



East
Surrey
College

Reigate
School
of Art



ANNUAL REPORT

2016/17

CLARITY QUALITY RESPONSIBILITY OPENNESS

ASPIRATION INNOVATION

WELCOME

I am delighted to be able to report on a further year of growth, continuing success and outstanding achievements of our students at East Surrey College.



The Education sector is facing significant challenges and the position in Further Education is no less pronounced. However, amid these challenges are opportunities to be seized. This year has been one of seeking these out - finding and building on partnerships and raising prospects for

our students, the College and its sustainability. Over the past year, all post-16 organisations have been subject to a process called Area Based Review, a national review of how colleges are faring to enhance their financial viability. We were very pleased that the Review recognised the high quality of this College, our careful and robust management of our finances and the very high volume of young people and adults who progress to a positive future. While this does not deny challenges ahead for all of us, it does mean we can face the future with confidence that we are very well positioned to serve our communities while we continue to strive to do even more.

A major step change for us over the past few years has been our hugely increased working with employers to meet their skills and growth needs and our drive to place more students into secure apprenticeships. With constant expansion, we now see apprenticeships as a strong progression route for many hundreds each year and our work with employers – large and small – has deepened with excellent partnerships in many sectors including construction, engineering, health and business sectors. Nor have we restricted the scope of our work. We are delighted that our first Degree Apprenticeships are now confirmed working with university and major employer partners. A taste of our work is included in this Report.

Organisations measure their success in many and various ways. Here, our student achievement rates are already high, they continue to increase and we are very highly placed in national data tables. The release of the 2015/16 National Achievement Rates by Institution for students aged 16-18, saw the College's national position rise from 18th, which is

already an excellent position, to 11th overall. This from a total of 215 institutions.

The numbers seeking a place at this College continue to grow and stem from an increasingly wide geographical area. Survey results – many of which are included in this report - are overwhelmingly positive. All this suggests we are seen as a popular and welcoming place in which to study. However, we are alert to maintaining this as a safe and inclusive College for all our students. We therefore work hard and in collaboration with many organisations to ensure that our students are well-equipped to keep themselves safe and healthy, respecting themselves, others and the values of this country such as democracy and tolerance.

This College is proud to serve a wide and diverse community. In recognition of this, we are launching the Adult Learning Centre course offer this summer responding to a growing need from adults for more opportunities to gain qualifications, retrain or simply to learn something new. We look forward to seeing this flourish in the years ahead and from a strong base of several thousands of adults already choosing to study with us in the evenings and on Saturdays.

A handwritten signature in black ink that reads "Jayne". The signature is written in a cursive style with a long horizontal stroke extending to the right.

Jayne Dickinson
Principal and Chief Executive

COLLEGE OVERVIEW

East Surrey College is a medium-sized, General Further and Higher Education College serving the local and business communities of the boroughs of Reigate and Banstead, Tandridge and Mole Valley. The College also attracts increasing numbers of students from the broader area of south London as well as parts of Sussex and Kent. The College is a respected partner to a large and growing number of organisations spanning education, community and business.

The College, which incorporates the widely respected Reigate School of Art, has outstanding state-of-the-art facilities and resources for students to learn and develop skills with a strong focus on progression and employability. The College's curriculum offer is closely mapped to the priority skill development areas of the Coast to Capital Local Enterprise Partnership (LEP), Gatwick Diamond Initiative and local business needs, recognising its strategic position at the heart of these areas. Excellent results and first-class teaching, as endorsed within the 2015 Ofsted report, subsequent external reports and the overall success rate position of the College against national data have resulted in continuous growth and success.

The Governing Body sets overall strategy with the Executive and tightly monitors the College's progress. Each Governor brings to the College their particular area of expertise to great benefit. The Executive team comprises the Principal and Chief Executive, Deputy Principal, Curriculum and Standards and Vice Principal, Finance and Resources with the wider Directorate

team comprising an additional four members spanning student support, quality, human resources and business development. The College's staffing includes Learning Support Assistants and a number of tutors teaching a wide range of adult and community learning courses in a variety of venues.

The College offers vocational courses with progression routes from Entry/Level 1 to Level 4/5 (Higher Education) and continues to expand its Higher Education offer with university level courses validated by the University of Brighton. Sited so close to Gatwick Airport, the College offer also supports a range of qualifications to prepare students for careers in the business, aviation and travel industries.

Apprenticeships are expanding rapidly and are particularly buoyant in Construction and Engineering. Higher Apprenticeships are also offered in a small number of subjects at Level 4/5. There is an expanding range of professional qualifications available to the local community including some online options. The College is also the largest provider in Surrey of vocational learning for 14-16 year olds. There is substantial provision for students with Special Educational Needs and Disabilities (SEND) working closely with Surrey County Council to develop programmes and progression routes. In addition the College has a range of successful programmes developed specifically to reduce the number of NEETs (those not in education, employment or training).

HIGHER EDUCATION (HE) HIGHLIGHTS

The College offers an increasingly wide range of courses at Higher Education (HE) and Professional levels including Higher National Certificates and Higher National Diplomas in Construction, Electrical & Electronic Engineering, Sport & Exercise Sciences, Photography, Graphic & Digital Design, and Theatrical Make-Up; as well as Foundation Degrees in Business, Travel & Tourism Management, Event & Tourism Management, Aviation Operations Management, Music and Sound Production, Internet Software Development and Early Years Care and Education, validated by University of Brighton.

The College is launching its first Degree Apprenticeship in September 2017 in Embedded Electrical & Electronic Systems developed in conjunction with London South Bank University and Thales, a major local employer. HNC in Civil Engineering and HND in Fashion & Textile Business Development are also being launched. The College is leading in facilitating developmental work

with university partners around Degree Apprenticeships for all the Surrey Further Education colleges.

The College continues to employ a full time HE Scholarship Development Manager (one of just 14 nationally), via the HEFCE Catalyst/AoC Scholarship Project, who has developed policies and processes around multidisciplinary work, teaching and learning and applications scholarship. They are leading on the organisation of the first Surrey Colleges Scholarship Conference in July 2017. The College is also benefiting from increased HE collaboration with the other Surrey Further Education Colleges, especially around promotion, scholarship, staff development and widening participation, and partially seconds its Head of HE to Guildford College Group.



WORKING WITH SCHOOLS

14-16s are an active part of the College community. Through delivery of vocational qualifications and taster sessions, working with over 15 partner schools and special schools across a wide geographical area, the College delivers Outstanding success identified in the most recent Ofsted Inspection Report (January 2015) and enabling pupils to gain practical skills as part of their school programme which can inspire them to higher achievements.

The College continues to work in close partnership with Reigate Sixth Form College delivering a joint application process for four partner schools.

The College also offers an excellent alternative learning programme, Springboard, for a small number of Year 11 students. This gives young people the chance to try out different vocational routes and introduces them to work as well as providing enrichment activities and developing numeracy, literacy and IT skills.

We continue to be thoroughly committed to supporting and developing our 14-16 offer to

ensure students can access suitable progression pathways into further education, training and employment.

The College runs a variety of workshops and events which continue to develop each year. We have run Gifted and Talented workshops to a wide range of local schools as well as Pupil Premium events to our partner schools. All workshops have a core focus to promote progression routes in key areas and to support learners within their educational journey. A total of 88 students were involved in Gifted and Talented events including workshop sessions in Aviation, Engineering, Information Technology, Art & Design and Music Technology. 60 students from our four partner schools participated in our Pupil Premium events.



SAFEGUARDING

Over the past few years, the College has noticed an increasing number of students presenting safeguarding or mental health issues which is in line with national reporting positions. The College has enhanced the number of frontline Safeguarding staff all of whom have undertaken specific, mandatory training to carry out their statutory duties as Designated Leads for Safeguarding. The team work closely together and with external multi-agencies in order to ensure the best outcomes for our students. All cases are logged and regularly assessed. The cases are collated and classified and data is analysed to identify themes and trends and what proactive or preventative measures can be put in place to counterbalance the rising needs for support from young people in crisis.

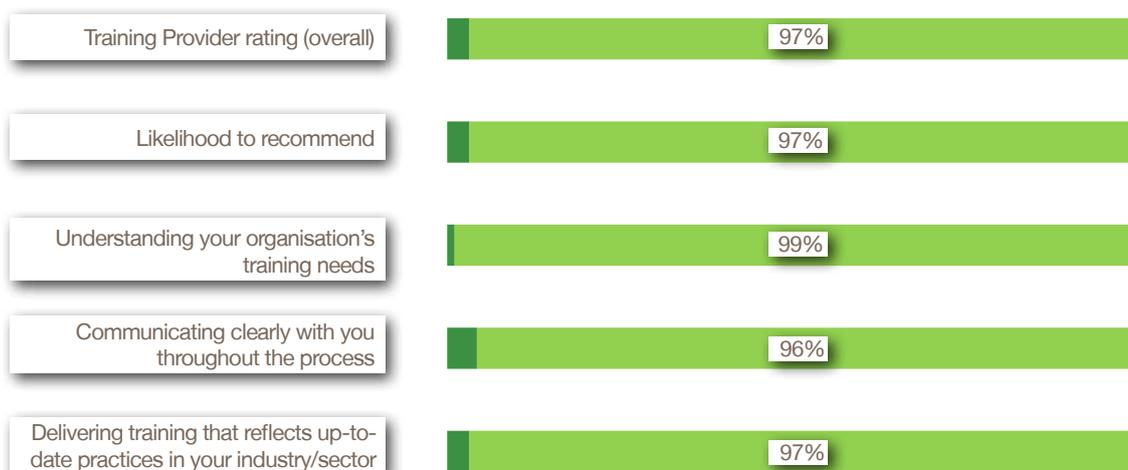
The biggest demand is from young people with anxiety and mental health related issues. Altogether this year, 80 young people have been or are being supported for these issues; a substantial increase over the 37 reported in 2015/16. Increased awareness means that young people are more likely to disclose and ask for support and the College



is more able to respond. Alongside mandatory safeguarding training for all staff and governors, the College has established mental health champions in each curriculum area. Art therapy will also be on offer from September 2017 as part of enrichment activities to increase general health and wellbeing.

The College continues to consider Prevent against radicalisation as a key part of Safeguarding. All staff are trained in Prevent and awareness raising in our student community is persistent and ongoing. As part of its duties, the College reviews, completes and assesses its position against an Institution Prevent Action Plan and Prevent Risk Assessment report.

FE CHOICES EMPLOYER SATISFACTION SURVEY



Information provided by the Skills Funding Agency, May 2016 (116 employers provided feedback), most recently published data.

FINANCIAL HEALTH

For the past three years, the College has been rated as 'Outstanding' for Financial Health by the Education and Skills Funding Agency, an increasing rarity in the Further Education sector. Although this is based on a series of nationally-established criteria, the College is mindful of great turbulence nowadays with significant risks to income streams from policy introductions for example for Apprenticeships and advanced learner

loans. It therefore believes it prudent to self-assess itself as 'Good'. The College meets these challenges by being highly proactive including offering innovative new courses, many at advanced levels. The introduction of the Insolvency Act in 2018 will impact on colleges in their ability to raise capital investment. Through robust budgeting the College continues to invest in its estate and facilities for students ensuring an excellent learning environment.

WORKING WITH LOCAL BUSINESSES

The College continues to strengthen its relationships with local and regional employers across a number of initiatives including apprenticeships, work experience, vacancy matching, work-led projects and careers events. In addition, the College engages actively in a number of strategic steering groups including Surrey and Reigate & Banstead Business Leaders Groups, Gatwick Diamond Initiative and Surrey Employment and Skills Board ensuring we are at the heart of local engagement and understand the needs of employers.

Apprenticeship Week

During Apprenticeship Week in March, over 60 employers visited the College to meet staff and students to discuss careers and job opportunities across all vocational sectors. The College took part in radio interviews with SUSY Radio and Meridian Radio with members of the wider community participating in 'phone ins' to discuss

apprenticeships. Gatwick Airport launched their first interactive live chat and spoke to students and staff at the College providing expert insight into their industry.

Apprenticeships

A significant change this year has been the launch of the new Apprenticeship reforms on 1 May. These have major impacts on large businesses in the UK who will now pay an Apprenticeship Levy from which they can draw to support the training element of Apprenticeships. At the same time, a shift is taking place in the content and assessment of qualifications – Frameworks to Standards. The College partnered with Reigate & Banstead Borough Council to offer 'Levy' breakfast events to review the changes and the impact on businesses. The event attracted over 30 new and existing employers including: Crest Nicholson, Tandridge District Council and other representations across 7 sectors. 100% of employers rated the presentations and information outstanding with all requesting we continue to support them with cluster sector group workshops. The College is currently

working with over 30 large, Levy-paying businesses with wide-ranging Apprenticeship Levy spend.

Care Academy

Working with many health sector employers, the College is launching a Care Academy with a vision to support employers with their skills gaps, review training solutions and inspire more young people and adults to take up the many varied careers in the industry. This is an exciting opportunity to meet the ambitions and challenges of this key sector. For some years, the College has launched the careers of a large number of adults through its Access to Nursing and Access to Social Work programmes.

Entrepreneur Academy

The College hosted the fourth Entrepreneur Academy in the autumn term in partnership with Reigate & Banstead Borough Council. Ten candidates made it to the 'Dragon's Den' to pitch their ideas to the panel which comprised Rosemary French OBE (Executive Director, Gatwick Diamond Initiative), Matt Turner (Managing Director Creative Pod Limited/Director Young Start up Talent) and Brian Woods (Chairman, Federation of Small Businesses). There were two joint winners who claimed a prize of £2,500 each, and the remaining candidates received mentoring and support to continue their business ideas. The fifth Academy was launched this April with eager participants.

Job Fairs

The College once again hosted a successful Job Fair in May inviting employers representing key sector areas to discuss local job opportunities, work placements, career routes and job roles available within their businesses. The event represented over 1,000 jobs across part-time, full-time and seasonal vacancies. The College also hosted a joint open event with Thakeham Homes in May to promote opportunities in the construction sector. Rob Boughton, Group Managing Director of Thakeham opened the event and gave an inspirational talk to a large number of students, sharing his aspirations and vision for the Construction industry. Students met over 20 employers at the event, offering work experience and apprenticeships and benefitted from the opportunity to talk to a range of employers to seek information and advice. This joint event will now be an annual feature with additional open events for parents.

Work Experience and Work-related Projects

Work experience and work-related projects continue to be high on the agenda at the College within study programmes. Students have participated in a range of quality work-related projects led by high profile organisations such as Canon UK and British Airways. This year around 1,200 students have participated in a work placement as part of their

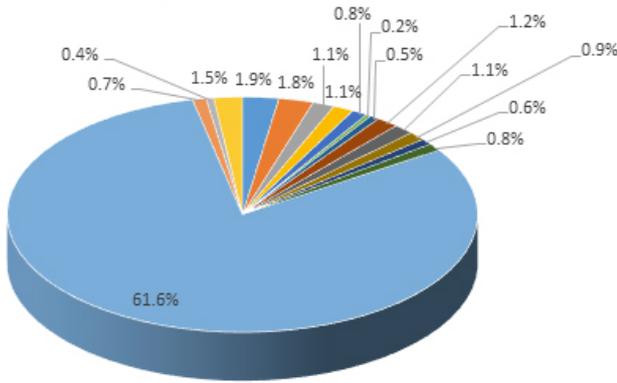
study programme and this is expected to rise to over 1,600 next year.

Just some of the local employers we have engaged with this year include:

Active Prospects
Burren and Whitaker
Buxton
Canon UK
Crest Nicholson
Epsom & St Helier NHS Trust
Keepmoat
Kiddicaru
Land and Water
Marco Airport Facilities (Gatwick)
Osborne
Reigate & Banstead Borough Council
Thakeham
Wiltons Insulation
YMCA
Your Recruit



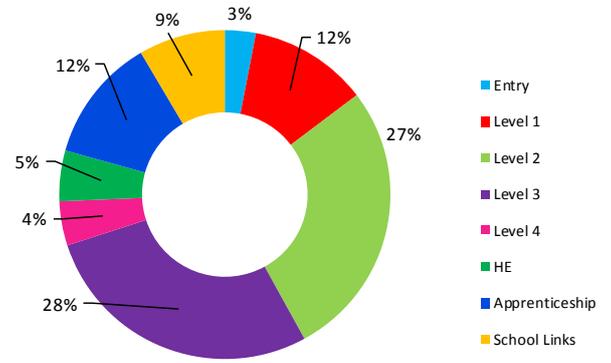
OUR COLLEGE COMMUNITY 2016-17



- African
- Any other Black / African / Caribbean background
- Any Other Mixed / multiple ethnic background
- Bangladeshi
- Chinese
- Not provided
- White
- White and Black African
- Any other Asian background
- Any other ethnic group
- Arab
- Caribbean
- Indian
- Pakistani
- White and Asian
- White and Black Caribbean

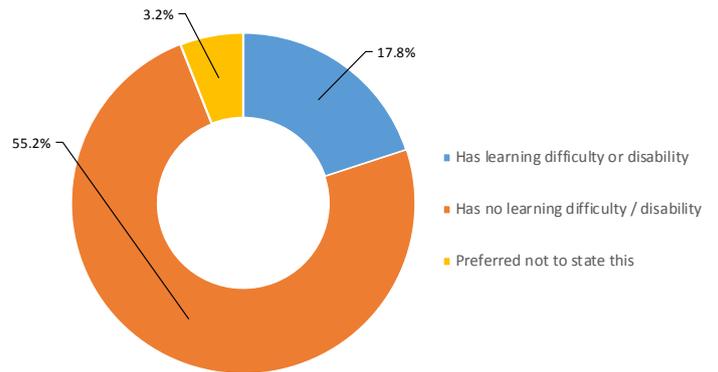
Ethnicity of students*

*Community Learning students are not included in the above chart



All students by level *

*Community Learning students are not included in the above chart



Learning difficulty and disability profile*

*Community Learning students are not included in the above chart

96% of students are progressing to either employment, Higher Education or further level study - Intended progression of active 2016/17 students.

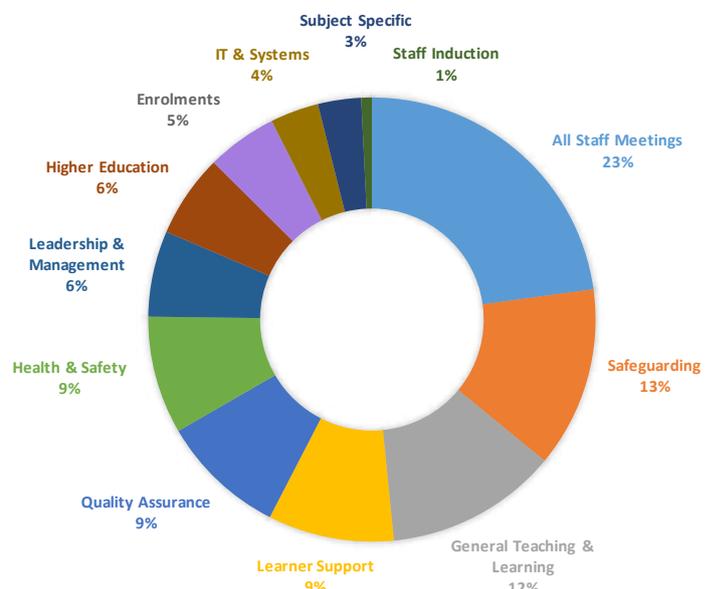
STAFF DEVELOPMENT

Our staff are very well-skilled in their subjects with most commencing their careers in industry prior to taking up teacher/assessor training. The Ofsted report, January 2015 highlighted that the College 'implement a sharply focused professional development schedule, and teachers rightly value the outstanding mentoring and professional development they receive'. Additional forums for specialist areas such as English and Maths have also been active throughout the year.

The annual Commercial Upskilling scheme continues to be a success, with all established staff undertaking a one-day placement in a local business. Not only does this build links with local employers, forging new partnerships, it also provides the opportunity to update our industry knowledge and introduce fresh ideas to teaching and learning.

Core online training is provided on Equality and Diversity, Safeguarding including Prevent (anti-radicalisation), Health and Safety and Data Protection. A strong focus has been placed on

developing Mental Health awareness training for all staff across College with 'champions' being appointed in all curriculum departments from summer 2017 to support staff with the increasing needs of young people and adults that we now see.



ENRICHMENT

This year has seen an increasing number of students from all areas of the College take part in a wide range of enrichment activities, with the College Sports Maker leading on delivery.

It has been a fantastic year for ESC's sporting teams. The football team excelled, achieving 2nd in the league, which is the highest position the College has reached in 4 years! The College basketball team were delighted to be trained this year by professional team Surrey Scorchers as part of the Surrey Sports Park College Sports Coaching Outreach Programme.

East Surrey College proudly hosted Surrey FA South East College Futsal tournament for the second year. Kingston, Esher, Nescot and ESC all took part. Although we didn't top the table, students enjoyed the league and had a fantastic time welcoming teams and visiting other colleges.



Successful training increased the number of fully qualified College Archery coaches at ESC, which will support the interest in developing our Archery team for 2017/18; and ensuring the defence of our unbeaten tournament record.

Students have enjoyed a number of other activities throughout the year which included: Hungry Games (archery tournament), Like2Box College programme, touch tennis, basketball, football, table tennis, golf and access to the Fitness gym.



The ESC Hungry Games was the largest archery tournament held at ESC, with over 40 participants. The event was supported by Level 1 Sports students who assisted with the delivery as a part of their course.

Red Nose Day saw Enrichment, Sports and Childcare students team up to deliver many fund raising activities: such as the ESC Games activities (sports), cake sales, quizzes. Students set up collection points selling Red Nose Day bands; raising in excess of £300 throughout the week.

College Student Union Elections have taken place with elected students taking the lead roles as President (Student Governor); Vice President (Student Governor); Student Activities Officer and Entertainment Officer; starting in September 2017. The elections also enhanced student understanding of the democratic process, raising awareness of Democracy, a core British Value.

HIGHER EDUCATION DESTINATIONS

East Surrey College saw excellent progression routes for Higher Education students in 2016. Students went on to study a wide variety of courses at Universities and Higher Education institutions across the country including King's College London, University of Surrey, University of Portsmouth, University of Southampton, Bournemouth University and The University of Kent.

Kingston University

Learning Disability Nursing
Mechanical Engineering
Mechanical Engineering (Foundation)
Midwifery (Registered Midwife)
Social Work

Nottingham Trent University

Costume Design and Making
Design for Film and Television
Graphic Design
Textile Design

University of Kent

Computer Science with a Year in Industry
Computing with a Year in Industry
International Business with a Year in Industry
Photography (Top-up)
Politics and International Relations

The Academy of Contemporary Music

Contemporary Music Production (Music Industry Practice)
Music Industry Practice
Music Journalism (Music Industry Practice)

Examples of the courses students have gone on to study

ALUMNI SUCCESS

Halina North studied her UAL Level 4 Foundation Diploma in Art & Design at the College before attending Edinburgh College of Arts. She flourished during Graduate Fashion Week 2017 and walked away with the Christopher Bailey Gold Award for Collection of the Year with her innovative line of dresses and coats which were moulded from cardboard. She also won the Hilary Alexander Trailblazer Award, a newly introduced prize that celebrates innovation in fashion.



Halina North



Thomas Greig

Following Thomas' Foundation Diploma at Reigate School of Art, Thomas went on to study Fine Art Painting (BA) at Camberwell College of Arts. He has exhibited his contemporary artwork at various galleries including the Institute of Contemporary Arts (ICA) in London and The Bluecoat in Liverpool. Thomas said that Reigate School of Art "showed students that the process of making art and being an artist, demands self-discipline and independent thought".

Marios spent his academic years at the College during his Extended Diploma in Electrical/Electronic Engineering and went on to study Electronic and Computer Engineering at Brunel University.

After completing his degree, Marios joined Anritsu Ltd, Macro4 and LV insurance as an Application Software Developer. Marios now works at ETH Zurich - Swiss Federal Institute of Technology.



Marios Odigie

STUDENT SUCCESS



Reigate School of Art students won an impressive 17 awards in this year's Student Starpack Packaging Design Awards. Kelsey Fuss, Level 3 Art and Design student won 'Best in Show' Award for her interpretation of 'Space Meal in a Can' and also took the Gold Sponsor's Award.



Kelsey Fuss

Part-time Heraldic Art Calligraphy and Illuminations student Janet Harper won the Peter Esslemont Prize for Calligraphy and Illumination, awarded by The Scriveners Company. The ceremony took place at the Guild Church of St Lawrence Jewry, Guildhall, London in the presence of the Sheriffs of the City and representatives of many other livery companies. As part of the prize, Janet received £500 and an opportunity to exhibit examples of her work at a major livery event in London.



Janet Harper

East Surrey College Hair & Beauty department took home a staggering 6 awards at the 2017 Warpaint Make-Up Championships. With the theme of 'Mesmerising Eyes', Robyn Starks, Level 3 Diploma in Theatrical, Special Effects and Media Make-Up took first place in the #InstaWarpaint photographic competition. Her winning image was used by the event organisers for promoting the winners on social media.



Robyn Starks



Luca Santangelo

Luca joined East Surrey College with the intention of improving his skills and to become more fluent in English. Luca started on ESOL Level 1 and AAT Level 1. Luca progressed on to study AAT at Level 4, and successfully achieved his Diploma and Level 4 Apprenticeship. Luca was delighted to be invited by AAT to attend a gala awards evening celebrating student success, and was the only student at the ceremony who is able to use the letters MAAT and AATQB after his name.

Brands Hatch



Level 3 Vehicle Technology students took part in the BARC SE Cannons Motorspares Tin Top Championship at Brands Hatch. The group were involved in preparing the ESC car for the qualifying races, and they won 'First in Class'. The person who financed the event, Gideon September, drove the College car and commented on the professionalism of the team throughout the day and donated one of the event trophies to the College.



Vicky Shepherd

Vicky Shepherd realised University wasn't for her, and that she wanted to get out into the workplace. Vicky chose the Apprenticeship route and joined local company, Thales. The NVQ part of her course allowed her to gain valuable learning in the workplace, and to visit multiple sites. Vicky plans to stay at Thales to further her career and develop her skills. "I would recommend an Apprenticeship. It's a good experience where you get to learn on the job. You also don't come out with university debt."



William Hitt

Will came to East Surrey College and started a Level 1 Business course back in 2014 and went on to progress through to Level 3 IT. During his time here he carried out work experience at Canon UK and successfully won Canon's Class of 2016. Will also won their Video Diary Competition, by creating a video blog capturing his experience; and was highly commended by the Canon UK team for his professionalism and confidence.

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Artcoop

In 2015 Artcoop was set up to accommodate a growing group of emerging and established artists curated locally and from London, many of whom were previous students of the College. ESC welcomed a Private Viewing of their work where 24 local artists displayed an exciting collection of contemporary artwork; exhibiting sculpture, paintings, photography and videos.

Comic Relief



ESC students and staff raised a fantastic £315 for Comic Relief. The day consisted of multiple fundraising activities one of which included a Cake Sale run by Caring Services students.

Higher Education AoC



ESC lecturer, Nisreen Ameen was invited to the Association of Colleges to present a talk on "How peer support in teaching within a College-based Higher Education setting is carried out." The Association of Colleges exists to represent and promote the interests of colleges and provides members with professional support.

Supported Internship



ESC Supported Internship students celebrated their achievements at their End of Year awards event. The course enabled them to build the relevant skills to progress onto securing work placements. Sam Lloyd, with the support from his tutors has taken up part-time paid employment at local company, Raven Housing.

STUDENT VIEWS AND FEEDBACK

On Programme Surveys

The College is pleased to see that 1,379 students took time to participate in this year's 'on programme' survey which represents 88.4% of the total number on study programmes. Results demonstrate continuous improvement:

'The teaching on my course is good' at 96% is a 2% improvement on the previous year.

'My work is assessed regularly' at 96% is a 1% improvement over the previous year.

'I am given feedback that helps me improve' at 96% is a 2% improvement over the previous year.

'My teachers are supportive and this helps me improve' at 96% is a highlight of the survey with a 4% improvement on the previous year.

	Questions	% Agreed
1	The teaching on my course is good	96
2	I am challenged if I am late to college or do not attend	94
3	My course is supporting me for next steps	93
4	I am treated fairly at college	95
5	My work is assessed regularly	96
6	I am given feedback that helps me improve	96
7	My course is well organised	90
8	I feel safe at the college	96
9	My lecturers are supportive and this helps me to progress	96
10	I know where the support services are at college	91
11	If there is bullying I know how to report it	94
12	The college uses different ways to gather views of students	91
13	I would recommend the college to others	93
14	The IT facilities at college supports my learning	93
15	I am aware of my targets on etracker	96
16	I find eZone useful and it supports my learning	91

Adult and Community Learning Survey

The adult and community learning 'on programme' survey runs live throughout the year and it is pleasing to see such a positive response in terms of the learner satisfaction of our adult population based on the 338 responses received to date, 96.3% have praised the content of their programme, 99.1% of adults the way the course has been taught. Finally, the fair and equal support for learners received the highest score in this year's survey at 99.4%.

Adults are also asked if they feel the course has a positive impact on their health and/or wellbeing in any way. 87.2% of respondents said that it has. 96.74% intended to enrol on a further programme of study.

Parent/carer Feedback

We continually invite feedback and look to measure the quality of the College functions.

Throughout the year we invite feedback from key customer groups in order to monitor and develop. These take the form of on-site and online surveys and focus groups.

Examples include:

Parent/Carer feedback obtained at key events	
I feel informed about progress	99% of respondents strongly/mostly agree
I am happy with the support offered in the College	99.2% of respondents strongly/mostly agree
I would recommend the college to others	99.6% of respondents strongly/mostly agree

2016/17 Open Events

100% of visitors asked commented that they would recommend the Open Event to friends and family.

Public Value Statement

East Surrey College seeks to add value to the social, economic and physical well-being of the community it services. It does this through a defined educational character, vision and mission which inform the strategic

aims which are reviewed annually and through its overarching values. The wider community is defined as all partners who have an interest in promoting educational advancement of individuals to benefit local business and the community as a whole.