

“ Continued growth over
the last few years
has enabled us to evolve. ”

ANNUAL REPORT 2006-07



THE GRIMSBY INSTITUTE
of Further & Higher Education

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Mission Aims & Values

The Institute's mission is: 'To be a world class, customer focused and dynamic provider of education and skills.'

Its strategic aims throughout the year were:

- 1 To deliver accessible high quality teaching for learning to enable students to achieve their goals.
- 2 To increase and widen participation in education and vocational skills training of young people, adults and employers and their workforce.
- 3 To actively respond to the demand of employers and learners by providing a relevant, dynamic and innovative portfolio of programmes that meet their changing needs.
- 4 To engage in a range of strategic partnerships to facilitate and enhance the development of provision and services to learners.
- 5 To ensure that there is a flexible Institute workforce who are responsive to change.
- 6 To ensure that there are effective management structures, systems and communication processes.
- 7 To maintain the long-term financial viability of the Institute.

The Institute continued to work to increase:

1. Learner Participation
2. Employer Engagement
3. Quality and Standards
4. Quality of its Workforce



Welcome

I'm delighted to say 2006/07 was another successful year for many reasons, but primarily due to the ever-increasing success and achievements of our thousands of students; the people who hold the greatest possibilities for the future.

Continued growth over the past few years has enabled us to evolve as a college establishing new courses both in Further and Higher Education.

We are immensely proud of this growth and success and will continue to build on this by offering a high quality learning experience, exceptional student support and an infrastructure that provides for academic achievement and personal development.

The Institute also enjoyed another very good financial year recording a reasonable surplus with which to continue our investment and development programmes.

It was a pleasure to welcome the Secretary of State for Education and Skills, the Right Honourable Alan Johnson MP to officially open our Nunsthorpe community campus. He also voiced his support and appreciation of our vision for the future and our continuing work to ensure that this vision becomes a reality.

I look forward to seeing the further developments of the campus master plan, which will help to ensure that our students are given every opportunity to succeed.

My thanks to all our staff, students and partners for their continued commitment to the development of the Institute.

Principal & Chief Executive



Professor Daniel Khan, OBE, MA, FCCA, FAIA

Chair of Governors Report

I am very pleased to report that the Institute has had another very successful year. Most importantly, there has been a significant improvement in educational performance.

The Nunsthorpe campus has helped enormously in forging links with the community and ensuring their involvement with the Institute. The facilities on offer at the new site include a council run library (with internet access), together with horticulture and animal care courses.

The Institute has also continued to provide excellent opportunities at centres in Grimsby, Immingham, Louth and Skegness - the latter in association with Boston College - and there are plans to do even more for rural people in the future.

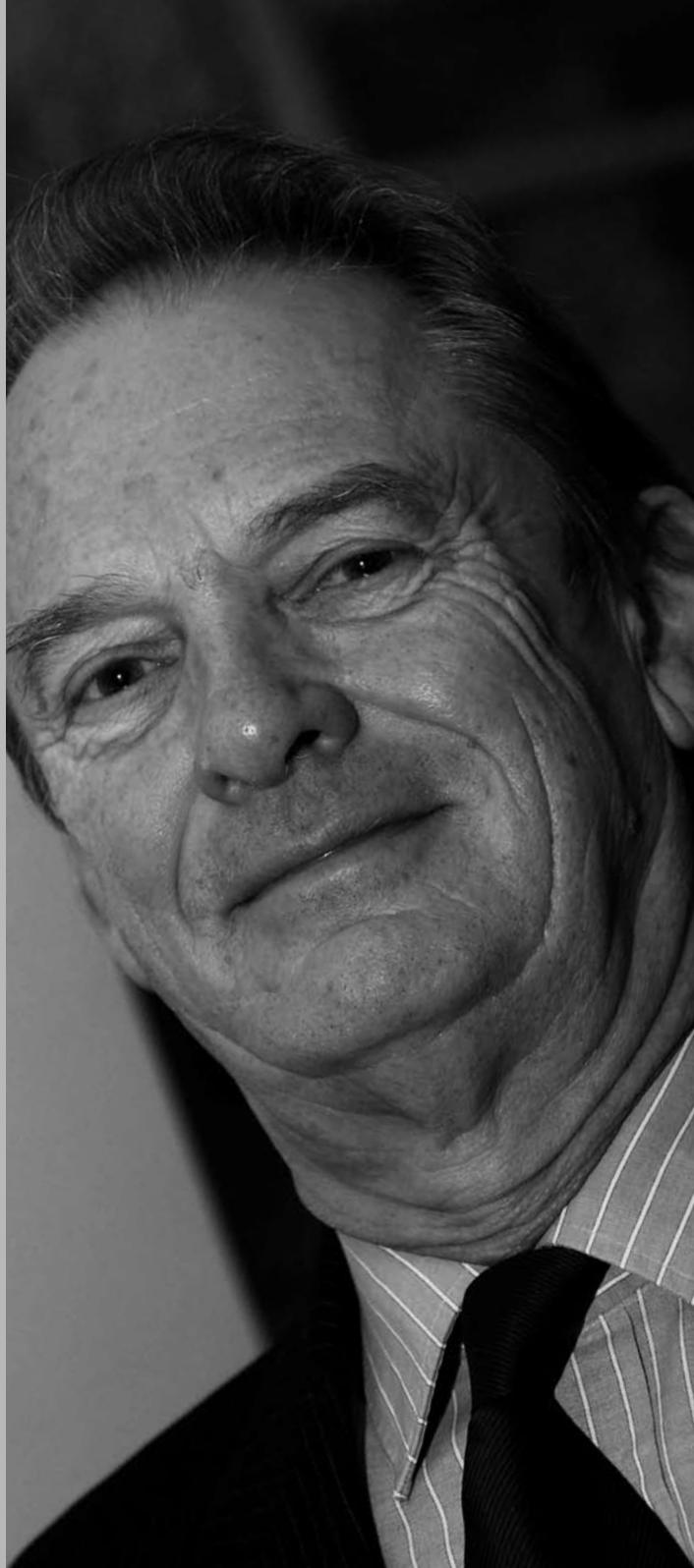
In addition, business links have been improved, particularly through the Train to Gain contract which involves direct work with local businesses.

Of particular importance to the Institute's strategy of strong growth for the benefit of all was the Corporation's agreement to submit applications to Government for substantial capital funding for the complete rebuild of the Nuns Corner campus. This will enable the provision of the most up to date buildings and equipment focused on both the Further and Higher Education needs of the Institute.

Once again, the Institute's hard-working staff have done wonders for the students, under the enthusiastic leadership of the Principal and his senior management team. The governors support all their efforts, and share their vision of being world class. My sincere thanks go to them all.

Chair of Governors

Philip Jenkinson





Overview

The Grimsby Institute of Further & Higher Education serves the county of North East Lincolnshire and the surrounding region, offering full and part-time Further Education, training for business, education in the community and a growing Higher Education provision.

With more than 1,300 staff, the Institute is the third largest employer in the region. It has a Senior Management Team of eight, led by Principal and Chief Executive, Professor Daniel Khan.

The Institute is the largest provider of vocational qualifications in the county, it offers a range of A and AS levels through the North East Lincolnshire Sixth Form Partnership. It also offers extensive Work Based Learning programmes, providing apprenticeships for 16 to 24 year olds.

During 2006/07 it offered more than 100 Higher Education courses through partnerships with Sheffield Hallam, Huddersfield, Lancaster, Hull, Leeds Metropolitan and York St John universities. In the 2006/07 academic year, the total number of enrolments at the Institute was 36,307.

Statistical Overview

The year saw significant increases in enrolments on the Caring, Brickwork, Electrical Installation and Hospitality courses, as well as on work based learning programmes. More than 4,000 employers in the region and sub-region were supported through workforce development, including a substantial number of apprenticeships.

The Institute responded to Government led agendas in many areas, however the most impressive was the increase in the number of Higher Education students which rose from 1,150 in 2005/06 to 1,385 in 2006/07, with the increases being particularly strong in foundation degrees, responding to the needs of industry.

The number of 16 to 18-year-old students enrolled on full-time courses also rose from 2,659 in 2005/06 to 2,843 in 2006/07. Overall retention rates at the Institute increased to 90.5% in 2006/07 with 92% of students achieving their learning goals.

Quality & Standards

Customer First

This year the Institute was successfully re-accredited with Customer First standard for support to business, adding the Humber Business School and Work Based Learning to the previous accreditation of East Coast Media, Humber Institute of Food & Fisheries (HIFF), and Construction & the Built Environment. The Food Technology Advisory Service was re-accredited in June 2006.

These areas fully complied with all 32 statements of the standard. One of the key strengths was the way in which the Institution has developed excellent partnerships and collaborative working practises at a strategic level within North East Lincolnshire and the Yorkshire Forward area. The assessor was particularly complimentary about the delivery of the Work Based Learning and Train to Gain programmes.

Staff Development Festival

Recognising that staff development comes in all shapes and sizes, 2006/07 focused on getting employees involved in the Government's Further and Higher Education initiatives while also having fun.

Some 70 external and internal speakers presented workshops in a range of subjects including cookery, salsa dancing and map reading.

Learning Curve

As a result of the innovative nature of this initiative the scheme was shortlisted for the AoC Beacon Award for Staff Development in Further Education. The Learning Curve continued to have a major impact on the quality of the learning experience, providing staff with a setting conducive to innovation and experimentation in teaching and learning methods.

Classroom Essentials was also introduced to give staff new to teaching the hands-on practical skills to equip them for teaching. This has proved highly successful with 90 staff having completed the programme this year.

Higher Education

During the year 23 new Foundation and Honours Degrees were validated with the University of Hull, Leeds Metropolitan University and York St. John University. The Institute was also involved in successful QAA Collaborative Reviews with the University of Hull, Sheffield Hallam University and Lancaster University. In addition, the Institute completed a successful Partner Review with the University of Hull.





A-Levels & GCSEs

A-level results during 2006/07 were excellent; 17 out of 23 subjects saw 100% pass rates with many subjects recording excellent results. The overall high pass of the previous year was maintained but with an increased number of students gaining A-C grades.

GCSE results were equally as good with a 96% success rate, including 100% pass rates in English, Italian, PE, Physics and Science. A significant number of high grades were also achieved in Maths, Italian, Physics and Psychology, with 80% of the Italian grades awarded at A* or A. Overall the number of A* - C grades rose by a massive 16% on the previous year. Of particular note were two students who gained one of the top five marks in the country in Italian and Psychology.

Both A-level and GCSE students were given the opportunity to participate in a wide range of educational visits. These included a trip to Cadbury World to see the production process as well as attend a talk on how organisations use ICT. A visit to The Deep featuring talks on how we evolve and the types of camouflage sea creatures use. Law and Psychology students attended the True Life Conferences which covered Forensic Psychology and Forensic Science. And English Literature students travelled to Manchester on a theatre trip to attend lectures on the texts used in their studies.

With a clear focus on exams and in particular, preparation for exams, various groups attended revision conferences in Leeds and Manchester and were coached on how to get the most out of examinations. Master Class visits allowed students to get a feel for university life and explore Higher Education progression opportunities. GCSE students raised more than £200 for charity from a series of events including five-a-side football, a pool competition and a cake stall.

The area also celebrated the previous year's (2005/06) results by holding an A-level awards ceremony which saw many students returning to the Institute to receive their awards. The GCSE, AS and A2 students from the 2006/07 cohort celebrated the end of their courses at their black-tie ball in May 2007, with many fully embracing the event by arriving in limousines.

Animal Care & Horticulture

Animal Care and Horticulture continued to flourish and expand in both student numbers and facilities during 2006/07, while the move to the Nunsthorpe Campus was welcomed by staff, external verifiers, students and employers alike.

Animal Care

Animal Care continued to expand with all full and part-time enrolment targets being exceeded. Excellent facilities at the new campus enabled the highly successful dog training programmes to break enrolment records requiring additional sessions to be organised to cope with the demand.

Dog Grooming achieved the highest marks in practical exams across the country competing with independent training providers and specialist land-based colleges. The Dog Grooming team also competed in the Inter-College Grooming Competition coming second in the team contest and taking first and second places in the newcomer categories.

The department's services to the local community also increased with the pet hotel's client base continuing to grow and the grooming parlour exceeding 1,000 clients.

Students enjoyed visits to Crufts, Flamingo Land, Edinburgh Zoo, the Edinburgh Sea Life Centre and the Lincolnshire Show, as well as course specific outings to local pig farms and the National Stud.

Recognition for outstanding learners was celebrated for the first time with the Animal Care and Horticulture learner awards. Due to the success of the event this will now be an annual event.

Both areas attended the Lincolnshire show for two days with the hanging basket, floristry and dog grooming demonstrations proving ever popular.



Animal Care & Horticulture

Horticulture

The local community continued to be a focus for Horticulture with more work being carried out for, and on behalf of, the community. Shoreline housing, local pubs, churches and the hospital all benefited from the expertise of the Horticulture staff and students; this contributed to the national Every Child Matters agenda with students making a positive contribution to their local community.

The drive to increase full-cost provision was successful with the range of courses expanded from Floristry and Creative Floristry to include Urban Gardening and Plant Propagation.

The flagship of the Horticulture Department, Floral Hall at People's Park, saw the Institution placed in the top 3% of colleges nationally for outstanding practical facilities, according to an external verifier. In addition to this the Nunsthorpe facility which features purpose built greenhouses, vegetable gardens, a retail area and a community garden space, was also completed during 2006/7.

The Horticulture team again took part in the Cleethorpes in Bloom competition with a bed on the sea front at Cleethorpes being created in the theme of 'nature by the sea', showcasing the work carried out by the department.

It was also another excellent year for Floristry tutor Joan Woodhead who secured a number of first places at various competitions across the country.



Art, Design, Performing Arts & Music

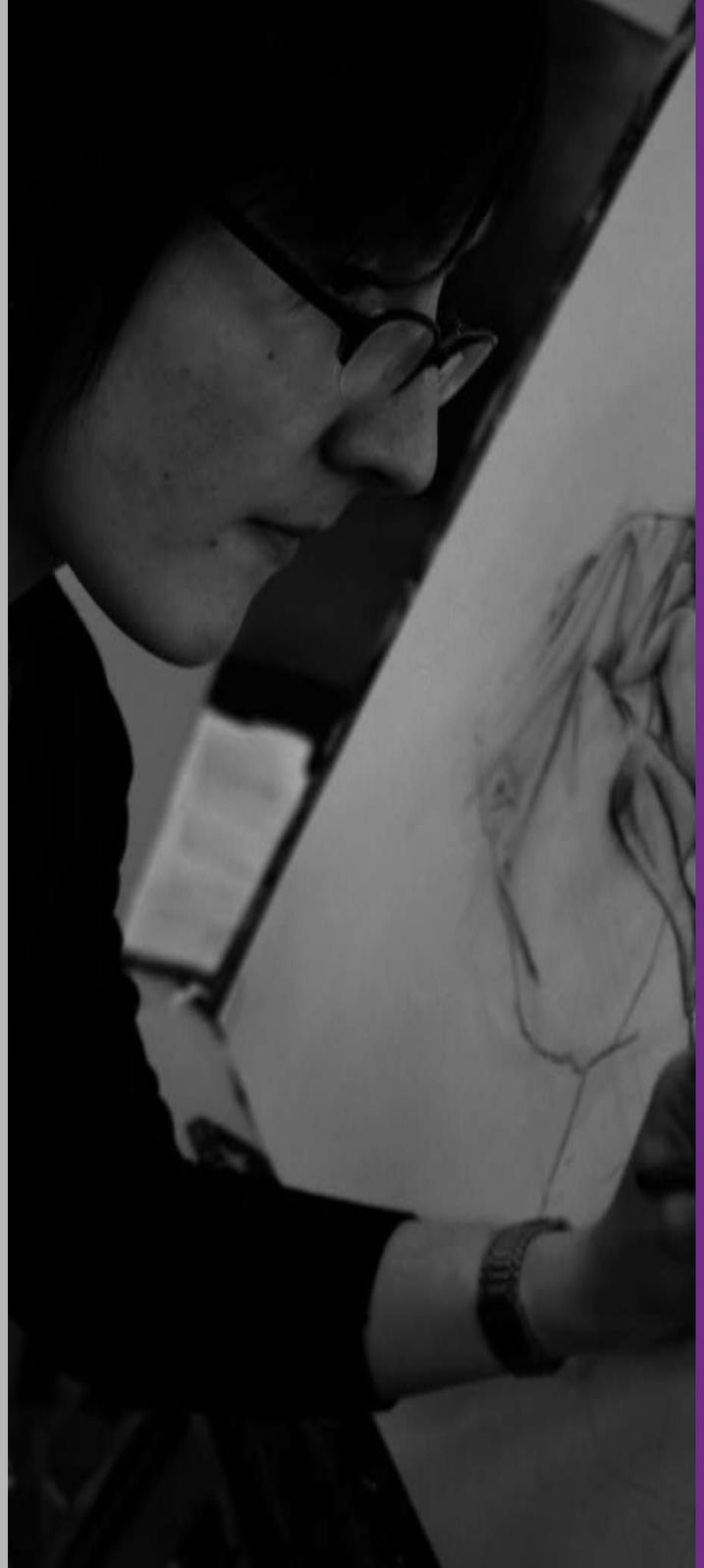
The year started with staff and students taking part in a major wedding fayre at Grimsby Auditorium in September. They produced, directed, built the set and modelled for a fashion show on behalf of local company Pronuptia.

Degree students showcased their work as the East Coast School of Art & Design opened its studios for two weekends, allowing visitors to view work in progress, as part of the Insight Regional Arts open studio event. Faculty students were also involved in two major external productions, a medieval banquet for the Mayor's Charity Ball and the Mayor's Variety Performance at the Grimsby Auditorium. September also saw the launch of a new degree programme in Performance Studies and the introduction of a student touring theatre company, Nitty-Gritty, which embarked on a national tour with the show 'A Beautiful Thing', to raise awareness of diversity issues.

Performing Arts students also devised and performed a piece at Grimsby Town Hall, 'Age doesn't Matter' which drew attention to ageism, whilst children from local primary schools thoroughly enjoyed the experience of a student production of 'Alice in Wonderland'. They were also joined by a variety of specialist performers including the Annapurna Indian dance group; the Simon Banda African Dance Group; and Musa m'Boob, African drummer and folk dancer. There was also a performance of 'Space 50', a physical theatre production featuring two live performers and outstanding creative techniques including animation, film and an original score.

Students from the National Diploma in Music Practice undertook a mini-tour of local schools with their Christmas celebration of 30 years of punk music and preparation for the tour was preceded by fashion workshops which gave students the opportunity to design their own costumes.

Good practice in Art and Design curriculum delivery resulted in Viv Sharland being asked by the Quality Improvement Agency to get involved in the National Teaching and Learning Change programme by piloting Creative and Media teaching and learning resources. Foundation Diploma Art & Design students raised money for Wish Upon a Star in their professional practice sessions, while student Katie Wakefield (National Diploma Art) received a bursary from De Monfort University for the highest entry grades to their course.





Care (Further Education)

The Division of Care continued to support its learners and the local community with a wider portfolio of courses at Further Education level.

New developments have included a Working with Special Needs programme, an Introduction into Dementia course and a progression to the level 2 programme for Working with Children. In addition, a new level 3 programme for Mental Health workers was introduced. These courses were developed and established with the support and guidance of local workforce development groups.

The unit also saw high levels of enrolments for Train to Gain contracts and other projects designed to support the mature learner. New courses to support the local PCT, a course for health trainers and a chair-based exercise course, also proved very successful.

The 16-19 year-old learners enrolled on full-time programmes were supported by a wide variety of enrichment programmes including Drug Awareness, Personal Safety Awareness, and visits from guest speakers including staff from the local NHS and policing teams. The level 3 course for Health was revised by the awarding body to allow some certification after completing a year of the programme.

Mature learners were supported with increased enrichment opportunities including a parenting course delivered by Parent Talk and new opportunities to attend their classes at the Skegness and Wainfleet centres.

The Division supported its learners and local employers and showed an increase in retention, achievement and success, reflecting the commitment to the curriculum of both the tutors and their students.

The unit expanded and strengthened its links within the community through membership of local groups including NEL Carers Strategy and Early Years Workforce development groups. It also began actively developing new diplomas, planned to be delivered by a consortium of educational establishments within North East Lincolnshire.

Care, Social Science & Humanities (Higher Education)

The division enjoyed a highly successful year including the validation of five new Higher Education programmes starting in September 2007, four new programmes and a new partnership with York St John University.

The validation of the Foundation Degree in Hospital and Health Care was a major achievement, bringing the equivalent of the first year of nursing back to Grimsby. Combined with a year '0', the first Higher Education extended year within the Institute, the programme is expected to attract up to 80 students.

The department achieved professional accreditation with the National Youth Agency for a Higher Education Diploma in Youth and Community Work.

A Foundation Degree in Housing Studies, developed in conjunction with North East Lincolnshire Council and the Chief Executive of Shoreline Housing Partnership, followed the transfer of the Council's housing stock and a multi-million pound investment fund in local housing. Supported by the Chartered Institute for Housing, the department is working towards approval as a Centre of Excellence.

In addition to the achievements of the students, which included the award of six first class degrees, staff were also involved in a range of research and scholarly activities, including one member of staff acting as external examiner for the University of Gloucestershire, and others publishing a variety of journals, working on national projects and co-editing books.

Growth in relation to recruitment was significant, moving from 234 to 720 students, reflecting the division's expansion and the development of new curricula.





What the students said

In July 2006 a group of students studying on the BA (Hons) Sociology with Psychology course accompanied the Institute Chaplain to South India where they were able to supervise the handing over of a fishing boat, donated by Grimsby Institute, to one of the villages devastated by the 2004 tsunami. The trip supported part of the course which looks at the psychological effects of natural disasters.

During the 12-day stay with the Institute's partner Chaplaincy at the Christian Medical College, Vellore, the students met the tsunami widows and were invited to be part of an ancient Hindu boat blessing ceremony. It is rare for Westerners to be invited to such events but they were welcomed amid crowds of cheering villagers.

The students also presented their work to the Archbishop of Canterbury at an event at Lambeth Palace in January 2007 and have produced a DVD documenting their activities throughout the 'Starfish Project'.

Humanities & Science

BA (Hons) Sociology with Psychology group



Computing

The most significant developments in the year for the department of Computing and Office Technology were the changes in curriculum provision. New FdSc and an Honours Degree in Applied Computing with Multimedia Technologies were validated by Leeds Metropolitan University to start in September 2007.

Planning also took place to enable the Further Education programmes to be updated to meet the changing needs of employers and students. The GNVQ level 1 course will be replaced by the Diploma in Digital Applications and a new syllabus will be introduced at level 3 for the Certificate in IT Practitioners. The Computing team worked with a number of schools across three counties to submit consortium bids and plan for the introduction of the 14-19 Diploma in ICT.

Further Education students continued to benefit from a range of enrichment activities, including visits to Manchester Airport, Drax Power Station, and The Times Crème Exhibition. Level 3 ICT students were very successful in completing the Oracle course, which complemented their main programme of study. Similarly, Higher Education students took part in visits to the Grimsby Telegraph offices, BT and other local businesses.

The department organised two successful activities for Diversity Week, in which students from across the Institute enjoyed participating. This resulted in a corridor display to highlight awareness of diversity issues.

The PearsonVue Testing Centre continued to attract individuals from industry who welcomed the opportunity to access this facility locally.

The highlights of the year were, again, the award ceremonies. In June all learners in the department came together to celebrate their achievements, and the Higher Education students also attended their graduation ceremony at Grimsby Town Hall.





Construction & Built Environment

The division of Construction and Built Environment has continued to thrive in order to help meet the needs of learners and employers.

Participation in several national and regional competitions by students from the division resulted in first place (Junior) and second place (Senior) in the Guild of Bricklayers, and first place at the Institute of Carpenters Merlane Trophy. The area was also placed second at the BPEC Plumbing competition with the Bricklayers and Joiners both performing well in the National Skills Build event.

Links with employers continued to strengthen through the Construction Advisory Committee, Federation of Master Builders, and Employer Forums. The Renewable Energy Forum was particularly well supported by more than 70 employers, focusing on solar energy and its use in plumbing. Guest speakers from Ferroli Boilers presented and gave advice.

Being the first full scope Further Education Centre to gain UKAS Part P (Electrical) accreditation in the country coupled with re-accreditation of the quality mark Customer First demonstrated the department's continued commitment to meeting employer needs.

Painting and Decorating, and Plastering courses moved to the new Nunthorpe Community Campus and CITB trainers benefited from their own dedicated workshop built by the Humber Construction Training Company (HCTC), which completed its first successful year of operation.

HCTC was formed to provide trainees with work experience opportunities through real-life projects such as the construction of first-class dog kennelling and other significant refurbishment work at the Nunthorpe Campus.

The Company employed qualified tradesmen, had its own apprentices and worked with community groups on projects to support local people in improving their built environment.

Distance Learning

The Distance Learning team continued to deliver short courses to adults, predominantly in the Care sector, and improved student support and tracking systems to achieve above benchmark success rates in 2006/07.

The department enrolls, on average, 500 learners per year generating a significant amount of LSC funding for the Institute.

A European Social Funded project also allowed the department to establish an e-learning development team who created a range of online courses.

The department developed its own Level 3 Managing Diversity course which is now on the National Qualifications framework, and continues to work with Humberside Police and Fire Services on diversity agendas.

Distance Learning received excellent External Moderator reports and it is hoped that the rigorous systems and procedures in place will be used to centrally manage online learners for the entire Institute.



East Coast Media

Throughout 2006/07 students from a range of courses produced the fortnightly television programme 'Lincolnshire Hotpot' for Channel 7 and worked with a production company to produce the RAF Waddington Airshow video. Many students were involved in a monthly television programme produced for the Propeller Channel on Sky.

A number of Higher Education students undertook work placements at BBC Hull, and National Diploma students attended the Community Press Office and Channel 7, gaining valuable experience working in a professional environment.

The area delivered programmes to a high number of 14 to 16 - year-old learners this year and students from four local schools thoroughly enjoyed the experience of taking part in a weekend filming horror movies. The faculty continued to strengthen links with industry and journalists recruiting Helen Philpot, from the BBC, and Minna Dufton, from ITN, to the teaching team. In addition, the unit developed a new newsroom for use by the Skillset Diploma and BA students, and journalism training gained prestigious accreditation by the Broadcast Journalism Training Council (BJTC). Further Education students benefited from guest lectures by Sony and Propeller which resulted in two students being offered work experience in London. Several guest speakers including Lee Pressman (children's TV writer) and Michael Dalziel (Events Manager London 2012), addressed degree students.

Student educational visits and trips included five days to Las Vegas for Higher Education students and a two-week German exchange for National Diploma students. The Germany trip was sponsored by the British Council and the Comenius Project and saw 10 students work in Lubeck, Germany, producing a DVD and a website as part of the work. A day trip to London was organised for all media students who were given the opportunity to speak to a wide range of industry professionals, and National Diploma Journalism students went to the BBC in Hull and the Press Association in Howden.

A huge 'Oscar' event in June saw 200 Further Education students and their parents celebrate learner achievements. Moving Image students were thanked for their professional input into the productions they made, including a successful music video for 'Magnet Man', which reached the top 10 in Jamaica. Staff also had a successful year with Chris Dows writing for Eagle Moss Publications and AMA/Longtail Studios (New York-based computer game company) and gaining his PhD, and John Duncan gaining an MA.



What the Students said

Amy Tucker initially enrolled at the Institute on a two-year AVCE course in Information Communication Technology and exceeded her expectations by achieving a Merit at the end of the programme.

This she attributed to the help and support she received from her course tutors. She then decided to carry on in education and moved on to a Higher National Diploma in Interactive Media.

This course focused on subjects such as Web Design, Graphic Design and Interactive Games Creation. 'Having spent five years at the Grimsby Institute I can say that I really enjoyed my time there', said Amy. 'I made a lot of friends and I've kept in touch with them all.'

Amy has now progressed further and is currently studying to degree level in Web Design, and is planning a career in this field.

Computing

Amy Tucker - Higher National Diploma Interactive Media





Engineering

The Engineering Division again outstripped national learner success rates in all curriculum areas: Motor Vehicle, Fabrication and Welding, Mechanical Engineering, Electrical and Electronic Engineering, Process Technology and Refrigeration and Air Conditioning.

The ECITB programme for pipe fitters, platers and mechanical engineering was recognised as being exemplary with a 97% success rate. Members of the delivery team were nominated for the QIA Star Awards and, as a result of the high quality of provision, the Engineering Workforce Development Team won the ECITB contract for 2007-2008 with double the intake of learners. Industrial contacts and partnerships significantly expanded to include specific workforce development programmes for local companies.

Student individual success included:

Martin Lander, NVQ3 Refrigeration student, won the UK National Skills Championship (Refrigeration) and represented the UK in the Skills Olympics in Japan in Autumn 2007. Michael Roy Tizard, HND Mechanical Engineering (Refrigeration and Air Conditioning) student, won the Energy Institute Student of the Year Award.

Ricardo Hudson, HND Mechanical Engineering (Refrigeration and Air Conditioning) student, and Jonathan Woolliss, HNC Electrical/Electronic Engineering student, were both nominated for the Grimsby Institute of Engineers and Shipbuilders Student of the Year.

The Motor Vehicle Section was awarded full Centre of Vocational Excellence status and the Motor Vehicle Extension opened, to accommodate new motorcycle programmes for young people. The refrigeration facilities were enhanced by the installation of an ammonia training plant to provide industrial training to level 3 standards - one of only three in the UK.

Initiatives with primary and secondary schools developed exciting projects in Engineering including Primary Conex, Professor Fluffy, Girls in Engineering and Young Engineers.

On the diversity agenda the division encouraged liaison with UK Resources Centre for Women in Science, Technology and Engineering.



What the Students said

Graham Burnett, 20, is currently enrolled on the Advanced National Diploma in Fabrication & Welding. During the four years of his apprenticeship he has performed excellently for both his employer and in his studies, and this is due in no small part to Graham's dedication to his chosen career.

With his father also working in the fabrication and welding trade, Graham wanted to follow in the family footsteps and the course fitted the bill perfectly. Now in his final year, Graham hopes to go on to study further on the HNC in Construction.

'I've always wanted to do this as a career', said Graham. 'The course has been fantastic, I've really enjoyed it and the experience has been valuable in helping me decide which path to take after my studies have finished.'

Engineering & Construction

Graham Burnett - Advanced National Diploma in Fabrication & Welding





Humber Business School

The Humber Business School continued to develop new planned and customised provision to meet identified needs in the local, national and international arena.

These new programmes included Foundation Degrees in Enterprise to support the Local Enterprise Growth Initiative (LEGI) in North East Lincolnshire, in Retail to upskill the local workforce, and in Environmental Management in response to the growing environmental agenda.

The area responded well to the substantial increase in international learners with the first cohort completing the BA in Business Management.

The Business unit continued to develop its links with companies, such as Eversheds who, in addition to sponsoring awards, provided guest speakers and facilities to support learners.

The Humber Business School's contract with North East Lincolnshire Council was successfully delivered resulting in an expected expansion in 2007/08.

The contract with Enterprise Ireland went from strength to strength with the first cohort of senior managers successfully completing the Executive Diploma in Management and attending the graduation event at Grimsby Town Hall. The companies involved in the first phase of this programme were supported by specialists in areas such as lean manufacturing, refrigeration and production management, and the initial feedback from this was very encouraging. The second cohort began the Executive Diploma and a similar follow-up programme is envisaged to help them embed the learning in their companies.

Following the success of this programme the Business School began developing provision at Masters level with MBA and MSc programmes planned for 2007/08.

To support the creation of high level programmes the School developed more research activities and plans to employ a number of researchers funded, where possible, by local companies.



What the Students said

After successfully completing her GCSEs and A-levels Michelle Menzies had intended to take a year out of education to earn some money.

The move into work ended up lasting longer than expected, but Michelle still made that step back into the classroom and enrolled on the LLB Law degree.

Michelle's planning on a career in the legal profession following her degree and demonstrated her aptitude for the job during the Moot Court exercise, held as part of the programme, when she was part of the prize-winning team.

'I thought the Moot exercise was brilliant', she said. 'It's something a little bit different and gives you a taste of what professional life as a solicitor might be like.'

We had a lot of fun and winning a prize for our exercise was great."

Business & Law

Michelle Menzies - LLB Law



International Students

During 2006/07 the Grimsby Institute welcomed a large cohort of international students to its Nuns Corner site to study a range of academic programmes.

Further links with education institutions were established, including the running of another joint degree programme - Journalism - with one of the largest state teacher training providers in China, the Zhengzhou Teachers' College.

The opening of a joint campus at the University of Yangtze's International College in Wuhan City, an English Language Centre providing tuition to local students, was another major development. A partnership was also formed with the Oxbridge College at the Kunming University of Science and Technology, China. The project will involve the running of degree programmes in Business Management, Business with English and Computer Science Technology.

Other new projects in China with the Global Education Consortium in Beijing, Jiguang Polytechnic College in Shanghai, Zhejiang Sci-Tech Engineering Secondary School in Jiaxing, and the Professional Training Academy of Radio Film and Television, in Taiyuan also got under way.

The Institute, being a leading member of the newly formed Yorkshire and Humber Vocation Education and Training Consortium, was actively involved, along with nine other colleges across the region, in building further links in China's Zhejiang Province. The project was part-funded by the Prime Minister's Initiative with the support of the British Council, Yorkshire Forward, UK Trade and Investment, and the Association of Colleges.

July 2007, saw the first cohort of students from the Institute's partner, the Beijing Geely University graduate from a range of degree programmes including Business Management and Business and Tourism Management. The Executive President of Beijing Geely University, and the Chinese Consul General in Manchester, both attended the graduation ceremony. The visa approval rate for the Geely group was 100% for the second year running.

The Institute's success in China was featured in the Chinese national state newspaper The People's Daily, and in the China-Britain Business Review.



Leisure Industries

Sport and Public Services.

Students on the Public Services and Sports Therapy courses benefited from a range of activities throughout the year. These included visits to Lymstone Marines, Old Trafford, and Thackray Medical Museum in Leeds, and an anatomy demonstration at the University of Leeds.

A group of students from the National Diploma Public Services (Uniform) course had a tremendous experience in the Himalayas on the Everest Base Camp expedition and the Island Peak Expedition, providing educational resources and interacting with local communities. They also took part in technical work including abseiling.

Another group of students on the same course took part in the Copenhagen to London leg of the Tall Ships round-the-world tour. As part of the trip the students worked with elderly and disabled people, helping to achieve Government diversity targets for its Every Child Matters initiative.

One sport student, Richard Belding, represented England in the Colleges World Cup football competition, touring Italy and Korea.

During the year planning for the creation of new sporting academies in golf, tennis and cricket, to run alongside football and athletics, began. An inaugural inter-curriculum area athletics meeting was held, as well as five-a-side football and volleyball events and fun runs for charity.

Leisure and Tourism

A new Further Education Curriculum Leader was appointed in January 2007. Residential trips to Spain took place for first and second year National Diploma students and students also visited Old Trafford and London.





Leisure Industries

Hair & Beauty

During 2006/07 Therapies' hair and beauty trainees produced a display, creating hair and make-up on two models for a photographic shoot with a theme of winter/summer, at the Lincolnshire Show. They also created make-overs for the public with mini manicures, hair-up styles and make-ups.

Therapies also created the hairstyles and make-up to complement the clothing designs for the East Coast School of Art & Design's Fashion Show, which was held at the end of the year.

Several of the Artistic Team members spent an evening producing hair and make-up designs for a photographic shoot, with the images they had created being used in the Hair & Beauty corridor and for photographic hair and beauty competitions.

A company called Past Souls produced a short film which portrayed Romeo and Juliet during the Victorian era, World War II and the present day, and the Artistic Team produced hair and make-up styles that represented each era. All the filming took place on location so it was a tremendous learning experience for the students.

Bargate Fitness Suite

November 2006 was the Bargate Fitness Suite's 10th birthday which saw loyal members who had joined and stayed with the suite in 1996, rewarded with flowers and wine.

The BFS embarked on a partnership with the Primary Care Trust (PCT) delivering the STEPS exercise referral programme as part of the ongoing commitment to inclusive fitness delivery in North East Lincolnshire.

Membership rates for staff and students were also reduced, as part of the commitment to the health and wellbeing agenda at the Institute.

Study Support

In April 2007 the Institute acquired the operational side of the Lincolnshire Rural Activities Centre, creating opportunities for upgrading facilities at this centre whose courses are predominantly attended by learners with disabilities and additional needs. Classroom space was created and improvements and upgrades to the facilities continue.

The staff base expanded with this new partnership, growing to 22 staff.

More partnerships with local schools took place and are set to continue into next year with the school link programme.

Jobs4All, incorporating recycling and catering and the Hairclips Salon were set up as Social Firms in partnership with North East Lincolnshire Social Services to provide learners with sheltered work experience placements.

The Stepping Stones Youth Club was established initially for year 10 pupils from Cambridge Park School to enable pupils to experience part of college life prior to beginning link programmes at the Institute.



Work Based Learning & Workforce Development

Work Based Learning

Having risen significantly over the past three years, Work Based Learning achievements were outstanding in 2006/07, achieving an overall apprenticeship framework success rate of 76%, compared to 59% in 2004/05 and to the 06/07 national benchmark figure of 60%.

The Advanced Apprenticeship success rate was 67%, compared to 17% in 04/05, and the national benchmark figure of 56%. The figures continued to increase as a result of stringent procedures, effective employer engagement and robust initial assessment, as well as the structured delivery of all aspects of the curriculum.

Workforce Development

Within Workforce Development the team of assessors delivered more than 2,000 NVQs to the Food & Drink Manufacturing industry, achieving retention and achievement rates in excess of 90%. Working very closely with industry, the team devised programmes to address the specific development or improvement objectives of the employer.

Support of the McCains Academy continued, supplying learning resources, appropriate programmes and tutors to ensure access to support by all employees who wish to undertake self development.

Train to Gain

A Train to Gain contract which saw the Institute work in a number of occupational areas proved very successful. In March 2007, at the end of the first year, the Institute was one of only three providers in the Yorkshire and Humber region who exceeded first year targets for both starts and achievements, having engaged with more than 100 employers and enrolled 400 learners. On the strength of this a sizeable year two contract was awarded, allowing the Institute to continue to support the training needs of local industry throughout the Yorkshire and Humber region.



Undergraduate Admissions

During 2006/07 the Undergraduate Admissions Department underwent a significant change with a restructure of staffing and administrative systems to enhance the quality of customer care, academic support and reporting of cross-Institute Higher Education data.

New IT systems enhanced the department's ability to track student enquiries and progression through the complex Higher Education applications process, meaning improved customer care and the ability to follow up enquiries with a more timely service.

The department continued to work with Divisions to centralise all enquiries, admissions processes and academic related matters through its systems. Centralised open events were established with the Divisions of Health, Care, Humanities and Social Science, Business, Art and Design and Hairdressing.

Finance, UCAS and examinations officers were appointed to co-ordinate comprehensive advice and guidance to Higher Education students and staff. The appointment and training of 16 student ambassadors was a successful project supporting student engagement in wider Institute activities. Staff had a specific remit for working to enhance the Institute's internal progression strategy, ensuring continued systematic collaboration with level 3 staff and students across all divisions; new recruits were clearly influenced by these activities.

The year saw one of the most successful parents' events with more than 100 attending for advice and guidance regarding the future progression of their children into Higher Education at the Grimsby Institute. Finally, working to enhance the Institute's profile in the wider community, the Higher Education admissions team secured new sponsorships for a range of programme awards for the year's graduation ceremony, including North East Lincolnshire's Childcare Directorate and Grimsby Telegraph.





Learning Centres & Resources

Libraries

The Institute's three libraries continued to increase their resources to match the rise in the number of students. The library service continued to develop inductions and support for students both at the Institute and out in Community Centres including Skegness, Market Rasen and Mablethorpe. The Nunsthorpe Campus, in conjunction with the Council Library Service, offered a joint facility, both for the public and students.

ILT advances were made to enhance delivery of services, the biggest change was the introduction of the Library Media Resources Centre (LMRC) which replaced the Video Library.

The LMRC is steadily moving to a completely computerised delivery, in line with the changes in the law, and also offers more services for staff including the recording and editing of lessons to video and audio, and the continued expansion into delivering podcasts and video tutorials for all learners.

Learndirect

The Learndirect provision, primarily based at The Grimsby Learning Shop, expanded its portfolio to include NVQs in IT, Health and Social Care, and Customer Service. With the support of curriculum teams in these areas Learndirect is currently delivering NVQs locally and as far a field as Scarborough.

It increased its profit on last year by in excess of £50,000. The number of Skills for Life courses in 06/07 doubled from the previous academic year, resulting in 174 first time test passes, with more than 100 extra learners passing several tests. Maria Laverick a 73-year-old student at the Learning Shop, who has completed a number of IT courses, was nominated for a NIACE Adult Learner Award.

Learning Centres

The Skegness Learning Centre moved from its original location to form part of the Skegness Academy for Skills: an exciting partnership between the Institute, Skegness College of Vocational Training and Boston College.

The relocation raised the profile of the centre and ensured that high levels of interest were maintained by all age groups of learners.

In an ideal town centre location, the new centre has a dynamic atmosphere which also allows provision of a varied selection of courses in addition to IT. A learning resource area has been made available to all learners to allow them access to resources in their personal study time.

Skegness staff have been involved in the setting up of a smaller, centre in Louth. This has enabled the sharing of good practice between centres and allowed widening participation in a town which has previously lacked flexible IT facilities.

Skegness Learning Centre has expanded on its success with City & Guilds IT courses by adding ECDL to the portfolio of available courses. This has resulted in greater participation by 16-19 year olds who need a qualification to formalise their computer skills and knowledge. Most centres act as outreach centres for Learndirect courses with many learners opting to sit national tests in literacy and numeracy. Many added the ECDL qualification to their courses, and the ICT courses offered through City & Guilds began an updating programme, to fit the e-skills guidelines and map into the ITQ qualification.

Immingham Learning Centre began delivering courses to employees of two large companies in Hull and Scarborough. One of the centre's learners, Craig Petheridge, was awarded the Regional City & Guilds Medal for Excellence in ICT at an award ceremony held in June in Leeds.

The Grimsby Institute, including The Grimsby Learning Shop, successfully secured the Matrix Standard. The Learning Shop now has a trained IAG staff member in place one day a week and sessions can be booked by learners from all centres via an electronic booking system.

The Scartho Learning Centre and Library remained in high demand, meeting its target and experiencing particularly high levels of retention and achievement. The St Peters' Centre also performed well.

The Grimsby Centres secured outcomes for the Aspire project, meeting targets to date and generating funding from areas other than the LSC. Overall the Centres were graded excellent, gaining Grade 1 status in November's internal inspection, with improved data and OTL profile.



Channel 7

In 2006/07 Channel 7 became the longest-running community channel in the country.

The focus for the year was to put Channel 7 back in touch with its community, focus on local inclusion and re-establish the channel's place in the community TV sector. Towards the end of the year a seminar was held at Immage Studios to gather together the local media, training and education providers. Feedback sessions from this seminar formed the basis of this year's action plan.

The first task was to re-evaluate the channel's core objectives and get back to grass roots programming which would focus on community, education, regeneration, the environment, news, sport, the arts and buisness.

Not only has Channel 7's scheduling improved, broadcast hours have also been altered allowing viewers access to Sky's Propeller TV from 8pm to 1am.

Programmes produced include fortnightly popular magazine show, 'Lincolnshire Hotpot'; produced by students of the Grimsby Institute of Further & Higher Education. This year also saw the re-launch of the monthly community programme 'Lincolnshire Living', and a new episode of 'Viewpoint' in Scunthorpe's city centre.

The Channel is also in talks with the Community Economic Regeneration Team (CERT) with a view to forming Channel 7 Television into a Social Enterprise, allowing progression and the ability to bid for direct funding from Government Office, Ofcom, and the Lottery Fund.

Channel 7 programme listings has been included in the Grimsby Telegraph, and John Glover came up from London to visit the studios and take a look at Nunny TV, which is based at the Nunsthorpe Campus, and provide Channel 7 with programmes from September 2007.



The Humber Institute of Food & Fisheries (HIFF)

The Humber Institute of Food and Fisheries continued to play a key role in addressing the skill gaps across the region.

The area was awarded Academy status by IMPROVE Ltd, the Sector Skills Council for the food sector, which should lead to further development of the Institute's role as a centre of excellence for the sector.

The area continued to develop its work based degree provision adding new cohorts from other parts of the region to its existing cohorts in Grimsby, Germany and the South of England.

The Foundation Degree programmes became established as key economic drivers for the sub region where they successfully attracted interest from large employers and a range of non-traditional learners. This resulted in members of the Institute staff being invited to address national conferences disseminating best practice in Foundation Degrees. In addition, one of the Institute's learners was awarded the Lifelong Learning award by YHELLN.

HIFF made presentations at a number of high profile events and established a partnership with the University of Tromso in Norway to deliver an MBA in International Seafood Management which is to be marketed both in the UK and through existing contacts in other countries such as Pakistan, East Africa and Indonesia. The Institute increased its activity in Indonesia through the development of a Trade Corridor concept, where the Institute began facilitating high level discussions between local industry, the Indonesian government, local government and Indonesian suppliers.

In the area of consultancy and business support the Food Technology Service (FTAS) continued to exceed its targets and Manufacturing Improvement International began developing new products through its Manufacturing Advisory Service contract.

A number of companies, including Corus and Young's Seafood, benefited from projects facilitated by the Institute through NVQs, Foundation Degrees or consultancy.



Retra & Little Stars

Retra

The Retra Hair and Beauty Spa enjoyed another successful year. The commercial venture, which is open to staff and students at the Institute as well as the local community, saw its client base further increase.

In late 2007 the salon introduced Hot Stones Massage and Aroma Compress Massage treatments, both of which proved highly popular.

In addition, the spa continued to support the Institute's hair and beauty students offering work experience placements to NVQ Level 3 students.

Many of the staff also enjoyed success during 2006/07 in a number of Institute-run competitions and manageress, Lisa Burns-Salmond, was also nominated for the Individual Excellence Award.

Little Stars day nursery

During 2006/07 Little Stars Day Nursery was named a finalist in three categories of the local Learning Partnership Awards, with manager Tracy Bennett being named 'Manager of the Year' for the second time in three years. They were also awarded the title of 'Learning Environment of the Year' in November.

The nursery, which has occupied its current site for almost 20 years, caters for up to 71 children aged three months to five years and is one of the largest settings in the region.

In 2008 it is hoped the unit will be relocated, along with its gardens, to a new, permanent building on the perimeter of the Nuns Corner Campus which is currently occupied by the Humber Business School.



Central Services & Chaplaincy

Central Services

The Central Services Department had an outstanding year during 2006/07. The volume of prints both full colour and mono continued to grow with colour printing reaching in excess of one million prints.

As a learning resource, the growth in colour reflected the need for high-class student material, while in business terms the demand for good quality 'in-house' colour publications, including posters, marketing documents and brochures also continued to grow.

Commercial income reached an all time high increasing to more than £116,000.00 with some of this being sent as far a field as Malta. Additional clients in Cumbria have also almost doubled their requirements over the past year.

Chaplaincy

Institute Chaplain Dr Mike Ward continued to work alongside Diversity Co-ordinator Jayne Bacon and other staff members to deliver a range of activities and events that allowed students to experience various faiths, while permitting them to develop their own spirituality.

Mike's connections through the National Ecumenical Agency for Further Education helped the Institute in putting on events surrounding Sikhism as well as a celebration of various faith festivals.

The Starfish Project remained an integral part of the Chaplain's work, helping tsunami-hit villages in Tamil Nadu through various student-led projects. The project also won the Outstanding Project of the Year in The Higher Education Academy Volunteering Awards in London.



Computer Services Unit & MIS

Computer Services Unit

The main Institute network was reconfigured for use from Novell Netware to Microsoft Active Directory, this resulted in more than 1,500 workstations being re-setup and joined to the new domain. Set up of the new Skegness and Louth centres also included numerous PCs and dual boot Apple Mac computers.

The centres also benefited from state-of-the-art audio/visual facilities, including interactive plasma screens. Other developments included: a system to automatically shutdown PCs left on overnight and upgraded PCs within the Higher Education library as part of direct consultation with students. Additional PCs were also installed and a dedicated PC area created, within the Further Education library as a direct result of student consultation.

MIS/Exams

MIS continued to provide support for student enrolment and payment, processing more than 34,000 enrolments and 10,000 payments during 2006/7. The improved counter area offers better access for disabled students and opening times have also been extended.

A major development introduced for students was text messaging technology, allowing them to send and receive text messages from their tutor.



Marketing & Communications

The Communications Department was responsible for co-ordinating all of the Institute's marketing campaigns, promotional materials, media coverage, public relations activity, website design and content throughout the year.

Working alongside the department's new director, who was appointed in April 2007, the marketing personnel produced the summer recruitment campaign to promote the Institute as the key education provider in the area. The 'It's All About You' campaign was used across a variety of advertising mediums including buses, billboards, posters, press advertising and mobile media.

A significant investment was made in a visually striking and very functional branded vehicle and trailer which could be used at outdoor events as a promotional stand. Printed promotional materials included three prospectuses covering Higher and Further Education Part-time courses, with a specialised handbook devised for international students.

The department was also instrumental in the production of the Institute's first academic journal, Focus; a collection of academic papers from Institute staff and a guest contributor. The finished publication, which was celebrated with a launch, marked another step forward in the organisation's commitment to Higher Education training.

Several newsletters were produced and distributed throughout the year, targeting around 150,000 homes in the area. The team was also responsible for producing the Institute's Annual Report, several promotional DVDs and many short films documenting the activities of staff and students throughout the year.

The team co-ordinated the Institute's presence at a wide range of events from traditional UCAS fairs to community events including the Great Grimsby Motor Show, held at the Nuns corner site, Bright Start at Grimsby Auditorium, the Lincolnshire Show and Live at the Lake in Cleethorpes. It was also responsible for the prestigious graduation ceremonies held at Grimsby Town Hall and the Annual General Meeting.





Commercial & Facilities

On a long-term strategic level the department is heavily involved in delivering a 10-year master plan for the Institute, to give direction to the accommodation strategy and the operational needs for the Institute over the same period. The process for a proposed complete new build of the campus began, with an AIP (Approval in Principle) submission made to the Learning and Skills Council, an executive team formed and project managers and architectural services were secured.

Property Development:

The Burlington: A 15-bed guest house in Cleethorpes, will be extensively refurbished over the forthcoming year by the Institute.

114 Bargate: This old house was restored to its former glory retaining many original features while still being utilised as a fully functional SMT office suite.

The Manor Golf Club: In April 2007 the Institute added The Manor Golf Club, Laceby to its property portfolio. The Commercial and Facilities Department became responsible for the day-to-day running of the Club, in conjunction with the Sports Department. Substantial work was carried out, such as the complete modernisation of the clubhouse and improvements to the course. Work began to develop the fishing pond to Angling Club levels.

Scarcho Hall: Originally a private house but more recently occupied by the NHS Trust, Scarcho Hall was restored and converted into a 36-room student halls of residence, ready for the September 2007 intake of Higher Education students.

Aswell Street, Louth: A former DIY store, this property was converted into an IT Centre and Hair and Beauty Salon. The Salon was created to simulate a realistic training environment for students, and opened to the public. Additional classroom delivery areas facilitate a variety of courses.

Projects:

Skegness Learning Centre and the £250,000 Motor Vehicle Extension were both completed and ready for the start of the 2006/07 academic year.

Essential DDA works (£1 million in improving accessibility): A substantial amount of work was undertaken to improve access in line with DDA requirements, which was delivered on time (December 2006) and on budget. These improvements included automated doors, a new larger lift with automated services, wider doors, vision panels, tactile signs, road crossings, seating, fixed hearing induction loops, new flooring, and specialised furniture.

LRAC – Equestrian Centre: The Institute extended its partnership with the trustees of the Lincolnshire Rural Activity Centre, including taking over the full management of the facility. A full site survey with a view to addressing essential remedial works has been started.

Logistical Support

Five coaches within the transport fleet enabled students from the outlying villages to access free travel to and from the Institute. The car fleet was replaced with Hyundai Matrix, Trajet, Terracan and Getz.

Commercial

The £200,000 refurbishment of the refectory was open ready for the start of the 2006/07 session and won the Heartbeat Award for the third consecutive year.

Promoters have regularly used the i-Bar, from international classical guitarists to Manchester bands on the fringe of record label success. The i-Bar was also the venue for many student events, including gx activities for the under-18s. It continued to operate throughout the day as a meeting and chill-out area for students and staff, and a bar area in the evenings, with many private functions taking place as well as Institute events and student nights.



Human Resources

Staff Numbers

At the end of 2006/07, the Institute employed 1,380 staff. In 2005/06 the comparative figure was 1,263, this is an increase of 7%. With the exception of security staff, cleaners and a few agency staff employed for emergency cover, the Institute directly employs all its staff.

(Please note that the full-time equivalent [FTE] figures do not include part-time or casual staff on variable hours contracts.)

Over the year the FTE figure has increased by 99. There were increases in all categories of postholders except senior postholders and this reflects the continued growth and development of the Institute.

The number of staff employed on fixed term contracts has been stable in recent years from 104 in 2004/05 to 113 in 2006/07.

Gender, Ethnicity, Disability and Age

The Institute continued to aspire to have a workforce whose profile reflected that of the local population and communities. It monitored the profile of its workforce by gender, ethnicity, disability and age.

In so doing, it met the requirements of the various legislation in relation to equal opportunities and diversity. Using the same data as above and reviewing it according to these four headings produced the following analysis:

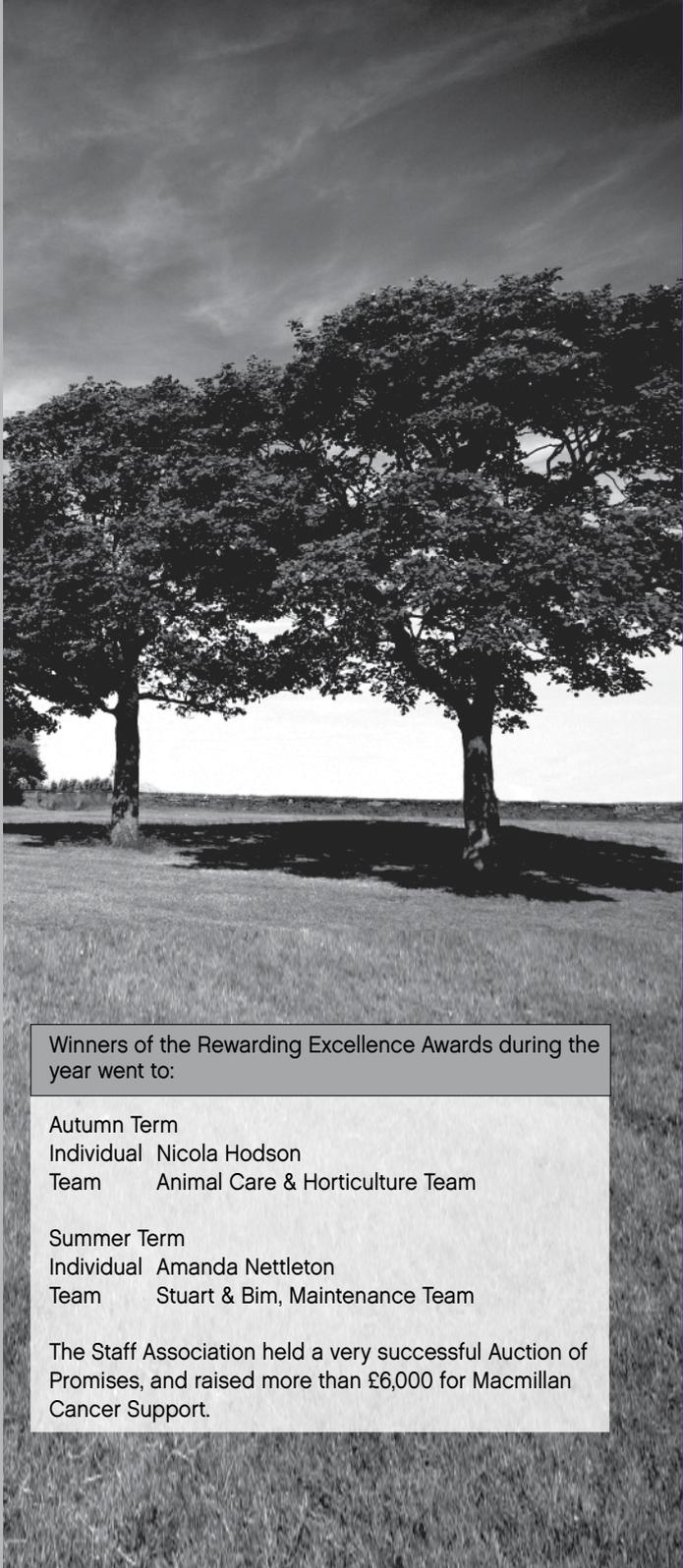
Compared with 2005/06 the percentage of support staff increased by 18.5% with significant increases in female managers and male business support staff.

THE OVERALL MAKE-UP OF STAFF

	Number		FTE	
	05/06	06/07	05/06	06/07
Senior Postholders	6	6	6	6
Management Spine	34	40	33.61	39.24
Acad: f/t & fract	342	369	304.31	323.83
Acad: p/t	277	249	-	-
Support	604	716	364.43	438.31
Total	1263	1380	708.35	807.38

	Number		Male		Female		BEM		Disability	
	05/06	06/07	05/06	06/07	05/06	06/07	05/06	06/07	05/06	06/07
Senior Postholders	6	6	4	4	2	2	1	1	0	0
Management Spine	34	40	23	21	11	19	2	1	2	1
Acad: f/t & fract	342	369	168	180	174	189	11	9	18	12
Acad: p/t	277	249	112	91	165	158	9	13	4	5
Support	604	716	162	206	442	510	7	12	28	19
Total	1263	1380	469	502	794	878	30	36	52	37

	All		Academic		Spine & Postholders		Support	
	05/06	06/07	05/06	06/07	05/06	06/07	05/06	06/07
Under 25	9%	11%	2%	4%	0%	0%	17%	19%
25-34	19%	22%	18%	23%	0%	9%	21%	21%
35-44	31%	28%	34%	30%	28%	33%	27%	27%
45-54	25%	25%	29%	29%	44%	43%	20%	20%
55 and over	16%	14%	17%	14%	28%	15%	15%	13%
Total	100%	100%	100%	100%	100%	100%	100%	100%



The proportion of male to female staff remained the same, with a significant number of female part-time academic staff and business support staff to be noted.

The number of BME staff increased during the year, particularly in business support and part-time academic groups. The number of staff declaring that they had a disability declined, particularly among business support staff.

The age profile of the Institute's staff continued to show a peak in the 35-44 year old bracket. For academic staff the age profile peaked from 35-55 but a significant number of business support staff were aged under 25. At the end of 2006/07 the Institute employed 24 staff (new starters) over the normal retirement age of 65, compared with 14 in 2005/06.

Other HR Activity

During 2006/07 the Institute won two national awards from Employee Benefits Magazine for its work on staff benefits and on its approach to managing sickness absence. Alongside these two awards (Long Term Absence Strategy – The Grimsby Institute's Strategy For Keeping People at Work and Accelerating Returns to Work, and GRABS – The Grimsby Institute Rewards And Benefits Scheme for Staff) the Institute was also a finalist in the Employee Benefits Magazine awards for 'Communicating Staff Benefits' and 'The Most Effective Healthcare Strategy'. These awards were won in competition against major UK and international companies and the judges said of one of the Institute's entries that it was, 'radical for a public sector organisation'.

The health and wellbeing team ran a successful roadshow for staff at various Institute sites to promote their services. The HR team ran its first Staff Benefits Fair which brought together in-house, local and national providers of its staff benefits package and was well attended.

The level of sickness absence per employee fell again (to 3.23 days) as a result of the comprehensive sickness absence management policy and system of the Institute, early interventions and support for individuals. Some 483 individuals had no sickness absence during the year. Registrar and Clerk to the Corporation, Peter Barnard, contributed to a major publication by CIPD on health and wellbeing at work and spoke on this subject at several national conferences during the year. The Institute also changed its approach to acknowledging and rewarding long service in response to suggestions at its Staff Council. Awards are now made at five-yearly intervals starting at five years' service.

Winners of the Rewarding Excellence Awards during the year went to:

Autumn Term
Individual Nicola Hodson
Team Animal Care & Horticulture Team

Summer Term
Individual Amanda Nettleton
Team Stuart & Bim, Maintenance Team

The Staff Association held a very successful Auction of Promises, and raised more than £6,000 for Macmillan Cancer Support.



Diversity

The Institute continued to drive forward an agenda of equality of opportunity, committed to inclusive learning and harnessing the diversity of the learner/staff population and the local community.

A Single Equality Scheme was compiled with the help of staff, learners and other stakeholders together with an action plan to support the Institute's strategy for equality and diversity.

This year saw the launch of the East Coast Centre for Diversity, working with the Yorkshire and Humber Learning and Skills Council in support of their Regional Equality and Diversity Action Plan.

Commitment was made to work towards Investors in diversity to enable the Institute to continue to adopt and develop behaviour and practices which promote inclusion, equality, diversity and achievement.

Training continued with external and internal trainers, seeing particular training programmes and materials around diversity delivered to staff and learners. In addition, the Institute maintained links with the NIACE/LSC Mental Health Network, North East Lincolnshire Council, the PCT, North East Lincolnshire, NHS Trust and Humberside Police.

A successful Diversity Week took place in February 2007 celebrating the value of diversity to our staff, learners and partners. Chinese New Year was celebrated and well attended by learners, staff and members of the community. Visits to the Mosque, Synagogue and Gurdwara by learners and staff helped raise awareness of these faiths and communities.

The Institute was a runner up for Black staff in Further Education / Network for Black Managers in 2006 and was shortlisted for the Churches Award for Sustainable College Partnerships that recognise diversity and develop people in communities.

Finance

Overview 2006/2007

The Grimsby Institute made an Operating Surplus of £2.4 million for the year ending 31st July 2007.

This was the best financial result for the Institute since its incorporation in 1993 and compares to an Operating Surplus of £1.8 million for the previous year, which was itself the best previous financial result.

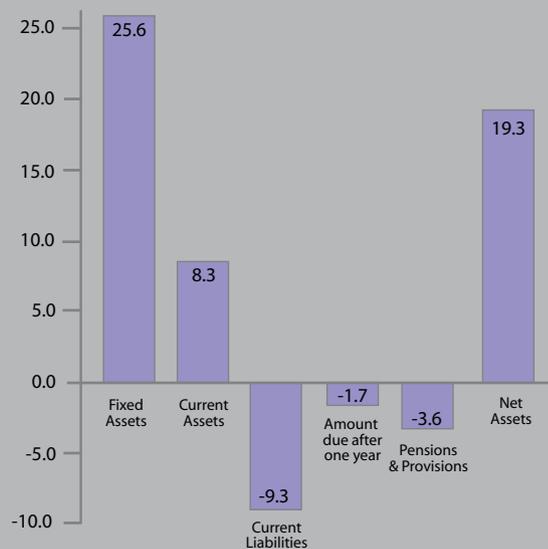
The charts within this booklet illustrate the financial stability of the Institute and give an insight as to where the income comes from (and its growth in recent years) and where the expenditure is spent.

Institute Balance Sheet

The Net Assets of the Institute totalled £19.3 million at 31st July 2007. This compared to a figure of £14.6 million at July 2006.

The Net Assets have grown by more than 58% since 2001/2 (based on inclusion of Local Government Pension Deficit in the 2001/2, which was not an accounting requirement until 2004/05). Fixed Assets represents buildings and equipment, and the amounts due over 1 year (£1.7 million) represent long term bank loans.

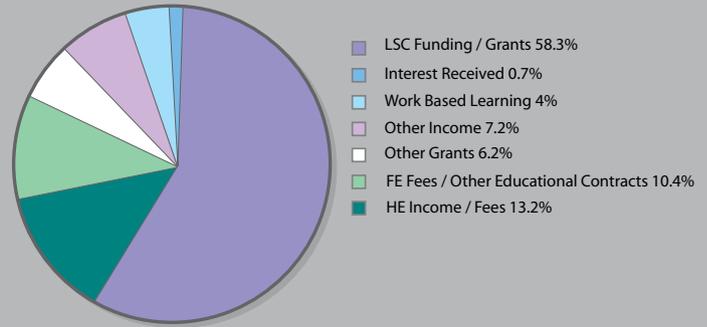
Balance Sheet 2006/07
(Net £19.3m) (14.3m 05/06)



Finance

Operating Income

This chart shows a growth in Operating Income of 16.1% compared to 2005/06. The total income of £40.3 million has shown consistent growth over the years and has increased by 112% in the 6 years since 2000/2001 (£19 million)



£M	06/07	05/06	04/05	03/04	02/03	01/02	00/01
LSC Funding/Grants	23.5	21.0	20.5	19.0	17.8	15.2	12.5
HE Income/Fees	5.3	4.2	3.3	3.0	2.5	2.3	2.1
FE Fees/Other Educ Cont	4.2	3.3	3.1	3.3	2.4	1.9	1.3
Other Grants	2.5	2.3	1.2	1.4	1.1	1.2	0.7
Other Income	2.9	2.5	2.3	2.3	2.2	1.8	1.5
Work Based Learning/T2G	1.6	1.2	1.1	0.9	0.8	0.9	0.7
Interest Received	0.3	0.2	0.1	0.1	0.1	0.1	0.2
	40.3	34.7	31.6	30.0	26.9	23.4	19.0
% Year on Year Increase	16.1%	9.8%	5.3%	11.5%	15.0%	23.2%	

Operating Expenses

As with income, Operating Expenses have continued to grow and stood at £38.3 million for 2006/2007, which represents a similar increase of 16% in the year as the Institute operated efficiently.

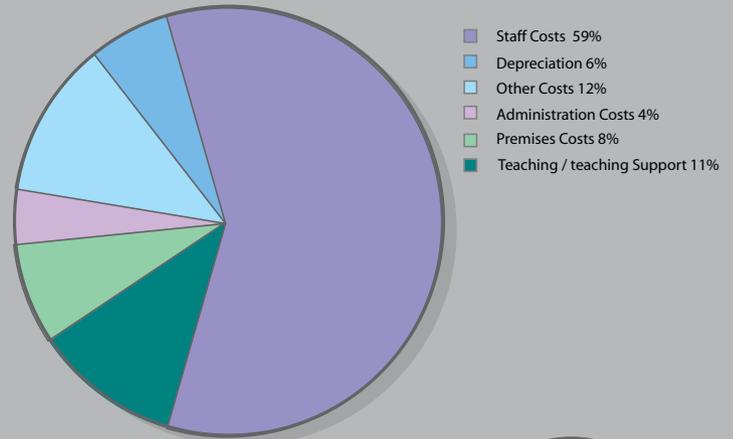
Staff Pay accounts for £22.6 million, 59% of total costs (a similar percentage to the previous year).

Of the non-pay costs (41%), 11% was spent on teaching and teaching support areas, 6% on depreciation of fixed assets, 8% on premises and only 4% on administration and central costs.

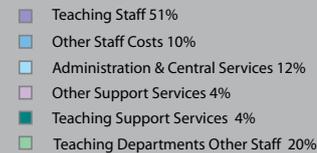
A further 12% of expenditure was spent on the trading and other income generating areas (Refectory etc, and projects such as Propeller TV).

The £22.6 million staff costs chart shows that the majority of staff costs (51%) were spent in teaching areas and a further 22% on teaching support. Thus, 73% of staff costs were spent directly in the teaching areas. Administration and Central Services staff totalled 12% of the staff costs.

Operating Expenses



Staff Cost Analysis of Area 06/07 (£22.6m)



Capital Expenditure Spend 2006/07

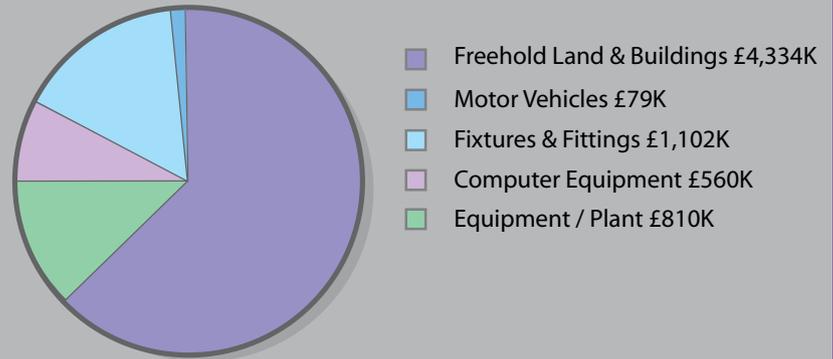
Capital expenditure in the year totalled £6.9 million with £4.3 million of this being spent on buildings.

Capital Expenditure and Capital Grants Received

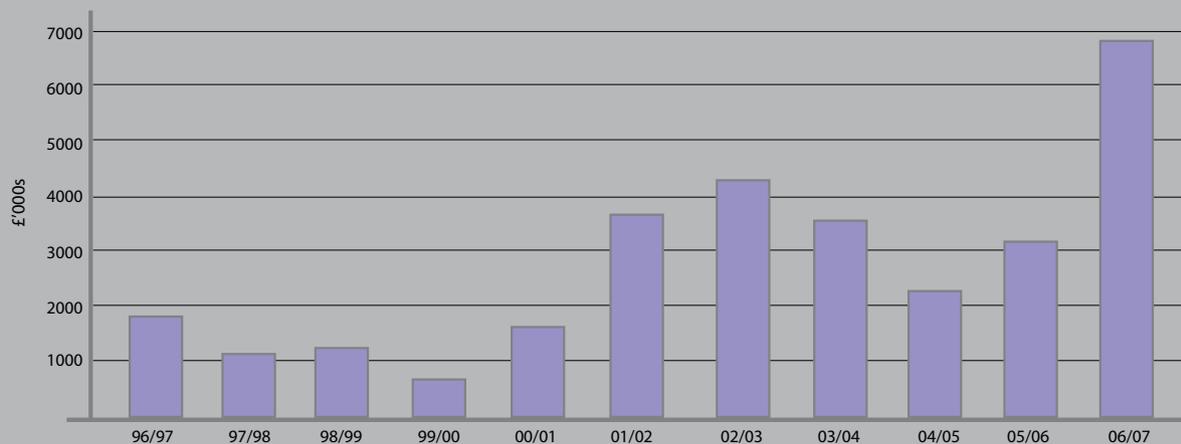
This chart shows the continuing commitment to the infrastructure and equipment/facilities of the Institute.

Over the last 10 years the Institute has spent almost £29 million on capital expenditure. Less than £10 million of this cost has been funded by capital grants from the Learning and Skills Council (LSC) or other bodies. The balance has had to be funded by the Institute's own cash resource or by bank loans. As at 31st July 2007, total bank loans stood at £2 million, of which £1.7 million was due beyond one year.

Capital Expenditure Analysis 2006/07



Capital Expenditure by Year



Freshers 2007

The Institute organised a range of activities during Freshers' Week to welcome its new Higher Education students.

Following on from the official welcome students were invited to a number of events including a day at Elsham Hall, a comedy night and the launch of Leery Tunes' (the Institute's own record label) third album, culminating in a night of live music.

The climax to the week was the Institute's first-ever Freshers' Pub Crawl organised in association with Galaxy FM. Students started the evening's activities in the i-Bar where they were given their official pub crawl t-shirts before they boarded the Freshers' Week buses for a tour around some of the town's hottest night spots.

The activities were designed to help the new students settle in to life at the Institute and gain the most from their experience.





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