



**Annual  
Accountability  
Statement**

**Empowerment** through learning

# Annual Accountability Statement

## College Mission and Purpose:

Macclesfield College's mission is 'empowerment through learning'.

The College provides inspirational education for young people and adults across Macclesfield and beyond. Our purpose is to provide first-class teaching, learning and training to all students to ensure that they are fully prepared for their next steps, whether that is continued study, work-based training or into employment. The College is passionate about vocational and technical education and is proactive in ensuring that the curriculum we offer is clearly aligned to skills priorities at a local, regional and national level. It is proactive in the local community, developing strong and lasting relationships with businesses, public sector organisations and the regional Chambers of Commerce. All members of the Macclesfield College community are committed to doing their utmost for the people of the region, demonstrating the College's core values in everything they do.

## Core Values:

Our core values are as follows:



**Integrity:** Openness, honesty and transparency, matched by strong moral principles.



**Respect:** Listening to and treating the needs of stakeholders with dignity, honour and tolerance.



**Passion:** A collective and relentless drive for excellence in everything we do.



**Accountability:** A commitment to taking responsibility for our actions as an education and training provider, and a dedication to regular reporting to relevant bodies.



**Ambition:** An overriding ethos that focuses on genuine innovation and a demonstrable ambition to be the best education and training provider in the Cheshire region and beyond.

## What Our Values Mean to Us:

**Integrity:** Doing the right thing when no one is looking; Teaching our standards and expectations.

**Respect:** Earned, not given; Professional appearance; Honesty.

**Passion:** Teaching with enthusiasm; Service with a smile; Be excited to be here.

**Accountability:** High standards; Take ownership; Learn from mistakes.

**Ambition:** To be the best that I can be for myself and our students; Dedication; Inspire and thrive.

## Strategic Aims, Objectives and Priorities:

Macclesfield College is committed to excellence in everything we do, as we continue on our journey to become 'Outstanding' in all aspects of our work.

The College has four Strategic Goals as set out in the Strategic Plan 2023-2028. They are:

1. **Students:** Providing a first-class student experience;
2. **Staff:** Inspire our team to reach even higher standards;
3. **Stakeholders:** Establishing the strongest possible links with our community;
4. **Commercial Growth and Innovation:** An enterprising approach to maximising our income streams.

By 2028, Macclesfield College will aim to:

- Be recognised and celebrated as an exceptional place in which to work and learn, retaining our Ofsted grade 'Good'.
- Cement our position as a leading FE provider in our region, with aspirations to become one of the top-performing Colleges nationally.
- Be the first-choice destination for 16 to 19 learners, professional skills training, apprenticeships and adult education.
- Continue to grow our student numbers in both 16 to 19 learning and apprenticeships.
- Progress with our estate development to match our ambitions, and ensure learners can access excellent resources and technology.
- Remain financially 'Good' in all aspects, with a clear ambition to become 'Outstanding'.



## Context and Place

### The Communities we Serve:

The communities we serve are located within the Cheshire and Warrington Local Enterprise Partnership (LEP). The LEP includes three Local Authorities (Cheshire East, Cheshire West and Chester, and Warrington). The LEP includes four Further Education Colleges (including one specialist land-based college) and one Higher Education Institution; the University of Chester. Macclesfield College is the only Further Education College within Macclesfield, although there are a number of schools with post-16 provision, and has a responsibility to offer a broad curriculum that empowers learners to develop the skills and knowledge demanded by our economy.

The College sits within the Cheshire and Warrington Local Enterprise Partnership, but serves a distinct geographical area within Cheshire and out towards the southern boroughs within the Greater Manchester region.

The Local Skills Improvement Plan (LSIP) will be produced by South Cheshire Chamber of Commerce and Industry as the designated Employer Representative Body (ERB) for Cheshire and Warrington's LSIP. It will bring together local businesses, training providers and a broad range of stakeholders to ensure that the planning for local skills aligns with existing and emerging job opportunities and skills required for growth.

Macclesfield College is a single site Further Education College that offers a range of study programmes for 16 to 18 year olds from Entry Level to Level 3 and including T-Levels; English and mathematics GCSE; literacy, numeracy and digital skills qualifications, as well as a portfolio of programmes for adults including community-based programmes, leisure courses and work-related professional courses; as well as a small portfolio of higher level and professional qualifications. It also offers a large and growing apprenticeship provision at a local and regional level. Many study-programme learners travel from the wider Cheshire region to access our programmes alongside Manchester, Derbyshire and beyond. 21% of our study programme intake join the College without maths or English at grade 4 or above.

The College has a growing number of students with Education and Health Care Plans (EHCP) and a significant number with exam access arrangements and/or additional learning support. Our specialist support teams work in collaboration with the curriculum teams, exams staff, pastoral and Learner Experience teams to remove the academic disadvantage these students might otherwise experience and enable them to achieve their full potential academically, in their personal development, their progression and in their destinations.



## National Policy Overview:

Curriculum planning is driven by the continued implementation of the FE White Paper – Skills for Jobs with the recognition that further and technical education is at the centre of enabling young people and adults in gaining the skills for jobs now and in the future. The focus on national skills priorities for the College includes:

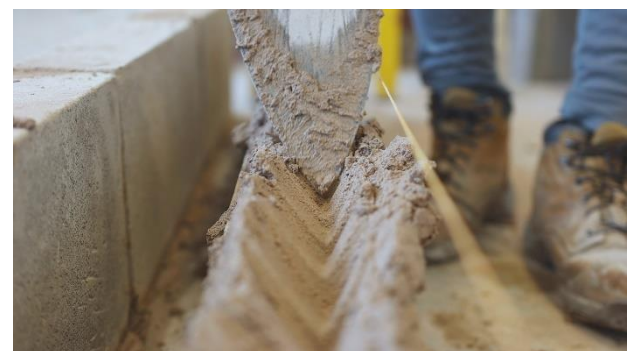
- The changing nature of work with young people expected to have multiple careers over their lifetime. The College needs to equip people with a range of flexible skills so that they can prosper in this changing environment.
- An ageing population is driving a demand for health and social care workers with appropriate skills and behaviours.
- Significant and rapid changes in technology necessitates that the current and future workforce need a new range of skills.
- The climate crisis necessitates a focus on green skills and future jobs required.



## Statutory Requirement:

Under a new section of the Further and Higher Education Act 1992 (section 52B), the governing body of an institution in England within the further education sector has a duty to review how well the education or training provided meets local needs.

In meeting these statutory requirements, and as part of the College's annual skills review, the College has maximised the expertise and regional knowledge of the Board. Members review and agree the College Strategic Plan and now formally approve the College's Accountability Plan. The board has full assurance that the curriculum offered is considered and planned in response to local, regional and national skills priorities. It takes into consideration the specific requirements of students, employers and wider stakeholders within the Cheshire and Warrington region and beyond.



## Key Stakeholders:

Macclesfield College works in a highly collaborative manner with its network of partners for the benefit of our communities and considers this to be a core strength. The College will continue to work with a range of key stakeholders to achieve its strategic objectives. These include:

- Cheshire East County Council;
- District and Borough Councils;
- Cheshire Chambers of Commerce;
- Cheshire and Warrington Local Enterprise Partnership;
- Strategically important employers;
- Business representative groups and networks;
- Local MPs.

The College collaborates with other Further Education Colleges within the Cheshire and Warrington area (Cheshire College South and West, Reaseheath College and Warrington and Vale Royal College) on a range of projects and partnership-based solutions to skills gaps in the region. There are also a range of collaborative projects and events including skills competitions. The College also works with other providers in the area including schools, universities and training providers.



## Contribution to National, Regional and Local Priorities:

Macclesfield College has a clear Strategic Plan 2023-2028 which has been developed in consultation with our key stakeholders, and we have ensured that the aims and objectives in this Accountability Statement carefully align. We ensure that our curriculum offer is reactive and responsive to an ongoing review of labour market intelligence, and enables clearly determined, positive destinations

for all learners. The College continues to invest in industry-relevant, appropriately qualified and specialist teaching and support staff and into its estate and resources to serve changing and growing markets.

The longer-term goals and objectives outlined in the Strategic Plan include goals and objectives related to estates development, growth and to establish Macclesfield College as an employer of choice.



The College currently delivers a wide range of programmes in priority sectors. These priorities include:

- Health and Social Care;
- Advanced Manufacturing;
- Life Sciences.

These are also underpinned by the cross-cutting themes of the digital and low carbon/green agenda. However, the College recognises that this is continually reviewed in response to changing and increasing needs, particularly in the areas of digitalisation and green skills. Investment being made into capital resources will help to meet these needs, including our Strategic Development Fund project that addresses the digital skills shortage.

The College will continue to ensure that all curriculum planning meets the new statutory duty to undertake regular reviews and will ensure that our provision continues to meet local needs. We will continue to work with the Chamber of Commerce, key employers, providers and other stakeholders as part of the review and ensure that we align with the LSIP and other existing evidence bases, local processes and networks. The College has also developed a strong selection of employer partners to



provide ongoing insight, support and challenge. All of this is incorporated into our longer-term Strategic Plan and within the aims of our Accountability Statement.

Below, we set out a number of aims and target outcomes for the year ahead in an action plan that reflects how we are responding to national, regional and/or local priorities and skills needs.



College Strategic Aim and Objectives	Impact and/or contribution towards national, regional and local priorities for learning and skills
<b>Aim 1: Providing a first-class student experience</b>	
<p>a. Enabling students to be successful in their chosen vocational or technical programme and contribute towards meeting the skills needs of the region.</p>	<p>To ensure that the Quality of Education delivered by Macclesfield College remains 'good' across all provision types and is validated as such by Ofsted.</p> <p>Meet enrolment targets as agreed in curriculum planning cycle.</p> <p>We will improve overall achievement rates to be +5% on national rates.</p>
<p>b. Use the LSIP to shape our curriculum planning, enabling a sustainable and progressive offer in line with the local agenda.</p>	<p>The College will maintain continual engagement with all Cheshire Chambers in its review of the LSIP to influence content and forward planning. It will review its offer by engaging with local stakeholders and against the portfolios of other providers, to maintain and update the vocational and technical curriculum. There will continue to be an annual CEO roundtable hosted by the local MP, to ensure that local stakeholders shape the curriculum and that intelligence is triangulated at a local level.</p> <p>It will ensure that there are curriculum pathways across all levels and subject sector areas to ensure that learners can access programmes regardless of starting point and/or career aspirations.</p> <p>The College will embed T Levels as part of the core curriculum offer by securing high grades for the first completing cohort and successfully completing preparations for the introduction of T Levels in Childcare and Media from September 2024. Learner numbers will increase as per the targets agreed in the curriculum plan.</p>



	There will be ongoing development of a range of partnerships, including the Heath Academy in partnership with East Cheshire NHS Trust and the delivery of the of the SDF projects to address digital skills.
c. Continue to access rich and up-to-date local market intelligence data that shapes delivery and student engagement pathways via work experience	<p>The College will make effective usage of LMI data alongside feedback from employers, Chamber of Commerce and other representative groups to define employability skills at a local and regional level. The core transferable skills of communication, team work, resilience and effective presentation skills will be embedded into the PASS programme with links to core curriculum for all learners.</p> <p>The College will harness apprenticeship data through annual surveys and a Skills Week planned via dedicated timetabled activity. This will be complemented by the development of a cross-college skills assessment in line with employer's demands and triangulated with the local skills paper, ensuring there are no gaps in the curriculum delivery.</p>
d. Continue to lead on mental wellbeing	The College will deliver a peer to peer 'Lead Well' programme across provision to react and respond to the needs of our student body. We will harness transition information from feeder schools to shape the delivery to ensure maximum student benefit and activity.
<b>Aim 2: Inspiring our team to reach even higher standards</b>	
a. Recruitment of staff with the skills needed to deliver the curriculum of the future through the implementation of a first-class recruitment strategy	Establish and retain suitably qualified and experienced teaching teams to ensure the delivery of a high-quality and responsive curriculum. Staff will benefit from robust and comprehensive on-boarding and regular reviews.
b. Build on being the lead for technical education skills competition across Cheshire and Warrington	The College will co-ordinate a range of skills competitions across the region and will host at least two competitions per academic year. This will ensure the sharing of best practice in technical skills, develop student confidence and workplace readiness.

c. Continue to provide appropriate advice and guidance across skills for learners with EHC Plans and on ESOL programmes	With demand growing for learners with EHC Plans and set to continue to increase, the College will ensure that its CEIAG is in line with individualised plans and supports learners in preparing them for life in modern Britain.
d. Delivery of high quality Professional Development Programme to ensure that staff benefit from regular and appropriate industrial updating opportunities.	Macclesfield College demands the best leaders and managers. The Aspiring Managers programme was launched to develop a talent pipeline. Further developmental programmes will be introduced to identify future talent and bring about cultural development.
e. Establish and develop, in collaboration, the Institute of Technology across the Cheshire and Warrington region.	The College will deliver ambitious growth plans in priority areas for learners and apprentices on Level 4 and 5 qualifications ensuring that the skills need of the region are met.
<b>Aim 3: Establishing the strongest possible links with our community</b>	
a. Improve digital inclusion in Macclesfield, improving the digital skills of local residents	The College will extend its reach of learning opportunities to a broader cohort. It will support the national priority of the Digital and Technology sector (as well as the regional priority) to upskill and increase participation through targeted curriculum marketing campaigns. It will promote learning opportunities and programmes to our wider community and ensure that it meets all funding targets.
b. Ensure there are employer-led advisory panels for all curriculum areas	To generate the pipeline of talent needed by local and regional businesses and to inform capital investment priorities. Employers and other stakeholders will shape the curriculum and influence the qualification choice and units of delivery. Study programme learners will benefit from termly interactions with employers and will participate in work-related activities.
c. Delivery of a high quality schools engagement programme	Increase school engagement activities to ensure young people are equipped with the information needed to make informed decisions about post-16 pathways. The college will also assist in reducing the number of NEET young

	people in the region through the delivery of a bespoke programme to work with those furthest from education.
<b>Aim 4: An enterprising approach to maximising our income streams</b>	
a. Deliver against key financial performance indicators to ensure a sustainable college	The College will continue to build upon its reputation for serving its communities well. It will ensure financial sustainability through robust monitoring in line with KPIs.
b. Secure growth in recruitment of learners	<p>The College will increase its 16 to 18 enrolments onto high quality vocational and technical programmes with a focus on Digital and Health related pathways. Level 4 and 5 provision will growth in line with the IoT targets to ensure higher level skills in priority areas are developed.</p> <p>It will increase the number of apprenticeship starts through the provision of a range of high quality standards, focusing on the sectors identified for growth within the Cheshire LSIP. Growth will focus on the Construction, Engineering and Health sectors in line with the IoT curriculum plan.</p> <p>We will review and rebrand the adult offer working closely with local partners to ensure that provision is available throughout the region to engage individuals and the community. Success measures will to meet curriculum plan, achievement targets and in income to allocation target.</p>
c. Deliver against a highly ambitious estates programme to ensure the Macclesfield College community have access to the highest quality teaching and learning resources	The College will invest in its capital through the delivery of an Institute of Technology. It will invest in high quality teaching and learning spaces to deliver the newly introduced T Level provision, will deliver on an alternative space for the growing Animal Care curriculum and remodel space to meet the demand for Construction provision.
d. Continue to deliver the green agenda	Green technologies and sustainability will be embedded into all curriculum areas either through units or elements of learning to ensure that learners understand the role they play in a wider environmental strategy.

	Recommendations from an independent sustainability action plan to be systematically worked through.
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## Corporation Statement:

On behalf of the Macclesfield College Corporation, it is hereby confirmed that the plan set out above reflects an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 25<sup>th</sup> April 2023.

The plan will be published on the College's website within three months of the start of the new academic year.

Chair of Governors



Dated: 6 June 2023

CEO/Principal



Dated: 6 June 2023

Corporation sign off: 9 May 2023

This document can be accessed via our website