

# Capel Manor College

## Annual Accountability Statement July 2024

*Providing outstanding and inspirational land-based learning opportunities  
across Greater London*

*Upskilling residents for green skills job opportunities across the region,  
managing and preserving green spaces, animals and the environment*

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# 1. Purpose

The College exists to support the needs of the *green skills* sectors across Greater London and surrounding areas - developing new entrants, retraining and upskilling the current and future workforce, across a range of employment sectors related to the management, development and preservation of green spaces, animals and the natural environment.

Over the past 56 years the College has trained thousands of students to prepare them for careers in horticulture & professional landscaping, garden & landscape design, design, agriculture, wildlife and environmental conservation, animal management, arboriculture & forestry, floristry and event planning, saddlery & shoemaking. The College has developed a strong reputation over this time as a specialist in its field, with an extensive network of employers, industry leaders and alumni.

The growing importance and public awareness of the need for skills which enable the management, protection and preservation of the natural environment has seen these sectors given increasing prominence in strategy imperatives and statements of commissioning intent in recent years: at international level, with the UN's Sustainable Development Goals, to the national stage, with the Department for Education's stated focus upon green jobs as a national priority 'key growth area' and, at a regional level, the GLA placing green skills at the heart of strategic planning through development of the Mayors Green Skills Academies.

Demand for green jobs is forecast to increase significantly over the next decade and, as London's only environmental land-based provider offering this range of programmes, Capel Manor College is proud to play a vital role in the capital's Green skills agenda.

**Our Mission:** *To support the environment and green skills in London*

**Our Vision:** *An environmentally, economically and socially sustainable future for our students*

## **Our Strategic Objectives:**

- 1. Deliver outstanding learning experiences for our students**
- 2. Develop reward and retain excellence via an enhanced people proposition**
- 3. Secure increased financial sustainability, enabling reinvestment in people, facilities and new capabilities**
- 4. Refresh our curriculum offer, ensuring a strong voice for employers and other commissioners/stakeholders which reflect local, regional and national skills needs.**

## 2. Context & Place

**Capel Manor College is London's specialist land-based, environmental training provider** delivering skills and education across a range of 'green' sectors including: environmental conservation; horticulture, garden design & landscaping; sports turf management; animal management; access to veterinary science; tree surgery & forestry; saddlery & shoemaking; floristry and event styling.

**With a citywide approach and five campuses across London**, the College combines its unique **partnerships** with **employer-led, work-based curriculum design** to enable the provision of accessible routes for all Londoners, at all levels of study, from entry to Higher Education, in environmental education and training.

**The College's flexible delivery methods** and varied pathways, including full/part-time, short course, online and apprenticeship/work-based options, maximise accessibility for young people and adults alike, supporting social mobility and pathways to employment and further study.

**The College provides learning for over 3000 students** including those on apprenticeships, professional short courses (providing 'licence to practice' awards in specific sectors), 16-18 study programmes, full cost-recovery courses, and higher education programmes.

**The College attracts students from 32 Local Authorities** and supports their individual needs within diverse communities. It has one of the highest diversity ratios for any land-based college and plays a key role in developing underpinning skills in literacy, numeracy and digital competency.

These **socio-economic characteristics** inform the design of the curriculum, maintaining the College's inclusive ethos and ensuring access for all residents to the opportunities afforded via the green skills agenda :

- 29.7% of students have declared disabilities; 685 (22.5%) students have special educational needs (SEN), including 206 High Needs students with an Education Health & Care Plan (EHCP);
- 30% of provision is at Level 1; 43% at Level 2; and 27% at Level 3;
- 37.4% of the student cohort are from ethnic minority communities;
- 57% of our 16-18 year-old students come from areas of significant social and economic deprivation, with 11% in receipt of free school meals;
- only 44% of our students joined the College with both maths and English qualifications at grade 4 and above, or equivalent; and
- 31% joined without any prior qualifications in either maths or English (10% more than land-based colleges outside London).

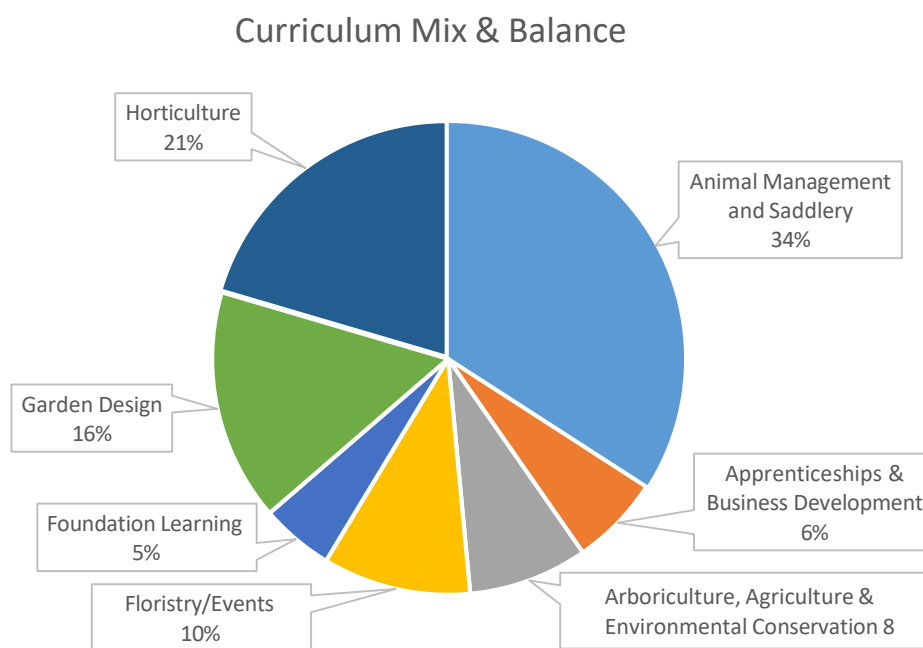




There are **six main academic areas** within the College provision:

- Apprenticeships and Business Development
- The Princess Royal College of Animal Management and Saddlery
- The School of Arboriculture, Agriculture and Environmental Conservation
- The School of Floristry and Event Styling
- The School of Foundation Learning
- The School of Horticulture, Landscaping and Garden Design

**The College's curriculum** balances more than half of its students on green environmental courses, around a third on animal management and related courses and just over 10% on apprenticeships, business & foundation learning programmes.



### 3. Approach to developing the Accountability Statement

This Accountability Statement has been developed from the series of live dialogues which continually shape the College's provision.

- The College is a founding member of the **Mayor's Green Skills Academies**, partnerships which have played the key role in driving the education and skills response to the green skills agenda across London over the past 2 years. These partnerships have developed collaborative solutions to responding to skills London's skills, mapping FE provision across the capital and creating combined networks through which jobs and skill requirements are able to be shared and responded to.
- Capel's involvement is particularly important given the College's **unique role leading the green spaces and environmental skills development work**, alongside the focus on green building and construction skills provided by other colleges.
- The College has been an active participant in the development with BusinessLDN of the London Local Skills Improvement Plan (LSIP). The College is a key partner in one of the largest **Local Skills Improvement Fund collaborations** in the country, with 23 delivery partners, covering a region of 2.2m Londoners, under the auspices of the Local London Strategic Partnership. Comprising FE colleges, sixth forms, HE providers, London Borough adult education and independent training providers across North, East and South East London, the partnership is focused upon creating the best possible green and digital skills training opportunities across the Capital.
- The College has a central role in the **London Green Space Skills Hub**, a pan-London partnership working with Parks for London and Groundworks to provide an online destination outlining environmental, green space and nature-based jobs across London.
- The College works closely in **partnership with its many stakeholders, Local Authorities, school partnerships, employer representative bodies and key employers** across all areas of its specialist provision. This ensures that a continual review of employer and community needs is reflected in the design and evolution of the curriculum and courses offered to its students.
- The Statement was developed from these sources and shaped through review and discussion by the College Senior Leadership Team, informed by the Strategic Planning discussions around curriculum and the College's educational intent and agreed by the College Governing Body on 10 July 2024. It will be reviewed and updated annually, reflecting the range of ongoing dialogues and curriculum-shaping inputs referred to above.

## 4. Capel's Contribution to National, Regional & Local Priorities

This section sets out 3 aspects of the College's current and future response to local needs:

1. The current and future drivers of skills demand;
2. Our current response to that demand; and
3. Our priorities for further development.

### 4.1 Current and Future Drivers of Skills Demand

**The economic value of the land-based sector is very significant.** For example:

- it is estimated to generate c.£49bn per annum to the UK economy;
- ornamental horticulture alone contributes £24bn;
- UK consumers spend £2.4bn a year on gardeners and landscaping;
- animal lovers spend £5bn a year on their pets; and
- London spends £200m a year on 'blue and green infrastructure'.

**This economic activity requires a growing supply of skilled workers at all levels**, from those with the 'hands-on' skills to actually maintain and develop the environment, whether green or animal, to those who can develop policy, plan and manage the necessary interventions. This demand for an increase in the workforce is exemplified further below.

**In 2020, the Government announced a £12bn "Ten Point Plan"** to lead a "Green Industrial Revolution". One priority was stated as: 'protect and restore the natural environment and biodiversity, with new national parks and an increase in tree planting'.

**The outlook for greenspace jobs in London is positive** with a projected 8% growth rate in greenspace jobs in London 2021-30. The 'Green Jobs and Skills in London' paper (2021) identified 7,900 landscape gardeners currently working in London and that this demand is set to rise to 20,500 by 2030.

**Greenspace skills are identified as a priority sector** vital to London's future in terms of both skills acquisition and based also upon access to green space. London's Environment Strategy has a target of over half of London being green covered by 2050, with London's green spaces estimated to be worth £950 million per year in avoided health costs.

**Contextual drivers for the green skills agenda include GLA strategies and Local Authority Local Plan priorities around:**

- Protecting and improving London's green spaces, including increasing the number of trees, restoration of rivers in parks, new habitats for wildlife and improved space for play;
- Making new buildings more eco-friendly, including installing more green roofs and walls;
- Creating 100 hectares of new green space and increasing London's green cover by 5% by 2030; and
- Building biodiversity conditions into planning consents and BREEAM certification systems for sustainable built environments.

**The Mayor's 'Skills for Londoners' Strategy identifies the need to:**

- provide pathways to empower all Londoners to access education and skills to participate and progress in education and work;
- support and strengthen progression to higher level learning from Level 2 and below;
- support young people with little or no attainment in maths and English;
- meet the needs of London's economy and employers, now and in the future; and
- deliver a strategic city-wide education offer.

**GLA's 'Helping Londoners into Good Work' strategy identifies:**

- Green Skills as a priority sector, key to London's recovery;
- the need for training to be open to all Londoners; and
- the importance of progression to higher level learning from Level 2 and below.

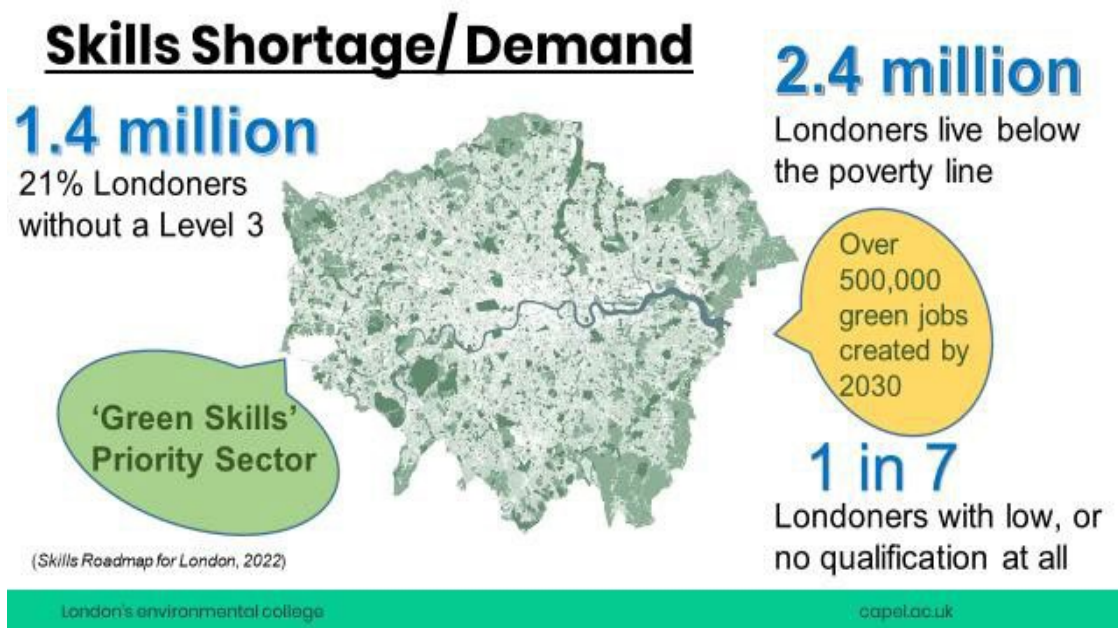
**The London Local Skills Improvement Plan (LSIP) prioritises::**

- Green Skills, Digital Skills and Transferrable Skills as a key cross-cutting themes
- Green skills training a key focus for Adult Education Funding
- Building a more inclusive workforce
- Increasing the literacy, numeracy and English language skills of more Londoners
- Growing the Mayor's Skills Academies Hubs

**DfE's National Skills priorities include:**

- T Levels
- Apprenticeships
- Skills Bootcamps
- SWAPs
- Higher Technical Qualifications
- Digital, English and mathematics skills at L1/2 as underpinning requirements
- Green jobs and Creative Industries as key growth areas

The shortfall in skill levels in London and its consequences for poverty and the green skills sector are illustrated below:



As the graphic shows, London has high levels of poverty, exclusion and inequality alongside a high performing economy that creates many opportunities, but also high levels of inequality. Many become sucked into poverty, and social and economic exclusion.

In addition, London's Sub Regional Partnerships (SRPs), with whom the College works closely, identify skills priorities which inform the College's curriculum offer, including:

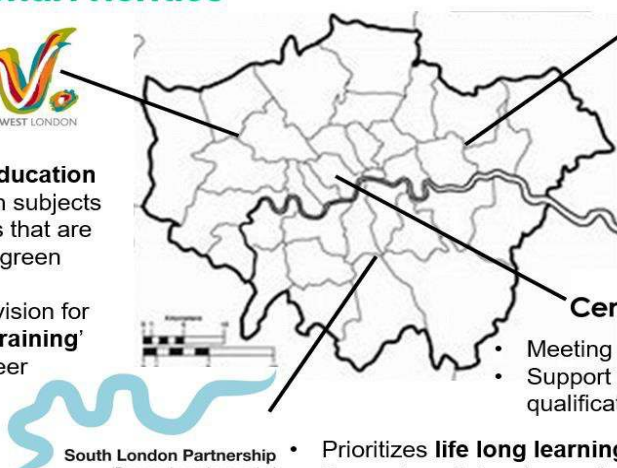
- making green skills a priority sector;
- the need to promote diversity in the sector;
- meeting the needs of individual employers; and
- supporting social mobility with pathways to education and training/ re-training.

The four partnerships and their key priorities are illustrated below.

### Sub Regional Priorities



- 'Increase education provision in subjects and courses that are relevant for green jobs'.
- Look at provision for 'reskilling training' support career changers.



**South London Partnership**  
'Representing and connecting'

- Prioritizes **life long learning**.
- Support south Londoners into new jobs in the **green sector** across the sub-region.



- **Addressing inequalities** in access to green jobs (66% male, 70% White), crucial to ensuring all Londoners can benefit from the transformation of our economy.

**Central London Forward**

- Meeting skills needs of **Employers**.
- Support **progression** from lower level qualifications.



## 4.2 Capel's Response to London's Skills Demand

Key themes arising from the drivers of skills demand outlined above are:

- **the increasing demand for skilled workers in the green spaces, environmental and animal management sectors - for the economy, for the 'livability' of London and for health.**
  - ✓ *Providing these skills in London is Capel's mission, with specialist provision and all courses directed to this end, supporting over 3000 students per year;*
  - ✓ *Capel is the only London college with a curriculum focus upon restoring & sustaining London's Green Spaces (Local London Sub Regional Partnership report 'Accelerating Green Skills' report - May 2023);*
  - ✓ *Capel works with over 200 employers across these sectors and plays a key role in the supply of new and replacement skills, with over 93% positive destination rate for students progressing into employment or next phase learning in these industries.*
  - ✓ *The College works with London's Local Strategic Partnerships to develop its green skills offer, through the Mayor's Green Skills Academies programme.*
  
- **the crucial need to lift more young and older people in London out of poverty arising from a lack of basic skills for life and work.**
  - ✓ *Capel has a proven track record of providing especially for such needs;*
  - ✓ *The College provides access to English, mathematics and digital skills for all students and apprentices;*
  - ✓ *Capel delivers the Mayor's 'Multiply' project as part of the Government's UK Shared Prosperity Fund, supporting the levelling up mission by helping adults to improve their maths skills both for daily life and in support of their career prospects – this is accessed online, enabling more people to participate than via a traditional classroom setting.*
  
- **the need for inclusivity, with provision to be available to all Londoners.**
  - ✓ *Capel's spread of campuses enables students from 32 local authorities to access training and skills development and participate in the green skills opportunities across the capital;*
  - ✓ *The College's participation in the LSIF collaboration project aims to provide access to its specialist programmes for even more learners, through digital technology connected to a network of other providers;*
  - ✓ *Capel has the most diverse student cohort of any land-based college in the country and strives to further increase its diversity to more closely match London levels;*
  - ✓ *Capel's curriculum provides access for all levels of learning, from foundation through to higher education; and with flexibility via part time, work-based and online learning options and bespoke support arrangements for those with additional learning needs, including over 200 High Needs students.*
  - ✓ *Our inclusive approach ensures pathways are available for all students regardless of age, background or prior qualifications.*
  
- **Responding to the needs of individual employers and working with key sector leading employer representative groups.**

- ✓ *In conservation, our work includes projects with the Lea Valley, Essex, and Suffolk Wildlife Trusts, Natural England, and the Canals & River Trust. Notable activities include conservation efforts in Snowdonia National Park and industrial site visits focused on health, safety, and environmental protection, as well as helping manage London wildlife reserves.*
- ✓ *In Garden Design, idverde, Europe's largest grounds maintenance and landscape creation company has approached Capel to develop a partnership which will help provide staff CPD, student work experience and technical insight, whilst providing a pipeline of talent for future workforce development needs across their supply chain.*
- ✓ *In Horticulture, Hard Landscaping students have been working with a local SEND School on a live build project, Professional Gardener students have undertaken maintenance projects at Horniman Museum & Garden and RHS Practical Certificate students have worked pruning at SW Middlesex Crematorium.*
- ✓ *The College is working with the Genuit Group to develop sector awareness of the future skills gap & job opportunities arising from new legislation requiring increased levels of biodiversity to be incorporated into new construction scheme designs. This will include site visits, work experience and CPD/technical insight, along with the creation of a showcase unit demonstrating green roofs/walls/SuDs in situ.*
- ✓ *The College has built networking partnerships with Parks for London and Groundworks via the London Green Space Skills Hub, providing a matching service linking employer demand for workforce/jobs with candidates & apprentices.*
- ✓ *In floristry & event planning, Capel is working with Anna's Flower Farm, providing staff with CPD opportunities whilst developing/seeking accreditation for a new curriculum programme covering Floriculture; other projects include work with Immediate Media, with students commissioned to work on live client briefs, such as the Radio Times Cover Party at Claridges Hotel.*
- ✓ *In arboriculture Sorbus International, a large supplier of equipment to the industry, plays a crucial role in our program, providing demonstrations of advanced tools like the Picus Sonic Tomograph, enhancing students' technical knowledge and practical skills. Their sessions delve into tree biology and pest/disease damage, offering students a comprehensive view of the industry's technical aspects. Students actively participate in these sessions, gaining hands-on experience and industry insights.*
- ✓ *Key relationships with sector leaders include partnerships with the British Association of Landscape Industries, the Society of Garden Designers, the Association of Professional Landscapers, ensuring the College is in tune with sector developments, changing practice and skills needs.*

The College works in close partnership with a number of organisations to ensure its skills provision meets employer, community and stakeholder needs, including:

**London boroughs, responding to local needs.** For example, with:

- Enfield Council, on conservation grazing projects, rewilding plans, the re-introduction of beavers as part of its flood prevention strategy and management of the 180-acre Forty Hall Farm. The latter includes working with community volunteers at the orchard, vineyard and Enfield veg. box scheme, a market garden providing both education benefit for students alongside a vegetable box supply scheme for Enfield residents.

- Enfield Schools Partnership, with the College hosting the Secondary Heads meeting; being asked to provide the FE representation at the Schools Forum; and working with individual schools to develop bespoke provision offers for students in years 10 and 11.
- Bromley Council, advising on the onsite maintenance and enhancement of woodland surrounding the College campus at Mottingham; working with local Councillors to engage with schools around NEET prevention and contributions to maintenance works at Crystal Palace Park, within which another College campus is situated;
- Ealing Council, on the management of trees at Gunnersbury Park; and
- Lewisham Borough Council on the Hiroshima Seed Initiative project.

**JobCentre Plus**, running employability workshops and re-engagement provision targeting those unemployed/seeking new work avenues.

**Other colleges.** For example, the College's Animal Management team is working with Oaklands College to exchange knowledge and best practice.

**The Worshipful Livery Companies**, which include historic and modern trade associations and guilds of the City of London, ensuring a direct link into the skills needs within these sectors. This includes the Worshipful Company of Gardeners and the five Worshipful Leathery Livery Companies who support the College's leathercraft provision. This is the only full-time study option for saddlery in Europe and received royal patronage.

**Higher Education providers**, offering courses in Animal Management in partnership with the Royal Agricultural University (RAU) and are developing further curriculum offers and exploring joint delivery in Environmental Science and Urban Green Space Management.

**Over 200 employers**, ensuring the College's curriculum offer evolves in line with their current and future workforce needs, maximising progression and career opportunities for students. They include partners and employers such as The Royal Parks, City of London, Royal Botanical Garden (Kew), Buckingham Palace, The Zoological Society of London (ZSL), Langdon Hills Golf Club, Mudchute City Farm, The Royal Horticultural Society, Bartlett Tree Experts, Provender Commercial Nursery, The Dorchester Hotel, Immediate Media Radio Times Cover Party, The Bedford Estates, and the Peabody Group, as well as many other SMEs.

### 4.3 Development Priorities for 2024-25

In line with the College's ethos of continuous improvement and in order to ensure it is able to extend these upskilling and progression opportunities to benefit even more Londoners, employers and communities, the following actions are key priorities for 2023-24:

Aims and Objectives (2024-25 target)	Contribution towards National, Regional and Local Priorities
<p>1. Create Employer Forums covering all areas of the curriculum - enabling sector-specific sharing of expertise, intelligence, recruitment support and direct employer engagement in shaping future curriculum evolution (<i>termly forum held for each school</i>).</p>	<p>Increased numbers of employers from priority sectors become directly engaged in championing and shaping skills solutions for their businesses and sectors. Improved employer support mechanisms in place.</p> <p>Increased opportunities for more students to secure employer input, exposure and work experience, preparing them for future careers.</p>
<p>2. Deliver the 2024-27 curriculum development strategy agreed with the Governing Body, creating new provision which:</p> <ul style="list-style-type: none"> <li>➤ Increases HE, Apprenticeship and Higher Technical Qualification pathways (<i>3 new pathways</i>)</li> <li>➤ Develops awareness of/additional pathways into green skills provision for Year 10-11 students (<i>50 new places</i>)</li> <li>➤ Expands the number of Professional Short Courses and 'license to practice' awards (<i>10% increase</i>)</li> <li>➤ Delivers Skills Bootcamp/SWAP (<i>3 workshops held with 20 job outcomes</i>)</li> </ul>	<p>Develop more pathways which secure improved progression and positive outcomes, enabling more young people and adults to develop the skills needed by employers across the London region.</p> <p>Increased contributions to reducing unemployment and promoting social mobility with education open to all regardless of background or prior qualifications.</p>
<p>3. Work with the GLA/Mayor's Green Skills Academies on the design for new LSIP provision around Green Skills training packages (<i>new programme developed and launched</i>).</p>	<p>Develop additional curriculum offer that promotes greater awareness/uptake of green skills programmes by more Londoners.</p>



<p><b>4. Launch Animal Management T Levels for September 2024 student intake. (minimum cohort of 20 recruited)</b></p>	<p><b>More young people qualified to progress at Level 3 and beyond in a National Priority pathway.</b></p>
<p><b>5. Ensure that over 90% of students progress into work/further learning (90%+ positive destination rate)</b></p>	<p><b>Enable our students to succeed in their chosen technical and vocational programme and contribute to meeting the skills needs of London and the land-based sector.</b></p>
<p><b>6. Complete the new £8m capital project at Mottingham in South London ready for September 2024, delivering enhanced student, visitor and destination spaces (new campus ready for autumn enrolment).</b></p>	<p><b>Improved specialist resources to support expansion of curriculum delivery in priority sectors.</b></p> <p><b>Inspirational facilities to attract new students from deprived communities.</b></p>
<p><b>7. Further extend delivery of functional maths through the Multiply programme (achieve 20% growth in number of adults supported)</b></p>	<p><b>More adults will gain the skills they need to improve their job prospects and succeed in priority sectors, whilst supporting the economy.</b></p>

## 5. Corporation Statement

On behalf of the Capel Manor College Corporation, it is hereby confirmed that the Corporation conducts reviews in line with the local needs duty, as such resulting in this plan. The annual accountability statement sets out an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 10/07/2024. The plan will be published on the College's website within three months of the start of the new academic year.

**Roger McClure**  
**Chair of Governors**

**Peter Brammall**  
**Principal/Chief Executive and Accounting Officer**

**Dated: 10 July 2024**

## 6. Links to Supporting Documents

- [Skills Roadmap for London \(Mayor of London Jan 2022\)](#)
- [Local London Green Jobs & Skills Presentation \(March 2023\)](#)
- [Accelerating Green Skills in Local London \(Local London Green Jobs & Skills Partnership - May 2023\)](#)
- [Local Skills Improvement Plan for London \(May 2023\)](#)