

# **Southend Adult Community College**

## **Keeping local people learning and working**

### **Annual Report**

#### **2020/21**

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# Introduction

Southend Adult Community College is proud to be an integrated service area within Southend Borough Council. Following cabinet decision in November 2020 to bring the college into the strategic leadership of the council it now has a refreshed governance and accountability structure and has aligned its services to the Southend 2050 ambitions. The college has adapted rapidly to the changing needs of Southend residents, community partners and local businesses.

During the pandemic the college remained open for the most vulnerable and transformed its delivery model to incorporate on-line and blended learning that kept more than 1600 local people learning, upskilled, active and involved throughout the lockdowns. Additionally, the college embraced its wider role within the community to support those in greatest need through the preparation and delivery of more than 4,500 meals for the homeless and elderly. Despite the challenges the college became a national leader in a safe and swift return to learning and working that promoted public confidence.

The college has enabled 95% of its learners and apprentices to achieve their outcomes during 2020/21. It has also grown its apprenticeship provision by 28% compared with a national drop in apprenticeship starts of 18%. Despite the financial challenges exacerbated by pandemic the college has generated significant savings of almost 10% of its income to improve its financial position. The college took part in the COVID-19 Ofsted pilot inspection and has used those findings to continue its journey towards excellent outcomes for local people.





Every year Southend Adult Community College welcomes more than 2,000 adults and young people across the Borough of Southend to our home of learning. Providing a nurturing environment we care about local people achieving their aspirations. Our talented and highly skilled workforce aim to create an environment where everyone can explore the full potential. Adults and young people can take part in a range of courses in any of our three sites and in community venues or employer premises:



## Westcliff Centre

Dedicated centre for high needs young adults enabling them to become more independent and transition to the next stage of their lives



## Ambleside Drive

Southchurch providing more than 400 courses across our wide ranging programme that include creative and cultural learning, skills for life and work, vocational qualifications, digital skills and apprenticeships. We also have a large programme for young people and adults with special educational needs and disabilities



## Belfairs Campus

Leigh on Sea providing vocational qualifications, apprenticeships, digital skills, arts and language courses



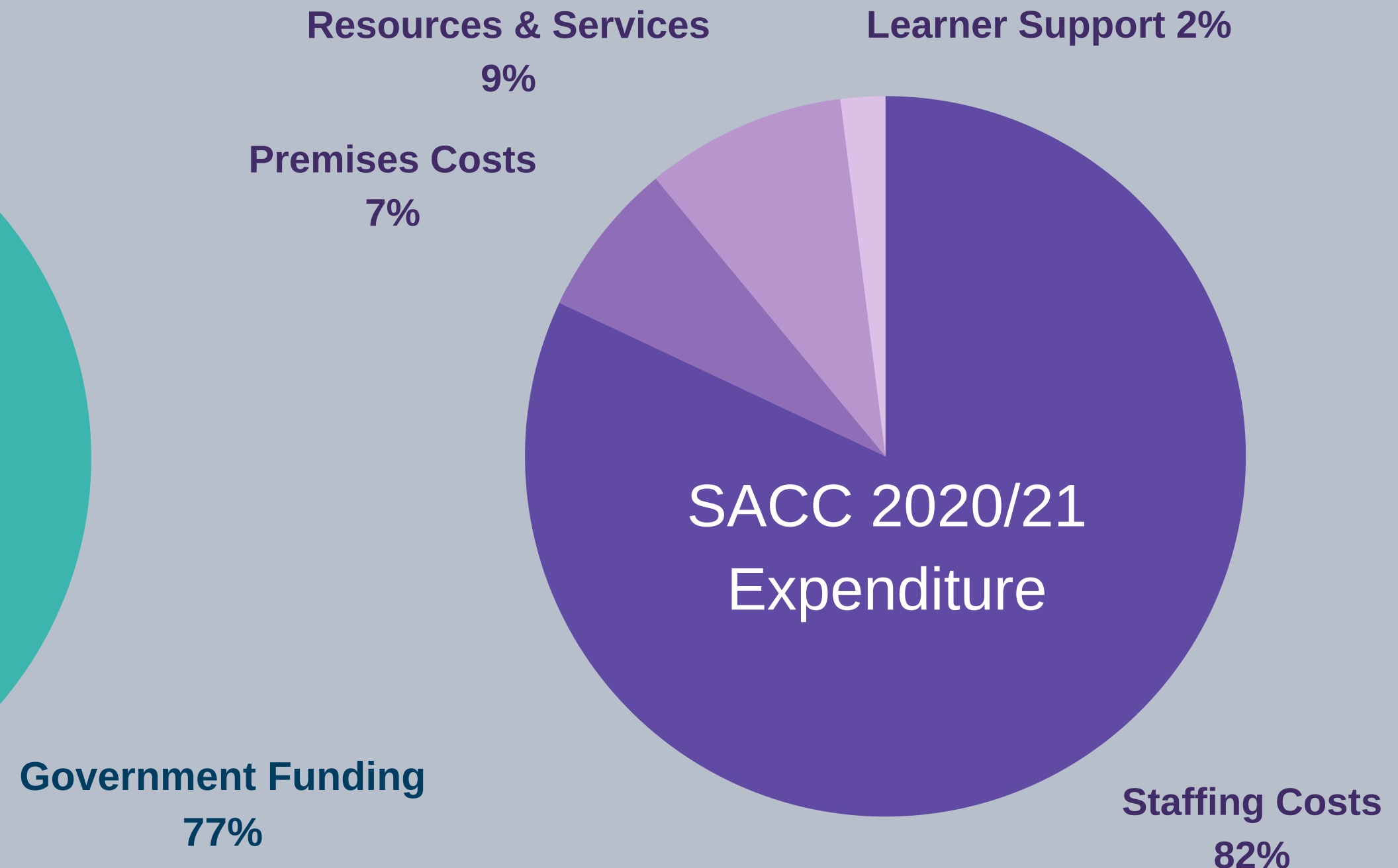
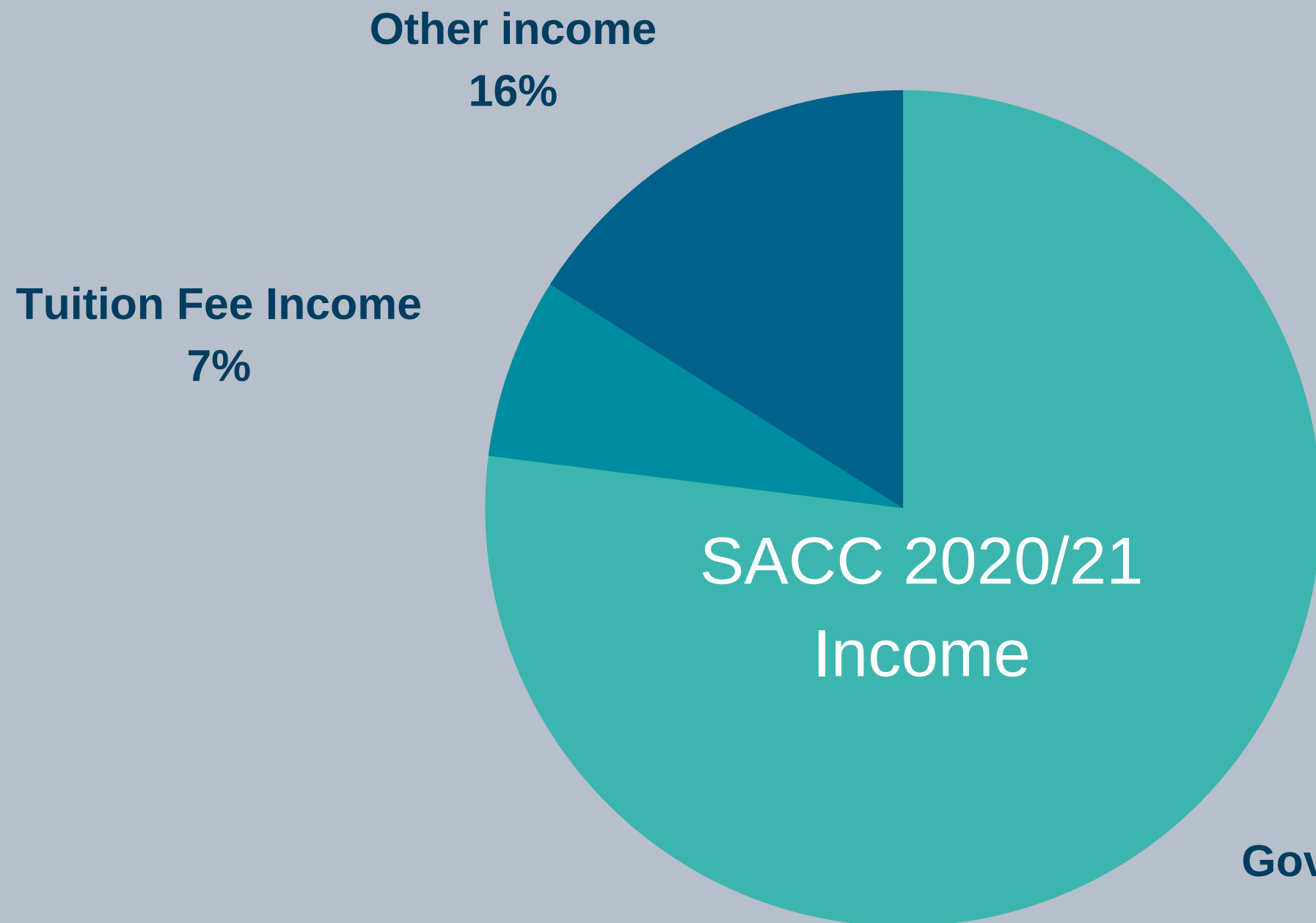
Our courses start at entry level and include programmes up to level 5 enabling people to make progress. We provide a free information, advice and guidance service where young people and adults can explore their options and their next steps to get there. We work across council service areas to bring together programmes of learning that meet need and align to the Southend 2050 ambitions supporting economic recovery and community resilience. Each year we work with more than 30 employers to develop workforce skills and apprenticeships. We work with community partners to tailor make programmes such as family learning, employability skills, English for Speakers of Other Languages, improving mental health and wellbeing.

We are funded by the Education and Skills Funding Agency and through income generated by tuition fees payable by some learners. We are also delivery partners in projects such as HALO, PAVE and SECTA.





The College generated **£3,827,868** in income during 2020/21, the college's expenditure was **£3,904,136**. Steps have been taken to reduce expenditure in 2021/22 by reducing staffing costs whilst retaining or improving income streams.





## Our values

### INCLUSIVE

We are respectful and put people at the heart of all we do

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### COLLABORATIVE

We work together to achieve the right outcomes for everyone

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### HONEST

We are honest, fair and accountable for our decisions and actions

### PROUD

We are proud of all we do

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### AGILE

We are flexible and responsive to needs of people, community partners and employers

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## Our purpose

**1** To provide high quality learning and skills that enable people to progress

**2** To ensure that, as the council's learning provider, we are focused on improved outcomes for local people, the workforce, business and community partners

**3** To be ready for growth and innovation creating a sustainable future for learning and skills in Southend

**4** To be a lead provider of learning and skills that is matched to Southend 2050 ambitions supporting community resilience and economic growth



# Our achievements in 2020/21

- Aligned our planning of learning programmes to Southend 2050 ambitions
- Secured new governance and accountability structures forming two groups:
  - Governance: Southend Adult Community College Finance, Curriculum and Quality Group with membership senior officers across service areas and functions
  - Advisory Board: Membership includes expert practitioners in education and skills, funding and finance, digital technology, quality improvement and safeguarding bringing leadership capacity
- Played a lead role in the LGA peer review, action research project and action plan implementation for 18-25 years most impacted by the pandemic economically, socially and their mental and physical wellbeing
- Co-leadership of opportunity and prosperity outcome 6
- Achieved 10% growth in funding for special educational needs provision
- Enrolled 1662 learners onto courses during the academic year and kept them learning remotely during the lockdowns
- Secured a 93% retention rate meaning our learners stayed on their course during the pandemic and did not withdraw despite moving to on-line delivery for all provision
- 95% of learners achieved their outcomes and qualifications
- Apprenticeships grew by 28% from 40 in 19/20 to 51 in 20/21 which bucked the national trend of an 18% drop in apprenticeship starts





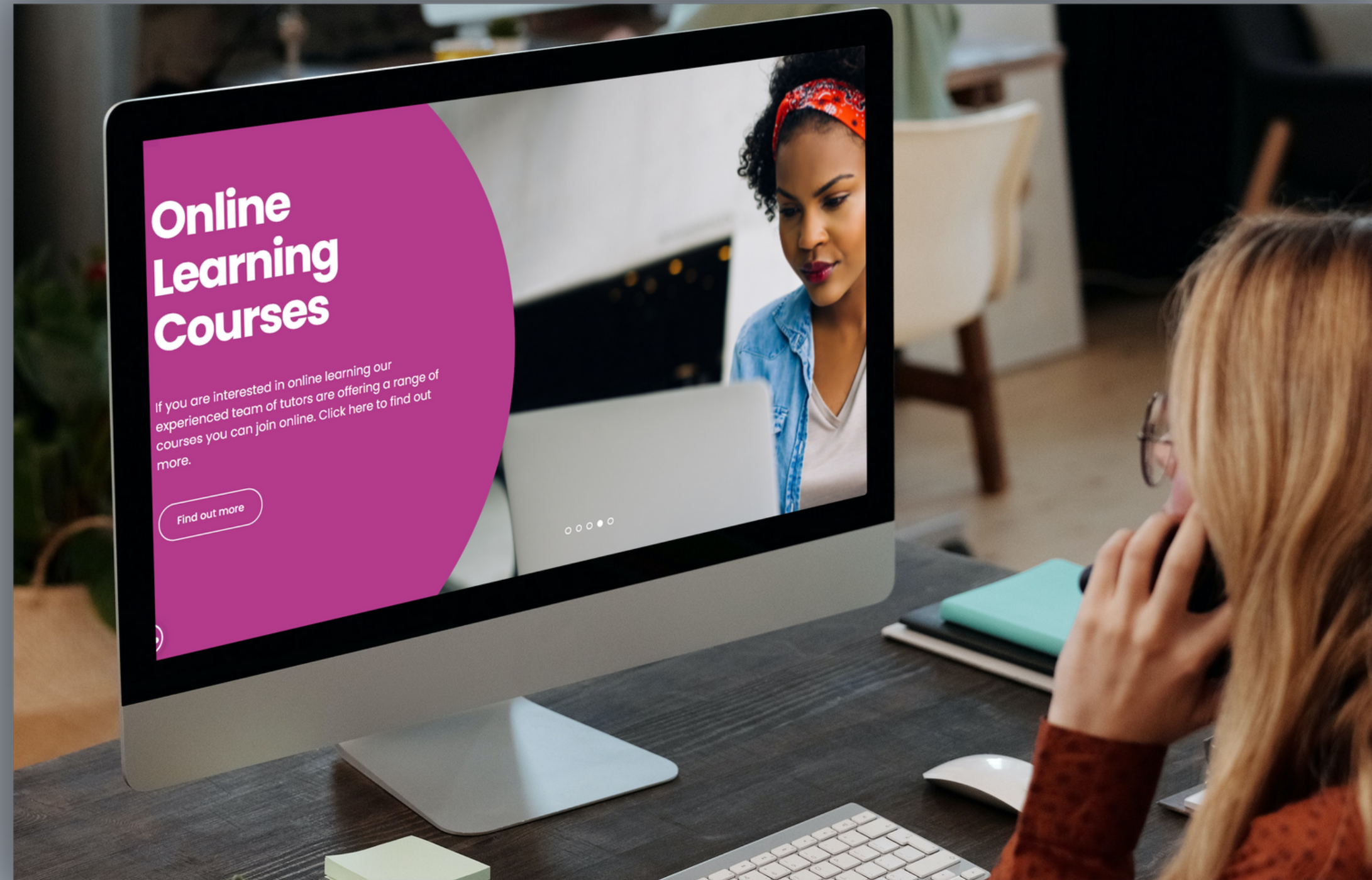
# Our achievements in 2020/21

- An increased number of development opportunities were available to staff to access totalling 84 sessions with a collective total of participants across events of 390
- 75 lessons were observed throughout the year 91% were reported to be good with 4% outstanding. This was reflective of the innovative delivery methods tutors were implemented to keep local people learning
- Transformed the way we all work and learn together remotely
- Established effective staff run task forces to lead on keeping staff and learners safe (StayingSafe), staff wellbeing, funding and finance
- Transformed the college during lockdown with staff coming in to prepare and deliver food to the homeless and elderly across Southend – 4,500 meals
- One of the only Adult Community Education (ACE) providers to set up our own COVID-19 test centre on campus to help learners undertake testing safely before home testing came into place
- One of the first ACE services in the country to re-open for adult provision
- One of the few ACE providers to remain open throughout the pandemic
- Leader of national training and development to support other ACE providers across the country in the delivery of remote learning
- Achieved significant savings to improve the college's financial performance



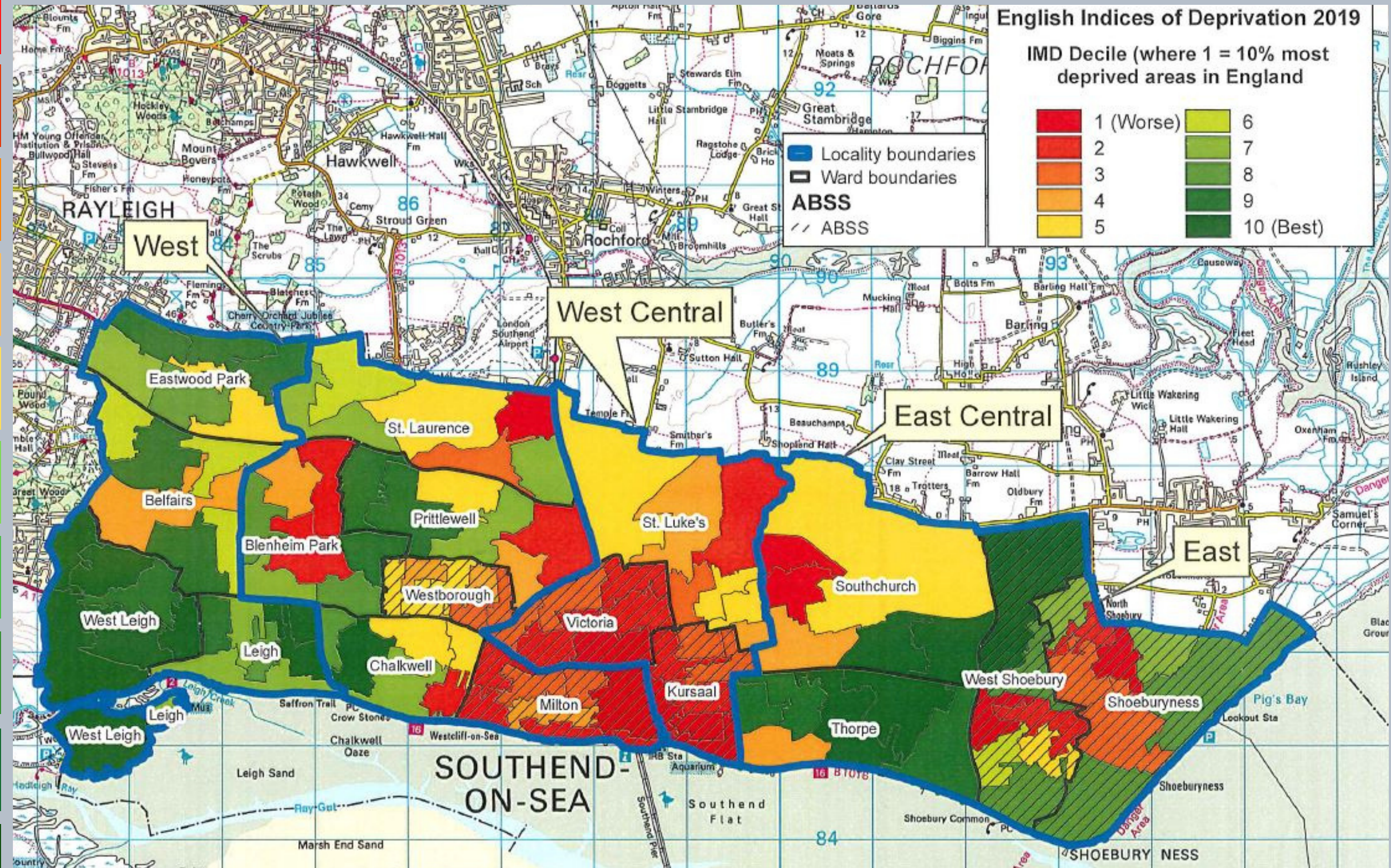
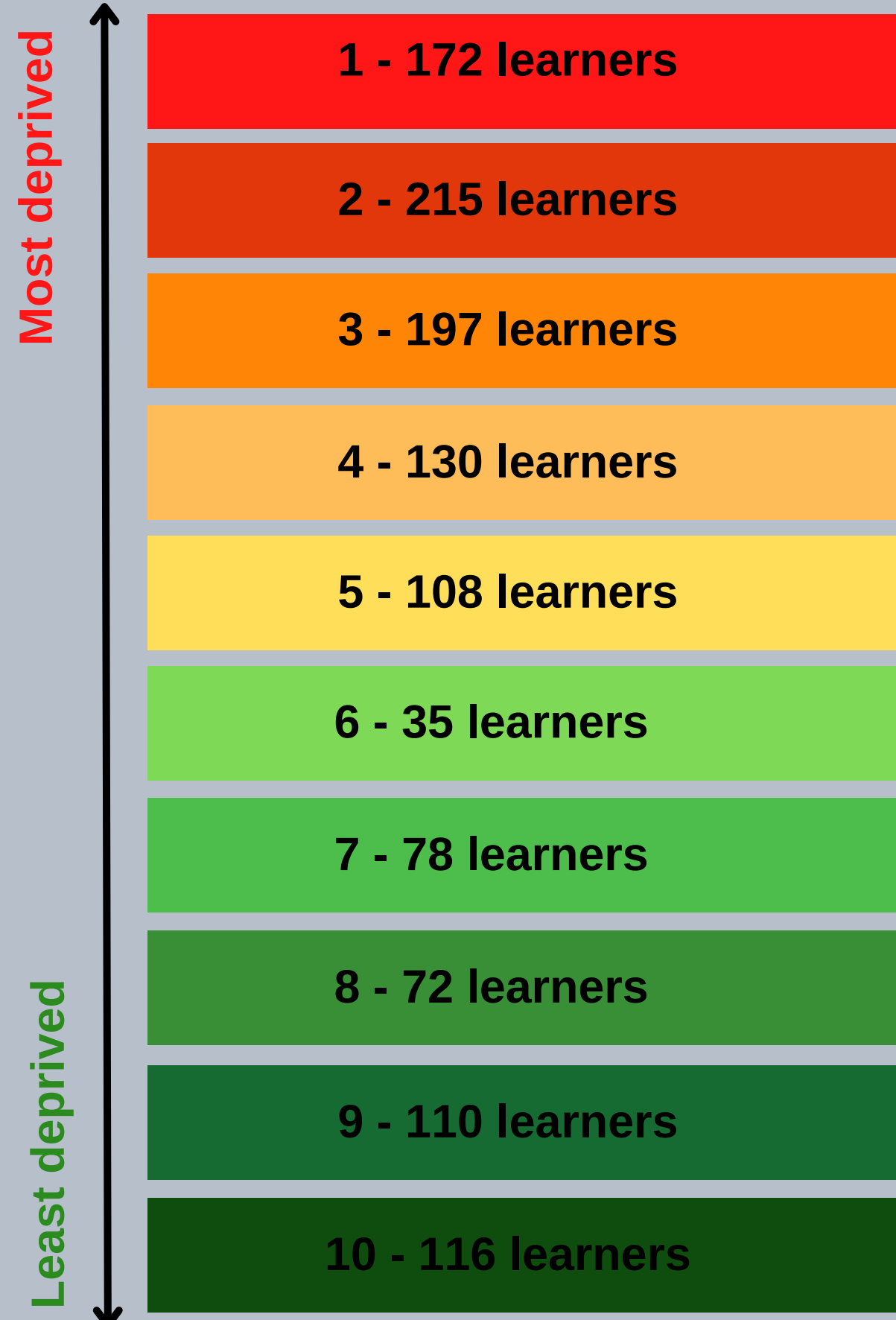


- Took part in the COVID-19 series of pilot Ofsted Inspections headlining that safeguarding was innovative and the council's new governance arrangements although new demonstrated the council had a good understanding of the college and its alignment to the 2050 ambitions
- 100% of learners reported that they felt safe and well in college and when working remotely
- Adult learners reported that they felt active in the learning and involved in learning community within the college
- Learners reported that they were able to stay connected during the lockdown through on-line learning which reduced their sense of isolation and improved their mental health and wellbeing



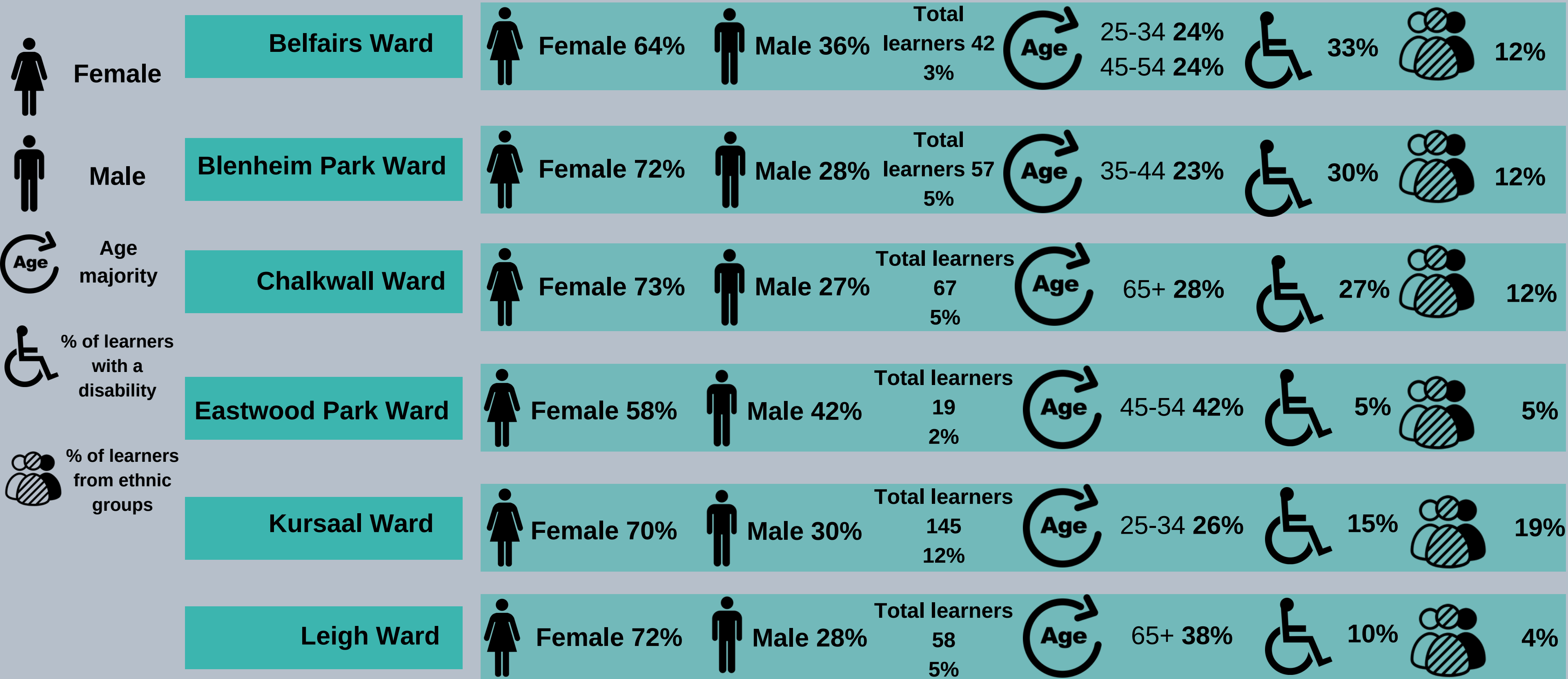


# Ward data





# Demographic data



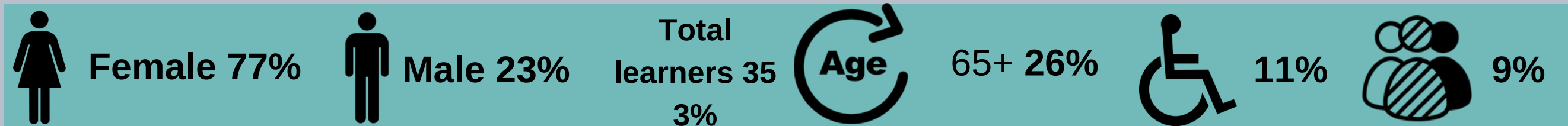


# Demographic data

## Southchurch Ward



## St Laurence Ward



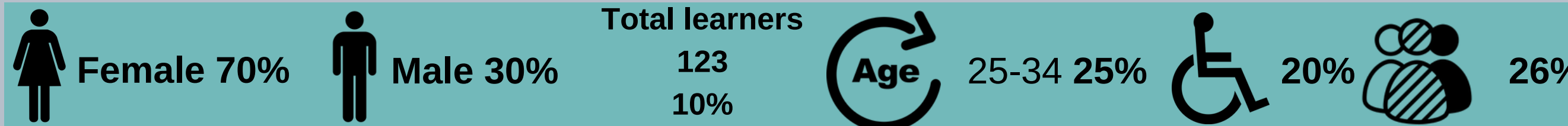
## St Luke's Ward



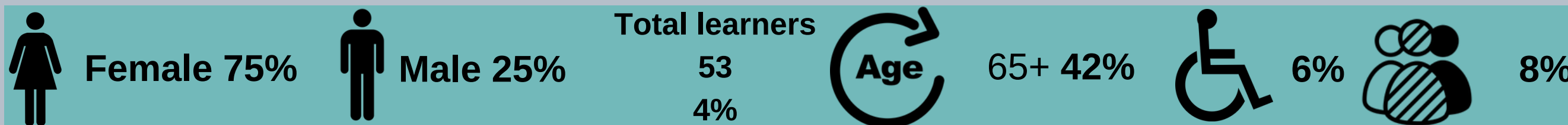
## Thorpe Ward






































## Victoria Ward



## West Leigh Ward



# Demographic data

Milton Ward	 Female 68%	 Male 32%	Total learners 98 8%	 Age 25-34 30%	 22%	 29%
Prittlewell Ward	 Female 77%	 Male 23%	Total learners 65 5%	 Age 35-44 26%	 18%	 11%
Shoeburyness Ward	 Female 65%	 Male 35%	Total learners 80 6%	 Age 35-44 23%	 23%	 9%
Southchurch Ward	 Female 67%	 Male 33%	Total learners 94 8%	 Age 35-44 20%	 33%	 12%
West Shoebury Ward	 Female 81%	 Male 19%	Total learners 67 5%	 Age 35-44 25%	 33%	 16%
Westborough Ward	 Female 68%	 Male 32%	Total learners 80 6%	 Age 35-44 26%	 16%	 23%
Total	 Female 71%	 Male 29%	Total learners 1,233	 Age 35-44 22%	 20%	 14%





## PRIDE & JOY

We have embedded sustainable working and learning into every job role with a senior leader within the college responsible for leading on environmental sustainability and climate change

Our programmes promote positive mental and physical health and provide a safe space for people to learn and work

We have developed a strong and wide ranging programme of creative and cultural activities that celebrate inclusion and diversity





## SAFE & WELL

Our staff run task force 'StayingSafe' implemented new approaches that ensure staff and learners feel safe on site and on-line

Our learners and staff have reported that they feel safe and are safe when they are in college or working and learning remotely

Our safeguarding practices were considered to be innovative by Ofsted

We have provided courses and resources that have made a significant contribution to people's mental health and physical wellbeing throughout the pandemic





## OPPORTUNITY & PROSPERITY

70% of our young people and adults progressed into further learning and work

We kept our arts, creative and cultural learning going enabling local people to access provision remotely which they told us provided a lifeline in lockdown

We attracted national and international enrolments onto our on-line arts and history programmes

We developed a construction programme for young people to enable them to develop hand skills required to progress into further learning, an apprenticeship or work

We increased the number of apprenticeships and kept them learning and working throughout the pandemic

We have aligned our curriculum plan to the current and future skills needs providing more opportunities for local people to secure sustainable employment

We have worked alongside the council and partners to provide essential skills for those seeking employment



## ACTIVE & INVOLVED

We have developed an inclusive programme of learning and skills that engage local people in activities they enjoy whilst developing their skills for life and work

We have embedded equality, diversity and inclusion into every role across the college and we have a designated senior leader with responsibility for celebrating and promoting diversity

We have implemented a programme of activity that promotes cultural celebrations and diversity

We have continued to run programmes focussed on keeping people active and promotes positive physical wellbeing





## CONNECTED & SMART

We have kept people learning and working remotely throughout the pandemic

We have developed staff and learner skills in the use of technology to ensure it is an enabler to work and learning

We were successful in winning funds to provide Wi-Fi to those without internet to enable them to continue learning

We worked alongside CityFibre to provide digital skills in the community

We provided laptops for learners who had no resources of their own to ensure they were not digitally excluded, as well as offering technical support and personalised guides

**Effective governance and accountability structures in place**

**Leaders and managers have improved their use of data and links to Southend 2050 to inform planning and decision making**

**Leaders have put in place measures to improve site security and safety of staff and learners**

**Flexible and responsive developing courses to meet local need**

**Tutors have improved their use of technology to support learner progress, reduce isolation and improve mental health and wellbeing**

**Participation and engagement in virtual staff conferences and training has significantly increased**

**Engagement with the annual conversation process ensuring staff benefit from discussions about their development and performance**

**Established staff led task forces to improve communication and opportunities for staff at all levels to be part of shaping the future together**

**Effective partnership working to tailor make provision for targeted groups**

**Staff have been flexible and agile in their working practices to ensure learners receive a good experience**

**Information, advice and guidance is good with a significant increase in referrals and sessions**

**Consistent communication with the staff, learners and local community**





# Outcomes for learners



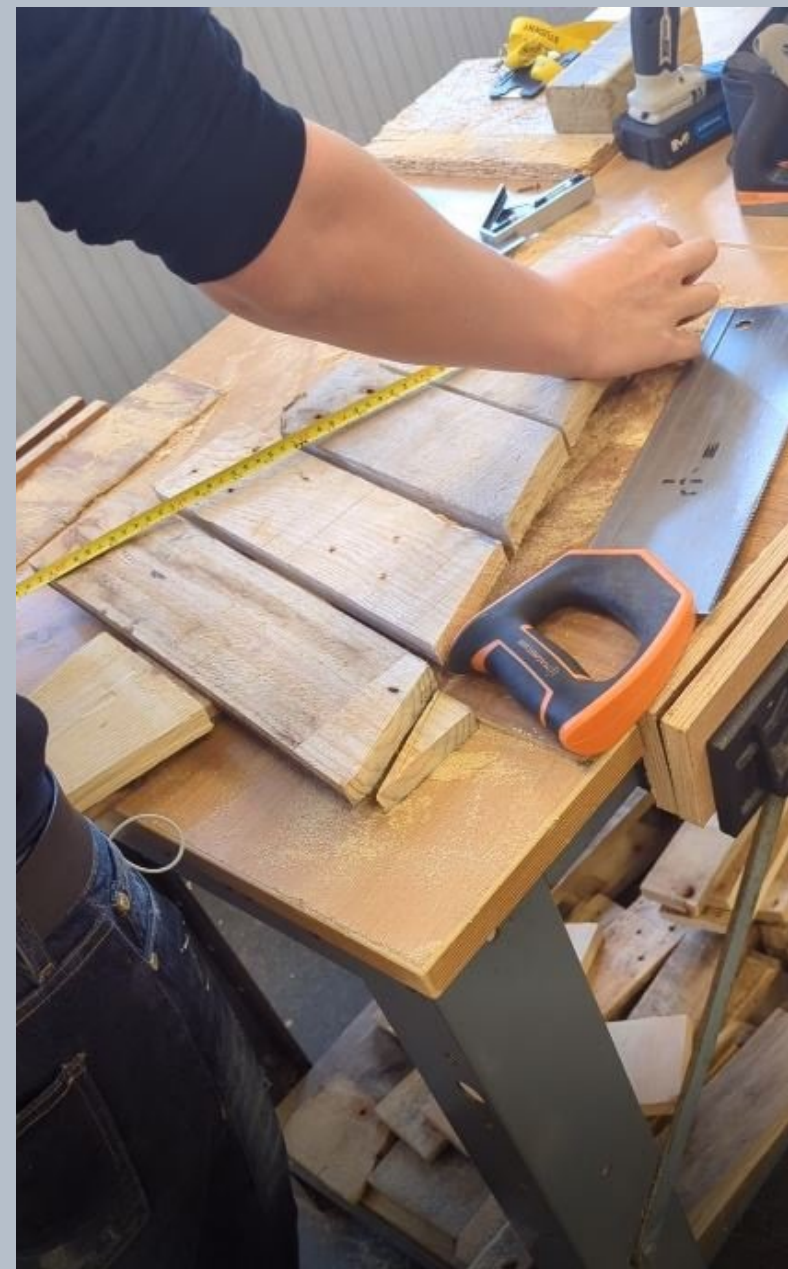
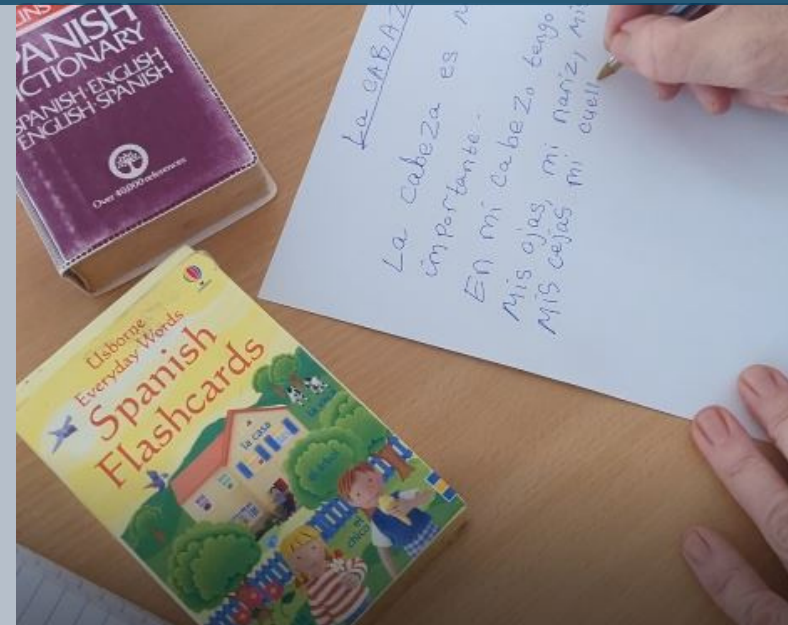
**Young person with special educational needs**  
*“The college gave me a laptop so I could keep learning, I could still see my class and I didn’t feel so lonely. My teacher Karen is the best”*

## Adult learner

*“My mental health hit rock bottom during lockdown which started to impact on my physical health because of the choices I made. I come to college because it is a caring environment where I feel safe and supported. It is going to take me time to fully recover but the staff know what signs to look out for when I go downhill and put in interventions that ensure I get access to the services I need. The college is my lifeline and it understands how to adapt my learning to improve my wellbeing”*

## 90 year old student attending a community learning course

*“We carried on with our fitness class during lockdown, our tutor would set us routines to do safely at home in a chair. It meant I wasn’t just sitting, it was difficult being so isolated but you have to get on with it don’t you and our tutor was always there for us. I was glad to get back into college because it keeps me active and missed not seeing people”*







## Apprentice

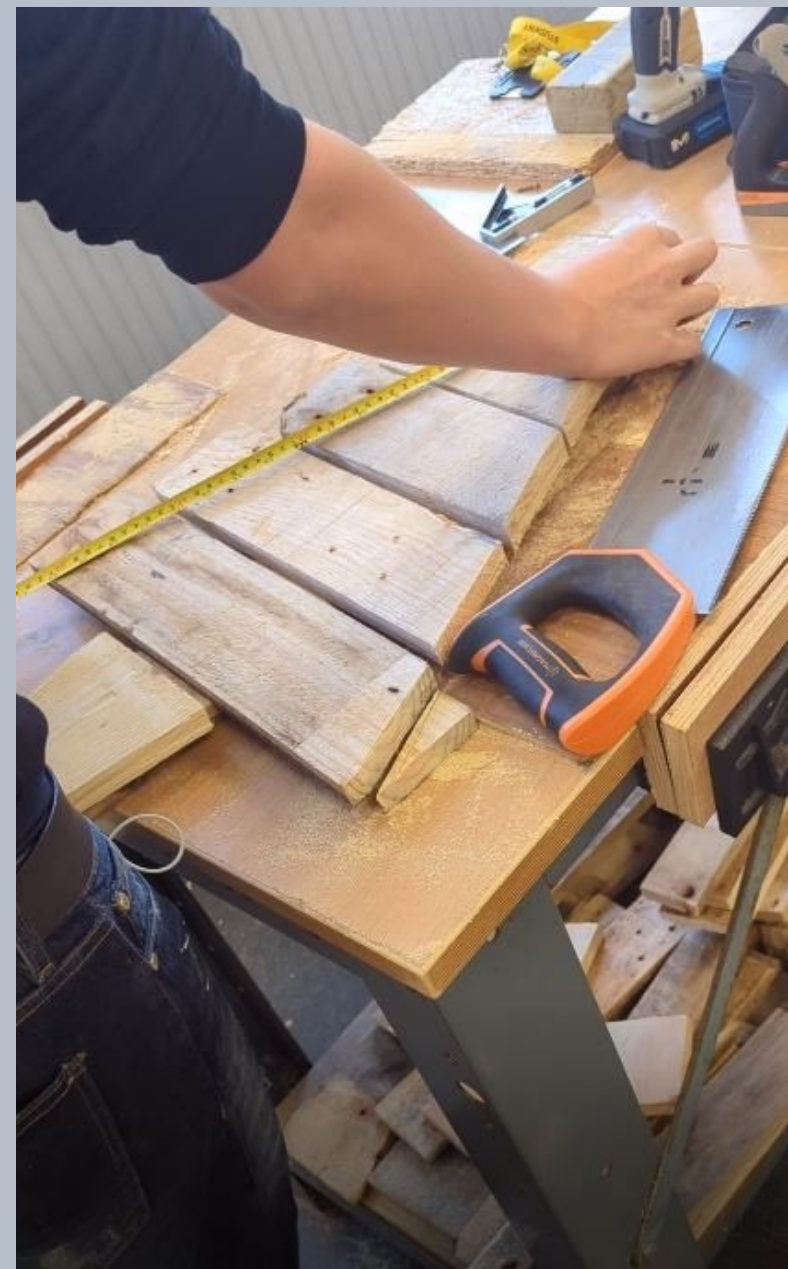
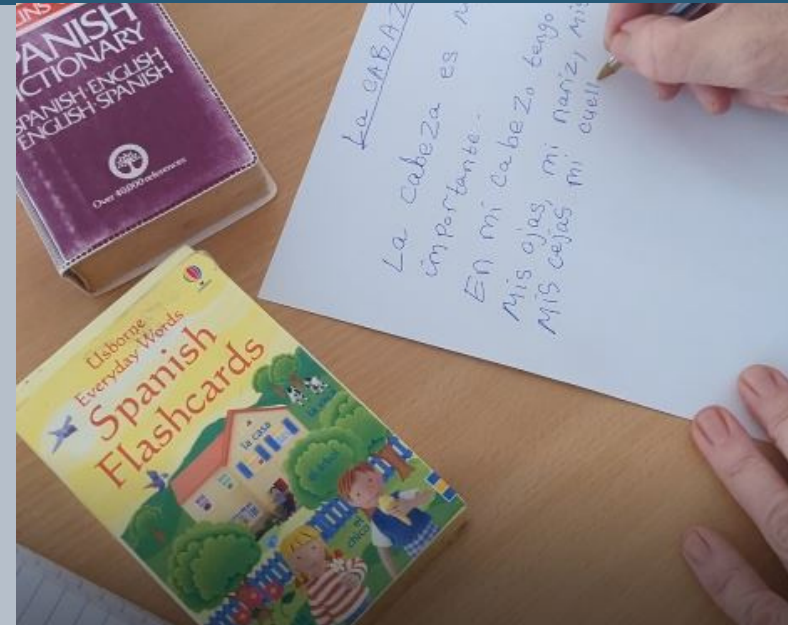
*“During the lockdown I lost my job and the college found me a new job so I was able to keep learning and working. I am so grateful it’s been so good for my mental health as well as my opportunities for the future”*

## Skills for life and work learner – undertaking English qualification for work and her progression

*“I was absolutely terrified coming back to college when the restrictions were lifted. I dropped by son at nursery, drove to college and just sat in my car. I nearly drove home then I saw my tutor and some of my class arriving. It made me realise how much I had missed this. I walked into college and saw how safe everything had been made and the care staff had taken to put in a one way system, create space between learners – even the test centre on site was brilliant. I felt so safe and glad to be back – thank you so much”*

## 16-19 study programme

*“As part of our construction course we went to South Essex College to see what they did. My whole world opened up before me and suddenly I saw my future. I had been a bit of a cheeky chappy before that but I came back and worked hard, well – for me anyway, to pass my exams and now I’ve been accepted onto a bricklaying course and then I want to be an apprentice.”*





Further growth in apprenticeship provision to meet local business need and skills gaps

Development of workforce skills that meet the changing need of local businesses and improve business efficiency

Growth in English, maths and English for Speakers of Other Languages provision to enable people to be active in their community and improve opportunities for work

Take a lead role in skills planning, development and delivery across Southend to reduce duplication and identify gaps

Develop and implement skills pathways that support economic recovery and prepare young people and adults for local jobs connected with local projects such as Seaway and a Better Queensway

Growth in SEND young people and adults' provision

Take a lead role in the delivery of skills and learning within local bids

Develop programmes of learning and promote environmental sustainability and raise awareness of climate change

Connect with community partners and employers to embrace social value and the role the college could play in supporting the skills and apprenticeship agenda in procurement contracts

Work with partners to embed enterprise skills into community learning, English, maths and ESOL to encourage learners to consider their opportunities in successful business start-up and interventions to reduce small business failure rates