



# Accountability Statement 2023/24

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1.

# COLLEGE MISSION & PURPOSE.

**Gateshead College is a provider of high-quality education with a strong focus on vocational and technical education which prepares people for work and meets local, regional and national skills needs.**

The college serves Gateshead and the wider region with provision for young people, adults and employers which gives individuals the knowledge, skills and behaviours they need for their next steps in education, training or employment whilst addressing social barriers and social mobility.

The Board of Governors approved a new Strategic Plan in July 2022 which you can find [here](#). This followed a robust programme of consultation which resulted in a mandate from our community to focus on four key strategic priorities: Learners, People; Partnership and Sustainability and a collective ambition to make sure everyone can thrive and benefit from the opportunities available at Gateshead College.

This is underpinned by a strong set of values which shape not just what we do, but how we do it. Our longstanding ethos of Employment Edge is embraced by everyone across Gateshead College, it is the constant that will ensure our learners have the best chance of getting a job, starting a business and progressing their career.

Our contribution to developing a stronger, fairer and greener North East is significant and whilst our environment is constantly changing and challenging we continue to adapt, working with partners to ensure our learners, colleagues and communities can flourish now and in the future.

We want our culture to reflect the joy of learning and being in Gateshead College; providing an environment where everyone feels valued for being themselves and can enjoy studying and working with dedicated colleagues is fundamental to our ambitions.

## OUR PURPOSE.

To develop skilled, confident learners who succeed in work and life.

## OUR VISION.

To be at the heart of a thriving community, helping people to achieve their full potential and gain the employment edge.

## OUR ETHOS.

Employment edge – industry inspired education that combines high quality learning with real world skills helping all learners, whatever their age, background or starting point, develop the confidence, personal and professional skills to be successful. Gateshead College learners will have the best chance of getting a job, starting a business and progressing in their career; an employment edge that will set them apart.

# OUR STRATEGIC PRIORITIES.

## Learners

To support and inspire every learner to make the most of their talents, skills and opportunities. We will encourage them to work hard and enjoy their time with us.

## People

To be the place where people want to work, feel valued and share a passion to help our learners succeed.

## Partnership

To work in partnership with organisations, businesses and communities to create the best opportunities for our learners.

## Sustainability

To be a resilient organisation which takes positive action to address climate change, creating a better environment for our learners, our people and future generations.

The college reviews its Strategic Plan annually, updating partners and communities on progress and identifying any new developments or changing needs that need to be taken into account. This includes outcomes from Local Skills Improvement Plans, Duty to Review and our Community Conversations.

**COMMUNITY  
CONVERSATIONS &  
CONSULTATIONS.**

**DUTY TO  
REVIEW.**

**STRATEGIC  
PLAN.**

**LSIPS.**

**ACCOUNTABILITY  
STATEMENT.**



## 2. CONTEXT & PLACE.



**Gateshead College is at the heart of its community and offers high quality provision developed to meet its unique and diverse needs.**

Gateshead covers 55 square miles, two thirds of which is rural, and is the largest of the five Tyne and Wear authorities. The college's sites are situated alongside industry and employment hubs and enable effective engagement with industry.

### **Business and Economic Profile**

Gateshead College operates within the North East Local Enterprise Partnership (NELEP) area, with the vast majority of learners and apprentices being from Gateshead, North Tyneside, South Tyneside, Newcastle, Sunderland County Durham and Northumberland. The area is split between a devolved authority North of the Tyne (NoT) encompassing Newcastle, North Tyneside and Northumberland, who manage the local skills budget, and the remaining four local authorities south of the region. On that basis two Local Skills Improvement Plans (LSIPs) are being developed.

The college is heavily integrated into the NELEP and the NoT skills system and are working proactively in developing the LSIPs with the North East Automotive Alliance (NEAA) and the North East of England Chamber of Commerce (NEECC).

The NELEP's Strategic Economic Plan (SEP) identifies four key sectors of strategic importance;

- Advanced Manufacturing
- Digital
- Energy
- Health, and Life Sciences.

Four service sectors are identified that support the wider economy and offer significant opportunity for more and better jobs in the North East:

- Construction
- Education
- Financial Professional and Business Services
- Transport and Logistics.

### Demographics

Gateshead has a population of around 196,100 and current estimates suggest it is ageing, with an increase between 2011 and 2021 in those aged 65–74 of 14.8% (2,800 people) and those aged 75+ of 10.7% (1,800 people). The number of 16 – 18 years olds are projected to grow year on year to 2027. Based on demographic growth alone, in the next five years to 2027/28 the college could increase 16–18-year-olds learners by 11%.

It is estimated that around 6.5% (12,660) of the population are from a non-White group. The non-White population has increased from around 1.6% in 2001 to 3.7% in 2011 and then to 6.5% in 2021.

Gateshead is ranked 47th most deprived out of 317 local authorities in England. Within Gateshead there are twenty-one areas which fall within the 10% most deprived areas in England, equating to almost 32,700 people or 16% of the population. Much of this deprivation is based within the central and eastern urban areas of the borough. 45% of the college's full-time learners live in the most deprived quintile.



### Employment

Around 95,500 or 71.7% of working age (16–64) Gateshead residents are in employment which compares with an average of 75.5% for England as a whole and around 5,410 or 4.3% are unemployed, claiming jobseekers allowance or universal credit compared to an average of 3.8% for England. The average household income is just over £37,600 per year, compared with an England average of just under £45,800.

According to the latest employment growth projections from the Unit for Future Skills, the North East LSIP area has 5% projected employment growth from 2023 to 2035, a slower increase than the national average. By industry, the biggest growth industries are accommodation and food, real estate, information technology, arts and entertainment and health and social work.

### Refugee Resettlement Area

The college has learners from 58 countries across the world. Gateshead actively supports the resettlement of refugees and has accommodated amongst the highest number of families in the country. The college plays a central role, in partnership with the Local Authority and JobCentre Plus, supporting young people and adults to develop the language skills they need to function socially and live independently.

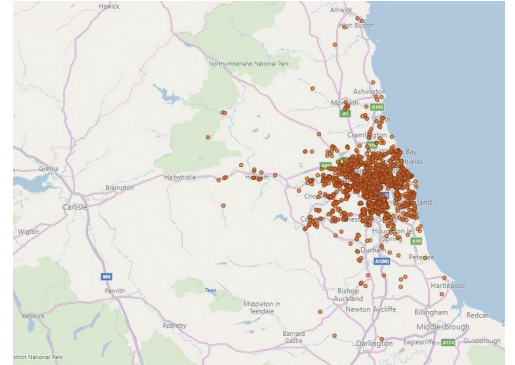
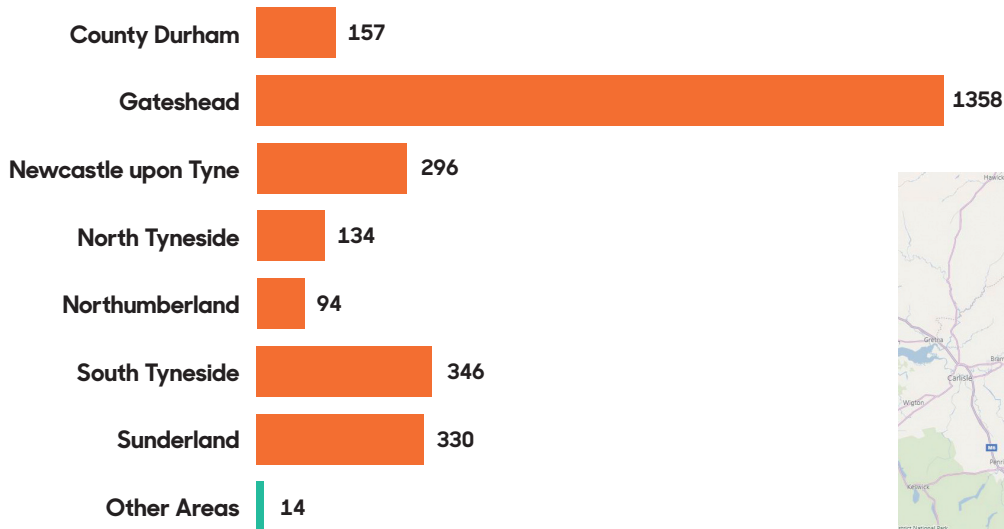
### Travel to Learn

The geographical nature of Gateshead College and its sites alongside the excellent transport links including the Tyne and Wear Metro, mean that the demographic of people attending the College are much wider than Gateshead.

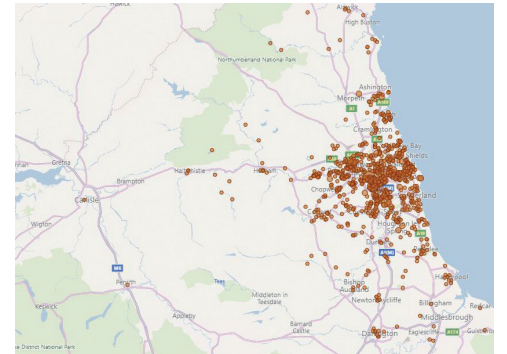
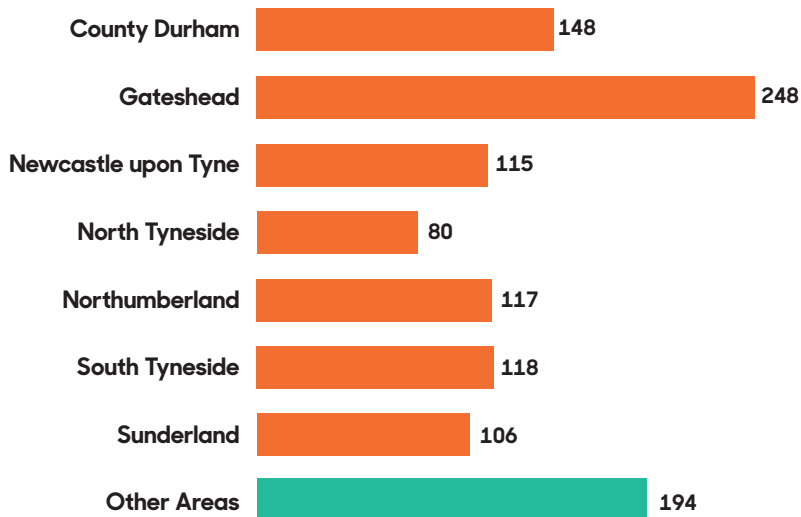


# WHERE OUR LEARNERS COME FROM.

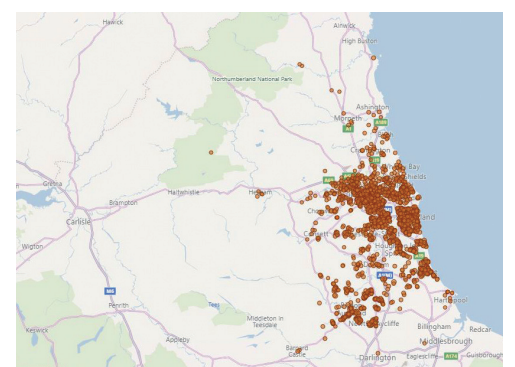
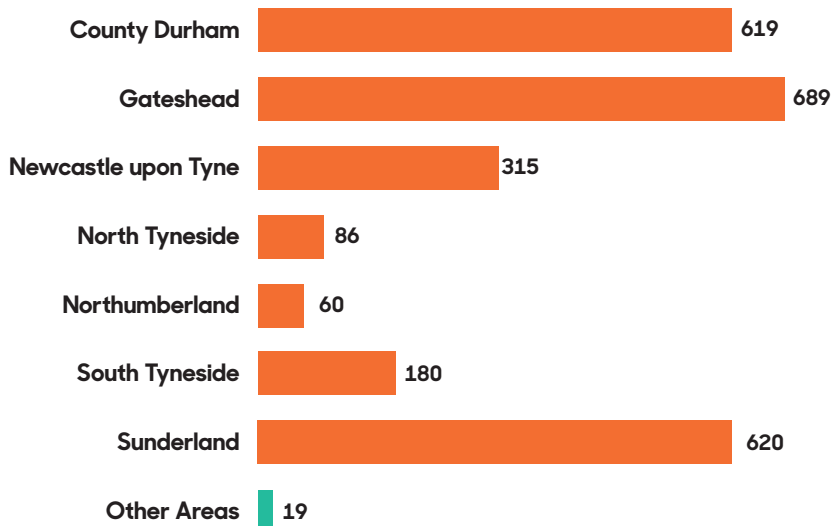
## Full Time (both 16-18 and Adult)



## Apprentices



## Adults (part time)





# 3.

# APPROACH TO DEVELOPING THE STATEMENT.

The college's Strategic Plan and Accountability Statement has taken account of the national priorities as identified by the Department for Education, the college's own Duty to Review and the Local Skills Improvement Plans.

## National Priority Sectors

These are:

- Construction
- Manufacturing
- Digital and Technology
- Health and Social Care
- Haulage and Logistics
- Engineering
- Science and Mathematics

## Duty to Review

The College is undertaking its Duty to Review in line with its duty under the Further and Higher Education Act and reviewing provision in relation to local needs. Actions from this report have been considered in determining our priorities and objectives. The review identified opportunities to:

- further develop level 3 offer in priority areas.
- further develop T Level offer and engagement
- continue to embed industry relevant digital skills across the curriculum
- further develop curriculum to take account of digitization in priority sectors
- develop apprenticeship offer to enable progression at higher levels and higher technical routes.

## LSIPS

College leaders are actively engaged in the process of developing the LSIPs with both the North East Automotive Alliance who are leading the North East LSIP and the NEECC who are leading the North of Tyne and Tees Valley LSIPs.

| NE LSIP                                | North of Tyne LSIP  | Tees Valley LSIP  |
|--|---|---|
| Advanced Manufacturing                 | Green Transport/ Net Zero manufacturing                                   | Green Energy  |
| Digital                                | Construction – new technology   | Green Transport/ Net Zero manufacturing                                   |
| Health & Life Science                  | Health & Social Care  | Construction – new technology   |
| Construction                           | Culture, Creative & Tourism   | Health & Social Care  |
| Transport & Logistics                  | Transferable skills – digital, professional, project management & finance | Transferable skills – digital, professional, project management & finance |
| Work readiness/ reskilling/ upskilling | Work readiness/ reskilling/ upskilling                                    | Work readiness/ reskilling/ upskilling                                    |
| Sustainability                         | Sustainability  | Sustainability  |

## OFSTED

The College was inspected in March 2023 and was graded Good overall and Outstanding for Behaviours and Attitudes, Personal Development and Adult Learning Programmes. Contribution to Skills was graded Strong reflecting the college's responsiveness and effectiveness in delivering programmes which meet local, regional and national skills needs and preparing learners for work and careers.

The College has taken account of the feedback received in Inspection and also from its own self assessment report and quality and improvement plan.

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The college is well embedded in its community and is in continuous dialogue with learners, partners and stakeholders and responsive to their needs. This has helped determine the key priorities within this statement which has also been informed by:

### Strategic Plan Consultation

The thorough process of developing the Strategic Plan provided a strong foundation for the Accountability Statement. This robust consultation included survey responses of over 500 learners, colleagues and employers; 21 one to one interviews with leaders of a diverse range of organisations across the region; a series of community conversations with more than 100 people and workshops with learners and staff. The resulting plan was tested with those who had contributed their views before it was finalised and approved by the college's Board ensuring it is a plan for the community and shaped by the community.

### Community Conversations

A key feature of the strategic plan consultation, these were repeated in April 2023 to enable the college to report on progress and respond to any changes in needs and priorities. The sessions brought partners from a diverse range of organisations together with staff and learners and enabled the college to gather the views of over 100 people. The results of these have been considered in developing this agreement.

### Engagement with other providers

Gateshead College actively collaborates with other providers including the other regional further education colleges and universities. Examples of this collaboration include a CCF bid with New College Durham to enhance Apprentice tracking, leading a Maths project and leading a number of Digital Bootcamps. In developing the statement the college has shared its stated priorities with other providers to seek their feedback and to ensure a collaborative approach to meeting local and regional skills needs that makes the best use of resources.

## Wider Engagement

The college is fully embedded into the region and its businesses. It is well represented by members of the senior team across key organisations and employer representative bodies. This includes representation on the CBI Regional Council and national CBI Employment and Skills Board; Chairs the NEECC Education and Skills Forum; NEECC Further Education Strategic Partner and member of NEECC Tyne & Wear Council; member of the strategic advisory board of the NewcastleGateshead Initiative (NGI); member of NELEP Digital Growth steering group; member of the Entrepreneurs' Forum; member of the Northern Screen Skills regional group, member of North East Automotive Alliance, advisory board member of Dynamo and the NELEP's Careers Hub. Involvement in these groups and the broader partnerships which exist with a wide and diverse range of organisations, including the third sector, across all levels of the organisation has enabled the college to have a very clear understanding of regional and national priorities and local need.

In finalising this statement, the college have shared drafts and taken feedback from key partners including the NEECC, CBI, North East Automotive Alliance, Gateshead Council, North East Combined Authority, ESFA.





# 4.

## CONTRIBUTION TO NATIONAL, REGIONAL & LOCAL PRIORITIES.

The college's curriculum is targeted to develop the knowledge, skills and behaviours needed to prepare learners for their next stage in education, training or employment and to tackle social barriers and social mobility, particularly for those who are hard to reach and disadvantaged. It has a proven track record of being responsive by creating bespoke curriculum and training solutions, with many of the 500+ employers using the college as an extension of their learning and development function.

Ofsted judged that Gateshead College makes a Strong contribution to meeting skills needs (Ofsted March 2023). It stated that:

**"Leaders work very successfully with partners to understand and influence local and regional strategic skills policy."**


**"Leaders and managers use their strong partnerships with employers and sector specialists to plan and deliver an up-to-date curriculum in emerging technologies such as, film and television screen skills, electric vehicles, green energy and retrofit construction."**

**"They deliver highly effective programmes to address regional priorities."**

Further to a thorough consultation process, and in consideration of the findings from the LSIPs, Duty to Review and Community Conversations, the college has identified the following key priorities as the focus for the academic year 2023-24.



| <b>GATESHEAD COLLEGE STRATEGIC PRIORITY</b> | <b>ACCOUNTABILITY STATEMENT AIM</b>  | <b>CONTRIBUTION TO MEETING REGIONAL/ NATIONAL PRIORITIES</b>  | <b>OUTCOME/IMPACT</b><br>Target date 2023/24 unless otherwise stated.   |
|---|--|---|---|
| Learners                                    | Work with local schools and careers services to raise awareness of high quality level 3 technical routes in priority sectors to increase participation in these areas. | Identified as a national skills priority and in the North East LSIP.<br><br>Promoting routes into priority sectors and supporting learners to succeed will help meet regional and national skills needs.  | <ul style="list-style-type: none"> <li>● <b>Increase the number of learners on level 3 courses in priority sectors by 5% by 2024/25.</b></li> <li>● <b>Deliver a programme of targeted engagement events with school leavers in digital, advanced manufacturing, construction and health science to 20 schools.</b></li> <li>● <b>Offer 7 additional level 3 technical routes by 2024/25</b></li> </ul> |
| Learners                                    | Embed essential digital skills in all programmes of study and create upskilling / reskilling opportunities for adults and apprentices.                                 | Identified as a national skills priority and in the North East LSIP.<br><br>This will enable us to provide the essential digital skills needed by all learners at the appropriate level ensuring they are work ready and can secure specialist roles.           | <ul style="list-style-type: none"> <li>● <b>Embed essential digital skills in all study programmes based on level, the essential digital skills framework and employer demand.</b></li> <li>● <b>Deliver digital bootcamps to 780 learners at level 3, 4 and 5.</b></li> <li>● <b>Deliver 200 essential digital skills qualifications to employers and in the community.</b></li> </ul>                 |
| Learners<br>People                          | Invest in dedicated mental health and wellbeing resources and support for students.  | Identified in Gateshead College Community Conversations as a key priority for learners and critical to ensure that they attend and achieve.   | <ul style="list-style-type: none"> <li>● <b>Establish a Welfare and Wellbeing team to provide welfare and wellbeing support across all college campuses.</b></li> <li>● <b>Train all Learning Facilitators in Mental Health First Aid.</b></li> <li>● <b>Improve student attendance by 1% and retention rates by 2%.</b></li> </ul>   |
| Learners<br>Partnership                     | Further develop curriculum to respond to workforce development needs and upskill the existing workforce in construction and digital.                                   | Identified as a national skills priority, in the North East LSIP, and in the College's Duty to Review.<br><br>A responsive curriculum that meets identified needs will enable employers to fill skills gaps and prepare learners for roles in priority sectors. | <ul style="list-style-type: none"> <li>● <b>Deliver bootcamps in digital skills at level 3, 4 and 5 to 780 learners.</b></li> <li>● <b>Deliver bootcamps in construction / green skills to 225 learners.</b></li> <li>● <b>Deliver bootcamps in retrofit to 70 learners.</b></li> </ul>   |



| GATESHEAD COLLEGE STRATEGIC PRIORITY | ACCOUNTABILITY STATEMENT AIM  | CONTRIBUTION TO MEETING REGIONAL/ NATIONAL PRIORITIES  | OUTCOME/IMPACT<br>Target date 2023/24 unless otherwise stated.  |
|--------------------------------------|---|--|---|
| Learners                             | Develop Higher Technical Qualifications in Construction and Health & Social Care with employers for delivery in September 2024.                       | <p>Identified as a national skills priority, in the LSIP, and in the College's Duty to Review.</p> <p>A responsive curriculum that meets identified needs will enable employers to fill skills gaps and prepare learners for roles in priority sectors at higher levels and retain talent in the region.</p> | <ul style="list-style-type: none"> <li>● <b>Develop curriculum in construction and health and social care in conjunction with employer boards.</b></li> <li>● <b>Gain approval to deliver HTQs in construction and health and social care.</b></li> <li>● <b>Identify capital requirements and produce a capital bid to ensure technical resources are available to deliver HTQs.</b></li> <li>● <b>Market and recruit 40 learners in construction and 20 learners in health and social care by 2024/25.</b></li> </ul> |
| Learners                             | Ensure that high needs learners, where education healthcare plans allow, benefit from work placements with an increased focus on regional priorities. | Fewer learners have been on work placement following the pandemic. The College want to address this and ensure in doing so are contributing to meeting regional skills needs and creating opportunities for learners in key sectors.   | <ul style="list-style-type: none"> <li>● <b>90% learners with EHCPs undertaking at least 30 hours work placement.</b></li> <li>● <b>30% of work placements aligned to regional priorities.</b></li> </ul>   |







# 5. CORPORATION STATEMENT.

On behalf of Gateshead College, it is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 5th July 2023. The plan will be published on the college's website within three months of the start of the new academic year.





# 6. LINKS TO RELATED DOCUMENTS.

[Gateshead College Strategic Plan](#)

[Ofsted Report](#)

[North East Strategic Economic Plan](#)





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