

Annual Report 17/18





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WELCOME

I look back on 2017/18 with a huge sense of admiration and pride for what my colleagues across the whole Partnership have achieved.



Gill Alton
CEO TEC Partnership

Learner achievement has been exceptional and we have recorded the best year in the history of the Partnership, a performance which places us in the top 5% nationally.

Scarborough TEC opened its doors in September 2017 following a full rebrand from Yorkshire Coast College. The campus is a vibrant and exciting place for learners to study and we are dedicated to updating and improving facilities, with work commencing on projects such as the new £3m Construction and Engineering Centre in Scarborough.

Grimsby Institute learners had a fabulous year, participating in life-changing experiences in other countries through the Erasmus project and trips, events and competitions too numerous to mention.

Grimsby Institute was recognised nationally for its excellent work with many awards and accolades including the Beacon Award for Staff Development and the Level Up Initiative.

Lincolnshire Regional College was successfully rebranded Skegness TEC and the college continues to go from strength to strength.

Higher education achieved TEF Silver accreditation in the Teaching Excellence Framework awards which recognises the high quality student experience.

I consider it a huge privilege to lead the Partnership and would like to acknowledge the fantastic staff team, who are undoubtedly one of the best in the sector.



CHAIR'S WELCOME

It has been another successful year for the Partnership and this is down to teamwork with students, staff, senior management and the board all working towards ever improving results.



Erika Stoddart
Chair of the Corporation

As incoming Chair, I want to say thank you to Jonathan Lovelle, our outgoing Chair, who has done much to drive the college forward over the last four years.

The Board met in March with the Senior Management Team and agreed that our current values and strategy were still valid. The management team agreed more challenging targets, that for the most part were met in full. It is pleasing that different parts of the Partnership support each other to continually improve.

The new campus for Scarborough is now open and the new engineering building will open in January 2019. This will mean that all students will be on the same campus, which gives students in Scarborough a wonderful learning space. We continue to invest in the estate including TAG, our 14-16 vocational school in Grimsby.

The boards of the individual campuses and the Corporation are made up of dedicated individuals who continue to offer a wide range of expertise to the Partnership. The boards look to fill gaps where needed and it is pleasing that we are able to attract high calibre local people across the Partnerships who are passionate about education.

This year, as in past years, we held graduation for our higher education students in October. It was wonderful

to hear so many stories from students who have had their lives opened up by embracing challenging courses under often very difficult circumstances. The pride that loved ones and the town shows our graduates is truly humbling and our higher education team give not only great teaching support but also pastoral care to help our students succeed. We were also awarded TEF Silver for our higher education provision, which is a testament to the team.

Our Outstanding OFSTED rating has also meant that our CEO Gill Alton has become a National Leader and our teams are helping other colleges. We are pleased to be able to assist other colleges on their continuing journey to Outstanding. We were also pleased that Gill was given an OBE for Services to Education in recognition of over 30 years in the sector.

2018/19 is a continuation of our drive to ensure that our provision remains outstanding and continues to build on our current achievements.

Finally I would like to thank our staff for their commitment to making sure our learners have a great learning experience.



THIS IS OUR VISION

Education brings about opportunity, and in turn **inspiration.**

Many of our staff are experts in their field and have excellent links with industry, giving our learners a head start in their chosen career.

We focus on providing them with the skills and training that employers want by building our relationships with local, regional and national employers. We deliver our teaching using state-of-the-art technology in realistic working environments, with many of our learners progressing into employment or further study.

THIS IS OUR MISSION

To enrich the lives of all
by providing **high-quality,
responsive education and
training.**



STRATEGIC PRIORITIES 2017/18

The Partnership's strategic priorities continue to focus on providing an inspiring experience for learners, staff, employers we work with and our stakeholders.

During 2017/18, we continued to build upon our Outstanding Ofsted recognition. In addition, the award of 'Silver' accreditation in the 2018 Teaching Excellence Framework awards highlights the quality of our higher education provision.

Our Executive Management Team and senior managers across the Partnership share a clear vision for continuous development of the Partnership's performance to ensure we make a difference to our learners and support the needs of the labour market and community in which we operate.

During this year we have continued to operate our model of 'four big things', which shape what we do and how we work. These interrelated priorities are:

1. To ensure outstanding learner success is our number one priority

Learner success is measured in many ways and we strive to ensure that when learners leave the Partnership they are well rounded individuals who can make a positive contribution to the economy and their community through the skills, knowledge and personal & social behaviours developed during their time with us.

2. To develop a high performing organisational culture which embraces accountability and ownership

Our culture blends a focus of high performance and collaborative working with a relaxed and creative environment to enhance the achievement of goals across all levels of activities.

3. To ensure the Partnership is financially strong and able to invest in enhancing infrastructure and student resources

The financial performance of the Partnership enables investments which support providing an excellent experience for learners and staff. It enables the Partnership to pursue new developments which will strengthen our long-term strategy.

4. To ensure the offer meets the needs of the local and regional economy

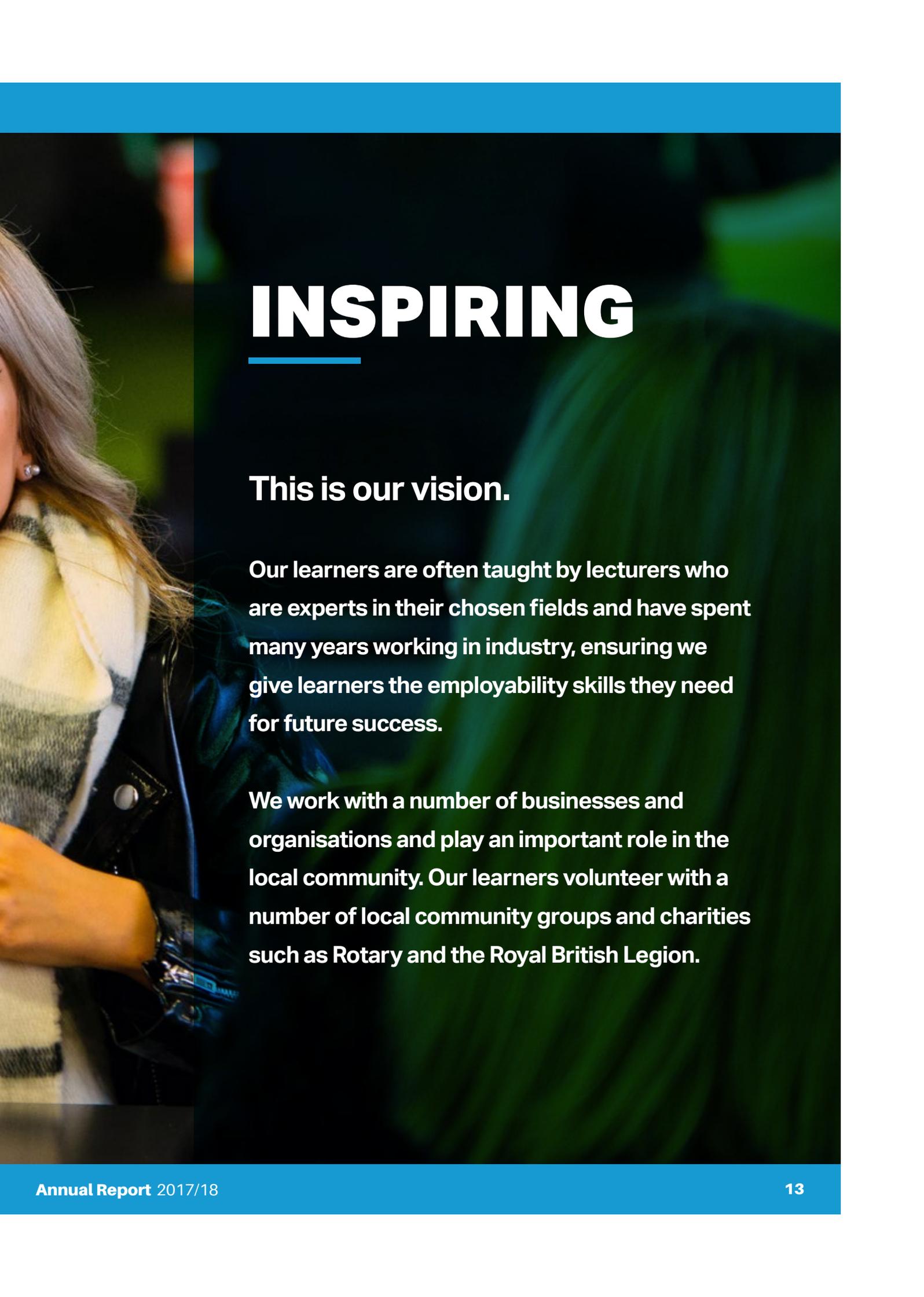
To continue our success, we strive to ensure that our curriculum and services meets the needs of employers, stakeholders and the wider communities in which we operate. By ensuring we deliver on this key priority, we will provide education and training which has benefit for all.



THESE ARE OUR VALUES

Our learners are at the forefront of what we do and we put their needs at the **heart of the TEC Partnership.**

Our values are embedded across the Partnership and are undertaken by both staff and learners.



INSPIRING

This is our vision.

Our learners are often taught by lecturers who are experts in their chosen fields and have spent many years working in industry, ensuring we give learners the employability skills they need for future success.

We work with a number of businesses and organisations and play an important role in the local community. Our learners volunteer with a number of local community groups and charities such as Rotary and the Royal British Legion.



INNOVATIVE

Our dynamic approach to teaching and learning provides exceptional support and development opportunities for our staff. They are encouraged to experiment and develop innovative approaches to their teaching practice, resulting in creative and confident teaching which has an extremely positive impact on the progress our learners make.

OUTSTANDING

During 2016/17 we celebrated being awarded the top grade of Ofsted Outstanding. During the inspection, outstanding teaching and learning was observed and a culture of high expectation in both staff and learners was noted, with the vast majority of learners making excellent progress from their individual starting point.

SUCCESSES & HIGHLIGHTS IN 2017/18



Programme Leader Simon Bryson ran the London Marathon and raised over £9,000 for the Lincolnshire and Nottinghamshire Air Ambulance.



The Academy Grimsby's 2017 GCSE results made it the best 14-16 school in the country.



Career 6 celebrated a rebrand and relaunch with an A Level pass rate of almost 100%.



The Apprenticeships team celebrated National Apprenticeship Week with a special awards ceremony.



Business learner Will King scooped a £25,000 scholarship for the University of Buckingham.



Creative learners helped scoop a NewTek Award for best e-learning.



Scarborough TEC opened its doors in September 2017 following a full rebrand from Yorkshire Coast College.



Grimsby Institute was named the 17th best college in the country in the Government's national achievement rates tables.



Curriculum Manager Shaesta Butt won a Grimsby Telegraph Golden Apple Award for Lifetime Contribution.



Level 6 Special Effects student Laura Jordan demonstrated her Cyclops prosthetic make-up at the International Make-up Trade Show.



The Young Enterprise team made it through to the national finals at Loughborough College with their Grad-U-Eat business idea.



Advanced Technology celebrated its first awards evening.



Chair of the Corporation Jonathan Lovelle received a Star Award to celebrate his retirement.



The BBC's News At Ten team visited to interview Erasmus+ learner Emily Yarrow and Orsted apprentice Jake Tucker.



CEO Gill Alton was awarded an OBE in the Queen's Birthday Honours List.



Level 1 Media learners were selected to represent the Yorkshire and Humber region at the national World Skills Inclusive Skills competition.



Students from BA (Hons) Fine Art and BA (Hons) Historical & Performance Costume for Stage and Screen at Scarborough TEC graduated at Grimsby Town Hall.



Hairdressing apprentice Yolanda Ligertwood won the national Wella Xposure student competition.



Modal Training won the Humber Renewables Award – with one student travelling all the way from Australia.



Events Management students raised £300 for the Lincolnshire and Nottinghamshire Air Ambulance.



Learners Zoe Sewell and Brandon De Croix won the mental health awareness poster competition.



Learners and their guests celebrated their success at the Storehouse Skegness where they were joined by the Mayor of Skegness, Cllr Danny Brookes at the annual Brilliance Awards.



Business learners at Scarborough TEC made the UK final of the Young Enterprise competition with their innovative 1M36 clothing range.



Hospitality learner, Chloe Robinson, returned to Scarborough TEC with a Silver Medal in Restaurant Service following the competitions at WorldSkillsUK.



A collaborative Hair and Fashion Show posed up a storm on the runway.



Staff and learners helped ensure Armed Forces Day was a huge success.



Work commenced on the new £3-million Construction & Engineering Centre at Scarborough TEC's new Filey Road Campus.



Scarborough TEC was officially opened by Mr Barry Dodd CBE, Lord Lieutenant of North Yorkshire on March 21st, 2018.



The Grimsby Institute won the Association of Colleges (AoC) Beacon Award for Staff Development and the Level Up initiative.



Students from the University Centre Grimsby celebrated their graduation with tutors, families, friends and special guests in four ceremonies held at the Grimsby Town Hall and Grimsby Minster.



Lincolnshire Regional College was successfully rebranded Skegness TEC. The rebrand reflects the college's commitment to the area and the provision on offer to learners and the wider community.



Learners and staff from across the Grimsby Institute supported the local community at the annual Christmas light switch on.



The University Centre Grimsby staff and students celebrated being awarded Silver by the national Teaching Excellence Framework for their higher education provision.



The Grimsby Institute welcomed the first cohort of apprentices onto the new Engineering Apprenticeship MOET programme, where 16 apprentices beat more than 1,000 applicants to gain roles working for ABP, Orsted, DFDS, Lincoln and York Coffee and Young's Seafood.



SAFEGUARDING

Our safeguarding arrangements are strong. Ensuring the wellbeing and safety of our learners and staff is paramount to the Group. We are emerging as a centre of excellence in our safeguarding and support arrangements for learners within both the local area and Humber region.

We are proud of our dedicated Intensive Support Team. Their proactive approach has resulted in highly effective working relationships with a range of local and regional organisations that enable us to maintain the best possible outcomes for learners who present support needs.

Between September 2017 and June 2018 there have been 207 (unique learners) safeguarding, child or vulnerable adult protection referrals to the intensive support team and subsequently recorded on the Partnership's safeguarding central log. This represents a 1% decrease compared to the number of referrals received in 2016/17, which was 209. This is due to staff training around appropriate safeguarding referrals and where to refer other types of concerns to for support. Safeguarding continues to have close working relationships with external agencies. Our Intensive Support Team continue to attend numerous training events which have been facilitated by the council and the NSPCC, which in turn helps to support staff development within the college.

The Intensive Support Team have continued to build on the excellent relationships with external agencies in an effort to sustain effective support to Looked after Children/Care Leavers (16). This has resulted in a 75% achievement rate for this vulnerable group. The national average of five A*-C pass rates for Looked after Children is 33.4%, compared to the national average of 79.6%.



EDIMS

Age

Our 19+ learner achievement rates are good at 94.9%, 7% higher than national levels. 16-18 learners achieve 9% better than their national counterparts.

Gender

Male learners are achieving marginally ahead of female learners by 0.4%. When compared to the national picture, our female learners are achieving 7.8% higher and male learners are achieving 9.2% better.

Disability

Learners with a disability are achieving slightly less than their non-advantaged peers, whilst against their national peers they are higher by 8.4%.

Data for 2017/18 shows that the following higher education cohort make-up:

- 73.1% of the full-time student population are female. 42.5% of part-time students are female.
- 26.9% of the full-time student population are male. 57.5% of part-time students are male.
- Traditional students make up only 30% of our cohort compared to a national average of 41% (HESA, 2016/17). 48% of our students are over 25 (an increase of 1% compared to 2016/17) when first enrolled, compared to 31% nationally (HESA, 2016/17).
- 46% of all our students live in postcodes classified as POLAR4 Quintile 1 compared to a HEI average of 11.4% POLAR3 (HESA, 2017/2018). A further 21% live in POLAR4 Quintile 2.
- 26% of students declared a disability. The national average is 12% (HESA, 2017/2018).
- 94.7% of the cohort identified themselves as White British, this is a 0.3% reduction on 2016/17. 2.5% identified as White Irish or other, and increase of 0.5% on the previous year. 2% identified themselves as mixed race groups and 0.8% from all other groups.
- Gaps for students with a learning difficulty or disability show a positive 3% gap for success, with a 4% gap at Level 4.
- In terms of age at enrolment, the group who perform worst in terms of retention/performance are 21-25 year olds, with older students and younger ones performing higher. Work this year has focused on providing enhanced study and research skills support to students.
- In higher education (HE) we measure participation by using POLAR4 postcodes. With this system each postcode is given a grading as to the likelihood of HE participation. 1 is the least likely and 5 is the most likely. 67% of our students in 2017-18 lived in a POLAR4Q 1 or 2 postcodes. In terms of performance, POLAR4 Q1 and 2 students had performance gaps at all levels between the rest of the cohort.



**HUMAN RESOURCES,
PAYROLL AND
OCCUPATIONAL HEALTH**

Overall, 2017/18 has continued to see positive changes in the service offered to the Partnership.

Improvements continue to be made to iTrent with the appraisal process (PDRs) now fully integrated onto iTrent and staff able to update their own training, development and qualifications on the system.

There were no major restructures undertaken during 2017/18, although agreement was reached to close down Estuary TV on 31 August, 2018 with the licence transferred to "That's TV" on 1 September, 2018.

Modal Training initiated a TUPE transfer in from "Transafe," a driver training organisation. In total, three staff transferred to Modal on 31 July, 2018.

Statutory requirements regarding the reporting of statistics on paid trade union hours and gender salaries commenced in 2018 this year and these were placed on the Website and on the relevant yougov sites.

The number of HRP Key Performance Indicators continued to increase in order to reflect all aspects of the departments' work and the target achievements continue to reflect improvements in service (and quality) over the past year.

Our employee data continues to be slightly more "balanced" than the sector as a whole and other data is well within the sector parameters.

Health and wellbeing are becoming increasing priorities for employers. Following discussions, a health and wellbeing group was formed to coordinate and lead on staff health and wellbeing initiatives. Members are drawn from managers and representatives of the above committees and HR are also working closely

with Learner Services. An action plan has been drafted for 2018/19 and the Partnership is joining Healthy Places and will take the employer pledge in the national 'Time to Change' movement to improve mental health awareness and support.

Human Resources and Payroll staff continue to attend FE and HE events and open evenings to support curriculum colleagues, and have also supported with guest lectures on payroll, finance and employment matters. Regular payroll surgeries at locations outside of the Nuns Corner campus continues to be successful and occupational health clinics for staff are very popular.

Sickness absence levels were 2.74% in 2017-18 and continue to show a favourable comparison with the sector averages, especially managers and support staff. Stress and anxiety accounted for 10.94% of all sickness days, which is less than many other colleges.

Partnership turnover reduced to 19.84% in 2017-18, but has highlighted the number of staff leaving in their first year of employment. This will be followed up in HR at Grimsby and Scarborough with changes made to the recruitment and induction process in 2019.

The General Data Protection Regulations which came into force in May 2017 required HR and payrolls to place a time limit on stored personal data (6 years + current financial year at 31 July*) for paper and electronic records. Software has been purchased from iTrent to redact leavers' electronic data from HR and payroll records which exceed this time limit.



KEY EMPLOYMENT DATA

As of the 31st July 2018 we employed:

251 Teaching staff (212.241 full-time equivalent)

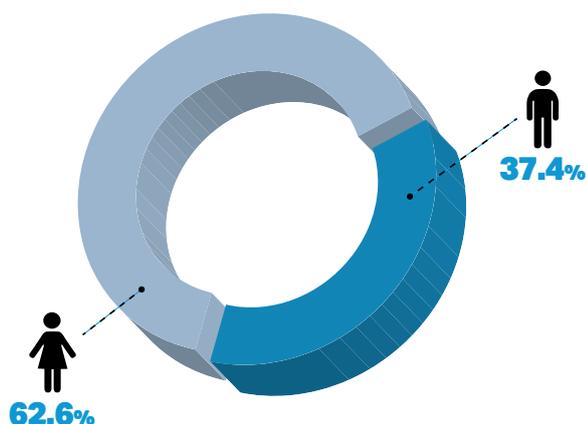
592 Business and Curriculum Support staff (493.53 full-time equivalent)

29 Managers (33.65 full-time equivalent)

Totalling **872** staff (734.22 full-time equivalent)

We also have over **250** casual/hourly paid staff on our register.

62.6% of our staff are female and 37.4% male.



The average age of our staff are:

Teaching
44.36 years

Support
45.08 years

Managers
47.9 years

During 2017/18 we appointed:

81 Teachers

187 Business and Curriculum Support staff

2 Managers

Over 2017/18 our **sickness rate** was

2.74%

equivalent to 6.04 day per employee.

Stress/Anxiety accounted for

10.94%

of all recorded absences

FINANCE

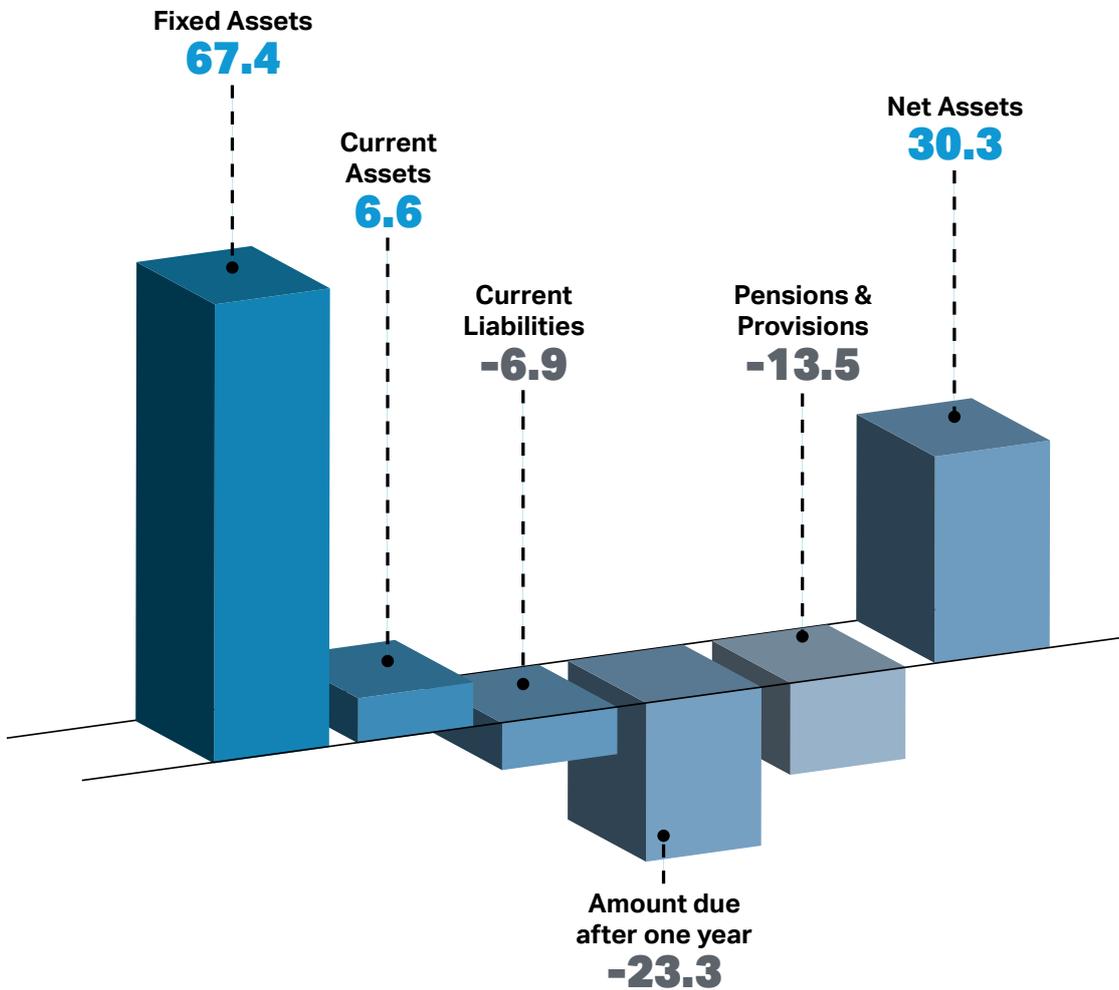
For the year ending 31st July 2018, the TEC Partnership generated an operating deficit of £67k, which compares to an operating deficit for 2016/17 of £2.509m. The result for 2017/18 was impacted by savings in staff and other costs.

In 2017/18 the Partnership delivered activity that produced £24.118m in funding body main allocation. The Partnership had 7,156 SFA funded learners, 2,800 EFA 16-18 funded learners, 383 EFA 14-16 funded learners, and 583 Community Learning funded learners. The number of non-funded learners was 4,659.

The charts within this section illustrate the financial status of the Partnership and give an insight as to where the income comes from and where the expenditure is spent.



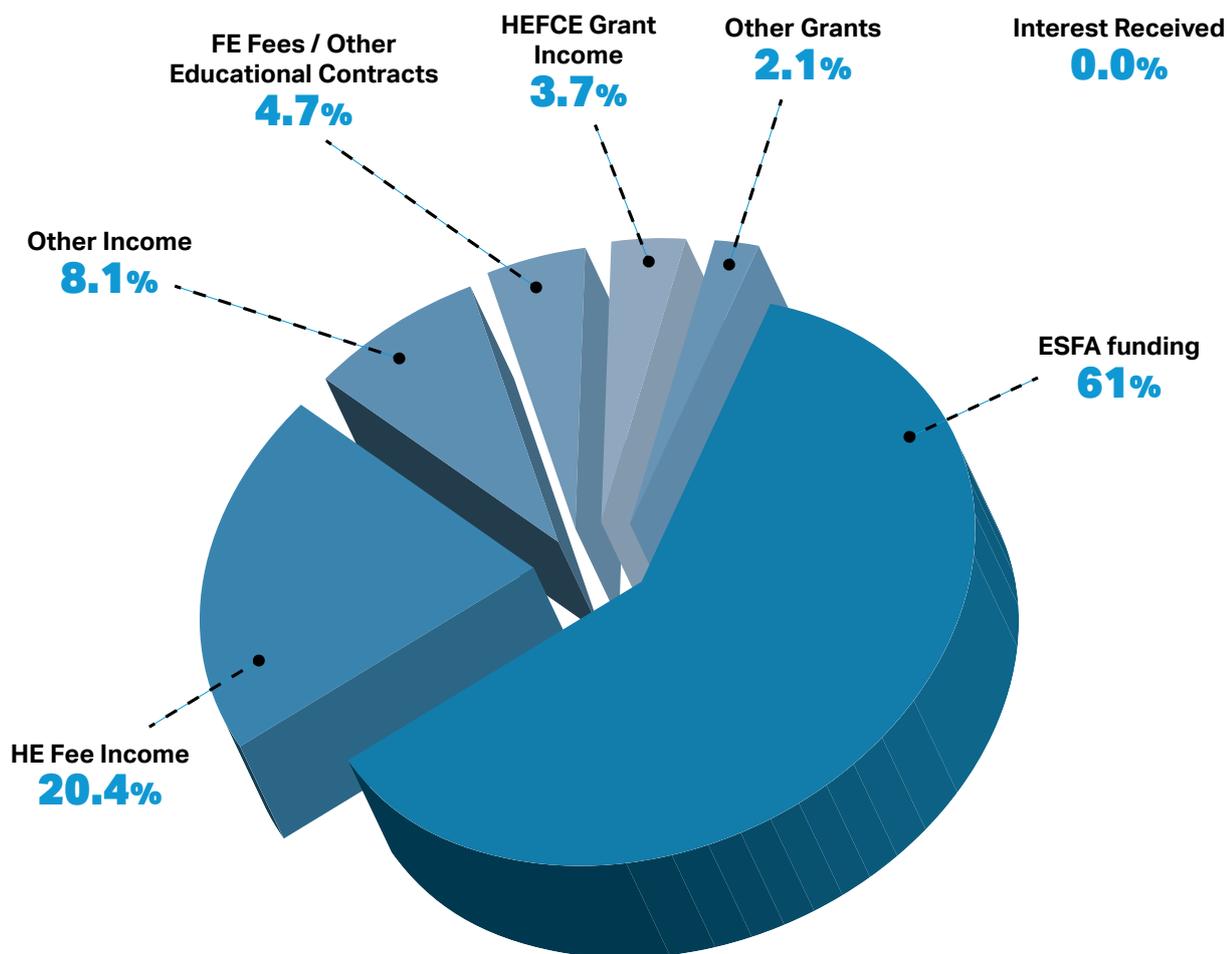
PARTNERSHIP BALANCE SHEET



The net assets of the Partnership totalled £30.3m at 31st July, 2018. Fixed assets, which represent buildings and equipment, totalled £66.3m. Total fixed asset additions for the year amounted to £4.463m. This was split between land and buildings acquired of £2.272m, equipment purchased of £1.154m and assets under construction of £1.038m. Depreciation costs in the year totalled £3.9m.

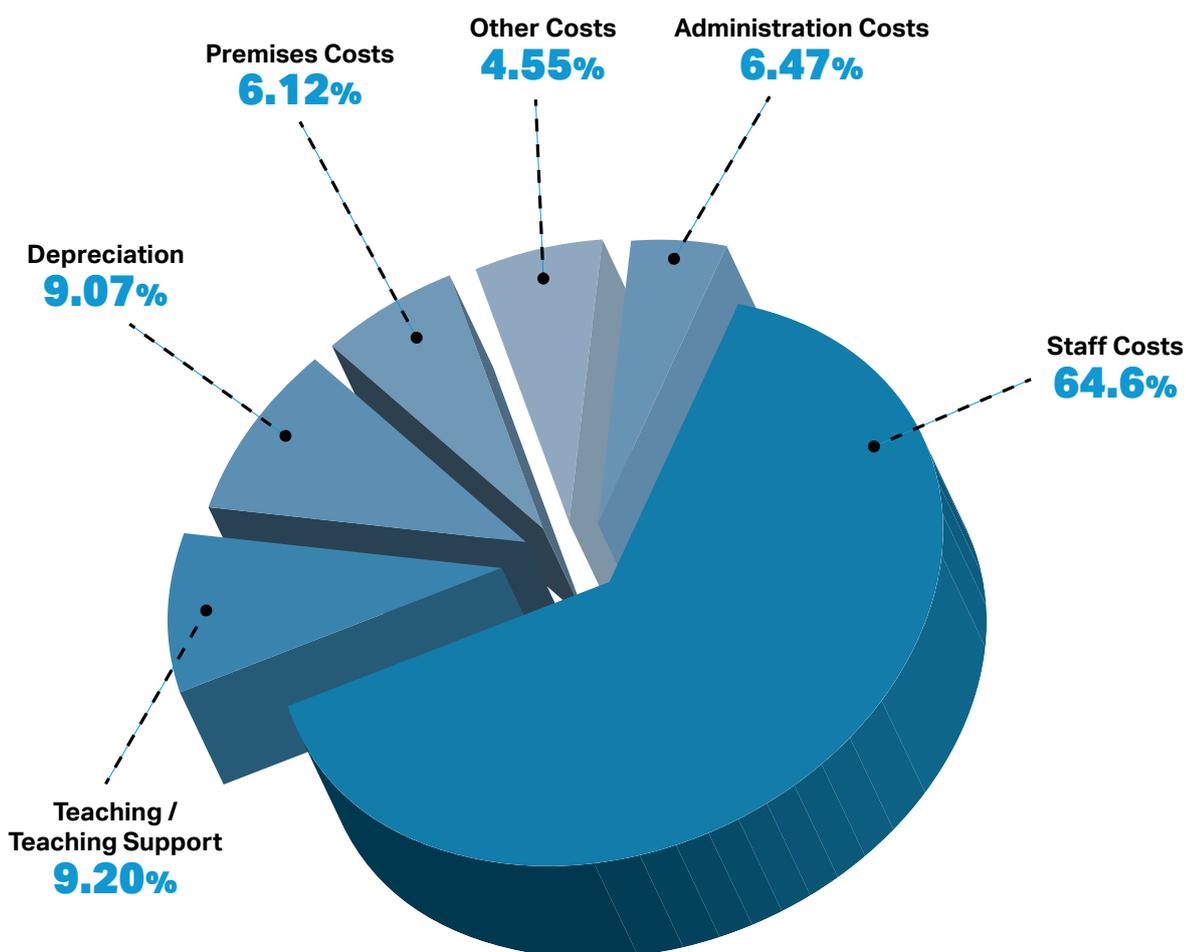
Asset additions in the year included the work on the engineering block at the campus in Scarborough and the continuation of the phased expansion of The Academy Grimsby (TAG). Other key projects included a number of infrastructure modernisations across the whole Partnership with an emphasis on Information Technology.

OPERATING INCOME (TEC PARTNERSHIP)



Operating income decreased by £100K from 2016/17 to £40.9m. Income in the form of recurrent and other grants from the Education Funding Agency and the Skills Funding Agency reduced by £747K this was offset by an increase in other income of £649K of which £472K related to other grant releases.

OPERATING EXPENDITURE (TEC PARTNERSHIP)

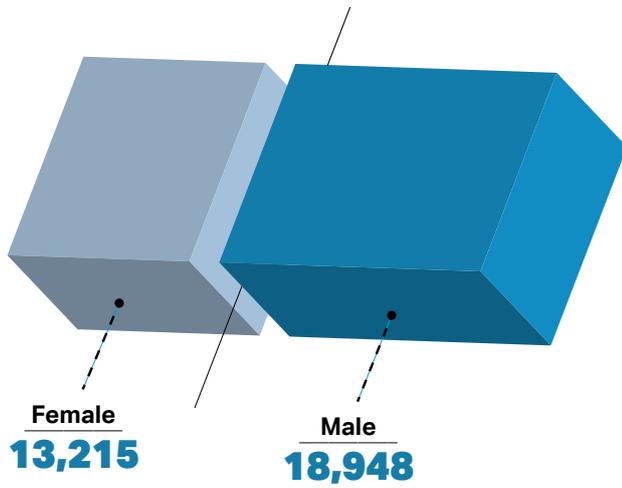


Operating expenditure decreased by £2.6m to £41.0m. Staff costs reduced by £670K to £26.5m, which was in part impacted by new support staff being enrolled on the NEST pension scheme rather than the LGPS, representing 64.6% of total expenditure. 9.19% of total expenditure was spent on teaching and teaching support costs, 6.11% on premises, 9% on depreciation of fixed assets, 6% on administration/central costs and 5% was spent on the trading and other income generating areas.

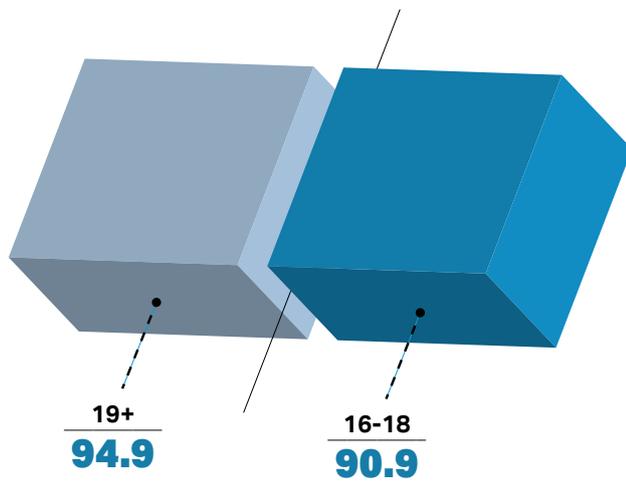


FACTS & FIGURES

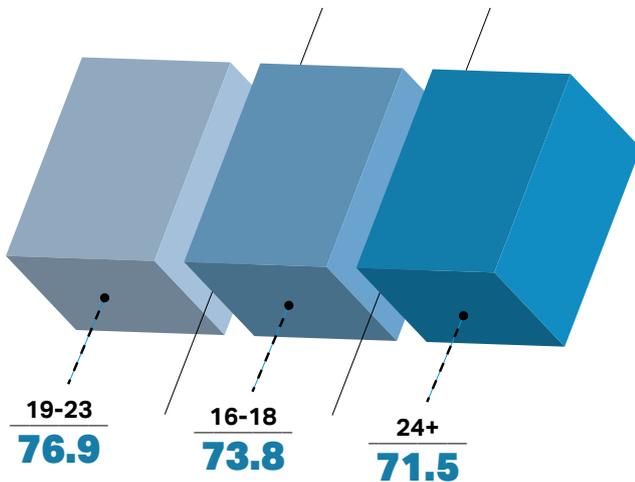
Total number of learners enrolled in 17-18:



Overall learner achievement



Overall Apprenticeship achievement





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