Bath College

Bath College Annual Report

2016-2017

Contents

Chair's Introduction page 2
From the Principal and CEO page 3
Key Facts page 4
Our Student Performance page 5
Our Students Say... page 7
Working With Employers page 8
Partners and Community page 9
2016-17 Highlights page 10
Students' Union Activities page 11
Our Staff page 12
Our Estate and Resources page 13
College Governors page 14

Chair's Introduction

As the Chair of Bath College Board I am proud to be part of a thriving and successful college which meets the needs of its community. This year has been most notable for the arrival of our new Principal, Laurel Penrose.

We continue working with people and organisations to improve outcomes for individuals, businesses, communities and economies, with a core purpose and mission as talent development, career development and self-development.

I am delighted with our student success, in particular for learners without English and Maths where our results have been outstanding this year. In fact the vast majority of our student achievement is considerably above the national rates.

From a business perspective, this year has been one of change and rationalisation in our operations and some consolidation of our estate at City Centre, but this has improved our financial position and has prompted the start of an exciting process in developing our main site to position ourselves to respond to the developments at Bath Quays and to ensure our requirements are met for our long term future. We have been delighted to open the new Construction Centre at our Somer Valley campus providing state-of-the-art construction facilities for the area.

With our new Principal, our improving financial position, our developing estate and most of all our successful outcomes for students, I believe we have a bright future ahead in serving the community of Bath and North East Somerset and the region beyond.

From the Principal and CEO

As the outturn for 2016/17 is finalised, I remain optimistic that the coming years will be successful for Bath College. I am pleased to state that many positives have resulted from all the hard work and resilience demonstrated by my colleagues, which ensures a bright and stable future.

2016/17 has been about leading the business through austerity while reinforcing our longer term plans to develop the organisation. We are committed to providing first class skills, employability training and a wide range of courses for students across our region and within the locale.

We have created an effective platform for fiscal strength and quality growth, which has been built on our excellent performance and students attainment. Our Further Education students and Apprentices achievements continue improve and operate above the national rates. Higher Education and International student numbers continue to increase and we have further developed the excellent delivery within our community. 92% of our student progress to positive destinations.

This is just a taste of the many achievements over the past year, which would not be possible without the huge contribution made by our students, staff, Governors and partners. My thanks go to all staff for their continued hard work and dedication.

Key Facts

2,259 16–18 Students

3,463 19+ Students

650 Apprenticeships and Traineeships

433 Higher Education Students

126 Learners with High Needs

1,270 Adult Community Learners

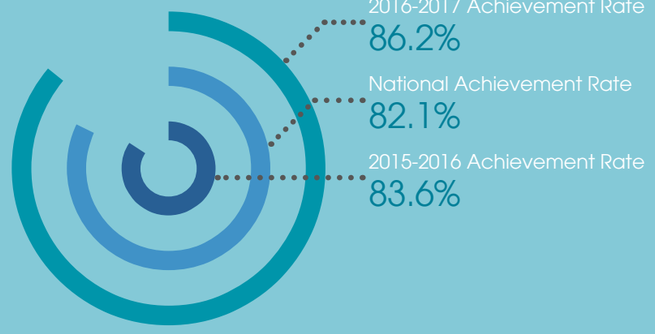
2,234 Leisure Course Students

The College delivered training, qualifications and courses (up to Level 6), on College sites, in the workplace and across the community, including:

- Apprenticeships and Higher Apprenticeships
- Full and part-time university level courses
- Dedicated Job Centre Plus provision
- Various vocational and general applied courses for 16–18 and 19+ learners
- A variety of self-funded leisure courses
- Short, specific courses and refreshers
- International Foundation Year with University of Bath
- International summer schools
- Working with three subcontractors
- Care Academy
- Business Academy
- Hotel School

Our Student Performance

Further Education

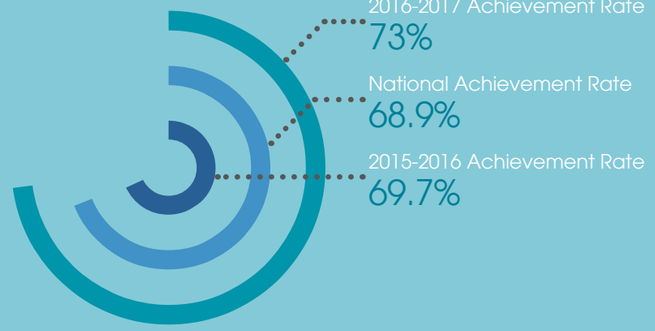


2016-2017 Achievement Rate
86.2%

National Achievement Rate
82.1%

2015-2016 Achievement Rate
83.6%

Apprenticeships

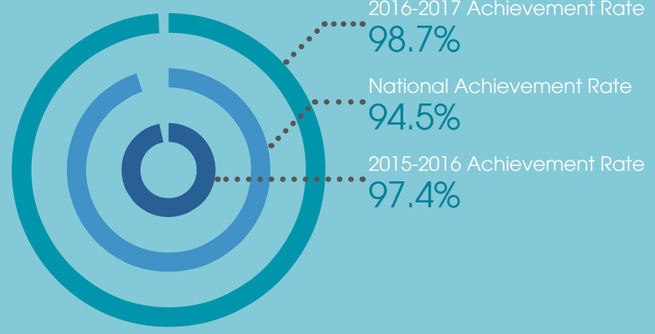


2016-2017 Achievement Rate
73%

National Achievement Rate
68.9%

2015-2016 Achievement Rate
69.7%

Adult Community Learning

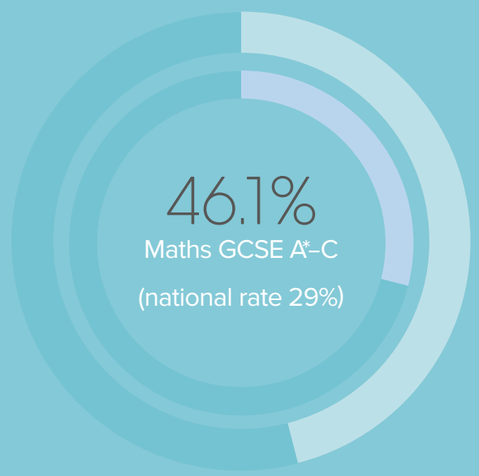


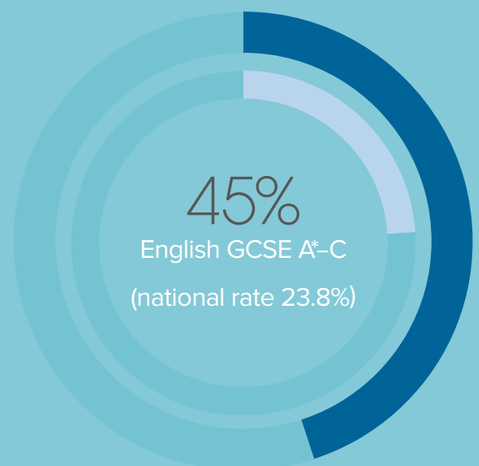
2016-2017 Achievement Rate
98.7%

National Achievement Rate
94.5%

2015-2016 Achievement Rate
97.4%

Maths and English Achievement Rates





Destinations

Our Students Say...

94%

of students feel that they are always challenged to do better

94%

of students said that they get good feedback from their lecturers

93%

of students would recommend Bath College to friends

90%

of students said that their lessons were interesting and challenging

91%

of students liked the College's resources

Working With Employers

The College vision, '**Open for Business**', supported by the Medium Term Business Plan provided a responsive and flexible approach to working with employers and the community.

Bridges

CROSS

BUROHAPPOLD ENGINEERING

HORSTMANN

Crest NICHOLSON

curo

Mulberry

rotork®

Partners and Community

The College is committed to working with its partners to increase opportunities for learners as well as overall prosperity in the region. Key partners include:

Bath & North East Somerset Council

WEST OF ENGLAND Combined Authority

UNIVERSITY OF BATH

UNIVERSITY OF GLOUCESTERSHIRE at Cheltenham and Gloucester

WE ARE WEST OF ENGLAND LOCAL ENTERPRISE PARTNERSHIP

BusinessWest

BATH SPA UNIVERSITY

jobcentreplus

BATH EDUCATION TRUST

The College was in the top 10% for **employer** satisfaction in FE Week's NICDEX league table.

2016-17 Highlights

Trips and Visits

Art and Design Venice and Krakow
Business Mercedes Benz World, London
Travel and Tourism Emirates Aviation Experience, London
Sport, Leisure and Care Seville
Land Based The Netherlands
Public Services Jellalabad Barracks, Wiltshire
Hospitality The Great Hospitality Show, Birmingham
Business Thorpe Park

matrix

Secured Matrix Gold Standard for the information, advice and guidance provided to students.

New Academy of Business

Students worked with Michelin-starred chefs

Music student played at the Royal Albert Hall

New Construction Skills Centre

Student wins national film competition

New women's football academy

Outstanding apprentice of the year

Two bronze medals at Chelsea Flower Show

New partnership with the Theatre Royal

We Provided over **500** Apprenticeships

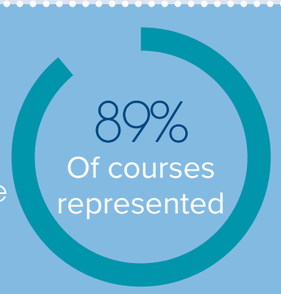
and we worked with over **250** Employers

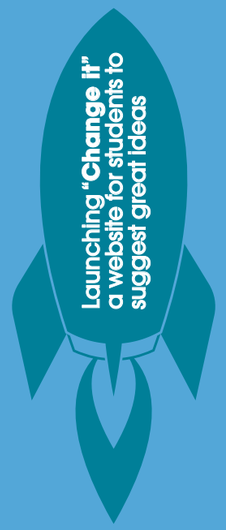
The College was in the top 20% for **overall** satisfaction in FE Week's NICDEX league table.

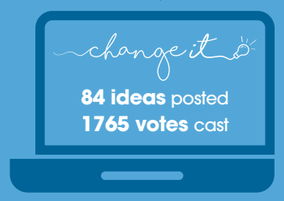
Students' Union Activities

The students' Union at Bath College is extremely active within both the college and wider community. Needless to say this year has been bigger and better than previous years: more people have been taking part, particularly in sport, we have volunteered with more community groups, generated more ideas on how to improve the college and had better representation in learner voice meetings than ever before. Some of our highlights are presented below.

34 Course Representative meetings this year







We have done of volunteering **6,399 hours**

The equivalent to **£47,992** worth of work for the economy

Our Staff

At 1st April 2017 the college employed a total of **539**.

Gender data

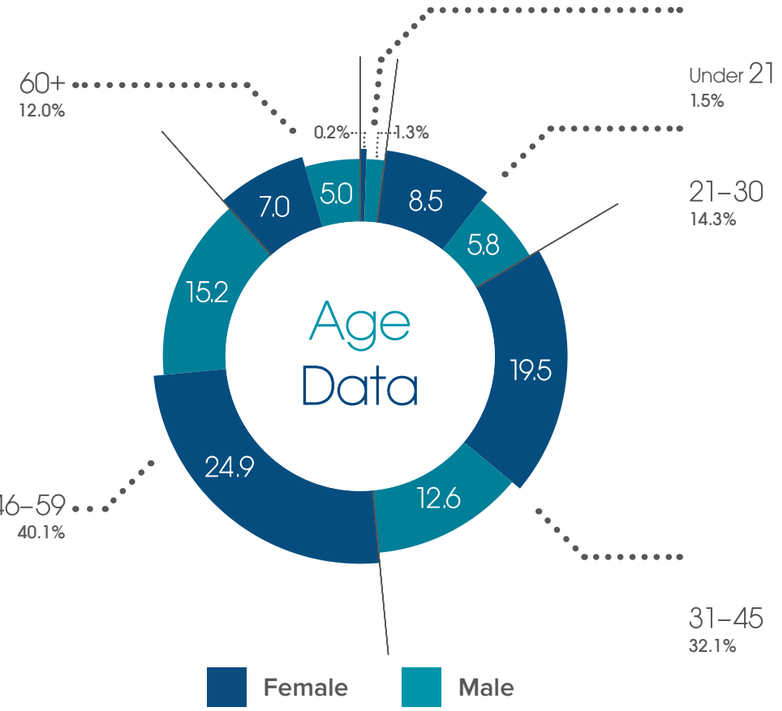
324 (60%) 215 (40%)

This gender proportion is the same as at April 2016.

The gender breakdown from the 2011 Census for BANES is:

Females 51.1%

Males 48.9%



The age profile of the workforce has remained largely the same in most categories over the past 12 months, although the number of male employees aged between 46 and 59 has reduced by 30.

Gender pay gap data

The mean gender pay gap is 5.4%. This figure is based on a mean male hourly rate of £13.26 and mean female hourly rate of £12.54.

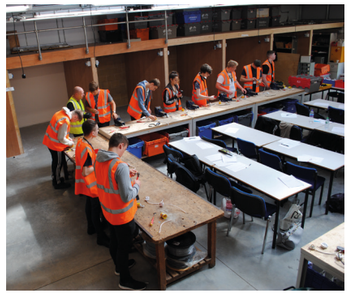
Our Estate and Resources

Total Income

Average number of people employed full-time

New Construction Skills Centre

In 2016/17, the College secured WECA capital funding to build a state of the art 2,665m^2 Construction Skills Centre on the Somer Valley Campus.



The Centre opened in September 2017 and houses the following provision:

- Brickwork
- Building Services
- Carpentry
- Construction
- Electrical Installation
- Engineering
- Painting and Decorating
- Plumbing
- Refrigeration and Air Conditioning
- Stonemasonry

College Governors

The Board of Bath College

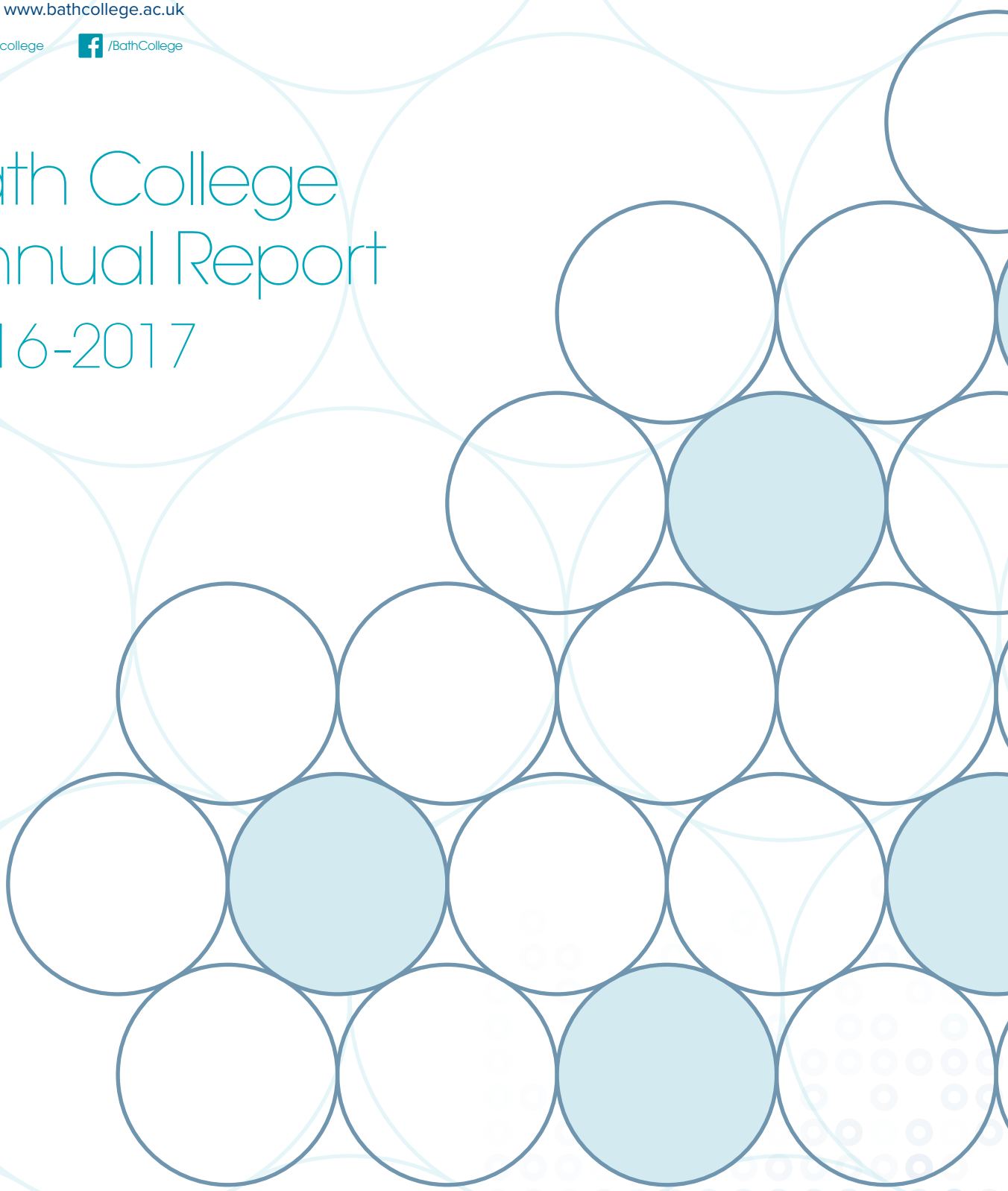
Our Board is a mixture of highly committed external members who are volunteers, drawn from a range of backgrounds in our community, as well as student and staff members.

Membership from 1 August 2016 to 31 July 2017

Carole Stott	Chair
Andy Furse	Vice-Chair
Laurel Penrose	Principal from (01/11/16)
Erica Draisey	Member of Quality Working Group
Louise Fradd	member of governance working group (until Jan 2017)
Victor Da Cunha	Member of Finance and Estates Working Group (from Jan 2017)
Kez Hawkins	Students' Union President
Adam Reed	Staff Governor
Jane Shaw	Chair of Quality Working Group
Gary Waylen	Chair of Finance and Estates Working Group
Neil Wilson	Member of Finance and Estates Working Group
Julian Young	Chair of Audit Committee
Matt Atkinson	Principal (to 31/8/16)
Rob Sibley	Acting Principal (to 31/10/16)

Senior Management Team

Laurel Penrose	Principal and CEO
Rob Sibley	Vice Principal Curriculum (to March 2017)
Jayne Davis	Interim Vice Principal Quality (to March 2017) Deputy Principal (from March 2017)
Julian Tucker	Director of Finance and Corporate Services (to April 2017)
Karen Fraser	Director of Marketing and Student Services
David Grant	Director of Information Services and Systems

Address: Bath College, Avon Street, Bath, BA1 1UP
Telephone: 01225 312 191
Email: enquiries@bathcollege.ac.uk
Website: www.bathcollege.ac.uk
@bathcollege /BathCollege

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