

## **MOULTON COLLEGE ACCOUNTABILITY STATEMENT**

### **Strategic Plan**

The Strategic Plan and progress against targets are reviewed annually by the Corporation. Operating plans which include key performance indicators are subject to regular review at full Corporation meetings.

The delivery of these objectives will be supported by the following strategies and plans:

### **Curriculum and Quality**

- IT and Resources
- Services to Students
- Curriculum Strategy & Annual Plan
- Teaching and Learning Strategy
- Quality Improvement Plan
- HE Plan

### **Financial**

- Financial Recovery & Contingency Plan
- Estates & Capital Plan

### **Human Resources**

- Staffing plan
- Health and well-being – staff and students

### **Commercial and Stakeholder Engagement**

- Apprenticeship and Employer Engagement
- Business Development
- Marketing and PR

### **The communities we serve**

#### **Context and place**

We are a specialist land-based college who service local, regional, and national needs.

We are an ambitious, passionate organisation focused on meeting the needs of our students, our staff, our businesses, and our community. We are developing Moulton College into an active partner working with all our stakeholders to ensure we play our part in the economic success of Northamptonshire and beyond.

Our assets are used to benefit our students, our business partners, and the broader community. We aspire to making Moulton College carbon neutral, playing our part to tackle the environmental challenges our society faces. We also want to ensure that Moulton is recognised as a fantastic place to work and develop in a safe and secure environment, which promotes personal well-being and ambition.

We operate the College to meet the needs of our stakeholders and communities and have a direct impact on the local and regional economy.

### **Meeting local and national need**

The South East Midlands occupies a strategically important location, linking Oxford, Cambridge, London and the Midlands. The area is comprised of local authority areas: Bedford Borough, Central Bedfordshire, Luton, Milton Keynes, North Northamptonshire, West Northamptonshire.

With some 77,000 active enterprises, South East Midlands has many challenges including business contraction, skills challenges and ongoing labour market volatility. Chambers engage with key sector working groups, HE and FE Institutions, and the Growth Hub to provide feedback from members, contributing to LMI data:

- Many 18-24 year olds leave our area, meaning employers have to import skills from elsewhere.
- The University of Northampton (UoN) graduate employment rate for first degree leavers is lower than the UK average (-9%).
- Milton Keynes high-tech industry plays a greater role than in neighbouring counties, especially in fields such as AI and the creative technologies.
- Our region has a high-quality FE and IoT offer but only 3% of SMEs engage with local provision.
- Mobility across labour markets is relatively low, particularly among non-graduates.
- 42% of employers currently have recruitment difficulties.
- We have an above average number of people with no skills; reflected in 18% of LSOAs (Lower layer super output areas) being among the UK Index of Multiple Deprivation bottom 20%.
- We have above average ethnic diversity in the Luton area with commensurate low employment and income IMD data.

### **Serving local and national needs**

As a specialist land-based College, we serve a wider population. This map shows the home addresses of students (2022/23).

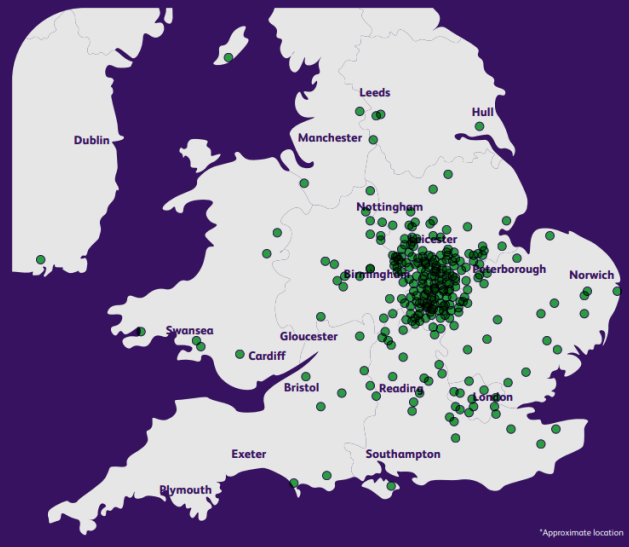
## Serving local and national needs

As a specialist land-based College, we serve a wider population. This map shows the home addresses of students (2022/23):

Our curriculum is unique, and our courses set our students on a path to an exciting career.

Set in rural Northamptonshire, we offer a breadth of provision including Agriculture, Animal Welfare, Equine studies, Construction, Sport, Food & Drink manufacturing, Foundation learning and Business studies.

We are particularly renowned for delivering high quality provision in niche areas, including Stonemasonry, Furniture Making, Arboriculture and Countryside Management.



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### Developing the plan

Our key priorities and outcomes are derived from our strategic objectives, but they are very much focused on working with key stakeholders to ensure that we are meeting local, regional, and national need. We have a very good awareness of both national and regional skills priorities.

### **Local Skills Improvement Plan - LSIP**

Moulton College was a member of the executive group that formed the LSIP and continues to work closely with all members of the group to ensure its successful delivery. This group comprises; Chambers of Commerce, Business Representatives (inc. sector bodies and other ERBs) and colleagues from Higher Education, ITP, Local Authorities and DWP.

### Key stakeholders

Moulton College works collaboratively with a network of partners to enhance the student experience and to benefit our communities.

We are proud to collaborate closely with all colleges in the Southeast Midlands. A great example of this is the work that we have engaged in together to deliver an SDF project aimed at preparing all providers to respond to the LSIP, where training staff in key priority areas has been a priority.

We are a strong community college, and we welcome visitors to our site. Almost 200 external organizations utilize our facilities on site every year, and Moulton has an excellent reputation for providing these services.

Moulton College are committed to placing employers at the centre of our curriculum planning and development processes and we work with a huge variety of employers, both large and small across all our curriculum areas. We have established sector-based Industry Skills Boards (ISBs) which are chaired by employers and play a key role in holding curriculum areas to account. They are the driver for implementing our co-design, co-delivery strategy.

### **Key stakeholders**

Our mission and purpose are directly aligned to the needs of our students, our employers and the communities we serve.

Consequently, we work with a comprehensive range of stakeholders to develop our curriculum and refine our strategic ambitions. Some of which are listed below.

- West Northamptonshire Local Authority
- East Northamptonshire Local Authority
- Northamptonshire Chamber of Commerce
- Job Centre Plus
- Landex – Agricultural network

Additionally, we work with individual businesses across the region including large, small and micro-businesses, to support priority areas. A small selection is given below.

- The development of a new Apprenticeship pathway in heritage stonemasonry in partnership with the National Trust.
- The enhancement of our bakery curriculum at the Food & Drink Innovation Centre (FADIC) where Geary's Bakery have invested significant sums in upgrading our ovens, to enable us to train students in the latest industry techniques.
- Working extensively with Indigro agronomists alongside our agriculture staff and students to provide support in implementing cutting edge soil analysis.
- Working with CLA (Country Land and Businesses Association) who host their annual conference on college site to give students the opportunity to be involved in the event and liaise with employers.
- Partnering with Farol Ltd, who are an agricultural company that have worked with us to improve the technology we use on our college farm, ensuring it is embedded into the student experience. They have also supported us to bring farm data to life, to help teach our students key skills that they will need for industry.
- Partnering with David Wilson Homes who have provided extensive support to our carpentry students, including supplying equipment and resources, as well as contributing to our curriculum planning.

### **Universities**

We partner with the University of Northampton to deliver our HE provision. Additionally, we work together to share good practice and carry out joint CPD events. We are also aligned to other organisations for extensive research activity, for example, Cranfield University where we collaborate on a worldwide soil data project.

### **Schools**

Our schools liaison team has built good relationships with local schools and our links are now strong.

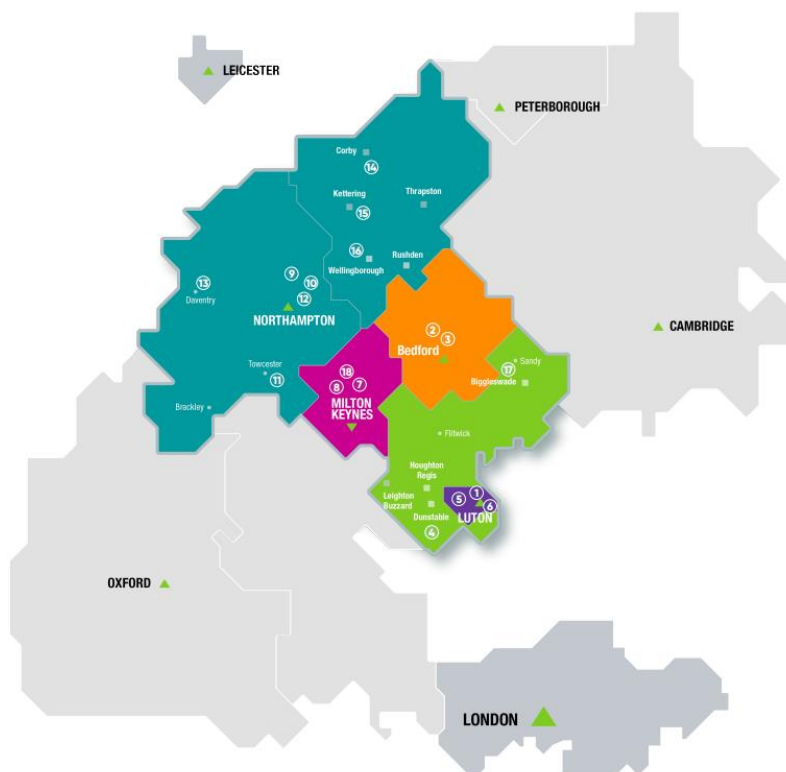
## **Regional providers**

Moulton College is a key member of the CoSEM group (Colleges of the South East Midlands). This forum has provided the opportunity to establish some effective practice around collaborative working. The development of a joint marketing document has allowed us to plan for a collective curriculum and identify gaps, and we have also delivered a very successful SDF project (Strategic Development Fund).

## Map of South East Midlands showing locations of other colleges

### Colleges of South East Midlands

- 1 Barnfield College – Luton ●
- 2 Bedford Sixth Form – Bedford ●
- 3 Bedford College – Bedford ●
- 4 Central Bedfordshire College – Dunstable ●
- 5 Central Bedfordshire College – Luton ●
- 6 Luton Sixth Form – Luton ●
- 7 MK College: Chaffron Way Campus, Milton Keynes ●
- 8 MK College: Bletchley Campus ●
- 9 Moulton College – Moulton ●
- 10 Moulton College – Higham Ferrers ●
- 11 National College for Motorsport - Silverstone ●
- 12 Northampton College – Northampton ●
- 13 Northampton College - Daventry ●
- 14 Tresham College – Corby Northamptonshire ●
- 15 Tresham College – Kettering Northamptonshire ●
- 16 Tresham College – Wellingborough Northamptonshire ●
- 17 Shuttleworth College – Biggleswade ●
- 18 South Central Institute of Technology, Bletchley ●



## Our contribution – National, regional, local priorities

### Objective/Priority 1:

#### Achieving excellence and inspiring success

Continue to provide high quality skills and training, resulting in growth and increased achievement rates, with a focus on Apprenticeships and Further Education in skilled priority areas.

- Achievement will be a minimum 85% for FE.

#### Impact and Contribution towards skills priorities

The College will look to:

1. Continue to provide high quality skills and training to the agricultural industry, ensuring that Moulton is seen as the region's leading land-based College.
2. Increase the collaborative work with stakeholders, including employers, local schools, and other providers to ensure that areas where there are skills shortages are appealing:
  - a. the curriculum educates students on sustainability practices and informs them of their impact on climate change
  - b. we are raising the profile of Agriculture & key priority areas including, Construction, Low Carbon technologies and Digital, so that they are seen as very viable and rewarding career opportunities.

**Impact – Demonstrate our links to national, regional, and local priorities by contributing to meeting Agricultural and high priority skills needs in**

## **Northamptonshire and beyond.**

### **Objective/Priority 2:**

#### **Achieving excellence and inspiring success**

Deliver a labour market responsive offer by supporting our growth industries through delivery of 'in-demand' vocational skills and start to develop the core, cross-cutting digital skills and competencies required for the future.

- 100% of students to be engaged in digital delivery
- HTQ and T Level targets are met

#### **Impact and Contribution towards skills priorities**

The College will look to:

1. Commence the delivery of construction routes that offer stronger progression leading to higher qualifications – T Levels / Apprenticeships / Higher Education/ & Employment.
2. Commence delivery of HTQ's to ensure growth is aligned with national policy priorities and can address specific skills gaps at level 4 and above.
3. Embed essential digital skills within the curriculum to aid students' skills and employability prospects.

#### **Impact – Enhanced Higher Education and Construction pathways leading to greater employment opportunities.**

### **Objective/Priority 3:**

#### **Building credibility, relevance and value**

Develop, strengthen, and slowly increase apprenticeship starts in line with employer demand to ensure that skills gaps identified are addressed effectively.

- 80% of Apprenticeship starts are in priority skills area – Construction, Agriculture and Food and Drink
- Impact upon employer satisfaction 90% good or better

#### **Impact and Contribution**

The College will look to:

1. Build our apprenticeship provision on a demand-led basis, with quality at the forefront.
2. Deliver apprenticeship programmes to the construction, food & drink manufacturing & land-based sectors (veterinary nursing & countryside ranger) in line with employer demand.
3. Continue the collaborative partnership established through the recent LSIF project, to share good practice.
4. Strengthen the technical education pathways through T Levels and Higher Technical Qualifications.

**Impact – A targeted apprenticeship offer that meets employer demand.**

**Objective/Priority 4:**

**Responsive provider of lifelong learning**

Working with key stakeholders to transition the College from a product focused organisation to a key partner in driving up local productivity through delivery of labour market responsive solutions and programmes.

**Impact and Contribution**

The College will look to:

1. Continue to work with JCP to deliver Sector Based Work Academy Programmes SWAPs that prioritise the renewable sector and support sustainability in our region.
2. Continue to provide impactful employer led advisory panels (ISBs) for all areas of the College.
3. Enhance the curriculum planning process to ensure that a culture of co-design and co-delivery with employer partners is embedded across all sector subject areas.
4. Refresh our strategic aims and corporate objectives in line with the changing landscape and future policy.

**Impact - Provision is continually developed to ensure that employer and stakeholder needs are fully met. Two-way dialogue established to ensure that the College is focussed on providing solutions that have a direct impact on employer skills gaps and can provide adults with viable pathways to employment.**

**Objective/Priority 5:**

**Exceptional student experience**

Deliver a programme of study which focusses on the whole student and prepares them adequately for the future.

- 100% of students have an entitlement to a 21<sup>st</sup> century skills development tutorial programme aligned to employer feedback.

**Impact and Contribution**

The College will look to:

1. Deliver core transferable skills that employers desire through an enhanced enrichment programme.
2. Provide for the continued development of essential maths and English skills, so that it is embedded through the curriculum at all levels.
3. Map the local and national skills agenda to link to careers and the student experience.
4. Raise our students' professional curiosity.

**Impact – Students have a better understanding of labour market needs and their role within these markets. They are therefore better equipped to contribute positively in the workplace and recognise the significance of lifelong learning.**



## **Corporation Statement**

We are committed to complying with our duty under a new section 52B of the Further and Higher Education Act 1992 to review provision in relation to local needs, as proposed in the Skills and Post-16 Education Bill 2022.

We will look to hold a review at least every three years to identify how well we are meeting local needs associated with securing suitable employment. We will publish our report on our main website following this review.

On behalf of Moulton College Corporation, it is hereby confirmed that the College plan as set out above reflects an agreed statement of purpose, objectives and priorities as approved by the corporation at their meeting on 4 July 2024.

A handwritten signature in blue ink that reads "David McVean". The signature is written in a cursive style with a large initial 'D'.

**David McVean, Chair of Governors**

Dated: 4 July 2024

Our Strategic Plan has been published on the College's website and can be accessed by scanning the QR code below.

