



WESTON  
COLLEGE

Our  
year  
in  
**focus**  
2011/12

**“A transformational year with superb success and growth, dominated by our key focus on the student.”**

Dr Paul Phillips OBE – Principal and Chief Executive





WESTON  
COLLEGE

The  
**quality**  
of Weston College  
**shines**  
through our people

# Welcome

**The last 12 months have proved to be quite exceptional for Weston College.**

Despite the challenging economic climate, we have demonstrated massive impact on our community, for our students and for society. We have ensured that we connect with those whose futures are intrinsically linked to our own. We are effecting change – locally for the students who study with us but also regionally and nationally through our specialist work in autism and offender learning.

The vision of ‘Creating Brighter Futures’ remains paramount to all we do and we place great emphasis upon the benefits of partnership. A great deal of valuable work has occurred with funding agencies, the Department for Work and Pensions, North Somerset Council, the West of England Local Enterprise Partnership and our partner schools and universities to demonstrate vision, entrepreneurship and success.

The quality of Weston College shines through our people. My staff, Governors, students and partners engender success and ambition in all that they do. Belief and calculated risk are integral to all that we do and our reputation is based upon students who realise their ambitions by continuously growing in strength and confidence.

**Dr Paul Phillips OBE**

Principal and Chief Executive



**“None of us could have anticipated the dynamic transformation and leadership of Weston College over the last decade. It is an inspirational and exciting place where learning ambition is the key focus, complemented by an unrivalled team of staff and state-of-the-art resources.”**

**Jude Ferguson** Chair of Corporation

# In the news

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**A Level stars:** Our A Level students achieved a 99.8% pass rate.



**Top degree results:** 20% of our students achieved a first class honours degree – well above the national average of 14%.



**WorldSkills students:** Beauty student Laura Henson and Hairdressing student Emma Rogers successfully progressed to the WorldSkills finals, competing for a place in the UK squad.



**Our own red carpet:** Our Oscars-style awards ceremony celebrated the achievements of students and local employers.



**65% gain employment:** 65% of our Honours graduates secured employment within six months of completing their degree, compared to the national average of 45%.



**Highest rating for degree provision:** Weston College has been given the highest rating possible by the Quality Assurance Agency for top standards in its degree level provision.



**113% growth in Apprentices:** The number of people starting an Apprenticeship with us increased by 113% last year.



**Women's touch rugby launched:** With the support of Bath rugby players.



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**A special menu:** Catering and hospitality students put together a menu of specially created curries and ice creams to raise money for Cancer Research.



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**Hats off to talented students:**

A Level Textile and Design students made and sold hair accessories, garters and decorations at a Wedding Fair in Somerset.



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**New autism campaign:** Weston College's ground-breaking Specialist Support Model was chosen to front a new national campaign for students on the autistic spectrum.



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**Creative flair:** More than 1,000 people visited the College's art and design summer show to see students' creative work.



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**Former student runs an international coach company:**

Travel and Tourism student, Ian Banwell, employs six people in his business, which offers day trips for over 50s.



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**Outstanding student goes to Harvard University:** Art and Design student Alistair Debling has gone to America's oldest university.



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**Top places won at the Skillbuild South West regional competition:**

Students scooped three top places at this year's competition.



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**Job Centre link success for young unemployed:**

A radical scheme devised by Weston College and Job Centre Plus is targeting long-term unemployed and aims to go UK-wide.



## Our highlights

**99.8% A Level pass rate.**

**100% vocational qualifications pass rate.**

**20% of students gained a First Class Honours Degree.**

**College is part of The National Skills Academy for Environmental Technologies and Food and Drink.**

**Motor Vehicle facility expanded due to a phenomenal increase in students studying with us.**

**Shortlisted for a Beacon Award.**

**New LibraryPlus opens – our state-of-the-art learning resource centre at the University Campus.**

**“ If you want innovation, step inside any one of the campuses of Weston College – skill and enormous success will envelop you! ”**

**Dr. Paul Phillips OBE**

Principal and Chief Executive



Ofsted rates  
Weston College  
as

**“outstanding”**



# Our curriculum 16 to 18 years

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**The 2011/12 year was an outstanding success for Weston College. Our results were well above national averages with record numbers of 16 to 18 year-old students progressing to further study, higher education, work-based learning or employment.**

The curriculum is designed to provide outstanding and inspirational educational opportunities for students. This helps to ensure that, when they progress from Weston College, they are confident, enthusiastic, highly skilled and qualified to enter higher education, further specialist training, apprenticeships, or to move effectively into the workforce.

The learning environment enables all students to realise their full potential whatever their ability or previous attainment. Students are taught by highly-effective and experienced teachers, in the best facilities, using innovative approaches that effectively connect with their academic or vocational expertise. This encourages students to achieve to a higher level than they may have thought possible.

There has been massive growth in recruitment this year with a number of programmes proving very popular, including a growing vehicle maintenance and construction trades curriculum.

## Highlights

- 99.8% A 'Level Achievement A\*-E.
- Outstanding vocational results with 100% achievement in the majority of areas.
- Superb progression for students, which is a testament to the strong partnerships with employers and higher education.
- Fantastic opportunities for students to participate in enrichment activities that add real value to their educational experience.
- Excellent recruitment of students with a 16% growth in 16 to 18 student numbers.
- An up-to-date, exciting curriculum taught by outstanding staff in a state of-the-art environment.
- A national survey ranked Weston College as the top college in the region for student satisfaction.
- Our innovative approach to safeguarding has increased the proportion of students feeling safe to 99%. In addition, all students aged 16 to 18 years gained a Level 1 qualification in the area.





# 99.8%

A level A\* – E  
achievement

## Major profile change over 12 years

Comparison Table	2000	2012
<b>A Level achievement A*-E</b>	69%	99.8%
<b>A Level achievement A*-C</b>	33%	80%
<b>University-level courses</b>	6	28
<b>No. of full-time college courses</b> (not including A Level courses)	45	100+
<b>No. of A Level courses</b>	23	28
*16 to 18 year olds		
<b>No. of different apprenticeship areas</b>	0	40+

# Our curriculum 19+ years

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**Weston College has responded to the significant challenges of Government reform and the associated national, regional and local priorities linked to skills for sustainable growth and the unemployment agenda. Our visionary responses, coupled with our strong partnership work with key stakeholders, is seen as best practice at ministerial level.**

We continue to diversify at pace across the curriculum. Despite the challenges of the More for Less Agenda, we continue to witness rapid growth and high levels of success which have led to strong progression into higher education and employment.

## Highlights

- Winning a competitive tender for Offender Learning in 13 prisons across the South West. A Government investment circa of £10 million per year.
  - In partnership with Local Enterprise Partnership, secured £431,573 in renewable technologies to support the re-skilling/up-skilling of adults.
  - Over 6,250 adult enrolments compared to 4,176 in 10/11 a 50% increase in a year.
  - £7.8 million investment in the adult curriculum during 2010/11, of which £1.5 million supports adult apprenticeships.
  - 98% growth in learner numbers on English for Speakers of Other Languages (ESOL) courses.
  - Success rates at Level 1, 2 and 3 are well above national benchmarks despite significant growth.
  - South West Adult Learner Award 2011/12 goes to Weston College student who progresses to higher education.
  - Over 100% growth in apprenticeships.
  - Significant growth in the number of people undertaking construction training despite economic downturn.
- In partnership with Jobcentre Plus:**
- Launch of the Ngage programme for young unemployed adults is highly praised by Government Minister for Department of Work and Pensions – “a blue print for 19-24 NEETS” with 100% success.
  - Over 300 unemployed adults trained through the innovative ‘ASPIRE’ programme with positive outcomes well above national average. Another programme noted as highly successful at ministerial level.
  - Launch of Work Club in January 2012 has provided informal and valued support for hundreds of job seekers.

**£7.8m**  
**investment**  
in the  
adult curriculum



# Our curriculum – **foundation learning**

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**In the last year, we have seen 100% success for our students with learning difficulties/disabilities on foundation learning courses.**

Students have benefited from an inclusive approach and specialist support to develop a range of skills and knowledge to help them manage and overcome their learning barriers. With this kind of innovative support, students have been able to progress to supported employment, employment with training, further and higher education courses and independent living.

## Highlights

- Exciting new facilities for foundation learners at 'The Hub' at the South West Skills Campus.
- "Outstanding practice and excellent success rates recognised as exemplary practice", by Ofsted Disability Review 2010.
- National and regional involvement in an 'Enhancement of Learning Support' project with the Learning and Skills Improvement Service (LSIS).
- A new policy report, Ambitious about Autism, was launched in October 2011 at the House of Commons where Weston College featured as an area of outstanding practice in the field of autistic spectrum conditions (ASC).
- Planning underway for the first learners with learning difficulties and/or disabilities (LDD) specialist training facility in North Somerset for people on the autism spectrum.







**“ Outstanding practice and excellent success rates recognised as exemplary practice. ”**

Ofsted Disability Review



# Our curriculum – higher education

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## **The 2011/12 year has again been a particularly successful one for Weston College’s university-level provision.**

The Quality Assurance Agency completed their scrutiny of the College’s higher education provision and concluded that, not only could it be viewed with confidence and reliance, but also identified the highest number of ‘good practice’ elements in the South West, and equalling the highest number nationally. In particular, strategic leadership, employer links, quality assurance, staff development, student support and excellent student results were noted.

Also, for the first time, Weston College has successfully bid to the Higher Education Funding Council for England and Wales (Hefce) for directly-funded places from 2012. This indicates further recognition of the College’s position as a deliverer of university-level provision, and enables the further development of higher education in the future.

## Highlights

- 600 full-time equivalent students studied higher education programmes – an increase of 7% on the previous year.
- 20% of students on honours programmes achieved a first class award compared to 14% nationally for higher education in further education.
- 46% of students on honours programmes achieved an upper second degree (2:1) compared to 27% nationally for higher education in further education.
- Five new programmes developed and validated for 2012, including two honours top-up programmes in Counselling and Public and Environmental Health.





**20%**

of students achieved

**first class**

honours degrees

# Apprenticeships and training in the workplace

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**We've seen a phenomenal 1,200 apprentices studying with us in the last year thanks to the focus on apprenticeship growth from our Business Enterprise Centre (BEC).**

We are now working with more than 1,000 employers across the country. BEC's strength is its ability to tailor training to employers' needs so that it has a positive impact on their business.

## Highlights

- 77% growth in apprenticeship applications.
- 300% growth in employer work placements.
- More than 20 new apprenticeship job vacancies each month.
- Over 80% of apprentices gain permanent jobs by the time they complete their apprenticeships.
- Specialist apprenticeship recruitment team in place to support employers and apprentices.
- More than 50 different apprenticeships available in all key employment sectors.
- Apprenticeship success rates well above the national benchmarks.
- Strategic partnership developed with Jobcentre Plus to support the unemployed to become 'job ready'.
- Higher level apprenticeships launched in Business Administration and Management.
- 260% growth in apprenticeships undertaken in the construction sector.





**300%**  
**growth**  
in employer  
work placements



# Capital / revenue investment

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**The 2011/12 year was an exceptional one for investment in College infrastructure with more building projects and system enhancements delivered than ever before.**

## Highlights

- Refurbishment of the Hans Price building to create the Weston College Conference Centre, which opened in January 2012.
- Extension to the Sixth-Form centre to create four additional classrooms.
- Refurbishment of University Campus including new LibraryPlus, Coffee Shop, Student common room and science labs.
- Redecoration and new flooring to every classroom at University Campus.
- Complete refurbishment and new roof to the Performing Arts Centre at Knightstone Campus.
- Creation of the new partnership building at the South West Skills Campus.
- Extension of the open plan office at Knightstone to accommodate the OLASS prison contract HQ staff.
- Creation of additional higher education (HE) classrooms at Knightstone to accommodate the increased number of HE students.
- Refurbishment of the roof at the Knightstone Campus.
- Air conditioning installed in all Knightstone Campus IT rooms.
- Acquisition of a specialist training centre for students with autism.
- Creation of the new Business Enterprise Centre at Locking Road in Weston-super-Mare.







## Weston College Conference Centre

# Facts and figures

**More and more people are choosing to study with us, as a result of our reputation for excellence and outstanding facilities.**

We generated an operating surplus of around £383k for 2011/12 and remain financially stable while investing in buildings and technology.

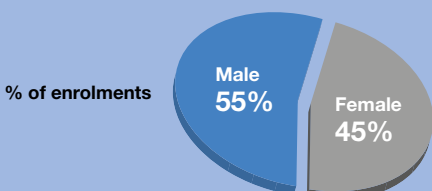
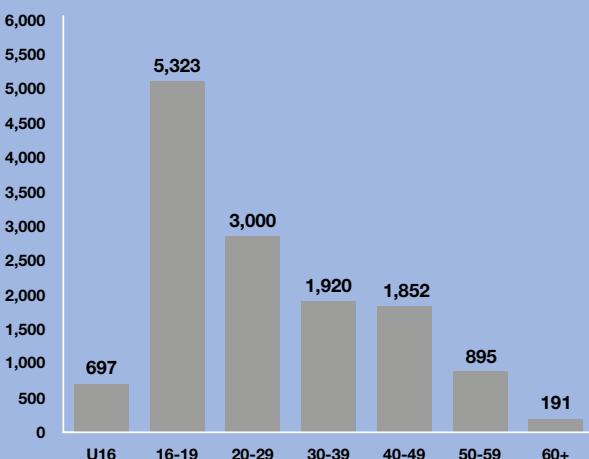
## Financial statement

Income	(000s)	Expenditure	(000s)
Funding body grants	28,767	Staffing	15,193
Tuition fees & educational contracts	3,960	Other operating expenses	16,934
Other income	1,232	Depreciation	1,111
Investment income	196	Interest and other costs	535
<b>Total</b>	<b>34,155</b>	<b>Total</b>	<b>33,773</b>

\*Source: Year-end management accounts. All accounts unaudited and subject to approval at time of going to print.

## Student data (enrolments)

Mode	Female	Male	Total
Full-time	8,217	7,833	16,050
Part-time	3,635	6,763	10,398
Work-based learning (exc. apprenticeships)	36	34	70
Apprenticeships, Level 2	336	424	760
Apprenticeships, Level 3	211	93	304
<b>Total enrolments</b>	<b>12,435</b>	<b>15,147</b>	<b>27,582</b>





“ The dynamic leadership of the College and the learner at the centre of everything we do sets us apart at a local, regional and national level. ”

Jude Ferguson Chair of Corporation

<b>Governor</b>	<b>Role</b>	<b>Background</b>
Rebecca Budd	Student representative	Student
Mark Canniford	Lead Governor for Safeguarding	Commercial
Chris Carter	Chair of Finance	Legal
John Cocks	Lead Governor Equality and Diversity	Education incl. international
Chris Ellicott	Governor	Education incl. higher education
Jude Ferguson	Chair of Corporation	Guidance
Andy Headdon	Governor	Capital
David Jacobs	Chair of Audit Committee	Finance
Maxine Park	Staff representative	Education
John Penrose	MP for North Somerset	MP North Somerset Associate Governor
Dr Paul Phillips	Principal and Chief Executive	Education, business and finance
Ian Porter	Lead Governor for Health and Safety	Industry
George Reah	Vice Chair of Corporation	Industry
Sheila Smith	Governor	Education
Fiona Waters	Staff representative	Education
Matt Yardley	Student representative	Student
Emma Zeeman	Governor	Human resources

# Employer testimonials

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## Chris Mair, Burton Sweet

Recruiting an apprentice has been a very straightforward and hassle-free process through Weston College.

We discussed our requirements with the apprenticeship recruitment team, gave them the vacancy details and they did the rest. We interviewed four excellent candidates and employed one.

Hiring an apprentice has a dual benefit. It provides a great opportunity to the individual while adding value to my business. I like investing in my staff, and hiring an apprentice provides a real return on my investment.

## Alistair Milton, Poppy's Homecare

Weston College are very professional and that makes dealing with them very easy. Everything you ask for is done – sometimes before asking!

We have found the training and attention to detail shown by the staff at Weston College to be exemplary.

Our staff now look forward to their training – there can be no more greater compliment than that.

Weston College staff are very easy to talk to and very understanding of business from a commercial point of view.

This understanding helps them to appoint and train the right candidates for our business sector.

## Richard Nightingale, Nightingale removals and storage

We were, as a company looking to recruit two or three young people to add to our ever-growing team, providing training and hands on working. Having been made aware of the scheme the College were running we felt we could participate and from the initial contact with them, we found there was both professional and friendly approach in place.

We had a good selection of applicants and chose two who are continuing in our employment. It appears the College play their part in monitoring the candidates and we have found the whole procedure to be well organised.

It is good that the College have put this particular scheme in place which should be of great help to both employers and employees in North Somerset.

## Joyce Millard, HR Officer, Double Tree by Hilton – Cadbury House Hotel

We have an excellent relationship with Weston College, a real partner approach.

## **Mike Prentice, Big Night**

The whole process was very easy. I was invited in for a meeting where we discussed my requirements and what I could offer an apprentice. After agreeing to go ahead, the College advertised the position locally and nationally. The normal hassle of sifting through piles of CVs was avoided as the College filtered incoming applications for me. After receiving a handful of CVs, I was able to use my own internal recruitment process and run an assessment centre. From this process, I have taken on a very capable, committed apprentice who is a true asset to my business. I would recommend the scheme to any business.

## **Shezan Aslam, HR Director, Double Tree by Hilton – Cadbury House Hotel**

The Business Enterprise Centre takes the stress away from recruiting. Time and money is saved and high level candidates are sent through after a rigorous sifting process is undertaken by the apprentice recruitment team.

## **Mrs Skeets, Our Lady of the Rose Primary School**

Weston College has worked in a professional and co-operative manner to develop supportive and beneficial links with our school. This partnership worked effectively to ensure the student's training was collaborative and of a consistently high standard.

The placement proved to be very successful and mutually beneficial. Working with very experienced staff, the student received skilled, professional and practical training over a two-year period.

During the recruitment process our partnership with Weston College enabled us to have access to high quality students. Applications were encouraged from a wide range of academic and social backgrounds. The College was very supportive throughout the whole process. We were so impressed with the calibre of students recommended by the College that we offered two student placements rather than the one we originally intended to recruit.

The College made clear the roles and responsibilities of each partner. This ensured that the partnership worked effectively to ensure training was co-ordinated, supportive and consistent.

## **Colin Badcock, General Manager, Double Tree by Hilton – Cadbury House Hotel**

Really high standard of apprentices.



 [www.weston.ac.uk](http://www.weston.ac.uk)

 [enquiries@weston.ac.uk](mailto:enquiries@weston.ac.uk)

### **Knightstone Campus**

Knightstone Road, Weston-super-Mare BS23 2AL.  
**01934 411 411**

### **University Campus**

Loxton Road, Weston-super-Mare BS23 4QU.  
**01934 411 600**

### **South West Skills Campus**

Locking Road, Weston-super-Mare BS22 8NL.

#### ■ **Construction and Engineering**

**Centre of Excellence**  
**01934 411 777**

#### ■ **Business Enterprise Centre**

**01934 411 594**

#### ■ **The Hub**

**01934 411 751**



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