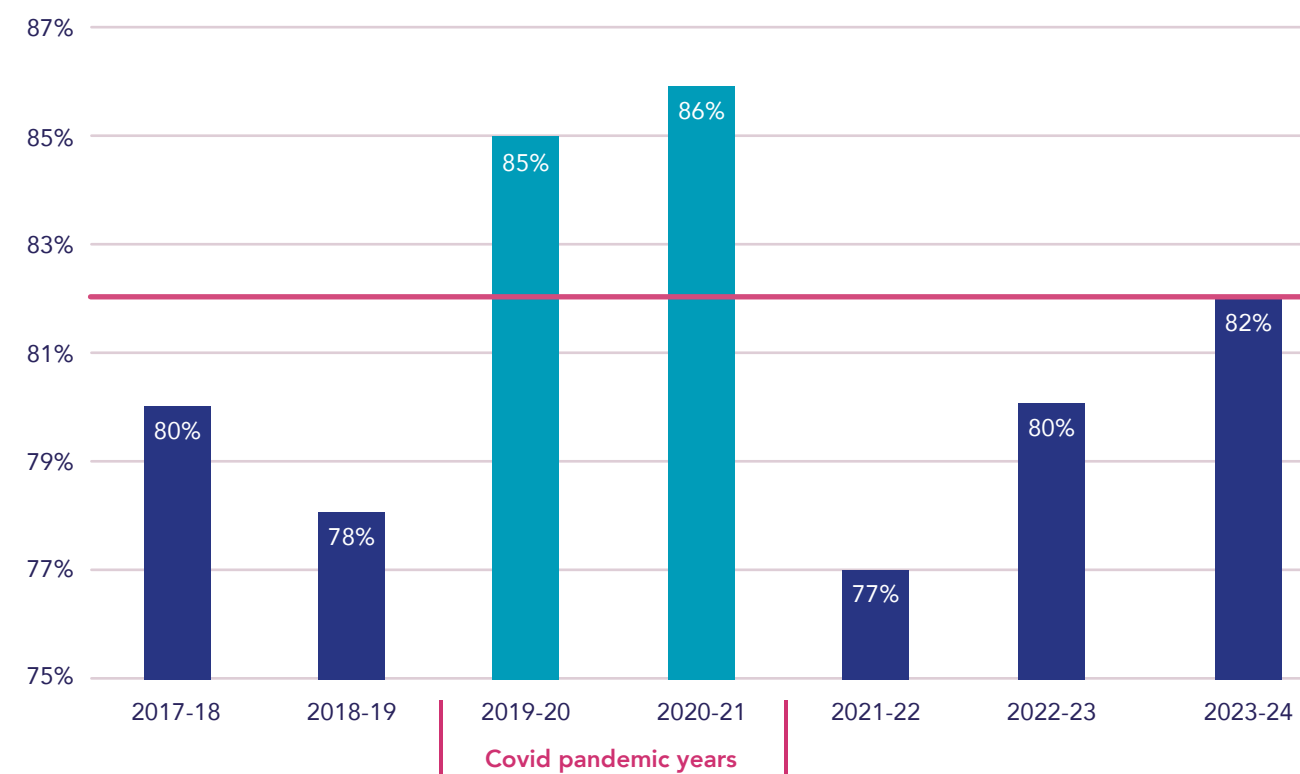
All Ages Achievement Rates

National Rate 84%



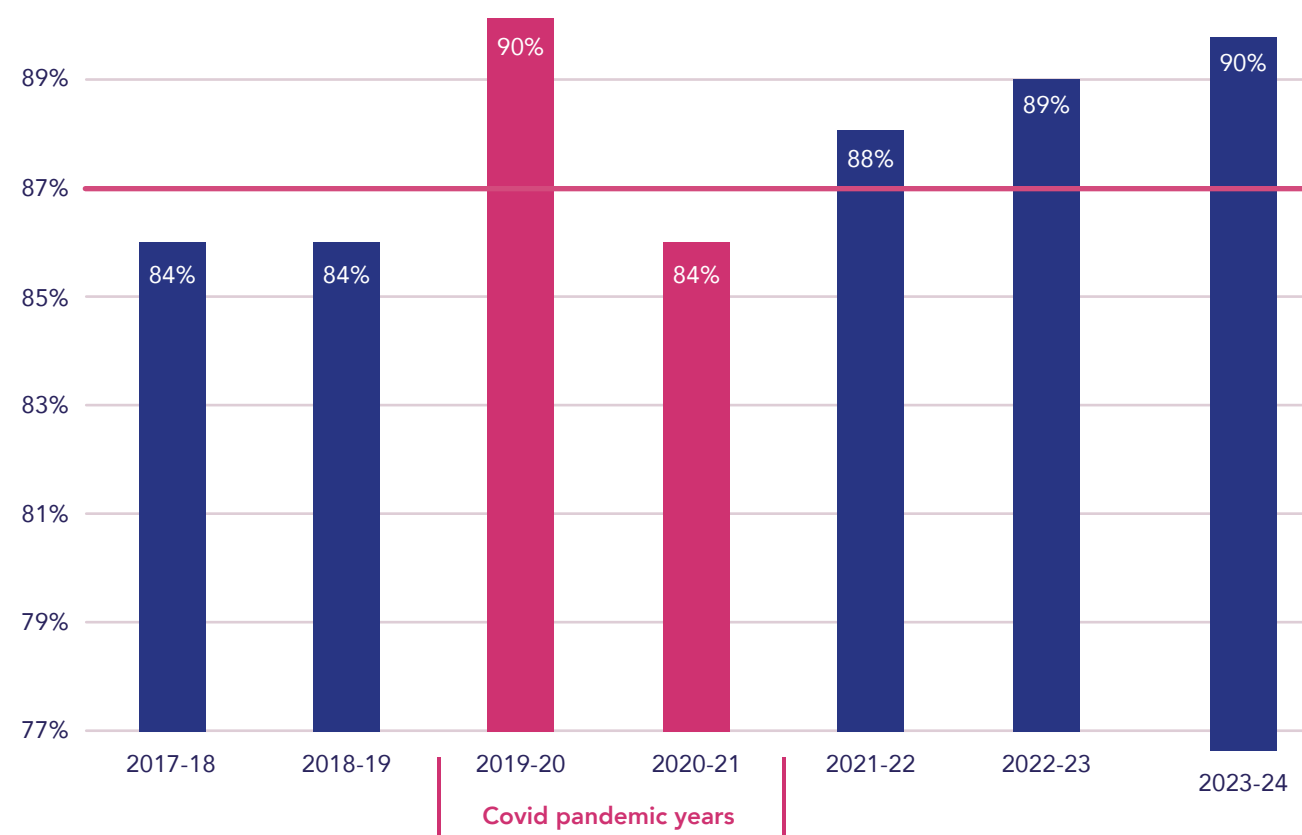
16 - 18 Achievement Rates

National Rate 84%



19+ Achievement Rates

National Rate 84%



87%

Achievement Rates

2023-24

FINANCE

Total income
£49m

Summary of Finance Report

The following table summarises the college's financial results as per the audited financial statements for the last 5 years.

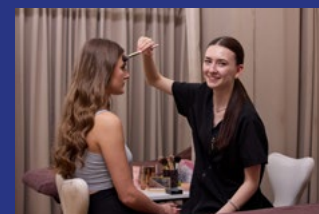
	2019/20	2020/21	2021/22	2022/23	Unaudited 2023/24
Total income (£000)	39,999	41,322	45,051	46,314	49,007
EBITDA as % of income	7.57%	8.79%	10.19%	10.2%	12.4%

POSITION

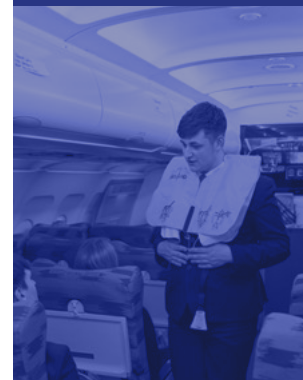


IN PARTNERSHIP WITH:

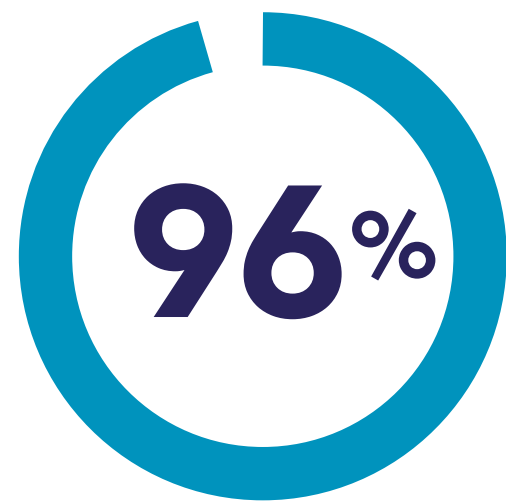


WE ARE
KC COMMUNITY



WHAT THEY SAY...

WHAT OUR STUDENTS SAY



of our students feel the college is a welcoming place for people of all backgrounds



of our students say teaching is of a good standard

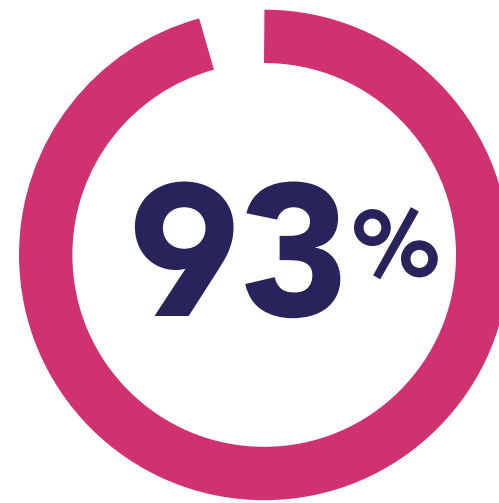


of our students say that staff are friendly and helpful

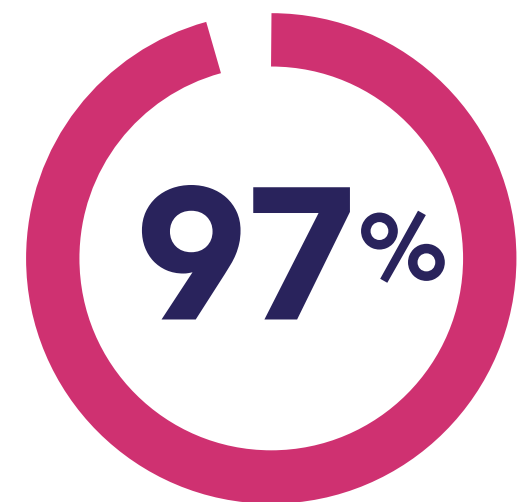


of our students feel they are treated fairly and with respect by their tutors

WHAT OUR APPRENTICES SAY



of our apprentices would recommend the college



of our apprentices say college is a safe place to be

STUDENT ACHIEVEMENTS AND SUCCESS

Ahead of the General Election in June, the Kirklees College Students' Union and Enrichment team organised a hustings event with local candidates from across Kirklees.

Hundreds of young people from Kirklees College, Greenhead College, and Huddersfield New College attended the event.

Candidates from Labour, the Green Party, Reform UK and Liberal Democrats attended, answering questions from the student community that covered a range of topics, including the NHS, immigration, global conflicts and more.



Level 3 Animal Care student Megan Koolaji secured a life-changing scholarship of £4,000 for university study through the Mirfield Education Charity.

Megan has suffered with chronic illness throughout her teenage years and was held back at school, but found her calling when she arrived at Taylor Hill Animal Centre. We are delighted to say she has gone on to start a degree in Veterinary Nursing at Askham Bryan University Centre this September.



Plumbing apprentice Rebecca Markey won the Kirklees Adult Learner Award for 'New Directions' on Thursday 13 October 2023.

The awards, given out in a formal ceremony at the University of Huddersfield, celebrate adult learners across Kirklees who have returned to education and are making a positive impact within their chosen industry.

Her progression from Level 1 student to Level 3 apprentice, aptitude and positive attitude to learning clearly stood out to the judging panel and ultimately led to her receiving this prestigious award



Level 3 Media students Ethan and Alfie were hired by a local addiction service, the Basement Recovery Project, following a very successful work placement. During the placement, they produced and edited a number of short online sessions for clients to use. The company were incredibly impressed by their technical skills, kindness and professionalism.

KEY ACHIEVEMENTS 2023/24

Key headline highlights against the college strategic priorities in 2023/24 include:



Kirklees College launches new Digital Innovation Hub

Kirklees College is delighted to announce the launch of its new Digital Innovation Hub at Huddersfield Centre. The Hub was officially opened in October 2023, during Staff Learning and Development Day, and colleagues from across the college were invited to visit and have a look around.

The Hub is a multi-room technology space, with meeting areas and specialist equipment, including a virtual reality lab, creation pods for podcasting and videocasting and digital experimentation zone, where the latest technology will be showcased.

One of the college's strategic aims for the year was to create a dynamic and interconnected digital learning experience, and the launch of the Innovation Hub is the culmination of this work. The Hub aims to support the college on its digital journey by making technology accessible and equipping our students and staff with the skills and knowledge to thrive in the digital age.

Jason McCartney MP opens English and Maths Hub

In March, Jason McCartney, former MP for Colne Valley attended the grand opening of the new English and Maths Skills Hub at Kirklees College's Huddersfield Centre.

The Skills Hub also includes an immersive room, which has wall-to-ceiling projection facility to make learning fun, digital and interactive. This will help students with their English and maths learning, but will also provide amazing opportunities for students to experience things they may otherwise not be able to, as this virtual reality facility can transport them to anywhere in the world in an instant.



Kirklees College named as a finalist in prestigious AoC Beacon Awards

In November, Kirklees College was announced as one of the finalists in the annual Association of Colleges (AoC) Beacon Awards in the NOCN Group Award for Mental Health and Wellbeing.

The award submission outlined the college's current initiative of implementing trauma informed, restorative approaches in student support to aid student's mental health and wellbeing. The purpose of embedding this approach is to ensure inclusion is maximised and to allow all students the best opportunities to succeed, despite barriers to learning that may arise due to mental health and wellbeing concerns.



Kirklees College secures funding for major investment for new digital technologies from the Local Skills Improvement Fund (LSIF)

This year, Kirklees College was successful in securing £6.9 million from the Department for Education to digitise teaching and learning in key sectors.

So far, the money has been invested in a new Digital Learning Hub and equipment in the music department, which will strengthen our partnership with local outreach organisation, Model Citizens, who target young people of NEET status.

Money has also been invested in VR headsets, a robotic arm and 3D printers at Engineering Centre; a virtual construction training facility; VR equipment in the Innovation Hub for Teaching and Learning, and an Anatomage table in the Science department.



OTHER NEWS AND CELEBRATIONS

Reopening of Boothroyd's Salon

In May 2024 Kirklees College formally reopened the doors of Boothroyd's Salon at Pioneer Higher Skills Centre to the public.

The salon, which offers hair, beauty and spa treatments, is one of the college's key training facilities. The salon's opening to the public, however, was sadly delayed due to the Covid pandemic.



Kirklees Build Project brings Construction back to Dewsbury

Kirklees College and Kirklees Council have announced an exciting new partnership to deliver the first construction training facility in North Kirklees. The Kirklees Build project will see development of a new skills and education centre delivering practical construction training within a live site environment, located initially at Kirklees College's Springfield Sixth Form Centre in Dewsbury.

The Construction Skills Hub will be a leading-edge facility that will deliver training in modern methods of construction, retrofit, low carbon energy and other future skills needs. The centre has been designed in collaboration with stakeholders including the Construction Industry Training Board (CITB) to ensure that the facilities included will equip the next generation with the skills needed to meet the demands of the future.



Reptile Centre opening

On Saturday 22 June, we opened the doors to our brand-new Reptile House at Taylor Hill Animal Centre in Huddersfield. The college has invested £1.5million in this specialist facility, which replaces the current reptile glasshouse and houses a range of modern training equipment, including an Aquatics Centre, Reptile House and workshop space.

The new state-of-the-art facility was opened by special celebrity guest Matt Jackson-Smith from Channel 5's The Yorkshire Vet during a community fun day at the centre. The film crew also filmed segments for the show during Matt's visit for the upcoming series of the popular TV show.



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CHANGING LIVES



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Established 1825