



Annual Accountability Statement

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College mission and purpose

Mission statement

‘Providing high quality education and skills development leading to talented, committed industry focussed and career ready students’

Moulton College vision/purpose

Moulton College is a specialist, innovative, industry-led technical and vocational college recognised as a market leader in supporting people to access skills and progress into the world of work. We review our provision regularly to ensure that it meets current and future skills needs.

- i. Our proud tradition as a strong ‘land-based’ provider of education has been retained and enhanced. Alongside this, we are developing a complementary curriculum that has a strong emphasis on the environment and associated technologies.
- ii. Our programmes are forward thinking, engaging, and constantly motivate our students to higher levels of attainment.
- iii. We deliver facilities, a curriculum, education, and training that meets the current and future needs of our stakeholders and facilitates progression to employment.
 - a. our programmes are inclusive, and our processes allow us to measure the social impact of the College.
- iv. Our ambition to become a fully sustainable college permeates throughout the organisation and this will be evident in all we do:
 - a. sustainability will be at the heart of everything we do
 - b. our ambition to be a carbon neutral college will inform our culture and direct our actions and engagement with our stakeholders
 - c. we will become a well-being centre of excellence for both students and staff
 - d. we will promote a safe and healthy environment to learn and work
 - e. our culture will be people-centric and our curriculum growth will focus on future technologies and environmental sustainability.

Guiding Principles

The Board has set the vision for Moulton College and is committed to delivering through five strategic principles:

- Providing effective high-quality programmes in priority sectors.
- Establishing industry credentials that add value to our employers.
- Developing collaborative partnerships and relationships that enhance our student experience.
- Protecting and enhancing the environment, becoming sustainable and carbon neutral.
- Supporting the growth and holistic development of our students as they transition through our care and education.

Moulton College continues to work in collaboration with others to transform education, skills, and training in Northamptonshire and beyond.

Corporate Objectives

① Achieving excellence and inspiring success

To provide an exceptional and personalised student experience which prepares every individual with the skills for work, life and success.

② Building credibility, relevance and value

To become a provider of choice for our students and business; committed to meeting the needs of our business community; championing environmentally sustainable, industry standard resources and environments.

③ Investing in our people

To recruit and retain a highly skilled, industry-centric staff team motivated to deliver to the highest quality in a culture that promotes trust, accountability and well-being for all.

④ Focusing on growth

Grow and diversify programmes and income streams cost effectively, in line with employer and community needs through developing collaborative relationships.

⑤ Ensuring long term financial viability

To secure improved operational efficiency whilst managing costs and expenditure to deliver a financially sustainable business model.

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, SEMLEP 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.

The Moulton Difference

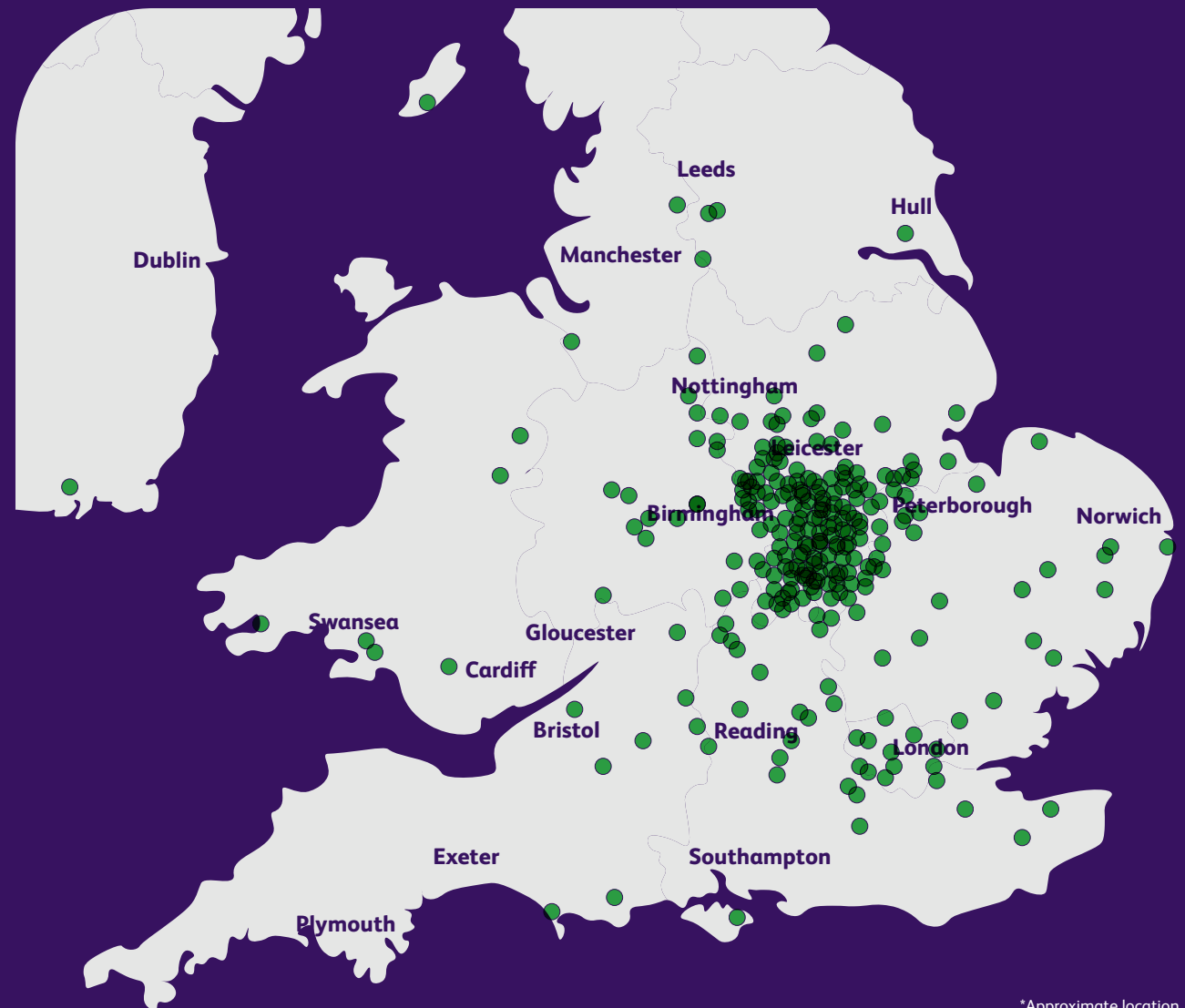
Serving local and national needs

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.



*Approximate location

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

The Moulton College Principal is a member of the executive group which oversees the formation and delivery of the LSIP. This group comprises; Chambers of Commerce, Business Representatives (inc. sector bodies and other ERBs) and colleagues from Higher Education, ITP, Local Authorities, DWP and SEMLEP.



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.

Examples of this in action include:

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 Business 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.



DAVID WILSON HOMES
WHERE QUALITY LIVES

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.

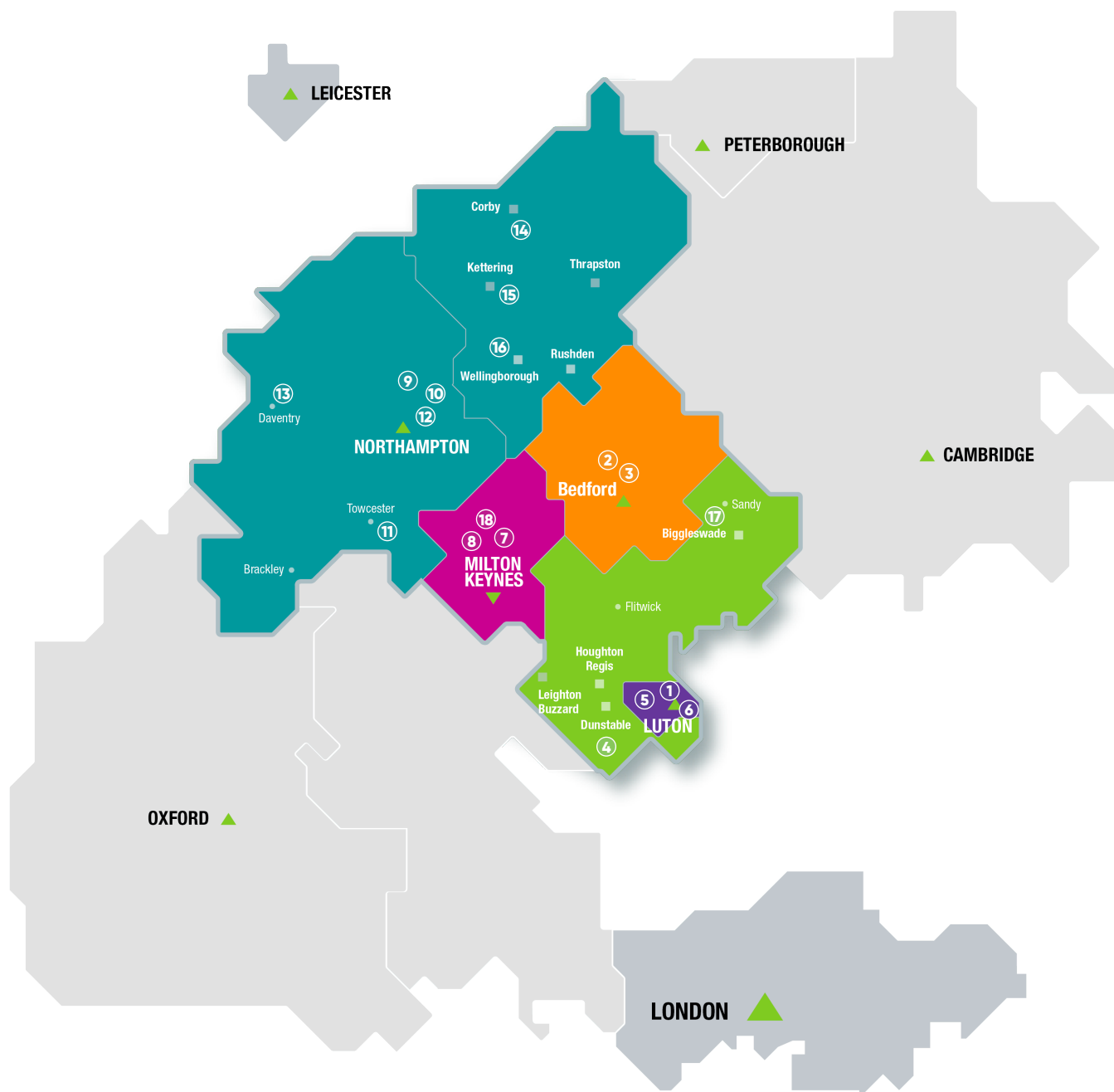
Regional providers

The Moulton College Principal is a key member of the CoSEM group (Colleges of the South East Midlands). This forum has provided Principals with 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).



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:

Building credibility, relevance, and value

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.

Impact and Contribution

The College will look to:

1. Provide industry specific updates to employers in Agricultural skills shortage areas.
2. Increase the collaborative work with stakeholders, including employers, local schools, and other providers to ensure that:
 - the curriculum educates students on sustainability practices and informs them of their impact on climate change.
 - we are raising the profile of Agriculture & associated land-based opportunities at the College, so that they are seen as very viable and rewarding career opportunities.
3. Refresh our strategic aims and corporate objectives in line with the changing landscape and future policy.

Impact – Demonstrate our links to national, regional, and local priorities by contributing to meeting the Agricultural skills need 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.

Impact and Contribution

The College will look to:

1. Re-develop our construction offer to ensure that there are stronger progression routes leading to higher qualifications – T Levels / Apprenticeships / Higher Education/ & Employment.
2. Review and develop our Higher Education pathways 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.

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 SDF project, to share good practice.
4. Strengthen the technical education pathways through the planned implementation of T Levels and Higher Technical Qualifications.

Impact – A targeted apprenticeship offer that meets employer demand in construction, but also fulfils employer need in terms of complementary niche markets.

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. Work with JCP to deliver Sector Based Work Academy Programmes SWAPs that prioritise the renewable sector and support sustainability in our region.
2. Provide 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.

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.

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 11 May 2023.

David McVean, Chair of Governors



Corrie Harris, Principal/Chief Executive and Accounting Officer



Dated: 11 May 2023

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





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