



# NEWHAM COLLEGE LONDON

## ACCOUNTABILITY AGREEMENT

MAY 2024

This document sets out Newham College's second accountability agreement, in accordance with our statutory responsibility set out under Skills and Post-16 Education Act 2022, and a condition of funding. This document reflects how the College is contributing to priorities outlined in the London and Local London Local Skills Improvement Plans (LSIPs); and to national skills priorities articulated by DfE in the accountability framework (part 1).

## Purpose

Our commitment to linking students to great employment opportunities, runs through each page of the College Strategic Plan 2022-27. There are four commitments that underpin the College's employer engagement activities:

1. As a strong **anchor institution**, we will play a prominent role in supporting our local communities to thrive.
2. We will create **pathways to great careers** in Newham and East London through expert teaching of a modern, relevant curriculum focused on the strongest opportunities for sustainable employment.
3. We will actively pursue local, regional and national **collaboration** to meet London's social and economic challenges.
4. We will run the college efficiently to deliver **financial sustainability and investment** in our staff, physical and virtual infrastructure.

Newham College aims:

- to give all its learners the skills, confidence, experiences and qualifications to be able to progress academically and to move on to economically successful lives; and
- to inspire confidence in employers that our students and alumni can make a positive contribution to their businesses.

We achieve these goals through a number of clearly defined and co-ordinated workstreams:

- High quality careers advice information and guidance, accredited by Matrix, so that students can understand where their pathways can take them; and the skills they need to acquire to develop specific careers.
- Curriculum development, informed by Labour Market Intelligence, and co-created wherever possible with employers, to ensure that our vocational offer remains modern and relevant.
- Relevant work experience, so that students can experience the reality of their chosen careers; test their vocational learning in a real work environment; and develop both hard and soft skills that will enhance their employability.
- An emphasis on employability skills from foundation level up, so that all students, regardless of their prior learning, can develop the skills and behaviours that will help them gain work and progress.
- Direct employer-led or employer-endorsed training (apprenticeships, SWAPs and bespoke training) so that students acquire the specific skills needed within a specific industry.
- The development of a higher level curriculum offer in selected pathways where employer demand is high (currently health, digital, and engineering) to enable students to progress direct to well paid, sustainable employment.
- Contribution to bridging the gap between employer and learner demand through the collaborative development of skills programmes aligned to industry needs. Examples include our representation on the Strategic Advisory Group to the London LSIP; Local London Skills & Employment Board; Newham Chamber of Commerce; London Chamber of Commerce & Industry; London Regional Construction Training Group Ltd; and 4 Mayoral Sector Academies.

These factors underpin the reason why Newham College has been selected to effect a merger with Newham Sixth Form College (NewVIc), expected in the first term of 2024/25 academic year.

## Context and Place

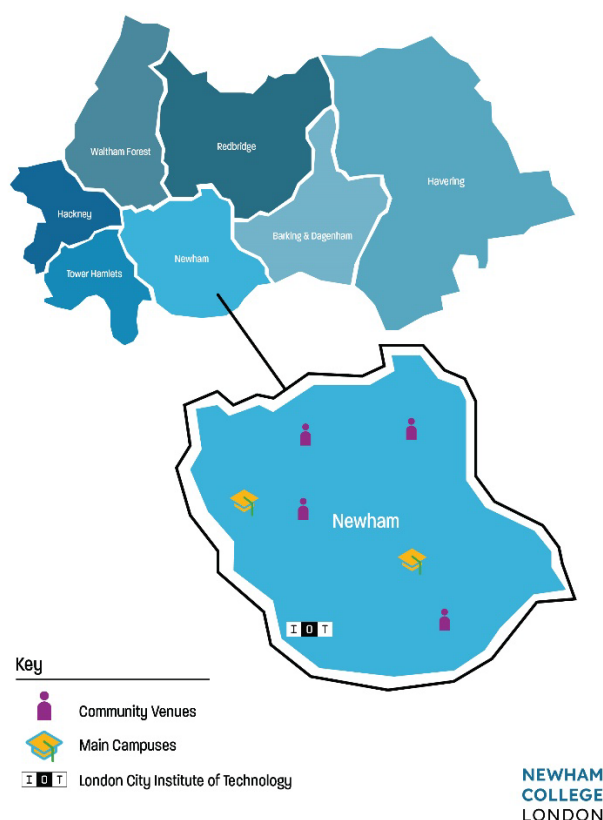
East London has always been a powerhouse of energy, innovation and expansion. It has also long lagged the rest of London in terms of qualification levels, employment levels, and wages. Currently, the borough of Newham continues to enjoy the regenerative effect of the 2012 Olympic Games and is home to London's only enterprise zone in the Royal Docks, that aims to create 60,000 new jobs, available as far as possible, to local people.

The College is a major employer in the Borough and an anchor institution. We stand as a key local stakeholder, underpinning and driving educational opportunity; community and economic development; and life enhancing change. As a largely publicly funded institution, we recognise our responsibility through our Community Wealth Building and London Anchor Institution Network pledges, and fully embrace our role, in creating public value for the communities we serve.

The College operates from 2 main campuses at Stratford and East Ham; four community centres, shared with LB Newham; and at London City Institute of Technology adjacent to the Royal Docks Enterprise Zone. In 2024/25 we expect to add a further centre in Plaistow as a result of the merger with NewVic.

### Exhibit 1: College locations

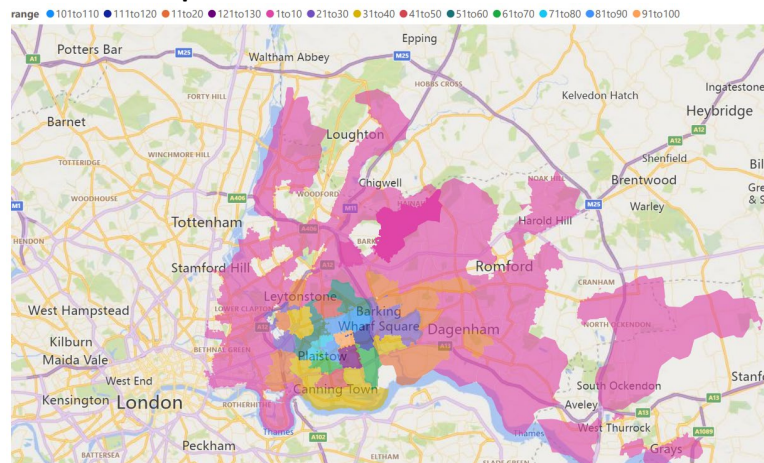
## Our Locations



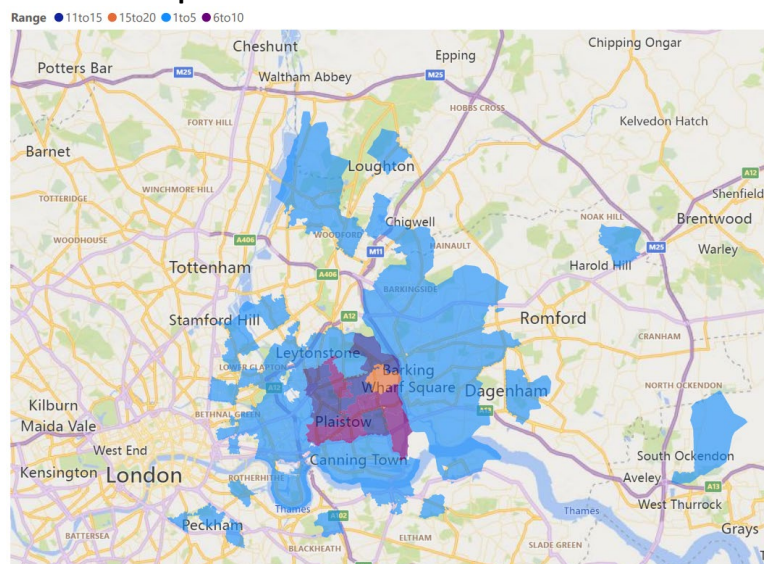
The College is a true community college, with around two-thirds of our students coming from LB Newham, and the remainder from neighbouring boroughs. Travel to study patterns indicate the average home to study journey is 1.5 miles.

## Exhibit 2: Home to study patterns

### East Ham Campus – 16-18



### Stratford Campus 16-18



Our student population reflects the diversity of the Borough – around 70% of our students do not have English as their first language; and around 70% come from minority ethnic communities. Some 72% of our 16-18 students have not achieved L4 at GCSE in English or Maths (and 55% have neither); and around 65% of our adult learners develop their functional skills at entry level.

Newham College is aspirational for its learners and is building pathways in three specialist areas – health science; digital; and engineering and construction – to L5. The College has responded successfully and is aligned to DfE and GLA skills priorities such as Institutes of Technology, Higher Technical Qualifications, Mayoral Sector Academies, whilst ensuring that we do not neglect the needs of those furthest from the labour market.

We will continue to maximise access to learning to our diverse and often economically challenged communities, whilst radically improving progression to higher levels of learning and employment.



## Approach to developing the annual accountability statement

As an Anchor Institution, Newham College is well represented across a range of key external stakeholder groups. Our accountability agreement reflects interaction with and feedback from the following organisations, amongst many others:

Partner Name	Nature of Relationship
Barts Health NHS Trust	Co-investment in College's Stratford Campus to create <i>Barts Health Futures</i> , jointly staffed by College and Trust staff to support local people into healthcare jobs
Business LDN	Corporate member; Deputy Chair of Strategic Advisory Group to the London LSIP; 5 years + contribution to BusinessLDN skills theme
East London Business Alliance	Project partner, Steering Group member, adopter of ELBA competency framework embedded into all study programmes
Local London	FE representative on Local London Skills & Employment Board; strategic input into LSIP annex; contract holder for e-business contract (engaging 600 SMEs for digital upskilling)
London City Institute of Technology	Accountable body for a contractual joint venture comprising Queen Mary University of London, Siemens, Port of London Authority, and CRRE Investment Management
London Chamber of Commerce and Industry (LCCI)	Member and Project partner
London South East Colleges Group (LSEC)	Newham College and LSEC share the leadership on the London Skills Improvement Fund project, creating a collaboration across all FE Colleges operating within the Local London sub-region to develop a consistent green skills offer
London Regional Construction Training Group (LRCTG)	Project partner, Steering Group member
Newham Chamber of Commerce	Key project stakeholder Member of executive committee
Cross-Industry Construction Apprenticeship Task Force	Member and project partner
DfE / GLA	We have aligned our provision to funder priorities, including London City IoT; HTQs, SDF funding around green skills; 4 x Mayoral Sector Academies; and we have submitted our first bid to deliver a Boot Camp in Green Rail technologies.

Newham College has collaboration as one of its four strategic pillars and works closely with other providers in meeting sub-regional skills needs. Our employer engagement activities are well embedded:

- We are actively working with circa 100 employers on apprenticeship activities
- Over 150 employers have been engaged in work experience and placement activities
- Over 50 employers have contributed towards sector specific Employer Advisory Boards and in the development of the London City Institute of Technology
- Over 1500 businesses have been engaged through support and development projects

Newham College was the first FE College in England to be graded by Ofsted as making a **Strong Contribution** to skills needs, stating in its October 2022 inspection report:

*The college makes a strong contribution to meeting skills needs.*

*Leaders have carefully evaluated the curriculum they offer. They have focused their future strategic plans around four key areas of skills. These are in health services, digital skills, engineering, and construction. They align exceptionally well with the skills needs in the local and regional community. Leaders have thoughtfully redesigned the content of the large amount of ESOL programmes they teach. Teachers ensure that learners develop the English skills they need for work. For example, teachers plan business administration courses to teach learners the specific medical terminology they need for clerical roles in health care settings.*

*Leaders play a prominent role as members of local and regional skills forums. Consequently, they gain an excellent understanding of the skills needs in Newham and further afield. They work very effectively with the Greater London Authority (GLA). As a result, leaders are at the forefront of playing a significant part in shaping and planning the skills priorities in east London. For example, leaders contribute to GLA-defined skills objectives by running employment-related short-skills courses, in green, digital, and healthcare industries.*

*On the majority of programmes, leaders work very closely with employers to plan the curriculum. Consequently, courses prepare learners effectively to progress into employment and apprenticeships. For example, medical clinicians provide expert advice on the content of the curriculum to ensure learners can gain health care assistant roles.*

*Governors have a very strong awareness of local skills needs. They invite key stakeholders such as the employer representative body, BusinessLDN, to contribute to the college's strategic curriculum planning events.*

*Leaders form highly collaborative relationships with local further education providers. They agree jointly sensible plans to offer courses that broaden rather than duplicate the curriculum across Newham. As a result, local learners have a rich choice of courses to study in the area.*

## Contribution to national, regional, local priorities

Objective for 2024/25	2023/24 Baseline	2024/25 Target	Rationale
1. Ensure that all 16-19 study programme students and full time adult students in 2024/25 gain core transferable skills through a combination of volunteering; meaningful touchpoints with work; Completion of employability skills competency framework (ELBA or SkillsBuilder); embedded digital skills; embedding Augmented and Virtual reality platforms to increase work ready skills; vocational ESOL language development, aligned to work place job opportunities; and participation in skills competitions	16-18: 99% Adult: c90%	All cohorts: 99%	Objective aligned to: <ul style="list-style-type: none"> <li>LSIP recommendation</li> </ul>
2. Grow volumes of students pursuing pathways in College curriculum specialisms that align to both national and LSIP skills priorities.	Health & Social Care: 500 Digital: 500 Engineering & Construction: 1,200	Health & Social Care: 600 Digital: 600 Engineering & Construction: 1,400	Objective aligned to: <ul style="list-style-type: none"> <li>National Skills Priorities</li> <li>LSIP Priorities</li> <li>Newham College Strategic Plan</li> </ul>
3. Develop L4+ provision in curriculum specialisms, covering both apprenticeships and HNCs/HNDs	Specialisms: 22 Other: 36	Specialisms: 90 Other: 85	Objective aligned to: <ul style="list-style-type: none"> <li>National Skills Priorities</li> <li>LSIP Priorities</li> <li>Newham College Strategic Plan</li> <li>LCIoT and HTQ contractual targets</li> </ul>

Objective for 2024/25	2023/24 Baseline	2024/25 Target	Rationale
4. Expand T Level numbers	97 across 4 pathways	140 across 7 pathways	Objective aligned to: <ul style="list-style-type: none"> <li>National Skills Priorities</li> <li>LSIP Priorities</li> <li>Newham College Strategic Plan</li> <li>LCIoT contractual targets</li> </ul>
5. Expand and improve apprenticeship offer	87 apprentice starts  Apprenticeship Accountability Agreement 10/10 measures assessed by DfE as Good	120 apprentice starts  All Apprenticeship Accountability Agreement measures assessed by DfE as Good	Objective aligned to: <ul style="list-style-type: none"> <li>National Skills Priorities</li> <li>LSIP Priorities</li> <li>Newham College Strategic Plan</li> <li>LCIoT contractual targets</li> </ul>
6. Become employer of choice by creating the best environment for staff to work in FE, and make the College a vibrant and great place to work, evidenced by high levels of staff satisfaction and career progression	Living Wage Foundation accreditation	<ul style="list-style-type: none"> <li>Living Wage Foundation accreditation retained for merged organisation</li> <li>Develop People Strategy for merged organisation by July 2025</li> </ul>	Objective aligned to: <ul style="list-style-type: none"> <li>GLA priorities</li> <li>LSIP Priorities</li> <li>Newham College Strategic Plan</li> <li>Newham College/NewVlc Merger</li> </ul>
7. Make measurable progress towards net zero, both through capital programmes and curriculum pathways	CO <sub>2</sub> emissions reduced through Salix loan funded light replacement scheme	Recruit Sustainability Manager by Oct 2024  Develop plan to achieve net zero for sign-off in Dec 2024 (GLA funding requirement)  Reduce CO <sub>2</sub> emissions through: <ul style="list-style-type: none"> <li>A Block – completion Jan 26</li> </ul>	Objective aligned to: <ul style="list-style-type: none"> <li>National Skills Priorities</li> <li>LSIP Priorities</li> <li>Newham College Strategic Plan</li> <li>GLA Funding Requirements</li> <li>Newham College/NewVlc Merger</li> </ul>



Objective for 2024/25	2023/24 Baseline	2024/25 Target	Rationale
		<ul style="list-style-type: none"> <li>Ensuring sustainability is considered as part of all priority projects</li> </ul> <p>Implement 'green bungalow' for teaching retrofitting skills</p> <p>Implement new green curriculum offer</p>	
8. Deliver strategic capital programmes on time and within budget to create the learning environments that support student ambition and achievement	<p>Funded projects:</p> <ul style="list-style-type: none"> <li>ECTF EHC condition improvements</li> <li>ECTF SC A Block</li> <li>W4 T Levels – SC engineering &amp; digital</li> <li>W4 T Levels – EHC Mgt &amp; Admin</li> <li>SDF – SC Green suite</li> <li>Salix PSDS – SC A/YPA Block</li> <li>GLA/DfE – LCIoT</li> <li>Internal – EHC &amp; SC reception</li> </ul>	<p>Expected completion dates:</p> <ul style="list-style-type: none"> <li>ECTF SC A Block: Jan 26</li> <li>Extensive works at East Ham to increase classroom and amenity space capacity by Sept 2024</li> <li>Create revised Estates strategy including NewVlc and prioritise immediate works for Summer 2025 and larger works requiring grant funding</li> <li>Ensure NewVlc IT infrastructure is secure and fit for purpose, investing as required, and integrated with Newham College where appropriate</li> </ul> <p>Invest in harmonisation of main business systems post-merger (MIS, Finance HR)</p>	<p>Objective aligned to:</p> <ul style="list-style-type: none"> <li>National Skills Priorities</li> <li>LSIP Priorities</li> <li>Newham College Strategic Plan</li> <li>Newham College/NewVlc Merger</li> </ul>

## Local Needs Duty

The Board recognises, and is confident that it complies, with its duty to review provision in relation to local needs, as introduced in the Skills and Post-16 Education Act 2022. The College is actively engaged with the DfE place-based team and the Further Education Commissioner to act as the merger partner for NewVIc with the transaction expected to complete in the first term of the 2024/25 academic year. The merger aims to create the broadest and most inclusive post 16 offer in London, dedicated to meeting the skills needs of the Borough residents and local businesses.

The College has a lead role in the Local London Local Skills Improvement Fund, taking responsibility for the development of a co-ordinated green skills offer, supported by targeted capital investment, across the provider network operating with the Local London sub-region. Our role includes joint governance, planning, networking and monitoring of grant spend and impact across the sub-region.

The College leadership teams of Newham College and Barking & Dagenham College have conducted a detailed curriculum mapping exercise to understand gaps, duplications and opportunities for collaboration. This exercise has led to informal agreements to refer students to the College with a leading curriculum specialism rather than competing for the same students; and an agreement to develop joint approaches to key employers who recruit in the disciplines where both colleges have strong curriculum pathways.

## Corporation statement

The Newham College Corporation Board approved this accountability agreement on 23<sup>rd</sup> May 2024.

## Supporting Documentation

Newham College Strategic Plan 2022-27 [NCFE-Strategic-Plan-2022-2027-2.pdf \(newham.ac.uk\)](https://www.newham.ac.uk/downloads/NCFE-Strategic-Plan-2022-2027-2.pdf)

Newham College Ofsted report October 2022 [50199951 \(ofsted.gov.uk\)](https://www.ofsted.gov.uk/reports/50199951)

London LSIP [The London Local Skills Improvement Plan \(businessldn.co.uk\)](https://businessldn.co.uk/the-london-local-skills-improvement-plan/)

Newham College annual financial statement 2021/22 <https://www.newham.ac.uk/downloads/NCFE-Financial-Statements-2021-2022.pdf>