

Macclesfield College

# ANNUAL ACCOUNTABILITY STATEMENT



Empowerment through learning

# Annual Accountability Statement

## COLLEGE MISSION & PURPOSE

Macclesfield College's mission is 'empowerment through learning'. The College provides high quality 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 offered is clearly aligned to skills priorities at a local, regional and national level. It is engaged with 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.

At Macclesfield College, our values drive a culture of high expectations and genuine respect. This shows in our impact with staff happiness and engagement rated at 8.2, above the global benchmark of 7.8.

## STRATEGIC AIMS, OBJECTIVES AND PRIORITIES

Macclesfield College is committed to excellence in everything we do.

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.
- 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 16-19 students, professional skills training, apprenticeships and adult education.
- Continue to grow our student numbers in both 16-19 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 Enterprise Cheshire and Warrington and includes three Local Authorities (Cheshire East, Cheshire South and Chester, and Warrington). The area has four Further Education Colleges (including one specialist land-based college) and one Higher Education Institution; the University of Chester. There are also a range of Independent Training Providers. 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 serves a distinct geographical area within Cheshire, extending into Derbyshire, Staffordshire and the southern boroughs of the Greater Manchester region.

The Local Skills Improvement Plan (LSIP) has been produced by South Cheshire Chamber of Commerce and Industry as the designated Employer Representative Body (ERB) for Cheshire and Warrington's LSIP. It brings 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 16-19 year olds from Entry Level to Level 3 and including T Levels; English and mathematics GCSE; literacy, numeracy and digital skills qualifications, 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. Macclesfield College offers a large and growing apprenticeship provision at both local and regional levels, with employer engagement and apprenticeship outcomes being a key strength; 32% of all achievements gained distinctions and overall performance rates are 7.3% above the national average.

Many study programme students travel from the wider Cheshire region to access our programmes, alongside Manchester, Derbyshire and beyond. Approximately one quarter of study programme students join the College without maths or English at grade 4 or above.

The College has a growing number of learners 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 Team 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 England, 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 requires 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 this statutory requirement, and as part of the College's annual skills review, the College continues to maximise the expertise and regional knowledge of the Board. Members review and agree the College Strategic Plan and 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.

# APPROACH TO DEVELOPING THE ACCOUNTABILITY STATEMENT

Stakeholders are key in the annual college planning cycle covering curriculum offer, financial position, estates strategy and broader strategic planning. The College works with a range of key stakeholders to achieve its strategic objectives and to ensure that all learners who attend Macclesfield College have a high quality experience and gain the relevant skills to succeed in their future careers.

These include:

- Learners
- Apprentices
- Parents/Carers
- Residents
- Staff
- Employers
- Local Schools
- DWP
- Cheshire East NHS
- Cheshire East Council
- District and Borough Councils
- Cheshire Chambers of Commerce
- Enterprise Cheshire and Warrington
- Business representative groups and networks
- Local MPs and Councillors
- Institutes of Technology Network
- Representation on a number of regional boards



The College collaborates closely with other Further Education Colleges within the Cheshire and Warrington area (Cheshire College South and West, Reaseheath College and Warrington and Royal Vale College) on a range of projects and partnership based solutions to identify skills gaps in the region.





## 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. The aims and objectives in this Accountability Statement carefully align to that plan. Macclesfield College 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 those related to estates development, growth and the establishment of 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
- Automotive
- Construction



These are supported by the cross cutting themes of digital and low carbon/green initiatives. The College regularly reviews these areas to meet changing needs, especially in digital skills and green technologies shown by its use of a hydrogen powered training vehicle, one of only six in the UK, which runs on hydrogen and produces only water vapour emissions.

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 plan.

We have 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. Impact and/or contribution towards national, regional and local priorities for learning and skills.

## **Aim 1: Providing a first-class student experience**

Macclesfield College will deliver high quality education, training, and support which develops digital, business and employability skills to ensure that all learners and apprentices can progress into employment or further training irrespective of their starting point.

The College will continue to enable learners to be successful in their chosen vocational or technical programme and ensure that they meet the skills needs of the region. We will develop more opportunities for learners to develop employability skills. Data and digital readiness is combined across programmes and enrichment to further enhance learners outcomes for work and future life.

We will continue to ensure that we deliver strong measures of progress from identified initial starting points.

We will have achievement rates that will be above national rates and over 90% of learners achieve a positive destination.

We also maintain clear expectations around student behaviour, recognising that professionalism and respect are key to personal and academic success.

The College will use the Local Skills Improvement Plan (LSIP) to shape an employer responsive curriculum to ensure the College develops technical skills in line with the regional skills agenda, and benefitted local and regional stakeholders.

The College will maintain continual engagement with a wide range of local, regional and national stakeholders to influence the development and delivery of a high quality learning experience.

An annual CEO roundtable alongside targeted employer boards will ensure that local stakeholders co-design the curriculum and that we continue to meet sector and occupational needs.

Curriculum pathways will be offered across all subject sector areas and levels. Learners will be able to access programmes regardless of starting point and career aspirations. Adult learners will be supported through careful use of the Adult Skills Budget and Free Courses for Jobs.

The College's technical offer will be mapped against the key priority areas of Health, Manufacturing and Digital as well as Construction. The College will continue to develop and grow the Technical Automotive Skills Centre (TASC) and develop its Level 4 curriculum offer to support local and regional employers, as part of the Cheshire and Warrington Institute of Technology.

We will deliver a broad reaching range of Information, Advice and Guidance activities across the provision types to ensure that all learners are able to make informed decisions about their next steps.

We will ensure that our careers advice meets Gatsby benchmarks, regularly undertake an external review of progress towards meeting them and ensure that we retain Matrix accreditation.

We will continue to develop our Careers Maps to ensure that every learner, regardless of programme or level of study, has a clear understanding of potential careers.

We will further develop relationships with local schools to ensure learners fully understand post-16 options and increase school leaver applications.



	<p>We will increase our school liaison activities and open event registrations.</p> <p>We will continue to provide high quality advice and guidance across skills for learners with Education and Health Care Plans (EHCPs) and ensure it is in line with individualised plans and supports learners in preparing them for life in modern Britain.</p> <p>There will be a continued focus on transition arrangements for learners with an EHCP into college, as well as on to their intended destination.</p>
<b>Aim 2: Inspiring our team to reach even higher standards</b>	
<p>Be recognised as the employer of choice in the region.</p>	<p>Establish and retain suitably qualified and experienced staff to provide a high quality student experience.</p> <p>Candidates will experience first class customer service from the point of initial enquiry. All staff will benefit from a robust and comprehensive onboarding experience.</p> <p>We will ensure that staff attrition rates remain beneath the sector average.</p>
<p>Continue to act as the lead organisation for the technical education skills competition across Cheshire and Warrington, showcasing best practice in technical and employability skills across the region.</p>	<p>The College will continue to co-ordinate a range of skills competitions across the region and will host at least two competitions per academic year.</p> <p>The College will also ensure that it has in excess of 100 learners per academic year participating in World Skills competitions.</p>
<p>Further investment into the 'BeXtraordinary' Professional Development programme.</p>	<p>We will deliver a high-quality Professional Development Programme to ensure that staff benefit from regular and appropriate industrial updating opportunities. We will ensure that programmes delivered meet the needs of all staff regardless of their prior experience.</p> <p>We will provide opportunities for staff to progress internally and 'grow our own' middle management team through the Aspiring Managers Programme, allowing capacity to develop management and leadership skills and retain talent within the organisation.</p> <p>We will be outwardly facing in our pursuit of best practice and harness sector feedback within our internal quality improvement activities.</p>

### Aim 3: Establishing the strongest possible links with our community

Capitalise on opportunities created by the LSIP to ensure the curriculum remains responsive to employer need

Continue to access and make effective usage of rich and up-to-date local market intelligence (LMI) data from a range of sources to ensure that it shapes course offer and delivery. This will be used in conjunction with feedback from CEO Roundtable events, employer boards, employer meetings within the curriculum planning cycle and other representative groups, to continue to define employability skills at a local and regional level. We will keep curriculum relevant to local skills needs by co-creating programmes with local employers.

We will continue to invest in and deliver electrification technologies within automotive provision, ensuring that all learners in the Technical Automotive Skills Centre (TASC) enter employment with appropriate electrical and hybrid competence.

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. This will develop work readiness skills in all learners.

Continue to develop the Macclesfield Community Collective.

Macclesfield Community Collective is a volunteer programme which invites individuals to join and make a difference to the lives of our students. The College will continue to connect volunteers with opportunities to support the College community, engaging with learners at key points in their learning journey.

Improve the digital inclusion of local residents

The College will extend its learning opportunities to a wider cohort, supporting national and regional priorities in the digital and technology sectors by upskilling and increasing participation across the community.

This includes a robust outreach programme for adults focused on digital skills and fast tracking into college programmes, growing the adult offer through local market intelligence and demand led provision.

## Aim 4: An enterprising approach to maximising our income streams

Secure financial growth	<p>The College will continue to build upon its reputation for serving its communities well and will ensure financial sustainability through robust monitoring, in line with internal and external agent's KPIs.</p> <p>We will continue to increase our 16-19 cohort by increasing student volumes with recruitment targets in the priority areas of Digital, Health, Construction and Manufacturing pathways.</p> <p>We will grow the Level 4 and Level 5 provision in line with the IoT targets to ensure higher level skills in priority areas are developed including the delivery of HTQs and Flexi options.</p> <p>We will increase the number of apprenticeship starts through a broadening of our offer, clearly mapped to the sectors identified for growth within the Cheshire LSIP. Growth will focus on the Construction, Engineering, Science and Health sectors.</p> <p>We will maximise commercial opportunities through a harmonious strategy that aligns with both community needs and our commercial outlook.</p>
We will continue to ensure that the Macclesfield College offers industry-standards facilities through the delivery of an ambitious estates programme.	<p>We will continue to invest in college capital through the application of successful bids and maximising capital allocations. All capital projects will be delivered on time and in budget.</p> <p>We will establish a clear identity for all our college buildings and ensure that teaching and learning spaces are responsive to stakeholder views, including students, apprentices, staff and employers.</p> <p>We will continue to manage an ongoing programme of refurbishment and improvement. These improvements will support climate change and low emissions plans in line with Cheshire East Council's ambition to become carbon neutral by 2027 and Cheshire East a carbon neutral borough by 2045.</p> <p>We will continue to support a sustainable and efficient college by continuing to reduce operational running costs and further develop the cross-college 'Green Group' to enable a whole college approach in accountability in conjunction with Play it Green.</p>



# 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 13<sup>th</sup> May 2025.

The plan will be published on the College's website within three months of the start of the new academic year and can be accessed from the following link:

[Strategic Documents - Macclesfield College](#)

Chair of Governors



Dated: 13<sup>th</sup> May 2025

CEO/ Principal



Dated: 13<sup>th</sup> May 2025

Corporation sign off: 13<sup>th</sup> May 2025

For colleges and designated institutions in scope the statement should explicitly confirm this document as having fulfilled the statutory Local Needs Duty

Supporting documentation:

Macclesfield College Strategic Plan

Cheshire and Warrington Local Skills Improvement Plan

Cheshire and Warrington Institute of Technology