

Principal's Report

Jayne Dickinson
Principal and Chief Executive

I am delighted to be able to report on a further year of growth, continuing success and outstanding achievements.

This time last year we were still celebrating our Ofsted inspection success with overall Good grading and a series of Outstanding curriculum inspection grades awarded. Just a few months on and our year end assessment confirmed all our curriculum areas to be either Good or Outstanding – a fantastic position. I am though particularly pleased that our 2015 success rates for 16-18 year olds confirm us to be within the top 10% of Further Education colleges nationally.

As our Annual Awards season draws to an end, we have been celebrating the high grades and progress of our students and commending their many job, apprenticeship and university offers. Once again, many of our students have excelled in regional or national competitions this year proving their abilities in a wider context. Just some of their successes are noted in this report. These notable achievements are the result of

inspirational teaching and dedicated support so it is always pleasing when we receive 'Best College' awards as we have again this year in design, media make-up and beauty. We have also met the increasingly tough Matrix standards for Information, Advice and Guidance with a series of commendations. I am exceptionally proud of our students and staff who bring a wealth of industry experience - so important when delivering vocational subjects.

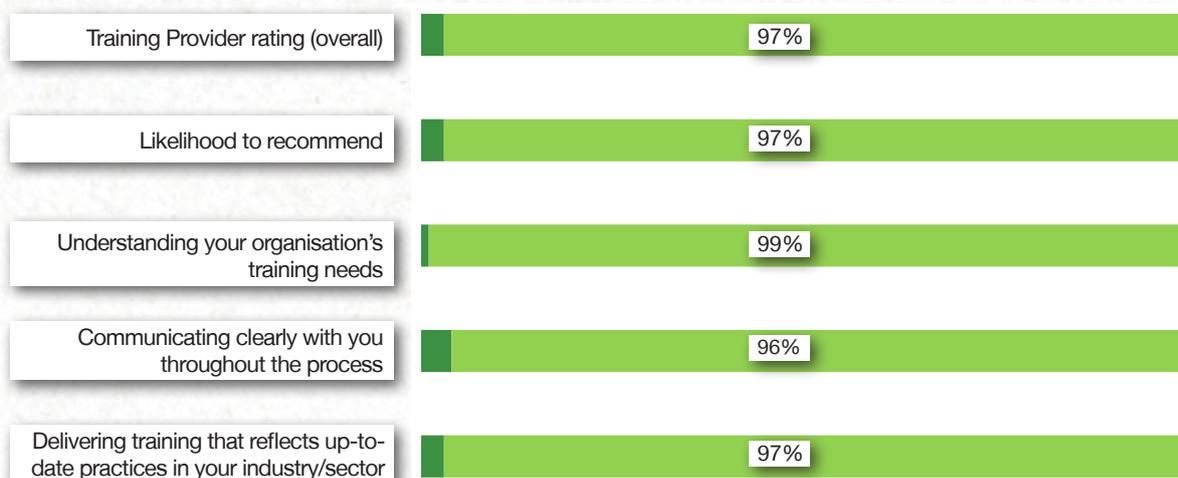
This year has seen a far greater focus on working with employers from small businesses to multi-nationals to support their Apprenticeship growth. As a result, our Apprenticeship numbers have grown in-year by around 50%, predominantly in Engineering and Construction subjects – areas of real skill needs. My thanks to the very many employers who have given of their time to support us by setting and assessing projects, commenting on our curriculum, offering work experience and taking part in job fairs, debates and interview panels. This dynamic interaction is welcomed.

With the cost of going away to university continually rising, the number of students choosing instead to study higher education qualifications with us continues to rise. New validations from University of Brighton such as the Foundation degree in Internet Software Development and also HND Graphic Design are enabling students to save costs and achieve a high quality qualification.

This year has certainly seen further funding restrictions and it is true that the need to 'tighten our belts' is a constant while still achieving growth opportunities. A national review of post-16 provision is also underway which will see change in many parts of the country as well as new relationships and partnerships being forged to improve long-term sustainability in the sector.

This is a strong, outward-looking College, proud to serve our communities and we look forward confidently and positively to the future and to inspiring even more young people and adults to achieve and excel.

Employer Satisfaction Survey 2015/16



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 important 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 five members spanning student support, quality, communication, human resources and business development. The College's staffing includes Learning Support Assistants and a large 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 delivers 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 and the College is now looking into degree apprenticeships with its education and employer partners.

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. The College has a range of successful programmes developed specifically to reduce the number of NEETs (those not in education, employment or training) and is pleased to work closely with schools to ensure young people are made aware of the range of vocational opportunities and apprenticeships available to them.

Working with Schools

14-16s are an active part of the College community. Through working with over 15 local partner schools and special schools across a wide geographical area, the College delivers Outstanding success (Ofsted Report, January 2015), 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 offers 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.

Gifted and Talented workshops were offered in March 2016 for Years 8-11 in local schools, to promote progression routes in key areas; with a total of 62 students involved.



Safeguarding

East Surrey College is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, ensuring that action is taken to support our students.

The College has a designated safeguarding lead who provides support to students and staff members to carry out their safeguarding duties, and liaises closely with other support services. A designated governor is also a member of the College Safeguarding Strategy Group. The wider safeguarding system is embedded college wide with all staff members receiving safeguarding training as part of their induction training and receive regular updates such as cyber bullying and Prevent.

The College provides excellent support to our vulnerable students and works closely with Virtual Schools, Social Services, Youth Support Service and other agencies to ensure students are receiving effective information, advice and care to achieve in education and progress onto further opportunities.



The College offers courses in a wide range of Higher Education (HE) disciplines including Higher National Certificates and Higher National Diplomas in Construction, Electrical and Electronic Engineering, Sport & Exercise Sciences, Photography, Graphic Design and Theatrical Make-Up; as well as Foundation Degrees (FdA) in Business, Travel & Tourism Management, Event & Tourism Management, Aviation Operations Management and Early Years Care and Education.

In addition to these existing programmes, the College recently gained validation from its key strategic partner, University of Brighton, to deliver FdA Music and Sound Production and FdSc Internet Software Development in response to an established local need.

The College now employs a full time HE Scholarship Development Manager (one of just 14 nationally), via the HEFCE

Catalyst/AoC Scholarship Project, to develop policies and processes around multidisciplinary work, teaching and learning, and applications scholarship.

The removal of student number controls in 2015/16 meant the College no longer has statutory constraints on HE growth, and alongside the consolidation of existing programmes it is developing FdA Theatrical Make-Up and FdA Fashion and Textile Business Development, along with developmental work with university partners around Degree Apprenticeships.

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.

Working with Local Business

The College continues to strengthen its relationships with local and regional employers across a number of initiatives including delivering bespoke programmes and Apprenticeships to enhance business performance. The College has seen the numbers on Apprenticeship programmes continue to grow significantly this year with particular growth in Science, Technology, Engineering and Motor Vehicle (STEM) and Business Apprenticeships.

A significant change for our large Engineering employers is the introduction of the new Levy and Standards, and the change of Apprenticeship frameworks to Apprenticeship Standards. The College supports all of our employers in preparing for the major reforms to take place next year; for example David George, Standards, Qualifications and Apprenticeship Issuing Manager at SEMTA (the sector skills council), attended a meeting hosted by East Surrey College with our customers Thales UK, Gatwick Airport Limited and Govia Thameslink Railway to review these reforms.

During **Apprenticeship Week** over twenty five employers visited the College to meet student groups and discuss job vacancies, routes to careers, salary potential and the vast scope of opportunities available through Apprenticeship programmes within their businesses. Through interviews on Susy FM and Runway Radio, and presentations and assemblies at key local schools, the College continues to raise awareness of the benefits of Apprenticeships.

The College once again hosted a successful **Job Fair** inviting around thirty employers across seven key sectors to discuss local job opportunities within their business with students, with over 500 vacancies advertised during the event. Key speakers from Epsom and St Helier NHS Hospital Trust and RG Group promoted the NHS and Construction sectors and the growth in local job opportunities.

100% of employers who were surveyed agreed that 'the Job Fair event was successful' and that the College 'could add value and support them in their recruitment needs'.

The College **Entrepreneurship Programme** has grown from strength to strength, with the fourth Academy launched in the Spring term. Eighteen new start-up businesses are working towards the challenge of promoting their business idea and competing to win the £5,000 prize awarded by Reigate & Banstead Borough Council.

They have taken inspiration from the third Entrepreneurship Programme which proved a fantastic success with the winner not only gaining the financial prize but also winning the title 'Inventor of the Year Award' on the Gadget Show; resulting in a major manufacturer's interest in distributing the folding Electric Bike that she had designed and produced.

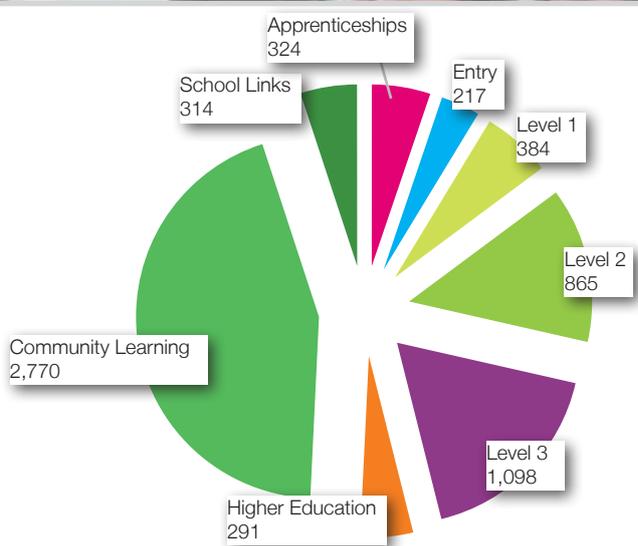
Some of the local employers that we have worked with this year include:

- Buttertown Limited
- Canon
- East Surrey Hospital
- Epsom and St Heliers NHS Hospital Trust
- Gatwick Airport Limited
- Govia Thameslink Railway
- Mickaël & Ludovic Hair Design
- Paul Kemsley Hairdressers
- Raven Housing Trust
- Reigate & Banstead Borough Council
- RG Group
- Surrey County Council
- Sutton and East Surrey Water
- Sweethaven Computers
- Thales UK
- Woodlands School

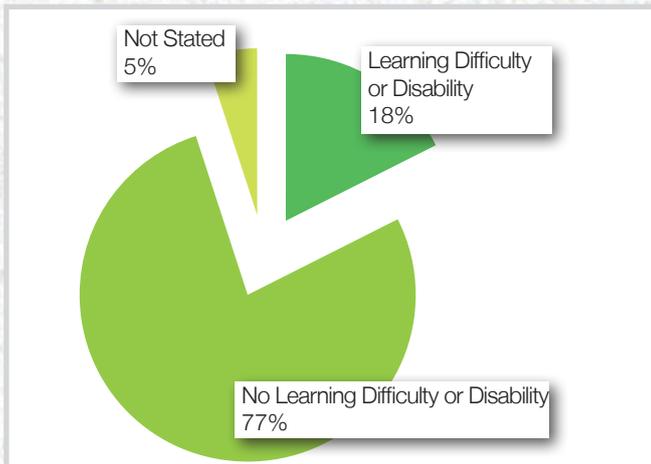




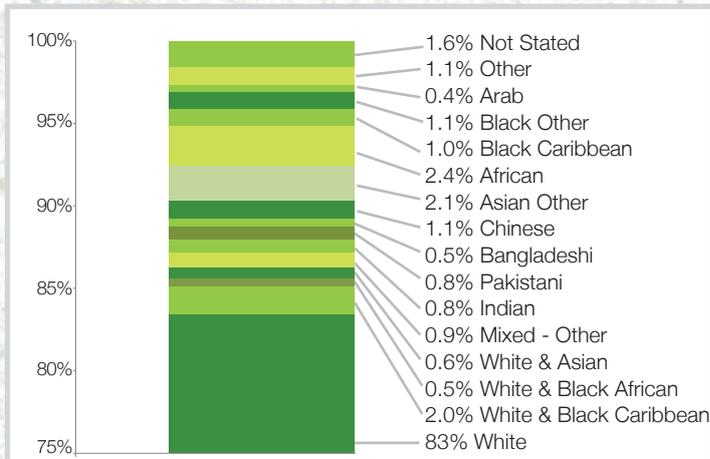
Our College Community 2015-16



ALL STUDENTS BY LEVEL



LEARNING DIFFICULTY AND DISABILITY PROFILE



ETHNICITY OF STUDENTS

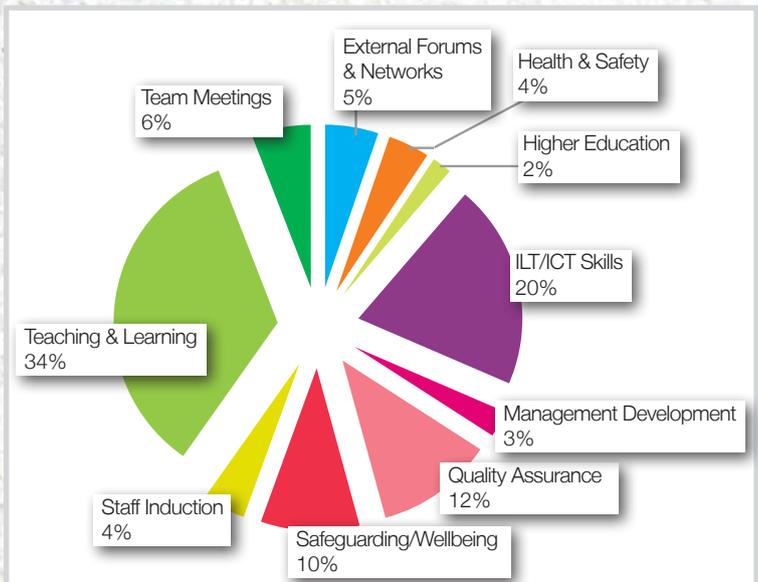
Information correct as at the end of College year 2015/16

STAFF DEVELOPMENT

Our staff are very well-skilled in their subjects with most coming from 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 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, it 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, Health and Safety and Data Protection. A strong focus has been placed on developing Safeguarding training and awareness initiatives as well as Prevent (Anti-radicalisation) training for all staff across college. New online training has been introduced this academic year for Prevent.



STAFF DEVELOPMENT AND LEARNING

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.



Enrichment

This year has seen a real boost in activities and student participation in College events, with the combined volunteering hours of our Student Activity Champions (in excess of 200 hours) and the diverse activity programme on offer.

The Activity Programme offered a number of new events with over 1,000 students participating in activities such as Basketball, Futsal (Brazilian 5-a-side), Boxing, Mixed Martial Arts, PS4, Table Tennis, Touch Tennis, Archery, College Gym, Power 5 Football, Badminton, special events and volunteering. ESC students gained new skills and experiences working and participating in events alongside community partners. This provided Sport Level 1 and Public Services Level 3 students with the opportunity to take part in weekly visits to Like2Box Gym (Redhill) funded by Sports Maker Sportivate.

Activity Champions have proved themselves as valuable members of the activity team and have achieved extra qualifications and experience to support their progression to university or higher levels of study. Our Activity Champions were able to go courtside at the ATP Tennis World Tour Finals in recognition of all their support of the Sports Maker and College activity programme. They commented that they had "a great time taking part in activities, experiencing new things at College".

The ESC Hungry Games, Sports Relief Week and Activity Fair were well attended by College students raising much needed funds for worthy causes and experiencing new activities.

The 2016 Activity Fair was visited by Sports England Head of Public Affairs, Andrew Lewis who commented "I am really pleased I did this 'Go and Tell' visit, to experience the real world beyond my briefings, and get to see first-hand where Sport England investment goes."



CHRISTIAN BULMER

Christian is studying Level 1 Sport and

has been an **Activity Champion** for two years. Christian now acts as an Activity Leader, overseeing activities without staff supervision. He assists with many activities including the regular archery and ESC Futsal sessions as well as helping with the organisation of the Hungry Games and Sports Relief Week. Christian aspires to be a sports coach and plans to progress to Level 2 Sport in September 2016.

STUDENT SUCCESS



HANNAH FREWER

Hannah is the Student Union President and Student Governor. She is studying Level 3 Health & Social Care and has had offers from 5 universities to study Paramedic Science. She found that the work experience element of her course provided her with plenty to talk about in her interviews; experiences she would not have gained through a more theory-based route.

HNC Electrical and Electronic Engineering student Anthony Roper is currently on an Apprenticeship with Thales UK. He found his previous BTEC Level 3 Electrical/Electronic Engineering qualification at ESC enabled him to stand out from other applicants and study at a higher level than some of the other Apprentices.



ANTHONY ROPER

Kick Start student Rebecca Goldsmith found school challenging due to personal circumstances. Since joining ESC, Rebecca has become an extra Learning Support Assistant in English class, supporting her peers in their studies. She has also engaged in work experience

with the YMCA, working on their Waves Programme which is designed to support those with mental health needs.

Philippa Nelson studied Level 3 Diploma in Early Years Education and Care after completing the Level 2 course. Due to surgery, Philippa was forced to miss 3 months of her course, however, with support she managed to catch up on her work and is now also doing bank work as part of her placement.



PHILIPPA NELSON



NICOLLE WILLIAMS

Nicolle (Level 3 Theatrical, Special Effects and Media Make-Up) participated in the national Warpaint competition with over 100 applicants, gaining 2nd place in the Runway Category. This contributed to East Surrey College

winning the College Cup once again! Nicolle subsequently competed in the national Jane Iredale Student Make-Up Competition where she achieved second place against 200 entrants!

Georgia is Vice President of the Student Union. Working hard throughout the year she has raised money and awareness for charities by arranging football tournaments and for ex-service personnel to come in and meet students. Georgia is currently studying Level 3 Public Services and hopes to join the Police Force once she has completed her course.



GEORGIA CRABB-O'TOOLE

Alex is completing Level 3 Aviation Operations and has now started a full-time job as a Trainee Aircraft Charter Broker after completing work experience with Smart Aviation. This allowed him to gain valuable experience in the aviation industry as well as being of benefit to his coursework and helping him launch his future career.



ALEX WADE

Level 3 Film and TV student Harry Courtney recently won 1st place in the National BBC Three film competition The Fear, by creating a short horror film called Paranoia.



HARRY COURTNEY



REIGATE SCHOOL OF ART

Reigate School of Art was delighted to be invited by RG Group to design artwork to display on the hoarding surrounding part of Redhill's Warwick Quadrant, as part of the town's regeneration project. The panels of artwork cover over 60m of hoarding surrounding the construction site where the Sainsbury's redevelopment is taking place. The hoarding has created a vibrant backdrop for shoppers

and visitors to Redhill. The artwork selected shows the variety of outstanding student artwork created at Reigate School of Art; including photographs, sculpture, printmaking, painting, textiles and installations at the Annual Diploma Show.

Being out of education for a few years can impact on your confidence. With the support of his tutors, Reuben Atkinson (former Kick Start student) has grown in confidence, completing Level 1 Diploma in Sport last year and currently studying Level 2 Sport. He enjoys playing football and plays regularly for the Chelsea FC Cerebral Palsy Football Team.

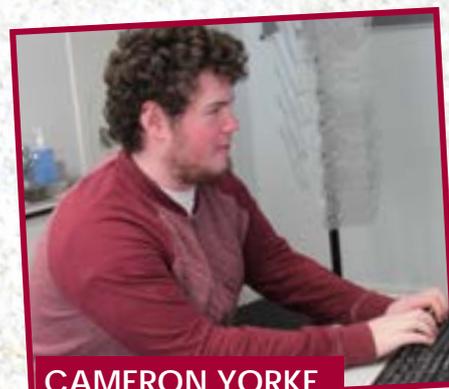


REUBEN ATKINSON

Georgi Kolarov studied Level 3 Sports and is progressing to Portsmouth University to study Sports Exercise Science. He recently competed in the Brazilian Jiu Jitsu Kent Open where he won 1st place and is working towards his black belt so he can compete at championship level.



GEORGI KOLAROV



CAMERON YORKE

Cameron Yorke, Level 3 Extended Diploma in IT has previously been diagnosed with a medical condition, however this has not deterred him from excelling, with predicted grades to achieve D*D*D*. Cameron is progressing on to Liverpool

John Moores University to study Computer Games Development, which is a 5 year course including Masters and a year of work placement.

Leah Turner, Level 3 Art and Design student won Gold at the Starpack national packaging competition for her starter pack for new foals and also took the Graphic Packaging Sponsored Award Winning School category. A further two Bronze awards and three Commended Awards added to the College's fantastic results.



LEAH TURNER



LEVEL 3 CONSTRUCTION APPRENTICES

Ben Hoad and Morgan Simpson have been given the opportunity to work as Trainee Site Managers with RG Group at Redhill's Warwick Quadrant development. They shadow the Site Manager and as part of their role are involved with Health & Safety, fire issues, and liaising with the architect on any updates to site drawings.

PROGRESSION TO UNIVERSITY

A high percentage of our student base progress on to University, including Brunel University, Durham University, University of Bath, University of Birmingham, Loughborough University, Southampton Solent University, University of Kent, University of East Anglia, University of Exeter, University of Leeds, University of Surrey, King's College London, University of the Arts London (UAL) and University of Brighton.

ALUMNI SUCCESS



SAM COLLINS

Sam Collins studied his National Diploma in Motor Vehicle at the College before attending university. He now works as a Digital/Deputy Editor for Racecar Engineering Magazine and owns his own technical consultancy and research business. He has worked on projects in Formula 1, Le Mans and alternative fuels technology. Sam has published a number of books based around the history of racing and is currently working on modern Formula 1 technology. On top of all of his various successes Sam is also a radio and TV commentator for Radio Le Mans and NISMO TV.



KIERAN WALLER

Faye Booth graduated from the HND Theatrical Media Make-Up course at the College last year. She recently entered the Warpaint competition at London ExCeL as a professional and won 2nd place in the Prosthetics TV and Film category – Apocalypse.



FAYE BOOTH

Kieran Waller studied his National Diploma in Media and AS Film Studies at the College. His career continues to flourish and he is now an Assistant Visual Effects Editor working on movies such as the recent Bond film Spectre.

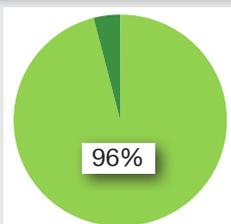
STUDENT VIEWS

Student Voice is really important in driving forward the quality of teaching, learning and assessment for students, as well as their whole College experience. The College has a diverse range of strategies that are used to listen to views. There is a real commitment shown to these strategies, encompassing all levels of curriculum and support staff in the College.

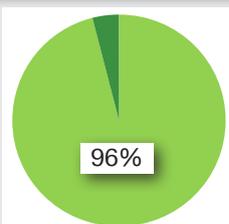
Regular student surveys are completed online with high levels of completion, enabling us to use this data in a timely fashion. Surveys have been made available on multiple platforms, improving accessibility for all.

There is a well-established student representative system, vibrant student conferences with all departments represented and focus groups regularly conducted. Department Councils are held to gauge student views at a local level in vocational areas with College Councils considering wider themes. These have included employability, equality and diversity, teaching and learning, student voice, student union and the College/student achievements. The College Councils have been very well attended with some excellent contributions to the discussions, tasks and activities set. The Student Union President and Vice President are also Student Governors, representing the student body at the College Corporation and serving on the Learning and Quality Committee. The Student Union President leads a small Student Union Committee, meets with College managers and has regular meetings with the Principal and Deputy Principal where key information is exchanged.

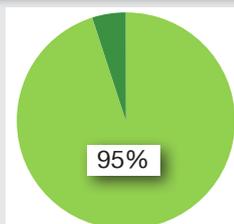
Student Survey



I think teaching on my course is good



I am treated fairly at College



I am given feedback that helps me improve