



HUDDERSFIELD NEW COLLEGE FURTHER EDUCATION CORPORATION

Accountability Statement 2023/24

Purpose:

At HNC we genuinely believe that education can make a positive difference to young people's lives, that it can improve everyone's life chances and their life opportunities. We are therefore incredibly proud of our inclusive and diverse College community and of the exceptional College experience our students enjoy, which is reflected in the results they achieve, and the exciting destinations to which they progress.

Our Mission as One HNC, is to be a college where students love to learn and staff love to work. Where students earn life-changing qualifications. Where we develop the confidence to live authentically and the courage to shape a better future.

As a learning organisation, the College's ASPIRE values underpin the principles which guides its interactions with all stakeholders and are embodied by our Governors, Staff and Students:

AUTHENTICITY: *Honest, transparent, consistent.*

SELF-DISCIPLINE: *Committed, accountable, self-motivated.*

PASSION: *Supportive, challenging, enthusiastic.*

INNOVATION: *Humble, courageous, resilient.*

RESPECT: *Inclusive, diverse, collaborative.*

EMPATHY: *Reflective, considerate, responsible*

HNC's Curriculum intent is to educate, enrich and enlighten:

- Engendering in our students a love of learning and a passion for the subject.
- Equipping our students with the qualifications, knowledge and skills to flourish in their aspirational next step.
- Empowering our students with the confidence to live authentically and the courage to shape a better future

The College's overarching vision is to provide students with a curriculum which is responsive to their needs and local and national priorities; provides them with rigorous and challenging academic and applied study programmes and extensive enrichment opportunities to enable them to flourish and become resilient, active citizens making a significant positive social and economic contribution both locally and nationally whilst leading lives with purpose and personal fulfilment.

The College currently offers courses to meet student needs and local, regional and national priorities.

The Level 3 curriculum offers a broad range of A level and Applied General courses; uniquely for Kirklees students can also follow a blended study programme. The primary focus at Level 3 is to provide students with the knowledge, skills and personal characteristics to enable them to successfully transition to higher education. Level 3 students who aspire to progress to an

apprenticeship or employment receive careers advice and curriculum support to achieve their progression ambitions. An essential element of every students' study programme is the Aspire curriculum which helps prepare them for their next steps in education or employment and teaches them how to be effective citizens and how to stay safe

The current 3-year strategic plan is currently under review and focuses on five main themes:

- Curriculum: to continue to offer a broad and well planned curriculum which promotes inclusion and which allows for different pathways to Level 3 success:
- Quality: to continue to deliver excellent teaching and learning
- Student support: to provide support for students to achieve their qualification aims and to develop their personal resilience strategies
- People: to attract, recruit and retain high calibre, happy and healthy staff
- Sustainability: to future proof the College.

The future for colleges like ours holds significant opportunities and challenges, including in relation to academisation, and the proposed changes to many Applied General qualifications. The next iteration of the strategic plan (2023-26) will map how the college is to navigate this changing landscape and build a future College that is sustainable progressive and modern of which we can all be proud. Strategic goals, to support the college in achieving its overall vision where together we open minds, embrace difference and empower each other to shape a better future, are to include:

- Opening Minds: Authenticity & Self-Discipline
- Embracing Difference: Respect & Empathy
- Shaping a Better Future: Innovation & Passion

Context and Place:

The College is located in Kirklees. Kirklees is an area with one of the lowest average household incomes nationally (roughly a third of the working population live on low to middle incomes), where progression to university is below the national average, and where youth unemployment is higher than the national average. Many of our young people (roughly 40%) come from areas facing multiple deprivations, where poverty is a reality, impacting on all areas of their life, including education and educational attainment

Index Of Deprivation:

Kirklees is identified as one of the most deprived districts in England for both the Income and Employment summary measures. The Index of Deprivation 2019 (ID 2019) is an update of the Index of Deprivation 2015 (ID 2015) which was released by the Ministry of Housing, Communities & Local Government Department for Communities and Local Government in September 2019. The data for 2019 demonstrates that since 2015 Kirklees has been through a period of decline.

		Rank of Employ't Scale	Rank of Income Scale	Rank of Average Scores	Rank of Average Ranks	Extent Rank	Local Concent ration Rank	Most deprived 10% nationally rank
Bradford	ID2019	6	5	13	21	13	17	11
	ID2015	6	5	19	30	18	18	11
Calderdale	ID2019	74	76	66	76	63	54	59
	ID2015	74	79	88	94	83	57	59
Kirklees	ID2019	11	13	83	87	62	81	73
	ID2015	11	16	93	99	82	93	93
Leeds	ID2019	3	4	55	92	50	28	33
	ID2015	3	3	70	98	58	24	31
Wakefield	ID2019	17	32	54	64	51	57	57
	ID2015	17	33	65	72	60	53	62

Note: Rank of 1 = most deprived, 317 least deprived (317 local authorities in England).

In Kirklees, 12.2% of the population live within Lower Super Output Area (LSOAs) which rank within the bottom 10% in England; this is higher than the average for England where 9.9% of the population are within the bottom 10% LSOAs.

Employment :

The profile of local residents of Kirklees is different to the workforce in Kirklees as a result of commuting patterns. The 2011 census shows that 69% of Kirklees residents work in the district. Kirklees has one of the larger net outflows of commuters of districts within the Leeds City Region, with 52,400 people commuting out of the area and 29,500 people travelling into the area for work.

The principal industrial sectors in Kirklees, as outlined in Kirklees Council's Post-16 Employment and Skills - Kirklees District Strategic Needs Assessment (2018), are as follows:

- 29% Public Services including Health
- 21.4% Motor Trades, Retail and Wholesale
- 13.6% Manufacturing
- 5.8% Construction
- 5.8% Accommodation and Food
- 5.2% Administrative and Support Service Activities
- 5% Professional, Scientific and Professional

Household income in Kirklees is also lower than the GB average

Average median gross weekly earnings and hours worked April 2020 (residents of Kirklees)

	All Workers		F/T Workers		P/T Workers	
	Kirklees	GB	Kirklees	GB	Kirklees	GB
Weekly pay - excluding overtime	£437.1	£472.2	£539.4	£574.9	£191.6	£197
Hourly pay - excluding overtime	£12.71	£13.76	£14.1	£15.18	£9.69	£10.45
Hours worked - total	37	36.9	37.5	37.5	18.8	18.9
Hours worked - basic	36.9	36.8	37.5	37.5	18.5	18.4

Unemployment:

Unemployment rates

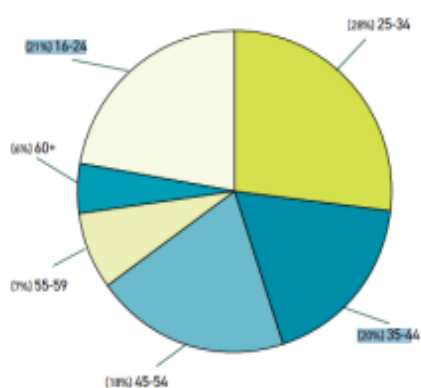
Claimant count

	Kirklees	Yorks & Humbs	Great Britain
June 2017	2.2%	2.2%	1.9%
June 2018	2.9%	2.5%	2.1%
June 2019	3.5%	3.0%	2.7%
June 2020	6.7%	6.5%	6.2%

Source: Office for National Statistics.

Nearly 50% of the unemployed are under 35 (21% are aged 16-24 and 28% are aged 25 to 34):

Age structure of the unemployed June 2020



Source: DMS (Job Seekers Allowance and out of work people claiming Universal Credit). Percentage shown is % of all people unemployed.

Post-16 Education

As made clear within Kirklees Council's Post-16 Employment and Skills - Kirklees District Strategic Needs Assessment (2018), the types of learning aims offered within Kirklees differ between organisations.

The document states that:

- Kirklees College offers 100% vocational education with some students retaking their GCSEs in English and Mathematics.
- Netherhall Learning Campus Studio School predominately offers vocational provision with a couple of A level subjects.
- Greenhead College and Heckmondwike Grammar School provide academic provision.
- Huddersfield New College offers both academic and applied provision in a wide range of subjects.
- St John Fisher, The Mirfield Free Grammar School, Batley Girls High School and Shelley College offer some vocational options alongside their academic provision.

Most young people in Kirklees also choose to attend one of the three Further Education Colleges rather than any opting to study at another type of establishment.

16 - 18 Education Funding Agency
Learners in 2019/20

Number of establishments	9
Name of establishment	No. of students
Further education colleges in Kirklees	8,327
School Sixth Form, Academies and Kirklees Creative & Media School in Kirklees LA	1,592

Source: Education and Skills Funding Agency, 16-19 Allocations

Kirklees Factsheets 2020

The pattern of post-16 provision in Kirklees therefore differs from much of that in the rest of the country in that a much higher proportion of students are in colleges rather than schools.

Type of school	Kirklees (2020 data*)	National (2020 data)
Students in FE colleges and SFCs in full-time 16-18 education in colleges	84%	56% (54% 2021)
Students in special schools and all other schools in full time 16-18 education	16%	44% (46% 2021)

*Most up to date available data used for comparative purposes.

[Participation Institution and Qualification data' from 'Participation in education, training and employment age 16 to 18'. Permanent data table – Explore education statistics – GOV.UK \(explore-education-statistics.service.gov.uk\)](#)

Significant steps have been made towards the creation of a post-16 infrastructure in Kirklees which favours larger specialist providers to act as a key enabler for young people and is responsive to business needs in priority growth sectors. Increased collaboration between the three colleges (HNC, Greenhead College, Kirklees College) helps to ensure that comprehensive high quality and effective provision is sustained.

- Level 3: 72% of Kirklees resident students study level 3 qualifications as their core learning aim. 48.0% of all the level 3 students are studying at SFCs; 27.8% in SSFs; and 23.1% at General Further Education & Tertiary.
- Level 2: Level 2 accounts for 14.2% of learning aims. 55.8% are delivered by Kirklees College; 12.3% at Huddersfield New College; 18.8% in other GFE's and 4.6% in SSFs.
- Level 1: Level 1 accounts for 9% of core learning aims. 60.5% are delivered by Kirklees College.
- Entry Level: 4% are studying for entry level qualifications with 81.1% At Kirklees College. (Source: Kirklees-District-SNA-Appendix-1-2018)

Approach to developing the annual accountability statement

The post 16 education sector is a rapidly changing environment; this poses both challenges and opportunities for Huddersfield New College.

Our primary focus at HNC is on supporting students to progress to higher education, we do not provide technical education defined by the DfE as “provision that focuses on progression into and within skilled employment and...the acquisition ofa set of practical skills”. We therefore only offer a very small number (3) of qualifications which include mandatory work experience but, even with these courses, our primary focus is on progression to University. Consistent with that, the Corporation and the Senior Leaders have decided not to offer T Levels recognising that Kirklees

College is the provider of T Levels within Kirklees (please refer to the Kirklees Curriculum Intent section below).

Students progressing from HNC onto higher education is above the national average. We are therefore committed to delivering a high quality of education to secure outcomes for all students by:

- designing and implementing a curriculum to meet the knowledge and skills needs of our students and our stakeholders, which aligns, where possible, with the skills needs of the local, regional and national context and economy.
- preparing students to progress confidently and successfully onto the next steps of their learning journey by increasing their ‘soft’ skills, personal independence and resilience which will lead, in due course, to securing employment – inside or outside of the local area.

AT HNC we also recognise that we cannot operate in isolation and that creating opportunities for stakeholder engagement and collaboration will ensure that the college continues to be well placed to support and achieve its strategic and curriculum intent whilst being clear about our role and that of our stakeholders.

Kirklees Curriculum Intent:

The young people of Kirklees have a range of post-16 options to choose from and every year over 80% of students in Kirklees choose to study at Greenhead College, Huddersfield New College and Kirklees College. To help them make the choice that is best for them, these three specialist post—16 colleges work collaboratively to craft a curriculum offer which meets their needs and supports their progression to higher education, apprenticeships, and employment.

At the heart of this collaborative approach lies a shared commitment to offering a high-quality educational provision. This means that wherever a student chooses to study, they can be assured that they will experience the same high standards and expectations and achieve life-changing qualifications.

The table below summarises the key characteristics of the three colleges in order to help applicants make an informed choice about their next step.

College	Curriculum	Typical Destinations	Ethos
Greenhead College	A levels	Primarily university with many students choosing to study a wide range of subjects at local and national universities, including Russell Group universities and Oxbridge. A smaller number of students progress to apprenticeships and employment.	Greenhead offers a primarily academic curriculum, with a small suite of vocational courses, within an inclusive and nurturing culture of academic excellence.
Huddersfield New College	A levels Level 2 Applied Level 3 Applied Level 3 Blended (A levels combined with L3 Applied)	Primarily university with students choosing to study traditional and modern subjects at a wide range of universities. Some students also progress to apprenticeships and employment.	HNC offers inclusive and comprehensive A level, Applied and Blended study programmes within a culture of high expectations, supportive challenge, and excellence for all.
Kirklees College	Vocational and Technical qualifications at Levels 1, 2, 3, 4 and 5	Primarily employment / industry and apprenticeships. Students also progress to technical subjects at University or at Kirklees College Higher Skills Centre.	Kirklees College is uniquely vocational. The curriculum offer is at industry-standard. The college is highly inclusive and supportive. Staff are highly skilled and offer both academic and industry knowledge and experience.

Further Points of interest to support drafting future iterations of the college’s accountability statement, as well as to inform HNC’s Meeting Skills Reviews, may include:

- For HNC to consider and integrate, where appropriate, education needs from other local and regional areas for the purposes of further reviews e.g. Calderdale, Bradford, Leeds City Region. Early reviews of the Leeds City Region Plan show significant overlap with Kirklees Council’s strategic documents but it also identifies emerging sectors including the digital and creative industry. The next iteration of this document will therefore pick up this point as a further angle of research.
- For HNC to remain informed of the Employment and Skills Commission decisions regarding sustainability of the actions of the Kirklees Post-16 Employment and Skills Plan and respond accordingly.
- For HNC to monitor developments of the Government’s ‘employers first’ skills reforms by keeping informed of local skills improvement plans, which are to be led by business organisations such as local chambers of commerce, and respond accordingly.

Contribution to national, regional, local priorities

HNC is a key contributor to Kirklees Council’s Post-16 Employment and Skills Plan 2022-2025 and associated strategies.

Kirklees post 16 Employment and Skills Plan 2022-25

The Kirklees Post-16 Employment and Skills Plan 2022 – 2025 identifies four priority areas:

1. Empowering our Young People
2. Digital Inclusion
3. Supporting our Communities to Learn and Progress
4. Skills for the Future.

HNC will continue to make a substantial contribution to support the council’s goals in each of these distinct areas; progress to date is detailed below.

Empowering our Young People:

- Kirklees goal 6 (of 8): Support young people who do not achieve good GCSEs in maths and English at Key Stage 4 to achieve those qualifications by age 19.
- HNC support: Every year, HNC supports students to achieve a grade 4 or better in the GCSE passport qualification of English and maths at rates significantly above the national average

GCSE English and Maths Resit							
Key Performance Indicator	Year					National Averages	
	17/18	18/19	19/20 CAG	20/21 TAG	21/22	All Providers	17 YO
Students	484	498	432	387	243	36,940	
English Grades 9 – 4 (%)	68.0	74.1	70.3	84.9	63.7	31.3	25.6
Maths Grades 9 - 4 (%)	43.1	53.5	48.3	51.9	51.9	22.0	17.1

National data is from JCQ – England GCSE results 2021/22

- Kirklees goal 7 (of 8) Support young people to progress to higher education, including degree apprenticeships, preparing them for the higher skilled jobs in great demand including those

in health, care and digital.

- HNC support: HNC students consistently progress to higher education at rates above both national and local benchmarks. Destinations data 2021/22 shows that of the 63% of students who progressed to HE, 34% progressed onto degree courses related to health, care and digital (health (19%), care (6%) and digital (9%)).

Digital Inclusion:

- Kirklees goal 4 (of 5) Promote and encourage the take-up of free-to-access digital skills qualifications via the Lifetime Skills Guarantee.
- HNC support: Via the HNC enrichment programme, all students have access to a range of Microsoft Office specialist exams. These qualifications are designed to help students build on their IT skills by improving their knowledge and skills in the Office suite of applications which are used globally. The HNC enrichment programme therefore offers students the opportunity to develop themselves and their skills outside of their chosen subject areas.

Supporting Our Communities to Learn and Progress:

- Kirklees action goal 3 (of 6): Maintain a high quality English for Speakers of Other Languages (ESOL) offer, delivered in safe, supportive environments and covering the real-world English skills that local employers expect.
- HNC support: HNC offers an English as an Additional Language (EAL) personalised support programme.

Skills for the Future:

- Kirklees goal 1 (of 7): Build on the success of national and regional reskilling initiatives by supporting Kirklees residents to acquire important transferable skills that are valued by employers across a range of industries.
- HNC Support: The College makes a significant contribution to developing students' employability skills through the development of their cultural capital. Specifically, the OPTICS programme introduces students to, and provides opportunities for them to develop their employability skills. OPTICS refers to the most commonly sought transferable skills that are non-sector specific (organisation, problem-solving, teamwork, initiative, communication, self-development). The College's cultural capital strategy promotes and develops the essential knowledge that students need to prepare themselves for their future success. At HNC, the development of employability skills is woven throughout the curriculum. For full details refer to the 'Cultural Capital Map' document which is available via the Clerk.

The Kirklees economic strategy 2019-25

The Kirklees economic strategy 2019-25 recognises that all local colleges are facilitating further links to university/FE expertise and with other key sectors in Kirklees, the Leeds city region and beyond. It sets out the key strategic aims for the region of inclusivity and productivity which are underpinned by five priorities, including:

- Kirklees Priority 2 (of 5): Skilled and ambitious people; equipping people with the skills, talents and confidence they need to access good, well paid jobs, contributing to and benefiting from economic success.

HNC Support: Specifically, the College contributes to Action Programme 4 (delivering an

aspiration uplift) through our focus on tackling inequality and promoting social mobility. In June 2022, the National Centre for Diversity announced its UK Top 100 Organisations for equality, diversity and inclusion (EDI). Huddersfield New College came in at Number 1 for the fifth time, being named as the UK Organisation of the Year 2022 and Number 1 in the Top 100 Index for Equality and Diversity. The National Centre for Diversity aims to advance fairness for all in the workplace by helping organisations to embed best Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE) practices and these endorsements acknowledge HNC as being the best in this field.

- Kirklees Priority 3: (of 5): Building high impact partnerships across private, public and voluntary sectors, with a focus on how ‘anchor institutions’ can use their employment, procurement, assets and service delivery to build local wealth and achieve better outcomes.

HNC Support: The College is a key ‘anchor institution’ within the region focusing on building local wealth by being an employer of 250 local people and by delivering a strong educational experience and outcomes. The College takes seriously its place within the local and regional community and all strategic curriculum decisions factor in local and regional economic priorities and balance these against the interests of prospective students.

Kirklees Post 16 Employment and Skills Plan 2022-2025

To deliver the Kirklees Post 16 Employment and Skills Plan 2022-2025, the Local Authority is to establish a new Employment and Skills Commission which will oversee the delivery of this plan. The Commission will have representation from further and higher education, work-based learning, employers from sectors of local strategic significance, business representative organisations, the voluntary sector, the local authority and local government agencies. Meeting on a quarterly basis, the Employment and Skills Commission will consider the sustainability of the actions in this strategy. Kirklees College is the FE representative on the commission.

There are 8 key measures within the Kirklees Post 16 Employment and Skills plan; Huddersfield New College actively contributes to these specific measures:

- Kirklees key measure 7 (of 8): Employers report improved work readiness skills amongst new starters.
HNC supports this measure in the long-term by ensuring that our students achieve the Level 3 qualifications required to enable them to progress to university. We are a key facilitator of the graduate level workforce; we help to meet the national need for skilled graduate professionals. The specific ways in which the College helps students to develop their employability skills is delivered via OPTICS – HNC’s programme specifically designed to improve work readiness skills as outlined within the skills for the future section above.
- Kirklees key measure 8 (of 8): Increase in the proportion of young people from Kirklees entering higher education.

HNC supports the achievement of this measure by successfully enabling students to progress to university at rates which the DfE define as ‘above average’.

Student destinations after 16 to 18 (2020 leavers)

Breakdown of all students ?	School / college	Local authority	England
Number of students	1,267	5,154	542,787
Students staying in education ?	63%	59%	52%
Students entering apprenticeships ?	6%	6%	6%
Students entering employment ?	17%	15%	21%
Students not in education or employment for at least two terms after study ?	11%	15%	16%
Destination unknown ?	3%	4%	5%

[Student destinations - Progression to education or employment \(2020 leavers\) - Huddersfield New College - Find school and college performance data in England - GOV.UK \(find-school-performance-data.service.gov.uk\)](#) published October 2022.

The following data has also been extracted from the most recent version of the Higher Education and Statistics Agency (HESA) Sustained Destinations Report:

- 28% (cf. 17% nationally) of HNC's 2018/19 UCAS applicants progressed to studying a STEM subject (a national priority due to the shortage of degree level entrants in these fields).
- 74.5% of HNC's 2016/17 graduates progressed into professional, graduate jobs within 6 months of graduating (exactly matching the national rate).
- 76% of HNC's 2016/17 graduates were in work 6 months after graduating (cf. 69% nationally).
- Only 4% of the College's 2016/17 graduates were unemployed 6 months after graduation (cf. 5% nationally).
- Of all of HNC's graduates between 2012/13 – 2016/17:
 - o 59.2% were working in the same region as the College six months after graduation.
 - o 90% were in work or further study six months after graduation (cf. 89% nationally).

Corporation statement

On behalf of HNC's Corporation, it is hereby confirmed that report reflects an agreed statement of purpose, aims and objectives as approved by the Corporation at their meeting on 27th April 2023.

As required, the report has been published on the college's website.

Supporting documentation:

[Our Vision and Mission | Huddersfield New College \(huddnewcoll.ac.uk\)](https://www.huddersfield.ac.uk/our-vision-and-mission)

https://files.schudio.com/hnc/files/Governors/Report_and_Financial_Statements_2021-22.pdf

https://files.schudio.com/hnc/files/documents/Meeting_Skills_Needs_Final.pdf

[Local skills improvement plans - statutory guidance \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/101444/local_skills_improvement_plans_-_statutory_guidance.pdf)

[Index of Multiple Deprivation 2019 \(IMD2019\) \(kirklees.gov.uk\)](https://www.kirklees.gov.uk/index-of-multiple-deprivation-2019)

[Exploring local income deprivation \(ons.gov.uk\)](https://www.ons.gov.uk/people-in-work-and-retirement/inequality/exploring-local-income-deprivation)

[Kirklees Factsheets 2020](#)

[Kirklees Economic Strategy 2019 to 2025](#)

[Kirklees-District-Strategic-Needs-Assessment-2018.pdf](#)

[Employmentskillsplan2022.pdf](#)

[Kirklees-District-SNA-Appendix-1-2018.pdf](#)

[180615-post-16-skills-strategy-plan-2018-cm26351.pdf \(kirkleesleadership.com\)](#)

[Student destinations after 16 to 18 \(2020 leavers\) - Huddersfield New College - Find school and college performance data in England - GOV.UK \(find-school-performance-data.service.gov.uk\)](#)

[Our Kirklees Futures | Kirklees Council](#)

[Population - UTLA | Kirklees | Report Builder for ArcGIS](#)

['Participation Institution and Qualification data' from 'Participation in education, training and employment age 16 to 18', Permanent data table – Explore education statistics – GOV.UK \(explore-education-statistics.service.gov.uk\)](#)

[2568243 \(ofsted.gov.uk\)](#)