



KIRKLEES
COLLEGE

CREATING OPPORTUNITIES
CHANGING LIVES

ANNUAL ACCOUNTABILITY STATEMENT

2025/26 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 excellent teaching, in industry standard, state-of-the-art facilities and ensure curriculum is developed with employers to enable students to progress.

Our mission is to create opportunities and change lives and this is at the heart of everything we do. The college has a common set of values for both students and staff, our values are 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 14,000 students on full-time, part-time and apprenticeships courses, 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.

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

2022- 2025

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 2025-2030 will be agreed by the Kirklees College Corporation on 10 July 2025.

Our Strategic Goals 2022-2025 are:



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 combating climate emergency



CONTEXT AND PLACE

- THE COMMUNITIES WE SERVE

West Yorkshire

West Yorkshire is home to 2.4 million people, with a £66 billion economy and a workforce of 1.2 million. However, the West Yorkshire economy is £11 billion smaller than it could be, and that gap is projected to widen because the region has fewer jobs overall and lower productivity per job.

Key features of the West Yorkshire economy include:

- A business base of 95,000 private sector businesses, predominantly small and medium-sized
- Unemployment rates are currently similar to those nationally but differ across West Yorkshire local authorities
- Projections suggest that employment growth in West Yorkshire over the next decade will be driven by higher skilled occupations, but that replacement needs will create broad-based labour requirements across industries and occupations
- Seven internationally renowned Universities and Seven Further Education Colleges and a wide range of Independent Training Providers
- A fast-growing digital sector with major tech employers
- In terms of commuting flows, West Yorkshire is largely self-contained, with nine out of 10 residents working within the area and nine out of 10 jobs in the area being undertaken by local residents. However, there are substantial commuting flows both in and out of West Yorkshire and a net commuting inflow, overall
- The biggest sectors in West Yorkshire's employment base are Health and Social Care, Wholesale and Retail, Manufacturing and Administrative and Support Services
- Pockets of acute deprivation are widespread across West Yorkshire – it has twice its “fair share” of the most deprived neighbourhoods nationally
- Overall, West Yorkshire has a deficit of high skilled employment: 47% of people are employed in higher skilled roles locally, versus a national average of 51%



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 the 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.

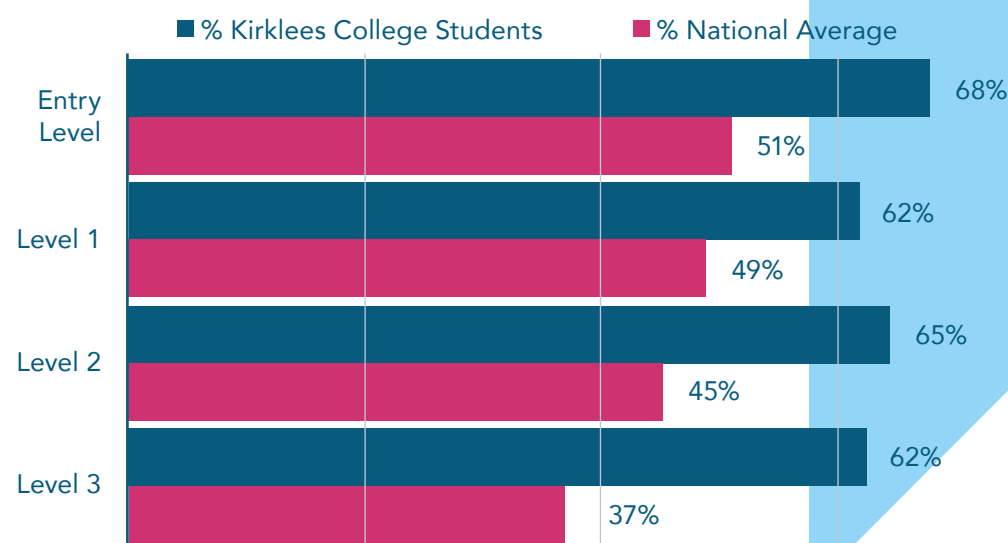
The college continues to offer a curriculum strong in breadth and depth, including courses from entry level to higher education opportunities. Just over 1/3 of the population in Kirklees are qualified at NVQ Level 4+, but around one in 12 people have no qualifications at all. Rising skills requirements 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.



Kirklees College students begin with significantly lower starting points than average. Only 51% have English at grade 4 or higher at the start of the academic year, ranking us 213th out of 222 GFE colleges. For maths, just 39% have achieved grade 4 or above at the start of the year, placing us 204th out of 223 colleges. 69% of our 16-18-year-olds are studying at least one of the two GCSEs, compared to 53% nationally.

Using the Indices of Multiple Deprivation, approximately 64% of the college's 16-18 students and 65% of its 19+ students fall within the three highest deprivation bands. This is notably higher than the national average for general further education colleges, where the figures stand at 41% for 16-18s and 44% for 19+. The disparity is particularly pronounced at Level 3 for 16-18-year-olds, as shown in the graph opposite.

% Students living in areas with the highest levels of deprivation

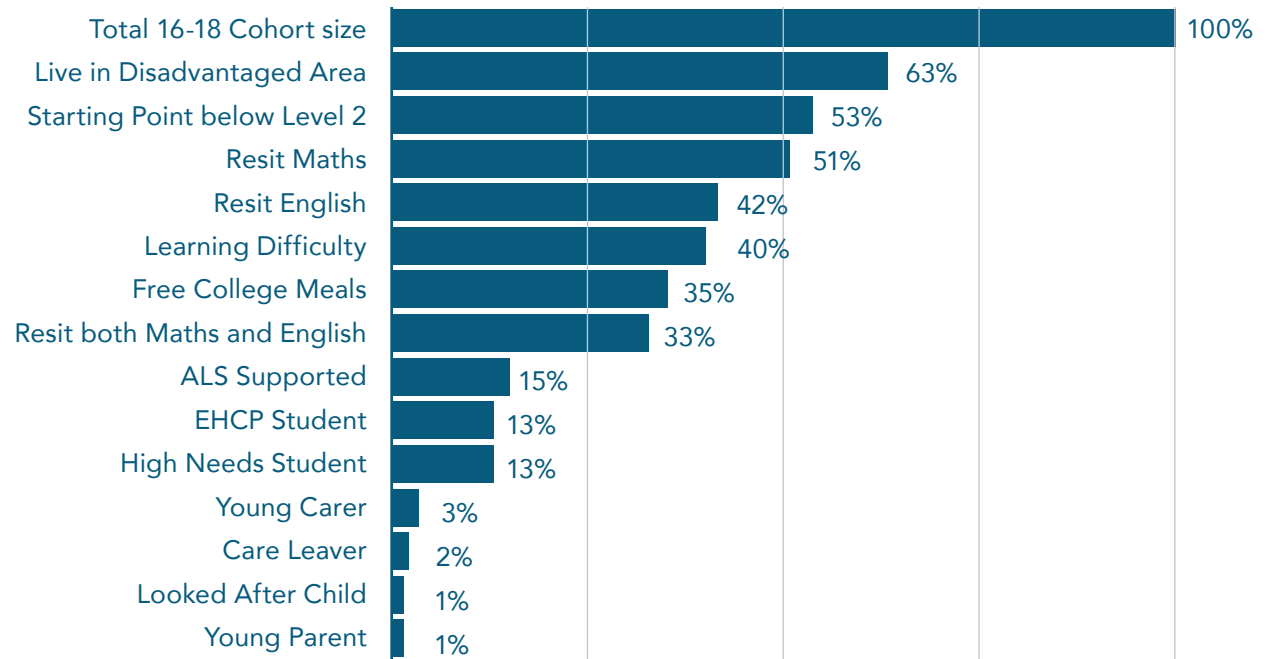




2023/24 16-18 COHORT PROFILE

Kirklees College is the primary provider of post-16 SEND provision in the area, with the number of students with EHCPs increasing from 451 in 2018/19 to 509 in 2023/24.

The college plays a crucial role in improving the lives of those at risk of long-term unemployment and persistent poverty due to poor educational outcomes. While Kirklees has affluent areas, it also has areas of significant deprivation. The pandemic has continued to have an impact on the education section, including increased mental health issues, lack of formal exam experience, and the shift to exam-based assessments. Other factors, such as the digital divide, financial pressures on students, disruptions to apprenticeships, and teacher shortages, have also impacted post-16 education.



OUR SEVEN COLLEGE CENTRES



1 HUDDERSFIELD CENTRE

Waterfront Quarter, Manchester Road,
Huddersfield, HD1 3LD



4 PROCESS MANUFACTURING CENTRE

Turnbridge Road, Off St Andrew's Road,
Huddersfield, HD1 6AG



7 PIONEER HIGHER SKILLS CENTRE

Halifax Rd, Dewsbury, WF13 1BD



2 TAYLOR HILL ANIMAL CENTRE

Close Hill Lane, Taylor Hill,
Huddersfield, HD4 6LE



5 BRUNEL CONSTRUCTION CENTRE

Old Fieldhouse Lane, Off Leeds Road,
Huddersfield, HD2 1AG



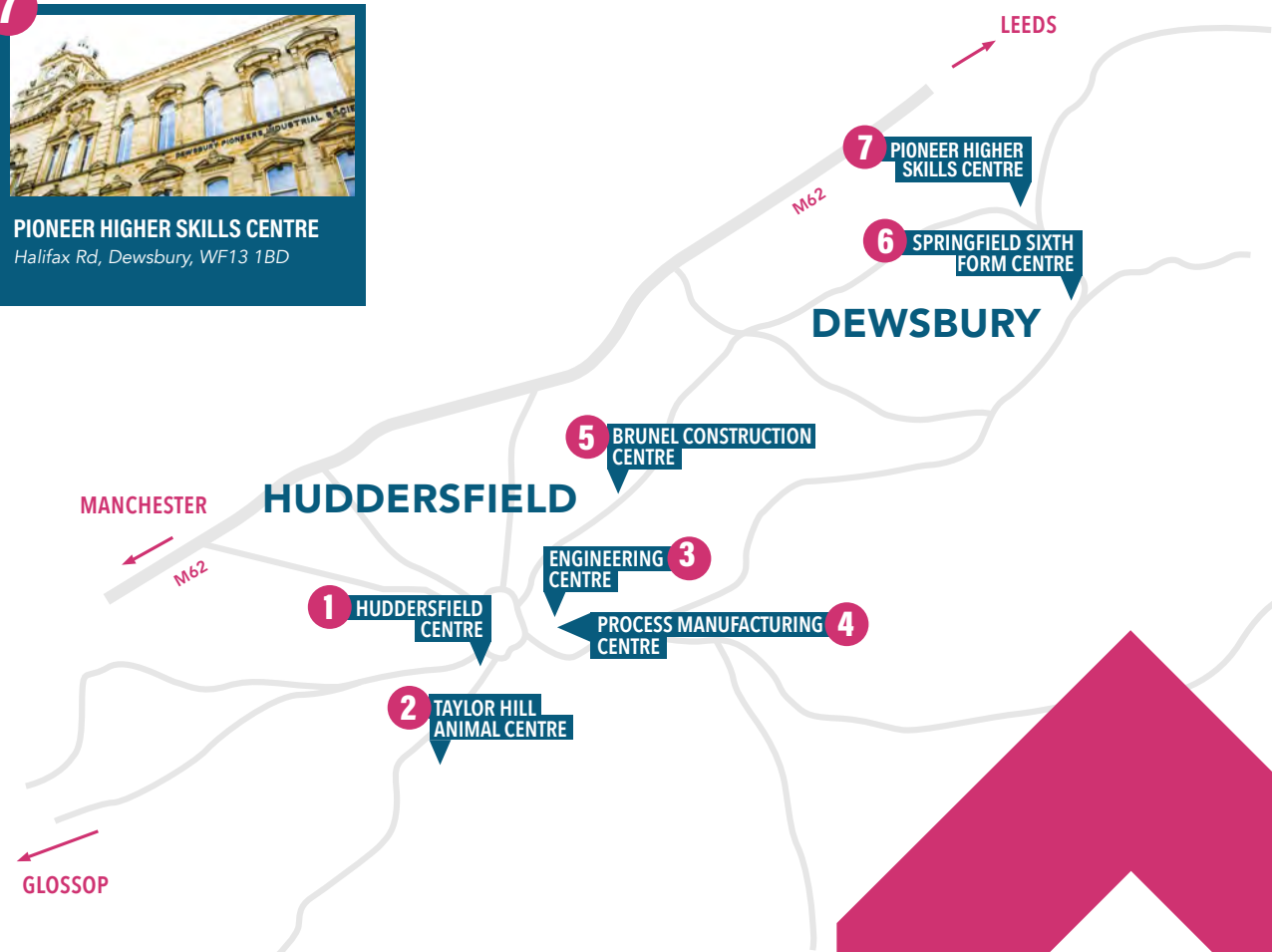
3 ENGINEERING CENTRE

Turnbridge Road, Off St Andrew's Road,
Huddersfield, HD1 6AG



6 SPRINGFIELD SIXTH FORM CENTRE

Bradford Road, Dewsbury, WF13 2NP



NATIONAL, REGIONAL AND LOCAL SKILLS PRIORITIES

The skills landscape has undergone significant change over the past 12 months, with a new Labour Government, the introduction of Skills England, a curriculum and assessment review the Devolution White Paper, and recognition of getting more people back into the workforce in line with the Get Britain Working White Paper. There is also a reform of Careers, Advice and Guidance to provide a New All Age Careers Service. Central Government actions have the intention to increase skills provision and accelerate the levelling up agenda for all regions

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



LOCAL SKILLS IMPROVEMENT PLAN

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
- Education
- Construction
- Transport and Logistics

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

- Net zero transition and sustainability
- Transferable skills
- Equality, diversity, and inclusion (EDI)
- Leadership and management
- Digitisation and automation

A young man with short brown hair, wearing safety glasses and a red work coat, is smiling and looking towards the camera. He is in a workshop or laboratory setting, with various pieces of equipment and a red wall visible in the background. A large blue geometric shape is overlaid on the right side of the image.

STRENGTHS OF LOCAL AREA

- Advanced manufacturing – specialisms in textiles, furniture, and products such as gears, valves, pumps and turbo chargers
- A fast-growing digital sector with major tech employers
- The UK's largest regional finance centre with international strengths in FinTech including a growing financial cluster of public and private capital
- Our voluntary and community sector enables communities to understand, connect, and utilise their innate skills, gifts, and knowledge to drive solutions
- West Yorkshire has a high performing further education sector offering a diverse provision and good levels of quality
- 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
- Dynamic SMEs and microbusinesses spread across Kirklees, locating 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

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
- 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
- West Yorkshire still has a relatively weak skills base. Despite the need for skilled workers, the estimated employer investment in training has fallen over the last decade. There is a persistent deficit of people with high-level qualifications and a relatively large proportion of people with low-level qualifications. West Yorkshire's skills deficit extends to the employed as well as the unemployed
- Equality and inclusion – there are still low levels of attainment within the region, particularly on areas such as Maths and English GCSE. Whilst some excellent initiatives are in place around soft skills, including initiatives like STEM 7 at Luminare College Group and the mayor's West Yorkshire Promise for residents, soft skills have yet to be fully addressed within the workforce
- Young people not in education, employment or training (NEET) face an increased likelihood of unemployment, low wages, and low-quality work later in life. The proportion of young people who are NEET in West Yorkshire has increased and is now above the national average
- Skills shortages also present challenges to some of our business sectors, with many reporting skills shortages and difficulty recruiting for high level skilled jobs
- At £640 per week, gross median pay for full-time jobs in West Yorkshire is only 94% of the national average. 14% of jobs pay below the Real Living Wage, above the national average of 13%
- West Yorkshire's claimant count increased sharply during the health crisis, peaking in March 2021, before falling steadily in the period to October 2022. The count has increased modestly since then with the fastest rate of growth being seen among 16-24 year olds



APPROACH TO DEVELOPING THE ACCOUNTABILITY STATEMENT 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.

APPROACH TO DEVELOPING THE ACCOUNTABILITY STATEMENT

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.

EMPLOYERS WE WORK WITH:



CONTRIBUTION TO NATIONAL, REGIONAL AND LOCAL PRIORITIES

Aims and Objectives	Contribution to National, Regional and Local Priorities
<p>Increase apprenticeship starts in key priority sectors such as Advanced Manufacturing, Engineering and Construction</p>	<p>Apprenticeships are a key way for people in the region to learn on the job, both for new starters and for existing members of staff, allowing students the opportunity to gain a qualification and apply their learning. For employers they offer a highly effective route to recruit and train future talent and address skills shortages.</p> <p>Kirklees College will aim to increase apprenticeship starts by 50 in 25/26 in Engineering and Advanced Manufacturing, and Construction.</p>
<p>We will deliver high quality technical education aligned to national, regional and local priority sectors</p>	<p>Our curriculum intent is aligned with a broad range of sectors, it also ensures the most disadvantaged receive high quality education and achieve qualifications that enable them to progress to their next step, as well as allowing young people to remain in education, training and employment.</p> <p>We will aim to increase Study Programme student numbers by 300 in 25/26.</p> <p>We will build on the success of our T Level delivery in priority sectors such as Health and Social Care, Construction and Engineering and increase starts by 90 students in this provision for 25/26.</p>

CONTRIBUTION TO NATIONAL, REGIONAL AND LOCAL PRIORITIES

Aims and Objectives	Contribution to National, Regional and Local Priorities
We will expand our adult provision, increasing student numbers and addressing regional and local needs	<p>West Yorkshire continues to face a shortfall in individuals with higher-level qualifications and a significant proportion of adults with low-level skills. In response, we will grow our adult learning offer significantly, with planned expansion aligned to an additional £575K investment. This uplift will enable us to broaden our curriculum, reach more learners, and better respond to both regional priorities and local employer needs.</p> <p>We will develop and deliver a more responsive and employer-informed curriculum through targeted initiatives such as Skills Bootcamps and Sector-based Work Academy Programmes (SWAPs). These programmes will help address current and emerging vacancies, tackle sector-specific skills shortages, and support more adults into sustained employment. With 65% of our adult learners currently coming from the most deprived areas, well above the national average of 46% we are committed to inclusive growth and social mobility. This planned growth will strengthen our ability to support those who need it most, ensuring our provision has lasting economic and social impact.</p>
We will increase our Apprenticeship achievement rates	<p>Kirklees College is rated Ofsted 'Good' for Apprenticeship provision, we will improve Apprentice outcomes by boosting achievement and retention rates, while strengthening employer partnerships to ensure delivery matches industry requirements.</p> <p>In 25/26 we will aim to increase our Apprenticeship Achievement rates from 61% to 67%.</p>

CONTRIBUTION TO NATIONAL, REGIONAL AND LOCAL PRIORITIES

Aims and Objectives	Contribution to National, Regional and Local Priorities
We will maintain our position with strong, sustainable financial performance	We will continue to deliver financially strong performance and secure growth across all major funding streams, reflecting national, regional and local priorities. This will result in a minimum financial health grade of 'Good' , enabling the college to respond to future growth opportunities.
We will continue to use digital technology and AI to create efficiencies and improve student outcomes	We will prioritise enhancing efficiency across business support functions, such as Exams, HR, Student Services, and Estates by streamlining processes, automating tasks, and applying AI where it adds value. A key initiative will be the launch of a new student mobile app to improve communication and provide students with easy access to essential information. In the classroom, we will further integrate digital learning tools and platforms that enhance teaching and support personalised learning. Staff development will remain a focus, with tailored CPD to build digital confidence and skills across both teaching and support areas.
Improve the progress students make in English and Maths	<p>The college is committed to improving student outcomes and for a significant number of our students that includes the progress made in English and Maths. Proficiency in these core subjects is linked to higher employability, better earnings, and improved health and well-being . Additionally, students who achieve a grade 4 or above in both English and maths are more likely to gain access to higher education and secure skilled employment.</p> <p>We will increase the number of students achieving 1 grade higher in GCSE Maths and English or stepping stone qualification by 10%.</p>



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 growth, financial stability and further development of the college's use of artificial intelligence.



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 22 May 2025. The plan will be published on the college's website by 30 June 2025.



Gerard Hetherington
Chair of Governors

Signed: G. Hetherington

Dated: 18 June 2025



Palvinder Singh
**Principal/Chief Executive
and Accounting Officer**

Signed: P.Singh

Dated: 18 June 2025

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
West Yorkshire Combined Authority
wyca-lmi-report.pdf](#)

[LSIP West Yorkshire 2023.pdf](#)